



Note from Dr. George Rutherford  
Chair, Global Programs for Research and Training Board of Directors

Global Programs for Research and Training is launching this quarterly newsletter to increase awareness of our in-country activities and strengthen the connection between UCSF stakeholders and Global Programs staff across our seven country offices.

Global Programs continues to provide a great opportunity for UCSF faculty and research groups to directly engage with local partners and communities on their international projects, including hiring local staff and managing day-to-day implementation activities. We hope this newsletter is informative and increases engagement with UCSF's overseas offices.

Learn more about [Global Programs](#).



Global Programs employees provide more than reliable operations support to UCSF international projects:

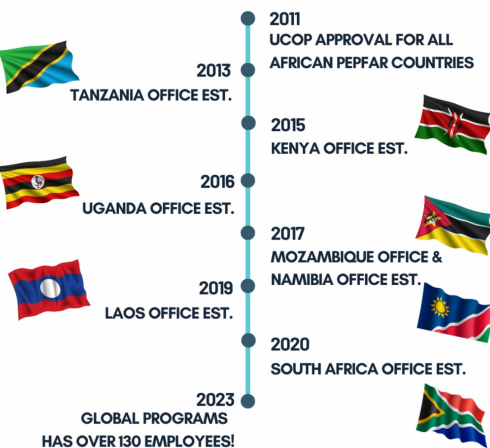
Staff have expert program and technical skills and are knowledgeable about the local context.

Staff have long-term professional relationships with Ministries of Health and other local partners.

Staff efforts may be allocated to various projects as needed to support similar projects across countries and regions, including Africa, the Caribbean, South America, and Asia.

Contact [Jane Drake](#) to learn more!

A BRIEF HISTORY OF  
GLOBAL PROGRAMS



OPERATIONS SPOTLIGHT

**Global Programs Kenya**, which officially began operations in September 2015, has 84 staff located in Nairobi and Kisumu. With a mission to promote sustainable healthcare, education, and infrastructure that leads to a measurable enhancement of the quality of life, the office facilitates operations support for UCSF researchers. Support includes human resource management, finance, procurement, information technology, logistics, and partner and sponsor engagement, as needed, while ensuring compliance with both Kenya laws and UC policies.

Collaborations include the Ministry of Health, the Kenya Medical Research Institute, and local universities and other partners to implement programs and ensure project goals are met. Current projects supported include HIV/AIDS, malaria, maternal health, enteric pathogens, mental health, kidney disease, and improving quality of life.



Meet GP Kenya team members  
Operations Officer **Esther Njeri** (left) and is Office Administrator **Nancy Makau** (right).

**SAVE THE DATE!** On July 12, IRSO will host "Kenya Collaboration Opportunities" with Country Director Dr. Koki Kinagwi to learn more about the office, programs, and how to increase collaborations across the health spectrum in Kenya and the US. An invitation will be forthcoming for Dr. Kinagwi's presentation.

**Global Programs Tanzania**, established in 2013, has grown from a team of four to a staff of 28. Led by Christen Said, the office provides technical assistance to the Ministry of Health; the National AIDS Control Programme; and the Zanzibar Integrated Hepatitis, HIV, TB, and Leprosy Programme in strategic information and disease surveillance.

The GP Tanzania portfolio supports the full spectrum of the data value chain from developing solutions, to improving data quality, to data integration and visualization for use. These include in-house development of applications that provide detailed analyses and visualizations of priority indicators to improve HIV and laboratory service delivery and promote data analysis and use at the facility level.

The office is also supporting the fourth round of bio-behavioral surveillance in Zanzibar and HIV recent infection surveillance throughout the country.



Meet some of the faces behind GP Tanzania:  
Introducing talented team members (left to right): **Saida Nyasasi** (Data Science Intern), **Ayubu Masasi** (Senior HIS Developer), **Brandina Rwhula** (Finance Operations Manager), **Emaculate Lemunke** (Data Science Intern), **Abdallah Ally** (Data Quality Technical Lead), **Jey Mtey** (Data Visualization Lead), **Rhodes Bantulaki** (Accounting & Finance Officer), **Ian Manyama** (HIS Developer Lead), **Gerald Mosh**a (Senior HIS Developer), **Elizabeth Mzobora** (HIS Analyst), **Gwamaka Mwamaja**, (BI Developer), **Tumshukuru Mhalila** (Data Visualization Analyst), and **Amani Moova** (BI Developer).

HR HEADLINES

**After six years with GP Kenya, Human Resources Manager Winnie Ngige will be leaving Global Programs at the end of May.** Country Director Dr. Koki Kinagwi said, "Winnie has been a valuable team member, and we wish her all the best as she moves on!"

During the transition period, please follow these guidelines:

- Send all effort allocation changes to Caroline Anampiu, [caroline.anampiu@ucglobalprograms.org](mailto:caroline.anampiu@ucglobalprograms.org)
- Send new recruitment requests to Njeri Wahome, [njeri.wahome@ucglobalprograms.org](mailto:njeri.wahome@ucglobalprograms.org)

The GP Kenya office is excited to announce that Amos Ochieng has joined the team as procurement manager! With an impressive background working in multinational organizations both locally and overseas, including companies such as Dawa Group and Nestle EAR, Amos is a valuable addition to the office. Holding a BA and MBA in Procurement and Supply Chain Management from the University of Nairobi, Amos is a certified Member of the Chartered Institute of Procurement and Supply (MCIPS) and brings a wealth of knowledge and expertise to the table. Email: [Amos.Ochieng@ucglobalprograms.org](mailto:Amos.Ochieng@ucglobalprograms.org).



Salary Scale for Staff Equity

Global Programs offices are collaborating with IRSO and UCSF Human Resources, along with a third-party expert, to develop standardized salary scales and a compensation-setting framework that will ensure GP staff equity across projects and roles. Proposed salary scales and job groups will take into account local market rates, specifically among partners working in the global health space. The IRSO Office will keep Global Programs staff and UCSF stakeholders updated as this project develops, with an aim to complete this project by the third quarter of 2023.

MEET THE TEAM

**Dr Emmy Muramuzi**, Uganda’s HIV Recent Infection Project Coordinator, effectively coordinated recent HIV infection surveillance in collaboration with stakeholders in HIV response. His efforts led to the successful phased rollout of recent infection testing from an initial 35 health facilities in 2019 to 993 today. Dr Muramuzi also spearheaded the development of data use and Public Health Response (PHR) guidelines that have directed the use of recent HIV infection results in initiating and refocusing HIV prevention interventions in identified potential hot spots. He is now dedicating his efforts towards rollout of PHR guidelines in Uganda.

Additionally, he has disseminated the results of recent infections surveillance at national and international conferences such as the [2023 PEPFAR Uganda Science Summit](#) and the [2022 International AIDS Conference](#). Dr Muramuzi, who has been part of the GP Uganda team since 2019, said, "I strongly value the commitment, teamwork, and technical skills exhibited by the GP staff in Uganda and UCSF at large."



GP Namibia Technical Aids Consortium Project Coordinator **Ntombizodwa "Ntombi" Makurira Nyoni** currently supports the Ministry of Health and Social Services in implementing research to advance the quality of life for PLWHIV (People Living with HIV) and research projects to improve the life of HIV/AIDS population (PANTHER-95 and SHIRE, respectively). Ntombi, who joined the office in 2021, has over 11 years of experience in HIV prevention programming and team capacity building.

Working closely with a team of 15 data collectors and a project officer in five regions of Namibia, Ntombi’s overall objectives are to improve the quality of life for women living with HIV, reduce intimate partner violence in communities, and help achieve viral load suppression for PLWHIV. To accomplish these goals, she collaborates with local community organizations to increase awareness and access to HIV testing and treatment services.

Ntombi is a firm believer in teamwork, collaboration, and the spirit of Ubuntu, "I am because we are." She supports her team wholeheartedly and recognizes their invaluable contributions. "Organizations that are innovative and looking for new opportunities to expand not only impacts an employee’s professional growth, but also their personal growth. As a team, we value that GP Namibia appreciates and recognizes employee efforts, allows freedom of expression, and supports personal and professional development," she said.



**Ntombi with her team:** Front row, left to right are Rachel Kaulinge, Martha Uusiku, Loise David, and Helaria Haushona. Second row, left to right are Sarafina Muyamba, Hermbert Katota, Ntombi Makurira, Feni Shikongo, Nephilian Baeze, Thelsah Kasuka, Lot Sheethen, and Taimi Shipepe. Back row, left to right are Blasius Murorua, Bruce Liswaniso, Cherizaan Willemse, Hikamenua Shiyukifeni, and Malakia Humbwavali

FAQ: How is Global Programs related to the University of California?

- GP is a wholly owned and controlled affiliate of the University of California.
- Each office has specific policies for human resources, finance, procurement, and travel.
- GP policies are aligned with existing UC policies (as much as possible), with some exceptions related to local laws and regulations in the countries where GP is registered.
- GP employees are affiliate employees and have access to UC systems.
- GP accounting systems are integrated with UCSF systems for streamlined financial management and reporting.
- While UCSF provides management and oversight of GP, other UC campuses are also able to use these foreign entities for research and training activities.

[More Frequently Asked Questions](#)

IRSO NEWS

The newly launched [IRSO website](#) provides resources and guidance regarding topics like [International Human Resources](#) and [International Project Implementation](#) as well as information about engaging UCSF’s foreign NGO offices, [Global Programs for Research and Training](#). Over the coming year, more information will be added, and feedback will be solicited.

Last fall, four representatives from IRSO visited the Kenya and Tanzania Global Programs offices. Overall goals were to check in with GP staff, identify staff needs or gaps, review operations and management systems to identify opportunities for efficiencies, and develop future strategies to facilitate the growth of GP. A visit to Namibia is planned for June.

At right are Tanzania's Program Manager for Global Strategic Information **Christen Said** (second from right) with IRSO's



## UPCOMING EVENTS

- **June 27:** Kenya Quarterly Forum: updated Travel Policy
- **July 12:** Kenya Collaboration Opportunities with Country Director Dr. Koki Kinagwi
- [UCSF Events Calendar](#)

## TRAINING & LEARNING OPPORTUNITIES

[Hard-to-Reach Populations Training Program](#): The UCSF Institute for Global Health Sciences is accepting applications for a new training program that will train scholars and mentors on state-of-the-art methods for sampling, population size estimation, bias analysis, and engagement of hard-to-reach (H2R) populations in behavioral, social sciences, and clinical research. The six month mentored program (Sept. 2023 - Feb. 2024) includes scholar-led monthly science talks, four short courses (1. Sampling, 2. Population Size Estimation, 3. Bias Analysis, and 3. Community Engagement Research methods), and other activities, which will enable participants to initiate lines of research among hard-to-reach populations. *Applications close June 2, 2023.*

The [UC Learning Center](#) offers employee training and development opportunities in a variety of platforms that can be completed on personal schedules.

[LinkedIn Learning](#) is a digital library of thousands of video courses taught by industry experts covering a wide range of technical, business, software, and creative topics (including all Lynda.com content).

The [Skillsoft Percipio platform](#) offers an eLearning library of online business videos, books, audio books, practice labs, and live webinars.

[UC Global Programs](#)

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*Created by the IRSO Office at UCSF, the Global Programs e-newsletter is a quarterly publication sent to all GP staff and selected UCSF audiences. Submit feedback or content suggestions to [irso@ucsf.edu](mailto:irso@ucsf.edu).*



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