

Evaluating Academic Mentorship Programs in Low- and Middle-Income Country Institutions: Proposed Framework and Metrics

STRENGTHENING MENTORING IN LOW- AND MIDDLE-INCOME COUNTRIES: A CALL TO ARMS

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Introduction

- Mentorship programs are well established in most High Income Country settings
- Mentorship programs in Low-and middle-income countries are growing, although challenges exist
- Evaluations of these programs are limited and represents an important gap
- Evaluation of mentorship programs can help track progress, identify gaps and help improve quality of mentorship
- We describe a framework for monitoring these programs at both the individual and institutional levels with emphasis on LMIC institutions

Introduction

- Specific metrics should be based on what is possible to collect in different settings.
- The different domains might be prioritized based on the mentoring program maturity

Evaluation Framework

- Six key domains were identified relevant to mentorship evaluation:
 - 1. Mentor-mentee relationship**
 - 2. Career guidance**
 - 3. Academic productivity**
 - 4. Networking**
 - 5. Wellness**
 - 6. Organization capacity**

Evaluation Framework

Mentor-mentee relationship Career Guidance

Mentor/Mentee Satisfaction

Benefits to Mentor/Mentee

Costs to Mentor/Mentee



Mentee career planning

Identifying, mapping , charting progress

Tools such as Individual Development Plans

Mentee Career Advancement

Appointments, promotions, career productivity

Evaluation Framework

Academic Productivity

Mentee Scholarship

- Published articles,
- Accepted conference abstracts
- Invited talks
- Funded grants/projects
- Courses taught

Impact of Mentee Scholarship

- No. of Citations
- Incorporation to health policies
- Dissemination

Networking

Connections to new Collaborators and research networks

Measurement of collaborative networks, collaborative scholarly activity, leadership roles within research networks

Grant mapping, co-authorship mapping, bibliometric analysis.

Evaluation Framework

Wellness

Work-life prioritization

- Can be measured by satisfaction surveys

General Wellness

- Validated instruments to measure wellness in mentors and mentees
- Job turnover over time

Organizational Capacity

Mentoring Capacity

Organizational support

Policies, mentorship training

Diversity

Gender, ethnic, religious

Mentoring activities by the mentee

Conclusion

- Mentoring evaluations are to be done at the individual and institutional levels
- We've proposed six domains to be broadly evaluated.
- In LMIC settings, mentoring evaluations would need to be tailored depending on the maturity of the mentoring programs.
- In the longer term more structured mentoring evaluations can be adopted to strengthen the evidence and demonstrate best practices.

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Thank you