

PUBLICATION MENTORSHIP FOR FIRST-TIME WOMEN AUTHORS IN THE FIELD OF HPSR

Health Systems Global (HSG) and the Alliance for Health Policy and Systems Research (the Alliance) are committed to supporting individual capacity for the conduct and uptake of health policy and systems research (HPSR)¹. Peer-reviewed publications are important for communicating scientific work, recognition within the research community and career progression². However, women lag behind their male colleagues in publications³. A 2019 Lancet review argued that the division in knowledge between genders exists in all countries, with less than 30% of the world's researchers being women⁴. They further argue that while the proportion of women is increasing, these women still publish less than their male counterparts⁵.

THIS CALL

HSG and the Alliance, in collaboration with Health Policy and Planning (HPP), **invite experienced professionals in the field of HPSR to help select and provide mentorship** support to early-career women researchers, based in low- and middle-income countries (LMICs) and working on health policy and systems research (HPSR) issues to publish their HPSR research for the first time in a global peer-reviewed journal.

The Publication Mentorship for First-Time Women Authors in the field of HPSR program (women's mentorship program) strongly encourages submissions from Afro-descent and Indigenous early-career women researchers who are based in Latin America & the Caribbean. As such, we are also strongly encouraging submissions from English-Spanish bilingual mentors.

Prospective mentors must:

- Be willing to participate in the selection of the 2022/2023 cohort of mentees for the women's mentorship program;
- Be willing to provide one-to-one mentorship to early-career women researchers to prepare a high-quality publishable manuscript, in English, for a peer-reviewed journal;
- Have 5 or more years of experience in the field of HPSR;
- Have experience in supporting others/post-grad students to prepare written work, particularly for publication;
- Have mentorship experience;
- Have publication experience, including paper review/peer-review process with journals/publishers.

¹ Kwamie, A. and N. Jalaghoia, *Supporting early-career mentorship for women in Health Policy and Systems Research: a vital input to building the field*. Health Policy and Planning, 2020. **35**: p. 4-6.

² Nygaard, L.P. and K. Bahgat, *What's in a number? How (and why) measuring research productivity in different ways changes the gender gap*. Journal of English for Academic Purposes, 2018. **32**: p. 67-79.

³ Aiston, S.J. and J. Jung, *Women academics and research productivity: an international comparison*. Gender and Education, 2015. **27**(3): p. 205-220.

⁴ Shannon, G., et al., *Gender equality in science, medicine, and global health: where are we at and why does it matter?* The Lancet, 2019. **393**(10171): p. 560-569.

⁵ Howe-Walsh, L. and S. Turnbull, *Barriers to women leaders in academia: tales from science and technology*. Studies in Higher Education, 2014. **41**(3): p. 415-428

** English-Spanish bilingual mentors are strongly encouraged to apply.*

APPLICATION PROCESS

Interested applicants are requested to complete [this form](#) by the **deadline of February 25, 2022**. Please closely follow the instructions provided in the submission form.

MORE ABOUT THE MENTORSHIP PROGRAM

Selected mentors will support the mentee selection process (from the shortlisted pool of applicants) for the mentorship program by evaluating:

- a. the technical merit of the research, its relevance for the field of HPSR and potential for being converted into a publication;
- b. the strength of arguments and clarity of statements in the mentee motivation letter.

Each application will be evaluated by 2 reviewers/mentors during the period of March-May 2022. The volume of the abstracts and motivation letters depends on the number of submitted and shortlisted applications. The scoring and subsequent consensus call will result in the selection a maximum of 13 high-scoring abstracts for the mentorship program.

Mentors will be paired with early-career women researchers (mentees) in June 2022 to provide guidance to them in paper preparation process. Please note, the mentees will be ultimately responsible for the development of their paper and submission to the journal in the form and content [required](#) and according to the mentorship program timelines. The assigned mentors will be there to work on a one-to-one basis with the mentees to guide and support them, where necessary, until the final decision on the paper acceptance or rejection is made by HPP in November 2023. Mentors are definitely not responsible for developing the paper on behalf of the mentee. You can read more about mentor roles & responsibilities [here](#).

Mentees will be invited to submit a fully developed paper to Health Policy and Planning only before the **deadline of January 20, 2023**. Papers accepted by HPP will be published in a special supplement in November 2023.

Mentees, whose papers are not accepted by HPP, will have the right to submit their papers to other journals after the journal publication date. HSG does not assume any responsibility for publishing these papers or any other related costs.

Successful mentor-mentee pairs (those who will have established collaborative relationships and are managing to advance the draft paper into quality one), will be invited to attend the 7th Global Symposium on Health Systems Research, taking place in Bogota between 31 October and 4 November 2022 to finalize working on the paper and participate in an organized session highlighting their experiences. HSG and the Alliance will fully cover costs for in-person or virtual presence of mentors and mentees at the symposium.

SECRETARIAT SUPPORT TO SUCCESSFUL CANDIDATES/MENTORS WILL INCLUDE:

- Onboarding program for both mentors and mentees;
- Pairing of selected mentees with selected mentors;
- Providing technical support (free online platforms for meetings, webinars, etc.) at any point during the program, if required, and coordinating/facilitating the work of mentors-mentees (monthly check-ins to ensure pairs are progressing on paper development and remain on schedule);
- Inviting successful mentees and mentors (those who will have established collaborative relationships and are managing to advance the draft paper into quality one), to attend and participate in the 7th Global Symposium on Health Systems Research. HSG and the Alliance will fully cover costs for the in-person or virtual presence of mentors and mentees at the event;
- Granting successful mentees and mentors with a 2-year free HSG membership extension.

KEY ACTIVITIES AND TIMELINES

- Call for mentees: 10 Jan 2022 – 11 Mar 2022
- Call for mentors: 11 Jan 2022 – 25 Feb 2022
- Notification of successful mentors: 15 Mar 2022
- Notification of successful mentees: 3 May 2022
- Onboarding & linking of mentors with mentees: May 2022
- Mentors & mentees start working together: Jun 2022
- Organised session at HSR2022: Nov 2022
- Paper submission to HPP: 20 Jan 2023
- Publication of supplement: Nov 2023

NOTE FOR APPLICANTS

- HSG may, at any time before the closing date, for any reason, whether on its own initiative or in response to a clarification requested by a (prospective) applicant, modify the call by written amendment. Amendments could, inter alia, include modification of the project scope or requirements, the project timeline expectations and/or extension of the closing date for submission;
- All prospective applicants that have submitted an application will be notified in writing of all amendments to the call and will, where applicable, be invited to amend their submission accordingly.