

Professional Identity in Nursing: Virtual Forum 2020 Proceedings

September 9-10, 2020



Proceedings of the Professional Identity in Nursing: Virtual Forum 2020
September 9-10

Sponsored by
The University of Kansas School of Nursing

Facilitated by
Drs. Cynthia Clark and Susan Luparell

Conference Overview

The *Professional Identity in Nursing: Virtual Forum 2020* brought together over fifty stakeholders from the US and abroad, representing practice, education, research, and regulation to build new knowledge and language about professional identity in nursing, and to develop materials from exemplars which will be used to communicate these findings with the health care community and the world at large.

This is the third annual event sponsored by University of Kansas School of Nursing (KUSON) to build new knowledge about professional identity in nursing. The 2018 and 2019 events were in-person think tanks. Originally, the 2020 event was intended to be an in-person conference, but due to the COVID-19 pandemic, the format was changed to a virtual event, using Zoom as the platform. KUSON and our facilitators wish to thank the participants for not allowing that to dampen their enthusiasm, and for their continued willingness to roll up their sleeves and get to work. Now, when more is being demanded of the nursing profession than ever, the question of *Just what makes someone a nurse?* is not only timely, but one of vital importance.

Participants Representing

- Practice, including nursing leadership
- Education
- Regulation
- Research

VF 2020 Learning Objectives

Learners participating in this educational offering will be able to:

1. Describe the state of the science of professional identity in nursing.
2. Identify the overall definition, the four domains, and corresponding key elements of professional identity in nursing: values and ethics, knowledge, leadership and professional comportment.
3. Discuss how professional identity in nursing is being used to build new knowledge and new language within the discipline.
4. Apply an understanding of the definitions, domains, key elements, and exemplars within nursing education, regulation, and practice.
5. Co-create toolkit materials for incorporating the domains, definitions, key elements, and exemplars of professional identity in nursing for nurses in education, regulation, and practice settings.

VF 2020 Continuing Education

VF2020 participants were awarded 7.4 contact hours applicable for APRN and RN relicensure. 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. Kansas State Board of Nursing provider number: LT0056-0749. Mary Beth Warren, MS, RN, Coordinator.



VF 2020 Pre-Readings

- a. Professional Identity: Why does it Matter? (Kansas Nurse, 2019)
- b. How to Think/Act/Feel Like a Nurse: Forming Professional Identity in Nursing (Dean's Notes, National Student Nurses Association, 2020)
<http://www.ajj.com/sites/default/files/services/publishing/deansnotes/spring2020.pdf>

Conference Agenda

Day 1

1100-1115: Welcome and Opening Remarks - Cindy Clark and Susan Luparell

1115-1130: Overview of Think Tank 1 and 2 - Cindy Clark and Susan Luparell

1130-1140: Why/Vision/Mission - Cindy Clark and Susan Luparell

1140-1200: Conceptual Model - Cole Edmonson and M. Lindell Joseph

1200-1220: Propelling the Science - Lynne Kuhl and Rhoda Owens

1220-1240: PIN Research Update - Tulla Landis and Beth Phillips

1240-1250: BREAK

1250-1310: State of the Science - Nelda Godfrey

1310-1325: Dissemination - Terri Hinkley and KaryAnne Weybrew

1325-1400: Discussion and Closing Remarks - Cindy Clark, Susan Luparell, Nelda Godfrey, and the entire group

Day 2

1100-1130: Welcome Back and Opening Remarks

1130-1150: Setting the stage (Step 1)

1150-1220: Brainstorming (Step 2)

1225-1235: Break

1235-1335: Developing resources (Step 3)

1335-1415: Sharing Your Work

1415-1430: Wrap up

Facilitators

Susan Luparell, PhD, RN, CNE, ANEF

Susan Luparell is a Professor and Campus Director at Montana State University where she has been involved in both the baccalaureate and graduate nursing programs since 1997. Susan is an expert on the dynamics between teacher and learner in nursing education and their influence on the processes of teaching and learning. She is a nationally recognized speaker and author on the topic of civility and incivility in nursing and 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 managed in academic as well as in clinical settings. Her dissertation study exploring how faculty are affected by uncivil nursing students is considered a seminal work.

Cynthia Clark PhD, RN, ANEF, FAAN

Dr. Cynthia Clark is Strategic Nursing Advisor for ATI Nursing Education, Professor Emerita at Boise State University, and the Founder of *Civility Matters™*. As a clinician, she specialized in adolescent mental health, substance abuse recovery, and suicide and violence prevention. Dr. Clark serves as a fellow in the American Academy of Nursing, the NLN Academy of Nursing Education, and co-chaired the American Nurses Association Professional Panel on Incivility, Bullying, and Workplace Violence. As a leading expert in fostering civility and healthy work environments around the globe, her theory-driven interventions, empirical measurements, theoretical models, and reflective assessments provide best practices to foster civility and healthy work environments.

Nelda Godfrey, PhD, RN, ACNS-BC, FAAN, ANEF

Nelda Godfrey is the Associate Dean for Innovative Partnerships and Practice at the University of Kansas School of Nursing and has been the co-creator, teacher and influencer in the three professional identity courses (total of 7 credits) in the University of Kansas BSN program over the last nine years. Long interested in identity formation in nursing, health professions and with students in all areas of higher education, Dr. Godfrey began speaking on topics related to this interest in the early 1990s and has published with a number of interdisciplinary colleagues since 1997. In 2011 Dr. Nancy Crigger and she co-authored the book *The Making of Nurse Professionals: A Transformational, Ethical Approach*—a philosophic inquiry of professionalism in nursing for which Dr. Patricia Benner wrote the foreword. Living out a ‘yes, and’ approach to nursing education, Nelda and many colleagues nationally and internationally do research and write publications to strengthen identity formation in our discipline—ultimately for the good of those patients and families who receive professional nursing care.

Think Tank 2019 Outcomes

In the 2019 Think Tank, the group:

- Affirmed the definition of Professional Identity in Nursing
- Developed WHY statement for Professional Identity in Nursing
- Refined and defined the four domains
- Identified key elements of each of the four domains
- Drafted the initial conceptual model
- Developed exemplars for each domain
- Identified need for dissemination plan



Progress 2019-2020

Over the past year, the professional identity in nursing initiative grew to become the International Society for Professional Identity in Nursing (ISPIN), consisting of an Advisory Council, four work groups and more than 150 interested persons on the distribution list for quarterly e-newsletters

- Propelling the Science
- Dissemination
- Conceptual Model Development
- Competencies and Exemplars

Three of the work groups reported on their progress since Think Tank 2019. The Propelling the Science group has two on-going studies on perception of professional identity by nurse administrator and educators, as well as practicing nurses around the world. The Dissemination group has developed a detailed strategic plan for raising awareness of professional identity in nursing via publications, presentations, and partnerships. Since spring 2019, there have been five major publications and presentations, including a podcast, as well as an agreement with Sigma Theta Tau to create a repository for professional identity in nursing materials. Conceptual Model Development has facilitated two focus groups (US and international) to examine relevance and verify concepts. The model will define principles for nursing practice in all settings, from formation to impact. When finalized, the model will be published.

VF2020 Outcomes

Eight work groups met on Day 2 to brainstorm and develop toolkit materials for incorporating the domains, definitions, key elements, and exemplars of professional identity in nursing for nurses in education, regulation, and practice settings.

Next Steps

This visual communicates the responses of VF2020 participants (on the CIQ instrument) regarding next steps needed to further the Professional Identity in Nursing initiative.



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