

# Professional Identity in Nursing: Think Tank 2019 Proceedings

September 17-18, 2019



Proceedings of the Think Tank, September 17-18, 2019

*Sponsored by*  
The University of Kansas School of Nursing

*Facilitated by*  
Drs. Cynthia Clark and Susan Luparell

## Think Tank Overview

Fifty-one nursing leaders from around the US representing education, regulation and practice gathered to build on

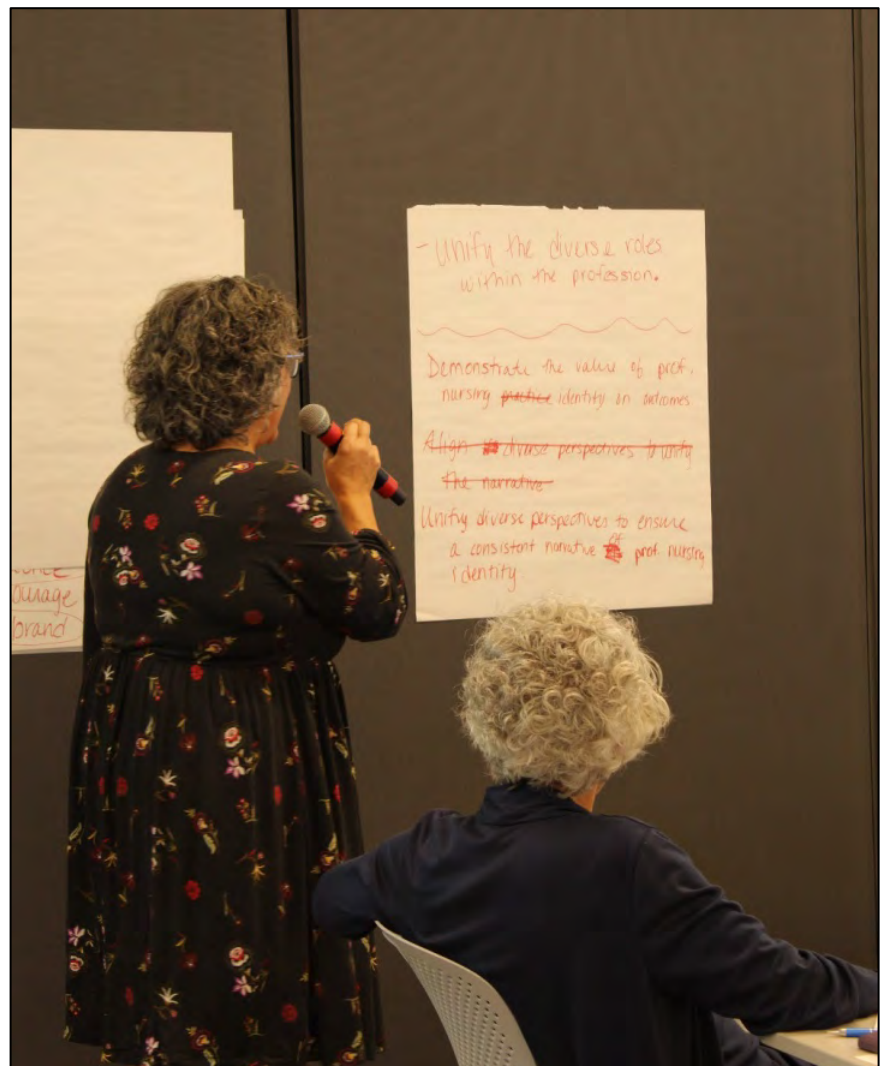
understand and operationalize professional identity and identity formation for nursing, to aid education, regulation and practice in communicating through norms, values and characteristics of the profession—*what it means to think, act and feel like a nurse.*

### Participants Representing

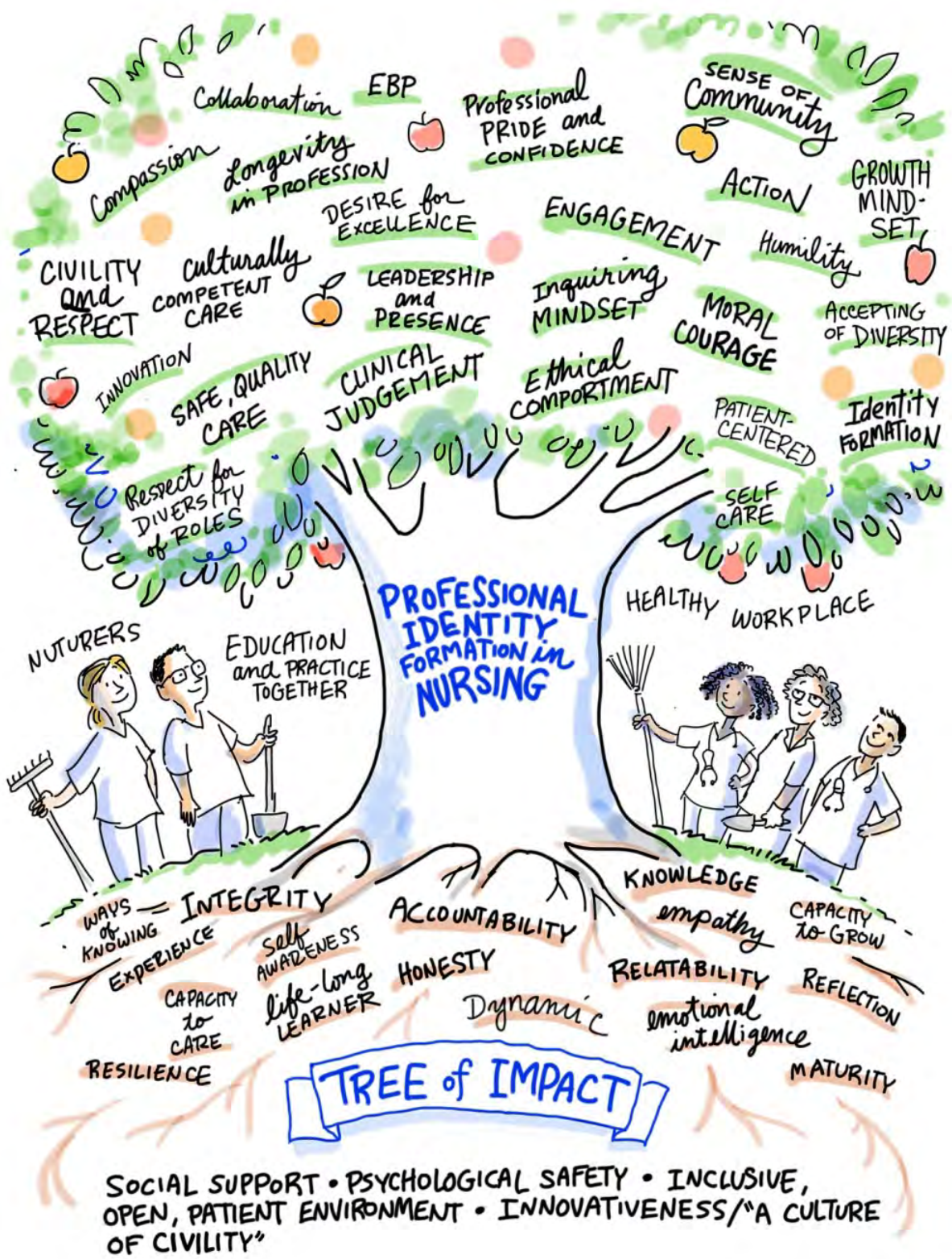
- Schools of nursing
- Large, medium and critical access hospitals and health care systems
- Statewide nursing leadership organizations
- National nursing leadership organizations
- Regulators
- Students

### Steering Committee

- Janice Brewington
- Cole Edmondson
- Kristi Frisbee
- Nelda Godfrey
- Carol Goodyear
- Amy Hite
- Judy Hodgson
- Lindell Joseph
- Susan Luparell
- Beth Phillips
- Kristen Priddy
- Sheryl Sommer
- Kary Weybrew







## Facilitators

**Dr. Cynthia Clark** is Strategic Nursing Advisor for ATI Nursing Education, Professor Emeritus at Boise State University, and the Founder of Civility Matters®. She serves as a fellow in the American Academy of Nursing and the National League for Nursing Academy of Nursing Education. and co-chaired the American Nurses Association Professional Panel on Incivility, Bullying, and Workplace Violence. Her theory-driven interventions, empirical measurements, theoretical models, and reflective assessments provide “best practices” to foster civility and healthy work environments around the globe. Her award-winning book, *Creating and Sustaining Civility in Nursing Education*,” received 1st place honors as the 2013 AJN Book of the Year—the 2nd edition is now available and is a must-read for all educators and health care professionals. She and her husband are the proud parents of 3 successful young adults and the blissful owners of a motley crew of rescue pets.

**Dr. Susan Luparell** is an Associate Professor at Montana State University where she has been involved in both the baccalaureate and graduate nursing programs since 1997. A Fellow in the NLN Academy of Nursing Education, Susan is a nationally recognized speaker and author on incivility in nursing education and has authored chapters on this topic in several leading nursing education textbooks. Her scholarship focuses on the ethical implications of incivility, including how it affects others and how it can be averted in academic as well as in clinical settings. Additionally, Susan is a seasoned instructor who has received multiple commendations for excellence in teaching. Prior to moving into academia, she practiced as Clinical Nurse Specialist in the acute care setting.

## Think Tank Agenda

1. Why are we here?
  - a. To scientifically develop new language about professional identity in nursing\
  - b. To widely share this deeper understanding of professional identity in nursing so that students, nurses, health care colleagues, and society in general better understand what it means to think, act, and feel like a professional nurse.
2. Beginnings
  - a. In 2018 a group of international nursing and health care leaders from regulation, practice and education assembled for a 1.5 day Think Tank on Professional Identity in Nursing.
  - b. More than half of the 2018 participants returned in September 2019 for the next phase of work on definitions, domains, key elements, competencies and exemplars about this recognized but poorly understood construct.
3. State of the Science
4. Norms
5. Finding Our WHY
6. Conversation 1: Participants engaged in roleplaying and sharing their own experiences as nursing educators, practitioners, and regulators to identify WHY they not only chose nursing as a profession but continue to choose it.
7. Conversation 2: Verbs to use to continue the conversation

8. Conversation 3 – what is the impact?
9. Domains, Definitions, Competencies (Participants reviewed and refined)
10. Gem and Pearl Group Exercise
11. Role-Playing and Exemplars
12. Conceptual Models for Professional Identity in Nursing (Speed Modeling)

### **Pre-Reading Material for 2019 Think Tank Participation**

Clickner, D.A. & Shirey, M. R. (2013). Professional comportment: The missing element in nursing practice. *Nursing Forum*. 48(2), 106-113.

Oja, K.J. (2017). Incivility and professional comportment in critical care nurses. *AACN Advanced Critical Care*. 28 (4), 345-350.

Cruess, S. R., Cruess, R. L. & Steinert, Y. (2019). Supporting the development of a professional identity: General principles. *Medical Teacher*, 41 (6), 641-649.

### **Think Tank Outcomes**

- a. Group progress on determining professional identity in nursing definition, continued work on definitions of each of the four domains, determining key elements, competencies and exemplars. The group also began the process of determining the WHY statement, and started developing the conceptual model for Professional Identity in Nursing.
- b. Secondly, the participants communicated the charge to actively disseminate these findings within education, practice and regulation, and within society as a whole.

### **Think Tank 2019 Summary**

The 51 participants in Think Tank 2019 created:

- An action plan
- Committees to address four components of building Professional Identity as a discipline:
  - Creating a conceptual model
  - Refining domains/competencies
  - Defining WHY
  - Research/Dissemination

Participants also identified contributions they wished to make to the Professional Identity in Nursing initiative. The steering group for Professional Identity in Nursing will follow up and help construct work groups/committees to follow the Think Tank work.

## Continuing Education Credit Statement

The University of Kansas Medical Center Area Health Education Center East is approved as a provider of CNE by the Kansas State Board of Nursing. This course offering is approved for 13.2 contact hours applicable for APRN, RN, or LPN relicensure. Kansas State Board of Nursing provider number: LT0056-0749. Mary Beth Warren, MS, RN, Coordinator.

## Definitions

### Professional Identity

“A sense of oneself, and in relationship with others, that is influenced by characteristics, norms, and values of the nursing discipline, resulting in an individual thinking, acting, and feeling like a nurse.”  
*Godfrey, N. & Young, E. (in press). Professional Identity. In Giddens, J. Concepts of Nursing Practice, 3<sup>rd</sup> edition. St. Louis: Elsevier Publishing.*

### Professional Identity Formation

“An adaptive developmental process that happens simultaneously at two levels: (1) at the level of the individual, which involves the psychological development of the person and (2) at the collective level, which involves the socialization of the person into appropriate roles and forms of participation in the community’s work.”  
*Jarvis-Selinger S, Pratt DD, Regehr G. 2012. Competency is not enough: integrating identity formation into the medical education discourse. Acad Med. 87:1185–1190.*

### Socialization

“The process by which a person learns to function within a particular society or group by internalizing its values and norms” (*Oxford English Dictionary 1989*).

### Professionalism

- Professional status, methods, character, or standards.  
*American Heritage® Dictionary of the English Language, Fifth Edition. (2011). Retrieved August 26 2019 from <https://www.thefreedictionary.com/professionalism>.*
- Displaying the behavior of a professional. (*Michael Warren, personal communication, 12-12-18*), with reference to [https://www.professionalstandards.org.uk/docs/default-source/publications/research-paper/professional-identities-and-regulation-a-literature-review.pdf?sfvrsn=cc7e7120\\_8](https://www.professionalstandards.org.uk/docs/default-source/publications/research-paper/professional-identities-and-regulation-a-literature-review.pdf?sfvrsn=cc7e7120_8).

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## Vision for Professional Identity in Nursing

Every school of nursing will:

- Include **professional identity formation** as a distinct curricular component and discuss/learn about it
- Use the think tank-derived data (four domains, competencies, exemplars) as signposts for a meaningful introduction and discussion within the nursing curriculum

Every hospital/health care facility will:

- Create the space for all nursing staff to discuss what **professional identity** means in general, and to their organization specifically, adding language to our discipline
- Use the think tank derived findings (four domains, competencies, exemplars) as signposts for making this conversation more meaningful
- Then, incorporate the four domains of **professional identity** in evaluation processes, recognition, and overall communication regarding how nurse professionals think, act and feel like nurses.

(Nelda Godfrey, 8-26-19)

## Resources

Cruess, RL, Cruess, SR, Boudreau, JD, Snell, L, Steinert, Y. (2014). Reframing medical education to support professional identity formation. *Academic Medicine*, 89 (11), 1446-51.

Cruess, RL, Cruess, SR, Boudreau, JD, Snell, L., Steinert, Y. (2015). A schematic representation of the professional identity formation and socialization of medical students and residents: a guide for medical educators. *Academic Medicine*, 90 (6), 718-25.

Cruess, RL, Cruess, SR, Steinert, Y. (2016). Amending Miler's pyramid to include professional identity formation. *Academic Medicine*, 91 (2), 180-5.

Cruess, SR, Cruess, RL, Steinert, Y. (2019). Supporting the development of a professional identity: General principles. *Medical Teacher*, 41 (6), 641-649.

Miklich, M. A., Reed, B.N., Mattingly, T.J., & Haines, S. (2016). Beliefs and behaviors of professionally engaged pharmacists. *Journal of the American Pharmacists Association*. 56, 405-411.

Osbourne, R. & Hartley, G.W. (2016). Professional engagement: a consensus definition and key indicator behaviors for physical therapists. *Physical Therapy Journal of Policy, Administration and Leadership*, 19 (2), 5-12.

Rasmussen, P. (2019). Who do we think we are? *Journal of Continuing Education*, 50 (7), 291.

Ten Cate, Olle PhD; Gruppen, Larry D. PhD; Kogan, Jennifer R. MD; Lingard, Lorelei A. PhD; Teunissen, Pim W. MD, PhD (2018). Time-Variable Training in Medicine: Theoretical Considerations. *Academic Medicine*: 93 (3S), S6-S11.

## Publications

Kennedy, M. S. Blog Post. American Journal of Nursing. <https://ajnofthecharts.com/being-a-nurse-or-when-did-you-grok-nursing/>

Kennedy, M. S. To Be a Nurse. *The American Journal of Nursing*: November 2018 - Volume 118 - Issue 11 - p 7 doi: 10.1097/01.NAJ.0000547640.70037.f6.  
<https://journals.lww.com/ajnonline/pages/articleviewer.aspx?year=2018&issue=11000&article=00001&type=Fulltext>

Hite, A. & Godfrey, N. (2019). *Professional Identity in Nursing: Making a Difference for Patients and Nurses*. *Kansas Nurse*. September.



## **Presentations**

Weybrew, K. (2019). *Introducing Professional Identity in Nursing*. California Board of Vocational and Technical Education. April 2019.

Weybrew, K. (2019). *Professional Identity in Nursing*. Oregon Board of Nursing. June 2019.

Godfrey, N. (2019). *Professional Identity in Nursing: Strategies You Can Use*. ATI Nurse Educator Conference, Savannah, GA (invited)

Hite, A. & Godfrey, N. (2019). *Professional Identity in Nursing: Naming, Forming, Fostering*. 12<sup>th</sup> Evidence Based Practice on the Frontline: Building a Culture of Quality, Safety, and Nursing Professionalism. Poster presentation. University of Missouri-Columbia, Columbia, MO. (peer reviewed)

Young, E. & Phillips, P. (2019). *Incorporating Professional Identity Formation in Nursing Education*. Kansas Nurse Educators Conference, Wichita, KS, May 2019.

Weybrew, K. & Priddy, K. (2019). *Professional Identity in Nursing: Forming and Fostering*. Texas Board of Nursing. Austin, TX, September.

## **Upcoming**

Godfrey, N. (2019). *Professional Identity in Nursing: Leading for Broader Impact*. Professional Nursing and Education Group conference (PNEG). Cleveland, OH, October.

Godfrey, N. (2019). *Professional Identity in Nursing*. Webinar, AMN Healthcare, October.

Godfrey, N. & Dickow, M. (2019). *Building a Sense of Professional Identity: Growing Nursing Leaders*. Organization of Associate Degree Nursing conference (OADN), Lexington, KY, November.

Godfrey, N. & Young, E. (2020). Professional Identity. In Giddens, J. *Concepts of Nursing Practice*, 3<sup>rd</sup> edition. St. Louis: Elsevier Publishing.

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## **Professional Identity Statement for Nurses**

*At the University of Kansas Hospital, we strive to create a dynamic culture of professional behavior that requires personal and team accountability, self-reflection, integrity and respect. A nurse at the University of Kansas Hospital has a professional obligation to provide the highest quality of care that is reflective of the culture and to adhere to organizational policies and best practices. This culture is actualized through image, attitudes and behavior.*

--University of Kansas Hospital Department of Nursing Professionalism Council, 2012



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