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 health economists
  • PhD students or scientists who have received their highest degree (MSc, MA or PhD) within the past seven years

Mid-career health economists
  • 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
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
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
The mentor’s role

What does the mentor do?
• The mentor assists the mentee with their current and future challenges on their career development path

How can the mentor do that?
• By motivating and empowering the mentee to identify their
  • Issues
  • Strengths
  • Goals
• Help the mentee find ways of resolving issues and reaching goals
  • Acknowledging and respecting different ways of working
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 early-career or mid-career mentee & 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 health economists
How will the mentoring take place?

• Commitment is expected for 12 months
• A minimum of 4 online meetings using Zoom, Teams 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
• Some mentors who agree to mentor more than one mentee may elect to meet all mentees together
The matching process

• Mentors and mentees are matched by
  • Compatibility of area of research or teaching 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
  - Ways to improve the program
  - How well the program met their goals (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 (general support):
  • Nicole Cork  ihea@healtheconomics.org

• Overall co-ordinator of mentoring program:
  • Adriana König

• Co-ordinators of mentoring program:
  • Neha Batura
  • Norma Bulamu
  • Natalie Carvalho
  • Rui Dang
  • Ou Yang

• For all queries, your first point of contact is Nicole Cork or you can reach out to IHEA’s Executive Director, Di McIntyre (diane.mcintyre@healtheconomics.org)