



Curriculum Vitae

Personal Data:

MICHAEL AFARI BAIDOO, Ph.D, Msc, PGDE, DOSHEM, CMT, BSc

Department of Health Administration and Education,
Faculty of Health, Allied Sciences and Home Economics Education,
University of Education, Winneba,
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Winneba, Central Region, Ghana.
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Born on 14th August, 1984

Ghanaian

Areas of Expertise or Professional Skills:

Health Promotion, Master Trainer, Occupational Health and Safety, Environmental Health, Health Informatics, Epidemiological Methods in Health, Health Care Knowledge Management and Medical Laboratory Technology.

Professional Qualification(s):

| Awarding Institution | Qualification | Period |
|--|---|-------------------|
| Environmental, Occupational Safety and Health (EOSH), UK | Certified Master Trainer | 07/2024 - 08/2024 |
| University of Cape Coast, Cape Coast, Ghana. | Ph.D. (Health Promotion; Occupational Safety and Environmental Health). | 08/2019 - 03/2023 |

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| Environmental, Occupational Safety and Health (EOSH), UK | Certificate in Level 3 Award in First Aid at Work and Fire Safety Management | 1/03/2024 – 10/03/2024 |
| University of Education, Winneba, Ghana | Post Graduate Diploma in Teaching and Learning in Higher Education (PGDTLHE) | 08/2020 - 01/2021 |
| Kwame Nkrumah University of Science and Technology, Kumasi, Ghana. | M. Sc. (Health Informatics) | 10/2014 - 11/2017 |
| Ghana Institute of Management and Public Administration (GIMPA) | Postgraduate Diploma in Occupational Safety, Health and Environmental Management (DOSHEM) | 01/2012- 12/2013 |
| University of Cape Coast, Cape Coast, Ghana. | B. Sc. (Laboratory Technology) | 08/2005 - 05/2009 |

Professional Responsibilities:

| <i>Position</i> | <i>Office/Location</i> | <i>Period</i> |
|--------------------------|---|--------------------------|
| Senior Lecturer | University of Education, Winneba | 04/09/2024 to date |
| Lecturer | University of Education, Winneba | 01/06/2020 to 04/09/2024 |
| External Reviewer | Palm University College, Central College of Science and Technology Kaaf University | 08/2022- Date |
| Certified Master Trainer | iPPD Job & Training Center | 07/2024 - 08/2024 |

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| Certified level 3 First Aider and Fire Safety Management | iPPD Job & Training Center | 07/03/2024 to Date |
| Examination Officer | Department of Health Administration and Education, UEW | 01/01/2023 to 30/07/2024 |
| Monitoring Officer | CoDeL, UEW | 01/02/2021 to Date |
| Principal Lab Technologist | Department of Biology Education, UEW | 01/11/2012- 30/05/2020 |
| Medical Laboratory Scientist | Aseda Specialist Hospital, Bogoso, W/R. | 01/09/2010- 31/10/2012 |

Education:

| <i>Qualification/Certificate Obtained</i> | <i>Name of Institution Attended</i> | <i>Date</i> |
|--|--|-------------------|
| Bachelor of Laws | Kaaf University | In Progress |
| Ph.D. (Health Promotion) | University of Cape Coast, Cape Coast. | 08/2019 - 03/2023 |
| Post Graduate Diploma in Teaching and Learning in Higher Education | University of Education, Winneba | 08/2020- 01/2021 |
| M. Sc. (Health Informatics) | Kwame Nkrumah University of Science and Technology, Kumasi. | 10/2014- 11/2017 |
| Post Graduate Diploma in Occupational Safety Health and Environmental Management | Ghana Institute of Management and Public Administration (GIMPA). | 01/2012- 12/ 2013 |

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|-------------------------------------|---------------------------------------|------------------|
| BSc. Laboratory Technology | University of Cape Coast, Cape Coast. | 08/2005- 05/2009 |
| Senior Secondary School Certificate | Tarkwa Senior High School | 08/2001- 05/2004 |

Career History:

| <i>Position/Title</i> | <i>Name of Institution</i> | <i>Date</i> |
|-----------------------|----------------------------------|---------------|
| ➤ Senior Lecturer | University of Education, Winneba | 09/2024- Date |

Responsibilities:

- Teaching & Curriculum Development: Designing and delivering lectures, seminars, and workshops; preparing course materials and lesson plans; evaluating student performance.
- Research & Publications: Conducting research, publishing in peer-reviewed journals, and supervising postgraduate students.
- Academic Leadership: Leading research groups, mentoring junior faculty, and contributing to departmental administration.
- Student Engagement: Advising students, organizing practical classes, and fostering critical thinking.
- Professional Development: Attending conferences, collaborating with other academics, and staying updated with advancements in their field.

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| ➤ Lecturer | University of Education, Winneba | 06/2020- 09/2024 |
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Responsibilities:

- Lecturing undergraduate and postgraduate courses in Health Administration and Education
- Supervising students research works at the Undergraduate level
- Providing academic counseling for students (Level 300)

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| ➤ External Reviewer | Various Universities and Academic Journals within and outside Ghana | 08/2022- date |
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Responsibilities:

- Lecturing Assessing Quality: Reviewing research papers, academic programs, or institutional processes to ensure they meet established standards.
- Providing Constructive Feedback: Offering unbiased, detailed, and constructive critiques to authors, editors, or institutions.
- Maintaining Confidentiality: Ensuring that the review process remains confidential and avoiding unauthorized sharing of materials.
- Ensuring Ethical Standards: Identifying ethical concerns, such as plagiarism or conflicts of interest.
- Recommending Improvements: Suggesting ways to enhance the quality, clarity, and impact of the work under review.
- Participating in Site Visits (for institutional reviews): Conducting evaluations through interviews and document analysis to formulate conclusions.

➤ Examination Officer University of Education, Winneba 01/2023 - 09/2024

Responsibilities:

- Coordinate all examinations in the department.
- Assign invigilators to all examination rooms.
- Ensure that the examination script get to the appropriate examiners.
- Ensure up to date academic records for students.
- Reports all examination irregularities to the head of department, by completing appropriate form.
- Mount courses online at the beginning of the semester.
- Compile a comprehensive summary of departmental results for departmental and faculty board meeting.

➤ Certified Master Trainer iPPD Job & Training Center 01/2024 - Date

Responsibilities:

- Creating comprehensive and advanced health and safety training programs tailored to specific industries and job roles.

- Evaluating the specific health and safety training needs of different departments and job functions within an organization.
- Ensuring that all training programs comply with local, national, and international health and safety regulations and standards.
- Developing detailed instructional materials, including manuals, online modules, and visual aids, to support training programs.
- Performing thorough risk assessments to identify potential hazards in the workplace and recommending appropriate control measures.
- Providing expert advice to management on health and safety policies, procedures, and best practices.
- Monitoring and evaluating the effectiveness of training programs and making necessary adjustments to improve outcomes.

➤ Principal Laboratory Technician University of Education, Winneba 01/2012-05/2020

Responsibilities:

- Design and execute laboratory testing according standard procedures, make observations and interpret findings to the understanding of students.
- Supervises national service personnel and students in the department during laboratory sessions under defined conditions to verify/reject various types of hypotheses using refined scientific methods.
- Organizes and store all chemical substances, biological specimen according to safety and environmental standards.
- Design and review of laboratory manual for practical work.
- Maintains laboratory equipment and assist Head of Department in ordering laboratory supplies. Ensure that all safety guidelines are followed strictly at all times and maintain a clean and orderly environment during laboratory activities.

➤ Environmental Chemist P2W, Iduaprem site, Tarkwa 08/2011- 09/2012

Responsibilities:

- Analysis of samples of streams, raw and treated wastewater, sludge, and other by-

products of wastewater treatment process to determine efficiency of plant processes and to ensure that plant effluent meets water pollution control requirements.

- Using standard laboratory equipment to conduct tests for settleable solids, suspended solids, total solids, volatile solids, volatile acids, alkalinity, pH, dissolved oxygen demand, turbidity, and other substances.
- Initiates changes in laboratory procedures and equipment in order to increase efficiency of laboratory activities.
- Directs laboratory personnel in prescribed laboratory techniques and performance of routine tests.

➤ Medical Laboratory Scientist Aseda Specialist Hospital, Bogoso 01/2010- 08/2011

- Examining and analyzing blood, body fluids, tissues, and cells.
- Relaying test results to physicians.
- Utilizing microscopes, cell counters, and other high-precision lab equipment.
- Cross matching blood for transfusion.
- Monitoring patient outcomes.
- Performing differential cell counts looking for abnormal cells to aid in the diagnosis of anaemia and leukaemia.
- Establishing quality assurance programs to monitor and ensure the accuracy of test results.
- Overseeing the work of a medical laboratory technician.

➤ Medical Laboratory Scientist Dixcove Government Hospital 10/2009 – 08/2010.

- Receive urine, blood or other samples for experimentation and analysis
- Prepare standard volumetric solutions or reagents to be combined with specimens
- Manage and operate laboratory equipment
- Test and study blood, urine and other body fluids
- Evaluate test results and prepare reports for physicians
- Maintain laboratory quality assurance and safety standards
- Cross-match blood for transfusion

Publications, Research/Projects Conducted or Undertaken, Creative Works/Productions Produced:

- Baidoo, M. A.**, Kumah, E., Ahmed, S. O. A., & Fafali, J. A. (2025). Examining the relationship between occupational health and safety practices and productivity levels in private health facilities in the central region of Ghana. *BMC Public Health*, 25(1), 1-10.
- Agjei, R. O., Balogun, O. S., Olaleye, S. A., Adoma, P. O., **Afari-Baidoo, M.**, & Adusei-Mensah, F. (2025). The impact of ultra-processed foods on obesity risk: A comprehensive bibliometric analysis. *Clinical Nutrition Open Science*.
- Baidoo, M. A** (2025). Utilization of Point-of-Care-Testing Devices for Clinical Diagnosis: The Case of Community Health Nurses in Effutu Municipality. *J Health Edu Res Dev*, 13:169.
- Kumah, E., Amponsah, J. M., Owusu Adoma, P., Boakye, D. S., Boateng, R., Owusu-Aduomi Botchwey, C., & Afari **Baidoo, M.** (2024). Turnover intention and associated factors among health workers in Christian Health Association of Ghana hospitals: An institution-based cross-sectional study. *International Journal of Healthcare Management*, 1-9.
- Baidoo, M. A.**, Ansah, E. W., & Essien-Baidoo, S. (2023). Psychosocial work environment and burnout among employees of a Ghanaian Public University. *International Journal of Health Promotion and Education*, 1-15.
- Baidoo, M. A.**, Ansah, E. W., & Essien-Baidoo, S. (2023). Employee turnover intention: The predictive role of work-related burnout and psychosocial climate among university workers. *Journal of Psychology in Africa*, 33(4), 303-312.
- Ansah, E. W., Addae, J., Hagan Jr, J. E., & **Baidoo, M. A.** (2023). Assessing Stress Levels, Predictors and Management Strategies of Inmates at Ankaful Prison Complex in the Central Region, Ghana. *Behavioral Sciences*, 13(3), 201.
- Boateng, A. A., Botchwey, C. O. A., Adatorvor, B. A., **Baidoo, M. A.**, Boakye, D. S., & Boateng, R. (2023). A phenomenological study on recurrent teenage pregnancies in effutu municipality-Ghana. The experiences of teenage mothers. *BMC Public Health*, 23(1), 1-10.
- Panford, V., Kumah, E., Kokuro, C., Adoma, P. O., **Baidoo, M. A.**, Fusheini, A., ... & Agyei-Baffour, P. (2022). Treatment outcomes and associated factors among patients with multidrug-resistant tuberculosis in Ashanti Region, Ghana: A retrospective, cross-sectional study. *BMJ open*, 12(7), e062857.
- Owusu-Fordjour, C., Koomson, C.K., Twumasi, S.A., **Baidoo, M.A.**, Lumor, P.D.D., Mensah, N. and Konadu, E., 2022. Pedagogical content knowledge of Integrated Science Teachers and its impact on their instructional practice. *American Journal of Educational Research*, 10(7), 439- 443.
- Botchwey, C. O. A., Kesseh, D., **Baidoo, M. A.**, Boateng, A. A., & Boakye, D. S. (2022). Occupational Health and Safety Practices among Sanitation Workers in a Public University in Ghana: A Qualitative Approach. *International Journal of Environment and Climate Change* 12(10), 226-237, <https://doi.org/10.9734/IJECC/2022/v12i1030789>.
- Baidoo, M. A.**, Gyamerah, E. O., Yeboah, K. O., Koomson, C. K., & Owusu-Fordjour, C. (2022). Use of internet health information resources and information seeking behaviour among undergraduate student of University of Education, Winneba. *Journal of Health & Medical Informatics*, 13(2022), 400.
- Botchwey, C. O. A., Boateng, A. A., Adjei, E. A., Acquah, F., Opoku, R., & **Baidoo, M. A.** (2022). A Multifaceted investigation into the menace of teenage pregnancies in a rural Ghanaian community, *Journal of Scientific Research & Reports*, 28(1), 35-49. <https://doi.org/10.9734/JSRR/2022/v28i130485>.

- Botchwey, C. O. A., Acquah, F., Opoku, R., Boateng, A. A., & **Baidoo**, M. A. (2022). Knowledge of Sexual and Reproductive Health among Adolescents in a Ghanaian Municipality: A Mixed-Method Approach. *Journal of Pharmaceutical Research International* 34(40A), 69-76. <https://doi.org/10.9734/JPRI/2022/v34i40A36258>.
- Botchwey, C. O. A., Quaye, E., Boateng, A. A., Aggrey-Bluway, L., Acquah, F., Opoku, R., & **Baidoo**, M. A. (2022). Self-Medication among pregnant women in the Jasikan District of Ghana. *Asian Journal of Pregnancy and Childbirth* 5(1), 32-45.
- Botchwey, C. O. A., Takyiwaa, L., Boateng, A. A., Opoku, R., **Baidoo**, M. A., & Acquah, F. A. (2022). Survey of knowledge and use of modern contraceptives among female students in a public university in Ghana. *Journal of Pharmaceutical Research International* 34(40A), 69-76, <https://doi.org/10.9734/JPRI/2022/v34i40A36258>.
- Baidoo**, M. A., Boateng, A. A., Nyanzu, B. B., Gyamerah, E. O., & Botchwey, C. O. A. (2021). Prevalence and determinants of modern contraceptive utilization in the Mpohor District of Ghana. *Asian Journal of Research in Nursing and Health*, 4(4), 258-267.
- Botchwey, C. O. A., Boateng, A. A., Opoku, R., Acquah, F., & **Baidoo**, M. A. (2021). E- Health readiness of healthcare providers in Ghana: A qualitative comparative study of two hospitals in Accra. *Current Journal of Applied Science and Technology* 40(45), 23-33. <https://doi.org/10.9734/CJAST/2021/v40i4531625>.
- Bayor, B., Ansah, E. W., & **Baidoo**, M. A. (2021). Households waste management practices and associated factors in Tain District, Ghana. *Advanced Journal of Social Science*, 9(1), 36-42. <https://doi.org/10.21467/ajss.9.1.36-42>.
- Koomson, C. K., Owusu-Fordjour, C., **Baidoo**, A. M., & Biritwum, A. (2020). Analysis of the ABO and Rh (D) blood groups among third year Integrated Science Education students of the University of Education, Winneba. *The Journal of Basic and Applied Zoology* 11(2), 2157-6076. <https://doi.org/10.5296/jbbs.v11i2.16853>.
- Baidoo**, A. M., Asamoah, D., Adoba, P., & Ameyaw Y. (2019). Impact and challenges of electronic services and devices on medical laboratory practice; A study in the central region of Ghana. *Journal of Medical Research and Case Reports* 1(1).
- Koomson, C. K., Oppong, E. K., Owusu-Fordjour, C., & **Afari-Baidoo**, M. (2018). Entomocidal properties of christmas bush, *Alchornea cordifolia* (Schum. & Thonn.) bark powder against the maize weevil, *Sitophilus zeamais* Motschulsky (Coleoptera: Curculionidae) in storage. *Int. J Entomol. Res*, 3(3), 1-6.

Seminars and Workshops:

| <i>Course Title</i> | <i>Location</i> | <i>Period</i> |
|--|----------------------------|---------------------|
| Healthcare Entrepreneurship: Setup to build a sustainable business | Korle-Bu Teaching Hospital | 30/10/2023-30/10/23 |
| Managing Workplace Safety and Health in Professional Setting | Korle-Bu Teaching Hospital | 31/10/2023-31/10/23 |
| Practical Approach in Applying Professional Ethics in Healthcare Business Making Sense of Data in Healthcare | Korle-Bu Teaching Hospital | 1/11/2023-01/11/23 |

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| | Korle-Bu Teaching Hospital | 2/11/2023-02/11/23 |
| Method of Validation and Verification | Korle-Bu Teaching Hospital | 3/11/2023-03/11/23 |
| Vaccines in a Pandemic World by Department of Molecular Medicine at the School of Medicine and Dentistry, | Kwame Nkrumah University of Science and Technology | 22/07/22-22/07/22 |
| Publish scholarly Books and Open Access in Earth, Atmosphere and Environmental Sciences by Taylor and Francis | Virtual | 10/06/22-10/06/22 |
| From Innovative Ideas to Scholarly Books in Environmental Sciences by Talor and Francis | Virtual | 30/03/22-30/03/22 |
| Research Skills Development & Techniques Application Using Innovations in Learning Technologies for Language Teaching/Learning and Research | North Campus Assembly Hall, UEW, Winneba | 18/01/22-20/01/22 |
| Making UEW an Institution of Excellence through Funded Research and Innovations: The Way Forward Building a Research Funding and Grantmanship Conference | Jophus Anamuah-Mensah Conference Centre, Winneba | 19/08/21-19/08/21 |
| Blood film comments | Virtual | 8/07/21-9/07/21 |
| Laboratory Diagnosis of Cervical Cancer | Virtual | 21/05/21-21/05/21 |
| Diagnosis and Management of Diabetes, The role of the Medical Laboratory Professionals | Virtual | 19/05/21-19/05/21 |
| Research seminar for graduate students, 'How to finish your thesis on time'. | Auditorium 900, University of Cape Coast, Cape Coast | 5/03/22-5/03/22 |
| Refresher Training in Malaria Diagnosis and External Competency Assessment in Malaria Microscopy. | Windy Lodge Hotel, Winneba. | 2/09/19- 6/09/19 |
| Safety at the Health Facility. | | 26/06/19-27/06/19 |

Sasakawa
Conference room,
University of Cape
Coast, Cape Coast.

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| The Role of Medical Laboratory Scientist in Contemporary Evidence-Based Healthcare. | SMS Auditorium, University of Cape Coast, Cape Coast. | 19/07/19-19/07/19 |
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Conference(s)

| <i>Name of Conference</i> | <i>Location</i> | <i>Period</i> |
|--|--|----------------------|
| Ghana Science Association 33 rd Biennial Conference on the theme ‘‘ Combating Climate Change: The Role of Science, Technology and Innovation’’ | University of Ghana | 5/09/2023-7/09/23 |
| Effutu Municipal Health Directorate 2021 Annual Performance Review Meeting | Trauma and Specialist Hospital, Winneba | 24/02/22-25/02/22 |
| First Quarter General Assemble meeting and seminar of Ghana Association of Medical Laboratory Scientists (Central Region) on the theme ‘A reflection on the code of ethics and practice of medical science’. | Virtual | 29/05/22-30/05/22 |
| Private Medical Laboratories National Expo on Ghana Standards GS ISO 15189:20017. | Ghana Standard Authority Training School, Accra. | 21/10/17-22/10/17 |
| Annual National congress of Ghana Association of Medical Laboratory Scientist under the theme ‘Medical Laboratory Science: Key to Public Health and Safety. | Windy Lodge and Conference Center, Winneba, | 27/07/2016- 30/07/16 |

Curriculum Development:

HADE 115: Introduction to Epidemiology

This course is designed to equip students with the skills to link epidemiological theory to population health and therapy and apply in health service and decision making. The course covers the essential knowledge that health service managers and planners need, concerning epidemiology and population

health. It is to enable students to apply the analytical strategies of epidemiology to health service environment and also be able to assess, interpret and carefully evaluate the quality of evidence of health service studies. The course will also provide students with an opportunity to calculate and interpret measures of disease frequency, morbidity and their impact.

HADE 352: Data and Information Management in Health Delivery

The course purports to introduce students to the concepts and principles of data and information management, including data and information as organisational resources, costing and valuing data; managing data, information, and knowledge; quality issues; data warehousing and data mining; security, privacy and ethical issues.

Courses taught at the undergraduate level

- HADE 115: Introduction to Epidemiology
- HADE 122: Primary Healthcare Management
- HADE 355: Occupational Health and Safety
- HADE 352: Health Information Management Systems

Student Development: (Academic counselling)

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| Number of students | Time spent per week |
| 126 | 5 hours |

Membership of Professional Association(s):

| <i>Name of Association</i> | <i>Position held (if applicable)</i> | <i>Period</i> |
|--|--------------------------------------|----------------|
| National Association of Safety and Environmental Professionals (NASEP) | Member | 02/2024-Date |
| Ghana Science Association | Member | 06/2022-Date |
| University Teachers Association of Ghana (UTAG) | Member | 06/2020 – Date |

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| Allied Health Professions Council | Member | 03/ 2012 – Date |
|-----------------------------------|--------|-----------------|

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| Ghana Association of Medical Laboratory Scientists | Member | 01/2012- Date |
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Institutional Service:

| <i>Name of Committee(s) and/or Board(s)</i> | <i>Position or role</i> | <i>Period</i> |
|---|-------------------------|---------------|
| Adoption and Review of BSc. Environmental Health and Sanitation Regular Full Time Programme Committee | Member | 10/2020 |
| Drafting and Review of MSc. Global Health Sandwich Programme Committee | Member | 11/2021-Date |
| Drafting and Review of BSc. Health Promotion and Education Regular Full Time Programme Committee | Member | 03/2022-Date |

Community Service:

| <i>Name of Institution/Organisation</i> | <i>Position held (if applicable)</i> | <i>Period</i> |
|--|--------------------------------------|-----------------------|
| 10 th Anniversary Celebration of the Department Health Administration and Education | Member of planning committee | 19/06/2023-25/06/2023 |
| Global Health and Safety Environment context | Trainer | 06/2022-date |
| Local Organizing Committee of 2019 Faculty of Science Week celebration at the South Campus, UEW. | Secretary/Member | 01/03/2019-07/03/2019 |

Referees:

- Prof. Arkoful Sam
Vice-Dean, Faculty of Science
Education, University of Education,
Winneba.
Tel: (+233) 244927880
E-mail: asam@uew.edu.gh
- Dr. Fred Yao Gbagbo
Ag. Head, Department of Health
Administration and Education,
University of Education, Winneba
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- Dr. Edward Wilson Ansah
Former Head, Department of Health
Physical Education and Recreation
(HPER)
University of Cape Coast, Cape
Coast, Ghana.
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Email: edward.ansah@ucc.edu.gh

Signature

