



IHEA

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 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)