



Professional Identity in Nursing

The International Society for Professional Identity in Nursing

e-News February 2022

ISPIN Chair's Message

Hello ISPIN colleagues!

Before I say anything else, I must share gratitude for our amazing leader, Nelda Godfrey, for all her steadfast dedication and drive to move our initiatives forward. Her vision for this work is why we are all here today. Thank you, Nelda.

It is hard to believe we are almost into March of 2022! The whirlwind of life and all that that entails has been overwhelming at times, distressing at times, and so dynamic every day. However, one thing that has remained constant and motivating is the energy of ISPIN! Everyone involved in our work has been persistent and determined to move professional identity formation forward. I have never been in a group so focused and dedicated and it fills me with that same degree of determination. I believe this energy comes from knowing not only how important professional identity in nursing is, but how imperative it is to the survival of our beloved profession.

For those of us who have been in nursing for a while, we understand what professional identity looks like and feels like. We know it when we see it but have never been able to put it into words before ISPIN. Now that we have language, definitions, and tools to describe, teach, and explain what professional identity is, we have an obligation to ensure that every nurse understands and can develop their own professional identity. That is a huge endeavor, but one that I believe we are prepared for.

I am humbled and honored to be the chair of the group and am confident that with the insight and commitment of our executive board and advisory council, we have the leadership in place to achieve our goals. I am grateful to our team and look forward to working with all of you this year!

Beth Cusatis Phillips

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

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Publications

[Supporting the Generation Z Student Nurse in Professional Identity Formation](#) by Electra Allen appeared in the National Student Nurses' Association's Deans' Notes Fall 2021 publication.

An updated list of ISPIN publications and presentations is available on our [website](#).

How can I get involved?

1. **Join us for Quarterly Updates scheduled for April 15, July 15 and October 21, 2022, 10-11 am EST.** We will send a reminder and Zoom link for these planned, open forums that anyone can attend. We will be doing breakout sessions, too, so there is time to interact with people with similar interests, along with additional conversation with ISPIN members from 11-11:30 following the update.
2. **Read the bi-monthly Professional Identity in Nursing e-News.** We will have member spotlights and stories reflecting the broadening interest in forming and fostering professional identity in nursing. You'll also see notice of presentations, publications, blogs and podcasts by our colleagues.
3. **Join a workgroup.** This is where the action is! Workgroups meet monthly or bi-monthly and actively move the work of professional identity in nursing forward. Join one, or join several—your choice.
4. **If you are new to ISPIN,** be on the lookout for a short voice-over ppt link that will give you more detail on the ways you can make a difference. This will be available by April 1 and the link will appear in the March e-news.

Which work group might fit my interests?

If you would like to join one of these active work groups, please reach out to the contact person listed.

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 created 13 examples for AACN Core Competencies: Domain 9 advanced level toolkit. Thanks to Rhoda Owens for leading that group. We are working on several publications, related to the current state of Professional Identity in Advanced Practice. Thanks to Julie Stanik-Hutt for leading this effort.

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: The DW team is excited to welcome Matt Howard to the leadership team. 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 inclusion a central concept embedded in all professional identity work.

Contact: Janice Brewington (jbrewington@nlh.org)

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

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: This group has been very busy creating learning activities to bring Professional Identity Formation to entry level nursing programs. We have 12 activities that are now going through a peer review process and then will be pilot tested. After that is done, we will determine the best ways to disseminate the activities to the schools. In addition, we provided 4 activities to AACN for their Essentials Toolkit on Entry Level Nursing Education.

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: In March, we will present a poster at SIGMA: Creating Health Work Environments Conference, "Professional Identity in Nursing and the Work Environment: An Interdependent Relationship." 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: Members are planning the 2022 Professional Identity in Nursing Symposium. We encourage collaboration on research and other projects related to professional identity in nursing. We have increased our efforts on promoting research that fills gaps in the professional identity in nursing research.

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)

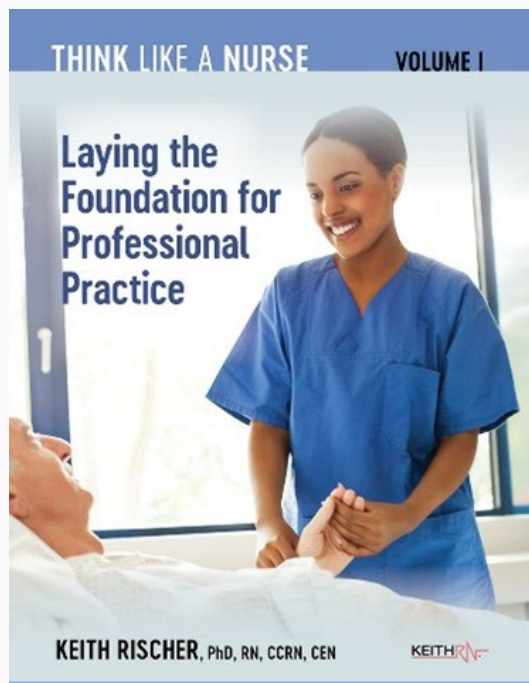
Update: This work group continues to present on hot topics facing both faculty and students while connecting to the principles of professional identity. As Covid-19 has continued to impact both faculty and students, NSNA held their first Faculty Forum in November titled, "The Ethical Challenges of the Covid-19

Pandemic,” featuring Professor Jeffrey Blustein and a response discussion panel. Later that month, a second Faculty Forum focused on discrimination in nursing education and practice during the presentation titled, “Microaggression Theory: Influence and Implications,” featuring Dr. Torino. During a planning session in December, NSNA shared their Leadership University Honor Society website to recognize students participating in leadership activities and their connection to professional identity formation. Check out the website at: <https://www.nsnaleadershipu.org/>. In January, the Faculty Forum presented “New Grad Transition to Practice: What Faculty need to Know and Do,” which focused on the work of NCSBN and the NSNA New Graduate Survey. Next up for this group is the annual NSNA Convention in April, where the inaugural NSNA Leadership University Honor Society Class of 2022 will be recognized.

VISIT OUR NEW WEBSITE:

www.kumc.edu/ISPIN

New Release: *Think Like a Nurse*



Kristi Frisbee and Deb Liebig, two members of the ISPIN Advisory Council, authored the chapter entitled “Developing Your Professional identity.” ISPIN’s Professional Identity in Nursing definition and the four domains of values and ethics, knowledge, nurse as leader, and professional comportment are interactively presented to students who study from this text. Thank you, KeithRN, for including professional identity in your work!

AACN Essentials Domain 9 Professionalism Toolkit

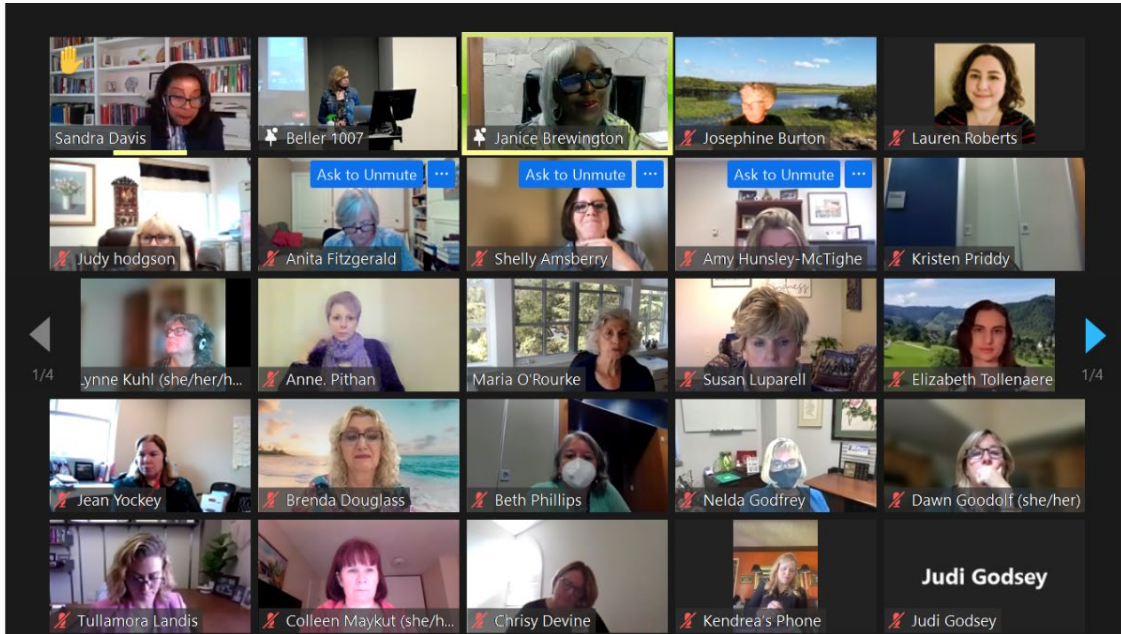
Susan Strouse, Amy Hite, Darlene Del Prato and Nelda Godfrey are serving on the AACN Essentials Toolkit taskforce for Domain 9, Professionalism. Through much effort from many ISPIN members, this group has submitted 21 learning activities as suggestions to faculty as they meet the AACN competencies. Thanks to everyone for their hard work!

Symposium 2021 Report



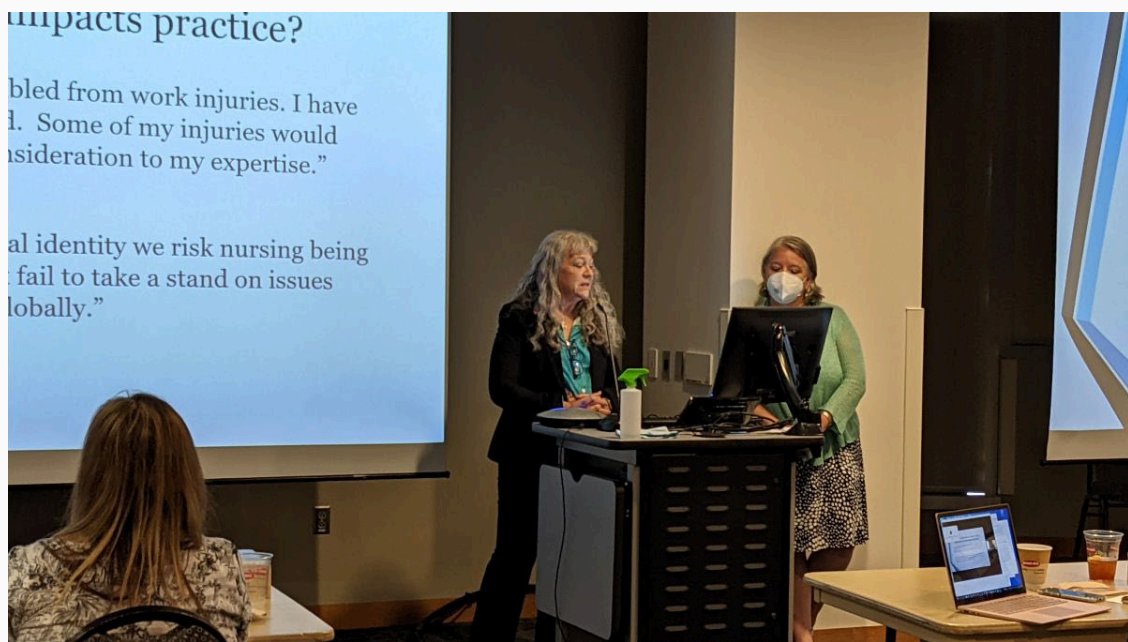
Symposium 2021: Professional Identity in Nursing was the fourth annual event sponsored by the University of Kansas School of Nursing (KUSON) to continue our work on making professional identity in nursing both a formal academic discipline as well as a critical component of nursing practice. Many thanks to participants, both in-person and virtual, domestic and international, for joining us. Thank you, also, to the ISPIN event planning committee and the KUSON staff

for all their hard work to make this symposium possible. We look forward to seeing everyone again in 2022!



Symposium 2021 At-a-Glance:

- **91 attendees**
- **8 international attendees**
- **2 international speakers**
- **6 poster presentations**



SAVE THE DATE

**SYMPOSIUM 2022:
PROFESSIONAL IDENTITY IN NURSING**

**Symposium 2022: Professional Identity in Nursing
Virtual and In-Person**

September 13-14, 2022

This event will be hosted by the International Society for Professional Identity in Nursing (ISPIN) at the University of Kansas School of Nursing, Kansas City, KS.

A day and a half virtual and in-person event September 13 and 14, where scholarly work and large dissemination projects will be highlighted. You can expect e-poster presentations, podium presentations and time for networking with like-minded colleagues. We will emphasize the integration of education and practice.

For updates about this event, please visit our [website](#).



**ISPIN colleagues attending TRANSFORM 2021
Dallas, TX Dec 2021**

Back: K. Cornwell, L. Joseph, Kristen Priddy, J. Johnson, A. Hite
Front: R. Owens, B. Phillips, N. Godfrey

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
Lynn M. Kuhl
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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 GoInnovate@kumc.edu.

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