

MOHAMAD ALAMEDDINE

Professor and Dean
College of Health Science
University of Sharjah
University City
Sharjah, United Arab Emirates

EMPLOYMENT

September 2021 – ongoing – Professor and Dean of Health Sciences at the University of Sharjah, Sharjah, United Arab Emirates

September 2020 – August 2021 – Professor of Health Management and Policy, College of Medicine, Mohammed Bin Rashid University of Medicine and Health Sciences, Dubai Health Care City, Dubai, United Arab Emirates.

September 2014- August 2019 - Associate Professor, Department of Health Management and Policy, Faculty of Health Sciences, American University of Beirut. Currently on an approved leave from AUB.

June 2016- August 2018 – Senior Director of Strategy and Institutional Excellence and Associate Professor of Health Management and Policy, Mohammed Bin Rashid University of Medicine and Health Sciences, Dubai, United Arab Emirates.

- Develop the strategic direction and lead the process of strategy development and cascading at MBRU
- Lead the development of institution wide policies and procedures
- Manage the process of accreditation and institutional recognition
- Advise on institutional governance

September 2015-May 2016 –Chairperson and Associate Professor, Graduate of Public Health Program Coordinator, Department of Health Management and Policy, Faculty of Health Sciences, American University of Beirut.

September 2008 – August 2014 – Assistant Professor, Department of Health Management and Policy, Faculty of Health Sciences, American University of Beirut.

2006 –2008 – Director of International Development and Partnerships. Postgraduate Medical Education Office (PGME), Faculty of Medicine, University of Toronto.

- Set the strategic direction for the expansion of PGME international programs
- Oversee the affairs of close to a thousand PGME international medical residents and fellows from more than 75 countries
- Negotiate training agreements and capacity building contracts with international partners
- Planning and organizing continuing professional development programs for international trainees

2006 – ongoing – Lecturer, Department of Health Policy and Evaluation. University of Toronto.

- Participate in teaching Health Policy courses
- Researcher on Canada's Community Health Nursing Study

1999 – 2002 – Instructor/Academic Coordinator. University of Sharjah, College of Health Sciences. Sharjah, United Arab Emirates.

- Assisted in building affiliation agreements with local/international partners
- Developed and taught health services administration & health and wellness courses
- Advised students on academic and career planning

EDUCATION

2001 – 2006 – Ph.D. in Health Policy. Department of Health Policy Management and Evaluation, University of Toronto, Toronto, Ontario.

- Thorough understanding of organization, financing & delivery of healthcare systems
- Rigorous training in both qualitative and quantitative research methods
- Dissertation work gives additional training in health human resources planning

2003 – 2005 – Diploma in Health Services and Policy Research. Ontario Training Centre in Health Services and Policy Research.

- Knowledge of qualitative and quantitative research methods
- Expertise in identifying sources of funding and grant writing

1996 – 1998 – Masters of Public Health with concentration on Health Services Administration (MPH/HSA). Faculty of Health Sciences, American University of Beirut. Beirut, Lebanon.

- Knowledge and training in planning and evaluation of health services
- Health services research methods and techniques
- Practical experience at various departments of an academic medical center

1993 – 1996 – B.Sc. in Medical Laboratory Technology. Faculty of Health Sciences, American University of Beirut. Beirut, Lebanon.

GRANTS

- 2020- **Granting Agency:** International Development Research Centre (IDRC)
Title of Project: The Gamification, Artificial Intelligence and mHealth Network for Maternal Health Improvement -The GAIN-MHI Project.
Role: Co-Principle Investigator
Amount: \$510,000
Duration: April 2020 – April 2023
- 2019 - **Granting Agency:** MBRU-Al Mahmeed
Title of Project: The effect of satisfaction with work-life balance on mental wellbeing of healthcare professionals in UAE and Oman.
Role: Principle Investigator
Amount: \$40,700
Duration: April 2020 – April 2023
- 2018- **Granting Agency:** Mohammed Bin Rashid University of Medicine and Health Science
Title of Project: Investigating the means to upscale and standardize school nutrition programs in Dubai: Implications for policy and practice

Role: Co-Principle Investigator

Amount: \$20,000

Duration: November 2018 – November 2019

2017- **Granting Agency:** Harvard Center for Global Health Delivery- Dubai

Title of Project: Shared decision making and delivery of care: does the gender of the patient and the provider make a difference?

Role: Principle Investigator

Amount: \$74,964

Duration: February 2017 – March 2019.

2016 – **Granting Agency:** R2HC- Wellcome Trust and UK Department for International Development.

Title of project: Identifying ways to promote health systems resilience through systems analysis of UNRWA provision to Palestinian Refugees displaced by the Syria Crisis.

Role: Co- Principle Investigator

Value: \$158,200

Duration: October 2016 – October 2018

2013 – **Granting Agency:** International Development Research Centre (IDRC) – Governance for Equity in Health Systems Program

Title of the project: Employing eHealth to Enhance Equity in Access to and Quality of Chronic Care Services in Primary Health Care in Lebanon

Role: Co- Principal Investigator (Principal Investigator: Shadi Saleh)

Value: \$400,800.00

Duration: July 2013- July 2016

2012 – **Granting Agency:** Qatar National Research Fund – National Research Priorities Program

Title of the project: Investigating the Terrain of Health Human Resources at Primary Health Care Centers in Lebanon and Qatar

Role: Principal Investigator

Value: \$466,988.00

Duration: Fall 2012- Fall 2014

- 2012 – **Granting Agency:** McMaster University Nursing Health Services Research Unit and the Ontario Ministry of Health and Long Term Care
Title of the project: Building and sustaining the nursing workforce for better patient outcomes
Role: Principal Investigator
Value: \$17,000.00
Duration: 2012
- 2011 – **Granting Agency:** King Abdullah International Medical Research Center
Title of the project: Effectiveness & staff readiness for enhancing the quality culture for diabetes care in primary care settings in Lebanon and Saudi Arabia
Role: Co-Principal Investigator (Principal Investigator: Shadi Saleh)
Value: \$38,000.00
Duration: 2011-2013
- 2011 - **Granting Agency:** American University of Beirut – University Research Board
Title of the project: A National Study on Violence against Nurses in Lebanon: Prevalence, Characteristics, Consequences & Associated Factors
Role: Principal Investigator
Value: \$8,700.00
Duration: 2011-2012
- 2011 – **Granting Agency:** The World Health Organization Office in Lebanon
Title of the project: A National Study on Violence against Nurses in Lebanon: Prevalence, Characteristics, Consequences & Associated Factors
Role: Principal Investigator
Value: \$5,000.00
Duration: 2011-2012
- 2010 – **Granting Agency:** World Health Organization – Eastern Mediterranean Regional Office
Title of the project: Assessing Patient Safety Attitude and Acceptability of Reporting Patient Safety & Quality Measures at Primary Healthcare Centers in Lebanon and Syria
Role: Co-Principal Investigator (Principal Investigator: Shadi Saleh)
Value: \$9,850.00

Duration: 2010

2009 – **Granting Agency:** Lebanese National Council for Scientific Research

Title of the project: Complementary and Alternative Medicine Therapies in Lebanon: A Baseline Study

Role: Principal Investigator

Value: \$17,333.33

Duration: Spring 2009-Spring 2011

2009 – **Granting Agency:** American University of Beirut – University Research Board

Title of the project: Determinants of Violence in Emergency Departments in Lebanon

Role: Principal Investigator

Value: \$6,826.72

Duration: Spring 2009-Spring 2010

AWARDS

2011 - Society of Graduates Literacy Award from the University of Toronto Institute of Health Policy Management and Evaluation for best publication in health management and policy research

2010 - The Commandment Award of the international Conference on Emergency Medicine for a presentation on Violence in Lebanese Emergency Departments. Singapore.

2007 - Society of Graduates Literacy Award from the University of Toronto Institute of Health Policy Management and Evaluation for best publication in health management and policy research

2005 - The Gordon Cressy Student Leadership Award, University of Toronto.

2002 - Nursing National Chair Award, Toronto, Ontario, Canada (\$10,000).

PUBLICATIONS

Manuscripts Accepted in Refereed Journals

1. **Alameddine, M.** Clinton, M. Bou-Karoum, K., Richa, N. and Dumit, M. (2021) Factors associated with the resilience of nurses during the COVID-19 pandemic. *World views on Evidence Based Nursing* (in press).
2. **Alameddine, M.**, Bou-Karroum, K., Ghlayini, W. and Abiad, F. (2021) Resilience of nurses at the epicenter of the COVID-19 pandemic in Lebanon. *International Journal of nursing Sciences*. (In press)
3. Hitti E, Hadid D, Melki J, Kaddoura R, **Alameddine M.*** Mobile device use among emergency department healthcare professionals: prevalence, utilization and attitudes. *Sci Rep*. 2021 Jan 21;11(1):1917.
4. Al Balushi AA, **Alameddine M**, Chan MF, Al Saadoon M, Bou-Karroum K, Al-Adawi S. Factors associated with self-reported medical errors among healthcare workers: a cross-sectional study from Oman. *Int J Qual Health Care*. 2021 Jul 17;33(3):mzab102.
5. Chan MF, Al Balushi AA, Al-Adawi S, **Alameddine M**, Al Saadoon M, Bou-Karroum K. Workplace bullying, occupational burnout, work-life imbalance and perceived medical errors among nurses in Oman: A cluster analysis. *J Nurs Manag*. 2021 Jul 29.
6. **Alameddine, M.**, Bou Karroum, K., Kassas, S. and Hijazi, MA. A profession in danger: Stakeholders' perspectives on supporting the pharmacy profession in Lebanon. *PLoS One*. 2020 Nov 16;15(11)
7. Khalil M, **Alameddine M.*** Recruitment and retention strategies, policies, and their barriers: A narrative review in the Eastern Mediterranean Region. *Health Sci Rep*. 2020 Oct 5;3(4):e192.
8. Landry MD, **Alameddine M**, Jesus TS, Sassine S, Koueik E, Raman SR. The 2020 blast in the port of Beirut: can the Lebanese health system "build back better"? *BMC Health Serv Res*. 2020 Nov 12;20(1):1040.

9. **Alameddine M**, AlGurg R, Otaki F, Alsheikh-Ali AA. Physician's perspective on shared decision-making in Dubai. *Human Resources for Health*. 2020. May 7;18(1):33.
10. **Alameddine M**, Kharroubi SA, Dumit NY, Kassas S, Diab-El-Harake M, Richa N. What made Lebanese emigrant nurses leave and what would bring them back? A cross-sectional survey. *Int J Nurs Stud*. 2020 Mar;103:103497.
11. **Alameddine M**, Tamim H, Hadid D, Cheaito MA, Makki M, Maatouk H, Hitti E. Patient Attitudes Toward Mobile Device Use by Health Care Providers in the Emergency Department: Cross-Sectional Survey. *JMIR Mhealth Uhealth*. 2020 Mar 31;8(3):e16917.
12. Hassan Al Marzouqi AH, **Alameddine M**, Sharif A, Alsheikh-Ali AA. Research productivity in the United Arab Emirates: A 20-year bibliometric analysis. *Heliyon*. 2019 Dec 7;5(12):e02819.
13. Jamal Z, **Alameddine M**, Diaconu K, Lough G, Witter S, Ager A, Fouad FM. Health system resilience in the face of crisis: analysing the challenges, strategies and capacities for UNRWA in Syria. *Health Policy Plan*. 2020 Feb 1;35(1):26-35.
14. El Arnaout N., Chehab RF., Rafii B., **Alameddine M.*** Gender equity in planning, development and management of human resources for health: a scoping review. *Human Resources for Health*. 2019. Jul 11;17(1):52.
15. **Alameddine M**, Fouad FM, Diaconu K, Jamal Z, Lough G, Witter S, Ager A. Resilience capacities of health systems: Accommodating the needs of Palestinian refugees from Syria. *Soc Sci Med*. 2019 Jan;220:22-30.
16. **Alameddine M.**, Bou Karroum K., Hijazi MA. Upscaling the pharmacy profession in Lebanon: workforce distribution and key improvement opportunities. *Human Resources for Health*. 2019. June 17(1); 1:47.
17. **Alameddine M.**, Soueidan H, Makki M, Tamim H, Hitti E. The Use of Smart Devices by Care Providers in Emergency Departments: Cross-Sectional Survey Design. *JMIR Mhealth Uhealth*. 2019 May 5;7(6):e13614.

18. **Alameddine, M.**, Fouad, F., Diaconu, K., Jamal, Z., Lough, G., Witter, S. and Ager, A. Resilience capacities of health systems: Accommodating the needs of Palestinian refugees from Syria. *Soc Sci Med.* 2019 Jan;220:22-30.
19. **Alameddine M**, Otterbach S, Rafii B, Sousa-Poza A. Work hour constraints in the German nursing workforce: A quarter of a century in review. *Health Policy.* 2018 Oct;122(10):1101-1108. doi: 10.1016/j.healthpol.2018.07.023.
20. Blanchet K, El-Zein A, Langer A, Sato M.,...**Alameddine, M.**, et.al.. Support for UNRWA's survival. *Lancet.* 2018 Sep 22;392(10152):1009-1010.
21. Hijazi MA, Shatila H, El-Lakany A, Aboul Ela M, Kharroubi S, **Alameddine M.***, Naja F. Beliefs, practices and knowledge of community pharmacists regarding complementary and alternative medicine: national cross-sectional study in Lebanon. *BMJ Open.* 2019 Mar 8;9(3):e025074.
22. Kharroubi S, Chehab RF, El-Baba C, **Alameddine M***, Naja F. Understanding CAM Use in Lebanon: Findings from a National Survey. *Evid Based Complement Alternat Med.* 2018 Jul 25;2018:4169159.
23. Saleh S, Farah A, El Arnaout N, Dimassi H, El Morr C, Muntaner C, Ammar W, Hamadeh R, **Alameddine M***. mHealth use for non-communicable diseases care in primary health: patients' perspective from rural settings and refugee camps. *J Public Health (Oxf).* 2018 Dec 1;40(suppl_2):ii52-ii63.
24. Daouk-Öyry L, **Alameddine M**, Hassan N, Laham L, Soubra M. The catalytic role of Mystery Patient tools in shaping patient experience: A method to facilitate value co-creation using action research. *PLoS One.* 2018 Oct 12;13(10):e0205262.
25. Saleh S, Farah A, Dimassi H, El Arnaout N, Constantin J, Osman M, El Morr C, **Alameddine M.*** Using Mobile Health to Enhance Outcomes of Noncommunicable Diseases Care in Rural Settings and Refugee Camps: Randomized Controlled Trial. *JMIR Mhealth Uhealth.* 2018 Jul 13;6(7):e137.

26. Ager A, **Alameddine M**, Witter S, Fouad FM, Diaconu K, Jamal Z, Lough G. In support of UNRWA appeal for health and dignity of Palestinian refugees. *Lancet*. 2018 Mar 31;391(10127):1260-1261.
27. Saleh S, **Alameddine M***, Farah A, El Arnaout N, Dimassi H, Muntaner C, El Morr C. eHealth as a facilitator of equitable access to primary healthcare: the case of caring for non-communicable diseases in rural and refugee settings in Lebanon. *Int J Public Health*. 2018 Jun;63(5):577-588.
28. Hunsberger, M., Crea-Arsenio, M., Akhtar-Danesh, N., **Alameddine, M.** (2018). A government policy on full-time nursing employment in Ontario, Canada: An evaluation. *Health Policy*. Feb;122(2):109-114.
29. **Alameddine, M.**, Jan Michael Bauer, Martin Richter and Alfonso Sousa-Poza (2017). The paradox of falling job satisfaction with rising job stickiness in the German nursing workforce between 1990 and 2013. *Human Resources for Health*. Aug 29;15(1):55.
30. **Alameddine, M.***, Rami Yassoub, Yara Mourad, and Hiba Khodr. (2017) Stakeholders' Perspectives on Strategies for the Recruitment and Retention of Primary Health Care Employees in Qatar: A Qualitative Approach. *Inquiry*. Aug 29;15(1):55.
31. **Alameddine, M.**, Kik, N., Yassoub, R. and Mourad, Y. (2017). Human Resources for Healthcare in the Gulf Cooperation (Chapter 3). *Critical Issues in Healthcare Policy and Politics in the GCC*. Center for International and Regional Studies (CIRS). Doha, State of Qatar.
32. Naja, F., Shatila, H., Meho. L., **Alameddine, M.**, Haber, S., Nasreddine, L., Sibai, A. and Hwalla, N. (2017). Gaps and opportunities for nutrition research in relation to non-communicable diseases in Arab countries: call for an informed research agenda. *Nutrition Research*. *Nutrition Research* Nov; 47:1-12.
33. **Alameddine M***, Chamoun N, Btaiche R, El Arnaout N, Richa N, Samaha-Nuwayhid H. (2017). The workforce trends of nurses in Lebanon (2009-2014): A registration database analysis. *PLoS One*. Aug 11;12(8):e0182312.

34. **Alameddine, M.***, Baroud, M., Kharroubi, S., Hamadeh, R., Ammar, W., Shoaib H., and Khodr, H. (2017). Investigating the job satisfaction of healthcare providers at primary healthcare centers in Lebanon: A national cross-sectional study. *Health and Social Care in the Community*. 2017 Nov;25(6):1805-1816.
35. **Alameddine M.***, Baumann A., Onate K., Crea M., Arnaout NE., Deber R. (2017) Job Stickiness of young nurses in Ontario: Does the employer organization participation in the Nursing Graduate Guarantee initiative make a difference? *Health Policy*. Jul;121(7):809-815.
36. Fouad, M., **Alameddine, M.**, and Coutts, A. (2016). Human Resources in Protracted Crisis: Syrian Medical Workers. *Lancet*.387 (10028): 1613.
37. Fouad FM, Sparrow A, Tarakji A, **Alameddine M**, El-Jardali F, Coutts AP, El Arnaout N, Karroum LB, Jawad M, Roborgh S, Abbara A, Alhalabi F, AlMasri I, Jabbour S. (2017) Health workers and the weaponisation of health care in Syria: a preliminary inquiry for The Lancet-American University of Beirut Commission on Syria. *Lancet*. 2017 Dec 2;390(10111):2516-2526.
38. Abou-Risk, J., **Alameddine, M.** and Naja, F. (2016) Prevalence and Characteristics of CAM Use among People Living with HIV and AIDS in Lebanon: Implications for Patient Care. *Evidence Based Complementary and Alternative Medicine*. 2016:5013132.
39. Saleh, S., Khodor, R., **Alameddine, M.** and Baroud. M. (2016). Readiness of healthcare providers for ehealth: the case of primary healthcare centers in Lebanon. *BMC Health Services Research*. 16 (1): 644.
40. **Alameddine, M.**, Bauer JM, Richter, M. and Sousa-Poza (2016). Trends in job satisfaction among German nurses from 1990 to 2012. *Journal of Health Services Research and Policy*. 21 (2): 1-8.
41. Naja F, Fadel RA, **Alameddine M**, Aridi Y, Zarif A, Hariri D, Mugharbel A, Khalil M, Nahleh Z, Tfayli A. (2015) Complementary and alternative medicine use and its association with quality of life among Lebanese breast cancer patients: a cross-sectional study. *BMC Complementary and Alternative Medicine*. 2015 Dec 22;15:444.

42. **Alameddine, M.**, Mourad, Y. and Dimassi, H. (2015). A National Study on Nurses' Exposure to Occupational Violence in Lebanon: Prevalence, Consequences and Associated Factors. *PLoS One*. 10(9):1-15.
43. Yassoub, R., **Alameddine, M.** and Saleh, S. (2015) The Path towards Universal Health Coverage: Stakeholder Acceptability of a Primary Care Health Benefits Package in Lebanon. *International Journal of Health Services*. 2017 Apr;47(2):352-373.
44. El-Jardali, F., Younan, L., Hammoud, R., Samaha-Nuwayhid, H., Abdallah, N., **Alameddine, M.**, Bou Karroum, L. and Salman, L. The Making of Nursing Profession Practice Law in Lebanon: A Policy Analysis Case Study. *Health Research Policy and Systems*. 12 (52): 1-15.
45. Naja, F., **Alameddine, M.***, Itani, L., Shoaib, H., Hariri, D. and Talhouk, S. (2015). The use of Complementary and Alternative Medicine among Lebanese adults: Results from a National Survey. *Evidence Based Complementary and Alternative Medicine*. 2015:682397. Epub 2015 May 27.
46. **Alameddine, M.**, Saleh, S. and Natafji, N. (2015). Assessing health-care providers' readiness for reporting quality and patient safety indicators at primary health-care centres in Lebanon: a national cross-sectional survey. *Human Resources for Health*. 2015 May 22;13:37.
47. **Alameddine, M.**, Mufarrij, A., Saliba, M, Mourad, Y., Jabbour, R. and Hitti, E. (2015). Nurses' evaluation of physicians' non-clinical performance in emergency departments: advantages, disadvantages and lessons learned? *BMC Health Services Research*. 2015 Feb 27;15:77.
48. **Alameddine, M.**, Khodr, H., Mourad, Y., Yassoub, R. and Abi Ramia, J. (2015). Up-scaling the recruitment and retention of human resources for health at primary healthcare centers in Lebanon: A stakeholders' perspective. *Health and Social Care in the Community*. 24 (3): 353-62.
49. Saleh, S., **Alameddine, M.***, Natafji, N. and Mourad, Y. (2015) Quality of Care in Primary Health Care Settings in the Eastern Mediterranean Region: A Systematic Review of the Literature. *International Journal of Quality in Health Care*. Apr;27(2):79-88.

50. **Alameddine, M.**, Battershill, C., Baumann, A., (...), Rausch, M., Deber, R.B. (2014) The demanding supply: Licensing international doctors and nurses in Ontario (Book Chapter) *Case Studies in Canadian Health Policy and Management*, Second Edition pp. 231-260
51. Naja, F., Mousa, D., **Alameddine, M.***, Shoaib, H., Itani, L. and Mourad, Y. (2014) Prevalence and correlates of complementary and alternative medicine use among diabetic patients in Beirut, Lebanon: a cross-sectional study. *BMC Complementary and Alternative Medicine*. 14:185: 1-11.
52. **Alameddine, M.**, Nasreddine, L., Hwalla, N., Mourad, Y., Shoaib, H., Mousa, D. and Naja, F. (2013). Factors associated with consulting a dietitian for diabetes management: A cross-sectional study. *BMC Health Services Research*. 13: 504.
53. Saleh, S., **Alameddine, M.**, Natafqi, N., Mataria, A., Nasher, J., Zeiton, M., Siddiqi, S. and Shaimaa, A. (2014) Path towards Universal Health Coverage in the Arab Uprisings Countries of Tunisia, Egypt, Libya and Yemen. *The Lancet*. 25; 383(9914):368-81.
54. El-Jardali, F., **Alameddine, M.***, Jamal, D., Dimassi, H., Dumit, N., McEwin, M., Jaafar, M. and Murray, S. (2013) A National Study on Nurses' Retention in Underserved Areas in Lebanon: A Cross Sectional Survey Design. *Human Resources for Health*. 11 (1): 1-13.
55. Saleh, S., **Alameddine, M.*** and Natafqi, N. Beyond Accreditation: A Multi-track Quality enhancing Strategy for Primary Health Care. *International Journal of Health Services*. 44 (2): 355-72.
56. **Alameddine, M.***, Baumann, A., Laporte, A., Mourad, Y., Onate, K. and Deber, R. Measuring the job stickiness of community nurses in Ontario (2004-2010): Implications for policy and practice. *Health Policy*. 114 (2-3):147-55.
57. Saleh, S., **Alameddine, M.*** and Natafqi, N. (2013). Acceptability of Quality Reporting and Pay for Performance among Primary Health Centers in Lebanon. *International Journal of Health Services*. 43 (4):761-777.

58. **Alameddine, M.** and Yassin, N. (2013). Addressing health workers' exposure to violence at Lebanese emergency departments: What do stakeholders think? *Journal of Hospital Administration*. 2(4): 31-36.
59. **Alameddine, M. ***, Baumann, A., Laporte, A. and Deber, R. (2012) A Narrative Review on the Effect of Economic Downturns on the Nursing Labor Market: Implications for Policy and Planning. *Human Resources for Health*. 10 (23): 1-7.
60. Ghazeeri G., Awwad J., **Alameddine M.**, Younes Z., Naja F. (2012) Prevalence and determinants of complementary and alternative medicine use among infertile patients in Lebanon: a cross sectional study. *BMC Complementary and Alternative Medicine*. 12 (129): 1-9.
61. **Alameddine, M. ***, Kazzi, A., El-Jardali, F., Dimassi, H. and Maalouf, S. (2011) Occupational Violence at Lebanese Emergency Departments: Prevalence, Characteristics and Associated Factors. *Journal of Occupational Health*. (53): 455-464.
62. **Alameddine, M.**, Naja, F., Abdel-Salam, S., Maalouf, S. and Matta, C. (2011). Stakeholders' Perspectives on the Regulation of the Market for Complementary and Alternative Medicine Products in Lebanon: A Qualitative Study. *BMC Complementary and Alternative Medicine*. 11 (71): 1-10.
63. **Alameddine, M.***, Baumann, A., Onate, K. and Deber, R. (2010). Career Transitions of Inactive Nurses: A Registration Database Analysis (1993-2006). *International journal of nursing studies*. 48(2):184-192. (Won the University of Toronto Institute of Health Policy Management and Evaluation Society of Graduates Literacy 2011 Award for best publication in health management and policy research)
64. Naja, F., **Alameddine, M.***, Abboud, M., Bustami, D. and Al Halabi R. (2010). Complementary and alternative medicine use among paediatric leukemia patients: The case of Lebanon. *Integrative Cancer Therapies*. 10(1):38-46.

65. El-Jardali, F., **Alameddine, M.**, Dumit, N., Dimassi, H., Jamal, D. and Maalouf, S. (2010). Nurses' Work Environment and Intent to Leave in Lebanese Hospitals: Implications for Policy and Practice. *International Journal of Nursing Studies*. 48(2): 204-214.

66. Saleh, S., **Alameddine, M.**, Hill, D., Darney-Beuhler, J. & Morgan, A. (2009). The effectiveness and cost-effectiveness of a Rural Employer-Based Wellness Program. *Journal of Rural Health*. 26(3):259-265

67. Saleh, S., **Alameddine, M.**, El-Jardali, F. (2009) The Case for Developing Publicly-Accessible Datasets for Health Services Research in the Middle East and North Africa (MENA). *BMC Health Services Research* 9:197.

68. **Alameddine, M. ***, Dainty, K., Deber, R. & Sibbald, W. (2009). The ICU Work Environment, Current Challenges and Recommendation for the Future. *Journal of Critical Care* 24(2):243-248.

69. **Alameddine, M. ***, Baumann, A. Laporte, A., O'Brien-Pallas, L., Levinton, C., Onate, K. & Deber, R. (2009). Career trajectories of nurses leaving the hospital sector in Ontario, Canada (1993-2004). *Journal of Advanced nursing* 65(5):1044-1053.

70. **Alameddine, M. ***, Laporte, A., Baumann, A. O'Brien-Pallas, L., Mildon, B., & Deber, R. (2006). Stickiness and inflow as proxy measures of the relative attractiveness of various sub-sectors of employment. *Social Sciences and Medicine* 63(9): 2310-2319. (Won the University of Toronto Institute of Health Policy Management and Evaluation Society of Graduates Literacy 2007 Award for best publication in health management and policy research)

71. **Alameddine, M. ***, Laporte, A., Baumann, A. O'Brien-Pallas, L., Croxford, R., Mildon, B., Wang, S., Milburn, B., & Deber, R. (2006). Where do nurses work: Employment patterns by sub-sector in Ontario, Canada. *Health Policy* 3(1): 65-86.

Reports/ non-refereed articles/ others

1. **Alameddine, M.*** (2011). Violence Prevention in the Health Care Sector in Lebanon: A Pressing Agenda for Policy and Action. *Human & Health*. 14: 26-27.

2. Baumann A., Hunsberger M., Idriss, D., **Alameddine, M.** and Grinspun D. (2008) Employment of Nursing Graduates: Evaluation of a Provincial Policy Strategy. Health Human Resources Series, Number 10. Nursing Health Services Research Unit, McMaster University.
3. **Alameddine, M.** (2006). Where Do Nurses Work? Employment Patterns of Ontario Nurses by Sub-Sector, 1993-2003. Doctoral Dissertation, University of Toronto. Dissertation Abstracts International, Volume: 67-06, Section: B, page: 3040.
4. **Alameddine, M.**, Underwood J., Baumann, A., Deber, R., & Laporte, A. (2006). Ontario visiting and homecare nurses. The Nursing Health Services Research Unit. Toronto, Ontario.
5. Baumann, A., Underwood, J., Blythe, J., Ciliska, D., Ehrlish, A., Akhtar-Danesh, D., **Alameddine, M.**, et al. (2006) Better Data Better Performance. Community Health Nursing in Ontario. Health Human Resources Series Number 7. The Nursing Health Services Research Unit. Hamilton, Ontario.
6. Underwood, J., **Alameddine, M.**, Baumann, A., Deber, R., & Laporte, A., & Eager, K. (2005). Nurses in public health in Ontario. The Nursing Health Services Research Unit. Toronto, Ontario.

TEACHING EXPERIENCE

2020 – ongoing – **Leadership in Biomedical Sciences** (3 credits). Masters of Biomedical Sciences Program, the College of Medicine, the Mohammed Bin Rashid University of Medicine and Health Sciences, Dubai, UAE.

2020 – Ongoing – **Quality Improvement and Health Systems**. MBBS program. the Mohammed Bin Rashid University of Medicine and Health Sciences, Dubai, UAE.

2010- Ongoing – **Visiting Lecturer at Hohenheim University** co-teaching the health economics course to graduate students at the Institute for Health Care & Public Management.

2019- Ongoing - **HMPD 300 Health Systems Management (3 credits)**, Department of Health Management and Policy, Faculty of Health Sciences, American University of Beirut.

2016-ongoing – **MEDC1217 Introduction to the Practice of Medicine**. College of Medicine, Mohammed Bin Rashid University of Medicine and Health Sciences.

2008 to 2016 – **HMPD 300 Health Care Systems (3 credits)**, Department of Health Management and Policy, Faculty of Health Sciences, American University of Beirut.

2008 to present – **HMPD 315 Performance Improvement (3 credits)**, Department of Health Management and Policy, Faculty of Health Sciences, American University of Beirut.

2014-Ongoing- **EHCL 311 Human Resources Management (2 Credits)**, Department of Health Management and Policy, Executive Masters in Health Care Leadership.

2013-Ongoing- EHCL 300. Managing Healthcare Organizations (3 credits), Department of Health Management and Policy, Executive Masters in Health Care Leadership.

2008 to 2004 – **HMPD 311 Health Information Systems (2 credits)**, Department of Health Management and Policy, Faculty of Health Sciences, American University of Beirut.

2011 – **GLOB HTH 701 Global Health foundations I (3 credits)**, Masters of Science in Global Health. McMaster University. Hamilton, Ontario, Canada.

2011- **Business C721 Health Policy Analysis (3 credits)**, DeGroote School of Business. McMaster University. Hamilton, Ontario, Canada.

2007 & 2011 – **HAD 5010 Canada’s Health Care System and Health Policy (3 credits)**, Department of Health Policy Management and Evaluation, University of Toronto

2005 – **Research Design, Appraisal and Utilization (3 credits)**. Faculty of Nursing, University of Toronto (Teaching Assistant)

1999- 2001 – **Health Awareness and Nutrition (3 credits)**, College of Health Science, University of Sharjah

1999- 2001 - **Introduction to Health Services Administration (3 credits)**, College of Health Science, University of Sharjah

CONSULTANCIES, TRAININGS AND WORKSHOPS

October 2012- WHO/EMRO consultant- Participated as a regional expert and temporary advisor in a workshop on Health Workforce Planning & Projection (HWPP). Cairo, Egypt.

July 2012- UNFPA consultant- Participated as a regional expert in a meeting to integrate reproductive health in public sector reform plans in Iraq. Amman, Jordan.

July 2012- UNFPA consultant- Prepared two summary modules for adolescent and youth friendly health centers in Iraq. Beirut, Lebanon.

February 2012 – Lead trainer in the WHO sponsored AUB-Iraq advanced management skills program titled “Change Management”. Beirut, Lebanon.

January 2012 – Lead trainer in the WHO sponsored AUB-Iraq advanced management skills program titled “Performance and quality improvement in the health sector”. Beirut, Lebanon.

December 2012- Lead trainer in an UNFPA sponsored workshop on “Monitoring and Evaluation”. Beirut, Lebanon.

November 2012- Lead trainer in an UNFPA sponsored workshop on “Results-based Management”. Beirut, Lebanon.

September 2012- Lead trainer in the Sanofi-Aventis Diploma in Leadership in Health Care Management Program delivering the “Health Human Resources Management” module. Beirut, Lebanon.

May 2012- Lead trainer in the WHO sponsored workshop on the Introduction to Health Systems given to Qada physicians in Lebanon. Beirut, Lebanon.

April 2012- Lead trainer in the WHO sponsored workshop-Advanced management skills capacity building program for Iraqi professionals- Monitoring and Evaluation of Strategic and Operational Plans. Beirut, Lebanon.

March 2012- Trainer in an AUB sponsored workshop on Advances in Development Communication delivering the “Planning and Monitoring/Evaluation” modules. Beirut, Lebanon.

November 2011 –Consultant and facilitator for an UNFPA sponsored workshop to setup an action plan to advance the midwifery profession in Iraq. Erbil, Iraq.

October 2011 – Lead trainer in the Sanofi-Aventis Diploma in Leadership in Health Care Management Program delivering the “Understanding Healthcare Systems” module. Beirut, Lebanon.

June 2011 – UNFPA consultant and facilitator. Training program on the assessment of the state of midwifery profession in Iraq. Erbil, Iraq.

April 2011-Organizer, session chair and oral presenter in an AUB FHS Outreach and Practice Unit workshop-A policy forum on violence and aggression in emergency departments in Lebanon. Beirut, Lebanon.

January 2011 – UNFPA consultant and facilitator. Workshop for the approval and endorsement of the national reproductive health action plan documents for Iraq. Erbil, Iraq.

December 2010 – UNFPA consultant and facilitator. Workshop for the approval and endorsement of the national reproductive health needs assessment for Iraq. Erbil, Iraq.

November 2010 – Consultant and Trainer - Middle East and North Africa Monitoring and Evaluation Training Course for Concentrated Epidemics. A collaborative program between UNAIDS, World Bank and the American University of Beirut, Beirut, Lebanon.

September 2010 – Consultant and trainer – The Iraqi reproductive health centers management training program – American University of Beirut – Beirut, Lebanon.

August-September 2010 – UNFPA consultant – Prepared the monitoring and evaluation, human resources management and information systems management components in the operational manual for the management of adolescent and youth friendly health centers in Iraq.

June- July 2010 – Lead Faculty – Leadership in strategic health communication workshop. UNICEF and MOH Iraq. Erbil, Iraq.

April 2010 - Consultant and trainer. Program Monitoring and Evaluation. Management of National Programs. National Population Council, Yemen

January 2010 – Consultant and trainer. Effective Health Human Resources Management. Leadership in Healthcare program. Federal Ministry of Health, United Arab Emirates. Sharjah, United Arab Emirates.

October 2009 – WHO Consultant - A strategic assessment of the national health management training centre at the Ministry of Public Health and Population, Sana'a, Yemen.

May 2009- Representative of AUB Faculty of Health Sciences-Health Management and Policy Department. Health Policy Analysis at the American University of Beirut. The Health Policy Analysis in Africa Initiative (HEPAA). Johannesburg, South Africa.

January 2009-2010-2011-2012 – Consultant and Trainer - The Johns Hopkins Advances in Development Communication. American University of Beirut, Beirut, Lebanon.

COURSES & WORKSHOPS

May 2009 – UNAIDS Country Response Information System version 3 (CRIS3) workshop. Hammamet, Tunis.

December 2006 – Program of Negotiation at Harvard Law School. Negotiations for Senior Executives. Cambridge, Massachusetts, USA.

December 2006 – Program of Negotiation at Harvard Law School. Dealing with Difficult People and Difficult situations. Cambridge, Massachusetts, USA.

June 2004 – Summer institute of the Ontario Training Centre Collaborative Graduate Program in Health and Policy Research. Lakehead University. Thunder Bay, Ontario, Canada.

February 2002 – World Health Organization Technical Consultation on Defining Imbalances in Health Human Resources. Ottawa, Ontario, Canada.

June – July 1997 – Epidemiological Methods for Planning and Evaluating Health Services. Johns Hopkins University School of Hygiene and Public Health, Baltimore, MD.

PRESENTATIONS

Oral Presentations

October 2019 – **Alameddine, M.** The Role of Mystery Patients in shaping patient experience. ISQUa, South Africa.

August 2019 – **Alameddine M.** Health Workforce and Safe Practice Environment: Implications for Policy and Practice. Oman health conference 2019. Muscat, Oman.

August 2019- **Alameddine M.** Trends in the Job Satisfaction of Health Workers, what matters? Oman health conference 2019. Muscat, Oman.

November 2018- **Alameddine, M.** Sustaining care delivery during crisis: reflecting on resilience of UNRWA health system in caring for Palestinian Refugees displaced from Syria. AUB4Refugees 2nd forum. Issam Fares Institute, AUB, Beirut, Lebanon.

October 2018 – **Alameddine M.** Innovations to support human resources for health in fragile settings. Global Health Forum 2018. AUB, Beirut, Lebanon.

October 2018 – **Alameddine M.** Delivering health care services to displaced populations: reflections on resilience from UNRWA Lebanon and Jordan. Fifth Global Symposium on Health Systems Research. Liverpool, UK.

December 2016 – **Alameddine M.** REBUILDING HEALTH POST-CONFLICT: A DIALOGUE FOR THE FUTURE. Human Resources under conflict: a priority for research and intervention. Office of Strategic Health Initiatives, American University of Beirut, Beirut, Lebanon.

December 2016 – **Alameddine, M.** Enhancing the satisfaction and retention of primary healthcare providers: Evidence from the PHCC employee study. Second Primary Health Care Corporation Scientific Research Conference. Doha, Qatar. (Key note speaker)

November 2016 – **Alameddine M.** Strategic Planning in Higher Education. 12th QS Asia Pacific Professional Leaders in Education Conference and Exhibition. Putrajaya, Malaysia.

March 2016 – **Alameddine M.** Violence Directed at the Nursing Staff in Health Care Facilities. Le Centre Hospitalier Universitaire Notre Dame des Secours CHUNDS. Mount Lebanon, Lebanon (Key note speaker).

May 2016 – **Alameddine M.** Job stickiness of new nursing graduates: Does the employer organization participation in the Nursing Graduate Guarantee initiative make a difference? Canadian Association of Health Services and Policy Research Conference. Toronto, Ontario, Canada.

March 2014 – **Alameddine, M.** Occupational Violence in the health sector: from knowledge to action. Key note speech at the Violence in the Health Sector Conference organized by Dubai Health Authority. Dubai, United Arab Emirates.

May 2013 – **Alameddine, M.** Nurses' Exposure to Occupational Violence in Lebanon: from knowledge to action. Keynote speech at the International Nurses' Day celebration. UNESCO Palace. Beirut, Lebanon.

February 2013 – **Alameddine, M.** Health workers' exposure to occupational violence in Lebanon: Using Research to enhance awareness and guide action. Keynote speech at the Violence

in the Health Sector Conference organized by Dubai Health Authority. Dubai, United Arab Emirates.

February 2013 – **Alameddine, M.** Occupational violence in the healthcare sector: the evolution of a research idea into a regional agenda for research and policy. Lecture at the Institute of Public Health at Zayed Center of Health Sciences, United Arab Emirates University. Abu Dhabi, United Arab Emirates.

June 2011 – **Alameddine, M.** Scaling up health human resources policies to support maternal health. UNFPA invited speaker at the international forum ‘Promoting Maternal Survival in Morocco: sharing experience and sustaining progress. Rabat, Morocco.

November 2010 – **Alameddine M.,** Doudar, W., Molaeb, B. and Dimassi, H. Caring for the caregivers of refugees: the quality of work environment at UNRWA health centers in Lebanon. American Public Health Association 138th annual meeting and expo. Denver, Colorado, USA.

November 2010 – **Alameddine M.** Determinants and Characteristics of Violence at Emergency Departments: The case of Lebanese hospitals. American Public Health Association 138th annual meeting and expo. Denver, Colorado, USA

October 2010 - **Alameddine, M.,** Kazzi, A., El-Jardali, F. and Maalouf, S. Exposure to Violence at Lebanese Emergency Departments: Prevalence, Characteristics, and Associated Factors The 2nd international conference on violence in the health sector. Amsterdam, Netherlands.

June 2010 – **Alameddine, M.,** Kazzi, A., El-Jardali, F. and Maalouf, S. Violence at EDs: the case of Lebanon. The 13th International Conference on Emergency Medicine. Singapore.

July 2009 – **Alameddine, M.,** Laporte, A., O’Brien-Pallas, L., & Deber, R. “Is there life after hospitals? An analysis of the career trajectory of Ontario nurses leaving the hospital sector (1993-2004)”. International Council of Nurses 24th Quadrennial Congress. Durban, South Africa.

May 2009 - **Alameddine, M.,** Baumann, A., Laporte, A., O’Brien-Pallas, L., Onate, K., & Deber, R. “Registered but not working: employment patterns of nurses outside Ontario’s nursing labour

market (1993-2006)” Canadian Association of Health Services and Policy Research (CAHSPR) annual conference. Calgary, Alberta, Canada.

May 2008 – Pakes B., **Alameddine M.**, Verma, S., and Zulla R. “A Needs Assessment for a Global Health Curriculum for Residents University of Toronto”. Canadian Association of Medical Education. Honourable mention. Montreal, Quebec, Canada.

September 2007 –Glover Takahashi, S., **Alameddine, M.**, Martin, D., Verma, S. and Edwards, S. “Supporting IMG Integration into Residency Training”. The Royal College of Physicians and Surgeons of Canada Annual Conference. Winnipeg, Manitoba, Canada.

May 2007 – **Alameddine, M.**, Imrie, K., Akers, S. and Verma, S. “Video Interviews for International Applicants: Validity, Convenience and Utility”. 2007 Canadian Conference on Medical Education. Victoria, British Columbia, Canada.

October 2006 – **Alameddine, M.**, Deber, R., Laporte, A., Levinton, C., Baumann, A., O’Brian-Pallas, L. “Are Ontario Hospital Nurses Moving to Work in the Community?” The 5th International Nursing Health Services Research Unit Conference. Practice to Policy: Global Perspectives on Nursing. Hamilton, Ontario, Canada.

September 2006 – **Alameddine, M.**, Deber, R., Laporte, A., Levinton, C., Baumann, A., O’Brian-Pallas, L. “Nurses outside Ontario’s nursing Labour market: Where are they? How difficult is it to get them back?” Canadian Association of Health Services and Policy Research. Vancouver, British Columbia, Canada.

May 2004 – **Alameddine, M.**, Laporte, A., Baumann, A. O’Brien-Pallas, L., Croxford, R., Mildon, B., Wang, S., Milburn, B., & Deber, R., “Where do nurses work?” Canadian Association of Health Services and Policy Research (CAHSPR) first conference. Montreal, Quebec, Canada.

May 2004 – **Alameddine, M.**, Laporte, A., Baumann, A., O’Brien-Pallas, L., Mildon, B., & Deber, R., “Nursing: A sticky situation!” Canadian Association of Health Services and Policy Research (CAHSPR) first conference. Montreal, Quebec, Canada.

Poster Presentations

April 2013 – **Alameddine, M.**, Saleh, S. and Natafqi, N. Reporting patient safety and quality indicators. Readiness Assessment of Primary Health Care Providers in Lebanon. The International Forum on Quality and Safety in Health Care, International Conference Centre, Excel, London.

October 2012 – **Alameddine, M.**, Mourad, Y. and Jaber, J. (2012). In Their Own Words: A National Study on Nurses' Exposure to Occupational Violence in Lebanon. Presented at the third international conference on violence in the health sector. Vancouver, British Columbia, Canada.

October 2012 – **Alameddine, M.**, Zablit, C., Dimassi, H. and Mourad, Y. A National Study on Violence against Nurses at Lebanese Healthcare Facilities: Prevalence, Consequences and Associated Factors. Presented at the third international conference on violence in the health sector. Vancouver, British Columbia, Canada.

May 2012 – **Alameddine, M.**, Baumann, A., Laporte, A., Onate, K. and Deber, R. (2012). The stability and relative attractiveness of nurses' jobs in the community sector in Ontario: an analysis of registration records (2004-2010). Presented at the 2012 Canadian Association of Health Services and Policy Research Conference. Montreal, Quebec, Canada.

May 2012 – **Alameddine, M.**, Baumann, A., Laporte, A. and Deber, R. (2012). A Narrative Review on the Effect of Economic Downturns on the Nursing Labor Market: Implications for Policy and Planning. Presented at the 2012 Canadian Association of Health Services and Policy Research Conference. Montreal, Quebec, Canada.

ONGOING COMMITTEES AND MEMBERSHIPS

Member of the Executive Board of the Evidence Based Health Management Unit at the American University of Beirut

Member of the American University of Beirut Health Benefits Taskforce

Member of the American University of Beirut Medical Center HIS Change Management Team
Academy Health

Member of the American Public Health Association

Member of the Canadian Association of Health Services and Policy Research

Member of the Canadian Society for International Health

Member of the Canadian Society of Global Health Research

Member of the Society of Graduates of the Institute of Health Management, Policy and Evaluation

Member of the College of Nursing and Midwifery advisory board at the Mohammed bin Rashid University of Medicine and Health Sciences, Dubai, UAE (2019-ongoing)

Member of the Institutional Review Board. Mohammed bin Rashid University of Medicine and Health Sciences, Dubai, UAE (2020-2021)

Secretary of the Board of Trustees of Mohammed bin Rashid University of Medicine and Health Sciences, Dubai, UAE (2016-2018)

Member and Secretary of the Academic Council of Mohammed bin Rashid University of Medicine and Health Sciences, Dubai, UAE (2016-2018)

Member of the Executive Committee of Mohammed bin Rashid University of Medicine and Health Sciences, Dubai, UAE (2016-2018)

Member of the IRB Committee at Mohammed bin Rashid University of Medicine and Health Sciences, Dubai, UAE (2016-2018)

Member of the research committee at the College of Medicine of Mohammed bin Rashid University of Medicine and Health Sciences, Dubai, UAE (2016-2018)

Chair of the accreditation oversight committee at Mohammed bin Rashid University of Medicine and Health Sciences, Dubai, UAE (2016-2018)

Member of the Electives and International Recognition Committee at the College of Medicine of Mohammed bin Rashid University of Medicine and Health Sciences, Dubai, UAE (2016-2018)