



Dr.Emel Gümüş

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Personal Information

- Date of Birth : 29/05/1983
- Nationality : Turkish
- Sex : Female
- Driving License : B
- Language : English

Education

- **Ph.D. Istanbul Cerrahpasa University,**
Istanbul Cerrahpaşa University Institute of Health Sciences
Nursing Management Doctorate Program Student (2017-2023)
- **Anadolu University Faculty of Business,**
Health Institutions Management (2007-2011)
- **MBA, Marmara University,**
Marmara University Institute of Health Sciences, Management in Nursing, Post
Graduate (2006-2009)
- **Sakarya University,**
Faculty of Health Sciences - Department of Nursing Nursing Faculty (2001-2005)

Employment History

- **TIMC (Tashkent International Medical Center) CNO – Director of Nursing Servis**
2023-Current
- **Istinye University Health Institutions Cooperation, Strategy and Planning Coordinator** (2020-2023)
- **Bilgi University – Lecturer** (2020-Current)
- **Istinye University Lecturer** (2017- Current)
- **Director of Nursing Service of MLPCare Group** (Medicalpark Hospital, VM Medicalpark, LİV Hospital) (2017-2020)

Director of Nursing Service of MLPCare Group (Medicalpark Hospital, VM Medicalpark, LİV Hospital)

MLPcare, the owner and operator of 31 hospitals in 17 provinces in Turkey.

I had work the director of nursing and patient care services.

I was planning for nurses, midwives, laboratory, radiology, anesthesia, emergency medicine technician and physical therapy staff.

I was making, All approval of recruitments and changes of duty, budget follow-up, wage setting. I am organizing Compensation, training development and quality work and working quality for service.

Patient Care Services have 7000 people working on me, 4000 nurses and 3000 health care workers.

I work with a perfect nursing approach (MAGNET Nursing Model)

I coordinated certificate programs approved by the Ministry of Health (Intensive Care Nursing, Neonatal Intensive Care Nursing, Operating Room Nursing, Diabetes Nursing in progress)

31 I carried out the process evaluation and examination activities of the hospital and opened 2 new hospitals . (All staff, planning, budgeting, service, intensive care, operating room needs to be in compliance with the auditing standards, prepared and prepared for patient care)

Courses Given

History of Midwifery and Ethical	Faculty of Health Sciences - Midwifery Department	2017- 2018 (Spring) 2018 - 2019 (Spring)
Midwifery Management	Faculty of Health Sciences - Midwifery Department	2018- 2019 (Fall) 2019 - 2020 (Fall)
Management in Nursing	Faculty of Health Sciences - Department of Nursing	2018-2029 (Spring)
First Aid	Faculty of Economics and Administrative Sciences - Department of Health Management	2019 - 2020 (Fall) 2020- 2021 (Spring)
Teaching in Nursing	Faculty of Health Sciences - Department of Nursing	2019-2020 (Fall)
First Aid	Health Services Vocational School - First Emergency Aid Department (I-II Education)	2020-2021 (Fall)
Digital Technologies in Health	Faculty of Health Sciences -Bilgi University	2021-2022(Fall) 2022-2023(Spring) 2023-2024(Fall)

Digital Technologies in Health	Faculty of Health Sciences -İstinye University	2022-2023(Spring) 2023-2024(Fall)
Digital Technologies Management	Faculty of Economics and Administrative Sciences - Department of Health Management	2023-2024(Fall)

- **Quality and Traing Coordinator, İstanbul Fertility Center Turkey** (2011-2017)
- **Duygu Hospital Nursing Services and Quality Director** (2010-2011)
- **Medical Park Göztepe Hospital , Education Nurse** (2008-2010)
- **Memorial Hospital, Specialist Nurse** (2005-2008)

Additional Education & Certificates

- Basic Expertise Training - Biruni University- October 2019
- Data Analysis and Applied Statistics Course in Quantitative Research - YÖHED - April 2019
- Data Analysis and Application Course in Qualitative Research - YÖHED - December 2019
- Creating a Positive Working Environment for Nurses - YÖHED - 2018
- Keeping Nurses at Work and Commitment - YÖHED- November 2019
- Effective People Management - Discover Yourself, - Discover Your Team TMI -June 2017
- 10 Basic Human Management Concepts Training for Managers - Resource Human - July 2017
- IRCA Certified ISO 9001:2015 Auditor Transition Training Course , BSI Trainig Academy - 2016
- First aid Training Education Certification , Ministry of Health ,
- Neonatal resuscitation (NRP) Ministry of Health ,
- TURKAK Certified TS EN ISO 15189 :2014 Quality Management System , TURKAK (Turkish Accreditation Agency) - 2015
- SGS Certified Auditor Training Course, SGS - 2012
- TSE Certified TS EN ISO 9001 Quality Management System ,TSE -2011
- Management Science in Nursing - Akkariyer - 2009
- Basic Occupational Health and Safety Training - 4A OSGB -2014
- Franklin Covey 'Trust' Training - 2013
- Public Relations Certificate ,Philip&Richard's ,
- Training of Trainers Certified, Vision Europe ,
- Statistical Process Control (SPC) Certificate of Achievement , Inotec ,
- Applied Biostatistics Training Program,Varyans – 2014

- Effective communication, Patient Satisfaction , Excellence Training Program, Akademika,– 2010
- Ivf Nursing Training, Amerikan Hospital, IVF Nursing Association,– 2011
- JCI Accreditation , Memorial Hospital, Medical Park Hospital
- Effective Communication with Patient Certificate - MSD
- Interview Training, Medikal Park Hospital -2009
- Time and Stress Management in the Clinic - Ergenç Eğitim Danışmanlık - 2012
- Communication with Difficult Patients and Their Relatives - Ergenç Eğitim Danışmanlık - 2012

Courses / Certificate Programs / Seminar / Symposium / Congresses Organized

Certificate Programs - Program Coordinator

Approved by the Ministry of Health Intensive Care Nursing Certificate Program - Program Coordinator (16.11.2017- 24.11.2017)

Approved by the Ministry of Health Intensive Care Nursing Certificate Program - Program Coordinator (16.04.2018- 29.05.2018)

Approved by the Ministry of Health Intensive Care Nursing Certificate Program - Program Coordinator (05.11.2018- 14.12.2018)

Approved by the Ministry of Health Intensive Care Nursing Certificate Program - Program Coordinator (04.03.2019- 12.04.2019)

Approved by the Ministry of Health Intensive Care Nursing Certificate Program - Program Coordinator (09.03.2020 - 17.04.2020)

Approved by the Ministry of Health Operating Room Nursing Certificate Program - Program Coordinator (21.01.2019- 19.02.2019)

Approved by the Ministry of Health Operating Room Nursing Certificate Program - Program Coordinator (01.06.2019- 30.06.2019)

Clinical Education Nursing Program - Program Coordinator (18.02.2020 - 23.02.2020)

"Be the Leader of Your Job" Training - Program Coordinator (08.05.2019 - 09.05.2019)

Education Nursing Workshop - Program Coordinator (21.12.2019- 22.12.2019)

Training of the Trainer - Program Coordinator (12.02.2019)

Certificate Programs – Instructor

Nursing Workforce Planning Training - Instructor (04.02.2020)

Management of Care of Covid 19 Patient - Instructor (14.05.2020)

Nursing Management and Leadership in Covid 19 Process - Trainer (28.05.2020)

The Roles of Nurses and Midwives in Health: Management - Trainer (10.01.2019)

Symposiums and Seminars

Leadership Role of Nurses in Achieving Sustainable Development Goals - Member of the Organizing Committee - Speaker –
(18.05.2017)

Health is a Human Right Symposium- Organizing Committee Member- Ankara
(10.05.2018)

Nursing Strengthening Symposium - Organizing Committee Member - Speaker - Samsun
(10.05.2018)

Nursing Week - Health is a Human Right - Member of the Organizing Committee - Speaker -
Istanbul

(11.05.2018)

Diabetes Management Symposium - Organizing Committee Member - Chair - Speaker - Istanbul
(24.07.2018)

Catheter Care Symposium - Organizing Committee Member - Chair – Istanbul
(27.09.2018)

Breastfeeding Week Symposium - Organizing Committee Member - Ankara
(05.10.2018)

Gynecology and Obstetrics Symposium - Organizing Committee Member - Uşak
(20.11.2020)

Anesthesia Technicians and Technicians Symposium - Organizing Committee Member - Istanbul
(24.11.2020)

Neurosurgery Nursing Symposium - Organizing Committee Member - Istanbul
(15.12.2020)

Universal Health Right and Nursing Symposium - Member of the Organizing Committee - Chair
- Speaker - Istanbul
(18.05.2018)

Surgical Site Infections and Prevention - Organizing Committee Member - Istanbul
(07.02.2019)

Central Venous Catheter-Related Infections in the Light of Current Information - Member of the Organizing Committee - Istanbul (20.02.2019)

Central Venous Catheter-Related Infections in the Light of Current Information - Member of the Organizing Committee - Istanbul (30.04.2019)

Nursing - Global and Universal Health Assurance Symposium - Organizing Committee Member - Ankara (13.04.2019)

Clinical Practices Symposium in Emergency Department - Organizing Committee Member - Istanbul (22.04.2019)

Intensive Care Nursing Symposium - Organizing Committee Member - Session Chair - Speaker - Uşak (25.04.2019)

Oncology Nursing Symposium - Organizing Committee Member - Istanbul (25.04.2019)

Symposium on Immunization on Prevention of SVKI Infections in the Light of Current Information - Member of the Organizing Committee – Istanbul (30.04.2019)

Current Approaches in Diabetic Outpatient - Organizing Committee Member - Samsun (05.05.2019)

We Can Do If We Want- Nursing Week Symposium - Organizing Committee Member - Istanbul (11.05.2019)

Nursing Week Current Approaches Symposium - Organizing Committee Member - Antalya (15.05.2019)

Artificial Intelligence and Technology Integration Symposium in Nursing - Member of the Organizing Committee - Chair - Speaker - Istanbul (10.05.2019)

Analysis of Managerial Problems and Solutions in Nursing - 1- Member of Organizing Committee - YÖHED - Istanbul (25.04.2019)

Kapodakya University Sector Leaders Symposium - Speaker - Nevşehir (19.04.2019)

'Think well, get well' Cancer Patients Symposium - Organizing Committee Member - Istanbul (01.04.2019)

Current Approaches in Diagnosis, Treatment and Nursing Care of Pelvic Diseases- Organizing Committee Member-Samsun- (04.02.2020)

Symposium on Current Approaches in Infertility Nursing- Chair - Istanbul (06.12.2020)

4th International Health Sciences and Health Management Conference - Speaker - Istanbul - (23.06.2019)

Current Approaches in Neonatal Intensive Care Units - Speaker - Uşak – (25.10.2019)

2nd Surgical Nursing Symposium-Honorary President- Speaker - Ankara (20.09.2019)

1st Infection Control Nursing Symposium: New Diagnostic Criteria- Speaker - Istanbul - (19.09.2019)
Infertility Nursing Symposium- Chair - Istanbul – (27.09.2019)
Our Diabetes, Infection and Vaccination Symposium- Speaker- Kocaeli- (20.06.2020)
Nursing Week Activities 1. Panel Experiences of Executive Nurses in the Covid 19 Outbreak Process - Member of the Organizing Committee - YÖHED - Istanbul (14.05.2020)
Nursing Week Activities 2nd Panel Epidemic Process and Management of Nursing Services After - Organizing Committee Member - YÖHED – (21.05.2020)
Faculty of Health Sciences 2020 World Midwives and Nurses Symposium " Being a Nurse During Pandemic " Organizing Committee Member - Moderator - Istanbul (20.05.2020)
Nursing Abroad - The Case of Germany - Moderator - Istanbul (12.05.2020)
Health Sciences University, Hamidiye Faculty of Nursing - Career Options and Expectations in the Clinical Field - Speaker - Istanbul (28.02.2020)
Symposium on Current Treatment and Nursing Approaches in Oncology - Organizing Committee Member - Mersin (13.02.2020)
Yenidogan Intensive Care Nursing Basic Practices Symposium - Chair - Istanbul – (08.12.2019)

Courses

Artificial Intelligence In Nursing & Introduction To Robotic Applications- Medicres Ai 2023 International Congress On Good Artificial Intelligence Practice & Innovation In Health Sciences (February 6-12, 2023)

Kidney Liver Transplantation Course with Organ Transplantation Experience - Organizing Committee Member - Antalya (01.09.2018- 02.09.2018)

Breast Cancer Nursing Course - Organizing Committee Member - Istanbul (28.06.2018- 29.06.2018)

Nursing Process Nursing Care Plans Course - Organizing Committee Member - Chair - Ankara (01.06.2019)

Evidence-Based Practices in Pressure Injury and Incontinence-related Dermatitis Prevention and Care - Member of Organizing Committee - Istanbul (18.04.2019)

Nursing Process Training Course - Organizing Committee Member - Speaker - Ankara (26.06.2019-27.06.2019)

Oncology Nursing - Home Care Management Course for Oncology Patients - Organizing Committee Member - Istanbul (21.04.2020)

Congresses

Medicres Ai 2023 International Congress On Good Artificial Intelligence Practice & Innovation In Health Sciences - **Co-Chairs** (February 6-12, 2023 | Virtual)

Medicres Ai 2024 International Congress On Good Artificial Intelligence Practice & Innovation In Health Sciences - **Co-Chairs** (February 19-25, 2024 | Virtual)

1st National Digital Nursing Congress - **Organizing Committee Member** - Scientific Committee Member - Congress Secretariat - Istanbul - (29.02.2020- 01.04.2020)

1st National Nursing Management Congress - Management of Emergency Situations in Hospitals - **Member of the Organizing Committee - Congress Secretary** (27.05.2020 - 28.05.2020)

Realized Projects

Nurse Workforce Planning and Productivity

International (Tunisia) Nurse Students' Adaptation to the Profession Adaptation Project (December 2019)

Scientific Publications

1. **“I’m a hero, but...”: An evaluation of depression, anxiety, and stress levels of frontline healthcare professionals during COVID-19 pandemic in Turkey**

Handan Alan PhD, RN Feride Eskin Bacaksiz PhD, RN Hanife Tiryaki Sen PhD, RN Gulcan Taskiran Eskici PhD, RN **Emel Gumus MSc, RN** Arzu K. Harmanci Seren PhD, RN

First published: 10 November 2020 <https://doi.org/10.1111/ppc.12666>

2. Under the Same Rainbow: A study on Homophobia and Discrimination among Private Sector Healthcare Professionals

September 2020 Journal of Nursing Management

Gulcan Taskiran Eskici PhD, RN Handan Alan PhD, RN Feride Eskin Bacaksiz PhD, **RN Emel Gumus MSc**, RN Hanife Cakir RN, MSN Arzu Kader Harmanci Seren PhD, RN

First published: 27 September 2020 <https://doi.org/10.1111/jonm.13167>

3. A Cross-Sectional Study of the Determinants of Missed Nursing Care in the Private Sector: Hospital/Unit/Staff Characteristics, Professional Quality of Life and Work Alienation

Journal of Nursing Management 28(1) DOI: 10.1111/jonm.12999

Feride Eskin Bacaksiz RN, PhD Handan Alan RN, PhD Gulcan Taskiran Eskici RN, **PhD Emel Gumus MSc RN**

First published: 10 March 2020 <https://doi.org/10.1111/jonm.12999>

4. Determining Professional Attitudes Of Nurse Managers.

Journal of International Health Sciences and Management. 6(11): 22-29. **2.Emel Gümüŝ**, Ece Uysal Kasap. (2020).

5. Türkiye’de COVID-19 Salgını: Kriz Yönetiminde Yönetici Hemŝirelerin Deneyimleri ve Yönetici Hemŝireler Derneđi’nin Faaliyetleri The COVID-19 Outbreak in Turkey: Experiences of Nurse Managers and Activities of the Nurse Managers Association in Crisis Management

Journal of Education and Research in Nursing (HEAD)-September 2020/ DOI: 10.5222/HEAD 2020;17(3):290-3.

Baykal Ü, Türkmen E, Alan H, Yılmaz Baŝulaŝ Ç, Göktepe N, **Gümüŝ Emel** , Güngör S, Serbest Ő, Harmancı Seren A K, Tiryaki Ően H, Ően S, Eren Tekin D.

6. Determining the Knowledge Level of University Students on First Aid:A Vocational School Example. Istanbul Ayvansaray University 1st Vocational Education Congress,

Gülşah Ünsal Jafarov, Ece Uysal Butcher, İsa Şahin, **Emel Gümüş**, May 17-18, 2018 (Oral Presentation)

7. The Effect Of Developed Strategies According To The Results Of Nurses Job Satisfaction On Stay At Work.

7 th International Nursing Management Conference, **Emel Gümüş**, Gülşah Ünsal Jafarov, Ece Uysal Kasap. October 25-27th 2018, Bodrum (Poster Bildiri)

8. Determination of Professional Attitudes of Executive Nurses.

4rd International Health Sciences and Management Conference. **Emel Gümüş**, Ece Uysal Kasap 20-23 June 2019, İstanbul (Sözlü Bildiri)

9. Evaluation Of The Effects Of Value-Based Purchasing Applications On Cost And Efficiency

5. International Health Sciences and Management Congress. Mustafa Işık, **Emel Gümüş**, Ece Uysal Kasap 09-11 July 2020, Kırşehir (Oral Presentation)

10. A Sample Hospital Application For The Evaluation Of Nursing Processes From Value Flow Perspective.

Medicress 7th International Multidisciplinary Congress on Good Medical Research, **Emel Gümüş**, Ece Uysal Kasap, Mustafa Işık, Arzu Kader Harmanlı Seren. 24-31 October 2020 (Oral Presentation)

11. " 'I 'm a Hero, But...' an Evaluaton of Depresson, Anxiety and Stress Levels of Frontline Healthcare Professionals Durng Covid-19 Pandemc n Turkey'

Medicress 7th International Multidisciplinary Congress on Good Medical Research, **Emel Gümüş**, Handan Alan, Feride Eskin Bacaksız, Arzu Kader Harmanlı Seren. 24-31 October 2020 (Oral Presentation)

12. Evaluation of the Effects of Value-Based Purchasing Applications on Cost and Efficiency.

Işık M., **Gümüş E.**, Uysal Kasap E. (2020) Journal of International Health Sciences and Management, 6(12) (Special Issue): 14-24

13. **COVID 19 Outbreak Guide for Executive Nurses - Author - 15.04.2020**
14. **COVID 19 Nurse Training Guide and Care Algorithms - Author of Department - 17.06.2020**
15. **The Future of the Nursing: Robot Nurses**, Gümüş E, Uysal Kasap E.(2021), Journal of Artificial Intelligence in Health Sciences DOI: 10.52309/ja.2021.10
16. **Relationship Between Professional Quality of Life and Work Alienation Among Healthcare Professionals**, Gümüş E, Alan H, Taşkiran Eskici G, Eşkin Bacaksız F., (2021) Florence Nightingale Journal of Nursing 29(3) DOI: 10.5152/FNJJN.2021.20095
17. **The Level of Artificial Intelligence Anxiety in the Health Ecosystem: A Sample of Nurses**, Gümüş E, Uysal Kasap E. (2022) Journal of Artificial Intelligence in Health Sciences DOI: 10.52309/jaihs.v2i2.43
18. **Management Of Nurses In Different Generations**, Uysal Kasap, E, Gümüş E, (2022) Gevher Nesibe Journal Of Medical & Health Sciences DOI: [10.5281/ZENODO.7388119](https://doi.org/10.5281/ZENODO.7388119)
19. **Communication in health sciences in postmodern perspective - Prof. Yurdanur Dikmen - 'The importance of communication in health sciences and communication' - Book chapter author - Berikan Publishing House - Ankara 2023**
20. **'Opinions Of Physicians Nurses And Patients About Ai And Robotic Nurses'**
Medicres Ai 2024 International Congress On Good Artificial Intelligence Practice & Innovation In Health Sciences - (February 19-25, 2024 | Virtual) (Oral Presentation)
21. **'Digital Transformation Management In The Age Of Artificial Intelligence'**
Medicres Ai 2024 International Congress On Good Artificial Intelligence Practice & Innovation In Health Sciences - (February 19-25, 2024 | Virtual) (Oral Presentation)