International Health Economics Association
Mentoring Program
An Overview
Introduction

What is the iHEA Mentoring Program?

• A program that matches mentors and mentees willing to commit for a period of one year to a formal program
• A program that entails learning and development for both mentors and mentees

Overall aim of the program

• To promote and foster a global network of scientists in health economics with mentoring support from leading experts in the field
Mentorship for whom?

Early career researchers (ECRs)
• PhD students or scientists who have received their highest degree (MSc, MA or PhD) within the past seven years

Mid-career researchers
• Scientists who have received their highest degree 7-15 years ago at the time of registration to the program

Mentees need to be iHEA members
The mentor

What does the mentor do?
• The mentor assists the mentee with his/her current and future challenges on his/her path for career development

How can the mentor do that?
• By motivating and empowering the mentee to identify his/her
  • Issues
  • Goals
• Help the mentee find ways of resolving issues and reaching goals
  • Acknowledging and respecting different ways of working
Why become a mentor?

Mentoring

• Involves providing support and seeing the mentee develop
• Can be an extremely rewarding process

As a mentor you have the opportunity to

• Make your experience available to a new person
• Reflect on your own practice
• Develop your leadership and management skills
• Enhance your recognition and reputation in the health economics community
• Develop relationships with the next generation of health economists
• Spot talented early- and mid-career health economists
Why become a mentee?

Likely benefits
- Space to reflect on career and goals
- Support and encouragement
- Increased confidence and assertiveness

Goals and issues may include how to:
- Develop your research and administration skills
- Manage time efficiently
- Establish collaborations and academic networks
- Develop teaching skills
- Write and publish your work
- Compete for grants and apply for posts
- Balance life and work
How to apply as a mentee?

Complete an application form

- Name and email address
- Year of graduation
- Highest degree completed
- Current position/institution
- Current location
- Research areas
- Developmental goals in order of importance
- State if you prefer a mentor from a particular region
How to apply as a mentor?

Provide following details:
• Name and email address
• Current position/institution
• Current location
• Preference in terms of ECR or mid-career mentee and educational background
• Research areas
• Mentoring areas in order of importance
• State if you prefer a mentee from a particular region

Experience requirements:
• Health economists with at least 10 years of experience in the field are eligible as mentors for ECRs
• 15+ years of experience is required for mentors for mid-career researchers
How will the mentoring take place?

• Commitment is expected for 12 months
• A total of 4 online meetings using Video Skype, Zoom or similar platform, with a defined end date
  • Additional meetings and/or email communication agreed upon mutually at outset
• Duration of each meeting is expected to be around 60-90 minutes
The matching process

- Mentors and mentees are matched by
  - Compatibility of area of research focus
  - Compatibility of preferences for focus of mentoring relationship
  - Geographic preferences
  - See the application forms for further details

- Those who are not matched or who missed the deadline
  - Will have priority in next year’s matching
  - Will have priority for the mentoring lunch at iHEA congress
Program feedback

• Surveys will be sent out to mentors and mentees to assess
  • Progress midway through the one year period
  • How well the program met their goals (at the end)
  • Ways to improve the program (at the end)
Available resources

• Handbook for mentors and mentees
  • What is mentoring?
  • Why become a mentee?
  • Why become a mentor?
  • Agreeing a mentoring contract
  • Why the mentee needs to take the initiative and set the agenda
  • What to do if there is a serious problem
  • Review and evaluation
  • Useful resources – references and links to YouTube videos

• Contract template
Key contacts

• Mentoring program manager – for general support and collecting feedback from mentors and mentees:
  • Natalie Hill jobs@healtheconomics.org

• Co-ordinator of mentoring program:
  • David Bishai dbishai1@jhu.edu

• Assistant co-ordinators of mentoring program:
  • James Buchanan james.buchanan@dph.ox.ac.uk
  • Thorhildur Ólafsdóttir thorhild@gmail.com
Acknowledgements

Thorhildur Olafsdottir, James Buchanan, Diane McIntyre, David Bishai, Richard Smith and Joanna Coast, Rhiannon Tudor Edwards, iHEA Staff