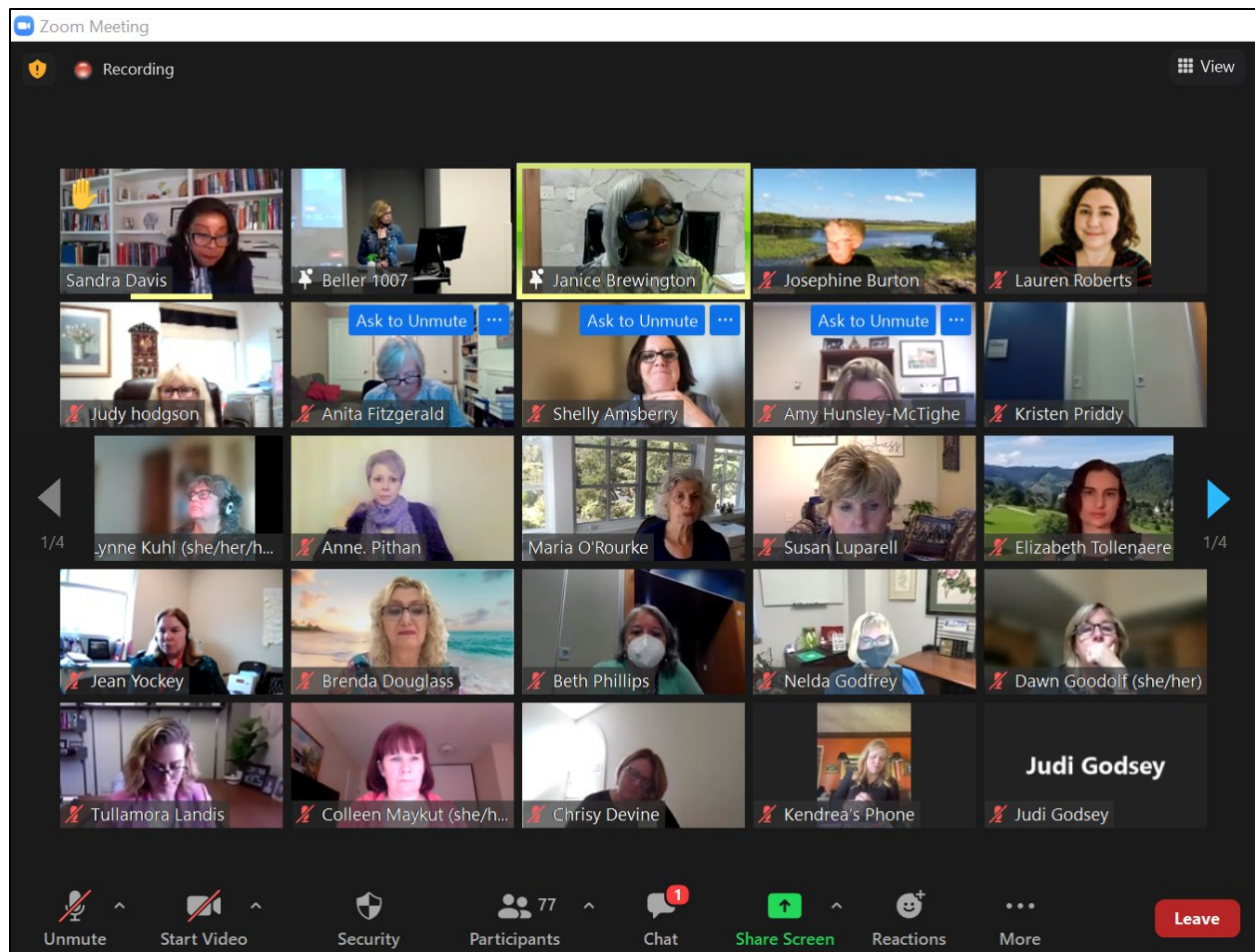


Symposium 2021: Professional Identity in Nursing Proceedings

September 14-15, 2021



Proceedings of Symposium 2021: Professional Identity in Nursing
September 14-15

Hosted by

The International Society for Professional Identity in Nursing
at the University of Kansas School of Nursing



Conference Overview

Symposium 2021: Professional Identity in Nursing is 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. Over ninety stakeholders from the US and abroad representing practice, education, research, and regulation participated in the event. This past year, the initiative grew by leaps and bounds. Some highlights included:

- The formation of the International Society for Professional Identity in Nursing (ISPIN)
- Eight active work groups
- Over 46 publications, presentations, webinars and podcasts (national and international)
- Finalizing the four domains of professional identity in nursing
- Professional identity in nursing incorporated into the new AACN Essentials
- Partnership with Sigma Theta Tau to create a data repository on professional identity in nursing and as a platform to share webinars
- Five research studies in progress, including instrument development
- Conceptual model and development testing
- Over 350 contacts on the ISPIN e-news mailing list

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.

This year, the symposium was held as a hybrid event. Due to the Delta variant, in-person attendance was limited due to social distancing measures, so most attendees participated virtually. ISPIN wishes to thank the participants for their positive attitude and continued cooperation in ensuring everyone's safety. Nurses continue to be on the forefront of care with the on-going pandemic, which makes our initiative all the more critical to the profession. Symposium 2021 also included ISPIN's first call for poster presentations. Many thanks to everyone who submitted posters for consideration. Six were approved and shared on the event website.

Symposium 2021 was recorded on Zoom. The video will be made accessible later, as will the e-posters and PowerPoint slides (pending presenter approval).

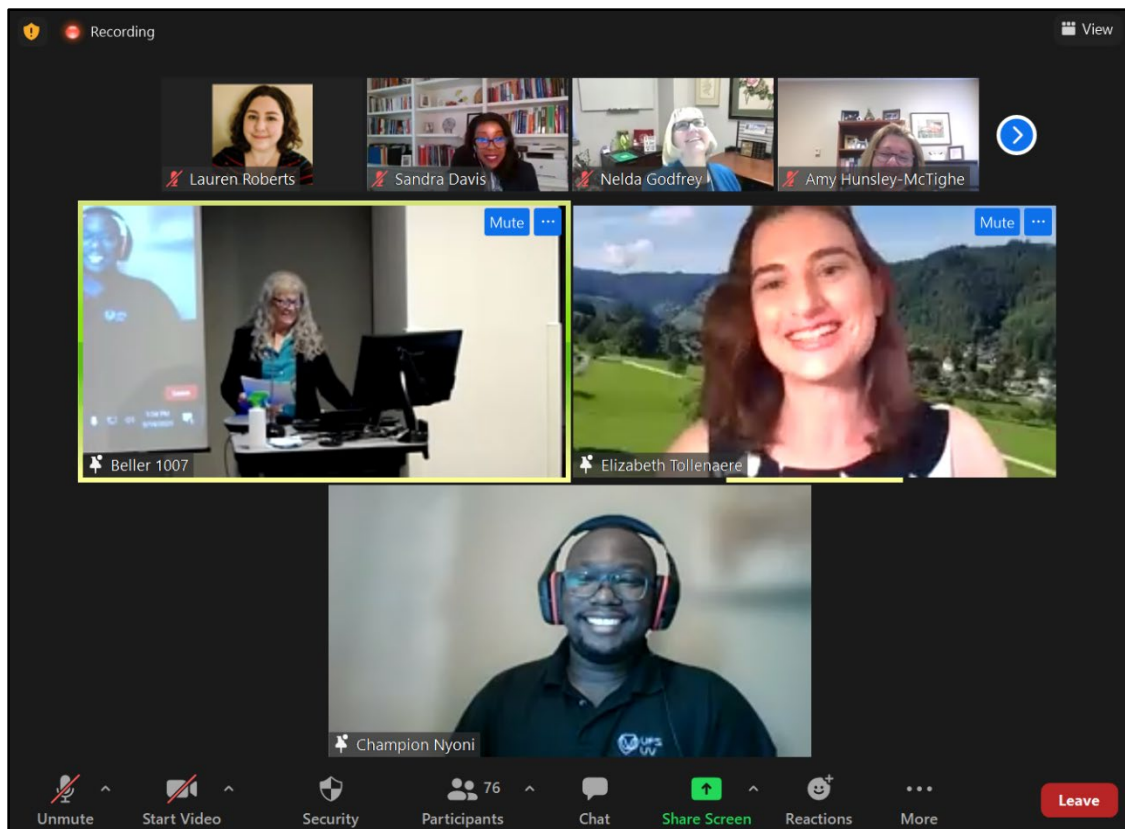
Symposium 2021 Description

Join us to hear the newest research, trends and thinking about Professional Identity in Nursing. Sponsored by the International Society for Professional Identity in Nursing (ISPIN), this day and a half virtual/in-person conference welcomes US and international participants to learn and engage with the Professional Identity in Nursing initiative. See agenda for details.

Learning Objectives

By the end of the symposium, participants will be able to:

- Define and describe professional identity in nursing in a way that unifies the profession and message to stakeholders.
- Apply definitions and concepts of professional identity in nursing to their work setting.
- Discuss the state of the science of professional identity in nursing.
- Describe the conceptual model of professional identity in nursing.
- Devise strategies for incorporation of professional identity in nursing into their work setting.



Continuing Education

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.

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



Handouts

- Agenda
- Participant Requests and Commitments for the Most Meaningful Symposium Experience
- Speakers

Conference Agenda

Day 1 - September 14 - 9:30am – 3:30pm CT

9:00am – 9:30am: Registration

9:30am – 10:00am: Welcome, Introductions, Norm Setting – Dr. Susan Luparell

10:00am – 10:45am: State of the Science, Update, and Work Groups – Dr. Nelda Godfrey

10:45am – 11:00am: Break

11:00am – 11:45am: Professional Identity in Nursing Conceptual Model – Dr. Lindell Joseph and Dr. Cole Edmonson – “The Conceptual Model for Professional Identity in Nursing: An Interdependent Perspective”

11:45am – 12:45pm: Lunch, networking (serve food or box lunches to go)

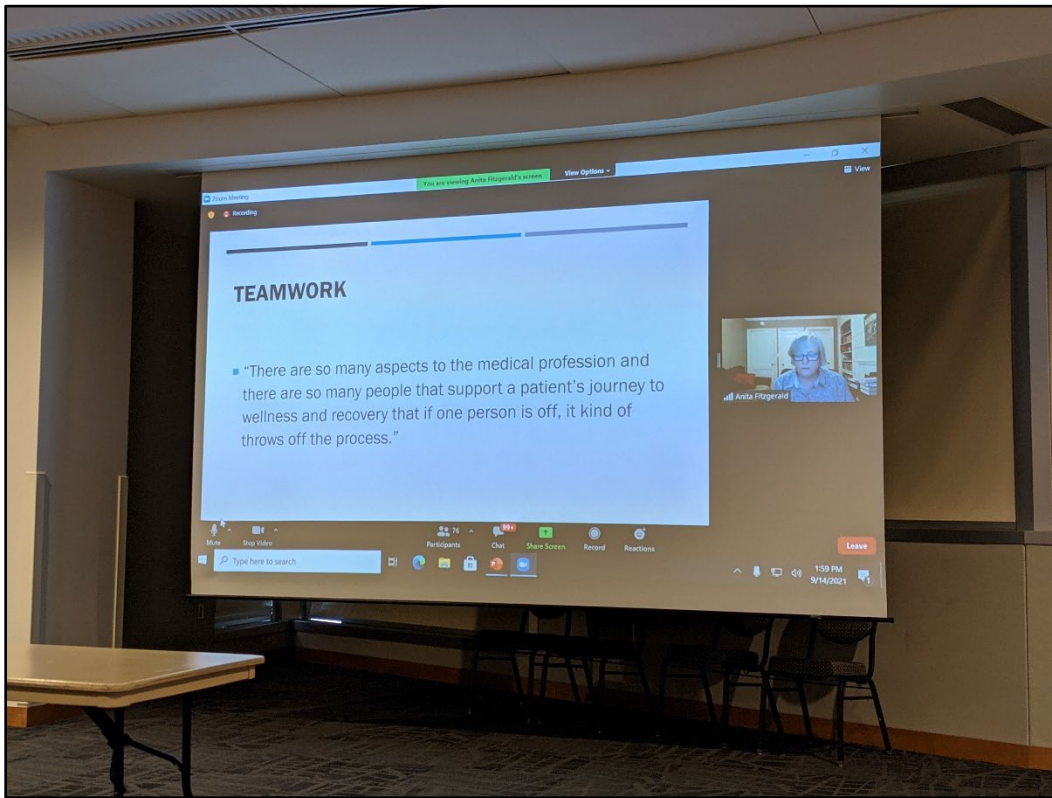
12:45pm – 1:30pm: “The Nexus Between Professional Identity in Nursing and Diversity, Equity, and Inclusion” – Dr. Janice Brewington

1:30pm – 3:15pm: “A Look at the Science” Presentations

- 1:30pm – 1:50pm: Dr. Elizabeth Tollenaere and Dr. Champion Nyoni – “Implications for Global Perspectives”
- 1:50pm – 2:10pm: Dr. Anita Fitzgerald – “Professional Identity Development in Graduating Nursing Students”
- 2:10pm – 2:30pm: Break
- 2:30pm – 2:50pm: Dr. Beth Phillips and Dr. Kristen Priddy – Oregon – Mixed Methods Study (need title)
- 2:50pm – 3:10pm: Dr. Tulla Landis – “Professional Identity Scale Development: A National Study of Nursing Faculty and Administrators’ Perceptions of Professional Identity in Nursing”

3:10pm – 3:30pm: Day 1 Wrap-up, Evaluations – Plan for Day 2 – Dr. Susan Luparell

3:30pm – Coffee, Tea, and Conversation



Day 2 - September 15 – 9:00am – 12:00noon CT

9:00am – 11:00am: Implementation

- Present developed tool kits and initiatives
 - Entry-Level Nursing Education Tool Kits – AACN Essentials – Undergraduate Nursing Education – Dr. Beth Phillips and Dr. Susan Luparell (30 minutes)
 - Advanced-Level Nursing Education Tool Kits – AACN Essentials – Master and Doctoral Nursing Education – Dr. Rhoda A. Owens and Dr. Amy Hite (30 minutes)
 - Healthy Work Environment – Lynne Kuhl and Dr. Terri Hinkley (30 minutes)
 - Discussion on needed tools – Dr. Susan Luparell (30 minutes)

11:00am – 11:15am: Break

11:15am – 11:45am: Next steps and open dialogue discussion – Dr. Susan Luparell

11:45am – 12:00noon: Wrap-up and Evaluations – Dr. Susan Luparell

End of Symposium

Day 2: September 15 – 1:00pm – 3:00pm CT

Advisory Council meets in-person/virtual for retreat and lunch at 12:30pm - planning, vision, brain storming, etc.

Speakers

Janice Brewington

Dr. Janice Brewington is chief program officer and director for the center for transformational leadership at the National League for Nursing, where she developed and implemented two yearlong leadership programs. For three years, she previously served the NLN as chief program officer and senior director for research and professional development. She was provost and vice chancellor for academic affairs at North Carolina Agricultural and Technical (NC A&T) State University. While at NC A&T State University, she had a unique opportunity to be an “executive on loan” for 18 months with the Gillette Company in Boston where she was employed as manager for university relations in talent acquisition, human resources, global shared services, North America. Dr. Brewington’s educational background includes a BSN degree from NC A&T State University, an MSN degree from Emory University, and a PhD degree in Health Policy and Administration from the School of Public Health, with a minor in Organizational Behavior from the School of Business, at the University of North Carolina at Chapel Hill. She also received a certificate from the Management and Leadership Institute at Harvard University. She is a fellow in the American Academy of Nursing. Dr. Brewington has provided organizational development consultation services to nonprofit businesses, city and county agencies, and universities in areas such as organization assessment, strategic planning, team building, effective management, conflict management, coaching, communication systems, leadership, consensus building, and program assessment and evaluation. She is also an executive coach. Dr. Brewington has been on the consultant staff for numerous Tavistock group relations conferences in the US, Europe and Asia. As a scholar, she has published article and a book with Dr. Salvatore Tagliareni, *Roving Leadership: Breaking through the Boundaries*. Finally, she has secured over \$20 million in grant funding.

Cole Edmonson

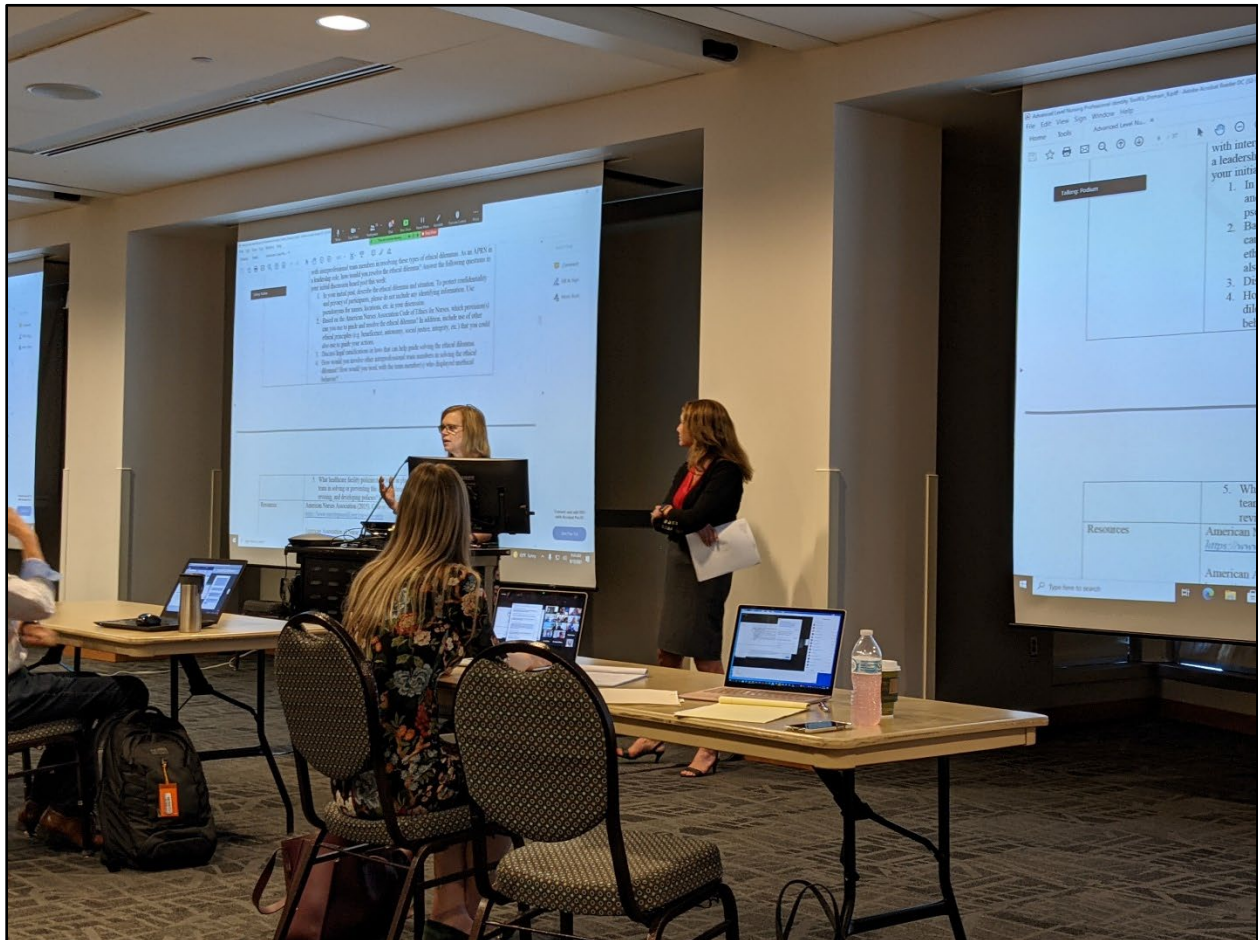
Dr. Edmonson has a career spanning three decades with roles from clinical nurse to chief nursing officer, currently he is the Chief Experience and Clinical Officer for AMN Healthcare. He is a Fellow in the American Academy of Nursing, the American College of Healthcare Executives, National Academy of Practice and the American Organization for Nursing Leadership; and Nursing Executive Advanced-Board Certified. He is a Robert Wood Johnson Foundation Executive Nurse Fellow Alum. He completed his BSN and MSN at Oklahoma University College of Nursing and DNP at Texas Christian University.

Anita Fitzgerald

Anita Fitzgerald is an assistant professor of nursing at California State University, Long Beach. Her areas of expertise include medical-surgical nursing, pharmacology and NCLEX review. She has been studying professional identity in nursing students for five years. Her research focuses on the factors that support the growth of professional identity in prelicensure students as a way to support its development. She is very pleased to have this opportunity to share her research.

Nelda Godfrey

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.



Terri Hinkley

Terri was hired by the Academy of Medical-Surgical Nurses (AMSN) and the Medical-Surgical Nursing Certification Board (MSNCB) in August 2017. Terri has over 32 years in acute care nursing in the healthcare setting. She has nine years of association management staff experience, having held executive positions in both individual membership associations and certification boards where she is responsible for strategic planning with her volunteer boards and translating that strategy into operations with her staff.

Terri has a keen interest in the future of work and learning given today's volatile, uncertain, complex and ambiguous (VUCA) environment. In her former role, Terri implemented a new certification product, intended to be the foundational credential for a robust pipeline of microcredentials that can be taken as individuals grow professionally. Terri was elected as the President of the American Board of Nursing Specialties (ABNS) in July 2021 and is a Director on the Board of Directors for the Institute of Credentialing Excellence.

Terri received her RN from Centennial College, BScN from York University, an Executive MBA from Athabasca University, and an Ed.D. in the Executive Leadership (ELP) Human and Organizational Learning (HOL) Program at the George Washington University.

Amy Hite

Professor in the Irene Ransom Bradley School of Nursing, serves as Coordinator for the MSN Education Program. Nurse Practitioner faculty practice at Ascension Via Christi Emergency Department. HRSA-ANE Sexual Assault Examiner and Nurse Practitioner Residency Grant Project Director.

Maria Joseph

Dr. Joseph is a Clinical Professor and the Director of the Health Systems/Administration and CNL Programs at the University of Iowa College of Nursing. In addition, she is currently a Senator and Councilor on the Faculty Senate at the University of Iowa.

She currently serves on the American Organization for Nursing Leadership (AONL) Foundation Board of Directors and on the Advisory Council for the International Society for Professional Identity in Nursing (ISPIN) where she co-led the development of the Conceptual Model for Professional Identity in Nursing. Dr. Joseph's area of research is innovativeness, leadership effectiveness, and the General Effectiveness Multilevel Theory for Shared Governance (GEMS), the only theory-based program for shared governance in nursing practice. She is a fellow in both the American Academy of Nursing and the American Organization for Nursing Leadership.

Lynne Kuhl

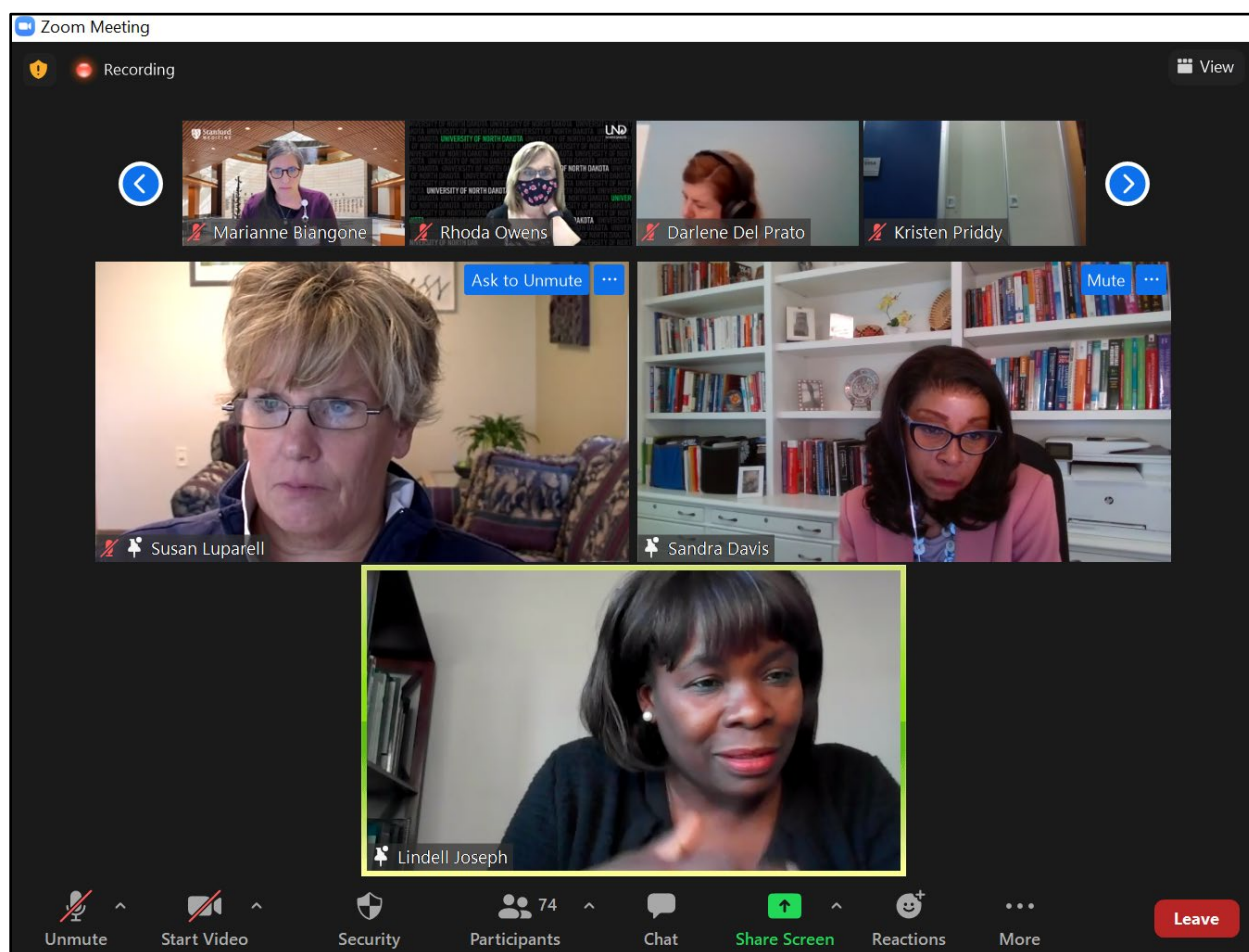
Lynne Kuhl is an Assistant Professor of Nursing for Viterbo School of Nursing and has joined the SON faculty fall of 2016. Lynne has spent the past 10 years as both Clinical Educator and Unit Manager for Advocate Condell Medical Center in Libertyville, Illinois. She provided leadership for the staff of Oncology, Medical-Renal, Dialysis Units as well as for the Vascular access team. She has been had opportunity speak at national nursing educator event regarding the relationship between academia and practice partners. Lynne received her MSN in nursing education at the University of St. Francis in Joliet, IL. She has worked extensively in business prior to her career in nursing, having had her own business, working as a consultant to United Airlines, as well as, as working in social services in both Wisconsin and Indiana. She received her undergraduate degree from Oral Roberts University majoring in Psychology and Sociology. She entered nursing as non-traditional student, receiving her ADN from the College of Lake County in Grayslake, IL. This diverse work and education history have brought Lynne to consider the concepts of professional identity in nursing with specific interest in transition in practice and becoming a nurse. Specifically, how persons in 'caring' professions can have sustainable careers and partner persons (patient, family and community), other interprofessional colleagues and peers. This journey has included multidisciplinary work and conversations on ethics, self-compassion and its impact on self-care and professional identity.

Tulla Landis

Dr. Landis is an assistant professor at Washington State University, College of Nursing with her program of research focused on the professional identity of nurses. Her methodological expertise is in interpretive hermeneutic phenomenology and research interests include workplace safety issues, power inequalities as well as creating innovative and empowering nursing practice and education strategies. In addition, Dr. Landis is currently working on the development of a scale to measure professional identity in nursing and its psychometric evaluation. Dr. Landis is a board certified Medical-Surgical Nurse from the American Nurses Credentialing Center and a Clinical Nurse Leader from the American Association of the Colleges of Nursing.

Susan Luparell

Susan Luparell is a long-time faculty member at Montana State University where she teaches in both the graduate and undergraduate programs. Her scholarship has focused on professional comportment and the implications of incivility in nursing and nursing education. In particular, she is interested in discovering how nurse educators can influence this aspect of professional identity formation in a positive and sustainable manner.



Champion Nyoni

Champion is a Senior Researcher at the School of Nursing of the University of the Free State in Bloemfontein, South Africa. He has worked in several countries in sub-Saharan Africa with a focus on primary healthcare and health professions education including curriculum development. Champion is involved with various organizations aligned with improving and professionalizing health professions education namely SAFRI, AfrIPEN, Interprofessional global to name a few. His research interests lie within competency-based education and professional identity.

Rhoda A. Owens

Dr. Rhoda A. Owens is an assistant professor of nursing at the University of North Dakota College of Nursing and Professional Disciplines, Grand Forks, ND. She holds PhD and MS degrees from the University of North Dakota and a BSN from Minot State University, Minot, ND. Dr. Owens is a member of the International Society for Professional Identity in Nursing Advisory Board, chairs the Propelling the Science Workgroup, and a member of several other workgroups. In addition, she is a member of the American Nurses Association and Sigma Theta Tau International Honor Society of Nursing. Dr. Owens' research focuses on adult learning theory, nursing education pedagogy, nursing workforce intent to stay and work satisfaction, transition to practice, and professional identity in nursing formation. Lastly, she has published her research in several peer-review journals and presented at multiple local, state, and national conferences.

Beth Phillips

Beth Cusatis Phillips is the Strategic Nursing Advisor for ATI at Ascend Learning. Prior to joining ATI earlier this year, Beth spent the last 15 years at Duke University School of Nursing and was an Associate Professor and the Director of the Institute for Excellence. Beth earned her ADN from Waukesha Technical Community College (Wi), her BSN from East Carolina University, her MSN at Duke, and her PhD in Nursing at the University of Wisconsin-Milwaukee. Before joining the Duke School of Nursing faculty, she served as Director of Nursing at Vance-Granville Community College. She also has extensive experience in surgical trauma ICU and medical-surgical nursing, including staff nursing and administration.

Kristen Priddy

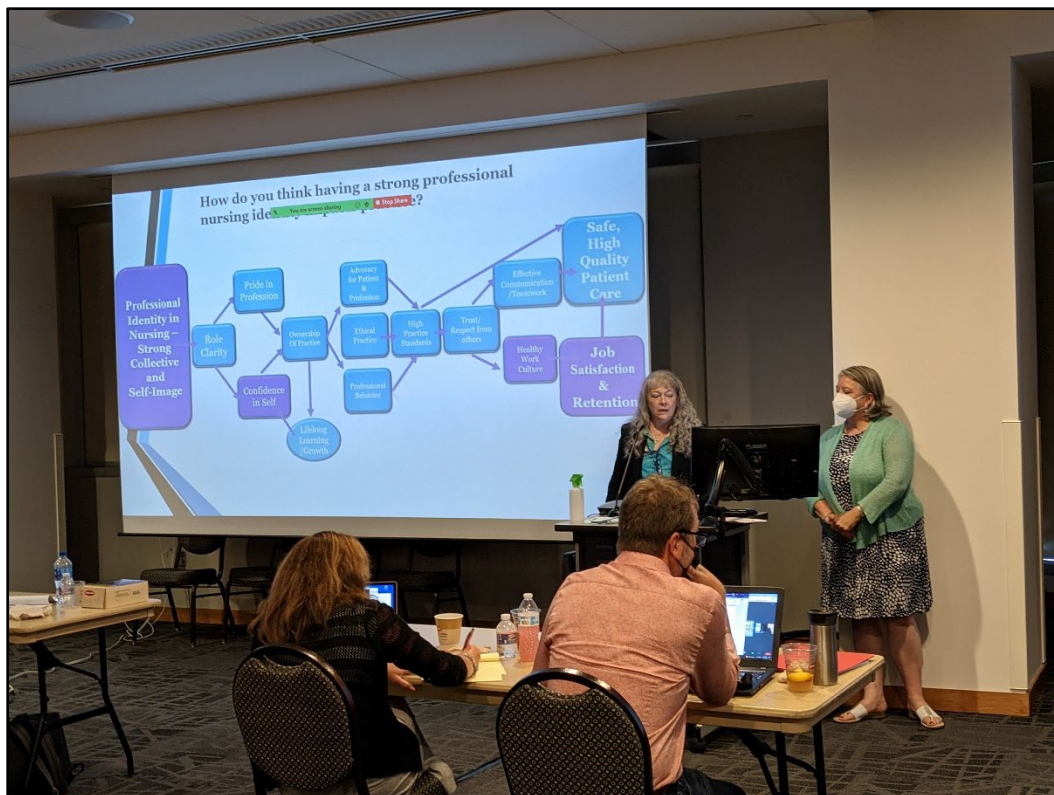
Kristen Priddy holds a PhD in nursing with a research focus on formation of professional identity in nursing. She has taught undergraduate nursing students for 24 years and currently serves as an adjunct faculty member at Texas Christian University. Her clinical background is in maternity nursing, and she has a heart for the nursing workforce in Africa. She is an active member of the ISPIN Advisory Council and chair of the Global Perspectives work group. Kristen's mission is to understand, touch, and improve nursing education in the US and around the world.

Elizabeth Tollenaere


Elizabeth Tollenaere was born and educated in Australia and holds a Bachelor of Nursing/Bachelor of Arts, a Postgraduate Diploma in Midwifery, a Master of Nursing and a Master of Nurse Education. She has a clinical background in Cardiology, Cardiothoracic Surgery and Maternity nursing. In 2016, Elizabeth relocated to Germany and worked for three years as a bilingual medical assistance nurse for foreigners in Germany before taking up her current role as a pre-registration nursing educator at a nursing training college in Frankfurt am Main. She has also worked as a Consultant Editor for clinical nursing educational resources and as a freelance German-English translator for a number of German nursing researchers producing work for peer reviewed English-language journals.

Elizabeth has been a Member of the Australian College of Nursing (ACN) and its precursor organizations since 2008 and was made a Fellow of the ACN in 2014. She is currently the inaugural chair of the ACN International Nursing Community of Interest. In 2018, Elizabeth was selected to attend the ICN Global Nursing Leadership Institute in Geneva and in 2021 was elected to the National Board of the German Nursing Association (DBfK).

Elizabeth's primary areas of interest are transcultural nursing, the development of professional nursing identity and women's health. She believes that professional development and further education are key for nurses to enjoy a long, diverse and fulfilling career.








E-Posters



Breaking the Cycle: A Civility Seminar for Senior Student & New Graduate Nurses

Lorie Judson, PhD, RN, NP; Cecelia L. Crawford, DNP, RN, FAAN
Cal State Los Angeles, Chin Family Institute for Nursing; Southern California Regional EBP Program



INTRODUCTION	METHODS	RESULTS	IMPLICATIONS FOR PRACTICE
 <p>aggression, goat, in-flight, elitist, scope, nurse, passive-aggressive, petite, Bochsob, effort, Hoross, Silent, Bully, Workplace, Demean, Shorth, Sabotage, Horizontal, Nonverbal, bullying, trauma, Disrespect, mistreatment, Lateral</p> <p>eat Nurses young</p> <p>Triggers: Power imbalance, suppressed anger, increased workload, pecking order, Exclusion, Nurse-to-Nurse Hostility</p> <p>Avoidance, Scope of practice, Business model, Punitive actions, Successful Work Environment</p> <p>Uncivil and hostile behaviors are real phenomena in healthcare. The persons most impacted are student and new graduate nurses (NGN).¹⁻⁵ Nursing students and NGN often experience hostility during clinical rotations and their first year of nursing. Novice nurses may not have the coping mechanisms needed to mitigate workplace bullying,^{2,3} which could threaten their identity as professional nurses at the onset of their careers.</p>	<p>Using a recent evidence review on nurse incivility¹ and other materials,²⁻⁵ the authors designed a 1-hour and 20-minute seminar for senior graduating nurses and new graduate nurses. The seminar's purpose is to:</p> <ol style="list-style-type: none"> 1) Describe the phenomenon via slide presentation. 2) Discuss a video vignette of workplace bullying. 3) Solicit student stories and experiences. 4) Outline new graduate nurses' survival skills and mitigation strategies. <p>Agenda Topics</p> <ul style="list-style-type: none"> Introductions and Learning Objectives Experiences with New Nurse Incivility and Bullying Nurse to Nurse Incivility Integrative Review <ul style="list-style-type: none"> • What? • So What? • Now What? Case Study: https://www.youtube.com/watch?v=2sTAolw9VDE <ul style="list-style-type: none"> • Review and discussion of current and past experiences New Graduate Survival Skills – The Interview and Beyond Workshop Evaluation: Alpha Delta Thank You – Farewell Best of Luck on Your New Adventure! 	 <p>The Civility Seminar has been enthusiastically received by senior nursing students at five academic institutions, including community colleges. Faculty at local colleges have stated how important this content is for their students.</p> <p>Innovative civil behavior survival skills were presented to senior graduating students to manage inappropriate behaviors as they enter the nursing profession.^{1,3,4,5}</p> <p>The seminar outlines <i>Owning Your Pre-Employment Interview, Building Healthy Relationships, Strengthening Emotional Intelligence, and Developing Your Psychological Capital</i>.</p> <p>Major resources offered are the American Nurses Association (ANA) incivility/bullying white paper and the ANA Code of Ethics for Nurses.</p>	<p>Despite bullying behaviors, nurses have remained the most respected profession for the past 19 years (Gallup Poll, 2020; www.gallup.com). Nurses can continue their role as moral agents and effect positive change to schools of nursing, healthcare systems, and ultimately to the profession of nursing.^{1,2,4}</p> <p>Both academic and service leaders must <i>Lean In, Lean Forward</i>, and assume a primary role in addressing incivility as they create a just culture of patience, protection, professionalism, and acceptance for student and NGN.¹ The future of nursing, and its identity, demand it.</p> <p>Multiple colleges have requested the seminar and additional presentations are being scheduled.</p> <p>The workshop has been packaged and disseminated to nursing schools, community partners, and healthcare facilities during 2021.</p> <div style="display: flex; justify-content: space-around; align-items: center;">   </div>

“Developing Professional Identity for Nursing Students: Immersion Study Away Strategy,” by Kathy Fernandez, PhD, RN-BC, AHN-BC, Capital University School of Nursing, Columbus, OH

“Breaking the Cycle: A Civility Seminar for Senior Student and New Graduate Nurses” by Lori Judson, PhD, RN, NP; Cecelia L. Crawford, DNP, RN, FAAN; Cal State Los Angeles, Chin Family Institute for Nursing; Southern California Regional EBP Program

“Innovative Nursing Culture of Excellence Designation Program: An Action Research Project,” by Rhoda A. Owens, PhD, RN; Patricia Moulton Burwell, PhD; University of North Dakota – College of Nursing and Professional Disciplines, North Dakota Center for Nursing


“Professional Identity in Faculty Interviews: A Quality Improvement Pilot Project,” by Anne Pithan, DNP, RN, CENP, CMSRN, CNE; Jean Yockey, PhD, FNP, RN, CNE; University of South Dakota

“Putting the Pieces Together: A Framework for Educator Practice in Formation of Professional Identity in Nursing,” by Kristen D. Priddy, PhD, RN, CNS, Texas Christian University

“Professional Nursing Attributes: Promoting Empathy Development and Evaluating Relationships Among Empathy, Emotional Intelligence, and Competency in Nursing Students,” by Michele Roberts, EdD, RN, CNE, Teachers College Columbia University, Rutgers University School of Nursing

Professional Identity in Faculty Interviews: A Quality Improvement Pilot Project

Anne Pithan DNP, RN, CENP, CMSRN, CNE and Jean Yockey PhD, FNP, RN, CNE
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 University of South Dakota



UNIVERSITY OF
SOUTH DAKOTA
SCHOOL OF HEALTH SCIENCES


Background

Background: Early exposure to Professional Identity (PI) role modeling provides a foundation where individual influence and change can flourish within the nursing profession. Nursing faculty have a critical role in the formation of PI in students and colleagues. Cultivation of the four domains of PI are vital to the future of the unique discipline of nursing.

Purpose

Purpose: This pilot project is intended to design faculty candidate interview questions that promote discernment of a PI foundation among candidates.

Questions were developed to align with the PI domains and assess candidate characteristics that support a program PI emphasis across the curriculum.



Evaluation of Interview Impact

Search committee members report:

- stronger ability to recognize candidate self-awareness of PI traits
- questions generated candidate self-reflection of PI attributes
- questions were effective in assessing candidate's self-perception of leadership, values and ethics, knowledge, and professional comportment
- introduced candidates to program emphasis related to PI expectations (candidate interviews: n = 9)

Future Directions

- Use PI framework to guide candidate interview question development
- Revision to include appraisal for life-long learning trait
- Design faculty development to include having all faculty complete interview questions for self-assessment of PI traits

References

Joseph, M., Edmonson, C., Godfrey, N., Liebig, D., & Weybrew, K. (2021) The nurse leader's role: A conduit for professional identity formation and sustainability. *Nurse Leader*, 19(1) 27-32.

Landis T, Godfrey N, Barbosa-Leiker C, et al. National study of nursing faculty and administrators' perceptions of professional identity in nursing. *Nurse Educ*. 2021.

Example Interview Questions

Traditional Question Examples	PI Question Model Examples	
• Tell us about yourself. Briefly describe your nursing career and your accomplishments to date.	• Several colleagues are resistant to curriculum changes and are unwilling to adopt the agreed upon changes. As a faculty, how do you impact implementations for change?	Leadership
• Describe your philosophy about teaching nursing students.	• How are your core values for the nursing profession demonstrated in your day-to-day interactions?	Values and Ethics
• What are your long-term career goals and what drew you to this position?	• A group of colleagues are discussing a student in an unflattering light. How do you respond to these colleagues?	Knowledge
• How would you handle a conflict with a student? With a colleague?	• Describe how your knowledge of, and experience in the health care environment has prepared you for this role.	Professional Comportment
• Describe your technology skills and experience with informatics.	• Describe how you utilize self-regulation and resilience in difficult situations.	

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



Some of the in-person attendees for Symposium 2021

Numbers and interest in the Professional Identity in Nursing Initiative are growing. The ISPIN Advisory Council is working to re-tool the group's strategic plan to consolidate and strengthen the impact that Professional Identity in Nursing will have going forward. ISPIN members can look for more changes and a greater reach beginning in 2022.

2020-21 Advisory Council Members

Nelda Godfrey – Advisory Committee Chair

Janice G. Brewington

Cole Edmonson

Kristi Frisbee

Andrea Gauntlett

Carol Goodyear

Terri Hinkley

Amy L. Hite

Judy Hodgson

M. Lindell Joseph

Lynn M. Kuhl

Debra L. Liebig

Susan Luparell

Donna Meyer

Rhoda A. Owens

Beth Cusatis Phillips

Kristen Priddy

Julee Thompson

KaryAnne Weybrew

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