MOHAMAD EL NAJM, PhD, MSN, RN

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Registered Nurse, California

California BRN Nursing Faculty: Instructor — Medical-Surgical, Geriatrics

EDUCATION

Doctor of Philosophy (PhD), Nursing Science, 2020
University of Pretoria — Pretoria, South Africa

Doctor of Nursing Practice (DNP), anticipated December 2026
Capella University — Minneapolis, Minnesota

Master of Science, Nursing Education, 2023
Capella University — Minneapolis, Minnesota

Master of Science, Healthcare Management, 2009
Royal College of Surgeons in Ireland — Dubai, United Arab Emirates

Bachelor of Science, Nursing, 2001
Makassed University of Beirut — Beirut, Lebanon

LICENSURE, CERTIFICATION & FACULTY APPROVALS

- Registered Nurse, State of California
- California Board of Registered Nursing, Nursing Faculty Approval: Instructor — content areas: Medical-Surgical Nursing and Geriatrics
- Advanced Cardiovascular Life Support (ACLS), American Heart Association
- Basic Life Support (BLS), American Heart Association
- ANCC Nurse Executive, Advanced (NEA-BC) — in progress

ACADEMIC APPOINTMENTS

Assistant Professor, School of Nursing and Health Professions (Full-Time)
University of San Francisco, Orange County Campus — California | 08/2021–Present
Master's Entry Program in Nursing (MEPN) — prelicensure, NCLEX-eligible cohort; and Doctor of Nursing Practice

- Teach prelicensure master's entry students across foundational sciences, medical-surgical clinical rotations, and leadership sequences, spanning didactic, clinical, and laboratory instruction.
- Supervise medical-surgical clinical rotations at St. Joseph Hospital, using weekly patient-case dissection and structured handoff practice to build clinical reasoning and prioritization.
- Deliver three-hour pathophysiology and pharmacology lectures using comprehension checks, applied scenarios, and NCLEX-oriented item analysis.
- Serve as Cohort Academic Advisor and Department Curriculum Committee member; contributed substantially to development and implementation of the redesigned ME-MSN curriculum and AACN Essentials alignment; developed the new NURS 604 Leadership and Management course2021).

  Courses Taught
  - NURS 619 Medical-Surgical Nursing Clinical I (clinical)
  - NURS 636 Medical-Surgical Nursing Clinical II (clinical)
  - N601 Introductory Pathophysiology & Pharmacology (theory)
  - N604 Foundations of Leadership in the Healthcare Microsystem (theory)
  - N620 Financial Resource Management in the Microsystem
  - N633 Knowledge Development and Evidence-Informed Quality Improvement (theory)
  - N641 Quality, Improvement and Patient Safety in the Microsystem (theory)
  - N674 Leadership for Quality Outcomes — A Microsystem Approach (theory)
  - N670 Internship (capstone)

Nursing Lecturer — Critical Care
California State University, Fullerton — Fullerton, California | 10/2023–05/2024
Prelicensure BSN program

- Clinical and laboratory instruction of prelicensure BSN students in high-acuity settings, emphasizing clinical reasoning, prioritization, and patient safety.
- Recipient, DAISY Award for Extraordinary Faculty (2024).

Courses Taught:

– NURS 411L Management of the Adult with Complex Health Alterations Lab (lab, Fall 2023)
– NURS 412L Nursing Capstone Clinical (clinical, Spring 2024)

Senior Lecturer
Fatima College of Health Sciences — Abu Dhabi, United Arab Emirates | 08/2008–01/2020
Concurrent administrative assignment: Program Coordinator — equivalent to Program Director in US academic structure

- Twelve years of undergraduate prelicensure nursing education delivered across classroom, clinical, laboratory, and simulation modalities.
- Key author and developer of the 2014 FCHS Nursing Curriculum, adopted program-wide.
- Designed and implemented a comprehensive clinical simulation laboratory.
- Led a team of nursing instructors in course content development and review; conducted audits of classroom and clinical instruction and evaluated their effectiveness.
- Developed and implemented evaluation tools measuring teaching effectiveness, modifying content and methodology in response to findings.
- Served as Cohort Academic Advisor across multiple student cohorts.
- Directed BS Nursing program operations across four campuses, including the operational launch of two new campuses — faculty recruitment, timetabling, budgets, and curriculum deployment.
- Chaired the Curriculum, Accreditation, and Quality committees; member of the Assessment and Clinical committees. Led CAA accreditation readiness, resulting in a Letter of Excellence from Griffith University.

Representative Courses Taught:

– Medical-Surgical Nursing (theory, clinical, lab)
– Leadership and Management in Nursing (theory)
– Infection Control (theory, clinical)
– Wound and Pain Management (theory, lab)
– Nursing Research (theory)

Adjunct Lecturer — Nursing
Griffith University (Queensland, Australia) — delivered in Abu Dhabi, UAE | 08/2008–08/2015

- Taught within the Griffith-accredited BS Nursing program, contributing to international curriculum delivery, review, and quality assurance.

Nursing Tutor & Clinical Educator
Al Janoub School of Nursing — Saida, Lebanon | 10/2004–12/2005

- Delivered didactic and clinical instruction to prelicensure nursing students.

EVIDENCE OF TEACHING EFFECTIVENESS

University of San Francisco, Spring 2026 Teaching Effectiveness Survey (Office of the University Registrar). Scale 1–6. All four courses exceeded department, school, and university means on every construct.

Course	Resp.	Design	Practice	Engage	Learning
NURS 619 Med-Surg Clinical Lab	7/8	**6.00**	**6.00**	**6.00**	**6.00**
NURS 674 Leadership for Quality Outcomes	19/25	5.82	5.84	5.67	5.72
N601 Introductory Patho & Pharm	17/20	5.84	5.71	5.67	5.75
N609 Foundations of Leadership	17/20	5.62	5.71	5.73	5.63
Department of Nursing mean	—	5.49	5.38	5.25	5.41
University mean	—	5.45	5.36	5.22	5.37

NURS 619 Medical-Surgical Clinical Lab received a perfect 6.00 on every construct (SD 0.00, 87.5% response rate).

DAISY Award for Extraordinary Faculty, California State University, Fullerton (2024).

CLINICAL & LEADERSHIP EXPERIENCE

Assistant Nurse Manager, ICU — Neuro Critical Care
Kaiser Permanente, Orange County Anaheim Medical Center — Anaheim, California | 11/2024–Present

- Operational leadership of a high-acuity Neuro ICU with 45 direct FTEs within a 100+ staff matrix structure.
- Oversight of staffing, scheduling, payroll, competency validation, and performance metrics.
- Built and mentored a unit leadership structure by hiring and developing Charge Nurses, Relief Charge Nurses, and Relief Rapid Response Team members.
- Led a CAUTI reduction initiative, reducing incidence to a single case and achieving sustained periods of zero urinary catheter utilization.
- Drove a CLABSI prevention strategy resulting in zero infections through central line bundle compliance.
- Contributed to the unit's AACN Beacon Award for Excellence — Silver Level (2025).
- Lead, Practice and Standards Committee; member, Nursing Research Committee.

ICU Clinical Supervisor
Chino Valley Medical Center — Chino, California | 05/2024–01/2025

- Redesigned the ICU preceptorship program to strengthen onboarding and competency validation.
- Led a restraint compliance quality improvement initiative; standardized the charge nurse handoff communication tool.
- Provided administrative oversight of the unit in the absence of the unit director.

ICU Registered Nurse — Cardiovascular & Neuro Critical Care
MemorialCare Saddleback Medical Center — Laguna Hills, California | 03/2020–07/2023

- Managed valve replacement and TAVR recovery populations; neurocritical care including stroke, intracerebral hemorrhage, post-craniotomy, and ICP monitoring.
- Advanced hemodynamic monitoring (Swan-Ganz, arterial lines), vasoactive titration, and ventilator management.
- Mentored new graduates and new hires; delivered unit-based educational lectures and case studies.

ICU Registered Nurse / Relief Charge Nurse — Cardiovascular ICU
Anaheim Global Medical Center — Anaheim, California | 06/2020–06/2022

- Cardiac surgery recovery including CABG and valve procedures; managed cardiogenic shock, acute MI, and advanced heart failure.
- Supervised shift operations and rapid response coordination.

Clinical Oversight & Quality Manager
Logistics Health Inc. (LHI) / Optum Serve — California | 05/2021–10/2021

- Oversaw regulatory compliance (HIPAA, CLIA) and quality surveillance across multi-site healthcare operations.

Emergency Department Registered Nurse (Trauma Center)
Al Rahba Hospital — Abu Dhabi, United Arab Emirates | 10/2006–08/2008

- Provided emergency and trauma care in a high-acuity ED setting.

Head Nurse, 40-Bed Medical-Surgical Unit
Dalla'a General Hospital — Saida, Lebanon | 01/2003–04/2004

- Acting Assistant to the Director of Nursing; led the unit through its first successful accreditation.

Registered Nurse (Duty In-Charge) — Medical-Surgical & Hemato-Oncology
Makassed General Hospital — Beirut, Lebanon | 11/2001–09/2006

- Provided comprehensive inpatient care across medical-surgical and oncology populations.

DNP SCHOLARLY QUALITY IMPROVEMENT PROJECT

El Najm, M. (DNP Project Lead). Prevention of hospital-acquired pressure injuries through implementation of the SSKIN bundle in the intensive care unit. Practice-focused quality improvement project, Capella University / Kaiser Permanente Orange County Anaheim Medical Center. Implementation in progress.

RESEARCH IN PROGRESS

El Najm, M. (Principal Investigator), & Sierra, P. (Co-Investigator). *Nurses' acceptance and operational impact of virtual sitter implementation in the intensive care unit: An explanatory sequential mixed-methods study.* Kaiser Permanente Orange County Anaheim Medical Center. Kaiser Permanente Southern California/Hawaii IRB determination (July 20, 2026): project meets the regulatory definition of research; Not Human Subjects Research, IRB approval not required. Phase I data collection in progress.

PUBLICATIONS & SCHOLARLY PRESENTATIONS

Peer-Reviewed Publications

AlMekkawi, M., Qatouni, F., Al Amoor, H., Alayed, B., & El Najm, M. (2020). Clinical teaching effectiveness of undergraduate student nurses in the United Arab Emirates. *SAGE Open Nursing, 6*, 1–8. https://doi.org/10.1177/2377960820948640

Doctoral Dissertation

El Najm, M. (2020). *Strategies to enhance continuing professional development (CPD) programs for registered nurses in the United Arab Emirates: A mixed method study* [Doctoral dissertation, University of Pretoria] (Publication No. 2263/73468). https://repository.up.ac.za/handle/2263/73468

Poster Presentations

El Najm, M., Clark, M. E., & Ancheta, A. (2026, March 9–13). *Catheter reduction in critical settings: Approaches for enhanced safety* [Poster presentation]. Safety Innovation Fair, Kaiser Permanente, Orange County, CA, United States.

Ros, L., Valiyanal, M., El Najm, M., & Sierra, P. (2026, February 8–11). *Implementing targeted strategies to eliminate central line infections* [Poster presentation]. Annual Nursing Leadership Conference, Association of California Nurse Leaders, Rancho Mirage, CA, United States.

Ros, L., Valiyanal, M., El Najm, M., & Sierra, P. (2026, February 8–11). *Optimizing approaches for a urinary catheter–free intensive care unit* [Poster presentation]. Annual Nursing Leadership Conference, Association of California Nurse Leaders, Rancho Mirage, CA, United States.

HONORS & AWARDS

- AACN Beacon Award for Excellence — Silver Level, Neuro ICU, American Association of Critical-Care Nurses / Kaiser Permanente, 2025
- PhD Academic Honorary Colours (Distinction), University of Pretoria, 2020
- Letter of Excellence, Griffith University — CAA accreditation achievement, Fatima College of Health Sciences
- Letter of Appreciation from Hospital Owner and CEO — first successful hospital accreditation, Dalla'a General Hospital

ACADEMIC & PROFESSIONAL SERVICE

University of San Francisco

- Member, Department Curriculum Committee
- Member, Graduate Nursing Admissions Task Force
- Faculty Advisor, Graduate Nursing Student Organizations; Advisor, Arab Students Union
- Member, University AIC Committee (2026)

Fatima College of Health Sciences

- Chair, Curriculum Committee
- Chair, Accreditation Committee
- Chair, Quality Committee
- Member, Assessment Committee and Clinical Committee

Kaiser Permanente

- Lead, Practice and Standards Committee
- Member, Nursing Research Committee

PROFESSIONAL MEMBERSHIPS & LANGUAGES

- American Nurses Association (ANA)
- Languages: Arabic (native), English (fluent)