THEORY OF CHANGE (ToC) – INDIA HEALTH POLICY AND SYSTEMS RESEARCH (HPSR) FELLOWSHIP PROGRAM

**PROBLEM**

- Individual level: Build knowledge capacities of researchers in HPSR foundational concepts, methods and theories.
- Organisational level: Engage and support fellows from existing HPSR institutions in India to build a HPSR community of practice.
- System level: Strengthen health policy research & practice in selected organisations in India to enable collaborative and consortium-led approaches to develop the field of HPSR.

**STRATEGY**

- Right mix of mid-career research fellows (from a diverse pool within individual and institutional tracks representing disciplinary & professional backgrounds, belonging to different sector & levels of health systems in India) is selected.
- Uninterrupted delivery of blended learning plan is maintained & seed grant is disbursed on time.
- Collaborations with selected HPSR practitioners and institutions for supporting the selected fellows are established.
- Effective grouping and professional bonding among fellows and mentors is created & maintained.
- Fellows and mentors remain motivated and are able to devote the time required by the program.
- Role and expectation from fellows, tutor, host-organisation and mentors are clearly communicated and accepted by fellows.
- Inherent tensions in HPSR arising from power hierarchies between different actors in the health systems are managed.

**PRE-CONDITIONS**

- Selected fellows are equipped with methodological skills and competencies to engage with policy relevant questions, navigate policy space and engage in ethical, people centered research focusing on equity and social justice.
- Selected fellows are equipped to adopt critical & collaborative engagement with HPSR through a reflexive process & informed positional by working in multidisciplinary teams and applying systems thinking and complexity lens.
- Formal network of HPSR practitioners and institutions in India and abroad is established to support selected fellows under the program.
- Platform and mechanisms for developing a community of practice is created and is hosted under the program to support HPSR practice under the program.

**LONG TERM OUTCOMES**

- Selected fellows are able to engage in a critical & collaborative HPSR practice, analyze health systems issues from a systems & complexity lens, work in multi-disciplinary teams while carrying out ethical, people centered research focusing on equity and social justice and function as HPSR change agents in their institutions.
- Collaborative and consortium-led approaches are facilitated through platforms developed for community of practice under the program.

**IMPACT**

- Transformational change in research and practice of HPSR in favor of evidence-based policy making, achieving equity and advancing health for all.

**RATIONALE**

1. Evidence on low HPSR capacities in Indian researchers as reflected in publication outcomes.
2. Evidence on role of grants (for production of original research) in building individual HPSR capacity.
3. Evidence on lack of organisational support for researchers as one of the main reasons for low production of HPSR work.
4. Evidence on role of networking with colleagues in other organisation and national settings in building individual HPSR capacity.
5. Evidence on gathering all stakeholders who hold pieces of relevant knowledge for successful policies.

**ASSUMPTIONS**

- 70% of the fellows score more than 75% in five-point survey designed to measure affective reaction and utility judgement of the program.
- 60% of the fellows score above 60% in all assignments designed to test foundational knowledge of HPSR concepts, methods and theories during the online phase.
- 80% of the fellows start planned HPSR practices in their organisations after completion of online phase.
- 80% of the fellows are able to complete an original research grant to implement the research proposal with support from mentors & peers for building HPSR knowledge capacities & practice competencies.
- Seed grant is provided for implementing the research proposal, for applying knowledge to practice.
- Structured mentorship (having 2-3 mentors per fellow) is provided throughout the program.

**MONITORING INDICATORS**

**BEHAVIOR**

- 80% of research projects being implemented by fellows adhere to values of multidisciplinary, collaborative and people centered research focusing on equity and social justice.
- 80% of the fellows start planned HPSR practices in their organisations after completion of online phase.
- 80% of the fellows are able to complete an original research grant per requirements of the program.
- 80% of the fellows who started the planned HPSR activities in their organisations continue to do so over next 12 months.

**RESULTS**

- 80% of the fellows score more than 75% score in five-point survey designed to measure affective reaction and utility judgement of the program.
- 70% of the fellows score above 60% in all assignments designed to test foundational knowledge of HPSR concepts, methods and theories during the online phase.
- 100% of the fellows prepare a good quality research proposal at the end of face to face workshop to be eligible for seed grant.

**INTERVENTIONS**

- 1. Long-term HPSR fellowship program is delivered to selected 20 mid-career research fellows, designed as blended program (mix of 2 months foundational program in HPSR methods & practice, 7 days face to face training workshop to develop and present research proposal & 12 months opportunity for research grant to implement the research proposal with support from mentors & peers) for building HPSR knowledge capacities & practice competencies.
- 2. Seed grant is provided for implementing the research proposal, for applying knowledge to practice.
- 3. Structured mentorship (having 2-3 mentors per fellow) is provided throughout the research implementation phase of the program.
- 4. Structured peer-support (built in selection process, delivery of module, learning exercises) is provided throughout the program.
- 5. Collaborative and consortium-led approaches are facilitated through platforms developed for community of practice under the program.
- 6. Consortium of HPSR institutions in India and abroad is established to support selected fellows under the program.
- 7. Structured mechanisms are created for convening HPSR practitioners involved in the program through online platforms and conferences to develop a community of HPSR practice.