

# Mercy Nabwire Ouma

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## **PROFESSIONAL SUMMARY**

Multidisciplinary professional and leader, with expertise in clinical pharmacy, health and labor rights advocacy and research, with more than 14 years of collaborative practice experiences in global health, pharmaceutical care provisioning in resource constrained settings, strengthening health systems in underserved communities, perinatal medicine and women's health, labor rights and decent work advocacy in global health care systems, tax justice, global supply chains and strategic corporate research.

## **EDUCATION & PROFESSIONAL QUALIFICATIONS**

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### **MIER. Masters in Industrial and Employment Relations**

University of Turin & ITCILO, Italy ( Sep 2024)

### **MPS. Labor & Global Workers Rights**

Pennsylvania State University,USA ( Aug 2024)

### **MSc. Medical Pharmacology and Therapeutics**

Masinde Muliro University of Science & Technology, Kenya (Dec 2019)

### **Bachelor of Pharmacy**

University of Nairobi School of Pharmacy, Kenya (Dec 2007)

### **GLLI, Global Labor Leadership Certification**

Cornell University- Workers Institute, USA ( Feb 2023)

### **Engage, Certificate in Labour Leadership & Advocacy**

University of Witwatersrand, South Africa (Aug 2019)

### **Post Graduate Diploma in Clinical Pharmacy Practice**

Moi Teaching & Referral Hospital, Kenya ( Dec 2018)

### **DPLA, Pharmacy Leadership Academy**

American Society of Health System Pharmacists Foundation-ASHP (Dec 2012)

### **Indiana Pharmacy Teaching Certificate**

Purdue University College of Pharmacy & Butler University, USA ( Jul 2011)

## **WORK EXPERIENCE**

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### ***Labor & Organizing Experience :***

Project Staff/ Field Organizer, *Committee of Interns and Residents (CIR-SEIU), US* ( Aug 2024 - present)

- Identifying, recruiting, and developing new Physician residents and fellows to build power to win and help lead the union.
- Support health & labor rights advocacy project development and implementation.

### ***Academic Appointments:***

Graduate Assistant, *Pennsylvania State University, US* ( Aug 2023- Jul 2024)

- Research Assistance: Conduct literature reviews, gather data, and analyze information as needed for research initiatives.
- Teaching Assistance: Assist in the preparation of course materials, lectures, and presentations.
- Academic Support: Conduct research to support course content and provide relevant materials.

### ***Management Experience:***

Head of Department Clinical Pharmacy & Practice, *Moi Teaching and Referral Hospital- Kenya* (Jul 2021- July 2023).

- Inspired innovative and transformational approach in clinical pharmacy practice & pharmacy informatics with the ability to critically examine the range and quality of services in relation to the needs of patients and emerging trends in professional practice and contribute ideas for developing or enhancing the services or service environment.
- Established 10 clinical Pharmacy service units across clinical departments including, NICU, CCU, Oncology and ICU.
- Supported the establishment of Medication Therapy Committee in 22 Counties across Kenya

### ***Clinical Experience:***

Perinatal & NICU Clinical Pharmacist *Riley Mother and Baby Hospital, MTRH, Kenya* (2009 -2021)

- Developed and Implemented clinical guidelines for gestational diabetes management
- Developed and Implemented an Emergency -kit for obstetrical emergencies leading to a 30% decline in maternal deaths
- Successfully developed the Hospital's NICU formulary

Outpatient Clinical Pharmacist *Enhanced Diabetes Care Clinic & Anticoagulation clinic Moi Teaching and Referral Hospital , Kenya* (2009-2011)

- Provided care to patients with diabetes in a multidisciplinary clinic with a collaborative practice agreement with physicians
- Participated in the creation and implementation of an electronic database to monitor and manage patients with diabetes
- Developed and established an anticoagulation clinic and provided care with a collaborative practice agreement with physicians

### ***Research Experience:***

Research & Pharmacovigilance Pharmacist *Academic Model Providing Access to Healthcare, AMPATH/USAID, Kenya (2012-2016)*

- Developed a system for monitoring the ongoing safety of TB and oncology medicines in AMPATH oncology sites in western Kenya
- Evaluated and communicated HIV, TB and Oncology Medicines safety to patients, providers and regulators.
- Conducted research on HIV, TB and Cancer Treatment complications
- Published research findings in peer reviewed journals including presentations at global conferences.

Labor Rights Researcher *Global Labor University, GLU Witwatersrand University and Pennsylvania State University (2019-2024)*

- Conducted research on the organization of health care that depends on extensive voluntary labor by community health workers
- Researched the nature and character of employment relations within the context of military regimes in Mali
- Conducted research on labor regimes in Chinese owned enterprises in Kenya
- Manuscripts submitted for publication

### ***Teaching & Mentorship Experience***

Residency Preceptor *Clinical Pharmacy Residency Exchange Program Purdue Kenya Program, Eldoret, Kenya and West Lafayette, Indiana (2011-2015)*

- Development and implementation of the inaugural collaborative clinical pharmacy residency program in East Africa
- Taught and mentored 16 North American and Kenyan clinical pharmacy residents how to become competent pharmacy leaders in maternal health.

Clinical Adjunct Professor *Purdue University College of Pharmacy West Lafayette, Indiana (2011-2016)*

- Provided distance-learning lectures to Purdue University pharmacy students completing coursework in America
- Precepted Purdue University Pharmacy students during their international experiential training in Kenya.

## **LEADERSHIP, ADVOCACY & BOARD MEMBERSHIP EXPERIENCE**

**Secretary** *East Africa Health Sector Unions Network, EAHSUN (2022-Present)*

- Represent all cadres of public sector health care workers across the East Africa countries of Kenya, Uganda, Tanzania, Rwanda and Burundi in regional level trade and labor negotiations.
- Develop and present policy and legislative petitions to different regional blocs on behalf of healthcare workers with the 5 East African countries.
- Head the secretariat of the network and work with both political leaders and institutional leaders within the region to safeguard health workers rights.

**National Treasurer** *Kenya Medical Practitioners Pharmacists and Dentists Union, KMPDU (2021-Present).*

- Developed the inaugural strategic plan for KMPDU and led its implementation
- Established and leads the Research, Innovation and Resource Mobilization Department and has since run collaborative projects with various partners including the government of Kenya, Amnesty International, People's Health Movement, Solidarity Center, Fredrick Ebert Stiftung (FES), COTU-K, FOSI, Christian Aid.

**Global Steering Committee Member**, *Center for Corporate Tax Accountability and Research, CICTAR ( Jun 2024 -Present)*

- Co- lead research on tax avoidance and profit extraction by global healthcare corporations in Kenya and other African countries.
- Develop and implement multi sectoral transnational solidarity actions and campaigns.

**Regional Coordinator** *Global Labor University, GLU East Africa Alumni Forum (Oct 2021 -Aug 2023)*

- Provide strategic leadership and mobilized resources for collective projects
- Enhance participation of the alumni member into the GLU and MOOC activities
- Enhance collaboration with partners and labor support institutions center on GLU alumni activities.

**Board Member** *Save A Woman Fistula Foundation - Kenya (Jul 2021 - Present )*

- Mobilize resources and partners to support the provisioning of care to women suffering from obstetric fistula and related complications.
- Create awareness on obstetric fistula through media campaigns and medical outreach programs.

**Founder & Patron** *Okoa Jamii Arts Initiative OJAI- Kenya (Mar 2022- Present)*

- A community based youth organization that utilizes creative and visual arts to address pressing societal issues and communicate change through their performances.
- Organized events that awareness on suicide prevention, antimicrobial resistance, climate and mental health crises.

## **SKILLS & COMPETENCIES**

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- Worker-driven research design and methodology
- Labor rights advocacy
- Global health workforce policy analysis
- Clinical pharmacy practice
- Enhancing supply chain for essential medications, including sexual and reproductive health commodities
- Strong communication and interpersonal skills
- Projects Management

## **PUBLICATIONS**

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- **Ouma MN**, Chemwolo BT, Pastakia SD, Christoffersen-Deb A, Washington S. "Pilot of Single Use Obstetrical Emergency Medical Kits to Reduce Maternal Mortality" *International Journal of Gynecology and Obstetrics*. 119 (2012) 49–52
- Manji I, Pastakia SD, Do AN, **Ouma MN**, Schellhase E, Karwa R, Miller ML, Saina C, Akwanalo C. "Performance outcomes of a pharmacist managed anticoagulation clinic in the rural resource-constrained setting of Eldoret, Kenya" *J Thromb Haemost*. 2011; 9: 2215-20.
- Pastakia SD, Crisp WI, Schellhase EM, Manji I, **Ouma MN**, Akwanalo C. "Implementation of a pharmacist managed anticoagulation clinic in Eldoret, Kenya" *Southern Med Review* (2010) 3;2:20-23
- Miller, **Ouma MN**, Schellhase. "Assessing Reverse Culture Shock Following an International Pharmacy Practice Experience" *Currents in Pharmacy Teaching and Learning* 2013; 77(3):63-67
- **Ouma MN**, A Chitte, J. Oguda, "Clinical impact and economic burden of Chemotherapy Related Adverse events in Breast Cancer Patients on Adjuvant Chemotherapy with Doxorubicin and Cyclophosphamide at the Moi Teaching and Referral Hospital Cancer Care Centre: A Cross-sectional study" submitted for publication.
- **Ouma MN Gaskia J** "Understanding the Structural Exploitation of Community Health Volunteers in Kenya, A Power Resources Analysis" submitted for publication
- **OUMA MN**, Were A "Understanding the Impact of Climate Change on Workers and Public Health Services in Kenya, A trade Union Perspective" A PSI Publication- In progress.

## PRESENTATIONS

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- **Ouma MN** "Framing Tax as a Class Struggle-: Building Labor Power to Stop Corporate Tax Theft" Invited Keynote Speaker , 2024 Trade Union Tax Forum 10-12 December 2024, Ottawa Canada.
- **Ouma MN** "Reforming the Global Tax System: Global Tax Justice to Reduce Inequalities and Finance Sustainable Development" Panel Presentation ,UN High Level Political Forum, Friedrich-Ebert-Stiftung New York Office 17 July, 2024
- **Ouma MN**, Gretchen M, Abhay S, Anna M, "Public Health or Private Wealth the impacts of IFC- International Finance Corporation Investments in private healthcare" the impacts of IFC -City View Room, Elliott School of International Affairs, George Washington University June 6, 2024 [https://www.linkedin.com/posts/oxfam-international\\_uhc-publichealthoverprivate-wealth-activity-7199705239623475201-NgKe?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/oxfam-international_uhc-publichealthoverprivate-wealth-activity-7199705239623475201-NgKe?utm_source=share&utm_medium=member_desktop)
- **Ouma MN** "Challenges and Opportunities for Workers in Africa", Public Talk, Pennsylvania State University, at Foster Auditorium, Pattee and Paterno Library, April 3 2024
- **Ouma MN** "A New Post COVID Militancy for Public Service Workers" Panel Presentation at the PSI 31st World Congress , October 12 - October 18, 2023 Geneva, Switzerland
- **OUMA MN** "Building Health Workers Capacity to Demand for A climate- Resilient Public Health Sector in Kenya" Presented at *The Global Labour University-Wits Alumni Conference: Climate Justice and the Just Transition* 28 – 30 October 2022.
- **Ouma MN** "Effects of Health Workers Unions in Resource Limited

Settings; A Case Study of Prolonged Doctors and Nurses Strikes in Kenya" Paper presented at the International Labor Process Conference 2019 - "Fragmentations and Solidarities", 24 and 26 April 2019 in Vienna, Austria.

- **Ouma MN**, "Mitigating Health workers strikes for continuity of health services, Unions perspectives and key lessons learnt" Inter-County HRH Stakeholder Forum Program "HRH Performance Enhancement to improve quality of HIV, RMNCAH and priority health, 3rd -5th March, Nairobi Kenya
- **Ouma MN**, "Kenya's Perspective on Clinical Pharmacy Training and Practice: Successes and Challenges" Speaker: Global Conference on Pharmacy and Pharmaceutical Sciences Education, 8th-9th December 2016 Nanjing, China
- **Ouma MN**, "Reskilling Emergency Obstetric Care" Speaker: FIGO Africa Regional Conference of Gynecology and Obstetrics 2nd -5th October 2013, Addis Ababa, Ethiopia.
- **Ouma MN**, Chemwolo BT, Pastakia SD, Christoffersen-Deb A, Washington "Pilot of Single Use Obstetrical Emergency Medical Kits to Reduce Maternal Mortality" Poster presentation at the International Federation of Gynecology and Obstetrics Congress 2012, Rome.
- **Ouma MN** Invited Presentation by. VTE: Pregnancy, Birth Control, and Hormone Replacement. The Hematology Symposium Sirikwa Hotel, Eldoret Kenya May 18th-21th, 2011
- **Ouma MN**, Cheng S, Schellhase E, Pastakia S. "Home Glucose Monitoring and Diabetes Care in Kenya." Presented at: Purdue University's 4th Annual Scholarship of Engagement Conference. West Lafayette, IN. October 28, 2010
- Shelly J, Romack B, Kuhn S, Washington S, **Ouma MN**, Pastakia S. The Purdue Kenya Program: "Emergency Medical Kits". Presented at: Purdue University's 4th Annual Scholarship of Engagement Conference. West Lafayette, IN. October 28, 2010
- "Three Perspectives of Service-Learning". Co-presented with the 2010 Community of Service Learning Faculty Fellows Cohort. Presented at Purdue University, West Lafayette, IN. September 15, 2010
- **Ouma MN**, Pastakia S, "A Comprehensive Collaborative Enhanced Diabetes Care Program in the Rural Resource Constrained Setting of Eldoret, Kenya". Poster presented at the Prestigious President's Poster Session during the American Diabetes Association 70th Scientific Sessions June 25-29 2010 in Orlando FL
- Pastakia S, Blount R, Nyabundi J, Anjichi G, and **Ouma MN**. "The Implementation of Comprehensive Diabetes Care in a Rural Resource-Constrained Setting". Indiana Clinical and Translational Sciences Institute Annual Meeting. Indianapolis, IN. April 19, 2010.
- Sarah A Fullen, **Ouma MN**, Sonak Pastakia "A Pharmacist-Implemented, Database Driven Diabetes Clinic in a Resource Constrained International Setting" Poster presented at the Xavier University Third Annual Health Disparities Conference April 19-21, 2009 New Orleans
- **Ouma MN**, Pastakia S, Fullen S A Comprehensive Collaborative Model for Diabetes Care in a Rural Setting in Eldoret - Kenya. Abstract accepted for presentation at the FIP congress 2009, Istanbul, Turkey.

## GRANTSMANSHIP

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**Multi-sectoral Community-led Approaches towards Covid-19 Vaccine Uptake in Kenya (July 01, 2022 -August 31,2023)**-*Open Society Institute for East Africa Initiative Grant Number OR2022-85911*

- Funding was granted to support the efforts of KMET, People's Health Movement (PHM) and Kenya Medical Practitioners, Pharmacists and Dentists Union (KMPDU) through a complementarity model of technical expertise and strong networks at Ensuring that the hesitant communities who are not taking vaccines due to misinformation and disinformation get the right information and take the decision to take the vaccine.

**Institutional Effectiveness and Capacity Development (August 2021- 2022)**-*Open Society Institute for East Africa Initiative Grant Number OR2022-85911*

- Grant Provided to support the Kenya Medical Practitioners Pharmacists and Dentists Organizational structuring and capacity building.

**Establishing the diagnosis of gestational diabetes in the resource-constrained setting of Eldoret, Kenya (March 2011 to 2015)**

*Indiana Center for Translational Science Institute – National Institutes for Health Grant Number RR025761*

*Moi Teaching and Referral Hospital and Riley Mother and Baby Hospital*

*Principal Investigator: **Ouma MN**, Co-investigators: Sonak Pastakia, PharmD, MPH, BCPS, Sierra Washington, MD, Benjamin Chemwolo, MBChB*

- Funding was granted for this proposal designed to investigate the most appropriate contextualized strategy to diagnose gestational diabetes in the rural population residing in western Kenya

**Emergency Medical Kits Used for Labor and Delivery in Kenya (2011-2012)**

*Purdue University Community Service / Service Learning Grant West Lafayette, Indiana*

*Principal Investigator: **Ouma MN***

- Pilot funding was received to implement a novel tacklebox based system for ensuring access to emergency medications often required for complicated deliveries.

**Diabetes care clinic (2010 to 2011)**, *Purdue University Community Service / Service-Learning Grant West Lafayette, Indiana*

*Collaborating Partner: **Ouma MN***

- Pilot funding was received to implement a home glucose monitoring program and support groups for pediatric patients with diabetes.

## AWARDS

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- The Global Labour University-Wits Alumni Conference : Climate Justice and the Just Transition, Award (24 March 2022)
- National Recognition award for pharmacist advancing best Practices, *Pharmaceutical Society of Kenya, 2021*
- Purdue University Corps of Engagement Award (2013)

- Pharmacy Leadership Academy Pfizer Scholarship, *American Society of Health Systems Pharmacists Foundation*, (2012)
- ASHP 2010 Best Practices in Health Systems Award, *American Society of Health Systems Pharmacists Foundation*, 2010
- Guinness World Scholarship to study accounting at *Strathmore College*, 2001

## **REFERENCES**

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Available upon Request