



IANPHI Mentorship Program Fact Sheet

Goal

Increase public health leadership capacity and capability -- including scientific expertise, operational decision making, policy development, and organizational planning -- through a mentorship program targeting present and/or future leaders of national public health institutes (NPHIs) in low-resource countries.

Participants

- Mentors -- accomplished public health specialists from around the world, representing both developing and developed countries.
- Mentees ("fellows") -- scientists and policy makers from IANPHI member institutes who show substantial promise to become future public health leaders.

Program

- The program will be administered through IANPHI's existing programs in NPHIs. Mentor-fellow relationships will be supported by NPHI directors, who will ensure that they are in alignment with the mission and vision of the organization.
- Three 2-year mentorships will be supported in 2009. The specific number of mentorships in 2010 will be determined.
- Fellows will be chosen through a competitive, peer-reviewed process established and coordinated by IANPHI. A letter of support from the NPHI director, ensuring that the fellow will continue in his/her role of responsibility and have the freedom to use newly acquired skills to advance the mission of the NPHI will be necessary.
- Each mentor-fellow pair will complete and submit a Project Plan to outline their goals, activities, and expected funding needs and to agree on expectations for regular communication and other specifics.

Funding

- Funding will be based on the Project Plan and will be capped at \$10,000 per year. The volunteer mentors will be provided no salary or consultant fees, but will be provided financial support to carry out their mentoring responsibilities.
- Financial support might include reimbursement for travel, videoconferencing, telephone/fax, purchase of materials, and other means of reinforcing fellows' skills, as outlined in the Project Plan.

Monitoring/Evaluation

- After the first quarter, IANPHI will interview mentors and fellows to ensure that their expectations are being met. Subsequently, partners will be asked to report their activities twice per mentorship period with both a mid-exercise report and a final report.
- Mentors will have the option of continuing their mentorship informally beyond the commitment period.
- Participants will be formally recognized with an acknowledgement on the IANPHI website and/or a Certificate of Appreciation and Completion of the program.
- Information on the program will be collected by use of a qualitative design, and findings will be documented in a journal article or other document. Evaluation information will help measure the program's progress towards achieving the stated mission, goals, and objectives and will offer necessary feedback to improve the program.