

Dr. Salman Hamad Alzayani

MD, MSc, PhD

Healthcare Leadership | Policy & Strategy | Public Health | Medical Education

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Healthcare strategist, public health academic and institutional leader with more than 23 years of experience across university and hospital leadership and transformation, medical education, public health, research and GCC health workforce development. Currently Associate Professor of Public Health at Arabian Gulf University, with previous executive appointments as Chief Executive Officer of University Hospital and Advisor to the President– Arabian Gulf University. Combines academic continuity with institution-wide strategic advisory experience, healthcare transformation, accreditation, financial turnaround and regional public health engagement.

SELECTED LEADERSHIP IMPACT

CURRENT ACADEMIC ROLE

Associate Professor of Public Health

Arabian Gulf University | September 2005 – Present. Teaching, supervising community-oriented medical student research and contributing to public health and institutional initiatives.

HOSPITAL CEO TENURE

CEO, University Hospital

Led hospital transformation across strategy, governance, operations, accreditation, capital projects, financial performance, clinical expansion, workforce development and institutional reputation.

24% Revenue Growth

Delivered 24% cumulative revenue growth during the hospital turnaround period.

27% Net Loss Reduction

Reduced cumulative net loss by 27%, including 42% improvement in net loss.

People & Culture

Delivered HR digital transformation, improved voluntary turnover to 7.9%, achieved 81.17% employee satisfaction, and strengthened Bahraini women's leadership.

SCIENTIFIC & PUBLIC IMPACT

Research, Education & Public Engagement

30+ Peer-Reviewed Publications

Published scholarly work across public health, medical education, healthcare policy and GCC health workforce development.

50+ Scientific Conferences & Workshops

Contributed as speaker, moderator, organizer and facilitator in local, regional and international scientific conferences, workshops and public health forums.

20+ Media Interviews

Contributed to public health awareness through television, radio and online media interviews.

CORE LEADERSHIP AREAS

Institutional strategy	Healthcare transformation	Hospital financial turnaround
Governance and policy	Quality and accreditation	Clinical service expansion
Capital projects	Public health strategy	Medical education
Health workforce development	Research and scholarship	GCC engagement
Partnerships and CSR	Digital and HR transformation	Alumni and stakeholder engagement

PROFESSIONAL EXPERIENCE

Associate Professor of Public Health | September 2005 – Present

Arabian Gulf University, College of Medicine and Medical Sciences

- Coordinator, Public Health Program, College of Medicine and Medical Sciences, 2016–2024.
- Member, WHO Collaborating Center for Health Professionals' Educational Development, 2019–Present.
- Situation Analysis Team Leader and member of the AGU Strategic Planning Team, 2016–2025.
- Member, College Council, CMMS, across multiple terms between 2016 and 2025–Present.
- Member, AGU Healthy Universities Committee, contributing to WHO Healthy University recognition in February 2023.
- Member, Healthy Cities Committee, Capital Governorate, contributing to Manama Healthy City recognition by WHO in June 2021.
- Member, Epidemiology Team reporting to Bahrain's National Taskforce for Combating COVID-19, 2020.
- Medical education tutor and supervisor of medical students' community-oriented research projects.

SELECTED EXECUTIVE AND INSTITUTIONAL LEADERSHIP APPOINTMENTS AT ARABIAN GULF UNIVERSITY

Advisor to the President | October 2025 – October 2026

- Advised the AGU President on institution-wide strategy, institutional development, healthcare priorities and executive initiatives.
- Supported the President's Office in preparing strategic reports, policy reviews, executive briefs and institutional presentations.
- Contributed to alignment across AGU's academic, healthcare, research, training, consultancy and community service functions.
- Provided senior expertise in healthcare leadership, hospital transformation, public health, medical education, accreditation and workforce development.
- Supported initiatives that strengthened AGU's regional role in GCC higher education, healthcare development, research and community impact.

Chief Executive Officer | April 2024 – October 2025

University Hospital – Arabian Gulf University

(Rebranded from: University Medical Center – King Abdullah Medical City)

Executive remit: strategy, governance, operations, accreditation, capital projects, financial performance, clinical expansion, workforce development and institutional reputation.

- **Strategic transformation:** Led change management and rebranding to position the facility as University Hospital – Arabian Gulf University; led conversion into a nonprofit company in Bahrain and established a structured junior resident hiring and training pathway.
- **Quality and governance:** Secured JCI reaccreditation; strengthened governance through a Supervisory Committee, formal executive governance roles, crisis management workshops and disaster preparedness drills aligned with JCI standards.
- **Financial turnaround:** Delivered 24% cumulative revenue growth, reduced cumulative net loss by 27%, improved September 2025 net loss by 42% and reduced September 2025 gross loss by 64% versus September 2024.
- **Operational performance:** Improved direct cost efficiency by reducing cost of revenue to revenue from 130% to 118% cumulatively and from 130% to 109% in September 2025; increased monthly Emergency Department visits by approximately 103% and outpatient volume by 16%.
- **Capital and infrastructure modernization:** Renewed Diagnostic Radiology through MRI, CT, Fluoroscan, C-arm X-ray, portable X-ray and ultrasound upgrades with AI-enabled MRI; replaced operating theatre anesthesia units and surgical towers; renovated CSSD; progressed IVF Unit development; and delivered hospital-wide HVAC upgrades.
- **Clinical service expansion:** Launched or expanded services including the Audio Vestibular Laboratory, PFT system, allergy, sleep medicine, gynecology aesthetic, pain, urology, upper limb orthopedic surgery, women's imaging, abdominal imaging, MRI under anesthesia, dermatology cosmetics, clinical genetics, genetic send-out testing, home care visits and a 24/7 walk-in pharmacy.
- **People and culture:** Advanced Bahraini women's leadership, implemented flexible work policies, automated 90% of HR processes, improved voluntary turnover to 7.9%, achieved 81.17% documented employee satisfaction and strengthened continuing medical education with IDP completion exceeding 90%.
- **Partnerships and communication:** Established the Corporate Communication and Marketing Department, expanded CSR and digital marketing activity, and signed cooperation agreements with private hospitals, medical centers, NGOs and an athletic club in Bahrain.

Coordinator, AGU Alumni Association | 2015 – 2024

- Relaunched and repositioned the AGU Alumni Association as a GCC-wide platform connecting graduates across all colleges and programs.
- Led the launch of the Association's new identity, website, social media channels, mobile application and periodic alumni newsletter.
- Organized the first AGU Alumni Gathering under the patronage of Bahrain's Minister of Education, bringing together around 500 alumni from across the GCC.
- Established the Association's first elected governance structure, including elections for alumni branch representatives across GCC countries and the first Alumni Board meeting.
- Integrated alumni into student orientation, career guidance, mentoring, lectures and Career Day activities linking students with residency, board certification and international training pathways.
- Documented and promoted alumni achievements in medicine, education, research, public service, business and community leadership, strengthening AGU's institutional reputation and alumni network.

Other Clinical, Educational and Research Experience

- **University of Connecticut, USA:** Public Health Doctoral Candidate; Teaching Assistant in Introduction to Epidemiology; researcher with Correctional Managed Health Care, 2011–2015.
- **BDF Hospital, Royal Medical Services, Bahrain:** General Surgery Resident and Intern through structured rotations in general surgery, orthopedic surgery, accident and emergency and core internship training, 2003–2005.

EDUCATION

- **PhD in Public Health:** Concentration in Social and Behavioral Health Sciences, University of Connecticut, USA, 2015
- **MSc in Health Policy and Population Studies:** College of Medicine and Medical Sciences, Arabian Gulf University, Bahrain, 2010
- **Doctor of Medicine (MD):** College of Medicine and Medical Sciences, Arabian Gulf University, Bahrain, 2003
- **BSc in Basic Medical Sciences:** College of Medicine and Medical Sciences, Arabian Gulf University, Bahrain, 2001

EXECUTIVE EDUCATION AND CERTIFICATIONS

- Leadership Strategies for Evolving Health Care Executives, Harvard School of Public Health, United States, 2014.
- Negotiation Opportunities and Challenges, Harvard Kennedy School, United States, 2013.
- Graduate Certificate in College Instruction, University of Connecticut, United States, 2013.
- Graduate Certificate in Health Education and Health Promotion, University of Connecticut, United States, 2013.

AWARDS, RECOGNITION AND PROFESSIONAL SERVICE

- Venus International Medical Award for Outstanding Clinician in Community Medicine, Chennai, India, 2018.
- Panelist, Sheikh Hamdan Bin Rashid Al Maktoum Medical Awards, 2025 and 2026.

SELECTED JOURNAL PUBLICATIONS (Full publication list: [Google Scholar Profile](#))

- Alzayani S, Al-Roomi K, Almarabheh A, Hamdi AM. The inverted gender pyramid in career progression among GCC physicians: implications for health workforce policy. *Frontiers in Medicine*. 2026;13:1816552.
- Al-Roomi K, Almarabheh A, Albua'inain M, et al.; Alzayani S. Individual and institutional factors linked to high research productivity among physicians in the Arab Gulf region: implications for healthcare policy. *Frontiers in Public Health*. 2026.
- Taybeh EO, Naser AY, Taybeh A, et al.; Alzayani S. Public preparedness and knowledge about emergency medicine: A study across six countries. *Medicine*. 2025;104(28):e43217.
- Al-Roomi K, Alzayani S, Almarabheh A, et al. Familiarity and applications of artificial intelligence in health professions education: perspectives of students in a community-oriented medical school. *Cureus*. 2024;16(11).
- Alzayani S, Al Sedran M, Aburowais S, et al. Influenza vaccine uptake and its determinants among adults in Bahrain. *Arab Gulf Journal of Scientific Research*. 2023.
- Alzayani S, Al-Roomi K, Jaradat A, Hamdi AM, Shehata MH. Impact of integrating research skills within undergraduate medical curriculum on doctors' scientific publications. *Arab Gulf Journal of Scientific Research*. 2023.
- Alsayyad A, Chlif S, Mohamed A, et al.; Alzayani S. Super-spreading social events for COVID-19 transmission: evidence from six early clusters in Bahrain. *Frontiers in Public Health*. 2023;11:1216113.
- Alzayani S, Alsayyad A, Al-Roomi K, Almarabheh A. Innovations in medical education during the COVID-19 era and beyond. *Frontiers in Public Health*. 2022.

SELECTED CONFERENCES, WORKSHOPS AND SPEAKING ENGAGEMENTS

- Moderator, Bahrain International Public Health Conference, 2025.
- Speaker and Organizer, Towards Future Doctors Conference, Bahrain, 2023.
- Speaker, Global Citizenship Education: An Interdisciplinary Approach for Future Healthcare Professionals, 1st Gulf Health Council Conference, Kuwait, 2019.
- Speaker, Bridging the Gap between Basic Medical Sciences and Community Health, QS MAPLE Conference, Dubai, 2019.
- Speaker, Stigmatizing Attitudes among Healthcare Professionals in the Middle East, ISAM Annual Conference, Abu Dhabi, 2017.
- Speaker, American Public Health Association Annual Meeting presentations, United States, 2011, 2013 and 2015.
- Facilitator, WHO Regional Capacity Building Workshop on Prevention and Management of Substance Use Disorders, Abu Dhabi, 2016.

PROFESSIONAL AFFILIATIONS

- Member, Bahrain Diabetes Society.
- Member, Bahrain Medical Society.
- Member, American Public Health Association.
- Member, Harvard Arab Alumni Association.
- Previous affiliations: Editor, Journal of Bahrain Medical Society; Senator and Finance Committee Member, Graduate Student Senate, University of Connecticut, United States; Volunteer, inJAZ Bahrain.