

## Call for Mentees: Publication Mentorship for the first-time Women authors in the field of HPSR

Health Systems Global (HSG) and The Alliance for Health Policy and Systems Research (AHPsr) are committed to supporting individual capacity for the conduct and uptake of health policy and systems research (HPSR). Peer-reviewed publications are important for communicating scientific work, recognition within the research community and career progression[1]. However, women lag behind their male colleagues in publications[2]. A recent Lancet review argued that the division in knowledge between genders exists in all countries, with less than 30% of the world's researchers being women[3]. They further argue that while the proportion of women is increasing, these women still publish less than their male counterparts[3].

### THIS CALL

HSG and AHPsr in collaboration with [Health Policy and Planning \(HPP\)](#), invites early-career women based in [Low- and Middle-Income Countries](#) (LMIC) and working on **HPSR** issues, who are interested in publishing their HPSR research for the first time in the Global peer-reviewed journal but require guidance and support to submit a publishable manuscript.

### ELIGIBILITY

Prospective mentees must:

- Be early-career women willing to publish a paper relevant to the field of **health policy or health systems research** and related to theme or any of the [sub-themes of 6<sup>th</sup> Global Symposium of Health Systems Research](#);
- Be a resident and work in a LMIC setting;
- Be able to develop abstract and scientific paper in English;
- Have **no previous publications** in a peer-reviewed journal with Global reach **as a lead author**;
- Require guidance through a one-to-one mentorship to prepare a high-quality publishable manuscript for a peer-reviewed journal.

### SUPPORT FROM HEALTH SYSTEMS GLOBAL

HSG offers the following support to successful candidates:

- a. Pairing first-time women authors (mentees) with experienced mentors who will provide guidance during the 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 and guide and support them, where necessary, but are definitely not responsible for developing the paper on behalf of the mentee.
- b. The mentees whose papers will be accepted and published by the **Health Policy and Planning** will be invited to [6<sup>th</sup> Global Symposium on Health Systems Research](#), taking place in Dubai from 8-12 November, 2020 and HSG will fully cover symposium registration, travel and accommodation costs. Mentees whose papers are not accepted by HPP will have right to submit the rejected paper to other journals, and HSG does not assume any responsibility for publishing or any other costs.

1. 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.
2. Aiston, S.J. and J. Jung, *Women academics and research productivity: an international comparison*. Gender and Education, 2015. **27**(3): p. 205-220.
3. 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.
4. 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.

## APPLICATION PROCESS

Application to the mentorship program will be a two-step process:

**Step one:** Interested applicants are requested to submit an abstract of their completed research work (no more than 500 words), which they intend to convert into a fully developed scientific paper for publishing in the journal. Abstracts must be submitted online through the following link (<https://forms.gle/WMSBWt1YbDvhfg6a6>) by the **deadline of September 6<sup>th</sup>, 2019**. Please closely follow the instructions provided in the submission form.

The abstract must be accompanied by a short motivation letter (no more than 300 words) explaining: a) the challenges the applicant is experiencing with publishing her paper/work in peer-reviewed journal, which she is planning to resolve with the help of this mentorship program; b) a detailed explanation of the support she would require from a mentor while advancing the development of the paper and c) any other expectations she may have from the mentorship program.

**Step two:** HSG will select up to a maximum of 20 promising submissions to be included in the mentorship program. At this stage, the mentors will be assigned to the mentees and successful candidates will work with the mentor to advance the paper development, meeting all timeline targets set for the program. Mentees will be invited to submit a fully-developed paper to the journal before the **deadline of December 1st, 2019**. Mentees will be required to submit their manuscript to Health Policy and Planning only, otherwise, HSG will not cover the publishing or any other costs.

## REVIEW CRITERIA

Candidate submissions will be reviewed by an independent panel of experts. Applications will be judged based on:

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

## KEY ACTIVITIES AND TIMELINES

- Call for application for mentorship: 23-Jul-2019
- Deadline for application for mentorship: 6-Sep-2019
- Notification of successful applicants: 20-Sep-2019
- Linking of mentees with mentors: 23/24-Sep-2019
- Finalizing abstracts and sending to Health Policy and Planning, following the requirements of [HPP Author Guidelines](#): 1-Dec-2019

## NOTE FOR APPLICANTS

1. 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.
2. 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.