

Professor Olfat Salem

Email:

[osalem@ksu.edu.sa](mailto:osalem@ksu.edu.sa)

[dr.olfatsalem@gmail.com](mailto:dr.olfatsalem@gmail.com)

Mobil: 0567783249

**Current Position:**

Associate Professor at the Nursing Administration and Education Department, College of Nursing, King Saud University. KSA.

Professor at Nursing Administration Department, Faculty of Nursing, Menoufia University, Egypt.

Consultant of National Center for Academic Accreditation and Evaluation (NCAAA)

Consultant Deanship of Development and Quality. King Saud University

Trainer in many workshops in "Skills Development Deanship" and "Quality Deanship", King Saud University and National Center for Academic Accreditation and Evaluation (NCAAA), KSA

**Qualifications:**

- Ph.D., Decker School of Nursing Binghamton University- State University of New York (SUNY) & Faculty of Nursing, Menoufia University., Egypt. Channel program. June 2004.
- Master's Degree in Nursing, Faculty of Nursing, Menoufia University, Menoufia, Egypt, October 1998
- Bachelor's Degree in nursing, Faculty of Nursing Ain Shams University, Cairo, Egypt, May 1990

**Certifications:**

- Certified Trainer IACET Certified Program, The International Association for Continuing Education and Training (IACET), March 2019
- Certified Internal Auditor KSU-QMS Board Assessor, Vice Rectorate for Quality and Development, King Saud University (KSU), April 2012
- Certified Internal auditor for Quality Management System (ISO), Vice Rectorate for Planning and Development, KSU, March 2018.
- Certified Nursing Consultant, The Saudi Commission for Health Specialists (SCFHS).

**Leadership Positions:**

2008 -2018: Vice Head of Nursing Administration and Education Department, College of Nursing, (KSU)

2014 – 2017: Assistant Vice Dean for Development & Quality, College of Nursing, KSU

2011- 2014: Head of Quality and Development Unit, College of Nursing, KSU

2015- 2016: Vice-Dean for Female Student Affairs, College of Nursing, KSU

2011- 2014: Head of Staff Development Unit, College of Nursing, KSU

**Publication List:**

**Published Book:**

- 1- Transformational Leadership in Nursing From Expert Clinician to Influential Leader. Acceptance letter No.1/3/222073 29/05/1440. Scientific Council of King Saud University. (translation Book)
- 2- Effective Leadership & Management in Nursing (2017). King Saud University Press. ISBN: (9786035076562 (translation Book)
- 3- Reduction and Coding (2014) Classification number 418.1 The number of deposition of the Department of systematic testing for publication and distribution2014/12/5847. ISBN 978-9957-593-94-0 Dar Almanhjah Publishing.
- 4- Nursing Service Administration Handbook for a 4th-year student at Faculty of nursing, Menofia University. Sponsored by HEEPH 2005

**Published Articles:**

1. ORGANIZATIONAL CULTURE AND CITIZENSHIP BEHAVIOR IN SAUDI ARABIA:THE HOSPITAL NURSES' PERSPECTIVES. Volume 10 Issue 2May – July 2020 issue of i-manager's Journal on Nursing (JNUR)
2. Exploring Nursing Students Perception on High-fidelity Practices: A Phenomenological Study. Medicine Research. Vol. 8, No. 4, 2019, pp. 69-76. doi: 10.11648/j.cmr.20190804.11
3. Assessing primary health care readiness for electronic health record Merit Research Journal of Medicine and Medical Sciences (ISSN: 2354-323X) Vol. 7(8) pp. 287-292, August, 2019
4. Nurses' Perception of Health Literacy. Ann Med Health Sci Res. 2019;9:716-722.
5. Job Related Stressors and Job Satisfaction among Multicultural Nursing Workforce. April 2019 - Volume 13, Issue 2. DOI: 10.5742MEJN.2019.93635
6. Knowledge and Practices of Nurses in Infection Prevention and Control within a Tertiary Care Hospital. Annals of Medical and Health Sciences Research accepted on Jan 24, 2019
7. The relationship between job design and nurses' satisfaction. SOJ Nur Health Care. (2018) 4(2): 1-9

8. Stress management training program for nursing students in Saudi Arabia. *International Research Journal of Medicine and Medical Sciences*. Vol. 6(3), pp. 85-90, September 2018
9. Nurse turn over in the Kingdom of Saudi Arabia: An integrative review. *J NursManag*. 2018;00:1–9. <https://doi.org/10.1111/jonm.12603>
10. Simulation and Traditional Teaching Methods Similarly Benefit Nursing Students' Critical Thinking and Self-Confidence. *The Journal of Nursing Research* ( 2018). Jun;26(3):152-157. doi: 10.1097/jnr.0000000000000231
11. Evaluation of Health Literacy among Females in Outpatient Clinics. (2018). *Annals of Medical and Health Sciences Research*, January 2018, Vol 8, Special Issue 1.
12. Perception of Nurse Work Environment in Maternity Hospital. (2018) *Int. J. of Adv. Res.* 6 (4). 83-90. ISSN 2320-5407. [www.journalijar.com](http://www.journalijar.com) Article DOI:10.21474/IJAR01/6828
13. Attitudes, Perception, and Preferences of Critical Care Nurses Towards Electronic Documentation. (2018). *International Journal of Nursing and Health Science*, 2018; 5(1): 8-13.
14. Barriers of Evidence-Based Practice in Saudi Arabia (2017). *IOSR Journal of Nursing and Health Science*, Volume 6, Issue 6 Ver. II. (Nov.- Dec .2017), PP 10-14 DOI: 10.9790/1959-0606021014
15. Conflict resolution strategies of nurses in a selected government tertiary hospital in the Kingdom of Saudi Arabia. *Journal of Nursing Education and Practice* (2016). Vol. 6, No. 5, PP 91-97 <http://jnep.sciedupress.com>
16. The relationship between Psychological Reward and Job Satisfaction among Nurses. (2016). *Biomedicine and Nursing* 2016;2(4)
17. The relationship between Nurses Job Satisfaction and Organizational Commitment. *IOSR Journal of Nursing and Health Science (IOSR-JNHS)* e-ISSN: 2320–1959.p- ISSN: 2320–1940 Volume 5, Issue 1 Ver. I (Jan. - Feb. 2016), PP 49-55, [www.iosrjournals.org](http://www.iosrjournals.org)
18. Medical Record Audit in Clinical Nursing Units in Tertiary Hospital. *IOSR Journal of Nursing and Health Science (IOSR-JNHS)* e-ISSN: 2320–1959.p- ISSN: 2320–1940 Volume 4, Issue 6 Ver. I (Nov. - Dec. 2015), PP 27-33, [www.iosrjournals.org](http://www.iosrjournals.org)
19. Work engagement among nurses working in different health sectors' hospitals in Saudi Arabia *Journal of Nursing Management*, Volume: 24 Issue: 4 Pages: 540-548 Published: MAY 2016

20. Developing Understanding of Nursing Research-Based Pedagogy: An Instrumental Case Study Nurse Education Today Volume 34, Issue 11, November 2014, Pages 1352–1356
21. Evidence-Based Nursing Practice Inside and Outside Middle East. World Applied Sciences Journal 27 (7): 803-810, 2013
22. Developing Understanding of Nursing Research-Based Pedagogy: An Instrumental Case Study. 10<sup>th</sup> Asia Pacific Medical Education Conference, Singapore 16th 20<sup>th</sup> January 2013
23. Nursing students' perception regarding their clinical instructors and preceptors: A questionnaire survey. Science Series Data Report. Vol 5, No. 2; Feb 2013
24. Nursing Students Perception of leadership Behaviors and Outcome. International Research Journal of Basic and Applied Sciences Vol 4, No. 7; Jul 2012.
25. Leadership Behavior and its Impact on Clinical Teachers and Nursing Students. International Journal of Applied Research in Business Administration and Economics Vol 1, No 3 July 2012
26. Physicians and Nurses Perception of Organizational Performance and Organizational Culture in Egypt. Journal of American Science 2012;8(7)
27. The relationship between leadership empathy and emotion for junior and senior nursing students. Life Science Journal, 2012;9(1)
28. Leadership behavior as perceived by the clinical teacher and nursing students. Life Science Journal, 2011;8(4)
29. Challenges and Opportunities-intent of Saudi Nursing Students to work with Older Population Medical Journal of Cairo University 2009, 77(4)
30. Knowledge, practice, and attitude of evidence-based practice among nurses in the kingdom of Saudi Arabia Medical Journal of Cairo University 2009, 77(2)
31. Effect of conflict on nurses' perceptions of their professionalism in various health care sectors in Saudi Arabia. Medical Journal of Cairo University. 2009, 77(1)
32. Teamwork Climate and Safety Climate in Pediatric and Obstetrics and Gynecology Wards in King Khaled University Hospital (KKUH), Riyadh, Kingdom of Saudi Arabia. The Medical Journal of Cairo University.76(4)
33. Barriers to Research Utilization Among Nurses in King Khaled Eye Specialist Hospital in Saudi Arabia. Egyptian Journal for Medical Science, 2008, 29(1)

34. Delegation: A Key for Management Productivity. 2007, The New Egyptian Journal of Medicine. 36(2).
35. A Key to Management Productivity. 2007, Zagazig Nursing Journal 3 (4).
36. Developing and Implementing A Tool for Evaluating Nurses Performance in the Operating Theater. The New Egyptian Journal of Medicine. 2006, 35(5).

### **Research Grants**

2016. Assess the effect of simulation techniques on the critical thinking of health colleges Students. Deanship of Scientific Research, undergraduate program research program, King Saud University, Kingdom of Saudi Arabia No USRSP-17-94

2008. The knowledge, practice, and attitude of evidence-based practice among Nurses in Kingdom Saudi Arabia. College of Nursing, King Saud University, Kingdom of Saudi Arabia No. 2819001533 (Primary investigator)

2005. The Effect of Conflict on Nurses' Perception of Their Professionalism at Different Health Care Sectors. College of Nursing, King Saud University, Kingdom of Saudi Arabia. No.71900073(Primary investigator)

2002. Primary health care outreach program is linking the university and the community. High Institute of Nursing, Menoufia University, Menoufia, Egypt. Eshra, D and Brewington, J.(Research Assistant) No: 190393 Supreme Council of Universities Foreign Relations Co-ordination.

2001. "Worth the Wait Evaluation Project," Mothers and Babies Perinatal Network Spencer, G., Atav, A. S., & Johnston, Y( Research Assistant)

### **Master Thesis Supervision**

1. Quality of Work Life Impact on Kingdom Saudi Arabia Nurses Productivity
2. The Effect of Professional Relationships among Healthcare Providers on Patient Safety in the Kingdom of Saudi Arabia
3. Transparency and Strategic Understanding as an Indicator for Readiness to Change in Health care Organizations
4. Examine Associated Factors of Missed Nursing Care in Teaching Hospitals A comparative study
5. The relationship between Emotional Intelligence and Nursing Staff Job Performance in Emergency Departments
6. Students' Perception of Team-Based Learning at Selected Colleges of Nursing in Saudi
7. Leadership Styles and Organizational Commitment among Nurses in the Teaching Hospital
8. Health Literacy Perception and Experience among Saudi Nurses
9. Impact of Burnout on Nurses Organizational Commitment at Teaching Hospital in Saudi Arabia

10. Impact of Internship Program Experience on Nurse Interns' Satisfaction and Competence
11. Professional Shared Governance Among Nursing Personnel in Ministry of Health Hospitals at Madinah Al-Monawarah.
12. Teamwork and Productivity among Nursing Personnel at Saudi Arabia
13. Impact of the Learning Organization Dimensions on the Staff Nurse Work Performance.
14. Relationship Between Organizational Justice and Intention to Leave Among Nurses at Hail Hospitals in Saudi Arabia.
15. Career Commitment and Job Performance as Perceived by Nursing Personnel in Saudi Governmental Hospital
16. Self-directed Learning Readiness Among Nurses in Teaching and Non-Teaching Hospitals
17. Organizational Culture and Citizenship Behavior from a Nursing personnel perspective
18. Interprofessional Education from Nursing Faculty's Perspective
19. Nurse Managers' Attitudes and Preparedness Toward Effective Delegation in Saudi Hospitals
20. Relationship among job design, job involvement, job satisfaction, and career retention rate among nursing personnel in Saudi Arabia
21. Nurses Attitudes toward Information Technology in Healthcare
22. Nurses' Perception of Key Environmental and Professionalism Attributes Influencing Their Professionalism in Practice in Saudi Hospitals
23. The relationship between Nurses' Perception of Team Work and their Level of Satisfaction
24. The relationship between Nurses job satisfaction and organizational commitment at different health care sectors in the Jeddah region
25. Assess the Evidence-based practice Barriers as perceived by nurses working in selected MOH hospital at Riyadh region, in Saudi Arabia
26. Leadership behavior as perceived by nursing clinical teachers and their students at the College of Nursing, King Saud University.

### **Consultation: Research Methodology, Statistics, Data Analysis, Program Designer, and Program Evaluation**

- 2015- Research center consultant, Deanship of Scientific Research for Female Section, KSU
- 2011- Reviewer and updating a master's degree in nursing science College of Nursing, KSU
- 2010- Reviewer Ph.D. program, College of Nursing, KSU in collaboration with Colorado University
- 2009- Reviewer the program of bachelor's degree in nursing science, KSU
- 2006 Consultant for research in the title: Affectivity of High Blood Pressure Management in the Adult Patient under Going Cataract Surgery under Local Anesthesia. King Khaled Eye Specialist Hospital Kingdom of Saudi Arabia, Riyadh. Vd Westhuizen, L.

### **Award from the King Saud University**

- 2015- Quality Excellence Award from Vice-Rector for Female Student Affair, Female campus, KSU
- 2014- Academic Excellence Award from Vice-Rector for Female Student Affair, Female campus, KSU

### **Award from College of Nursing, King Saud University**

- 2011-Quality Excellence Award for achieving the college quality and accreditation activities  
Dean of College of Nursing, KSU
- 2010-Teaching Excellence Award from College of Nursing Dean, KSU
- 2009-Excellent performance during the academic year 2009 Nursing Administration and  
Education Department, College of Nursing, KSU

### **Membership of Committees**

#### **KSU Committees**

- University assessor member for TQM, Deanship of quality, KSU
- Member of Steering Committee for assessment Group in Vice Rector of Health  
Specializations, KSU
- Member of Strategic plan committee for Female Campus, King Saud University
- Member of Arrangement for new building Committee t Center for Female Scientific and  
Medical Colleges, KSU
- Member of King Saud University Self Evaluation Report Committee, KSU

#### **Committees at Deanship of Development and Quality, KSU**

- Member of Policies and Procedures Committee
- Member of Development Initiatives Committee
- Member of Strategic plan committee
- Member of E-learning Committee

#### **Committees at the College of Nursing KSU**

- Head of Master program committee
- Head of Quality Management System ISO committee
- Head of Teaching and Learning Unite
- Member of the German Accreditation Committee Post Graduate Committee Member
- Head of Comprehensive exam committee of Nursing Administration Master program
- Head of Nursing Competency Committee
- Head Technology and Informatics Committee
- Member of Assessment Committee
- Head of National Commission for Academic Accreditation Committee
- Head of Clinical Instructor Recruitment Committee
- Member of the Strategic Plan Committee
- Member of the Nursing Curriculum Committee

#### **Member Committee at Applied Science University, Jordan**

- Member of the Nursing Curriculum Committee
- Member National Commission for Academic Accreditation & Assessment Committee
- Member of the Staff Development Committee
- Member Nursing Curriculum Member

### **Professional Memberships**

- American Nursing Association (ANA)
- Saudi Council for Health specialist
- Scientific Nursing Egyptian Nursing Association

### **Academic Visits/Community Service Activities and workshops**

Participation Type	Location	Targeted Party
Learning outcome for Nursing Program	The Saudi Commission for Health Specialists (SCFHS).	Nurses Leaders
Program Specification and Course Specification	King Saud bin Abdelaziz University for Health Sciences (KSAU-HS)	Faculty Members
Quality questionnaire for quality purposes	Deanship of development & Quality KSU	Students
Trainer Accreditation Room preparation for an external reviewer	Deanship of Staff Development, KSU	Employees
Trainer KPIs and Benchmark for academic accreditation	KSU, Deanship of Staff Development	Faculty Members
Site visit evaluation of education training center in Riyadh region for IAO accreditation	Riyadh	Education training center
Develop a Training program for clinical instructors	CON KSU	Clinical instructors
Presenter Master Students Orientation Program	CON KSU	Master Students
Developing and Implementing an orientation program for Filipinos nurses	CON KSU	Filipinos nurses
Trainer Quality Seminar	CON KSU	Nursing Students
Trainer Quality Seminar	CON KSU	CON Employees
Implementing SWAT Analysis Workshop	CON Egypt	Faculty members

### **Teaching Experiences**

#### **Master Program**

Course Title	Course Level	Location
Statistic course (CHS 550)	one	College of Nursing (CON)
Practicum in Teaching(NUR 569)	Three	CON



Curriculum and Instruction (NUR566)	one	CON
Nursing Service Administration (NUR560)	two	CON
Organizational Theory (NUR562)	two	CON
Nursing Leadership (NUR597)	Second	CON
Theoretical Foundation (NUR 501)	one	CON
Health Care Delivery system (NUR502)	one	CON
Quality Assurance in Health Care (NUR 596)	four	CON
<b>Bachelor Program</b>		
Nursing Administration (NUR 489)	eight	CON
Nursing Research (NUR487)	Eight	CON
Biomedical Statistics (CHS221)	Six	CON
Principles of Teaching (NUR361 &315)	Six	CON
Nursing and health care (NUR115&211)	One	CON
Associate Diploma Program		
Health Education	Four	College of Applied Studies &Community Services (CAS&CS)
Reporting Science	One	CAS&CS
Coding and classification of files	Four	CAS&CS
Emergency Care	Three	CAS&CS
Professional Ethics	Four	CAS&CS
Total Quality Management	Four	CAS&CS
Writing Medical Report	Four	CAS&CS

**More than 100 Symposium and conferences as a Consultant, Organizer, and Attendant**