

# Introducing the Global Health Trials Professional Membership Scheme

In partnership with WHO-TDR we have built a free and open access highly specific system to support and develop careers in clinical research for all staff roles

We aim for this to become a well recognised and highly valid continuing professional membership scheme for all research staff in the field of Global Health

Key partners such as The Bill and Melinda Gates Foundation, EDCTP, WHO-TDR, The University of Oxford (and others) help make this an accepted scheme that can give you the recognition you should have for your knowledge and skills

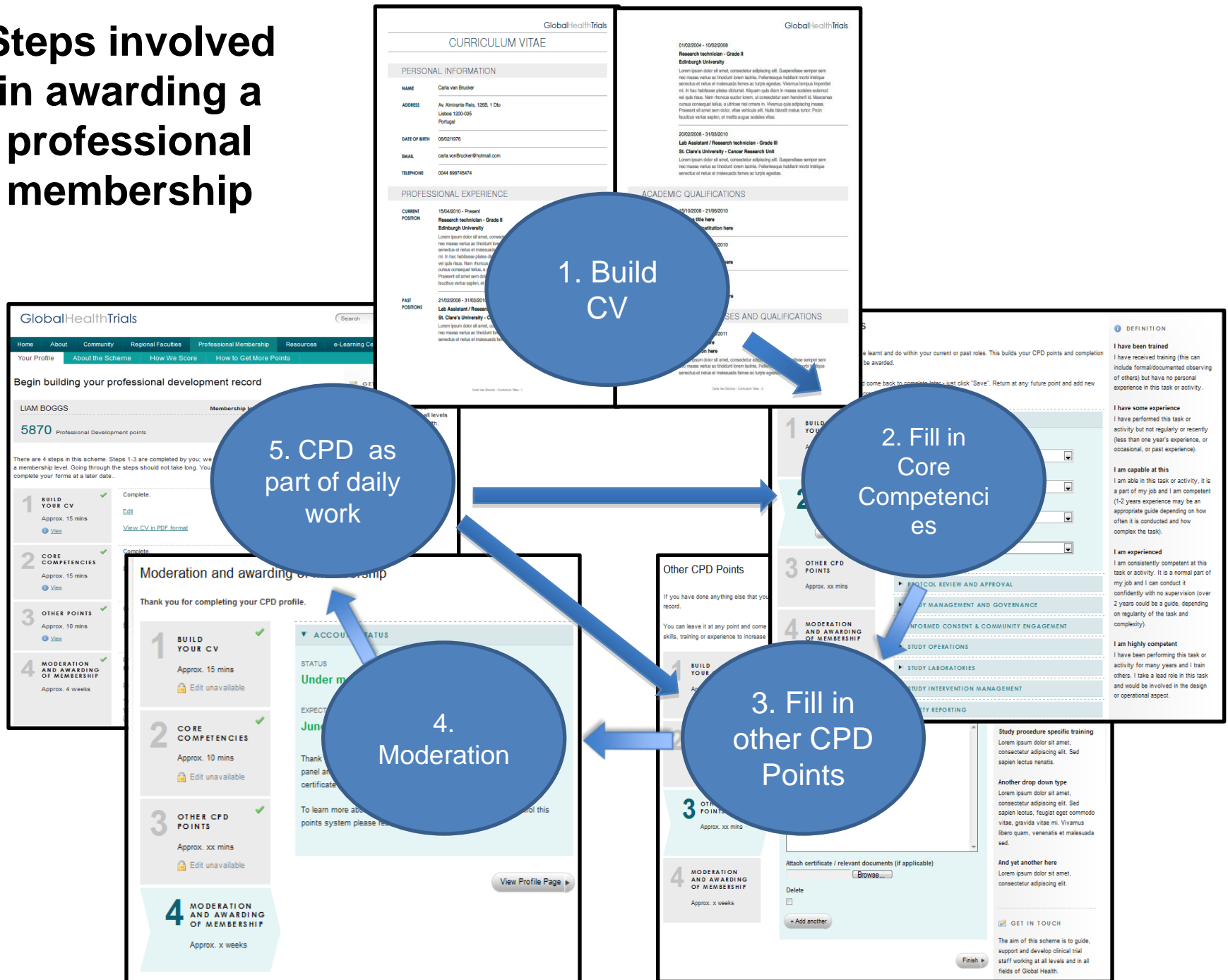


# The Professional Membership Scheme:



- Creates awareness that research is a career path with wide opportunities for many roles
- Allows researchers to identify appropriate and targeted training opportunities
- Secure, audited and high quality
- Professional CV and training record.
- **Helps research study leaders and institutions support, manage and develop their staff**
- **Helps staff be recognised**

# Steps involved in awarding a professional membership



## Building a Profile

To build their profile, the user completes the:

- CV template
- Core Competencies section
- Other Points section

It takes approximately 30 – 40 minutes to complete all sections.

At any point in this process the user can save, exit, and then return to complete the record at a later date.

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Search

HomeAboutRegional FacilitiesResourcesProfessional Membership Schemee-LearningCommunity

About the SchemeYour ProfileHow We ScoreHow to Get More Points

Begin building your professional development record

MARY

Membership level: Submission required

0 Professional Development points

There are 4 steps in this scheme. Steps 1-3 are completed by you; we then review your application and award you a membership level. Going through the steps should not take long. You can save and exit anytime and return to complete your forms at a later date.

1

BUILD YOUR CV

Approx. 15 mins

View

Answer a series of questions to build a professional CV. Once complete you can securely and privately store your CV here and access it whenever you need it. It can be printed off as a document or attached to emails. There is also a facility to upload and store any of your career related documents. These will then be compiled as annexes to your CV.

You can save and leave it at any point and come back to complete it later. You can also return at any future point and add to your CV as needed to increase your score.

2

CORE COMPETENCIES

Approx. 15 mins

View

This step captures what you do within your current and past roles and what you have learnt from them. It helps build your points and completion allows your membership level to be awarded.

You can leave this section at any point and return to complete it later. In the future you can return to this form to add new skills, training or experience which can increase your score.

3

OTHER POINTS

Approx. 10 mins

View

Tell us about other professional activities that you have been involved in (that are not included in the above sections) for which you think you could gain more points.

4

MODERATION AND AWARDING OF MEMBERSHIP

Approx. 4 weeks

Once completed, your CV, Core Competency forms and Other Activities will be moderated by our panel and a membership level will be awarded. You will be issued with a certificate and your membership level will appear on your profile.

To learn more about how we calculate, moderate and quality control this points system please read 'How We Score'.

Proceed to Step 1

GET IN TOUCH

The aim of this scheme is to guide, support and develop clinical research staff working at all levels and in all fields of Global Health.

Please do get in touch if you would like further information, have a question or if you require any advice on this area. Write to us at [training@globalhealthtrials.org](mailto:training@globalhealthtrials.org)

Ongoing opportunities for gaining points

Once you have been accepted into the scheme there are many ways to update your membership and raise your score. As you gain new skills, attend meetings, take part in training (and these are just a few examples) you can add to your points and enhance your progression through the membership levels. Once you submit your recent new activities the moderators will review and award the appropriate new points.

Annual Career and Training Review

A condition of membership is that you hold a review meeting once a year with either your line manager or a senior peer. In exceptional circumstances we can appoint a mentor who can conduct this process with you - please get in touch at [training@globalhealthtrials.org](mailto:training@globalhealthtrials.org).

The purpose of this review is to involve your employer in this professional development scheme in order that they can best support you. The review also helps set realistic short, medium and long term training and career goals and agrees these with your line manager.

Another advantage of this review is validation and confirmation of the skills you have reported here and therefore gives this system another checking process on the award of appropriate points and membership level.

## Step 1:

The first step involves completing the CV template.

Once this template has been completed the user can print a GCP standard CV.

The CV is stored in the user's profile and can be added to and printed out at any time.

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Search

HomeAboutRegional FacilitiesResourcesProfessional Membership Schemee-LearningCommunity

About the SchemeYour ProfileHow We ScoreHow to Get More Points

### Build your CV

Build a CV by completing the following sections. After each section, simply jump to another - the system will remember your answers.

You can leave it at any point and come back to complete it later - just click 'Save'.

1

BUILD YOUR CV

Approx. 15 mins

[View](#)

Save

2

CORE COMPETENCIES

Approx. 15 mins

[View](#)

3

OTHER POINTS

Approx. 10 mins

[View](#)

4

MODERATION AND AWARDING OF MEMBERSHIP

Approx. 4 weeks

PERSONAL INFORMATION

Address\*

City\*

Postal Code

Country\*

PROFESSIONAL EXPERIENCE

ACADEMIC QUALIFICATIONS

PROFESSIONAL COURSES AND QUALIFICATIONS

PROFESSIONAL REGISTRATION

RELEVANT PUBLICATIONS

SUPPORTING DOCUMENTS

PDF VERSION

You can now create a PDF version of your CV. One will also be created automatically on completion of your profile.

Create & View PDF

\* required fields

Save & Continue

QUESTIONS & ANSWERS

Why build your CV here?

Clinical trials require Investigators and other staff to have a signed copy of a current CV on file.

As part of our Professional Membership Scheme, we offer this free facility for creating a highly professional CV which can be printed off or emailed as needed. All the information is secure and will not be shared with any other party. You may also upload certificates or other documents, which will be securely held in your file.

We use SSL online security, so you can be confident that your CV and training record will be private, secure, and available for you to use as needed.



## Step 2:

Step two involves completing 'Core Competencies'.

This section covers areas such as protocol writing, study operations, data management and safety reporting.

Each competency can be scored as:

- No experience
- Trained
- Some experience
- Capable
- Experienced
- Highly competent

A guide to these definitions is provided in the right hand menu of the page.

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Search

[Home](#)[About](#)[Regional Faculties](#)[Resources](#)[Professional Membership Scheme](#)[e-Learning](#)[Community](#)

[About the Scheme](#)[Your Profile](#)[How We Score](#)[How to Get More Points](#)

## Core competencies

This step captures what you do within your current or past roles and what you have learnt from them. It helps build your points and completion allows your membership level to be awarded.

Look at the blue headings. If you carry out any tasks within this activity, click on the heading. Work through all the relevant headings, and miss any that do not apply to you.

You can leave it at any point and come back to complete it later - just click "Save". Return at any future point and add new skills, training or experience to increase your score.

### 1 BUILD YOUR CV

Approx. 15 mins

[View](#)  
[Edit](#)

### 2 CORE COMPETENCIES

Approx. 15 mins

[View](#)  
[Save](#)

### 3 OTHER POINTS

Approx. 10 mins

[View](#)

### 4 MODERATION AND AWARDED OF MEMBERSHIP

Approx. 4 weeks

#### ▼ PROTOCOL WRITING

Setting research question

No experience

Drafting concept protocol

No experience

Independent protocol writing

No experience

Contributes to protocol writing

No experience

Coordinates protocol writing

No experience

Coordinates protocol finalisation

No experience

#### ► PROTOCOL REVIEW & APPROVAL

#### ► STUDY MANAGEMENT & GOVERNANCE

#### ► INFORMED CONSENT & COMMUNITY ENGAGEMENT

#### ► STUDY OPERATIONS

#### DEFINITION

**I have been trained**

I have received training (this can include formal/documenting observing of others) but have no personal experience in this task or activity.

**I have some experience**

I have performed this task or activity but not regularly or recently (less than one year's experience, or occasional, or past experience).

**I am capable at this**

I am able in this task or activity, it is a part of my job and I am competent (1-2 years experience may be an appropriate guide depending on how often it is conducted and how complex the task).

**I am experienced**

I am consistently competent at this task or activity. It is a normal part of my job and I can conduct it confidently with no supervision (over 2 years could be a guide, depending on regularity of the task and complexity).

**I am highly competent**

I have been performing this task or activity for many years and I train others. I take a lead role in this task and would be involved in the design or operational aspect.

#### GET IN TOUCH

The aim of this scheme is to guide, support and develop clinical research staff working at all levels and in all fields of Global Health.

## Step 3:

The final step provides the user with the opportunity to tell us about any courses, training and experiences which may not have been captured in the previous two steps and which the person feels would contribute to their professional profile.

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Search

[Home](#) [About](#) [Regional Facilities](#) [Resources](#) [Professional Membership Scheme](#) [e-Learning](#) [Community](#)

[About the Scheme](#) [Your Profile](#) [How We Score](#) [How to Get More Points](#)

Your core competency answers have been updated.

### Other Points

If you have done anything else that you feel could earn you points, please tell us here and we can add these to your record.

You can leave this section at any point and come back to complete it later - just click "Save". Return at any future point and add new skills, training or experience to increase your score.

1 BUILD YOUR CV  
Approx. 15 mins  
[View](#)  
[Edit](#)

2 CORE COMPETENCIES  
Approx. 15 mins  
[View](#)  
[Edit](#)

3 OTHER POINTS  
Approx. 10 mins  
[View](#)  
[Save](#)

4 MODERATION AND AWARDED OF MEMBERSHIP  
Approx. 4 weeks

OTHER PROFESSIONAL DEVELOPMENT ACTIVITY POINTS

This section is for you to add any other activities or achievements not captured in core competencies or on your CV. You can add things now and you can also come back and add to this section whenever you have a new achievement or event that would help build your points. Some examples of activities to be submitted here include: attending a seminar on a relevant topic, attending a conference, reviewing a paper, supervising a student, giving a training course, having a poster at a meeting. Please give as much detail as possible and submit any supporting documents as this helps us assess how many points these activities are worth.

Professional development activity type\*

Description\*

Attach certificate / relevant documents (if applicable)

[Browse...](#)

[+ Add another](#)

\* required fields

[Save & Continue](#)

PROFESSIONAL DEVELOPMENT TYPES

Supervision

Supervised a student.

Conference

Presentation. Poster. Attended.

Paper

1st Author. Last Author. Author. Reviewer.

Poster

Had a poster at a meeting or conference.

Seminar/CME & Journal Clubs

Participated a relevant topic. Attended a relevant topic.

Training Course

Ran or participated in a short training course (0 - 2 weeks). Ran or participated in a long training course (> 2 weeks).

Delivery Workshops/Meetings/Training Planning/Coordinating. Presentation.

Global Health Trials Content

Start a discussion. Start a blog. Submit an article. Submit training material. Reviewer. Do an e-learning course.

Other

Any other relevant professional activities.

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Your "Other points" entries have been saved

## Profile Submission:

The user is given an opportunity to add to or edit their profile before they submit it for moderation.

Once submitted, the profile is locked and cannot be added to or amended until the profile has been approved by the moderation system.

1

BUILD YOUR CV

✓

Approx. 15 mins

[View](#)  
[Edit](#)

2

CORE COMPETENCIES

✓

Approx. 15 mins

[View](#)  
[Edit](#)

3

OTHER POINTS

✓

Approx. 10 mins

[View](#)  
[Edit](#)

4

MODERATION AND AWARDING OF MEMBERSHIP

Approx. 4 weeks

### Submit?

You are about to submit your Professional Membership Scheme profile for review.

Once submitted, you *will not* be able to make any changes to your answers until after the review.

[No, go back and edit](#) [Yes, submit](#)

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## After Submission:

Once the user submits their profile it is automatically locked to prevent further editing.

An automatic email is sent to the user to acknowledge receipt of their application and to inform them that the administrator will contact them should any further information be required.

Approval takes approximately four weeks.

The screenshot displays the GlobalHealthTrials website interface. At the top, there is a navigation bar with links: Home, About, Regional Facilities, Resources, Professional Membership Scheme, e-Learning, and Community. Below this is a secondary navigation bar with links: About the Scheme, Your Profile, How We Score, and How to Get More Points. The main content area is titled "Begin building your professional development record". It shows a progress bar for a user named MARY, with a membership level of "Under moderation". The progress bar indicates 0 Professional Development points. Below the progress bar, there are four steps: 1. BUILD YOUR CV (Approx. 15 mins, Complete), 2. CORE COMPETENCIES (Approx. 15 mins, Complete), 3. OTHER POINTS (Approx. 10 mins, Complete), and 4. MODERATION AND AWARDED OF MEMBERSHIP (Approx. 4 weeks, Under moderation). The expected date of review is 21/10/2011. On the right side, there is a "GET IN TOUCH" section with a message about the aim of the scheme and contact information for training@globalhealthtrials.org.

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Search

Home About Regional Facilities Resources Professional Membership Scheme e-Learning Community

About the Scheme Your Profile How We Score How to Get More Points

Begin building your professional development record

MARY Membership level: Under moderation

0 Professional Development points

There are 4 steps in this scheme. Steps 1-3 are completed by you; we then review your application and award you a membership level. Going through the steps should not take long. You can save and exit anytime and return to complete your forms at a later date..

1 BUILD YOUR CV Complete. Approx. 15 mins. You will be able to edit this information once your profile has been reviewed.

2 CORE COMPETENCIES Complete. Approx. 15 mins. You will be able to edit this information once your profile has been reviewed.

3 OTHER POINTS Complete. Approx. 10 mins. You will be able to edit this information once your profile has been reviewed.

4 MODERATION AND AWARDED OF MEMBERSHIP Under moderation. Approx. 4 weeks. EXPECTED DATE OF REVIEW: 21/10/2011

GET IN TOUCH

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The purpose of this review is to involve your employer in this professional development scheme in order that they can best support you. The review also helps set realistic short, medium and long term training and career goals and agrees these with your line manager.

Another advantage of this review is validation and confirmation of the skills you have reported here and therefore gives this system another checking process on the award of appropriate points and membership level.

## Once Approved:

Once the profile has been approved, a score is given and a membership tier and level is awarded.

There are five tiers:

- Foundation
- Affiliate
- Professional
- Associate
- Fellow

Each tier is graded from 1 to 5.

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Search

Home

About

Regional Faculties

Resources

Professional Membership Scheme

e-Learning

Community

About the SchemeYour ProfileHow We ScoreHow to Get More Points

## Begin building your professional development record

MARY

Membership level: Affiliate

6450 Professional Development points

There are 4 steps in this scheme. Steps 1-3 are completed by you; we then review your application and award you a membership level. Going through the steps should not take long. You can save and exit anytime and return to complete your forms at a later date..

1

BUILD YOUR CV

Approx. 15 mins

View

Complete.

Edit

View CV in PDF format

2

CORE COMPETENCIES

Approx. 15 mins

View

Complete.

Edit / add new competencies

3

OTHER POINTS

Approx. 10 mins

View

Complete.

Edit / add new points

4

MODERATION AND AWARDING OF MEMBERSHIP

Approx. 4 weeks

LAST REVIEWED ON:  
Sept. 23, 2011, 4:09 p.m. (6450 points awarded)

Download Certificate

Your certificate needs to have your full name, so you might need to change your name  
Edit on your profile. Please click here to check and amend.

GET IN TOUCH

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Please do get in touch if you would like further information, have a question or if you require any advice on this area.

Write to us at [training@globalhealthtrials.org](mailto:training@globalhealthtrials.org)

Proceed to Step 1

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## ***Certificate:***

Once the profile has been approved, a certificate is issued which the user can print out.

This certificate is stored in the user's profile and can be printed out at any time.

# The GlobalHealthTrials

Professional Membership Scheme

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Hereby Certifies that

**Mary Ogata**

has been awarded membership  
of this programme.

The level of membership  
awarded is

**AFFILIATE 4**

---

This membership was awarded on 23/09/2011  
and is valid until 22/09/2012 when the membership  
may be awarded again on completion of a career  
and training review and updating of the data stored  
with your personal training record.

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## Scoring:

The 'How We Score' page outlines the score ranges for each of the tiers and their levels.

The tier score ranges are:

Foundation: 0 - 3679  
Affiliate: 3680 - 7360  
Professional: 7361 - 11040  
Associate: 11041 - 14720  
Fellow: 14721 - 18400

# GlobalHealthTrials

Search

Home

About

Regional Facilities

Resources

Professional Membership Scheme

e-Learning

Community

About the Scheme

Your Profile

How We Score

How to Get More Points

## How We Score

The Global Health Trials Professional Membership Scheme is a free, online, system for maintaining an audited professional record and for accruing points to build on your professional skills and experience.

There are five tiers of membership which are determined by scores based on your prior experience and training, and on the accumulation of points for any on-going training and development activities which you may undertake.

The professional membership scheme levels are scored as shown in Table 1.

Table 1

Professional Membership Scheme Levels and Scoring

Tier	Level	Points
Foundation (0-3680)	1	0-736
	2	737-1472
	3	1473-2208
	4	2209-2944
	5	2945-3680
Affiliate (3681-7360)	1	3679-4416
	2	4417-5152
	3	5153-5888
	4	5889-6624
	5	6625-7360
Professional (7361-11040)	1	7361-8096
	2	8097-8832
	3	8833-9568
	4	9569-10304
	5	10305-11040
Associate (11041-14720)	1	11041-11776
	2	11777-12512
	3	12513-13248
	4	13249-13984
	5	13985-14720
Fellow (14721-18400)	1	14721-15456
	2	15457-16192
	3	16193-16928
	4	16929-17664
	5	17665-18400

You can earn points from the following:

1. Academic qualifications
2. Professional courses and qualifications
3. Professional registration
4. Relevant Publications
5. Other professional development activities
6. Core competencies

The number of points awarded for academic qualifications, professional qualifications, registration, publications and some 'other' activities (such as submitting training material to Global Health Trials) are shown in Table 2. There is an opportunity for the user to provide information about 'other professional activities' which they have been involved in. These activities will be considered and, if appropriate, scored by the panel once the user submits their profile for moderation.

GET IN TOUCH

The aim of this scheme is to guide, support and develop clinical research staff working at all levels and in all fields of Global Health.

Please do get in touch if you would like further information, have a question or if you require any advice on this area. Write to us at [training@globalhealthtrials.org](mailto:training@globalhealthtrials.org)

## How to Get More Points

After you complete and submit your Professional Membership Scheme application for moderation, you will be awarded a score and the appropriate membership level (see Table 1) which will be displayed on your profile.

Table 2

### CALCULATING POINTS

Activity	Points
Doctorate	2000
Masters	1400
Bachelors	1000
Diploma	700
Supervision: > 6 students	400
Supervision: 1 – 5 students	300
Professional courses & qualifications	200
Professional registration/membership	200
Conference: Oral presentation	200
Conference: Poster presentation	100
Conference: Attended	50
Publications: 1st author	200
Publications: Last author	200
Publications: Author	100
Train course - (0 - 2 wks): Ran or participated	200
Train course - (> 2 wks) : Ran or participated	100
Seminar/CMES/Journal Club: Presented	50
Seminar/CMES/Journal Club: Attended	10
Delivery workshops/Meetings/Training: Presentation	200
Delivery workshops/Meetings/Training: Planning or coordinating	150
Global Health Trials: Submit training material	100
Global Health Trials: Submit an article	100
Global Health Trials: Reviewer	50
Global Health Trials: Taking an e-learning course	25
Global Health Trials: Blog	15
Global Health Trials: Discussion	10
Other relevant professional activities	TBD

If you are involved in a professional activity that is not listed but which you feel should earn you points, please tell us about it in the 'Other Professional Activity' section of your profile and then submit it for moderation. The panel will review your application and, if the activity is judged as being relevant to your professional development, will award you a new score and if applicable, a new membership tier and/or level.

## Increasing your Score, Tier and Level

Once approved, the user is free to add to, or edit, their profile. If it is amended, it must be re-submitted. The profile will then be reviewed, and if appropriate, a new score awarded.

On the 'How to Get More Points' page, the scores awarded for each activity are listed.

This allows the user to understand how to gain further points and what activities they need to undertake to reach a desired level.

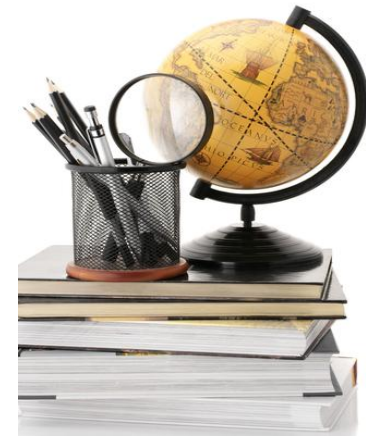
## The Global Health Trials e-learning Centre

- There are many MANY excellent courses being taught face to face across Africa to support trials
- The trouble is these are often disease / protocol specific
- They are limited in impact by travel budget and training capacity
- Hardly any steps, processes etc are limited to a disease or protocol
- Therefore make these generic e-learning courses and 1000's of people can learn!



# e-Learning Short Courses

1. Introduction to Clinical Research	French, Spanish, Chinese, Portuguese	Vietnamese, Swahili
2. ICH Good Clinical Practice Course	French, Spanish	Chinese, Portuguese, Vietnamese, Swahili, Thai
3. Setting the Research Question	French, Spanish, Chinese	Vietnamese, Swahili, Thai
4. The Research Protocol: Part one	French	Spanish, Vietnamese
5. The Research Protocol: Part two	French	Spanish, Vietnamese
7. Introduction to Consent	French	Spanish
8. Introduction to Data Management For Clinical Research Studies	French, Spanish	
9. Introduction to Collecting and Reporting Adverse Events in Clinical Research	Vietnamese	
10. Introduction to Reviewing Genomic Research (NEW!)		
11. Basic Malaria Microscopy (NEW!)		



## **Some final thoughts on running more and better trials and supporting our clinical trial staff...**

- There is support out there
- You need to find it
- Take charge of your career
- We need more trials run by Africans in Africa!

**Good Luck, and find help and support on  
Globalhealthtrials.org**

Division of Pharmacology, Department of Medicine, University of Cape Town  
European & Developing countries Clinical Trials Partnership (EDCTP)  
Institute of Infection and Global Health, University of Liverpool  
The PRACTIHC Collaboration  
East African Consortium for Clinical Research (EDCTP funded)  
Africa Malaria Network Trust (AMANET)  
Malaria Consortium, Uganda  
Medical Research Council, Clinical Trial Unit  
International Vaccine Access Center, John Hopkins  
MRC, The Gambia  
Malawi-Liverpool WT Research Unit  
Swiss Tropical Institute  
The Malaria Centre, LSHTM  
Drug for Neglected Diseases Initiative (DNDi)  
Liverpool Centre for Tropical Medicine  
London School of Hygiene and Tropical Medicine  
Imperial University Centre for Tropical Medicine  
Institute for Tropical Medicine, Antwerp  
Facultad de Salud Escuela de Salud Pública Maestría en epidemiología Colombia  
Centre for Paediatric Research, Lucknow, India  
Medical Research Unit of the Albert Schweitzer Hospital, Lambaré, Gabon.  
KEMRI-Wellcome Programme, Kenya  
World-Wide Antimalarial Resistance Network (WWARN)  
Mahidol-Oxford Tropical Medicine Research Unit, Bangkok, Thailand  
Oxford University Clinical Research Unit, Ho Chi Minh City, Vietnam  
Nuffield Department of Medicine, Centre for Tropical Medicine.  
Sri Jayewardenepura Teaching Hospital Sri Lanka  
Clinical Trials Transformation Initiative, Duke University. USA  
KEMRI/Centre for Disease Control, Kisumu. Kenya.  
Clinical Trial Laboratories, Kintampo Ghana  
CSH Medical University Uttar Pradesh, India  
Consortium for National Health Research, Nairobi, Kenya

# List of collaborators for Global Health Trials