

Dr. Zuhur Saud Altaymani
Consultant in Nursing
Postdoctoral Fellowship in Nurse Executive Leadership, PhD, MSN, BSN, RN,
TOT, C-KPIP, CPXP, Item Author (Saudi Commission for Health Specialist)



LinkedIn profile: <http://linkedin.com/in/dr-zuhur-altaymani-3025941a4>

Email: zuhuraltaymani@gmail.com

Address: Primary Address: 9173 Refa Ibn Ran-Alsaddah Dist., Tabuk 47914

Phone: +966552533660

PROFILE:

Leading the design and execution of a comprehensive nursing education and administration and workforce development strategy for KSAFH, aligned with Saudi vision 2030 and MODHS transformation goals. this strategic plan focuses on building a sustainable, high-performing nursing workforce and elevating the quality of patient care

Proficient in enhancing Magnet principles within the organization to elevate nursing practice, strengthen professional autonomy, and promote a positive work environment

As Nursing Education Director, and director of nursing cardiac residency program, regularly assesses the educational needs of nursing staff across the hospital, identifying skill gaps and implementing targeted training programs that enhance clinical performance. These initiatives directly contribute to improved patient satisfaction, safety, and quality of care

A results-oriented nursing leader with a proven track record of elevating nursing practice and driving transformational change in healthcare organizations. Committed to prioritizing patient care while empowering nursing teams to excel in delivering high-quality services.

Experienced in curriculum development, and evidence-based program implementation. Dedicated to promoting staff engagement, patient safety, and a culture of accountability, ensuring sustainable improvements in healthcare outcomes

Successfully designed and led nursing leadership courses aimed at developing future nurse leaders and enhancing their critical thinking, decision-making, and management skills.

Work Experience

Jan 2024 – Present Director of Cardiac Nursing Diploma Program
KING SALMAN FORCES ARMED HOSPITAL TABUK

This program is designed to provide an opportunity for professional nurses to develop skills in Specialized practice and to upgrade their knowledge and clinical competencies for the area of Cardiac nursing care based on current evidence-based practice and research standards.

Sep 2016 – Present Nursing Education Director
King Salman Armed Forces Hospital Tabuk, KSA

Designs and Conducts Educational Programs for Nursing Staff. Coordinates Orientation Programs for New Staff Members, Develops Programs to Keep Existing Staff Up-To-Date, And Acts As General Resource For Nursing Personnel.

Develop the Quality Improvement Strategies of Nursing Care by Monitoring and Evaluating the Actions, Findings, and Recommendation of Incident Reports through Liaising With The

Department of Continuous Quality Improvement and Patient Safety. Responsible for updating all Nursing policies and procedures and for the development of all nursing guidelines.

**Apr 2016 - Aug 2016 Clinical Instructor /Acting Clinical Supervisor
King Salman Forces Armed Hospital, Tabuk, KSA**

Provide Comprehensive Clinically Focused Education and Staff Development within Specialty Service Area in nursing affairs.

Utilizing the Principles of Performance Improvement and Evidence- Based Practice. Directs and manages an effective clinical service delivery team using applicable PPG.

Apply supportive relationships, having relevant knowledge / clinical skills, expressing a Commitment to providing supervision, and having good listening skills are perceived by the staff Nurses as important characteristics of their supervisor.

**Jan 2011 - May 2012 A Charge Nurse (NICU)
King Salman Forces Armed Hospital Tabuk, KSA**

Maintain an atmosphere that promotes staff development, standards of care, clinical Competence, philosophy, vision, and mission of the nursing administration. Work involves Assessment, planning, implementation, and evaluation of patient care and nursing services. Responsible for management of nursing staff assigned, providing leadership, supervising a Professional team, staff development, Saudization, recruitment and retention, performance Evaluation, and troubleshooting of problem areas.

**2006 - Jan 2008 Registered Nurse, Medical Surgical Ward and Neonatal Critical
Unit, Postpartum Unit
King Salman Forces Armed Hospital Tabuk, Saudi Arabia**

Provide Direct Patient Care to Assigned Patients Using the Nursing Processor RN duties Including the admission and discharge of patients into and out of the intensive care unit. Assisted Physicians in complex and invasive procedures. Acted as a Preceptor to new staff.

Education:

**Sep 2024-May2025. Certified of competency in Nursing Leadership
Saudi Commission for Health Specialties, Riyadh, SA**

**Jul 2023- May 2024 Post-Doctoral Fellowship in Nurse Executive Leadership
Case Western Reserve University United states, Ohio, Cleveland**

**2018 – 2022 Ph.D. Nursing Science
Kent State University Ohio, United states**

CGPA: 3.63/4 (A)

Dean's List: 2018,2019,2020,2021

Member Of: Sigma Global Nursing Excellence

Dissertation: Examine the relationship among individual perceptions related to risk for falling by examining their perceived susceptibility, perceived severity, perceived benefits, perceived barriers, frailty, and fall risk level (no risk, high risk) among older adult patients admitted in a cute care setting in Saudi Arabian hospitals (KSAFH)

**2014 – 2016 MSN-Nursing Education
Daemen University New York, United States**

CGPA: 3.6/4 (A)

Dean's List: 2014, 2015

Member Of: Sigma Global Nursing Excellence

Thesis Paper: Using Transcultural Nursing Theory to Explore the Lived Experience of Saudi Graduate
Students who have worked as Registered Nurses in Saudi Arabia Hospitals and Have Cared For Patients from Various Cultures

2013 – 2014 English Language Institute (ESL)
George Mason University Virginia, United States

2008 – 2011 Bachelor of Science in Nursing (BSN)
Prince Sultan Military College of Health Sciences Dammam, Saudi Arabia
Dean's List: 2009, 2010
CGPA: 4.5/5 (B+)

2003 – 2006 Associate of Science, Diploma
King Salman Forces Armed Hospital, Nursing Institute Tabuk, Saudi Arabia

CGPA: 4.7/5 (A)

Languages:

English
Advanced

Skills:

Team Building
Critical Thinking Assertive
Communicative
Reliable
Persistent,
Creativity
Multitasking Abilities
Multidisciplinary
Team Worker

Membership and Achievements

- 1. Member of the Accreditation Committee. Governance, leadership, and direction (GLD, JCI 2023 CHAPTERS members, King Salman Armed Forces Hospital 23-10- 2023- 2024.**
 - Measure the quality of healthcare organizations. Going through the accreditation process will help your organization highlight strengths, rearm your commitment to compliance, and drive continuous improvement.
- 2. Member of Policy and Procedure Review Committee, King Salman Armed Forces Hospital 04-11-2023- Current.**
 - This committee is responsible for ensuring that the organization's policies are up-to-date and in compliance with all applicable laws and regulations.
- 3. Magnet Learning Communities Membership, ANCC-American Nurses Credentialing Center, United States 03/2022 - 2023**
 - Learn through sharing, connecting, and collaborating with the network of Magnet-recognized organizations and those on the Journey to Magnet Excellence.
 - Gain access to innovative and breakthrough practices of Magnet-recognized organizations.
 - Receive up-to-date information from the Magnet Recognition Program via newsletters and member- only engagements.
- 4. A Sigma Nurse Leader Membership, Sigma Theta Tau International Honor Society of Nursing, United States 08/2018 - 2022**

- We take part in the leadership development program and run for the Board. Promotes excellence in academic scholarship, research, and clinical nursing.
 - Dedicated to the advancement of knowledge, teaching, learning, and service through the cultivation of communities of practice, education, and research.
6. **Golden Key International Honor Society Membership, Golden Key International Honor Society, United States 01/2019 - 2023**
 - Taking Part in Career Development, Graduate Program assistance, Career Planning and Opportunities, Leadership Opportunities, And Networking Events
 7. **Member Of The Patient Experience Representative, Akron Hospital, Cleveland Clinic, Kent, OH, United States, 06/2022 - 11/2022 and currently a member of the Patient Experience community at the Berly Institute, Nashville, United States**
 - Recruited patients, gathered data, monitored medical treatments, analyzed data, and wrote research summaries.
 - Answered all consumer questions in a friendly and knowledgeable manner.
 - Improved work process by studying and implementing the required procedures.
 - Responded to service calls to evaluate, identify, perform repair and planned maintenance (PM) on basic medical equipment and provide customer satisfaction through Service Excellence.
 - Communicated job expectations; planned, monitored, evaluated, and reviewed job contributions.
 8. **Volunteer as a Leader Surveyor at Quality Improvement and Patient Safety, King Salman Forces Armed Hospital, Tabuk, Saudi Arabia, 02/2022 - 08/2022**
 - Working as a volunteer at the quality improvement and patient safety department in King Salman Forces Armed Hospital (KSFAH)
 - Ensured that all nurses stained the requirements of JCI, identify exciting examples of evidence, and evaluated standard compliance
 - Use positive reinforcement and other appropriate techniques to assist nurses in the development of an appropriate patient safety environment.
 9. **Member of the Accreditation Committee, Nursing Administration, KSFAH, Tabuk, Saudi Arabia, 05/2016 - Current**
 - Measure the quality of healthcare organizations. Going through the accreditation process will help your organization highlight strengths, rearm your commitment to compliance, and drive continuous improvement.
 10. **Member of the Science Research Center Committee, KSFAH, Tabuk, Saudi Arabia, 06/2017 - 07/2018**
 - Gathering, analyzing, and interpreting information for a variety of educational and political purposes.
 11. **Surveyor Committee (patient safety Officer certified) JCI and CIBAH, King Salman Forces Armed Hospital, Tabuk, Saudi Arabia, 01/2016 - Current**
 - Working as a chapter leader of the JCI surveyor committee at KSFAH.
 - Organized educational activities for all nurses to make sure they are knowledgeable about all the JCI standards requirements for Junior and senior nurses.
 - Led and analyzed nurses' performance against the JCI objectives.
 12. **Chairperson of the General Nursing Orientation, GNO, Tabuk, Saudi Arabia, 01/2016 - Current**
 - Chairperson of The General Nursing Orientation (GNO) Committee for Ensuring The GNO Program Is Updated and Consistent Information Regarding Policies, Procedures, Standards, And Documentation That Supports Practice With Hospital Vision, Mission, Values, Objectives, and Organizational Structure.
 - Member of the Patient and Family Education (PFE) Team, Department Of Patient Education. KSFAH, Saudi Arabia.

- Member of the Accreditation Committee, Nursing Administration, KSAFH, Saudi Arabia
Member of the IPSGs Committee, Nursing Administration, KSAFH, Saudi Arabia.
- Member of the Faculty of Health Sciences Research Ethics Committee, University Of Southampton, United Kingdom.

License Details:

License Number: **10TN1216909**

- Consultant in Nursing.
- Senior Specialist in Nursing Education.
- Specialized in nursing leadership.

Quality Improvement Projects in 2024-2025

- Capstone project: “Strategic Safeguarding of Critical Care: Addressing Staffing Crises and Building Workforce Resilience” – Empower Nursing Leadership Program
Saudi Commission for Health Specialties, Riyadh, Saudi Arabia
- The impact of using the Visual tool communication and Health Believe Model (HBM) scale of falls on decreasing patient fall rate in acute care settings among adults in KSAFH.
- The impact of nursing leadership program on senior nurses’ perception working in KSAFH

2023-2024 -2025 Achievements

- First Place Winner – Empower Nursing Leadership Program
Saudi Commission for Health Specialties, Riyadh, Saudi Arabia
Capstone project: “Strategic Safeguarding of Critical Care: Addressing Staffing Crises and Building Workforce Resilience”
- Certificate of Appreciation – Ministry of Defense Health Services (MODHS)
Recognized by the General Director for establishing and leading the Cardiac Nursing Residency Program (2025)
- Certificate of Appreciation – (CEO of Tabuk Health Cluster) as Speaker in Nursing Leadership Program In Tabuk Health Cluster December 2024
- Top Oral Presenter – 2nd Annual Scientific Research Day
“Inpatient Falls Among Adults in Acute Care Settings”
King Salman Armed Forces Hospital Northwest, MODHS – Tabuk, Saudi Arabia (2025)
- Poster Presenter the Impact of an Advanced Leadership Program on Senior Nurse Leaders in Saudi Arabian Hospitals” Presented at the 2nd Annual Scientific Research Day (Feb 2025)
King Salman Armed Forces Hospital, Tabuk, Saudi Arabia
- Speaker – Scientific Excellence Day, University of Tabuk
Invited speaker under the patronage of the University President. (1446H / May 2025)
- Speaker – National Nursing Leadership Program, MODHS
Delivered keynote session supporting Saudi Vision 2030 and the empowerment of Saudi nursing leaders, 2024 September Jeddah King Fahad Armed Forces Hospital
- Speaker – MODHS Nurse Educator Meeting: 'Empowering Educators for the Future' (Feb 2025), Dammam, KFMC
- Speaker – Team Building Workshop Feb 2025
Armed Forces Hospital Dhahran – Session on leadership presence, energy, and effective communication.
- Adult Fundamental of Critical Care Support Course – Distinguished Speaker (Jan 2025)

- Leadership and Management Course – Distinguished Speaker (Nov 2024 to Jan 2025)
- Continuous Renal Replacement Therapy Nursing Course – Certificate of Appreciation (Apr 2025)
- Rehabilitation Nursing Course – Certificate of Appreciation (Apr 2025)
- Mechanical Circulatory Support & Heart Transplantation – Certificate of Attendance (Nov 2024)
- Guest Lecturer – Empowering Healthcare Teams
Invited by the Student Activity Unit, University of Tabuk Nursing Club (March 2025)
- Upcoming Conference Presenter – ICCNNC-25, Milan, Italy
“Nurse Leaders as Catalysts for Climate Action: Strategies for Health System Resilience and Global Impact” International Conference on Clinical Nursing and Nursing Care (Sept 2025)
- I have been accepted into the inaugural batch of the EMPOWER Nursing Executive Leadership Program held by SCHS, 2024
- Chairperson of nursing scholarship policy among MODHS (Completed by March 2025)
- Lead PPT of Adult Acuity tool in MODHS on Nov 6, 2023, Then-Lead NICU acuity tool on Nov16, 2023
- Lead the Nursing Leadership Program among MODHS
- I attended and presented 2nd Nursing Education Leaders meeting that took place on October 2-3, 2023, at Abha
- Actively involved in several projects within MODHS nursing education transformation projects. I am chairing the Saudi Nurses Development Programs Task Team and Nursing Scholarship Programs Task Team
- A co-chair of National Growth Projects, Nursing Research Capacity Building, Nursing Scholarship Policies Task Team and Practice Transition Accreditation Program (PTAP) 2023-current
- A member of Unit Specific Competencies, Saudi Nursing Training Programs, 9-Month Nursing Critical Care Training and BSN Bridging Programs and Advanced Nurse Practice (ANP) program 2023-current
- Director of cardiac care nursing diploma program provided by (SCFHS) Start on October 2023
- Chairperson of second victim (employee burnout) policy and program to be established in KSFAH (Resilience in Stressful Events Program 2017)
- I attended Global Health Exhibition nursing conference that was held in Riyadh on October 28th, 2023
- I attended and participated an event entitled "Nursing Now Challenge" organized by Saudi nursing association and led by Professor Aisha Holloway that was held at Hilton Hotel in Riyadh on October 29th, 2023. Now I'm a member with NNC
- I attended the 14th MODHS quality conference that was held at Ritz Carlton in Jeddah on January 16-18th, 2024

- Participated as a speaker in the 12th international nursing, health care and patient safety conference held from 25-27 July 2023 in UAE ((individual perception related to fall risk among older adult in acute care settings in Saudi Arabian hospital))
- Participated as a speaker in the international Nurses Day held by Tabuk Cluster Health in May 2024
- Receiving an Appreciation Certificate in recognition of outstanding contributions toward supporting magnet nursing standards, demonstrating excellence in nursing leadership and patient care among MODHS
- I assigned as a managing editor to launch the first Nursing Newsletter from July 2024-Current
- Receiving an Appreciation Certificate from Tabuk University in recognition of outstanding contributions toward supporting Nurses students during their internship on the 2024
- Participated in the 2nd Annual International Conference of the Saudi Nurses Association on the 2024
- Receiving Appreciation certificate regarding to Participated in Alhaj Mission as a HN of ER critical care areas on the 2024

Continues Education and Professional Development

- Project Management Professional (PMP) – Certificate of Completion Online, (April 2025)
- Certified Patient Experience Professional (CPXP) – Preparation Program Virtual Medical Academy (Jan–Feb 2025)-Online
- Training of Trainers (TOT) – 14 CME Hours (Sep 2024)
- Certified KPI Professional and fractional
Effective date: 13-11-2023, Facilitator: KPI Institute
- Certified of Achievement in Human Resource Analytics
Effective date: 23-09-2023, Facilitator: Mind cypress education beyond boundaries
- Certified of Achievement in Lean Six Sigma Black Belt
Effective date: 17-10-2023, Facilitator: Mind cypress education beyond boundaries
- Certified of Attendance in Certified Professional Health Quality Preparation (CPHQ) preparation
Effective date: 23-09-2023, Facilitator: National Association for Healthcare Quality (NAHQ)
- Certified of Attendance in Certified Professional Patient Safety (CPPS) Preparation
Effective date: 14-10-2023, Facilitator: National Association for Healthcare Quality (NAHQ)
- Certified of International Speakership In presenting the individual's perceptions related to fall risk among older adults in an acute care setting in a Saudi Arabian hospital at the 12th International Nursing, Healthcare, and Patient Safety Conference
Effective date: 25-07-2023, Facilitator: Hartford Hospital and Ardent Hospital Services, USA
- Certified of completion Getting Started International: Magnet program guidelines Guidance
Effective date: 2nd and 3rd-03-2022, Facilitator: American Nurses Association (ANA), USA
- Certified of Attendance At the 4th MODHS International Quality Conference
Effective year: 5-7 -Dec- 2022, Facilitator: The MODHS quality and patient safety administration
- Certified Patient Safety Officer
Effective date: 10-08-2018, Facilitator: American Institute for Health Care Quality, Oklahoma City, USA

- Active participation in the 2nd MODHS Nurse Educator's Meeting, Nursing Education Transformative Journey
Effective date: 1st to 3rd-10- 2023, Facilitator: The MODHS Academic and Training Affairs Professional Development Administration, Saudi Arabia
- Certified of Participation in The Designing and Delivering Effective Education Workshop
Effective date: 14-10-2023, Facilitator: Registered Nurses Associated of Ontario (RNAO), Toronto, Canada.
- Certified of Attendance in MODHS pressure Injury/Wound Care Education Module and train the trainer
Effective date: 1, 2 -10-2023, Facilitator: MODHS, Nursing Administration
- Certified of Attendance in Nursing Research & Innovation in Cleveland Clinic, Effective date: 23-9-2018
Facilitator: Cleveland Clinic Nursing Research Center
- USA Certificate of Completion in Advanced Tracer Training, Effective date: 23 09-2017, Facilitator: Cleveland Clinic Nursing Research Center
- Certificate of Attendance in Leadership and Management Program
Effective date: 07 -09-2022, Facilitator: United States, Golden Key International Honor Society.
- Taken part In the International Conference on Nursing and Health Care
Effective date: 16 -11-2016, Facilitator: DAKAM Eastern Mediterranean Academic Research Center.
- Certificate of Training in Certified Professionals in Health Care Quality (CPHQ), Dubai, UAE.
Effective date: 21-01-2018, Facilitator: Improvement Healthcare Institute (IHI), Dubai, UAE.
- Certificate of Speakership in Patient Safety Course, Leadership and Management Course, ECG Course,
- Preceptorship Course. Effective year: 2016-2017, Facilitator: King Salman Ahmed Forces Hospital, Tabuk, And KSA.
- Certified of Speakership in Tracheostomy Workshop, Chemotherapy 2018
- Workshop, Critical Care Workshop, Venipuncture Workshop, Adult Critical Care Workshop
Effective year: 2017-2018, Facilitator: King Salman Ahmed Forces Hospital, Tabuk, KSA.
- Certified of Attendance in Conscious Sedation Course, Cardiopulmonary Resuscitation Course, Advanced Trauma Care for Nurses, Effective year: 2017-2018, Facilitator: King Salman Ahmed Forces Hospital, Tabuk, KSA.
- Certified of Speakership in Patient Assessment Course, Wound Care Workshop, IV Therapy Course, Medication Administration Course, Effective year: 2017-2018, Facilitator: King Salman Ahmed Forces Hospital, Tabuk, KSA.
- Certified of Attendance in Intensive Statistical Analysis Course, Breast Cancer Awareness, Infection Prevention and Epidemiology Course, Effective year: 2017-2018 Facilitator: Jeddah, KSA.
- Comprehensive Clinical and Principle of Theoretical of Emergency, Effective year: 201, Facilitator: King Saud University, Saudi Arabia
- Certified Of Attendance in Advanced Trauma Life Support, Saudi Neonatal Resuscitation Program, King Salman Armed Forces Hospital, Obstetric Life Support, Disaster First Response
Effective year: 2006-2007-2008, Facilitator: King Salman Ahmed Forces Hospital, Tabuk, KSA.

Published Articles

- Medical laboratory tests and their relationship to organ transplant and donation results in the kingdom of Saudi Arabia 28-04-2025 in Rihan Journal for scientific Publishing ISSN:2709-2097
- The Lived Experience of Saudi Graduate Students Who Have Worked as Registered Nurses in Saudi Arabian Hospitals and Have Cared for Patients from Various Cultures. Journal of Health, Medicine and Nursing. ISSN, 2422-8419 An International Peer-reviewed Journal Vol.52, 2018.
- Investigate the Factors that may Impede Effective Communication between Nurses and Patients during Hospitalization in Northwest Armed Forces Hospital in Saudi Arabia. Multi-Knowledge Electronic Comprehensive Journal for Education and Science Publications (MECSJ) ISSUE (14), Nov (2018).
- The Relationship Between Individual Perception of Perceived Susceptibility of Fall Risk and Fall Risk Level among Elderly Adult Patients Admitted in Acute Care Setting in a Saudi Arabian Hospital (KSAFH).
- Now preparing a gray literature review regarding Interruption of the medication preparation process and an examination of factors causing interruptions will be published by the 4th quarter of 2024
- Now in the published process of article titled with the Impact of Advance Leadership program on senior nurses' leaders in KSAFH in 2024-2025

References:

- Dr.Nizar Masawa, FRCSI, SSCGS, ABGS, FACS, Consultant General Surgeon, Director of Academic Affairs, KSAFH, Saudi Arabia. [Tel:+966503282168](tel:+966503282168), Email: drnizar2000gmail.com
- Mr.Elija Msibi, Director of Nursing, RN, King Salman Armed Forces Hospital Tel: +966531493857 Email: elkms@yahoo.com
- Dr. Ahmed Awaji, Medical Director of King Salman Armed Forces Hospital Tel: +966507734548
- Dr.Dana Hansen, Ph.D, APRN, ACHPN, FPCN, CO-Director Ph. D program& Honors program co-coordinator , KSU, College of nursing , Tel; +1-330-672-8779, Emil; dhansen1@kent.edu
- Ms.Mawahib Wang, Executive Director of Nursing, MODHS, itzheba@Vahoo , Tel; +966565645318
- Dr.Abdiqani Qasim, Executive director of nursing for continuous education and professional development, dr.abdiqaniqasim@gmail.com, Tel; +966548382029
- Dr. Cherly Nosek, DNS, RN, CNE, Professor of Nursing. Daemen College, New York, USA. [Tel:+1-716-839-8273](tel:+1-716-839-8273) , Email: cnosekdaemen.edu
- Dr. Lisa S Ball, Assistant Professor, Ph.D., RN, FNB- BC, Nursing Department, Daemen College, New York, USA. Tel: +1-716-9888037, Email: lballdaemen.edu
- Dr.Diane Ryan, Ph.D., ANP - BC, FNB - BC, GNP - BC, Graduate Program Director. Daemen College, New York, USA Tel: +1399044064 Email: dryandaemen.edu