



PROF. ELHAM YOUSSEF TALLAT ELHANAFY

Professor of Nursing Administration

Head of the Nursing Administration Department

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PROFESSIONAL PROFILE

Professor of Nursing Administration with over 30 years of progressive academic, clinical, and administrative leadership across Egypt and Saudi Arabia. Currently Head of the Nursing Administration Department at the Faculty of Nursing, Damanhour University, with prior senior academic appointments at Taibah University (KSA), Misr University for Science & Technology, and Innovation University. Extensive record of 26+ peer-reviewed publications, supervision and examination of 40+ postgraduate theses, national and international accreditation leadership (NCAAA, German International Accreditation), and active membership on the Supreme Council of Egyptian Universities' Scientific Committee for Professorial Promotions. Registered nursing consultant with the Saudi Commission for Health Specialties. Recognized with multiple institutional and national awards, including honors from the Egyptian Nursing Syndicate.

ACADEMIC QUALIFICATIONS

Degree	Date	Title	Institution	Thesis
Ph.D.	September 2009	Ph.D. in Nursing Administration	Faculty of Nursing, Ain Shams University	Developing Nursing Care Standards for Post-Operative Hepatic Patients
M.Sc.	May 2000	Master of Nursing Administration (Excellent)	Faculty of Nursing, Cairo University	Opinionnaire about Models of Nursing Students' Clinical Teaching at the High Institute of Nursing
B.Sc.	June 1991	Bachelor of Nursing (Good)	Higher Institute of Nursing, Zagazig University	—

ACADEMIC & PROFESSIONAL EXPERIENCE

Position	Institution	Duration
Head, Nursing Administration Department	Faculty of Nursing, Damanhour University, Egypt	Apr 2024 – Present
Professor of Nursing Administration	Faculty of Nursing, Innovation University, Egypt	2024/2025 – Present
Acting Head, Nursing Administration Department	Faculty of Nursing, Damanhour University, Egypt	Jul–Sep 2023; Jul–Sep 2022; Nov 2021–Jan 2022
Professor of Nursing Administration	Faculty of Nursing, Misr University for Science & Technology, Egypt	2021 – 2023
Internship Coordinator	Faculty of Nursing, Misr University for Science & Technology, Egypt	Spring 2021 – 2022
Professor of Nursing Administration	Faculty of Nursing, Damanhour University, Egypt	Jul 2022

Position	Institution	Duration
Self-Study Coordinator, Standard 5 (Faculty Members) – NCAAA Quality Assurance & Accreditation Project	Faculty of Nursing, Taibah University, Madinah, KSA	2020
Supervisor, Lecturers / Teaching Assistants / Scholarship Unit	Taibah University, KSA	2019 – 2020
Vice Chair, Continuing Education Unit	Faculty of Nursing, Taibah University, KSA	2016 – 2019
Associate Professor of Nursing Administration	Faculty of Nursing, Taibah University, KSA	Nov 2016 – 2020
Registered Nursing Consultant (No. 14-M-N-0004790)	Saudi Commission for Health Specialties, Ministry of Health, KSA	2015 – Present
Assistant Professor of Nursing Administration	Faculty of Nursing, Damanhour University, Egypt	Nov 2015 – Jun 2022
Head, Continuing Education Unit	Faculty of Nursing, Taibah University, KSA	2014 – 2019
Vice Head, Medical-Surgical Nursing Department	Faculty of Nursing, Taibah University, KSA	2014 – 2015
Head, Medical-Surgical Nursing Department	Faculty of Nursing, Taibah University, KSA	2012 – 2014
Head, Educational Programs Development Unit	Faculty of Nursing, Taibah University, KSA	2011 – 2014
Member, Scientific Research / College Affairs / CPR Center / Conference Organization / E-Learning Committees	Faculty of Nursing, Taibah University, KSA	2012 – 2014
Coordinator, Nursing Administration Department & Student Activities	Faculty of Nursing, Damanhour University, Egypt	2009 – 2011
Lecturer, Nursing Administration Department	Faculty of Nursing, Damanhour University, Egypt	Sep 2009 – 2015
Assistant Lecturer, Nursing Administration Department	Faculty of Nursing, Alexandria University (Damanhour Branch), Egypt	2008 – 2009
Second Nurse Specialist, Nursing Administration Department	Faculty of Nursing, Mansoura University, Egypt	2004 – 2008
Second Nurse Specialist, Medical-Surgical Nursing Department	Faculty of Nursing, Mansoura University, Egypt	1996 – 2004
Third Nurse Specialist (ICU Supervisor)	GI Surgery Center, Mansoura University Hospitals, Egypt	1991 – 1996

QUALITY ASSURANCE & ACADEMIC ACCREDITATION EXPERIENCE

- **Coordinator, Master of Nursing Administration Program Curriculum Plan & Description Team (NCAAA models)** — *Faculty of Nursing, Taibah University, KSA — Feb 2017 – 2020*
- **Member, Master of Critical Care Nursing Program Curriculum Plan & Description Team** — *Faculty of Nursing, Taibah University, KSA — Feb 2019 – 2020*
- **Member, Master of Maternity Nursing Program Curriculum Plan & Description Team** — *Faculty of Nursing, Taibah University, KSA — Feb 2019 – 2020*
- **Course Description for the Postgraduate Seminar for Nurse Managers, Master's Degree in Nursing Administration** — *Taibah University, KSA — 2019/2020*

- **Course Descriptions According to German International Accreditation Models** — *Faculty of Nursing, Damanhour University — 2025*
- **Course Descriptions Based on Competency-Based Academic Standards** — *Faculty of Nursing, Damanhour University*

TEACHING EXPERIENCE

Course(s) Taught	Institution	Years
Fundamentals of Nursing; Communication Skills in Nursing	Faculty of Nursing, Innovation University	2024 – 2026
Fundamentals of Quality & Safety in Healthcare	Faculty of Nursing, Damanhour University	2023 – 2025
Fundamentals of Quality & Safety in Healthcare	Faculty of Nursing, Mansoura University	Fall 2023
Art of Etiquette	Faculty of Nursing, Damanhour University	2022 – 2023
Education & Health Strategies; Nursing Leadership & Management; Scientific Research; Graduation Project	Faculty of Nursing, Misr University for Science & Technology	2022 – 2023
Professional Ethics	Faculty of Nursing, Damanhour University	2021 – 2024
Nursing Administration	Faculty of Nursing, Damanhour University	2020 – 2025
Introduction to Nursing Administration	Faculty of Nursing, Damanhour University	2020 – 2023
Nursing Administration Theories	Faculty of Nursing, Damanhour University	2020 – 2024
Total Quality Management	Faculty of Nursing, Damanhour University	2023 – 2025
Crisis & Disaster Management	Faculty of Nursing, Damanhour University	2020 – 2025
Nursing Ethics	Faculty of Nursing, Damanhour University	2021 – 2025
Marketing	Faculty of Nursing, Damanhour University	2022 – 2025
Nursing Management & Quality; Nursing Communication Skills	Faculty of Nursing, Taibah University, KSA	2014 – 2020
Nursing Informatics	Faculty of Nursing, Taibah University, KSA	2015 – 2020
Research Project Course	Faculty of Nursing, Taibah University, KSA	2015 – 2017
Documentation; Nursing Fundamentals	Faculty of Nursing, Taibah University, KSA	2011 – 2012
Administration & Health Policy	Faculty of Nursing, Taibah University, KSA	2019 – 2020
Nursing Administration; Research Methods; Teaching Strategies	Faculty of Nursing, Damanhour University	2008 – 2011

SCIENTIFIC PUBLICATIONS (PEER-REVIEWED)

A selection of 26 peer-reviewed research articles published between 2016 and 2025 in national and international nursing and healthcare journals:

The Relationship between Staff Nurses' Perception of Toxic Leadership Behaviors and Their Job Satisfaction.

Alexandria Scientific Nursing Journal, 27(1), 96–108 (Mar. 2025)

Assessment of Therapeutic Communication and Patients' Satisfaction toward Nursing Care.

Egyptian Journal of Health Care, 16(2) (Jun. 2025)

Impact of Head Nurses' Relationship-Based Care Model Application on Staff Nurses' Job Enjoyment.

Damanhour Scientific Nursing Journal, 3(5) (2025)

The Relationship between Head Nurses' Emotional Intelligence and Staff Nurses' Organizational Commitment.

Damanhour Scientific Nursing Journal, 3(5), 1–13 (2025)

Quality of Educational Services and its Relation to Academic Satisfaction as Perceived by Nursing Students at Saft Elhoria Technical Health Institute.

Damanhour Scientific Nursing Journal, 2(4), 88–99

Relationship Between Nurses' Motivation and Patients' Outcomes in Hemodialysis Departments.

Damanhour Scientific Nursing Journal, 2(3), 13–30

Relationship between Health Care Organizational Culture and Professional Nurses' Autonomy.

Alexandria Scientific Nursing Journal, 25(2), 1–12

Burnout and Stress Coping Strategies among Staff Nurses at Ras El Teen General Hospital.

International Journal of Novel Research in Healthcare and Nursing, 10(2) (May–Aug 2023)

Relationship between Health Care Organizational Culture and Workplace Violence.

Egyptian Journal of Health Care, 13(2), 1406–1419 (2022)

The Influence of Workplace Ostracism and Organizational Cynicism on Organizational Silence among Nursing Staff.

Tanta Scientific Nursing Journal (2022)

Managers' Leadership Style and its Association with Staff Nurses' Job Satisfaction.

Egyptian Journal of Health Care, 13(1) (2022)

Effect of Fear of COVID-19 Pandemic on Work Satisfaction and Turnover Intentions of Nurses.

Egyptian Nursing Journal, 18(1) (2021)

Impact of Documentation Practice Training Program for Nurses: On-The-Job versus Off-The-Job.

Egyptian Journal of Health Care, 12(3) (Sep. 2021)

Effect of Talent Management Training Program on Head Nurses' Leadership Effectiveness.

Egyptian Journal of Health Care, 12(4) (2021)

An Investigation of Satisfaction Regarding Electronic Exams among KSA Nursing Students: A Multi-University Study.

International Journal of Innovation, Creativity and Change, 15(2) (2021) — Q2

The Impact of Developing Risk Management Nursing Strategies on Nurses' Culture of Safety.

International Journal of Novel Research in Healthcare and Nursing, 7(2)

Impact of Lean Strategy Utilization Training Program on Quality of Environmental and Occupational Safety.

Egyptian Journal of Health Care, 11(1) (2020)

Applying a Nursing Professionalism Evaluation Model on Nurses' Competency Outcomes.

International Journal of Novel Research in Healthcare and Nursing, 7(1), 1217–1225

Implementing Management Strategies to Develop Nurse Interns' Managerial Skills.

IOSR Journal of Nursing and Health Science, 9(1), Ser. VII

The Effect of a Structured Training Program on Intensive Care Nurses' Performance.

Journal of Health, Medicine and Nursing, 60 (2019), DOI: 10.7176/JHMN

Developing Nursing Care Standards for Postoperative Gastrointestinal Patients.

Journal of Health, Medicine and Nursing, 59 (2019), DOI: 10.7176/JHMN

Relationship between Cyberloafing, Organizational Justice, Work Engagement and Organizational Trust among Nurses.

International World Journal of Nursing Sciences, 4(3), 157–168 (2018)

Nurse–Physician Work-Related Relationship as Perceived by Both.

Egyptian Nursing Journal, 15, 188–195 (2018)

Professional Identity among Nurses at Mansoura University Hospital. *IOSR Journal of Nursing and Health Science*, 7(5), Ver. IX (Sep–Oct 2018)

Impact of a Bullying Prevention Raising-Awareness Workshop on Nurses' Quality of Work-Life and Coping Strategies. *World Journal of Nursing Sciences*, 3(3), 150–162 (2017)

Nursing Students' Perception Regarding Practical Learning and the Theory–Practice Gap. *International Journal of Current Research*, 8(11), 41199–41206 (Nov. 2016)

POSTGRADUATE THESIS SUPERVISION & EXAMINATION

Supervised or examined 40+ Master's and Doctoral theses in nursing administration and related fields, including as Principal Supervisor, Second Supervisor, Internal Examiner, and External Examiner:

Thesis Title	Role
Burnout and Stress Coping Strategies among Staff Nurses at Ras El Teen General Hospital	Second Supervisor
Relationship between Nurses' Motivation and Patients' Outcomes in Hemodialysis Department	Principal Supervisor
Relationship between Health Care Organizational Culture and Workplace Violence	Principal Supervisor
Relationship between Health Care Organizational Culture and Professional Nurses' Autonomy	Second Supervisor
Relationship Between Ethical Leadership and Staff Nurses' Job Stress at Itay El Baroud General Hospital	Principal Supervisor
Relationship between Leadership Emotional Intelligence and Organizational Commitment Behaviors as Perceived by Nurses	Supervisor
Nurses' Perception Toward their Professional Rights and its Relation to Organizational Commitment	Supervisor
Relationship among Nurses' Locus of Control, Work Motivation Factors, and Organizational Commitment	Supervisor
Impact of Accreditation Standards on Health Care Services Level at Andalusia Hospital	Supervisor
Relationship between Nurse Managers' Leadership Style and Staff Nurses' Work Engagement	Supervisor
Relationship between Professional Image and Nurses' Marketing of the Nursing Profession	Supervisor
Relationship of Nurse Managers' Toxic Leadership Behaviors on Job Satisfaction among Nurses	Supervisor
Relationship between Head Nurses' Emotional Intelligence and Staff Nurses' Empowerment	Supervisor
Relationship between Emotional Intelligence and Students' Self-Esteem at Saft Alhoria Technical Health Institute	Supervisor
Relationship between Effective Communication during Clinical Handover among Nurses and Patient Safety	Supervisor
Assessment of Therapeutic Communication and Overall Patient Satisfaction toward Nursing Care	Supervisor
Effects of Bullying Behaviors on Student Nurses in the Clinical Setting at Itay El Baroud Secondary Technical Nursing School	Supervisor
Relationship between Nurses' Values, Work Experience and Competencies	Supervisor
Perception toward Talent Management and its Relation to Work Engagement	Supervisor
Nursing Students' Perception toward Educational Service Quality and its Relation to Academic Satisfaction	Supervisor
Relationship between Organizational Justice and Work Engagement among Staff Nurses at Rasheed General Hospital	Supervisor

Thesis Title	Role
Impact of Head Nurses' Relationship-Based Care Model Application on Nurses' Job Enjoyment and Patients' Satisfaction	Supervisor
Relationship between Nurses' Emotional Intelligence and their Organizational Citizenship Behavior	Internal Examiner
Nurses' Perceptions of Health Care Learning Organizational Culture and their Readiness for Change	Supervisor
Nurses' Perception toward Essentials of Magnetism at Kafr El-Sheikh General Hospital	Supervisor
The Relationship Between Clinical Governance and Organizational Culture at Kafr El Dawar Central Hospital; Incident Reporting Culture among Nurses at Edku Central Hospital	Supervisor
The Relationship between Nurses' Participation in Decision-Making and their Job Performance	Supervisor
Relationship between Nurses' Organizational Commitment and their Organizational Citizenship	Supervisor
Relationship between First-Line Managers' Support and Staff Nurses' Performance Outcomes	Supervisor
Relationship between Quality of Nursing Work Life and Nurses' Commitment at Edfina Central Hospital	Supervisor
Work–Family Conflict as a Predictor of Staff Nurses' Turnover Intention	Supervisor
Nurse–Physician Collaboration as Perceived by Nurses and its Relation to Professional Autonomy and Team Commitment	Supervisor
Teacher–Student Interaction and its Relation to Nursing Administration Course Engagement among Nursing Students	Supervisor
Staff Nurses' Perception about Performance Appraisal Fairness and its Relation to Work Engagement	Supervisor
Effect of Work Stressors Management Training Program on Staff Nurses' Compassion Fatigue at a Selected Hospital	External Examiner
Effect of Emotional Intelligence Training Program on Critical Thinking Skills and Self-Esteem of Nursing Students	Supervisor
Effect of Soft Skills Training Program on Leadership Practice of Head Nurses	Supervisor
Problem-Solving Training Strategy and its Effect on Nurse Managers' Thinking and Decision-Making Style	Supervisor
Effect of a Training Program on Lean Strategies for Head Nurses on their Leadership Effectiveness	Supervisor
Agile Leadership Training Program for Head Nurses and its Impact on their Innovative Behavior	Supervisor
Servant Leadership Training Program for Head Nurses and its Effect on Staff Nurses' Commitment	Supervisor

SCIENTIFIC AWARDS, GRANTS & CERTIFICATES OF APPRECIATION

Award / Occasion	Year	Issuing Institution
Plaque of Appreciation — Participation in Achieving the German International Accreditation for the Faculty	2026	Faculty of Nursing, Damanhour University
Plaque of Honor — International Nurses Day	2026	Egyptian Nursing Syndicate
Plaque of Appreciation from the Dean	2025	Faculty of Nursing, Mansoura University

Award / Occasion	Year	Issuing Institution
Certificate of Appreciation — Member, Scientific Committee for Reviewing Scientific Production for Professor/Associate Professor Appointments (14th & 15th Sessions, 2022–2028)	2023	Supreme Council of Egyptian Universities / Damanhour University
Certificate of Appreciation — Positive Interaction & Support of Work Teams (Performance Evaluation)	2020	Faculty of Nursing, Taibah University, KSA
Certificate of Appreciation — Cooperation & Participation in Student Activities	2020	—
Certificate of Appreciation — Cooperation & Participation in Student Activities	2018	—
Shield of Appreciation — Service as Department Head	2014	—

CONFERENCES, SEMINARS & PROFESSIONAL DEVELOPMENT

Title	Role	Date	Location / Institution
Nursing Beyond Borders: Global Trends and Innovations	Participant	15–18 Jun 2026	Africa Health ExCon, EIEC, Cairo, Egypt
Healthcare Multidisciplinary Teams: Reasons for Failure & Solutions — "Breaking Silos to Save Lives"	Speaker	24–27 Jul 2025	Africa Health ExCon, EIEC, Cairo, Egypt
Future of Nursing in the Light of Modern Technology Development	Chairperson	16–17 Feb 2025	7th International Conference, Faculty of Nursing, Assiut University

COMMITTEES & ACADEMIC SERVICE

Committee	Date	Institution
Member, College Council	2024 – Present	Faculty of Nursing, Damanhour University
Member, College Council	2024 – Present	Faculty of Nursing, University of Innovation
Member, Postgraduate Studies Committee	2023	Faculty of Nursing, Damanhour University
Member, Scientific Committee for Reviewing Scientific Production for Professor & Associate Professor Appointments (14th & 15th Sessions)	2022 – 2028	Supreme Council of Egyptian Universities
Member, Strategic Planning Standard Committee	Spring 2022	Faculty of Nursing, Misr University for Science & Technology
Member, Executive Team, Question Bank Project	2022	Faculty of Nursing, Damanhour University
Member, Tripartite Committee for the Examination Paper — Postgraduate Courses, Nursing Administration Dept.	Fall 2020; Spring 2022	Faculty of Nursing, Damanhour University
Member, Scientific Research Marketing Committee	Feb 2021	Faculty of Nursing, Damanhour University
Member, International Cooperation Committee	Sep 2020	Faculty of Nursing, Damanhour University

Committee	Date	Institution
Member, International Students Unit	2020 – 2021	Faculty of Nursing, Damanhour University
Member, Cultural Committee	2020 – 2021	Faculty of Nursing, Damanhour University
Member, Bachelor's Regulations Update Committee (Credit-Hour System)	Sep 2020	Faculty of Nursing, Damanhour University
Member, Second Axis Team (Innovation), Institutional Award Committee	2020	Faculty of Nursing, Damanhour University

PROFESSIONAL & SCIENTIFIC MEMBERSHIPS

Membership	Date	Institution
Reviewer, Damanhour Nursing Journal	2024	Faculty of Nursing, Damanhour University
Reviewer, Alexandria Nursing Journal	2025	Faculty of Nursing, Alexandria University
Reviewer, Helwan International Journal for Nursing Research and Practice	2026	Faculty of Nursing, Capital University
Registered & Certified Nursing Consultant (No. 14-M-N-0004790)	2015 – Present	Saudi Commission for Health Specialties, Ministry of Health, KSA
Member, Saudi Heart Association	2013	Saudi Heart Association
Member, Nursing Syndicate	1991	Egyptian Nursing Syndicate