

Eman Elsokary, PhD

Health Policy & Workforce Development | Maternal Health Systems | Higher Education Reform in LMICs

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Profile Summary

Policy-oriented academic and health systems expert with interdisciplinary experience at the intersection of healthcare workforce development, higher education reform, and maternal health systems in low- and middle-income countries (LMICs). Contributing to national and international policy initiatives through my roles with the Egyptian Health Council, Tennessee Higher Education Commission, and International Accreditors for Continuing Education and Training, with a focus on quality assurance, accreditation, and workforce readiness. Currently a Hubert H. Humphrey Fellow at Vanderbilt University and European Union Visitors Program (EUVP) Fellow, with international academic engagement including visiting scholar and invited speaker roles in the United States, bridging policy, education, and health systems to support evidence-informed reform.

Research & Policy Interest

1. Health workforce development and continuing professional development (CPD) systems in low- and middle-income countries (LMICs)
2. Maternal health systems and reproductive health policy
3. Higher education reform, accreditation, and quality assurance frameworks
4. Simulation-based education as a tool for workforce readiness and competency-based training
5. Evidence-informed policymaking and health systems strengthening

Education & Fellowships

- **Hubert H. Humphrey Fellowship**, Vanderbilt University, USA | 2025–2026. Specialization: Education Administration, Planning, and Policy.
- **European Union Visitors Programme (EUVP) Fellowship**, European Commission | Brussels | 2025. Specialization: Governance, International Cooperation, and Public Policy Dialogue.
- **Master of Monitoring and Evaluation (in Progress)**, Institute of National Planning, 2024.
- **PhD in Obstetrics & Gynecology Nursing**, Helwan University, Egypt | 2022.
- **MSc in Obstetrics & Gynecology Nursing**, Helwan University, Egypt | 2018
- **Presidential Leadership Fellowship**, Egyptian Presidency, Egypt | 2016–2017. Specialization: Public Sector Leadership, Governance, and Institutional Development.
- **BSc in Nursing**, Helwan University, Egypt | 2011

Academic Appointments

Assistant Professor of Obstetrics & Gynecology Nursing

Helwan University | 2021–Present

- Deliver undergraduate and clinical education in maternal health, obstetric care, and women's health nursing
- Supervise student research and clinical training programs aligned with evidence-based practice
- Integrate competency-based education and simulation approaches to strengthen clinical decision-making and workforce readiness
- Contribute to curriculum development and academic program enhancement in alignment with quality assurance standards
- Support the development of future healthcare professionals through applied learning and clinical training

Co- Chief - in - Editor

Helwan International Journal of Nursing Research and Practices | 2021–Present

- Oversee peer-review and editorial processes to ensure scientific quality and academic integrity.
- Contributed to indexing the journal in the WHO Index Medicus for the Eastern Mediterranean Region (IMEMR).
- Supported the journal in achieving top evaluation ranking by the Supreme Council of Universities, Egypt.

Teaching Assistant – Maternal & Newborn Health Nursing
Helwan University | 2013–2021

- Supported teaching, clinical instruction, and student training in maternal and newborn health
- Assisted in curriculum delivery and practical skill development in clinical settings

Policy, Governance & Leadership Experience

International Expert – Healthcare Workforce Development Workgroup

Texas International Education Consortium (TIEC) | 2025–Present

- Contribute to international workforce development initiatives addressing skills development, training systems, and labor market readiness
- Engage in global collaboration on education reform and workforce preparedness strategies
- Participate in interdisciplinary discussions on aligning education with labor market needs

Member – CE/T Standards Development Committee

IACET (USA) | 2026–Present

- Contribute to the development and revision of international standards for continuing education and training
- Participate in consensus-based discussions on accreditation, quality assurance, and policy frameworks
- Provide technical input on standards shaping global continuing education systems

Policy Contributor – Quality Assurance Funding (QAF) Project

Tennessee Higher Education Commission, USA | 2025–Present

- Contribute to the development of the Quality Assurance Funding (QAF) User Manual and policy framework within the State of Tennessee.
- Supporting the integration of career-readiness assessments into institutional performance evaluation frameworks
- Assisting in the development and implementation of academic program policies and governance structures across higher education institutions
- Engaging in policy discussions related to performance-based funding, quality assurance systems, and higher education reform

Member – Continuing Professional Development (CPD) & Accreditation High-Level Committee

Egyptian Health Council (national regulatory body chaired by the Prime Minister) | 2024–Present

- Contribute to the development and national implementation of accreditation standards for medical and nursing education
- Support alignment of national frameworks with international standards and best practices
- Engage in policy discussions on continuing professional development (CPD) systems and workforce regulation
- Contribute to strengthening quality assurance systems for healthcare education and training

Head of International Cooperation

Presidential National Initiative for Developing Egyptian Industry (“Ebda”) | 2023–2024

- Led international partnerships with UN agencies (UNDP, ILO, UNIDO) and academic institutions to support national workforce and industrial development
- Contributed to policy-oriented initiatives linking education, training, and labor market needs

- Supported the design and implementation of strategic programs for skills development and institutional collaboration
- Represented the initiative in high-level international and governmental engagements

International Accreditation Program Manager

National Training Academy (Affiliated with the Egyptian Presidency) | 2019–2024

- Led institutional accreditation process with ACCET, achieving full accreditation with zero findings
- Developed and implemented policies, procedures, and quality assurance systems for training and institutional performance
- Contributed to national capacity-building strategies in education and training
- Supported policy development related to accreditation, evaluation, and training systems
- Contributed to positioning the institution as a national benchmark for quality and excellence

Head of International Programs and Projects – International Relations Office

Helwan University | 2024 - 2025

- Supported the university's internationalization strategy through academic partnerships and mobility programs
- Facilitated international collaborations and joint academic initiatives
- Contributed to policy discussions on higher education internationalization and institutional development
- Led negotiations and institutional coordination with the University of Europe to establish three dual-degree bachelor programs
- Supported the development and implementation of joint and dual-degree programs with international partners

General Coordinator – African Healthcare Capacity Building Program

Faculty of Nursing, Helwan University, in cooperation with the Egyptian Ministry of Foreign Affairs | 2023–Present

- Led the design and implementation of a regional capacity-building program for healthcare professionals across 25 African countries
- Strengthened international cooperation and South–South collaboration in healthcare workforce development
- Contributed to training strategies aimed at improving workforce readiness and clinical competencies
- Positioned the program as a platform for regional knowledge exchange and policy dialogue

Contributor – Learning to Earning (L2E) National Initiative, Egypt

In collaboration between World Youth Forum and UNICEF- Egypt | 2023

- Contributed to the development of the national strategy and high-level implementation roadmap for the Learning to Earning (L2E) and Volunteering Initiative in Egypt
- Participated in multi-stakeholder consultations involving government entities, UN agencies, private sector, and civil society to design an integrated approach to youth employability and skills development
- Contributed to defining strategic priorities, including workforce development, volunteering pathways, and school-to-work transition systems
- Supported the design of a results framework, governance structure, and cross-sector coordination mechanisms for large-scale implementation
- Contributed to policy-oriented recommendations addressing skills mismatch, youth unemployment, and access to opportunities for disadvantaged youth

Programs, Initiative & Global Engagement Experience

Visiting Scholar

Harper College, USA | 2026

- Engaged in interdisciplinary academic activities across health sciences, general education and Intercultural communication programs.
- Contributed to student learning, faculty collaboration, and cross-cultural academic exchange
- Participated in institutional dialogue on healthcare education and workforce development
- Delivered academic contributions through classroom engagement, seminars, and student interaction

Guest Speaker – Global Health Master Program

Vanderbilt University School of Nursing, USA | 2026

- Delivered a graduate-level Two lecture on Reproductive Justice and Maternal Care in the Middle East: Insights from Egypt.
- Facilitated critical discussions with master's students on global health systems, equity, and policy
- Contributed to international academic dialogue on maternal health and reproductive justice

Guest Speaker – Texas International Education Consortium (TIEC)

Texas International Education Consortium | 2026

- Delivered an invited session on Strategic Integration of High-Fidelity Simulation in Medical Education: Strengthening Clinical Competence and Workforce Preparedness
- Presented simulation-based education as a policy-relevant tool for workforce development
- Contributed to international dialogue on medical education innovation and system-level impact

Founder & Lead – Virtual Exchange Program (Egypt–Saudi Arabia) 2025–Present

- Designed and implemented an intercultural virtual exchange program connecting students across Egypt and Saudi Arabia
- Focused on patient safety and comparative analysis of healthcare practices across different national contexts
- Facilitated cross-cultural academic collaboration and dialogue in healthcare education
- Promoted global learning, intercultural competence, and international academic engagement

Lead Organizer – Cross-Campus Collaboration Initiative

Peabody College, Vanderbilt University, USA | 2026

- Led the design, planning, and facilitation of a cross-campus policy dialogue on reimagining education systems from fragmented reforms to integrated, future-ready systems
- Brought together international fellows, policymakers, researchers, and educators from institutions including Vanderbilt University, Emory University, and state-level agencies
- Facilitated interdisciplinary discussions addressing the policy–practice gap, system fragmentation, and implementation challenges in education systems
- Contributed to developing actionable, policy-relevant recommendations linking research, practice, and system-level reform
- Produced a structured report synthesizing key insights on governance, workforce development, data-driven decision-making, and system transformation

Featured Guest – Global Education Unpacked Podcast

Chicago, 2026

- Invited to discuss global education systems, healthcare workforce development, and policy–practice gaps
- Contributed to public-facing dialogue on education reform, international collaboration, and systems-level challenges

Participant – Global Leadership Forum

Washington, DC, USA | October 2025

- Selected to participate in an international leadership forum bringing together global professionals and policymakers
- Engaged in high-level discussions on leadership, public policy, and global development challenges

Head of Partnerships

World Youth Forum | 2019–Present

- Lead strategic partnerships with international organizations, including UN agencies, government entities, and global stakeholders
- Manage relationships with partner organizations and oversee the implementation of partnership initiatives and collaborative programs
- Facilitate multi-stakeholder engagement to support global dialogue on youth, education, and development
- Contribute to the design and delivery of large-scale international forums promoting policy dialogue and cross-cultural exchange

Speaker & Participant – Forbes Middle East 30 Under 30 Summit

Forbes Middle East | 2022

- Invited participant in a regional leadership platform recognizing emerging leaders across sectors
- Engaged in discussions on leadership, innovation, and social impact

Member – Selection Committee, African Presidential Leadership Program

National Training Academy, 2017 - 2020

- Contributed to the evaluation and selection of candidates for a leadership development program targeting emerging African leaders
- Engaged in reviewing applications and identifying high-potential candidates

Taught Courses

- Women's Health & Maternal Health
- Scientific Research methods & Evidence-Based Practice
- Intercultural Communication and Global Health Systems
- Patient Safety and Health Systems in Diverse Contexts
- Reproductive Justice and Sexual Health for Healthcare Providers
- Systems Thinking in Healthcare Systems

- Building Resilient and Proactive Healthcare Systems in Low-Resource Settings
- Policy and Procedures Design and Development

Research and Publications

Research focuses on designing and evaluating scalable, policy-relevant interventions to improve maternal health outcomes, workforce performance, and health system effectiveness in LMICs.

Recent Publications

- Timing of High-Fidelity Simulation Within Clinical Training and Obstetric Skills Development Among Nursing Students: A Longitudinal Study, 2026
- Effect of Educational Intervention Based on Health Belief Model on Postmenopausal Women's Health Behaviors and Attitudes Regarding Vaginal Atrophy, 2023
- Effect of Obstetric Triage Training Program on Nurses' Knowledge and Satisfaction in Emergency Obstetric Units, 2022
- Nursing Intervention Toward Dissemination of Pap Smear Practice for Prevention and Early Detection of Cervical Cancer, 2018

Publications under Final Review (Q1 Journals)

- Effect of a Nurse-Led Exclusive Breastfeeding Training Program on Nurses' Counseling Competence and Mothers' Breastfeeding Self-Efficacy
- Effect of Digital Health Literacy on Oocyte Cryopreservation Knowledge, Attitudes, and Decisions among Women with Newly Diagnosed Gynecological Cancer
- Enhancing Critical Thinking, Clinical Decision-Making, and Knowledge Retention Utilizing Problem-Based Learning: A Cluster Randomized Controlled Trial among Obstetric Nursing Students
- Central Sensitization, Sleep Disturbances, and Premenstrual Syndrome: A Nursing Perspective in Fibromyalgia
- Problematic Smartphone Use and Quality of Life among College Students. (Egyptian and Greece Cooperation)
- The Impact of Gender-Based Violence on Reproductive Health-Seeking Behavior Among Female University Students: A Multi-Country Study Across Seven Middle Eastern Countries.

Ongoing Research Projects

- Rapid Enrolment Expansion and Clinical Training Constraints: Examining Workforce Readiness Among Egypt's Nursing Graduates “mixed methods study”
- Effect of Structured Birthing Ball–Assisted Pelvic Mobilization during Active Labor on Fetal Descent, Labor Progression, and Birth Satisfaction among Nulliparous Women.
- Effect of a Self-Efficacy Enhancing Nursing Intervention on Pain Severity and Self-Care Behaviors among Adolescent Females with Primary Dysmenorrhea.
- Effect of a Simulation-Based Training Program on Nurses' Performance, Clinical Decision-Making, and Self-Efficacy regarding Cardiotocography Monitoring and Interpretation.

Thesis Supervision

Supervised Master's-level research projects focusing on maternal health systems, clinical competency development, and evidence-based nursing practice.

Selected research areas include:

- Simulation-based training and obstetric emergency preparedness (e.g., cardiopulmonary resuscitation, obstetric triage)
- Maternal health outcomes and labor management practices (e.g., cesarean section outcomes, pushing techniques during labor)
- Clinical management of high-risk pregnancy conditions (e.g., liver disease, maternal anemia)
- Women's health and behavioral interventions across the reproductive lifespan

International Training & Certifications

- **International Short Program (Adaptive Leadership & Civic Engagement)**, University of Kansas, USA, 2026.
- **Managing the “Unmanageable”: Leadership in Complex Situations**, American Management Association, USA, 2026.
- **Global Leadership & Community Impact Workshop**, Global Ties Detroit, USA, 2026.
- **Technical Master Trainer Certification**, American Chamber of Commerce & Siemens, 2024.
- **Team Evaluator Training for Accreditation Review**, ACCET, USA, 2023
- **Strategy Development and Situational Analysis**, OECD & European Union (SIGMA Programme), 2023.
- **Innovation and Digital Transformation in Government Services**, Hamdan Bin Mohammed Smart University, UAE, 2022.

- **Training Needs Analysis**, National Human Resources Development Institute, South Korea, 2022.
- **Embedding Innovation in Organizational Culture**, National Human Resources Development Institute, South Korea, 2022.
- **Student Assessment Methodology and Exam Design**, Measurement and Assessment Center, Egypt, 2020
- **ACCET Accreditation Workshop**, USA, 2019.
- **Evaluation of Training Effectiveness**, École Nationale d'Administration (ENA), France, 2019.
- **Delivering Online Training and E-learning**, École Nationale d'Administration (ENA), France, 2019