

IPNA Junior Empowerment and Mentorship Program (IPNA JEMs)

Program information for Mentors and Mentees

Program Overview

The International Pediatric Nephrology Association (IPNA) Junior Mentoring Program is focused on members under 45 years of age, or in their early career as pediatric nephrologists. Junior members are paired with experienced IPNA members based on availability, aligned interests and mutual goals. The program was officially launched during the IPNA Congress in Calgary, in September 2022, being managed by members of the IPNA Juniors Committee, representatives from both the IPNA Executive Committee and the IPNA Administrative Office. The IPNA Juniors Mentoring Program is a two-year program, in line with the IPNA Congress.

The IPNA-JEMS Program objectives are:

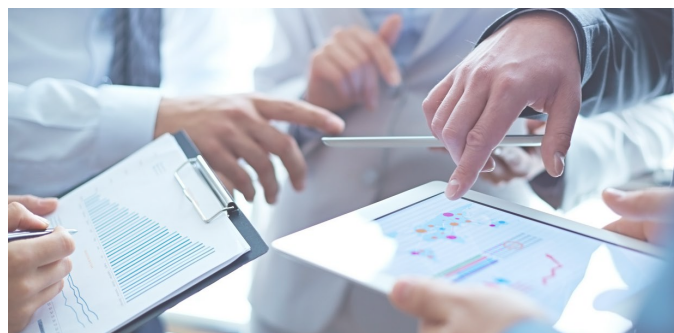
1. To aid junior members developing effective and successful mentoring relationships
2. To support junior members developing their personal, clinical, and scientific skills
3. To facilitate career planning and professional development
4. To encourage networking opportunities and collaborative research

Program Format

Concerning the worldwide representativeness of IPNA and diversity of its members, namely the availability of resources and possibly related expectations, there is no strict format of the program and its objectives. This will allow flexibility given that goals of Mentee and Mentor pairs might differ significantly across regions and can be related to clinical, research, education, funding and/or policy. Mentor-Mentee pairs can be introduced face to face at a social event at each IPNA Congress. About the format of meetings, expectations are for quarterly or more frequent online meetings, with a minimum of at least two meetings per year. The periodicity and format of the Mentor-Mentee meetings should also be aligned with their specific and individual goals.

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Mentees



Expected role of Mentees are:

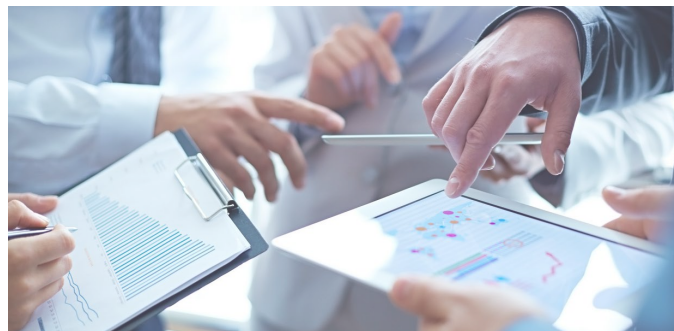
1. To establish a good relationship with the Mentor
2. To establish SMART (specific, measurable, achievable, realistic and time bound) objectives with the help of the Mentor
3. To achieve set objectives within the specified time
4. To agree on the frequency/format of meetings with the Mentor (quarterly meetings are suggested; should meet a minimum of twice/year)
5. To ensure periodic self-assessment of progress (annually)
6. To provide both annual progress and final report to the IPNA Junior Mentoring Program Committee, including number of formal meetings per year and accomplishments facilitated by the IPNA Juniors Mentoring Program

Mentors

Expected role of Mentors:

1. To establish a good relationship with the Mentee
2. To help Mentee establishing individual SMART objectives
3. To help the Mentee achieving their objectives within the specified time. IPNA Office can help setting meeting/Zoom calls between Mentors and Mentees, if limited sources
4. Agree on the frequency and the format of meetings with the Mentee
5. Ensure periodic assessment of progress (at least annually)
6. Provide a final report to the IPNA Junior Mentoring Committee

Program Evaluation



Mentees will provide annual reports and feedback on the program through an online form/assessment process. Both Mentors and Mentees will complete an evaluation form and a final report, to assess whether the goals and expectations of the Mentors and Mentees have been met and whether the objectives of the program were accomplished. IPNA Junior Mentoring Program Committee will be available to facilitate and mediate Mentor-Mentee communication whenever requested and necessary.

Online forms/assessments will be shared with the mentors and mentees enough time in advance. The reports should be always provided within one month after receiving the link/form. The IPNA Junior Mentoring Program Committee will contact directly both Mentor and Mentee to mediate and re-establish communication for the pair awareness and the best IPNA-JEMS program success.

During the program, the IPNA Junior Mentoring Program Committee will organize annual meetings with all participants sharing the whole group experience and progress.

Contact

IPNA Mentorship Program Committee:

John Mahan
 Ana Teixeira
 Isa Ashoor
 Siah Kim
 Maria Diaz-Gonzalez de Ferris
 Guido Filler
 Abdullahi Mudi

IPNA Office

office@theipna.org
 www.theipna.org

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