



**Assiut University**



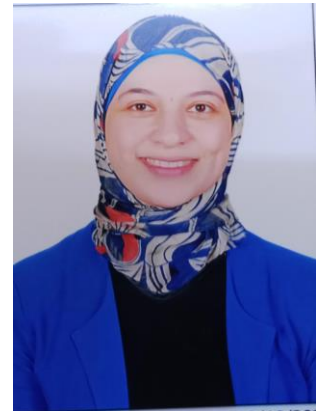
**Faculty of Nursing**

**Dr./ Eman Kamel Hossny Ebrahim**  
*Associate professor in Nursing Administration*

**Date of birth:** December 26, 1981 **Place of birth:** Assiut - Egypt

**Citizenship:** Egyptian **Marital status:** Married and has three children

**Academic field:** Nursing  
**Major:** Nursing Administration  
**Minor:** Nursing Administration



**Address:** Department of Nursing Administration, Faculty of Nursing - Assiut University, Assiut – 71526, Egypt; Nursing Department, Faculty of Nursing, Zarqa University, Zarqa, Jordan.

**Emails:** [Kamel@aun.edu.eg](mailto:Kamel@aun.edu.eg); [eebrahim@aun.edu.jo](mailto:eebrahim@aun.edu.jo)

**Tel:** +20 1144335477

**Skills:** **Arabic and English** languages in excellent written and fluent spoken.

**Computer:** Windows, word, excel and power point. **Statistical analysis soft wares**

**Education:** **B.S.:** Nursing, **2002**, Assiut University (First-class honors).

**M.Sc.:** Nursing Administration, **2010**, Assiut University.

**Ph.D.:** Nursing Administration, **2016**, Assiut University.

**Title position:**

**2004-2006:** **Supervising** the nurse interns at Assiut University Hospital

**2004-2010:** **Demonstrator** in the Department of Nursing Administration, Assiut University

**2010-2016:** **Assistant lecturer** in the Department of Nursing Administration, Assiut University

**2016-present:** **Lecturer** in the Department of Nursing Administration, Assiut University

**2015- 2018:** **Quality coordinator** for the Department of Nursing Administration

**2018:** **Post graduate quality coordinator** for the Department of Nursing Administration

**2017- 2018:** **Internship coordinator** for the Department of Nursing Administration

**2019- 2020:** **Electronic' exams coordinator** for the Department of Nursing Administration

**2021-present:** **Assistant professor** in the Department of Nursing Administration, Assiut University

**2021- 2023:**            **Internal auditor** for the faculty of Nursing, Assiut University

**2023-2024 Present:** Associate Professor in Nursing Department, Faculty of Nursing, Zarqa University,  
Jordan

**Training Courses:**

- Successfully passed of English Language (Level 2) [2003].
- Successfully passed of training program on (SPSS) at Assuit University
- Successfully passed of ICTP training program at Assuit University
- Attending teacher preparation program.
- Attending Workshop about Course Specification Faculty of Nursing, Assiut University.
- Attending training program about Objective Structured Clinical Examination (OSCE), Faculty of Nursing, Assiut University.
- Attending Workshop about Electronic Exams Module Faculty of Nursing, Assiut University (2019).
- Attending

**Teaching Courses**

***(I) Courses for Undergraduate:***

- 1- Introduction to nursing administration course.
- 2- Nursing administration course.
- 3- Literature and Ethics of Profession in Nursing.
- 4- Theories & modern trends in nursing.
- 5- Community health administration in nursing.

***(II) Courses for Diploma Degree:***

- 1- General Nursing Administration Strategies
- 2- Quality Assurance in Nursing Administration
- 3- Systems of Nursing Administration
- 4- Theories in Nursing Administration
- 5- Employees behaviors
- 6- Hospital coordination

***(III) Courses for first- and second-part master degree:***

- 1- Basic general administration course.
- 2- General Nursing Administration Strategies
- 3- Quality Assurance in Nursing Administration
- 4- Systems of Nursing Administration
- 5- Theories in Nursing Administration
- 6- Hospital coordination
- 7- Financial Management Course
- 8- Policies and Health Care Systems

<u>Researches</u>		<u>Citations</u>		<u>h-index</u>	
General	Scopus and ISI	Google scholar	Scopus and ISI	Google Scholar	Scopus and ISI
26	7	120	80	7	4

**Publications (provide full citations and list them starting with the most recent)**

<u>Publications</u>	<u>Quartile</u>	<u>Cited by</u>
(1) <b>Eman K Hossny et al., 2024.</b> Risk Assessment tool of breast cancer and barriers against breast self-examination among nurses: An educational program. <b>Nursing Forum Volume 2024, Article ID 5452953.</b> (Accepted 18 April 2024/ In production stage)	Q1	-
(2) <b>Eman K Hossny et al., 2023.</b> Effect of head nurses' workplace polarity management education intervention on their coaching behavior. <b>Nursing Forum Volume 2023, Article ID 5954857, 9 pages</b> <a href="https://doi.org/10.1155/2023/5954857">https://doi.org/10.1155/2023/5954857</a>	Q1	1
(3) <b>Eman K Hossny et al., 2023.</b> Influence of nurses' perception of organizational climate and toxic leadership behaviors on intension to stay: A descriptive comparative study. <b>International Journal of Nursing Studies Advances, Elsevier.</b> <a href="https://doi.org/10.1016/j.ijnsa.2023.100147">https://doi.org/10.1016/j.ijnsa.2023.100147</a>	Q1	7
(4) <b>Eman K Hossny et al., 2022.</b> Management of the COVID-19 pandemic: Challenges, practices, and organizational support. <b>BMC Nursing, Springer Nature, 1-13.</b> <a href="https://doi.org/10.1186/s12912-022-00972-5">https://doi.org/10.1186/s12912-022-00972-5</a>	Q1	21
(5) <b>Eman K Hossny 2022.</b> Studying nursing activities in inpatients units: A road to	Q1	12

sustainability for hospitals. <b>BMC Nursing, Springer Nature, 1-11.</b> <a href="https://doi.org/10.1186/s12912-022-00926-x">https://doi.org/10.1186/s12912-022-00926-x</a>		
(6) <b>Eman K Hossny</b> and H. E. Sabra. <b>2020.</b> The attitude of health care professionals towards nurse-physician collaboration. <b>Nursing open, Wiley, 1-11.</b> <a href="https://doi.org/10.1002/nop2.756">DOI: 10.1002/nop2.756</a>	<b>Q1</b>	<b>20</b>
(7) <b>Eman K Hossny</b> and H. E. Sabra. <b>2020.</b> Effect of nurses' perception to workplace civility climate on nurse-physician collaboration. 2020. <b>Nursing open, Wiley, 1-8.</b> <a href="https://doi.org/10.1002/nop2.666">DOI: 10.1002/nop2.666</a>	<b>Q1</b>	<b>19</b>
(8) <b>Eman K. Hossny. 2020.</b> Nursing performance associated with providing complete preventive nursing care and its relation with incidence of pin cite infection. Turn the lens inside. <b>Egyptian Nursing Journal, Wolters Kluwer, 2020</b>	<b>EKB</b>	<b>-</b>
(9) <b>Eman K Hossny. 2020.</b> Negotiation as a management strategy for conflict resolution and its effect on enhancing collaboration between nurses and physicians. <b>Egyptian Nursing Journal, Wolters Kluwer, 2020, 17:13-22</b>	<b>EKB</b>	<b>5</b>
(10) <b>Eman K Hossny et al., 2023.</b> Nurses' perception of organizational climate and toxic leadership behaviors on job satisfaction: A cross-sectional study ( <b>Under Review in Nursing Open, Wiley</b> ).	<b>-</b>	<b>-</b>
<b>1) Eman K Hossny and S. A. Ola.</b> Effect of mindfulness training program on well-being and leadership skills of psychiatric nurses. ( <b>Under Review</b> )	<b>-</b>	<b>-</b>
(12) <b>Eman K. Hossny, Shereen F., &amp; Reda H. 2022.</b> Assessment of professional communication skills of healthcare professionals toward their patients. <b>Assiut scientific Nursing Journal. Vol. (9) No, (27), pp (133-143).</b>	<b>EKB</b>	<b>5</b>
(13) <b>Abeer O. A, Sahar M. M., &amp; Eman K. Hossny. 2021.</b> Decision Making Styles among Nursing Managers at Assiut University Hospitals. <b>Assiut scientific Nursing Journal.</b>	<b>EKB</b>	<b>=</b>
(14) <b>Shereen F. l., Fatma R. M., &amp; Eman K. Hossny 2021.</b> The Effect of Quality of Work Life and Psycho-Social Safety Climate on Nursing Staff Work Engagement and Organizational Commitment. <b>Assiut scientific Nursing Journal.</b>	<b>EKB</b>	<b>5</b>
(15) <b>Manal A., Eman K. Hossny, &amp; Heba A. 2021.</b> Anxiety among Nurses Previously Infected with Coronavirus Disease 2019 and Its Relation to Their Performance and Quality	<b>EKB</b>	

of Work Life. <b>Assiut scientific Nursing Journal. Vol. (9) No, (26), pp (133-143).</b>		
<b>(16) Fatma, R. M., and Eman K Hossny. 2020. Role clarity as a predictor of nurses' job satisfaction. Assiut scientific Nursing Journal. Vol. (8) No, (21), pp (65-73).</b>	<b><u>EKB</u></b>	<b><u>11</u></b>
<b>(17) Eman K Hossny and H. E. Sabra. 2020. Staff nursing knowledge regarding to legal and ethical responsibilities at Assiut University Hospitals. Journal of Nursing and Health Science (IOSR-JNHS)</b>	<b>=</b>	<b><u>4</u></b>
<b>(18) Karema H Abd Elhafez and Eman K Hossny 2019. Nurses' perception of the first line nurse manager role as negotiator. (International Journal of Novel Research in Healthcare and Nursing, May - August 2019)</b>	<b>=</b>	<b>=</b>
<b>(19) Eman K Hossny and Eman M. Elshazly. 2019. Effect of negotiation on collaboration between nurses and physicians. (International Journal of Novel Research in Healthcare and Nursing, May - August 2019)</b>	<b>=</b>	<b>=</b>
<b>(20) Dosoky, A. A. and Eman K. Hossny. 2017. Performance indicators; the association between the quality of nursing care and pin cite tract infection. (Published in Journal of Health, Medicine and Nursing Vol.36, 2017.</b>	<b>=</b>	<b><u>2</u></b>
<b>(21) Sabra, H. E., E. K. Hossny; and N. A. Mohamed. 2017. Impact of Organizational Justice on Assertive Behavior among Nurses at Quena University Hospital, Egypt. (Published 1st International Conference of Nursing. Ain Shams University, Cairo, Egypt. 1-3 Jun 2017.</b>		<b><u>4</u></b>
<b>(22) Eman, K. H.; M. H. Qayed and Hala R. Youssef. 2015. Effect of workplace civility, structural and psychological empowerment on newly graduated nurses' organizational commitment at hospitals in Assiut City. Journal of Nursing and Health Science (IOSR-JNHS) 4 (6): 87-95.</b>	<b>=</b>	<b><u>2</u></b>
<b>(23) E. K. Hossny., Fadel, K. A. M., S. M. Abdalla, F. R. Mohamed, 2011. Competence of nurses' managers in different work Environment at Assiut University Hospitals. Journal of American Science 6 (2): 965-975.</b>	<b>=</b>	
<b>(24) Eman, K. H et al., Nurses' perception of the effect of quality of work life, psycho-social safety climate, and work engagement: The mediation effect. (Under Review)</b>	<b>=</b>	
<b>(25) Eman, K. H et al., The Luthans's Psychological Capital Intervention Model: Effect on Workplace Ostracism, Counterproductive Work Behavior, and Nurses' Psychological Wellbeing. (Under Review)</b>	<b>=</b>	
<b>(26) Eman, K. H et al., Relationship between dominant decision-making style and creativity of nursing managers: A cross-sectional study. (Under Review)</b>	<b>=</b>	

**MSc (2010)** Assessment competence of nurses' managers in different work environment at Assiut University Hospitals.

**PhD (2016)** Effect of workplace civility, structure and psychological empowerment on organizational commitment of new graduated nurses.

**Thesis supervised:**

- 1- The Effect of Quality of Work Life and Psycho-Social Safety Climate on Nursing Staff Work Engagement and Organizational Commitment, 2020
- 2- Relationship between Managerial Creativity and decision-Making Styles of Nursing Managers at Assiut University Hospitals, 2022.
- 3- Effect of Quality Nursing Documentation on Continuity of Patient Care.
- 4- Decision Support Systems as a Moderator in Enhancing the Impact of Tacit Knowledge on Strategic Decision Quality.
- 5- Mediating effects of practice environment between ethical climate and innovative culture on job performance and innovative behavior of nursing staff.

**Thesis Discussed:**

- 1- Nurses-patients ratio and its effect on patient's safety, 2022.
- 2- The Effect of Quality of Work Life and Psycho-Social Safety Climate on Nursing Staff Work Engagement and Organizational Commitment, 2022.
- 3- Relationship between Managerial Creativity and decision-Making Styles of Nursing Managers at Assiut University Hospitals, 2022.

**Professional activities, such as workshops, seminars and consultations**

- 1- Quality assurance for teaching staff at Faculty of Nursing, Assiut University
- 2- Quality assurance for Nursing students at Faculty of Nursing, Assiut University
- 3- Quality assurance for workers at Faculty of Nursing, Assiut University
- 4- Electronic exam training using (Moodle) for nursing administration staff at Faculty of Nursing, Assiut University.
- 5- Civil behaviors in higher education 2020
- 6- Infection control 2020
- 7- Creativity in problem solving and decision making 2023.

### **Attended training programs:**

1. Teaching for learning
2. Scientific research administration
3. Teaching with technology
4. Effective communication skills
5. International preparation and announcement the research
6. Legal aspects in the university 2006
7. Teaching evaluation
8. Quality Standards in Teaching 2014
9. Effective presentation.
10. How to compete for a research fund 2014.
11. Research ethics.
12. Scientific publication.
13. Professional behaviors.
14. Effective teaching 2005
15. Conference organization 2015
16. Strategic planning 2015
17. Student evaluation 2014
18. Statistical analysis in scientific research (2018)
19. End notes 2019
20. E- learning (Advancing) 2019
21. Publication of research in international journals 2020
22. Crisis management 2020
23. Application of information technology in teaching 2020
24. Teaching with technology 2020
25. Effective presentation 2021
26. Faculty development courses 2024

### **Conferences:**

- 1- 1<sup>st</sup> international conference of nursing practice and era challenges (30<sup>th</sup> January 2017)
- 1- Quality in nursing conference (2018)

- 2- Quality and innovation in nursing (18-19 February 2019)
- 3- Entrepreneur project in nursing (2019)
- 4- Risk management application in health care (2019)
- 5- 4<sup>th</sup> international conference of nursing (2022)
- 6- 5<sup>th</sup> international conference of nursing (2023)

**Providing Workshops:**

- Time managements
- Leadership skills for internship student
- Effective leadership
- Conflict management strategies
- Leadership styles
- Standards of selecting leaders
- Quality culture
- Quality assurance for teaching staff at Faculty of Nursing, Assiut University
- Quality assurance for Nursing students at Faculty of Nursing, Assiut University
- Quality assurance for workers at Faculty of Nursing, Assiut University
- Electronic exam training using (Moodle) for nursing administration staff at Faculty of Nursing, Assiut University.
- Civil behaviors in higher education 2020
- Infection control 2020

**Communication channels**

Email: [kamel@aun.edu.eg](mailto:kamel@aun.edu.eg)

[https://scholar.google.com/scholar?hl=en&as\\_sdt=0%2C5&q=Eman+Kamel+Hossny&btnG=](https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&q=Eman+Kamel+Hossny&btnG=)

<https://www.researchgate.net/profile/Eman-Hossny-2>

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