



Professional Identity in Nursing

The International Society for Professional Identity in Nursing

E-News April 2022

In this Issue

- **ISPIN Symposium 2022 - registration, draft agenda, and call for e-Poster abstracts**
- **Quarterly Update video available for viewing**
- **Work Group Updates**

Chatter from the Chair

Dear ISPIN colleagues,

Hello everyone. Spring has fully arrived in North Carolina along with lots of pollen. I hope you are doing well. We have had a busy first quarter with meetings, conference presentations, and publications. On April 15, we had our first quarterly meeting and had valuable discussions in small groups after sharing updates about ISPIN. If you were not able to make it, the session was recorded and

we hope you will join us in July. We have many workgroups, research groups, and writing groups all happening at once. Collectively, we are making waves throughout the nursing and healthcare world! That was clear during the April meeting when we met Antonia Roman from South America! She heard one of our webinars on Sigma and wanted to join us!

There are plenty of opportunities to volunteer with any of our workgroups. Please join us in this important work to ensure the formation of professional identity to all nurses!

I want to put a special call out to nurses in the practice setting-- we need your input, perspective, and insight to find the best way to reach practicing nurses and administrators.

Thank you!

Beth Cusatis Phillips

Chair, International Society for Professional Identity in Nursing (ISPIN)

beth.phillips@atitesting.com

REGISTRATION NOW OPEN

ISPIN Symposium 2022 September 12-14

September 12 (Optional Preconference Activity), 1:00 p.m.-5:00 p.m. CT
September 13, 9:30 a.m.-3:30 p.m. CT, Room 109
September 14, 9:00 a.m.-Noon CT (ISPIN Advisory Council meeting tentatively scheduled to follow), Room 109

This event is hosted by the International Society for Professional Identity in Nursing (ISPIN) at the University of Kansas School of Nursing. **Please note:**

the Sept. 12 preconference session is free and optional. It is intended as an introduction for attendees who are new to the concept of professional identity in nursing and the ISPIN initiative.

**KU School of Nursing
3901 Rainbow Blvd
Kansas City, KS 66160**

Title: "Cultivating Professional Identity in Nursing"

Who is Invited? Every nurse and nursing student is welcome

Symposium Objectives

Participants will be able to:

- Apply the current professional identity in nursing science to address challenges in education, practice, regulation, and policy.
- Consider the role of professional identity in nursing in healing our profession.
- Articulate the relationship between a healthy work environment and professional identity in nursing to influence change.
- Integrate diversity, equity, and inclusion in one's professional identity in nursing.

APRN/RN: 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 approximately 9.0 contact hours applicable for APRN or RN relicensure, Kansas State Board of Nursing provider number: LT0056-0749. Mary Beth Warren, MS, RN, Coordinator. Final determination of number of contact hours pending review.

Credit will be awarded based upon documented attendance, completion of evaluation and payment of applicable registration fee.

Registration Deadline: September 5, 2022

Participants may choose to attend in-person or virtually.

Cost: \$175 (for both virtual and in-person)

*For discounted and international rates, please contact Lauren Roberts, lroberts6@kumc.edu.

Click [here](#) to register.

Cancellation policy: Registrants that cancel on or before September 9 will receive a refund minus a \$25 processing fee.

Hotel Information

Hotels in the area have not yet re-opened to block reservations. We recommend that you reserve rooms as soon as possible. KU is unable to provide transportation from hotels. Some options close to campus include:

[Holiday Inn Express & Suites KU Medical Center](#)

3932 Rainbow Blvd, KC, KS 66103

Located just across the street from the campus

[Home2 Suites by Hilton KU Medical Center](#)

3440 Rainbow Blvd, KC, KS 66103

Located 0.8 miles north of the campus

[SpringHill Suites by Marriott Kansas City Plaza](#)

4500 Madison Ave., KC, MO 64111

Located 1.3 miles south of the campus

[Sheraton Suites Country Club Plaza](#)

770 W. 47th St, KC, MO 64112

Located 1.5 miles south of the campus

Transportation and Parking

Uber, Lyft, and other rideshare services are available in the KC metro area. Best pickup/drop-off locations are the corner of 39th and Rainbow Blvd, or the KUMC hospital entrance on Cambridge Street.

If you need to park, please use Parking Garage 5 (a campus map will be made available on the **event website**). We will have validation stickers available so you will not be charged.

For any other questions and concerns, please contact Lauren Roberts, lroberts6@kumc.edu.

**E-POSTER CALL FOR ABSTRACTS:
Criteria and Guidelines**

ISPIN Symposium 2022

Sept 12-14

We invite your e-poster abstract submissions!

We invite e-poster abstract submissions by participants for presentation at this year's Symposium. Scholarly work such as literature reviews, evidence-based projects, quality improvement efforts, and/or research is welcome. Submitted abstracts should coincide with the symposium's purpose and objectives listed below. Criteria for each category of scholarly work appear below.

Abstract guidelines:

- Label your abstract as research, evidence- based and/or quality improvement project, or literature review
- Use the specific criteria listed below in writing your abstract
- Submit your abstract as a PDF document
- Use 12-point font and single space. Overall word limit is 300 words, excluding references.

Purpose: The purpose of this symposium is to share new research and strategies and advance the body of knowledge in professional identity in nursing.

Objectives

Participants will be able to:

- Apply the current professional identity in nursing science to address challenges in education, practice, regulation, and policy.
- Consider the role of professional identity in nursing in healing our profession.
- Articulate the relationship between a healthy work environment and professional identity in nursing to influence change.
- Integrate diversity, equity, and inclusion in one's professional identity in nursing.

Deadlines

The deadline for abstract submission is **August 1, 2022 at Midnight CT. Use criteria below to construct your abstract.** Submitted abstracts will undergo a

peer review process. E-poster abstract acceptance will be communicated via email to corresponding author **by August 12, 2022**.

Upon your abstract acceptance, use criteria below to construct your one-slide PowerPoint PDF file and submit to Golnnovate@kumc.edu by **Sept. 1, 2022 at 5:00 p.m. CT**. E-Poster presenters are required to register and submit symposium registration fee by **Sept. 5, 2022, 5:00 p.m. CT**.

Displaying e-Posters

E-posters will be available for viewing on the Symposium 2022 website during and for one week following Symposium 2022.

Criteria and Guidelines

Participants will present their research, evidence-based project, quality improvement project, and/or literature review on one PowerPoint slide prepared as a e-poster. Participants can decide how best to design their e-poster, but they should keep in mind that the content should be large enough for participants to read. The e-poster should be submitted as a pdf file. All e-posters should include author(s) contact information such as name, organization, and email. Some items to consider including in each type of e-poster are listed below.

Research: A systematic investigation used to generate generalizable knowledge about a phenomenon. Research can be either completed or in progress. Information should be included at a minimum and/or as appropriate:

- **Title**
- **Purpose and Background/Significance:** State the purpose of the study and why it is important to nursing science, practice and/or patient care.
- **Theoretical/ conceptual framework:** Include conceptual and operational definitions.
- **Method:** Describe the study design, sample, instruments used, and data collection procedures (Include proposed data collection and analysis if project is not complete).
- **Results:** Discuss findings within the context of prior research, conceptual framework, and study limitations.
- **Conclusions:** Explain what the findings mean for the science of nursing.
- **References:** Include those that are pertinent.

Evidence-Based and/or Quality Improvement Projects: This category includes projects which exemplify the use of best evidence from research and

practice to influence the provision of high-quality care. EBP projects start with a clinical problem or quality concern, evaluate the literature for best practices related to the concern, and implement evidenced based practice, system, and/or policy changes to address the concern. EBP projects should highlight recommendations for clinical practice, future research, and policy change. Projects can be either completed or in progress.

- **Title**
- **Nature and scope of the project** (introduction, problem identification, significance, project objectives).
- **Synthesis and analysis of supporting literature.** Describe the evidence-based solution. How was it developed? Include the theoretical framework if applicable.
- **Project implementation:** Describe the implementation process and significant challenges encountered. Include plans for implementation if the project is not complete.
- **Evaluation criteria:** Provide details of your method for evaluating the success of the project. Include proposed evaluation criteria if the project is not complete.
- **Outcomes:** What were the outcomes of the project? How were the outcomes measured?
- **Recommendations:** Describe your recommendations for clinical practice and policy based on the outcomes of the evidence-based practice project.
- **References:** Include those that are pertinent.

Literature Review: The literature review is a thorough review of the literature related to a clinical problem.

- **Title**
- **Problem:** Describe the health care issue the evidence review addresses. Provide support for the significance of the problem.
- **Purpose:** State the objectives of this inquiry relative to the overall evidence-based literature review on this topic.
- **Search Strategy:** identify databases searched, inclusion/exclusion criteria.
- **Results of literature search:** Describe the search, number of studies included and level of evidence. Include a summary table of your evidence in the poster.

- **Synthesis of Evidence:** Briefly describe the synthesis of the evidence that includes major trends and notable gaps.
- **Implications for Practice:** Include your recommendations for practice, education, or future research based on the review and synthesis of the evidence.
- **References:** Include those that are pertinent.

Questions? Please contact us at Golnnovate@kumc.edu.

ISPIN Symposium 2022 Draft Agenda

Tentative Agenda (full experience with both virtual and in-person audiences)

**September 12: Optional Preconference Session, 1:00 p.m.-5:00 p.m. CT
Room TBD**

“How to Integrate and Leverage Professional Identity in Nursing into your Practice”

Professional Identity is the compass that guides the practice of nurses and the nursing profession. In this interactive workshop participants will learn the definition and domains of Professional Identity in Nursing (PIN), explore the implications of PIN, and actively engage in developing strategies to integrate PIN into their practice or academic arenas. Participants from all levels of experience and every type of nursing work are invited to contribute to building knowledge about integrating *Professional Identity in Nursing* into nursing practice and the profession.

Objectives

Participants will be able to:

- Understand the definitions and domains of Professional Identity in Nursing
- Explain the impact of Professional Identity in Nursing on nurse well-being and patient safety and quality care.
- Propose strategies to integrate Professional Identity in Nursing into their academic or practice setting and into the nursing profession.

September 13, 9:30 a.m. - 3:30 p.m. CT
Health Education Building, Room 109

Topic ideas:

- Views and barriers – new nurses experience
- Seed and grow professional identity in nursing
- Healing, etc. environments – Cole Edmonson?
- Kristen and Beth’s research – practice nurses – next steps – share survey?
- How to integrate diversity, equity, and inclusion in one’s professional identity in nursing – DEI group
- PIN Instrument Development, Progress, and Use – Tulla
- Focus group sessions – breakout groups
- Panel discussion – topic?

September 14, 9:00 a.m.- 12:00 p.m. CT
Health Education Building, Room 109

Topic Ideas

- Next steps strategic planning
- How to grow professional identity in nursing formation, sustainable way
- Tangibles and interventions take away
- Business Meeting (11:00am – 12:00noonCT)

If you have questions, feedback, and/or comments, please contact:

Rhoda Owens
Chair, ISPIN Symposium Planning Workgroup
Email: rhoda.owens@und.edu
Cell: (701) 720-1588

Register for ISPIN Quarterly Updates

We will be holding quarterly updates on the state of professional identity in nursing, ISPIN, our work groups, and other relevant

topics.

If you were unable to attend the April 15 session, the Zoom video is now available for viewing on [YouTube](#).

All 2022 updates will be held from 10-11am EST via Zoom.

- July 15
- October 21

These 1-hour sessions will consist of 30 minutes of presentation/discussion and 30 minutes of breakout time to address specific discussion questions. There will be an additional 30 minutes at the end for people who would like to stay for further discussion or to ask more specific questions on ISPIN-related topics.

If you are unable to attend the live update, they will be recorded and posted for later viewing.

Please register in advance by emailing Lauren Roberts, lroberts6@kumc.edu and we will send you meeting reminders.

Work Group Updates

Work groups are open to new membership quarterly, February, May, August, and November. If you are interested in joining, please feel free to contact the group leads directly.

Advanced Level Professional Identity in Nursing (ALPIN)

Description: This group will create plans for incorporating a clear sense of Professional Identity in Nursing within the advanced nursing practice and education community.

Contact: Amy Hite (ahite@pittstate.edu)

Meetings: Third Monday of each month at 12:00 pm Central Time, Zoom Link: <https://pittstate.zoom.us/j/95824711189>

Update: We met in March and April; our writing groups are setting meeting dates/times to begin articles in each APRN role and their educational programs.

Disseminating Widely (DW)

Description: The DW team has successfully formed three subteams and these subteams are discussing dissemination activities in their respective areas (broadcasting, community outreach and repository).

Contact: Terri Hinkley (terri.hinkley@amsn.org), KaryAnne Weybrew (kary@americancareercollege.edu), and Matt Howard (matthew@stti.org)

Update: Based on the priorities and alignment of ISPIN, the DW will focus 2022 activities on educational development, both of its own education and education through other professional associations. The plan includes quarterly ISPIN educational sessions and additional quarterly sessions with other professional nursing associations. The DW educational team will also be responsible for the annual symposium content, speaker recruitment and planning. The DW team will continue to work to build out the Sigma repository to build a robust collection of content related to professional identity in nursing.

Diversity, Equity and Inclusion

Description: This group is exploring how to make diversity, equity, and inclusion a central concept embedded in all professional identity work.

Contact: Janice Brewington (jbrewington@nln.org)

Update: We are looking at ways to embed diversity, equity, and inclusion (DEI) in all aspects of the ISPIN work. This group is reviewing the literature on DEI and examining our perspectives and awareness. It is also selecting definitions for DEI.

Entry-Level Integration

Description: This work group is designing learning and reflective activities that span the cognitive, psychomotor, and affective domains. These activities are for entry level programs including LPN, ADN, BSN, RN-BSN.

Contact: Susan Luparell (luparell@montana.edu)

Update: Jean Yockey has agreed to be the group's co-chair. (Thank you Jean!) Peer review of current toolkits is underway, and ongoing work is focusing on strengthening process for toolkit development, review, and dissemination.

Global Engagement Work Group

Description: This work group is working to advance the science and integration of Professional Identity in Nursing across global contexts.

Contact: Kristen Priddy (Kristen.PriddyPhD@gmail.com)

Update: The global engagement group has active members across the US, Europe, Africa, and Australia. Members of the group are currently designing research to build knowledge on Professional Identity in Nursing in different

contexts. The Professional Identity in Nursing in Africa (PINA) study will compare the perceptions of graduating nursing students across 8 African countries and US. The PINA study has received ethics approval at the primary university; co-investigators are currently applying for ethics approval at their data collection sites. Group members in the UK and US are seeking partners across the globe for another study to explore perceptions of nursing identity. Members from all regions are welcomed, and we particularly seek representation from South America, Asia, and the Middle East.

Healthy Work Environment (HWE)

Description: We contend: A well-developed individual and collective professional identity in nursing contributes to a healthy work environment and in turn a healthy work environment fosters ongoing professional identity formation so that all can flourish.

Contact: Lynne M Kuhl (lmkuhl@viterbo.edu), Terri Hinkley (terri.hinkley@amsn.org), and Deb Liebig (dlliebig@cmh.edu)

Update: Our continued work is to explore next steps which include ongoing inquiry and research, gathering related evidence, and identify tools for use in practice to support professional identity in nursing within the work environment.

Instrument Development

Description: This work group supports the scientific development of an initial professional identity in nursing instrument.

Contact: Nelda Godfrey (ngodfrey@kumc.com)

Update: This workgroup guides instrument development for professional identity in nursing. To date, we have developed the Professional Identity in Nursing Survey (PINS) along with the next two iterations (PINS 2.0 and PINS 3.0). We are currently writing the second manuscript and will soon have a refined instrument to be used in examining professional identity in nursing with practicing nurses.

Nurse as Leader

Description: Our group's purpose is to align society's expectations with nurses' perceptions of themselves by defining influential factors and recommendations that intersect professional identity in nursing and brand image for "nurse as leader."

Contact: Lindell Joseph (maria-joseph@uiowa.edu)

Update: We are currently drafting a position statement, communication aim, and elevator pitch for "nurse as leader" to solicit public comment.

Propelling the Science

Description: The Propelling the Science workgroup continues to meet monthly by Zoom. We have developed goals and objectives for the 2021-2022 year to

guide us in propelling the science of professional identity through thought, dialogue and discovery.

Contact: Rhoda Owens (rhoda.owens@und.edu)

Update: We continue to meet on Zoom the fourth Thursday of each month, 10am-11am CT. Members are participating in the planning of our 2022 Symposium scheduled for September 12-14, 2022 and promoting attendance at this event. We encourage collaboration on research and projects related to professional identity in nursing. We have increased our efforts on facilitating research that fills gaps in the professional identity in nursing research. If you want to learn more about this workgroup or have a research interest related to professional identity in nursing, please contact us.

With a Student Focus

Description: This group reflects a partnership between ISPIN and the National Student Nurses Association (NSNA).

Contact: Deb Liebig (dlliebig@cmh.edu) and KaryAnne Weybrew (kwebybrew@americancareercollege.edu)

Update: The work of this group has focused on the 70th Anniversary National Student Nurses' Association (NSNA) Convention held April 6-10, 2022, in Salt Lake City, Utah. The theme for the conference was "Here's to the Heroes." In addition, we also want to share that NSNA showcased their inaugural Leadership University Honor Society Class of 2022 during the convention. For more information, visit their [website](#). Stay tuned for what this group will be working on in the coming months.

VISIT OUR NEW WEBSITE:

www.kumc.edu/ISPIN

New ISPIN Membership Orientation

We have created orientation materials for those who have recently joined ISPIN and/or its active work groups. It includes a series of short videos with an overview of the initiative, introductions from the members of the ISPIN executive council, and contact information for each of the work group chairs.

This material can be accessed from the ISPIN web pages. Under the ["About" section](#), select the option, "New Member Information."

Or here is a direct link to the [New Member Information page](#).



Advisory Council

Beth Cusatis Phillips, Chair

Members

Janice G. Brewington
Cole Edmonson
Kristi Frisbee
Nelda Godfrey
Terri Hinkley
Amy L. Hite
Matthew Howard
M. Lindell Joseph
Lynne M. Kuhl
Debra L. Liebig
Susan Luparell
Donna Meyer
Rhoda Owens
Kristen Priddy
KaryAnne Weybrew

Executive Board

Beth Cusatis Phillips, Chair
Debra L. Liebig, Secretary
KaryAnne Weybrew, Treasurer
Nelda Godfrey, Immediate Past Chair





Stay Connected

To learn more about the International Society for Professional Identity in Nursing and its initiatives, please visit our [web page](#) at the KU School of Nursing. You may also contact us at Golnnovate@kumc.edu.

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Web: www.kumc.edu/ISPIN

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