

# Symposium 2023 Proceedings Professional Identity in Nursing: What's in it for me?

September 18-20, 2023



*Symposium Attendees, Day 2*



International Society  
for Professional Identity  
in Nursing

**KU** SCHOOL OF  
NURSING  
The University of Kansas

## Conference Overview

*Symposium 2023: Professional Identity in Nursing: What's in it for me?* is the sixth annual event hosted by the International Society of Professional Identity in Nursing (ISPIN) at the University of Kansas School of Nursing (KUSON). This year, we explored strategies to form and foster professional identity in nursing, described effective teaching and learning strategies for professional identity in nursing to use in education and practice, and identified ways to enhance collaboration between nursing education, practice, and research.

Over the past year, ISPIN has continued to grow. Some highlights include:

- ISPIN Advisory Council has grown to 30 members
- Held ISPIN Business Summit in May 2023
- ISPIN has developed a strategic plan for 2023, including continued development of process and structures, dissemination, and marketing/business development
- Continued quarterly updates on Zoom
- Finalized PIN conceptual model to be used for intervention studies
- Ten active workgroups
- As of July, ISPIN has put out 45 publications, 10 blogs/editorials, 10 webinars/podcasts, 101 presentations, and 7 research studies completed/in progress
- Over 570 contacts on the e-news mailing list

As in previous years, the symposium was a hybrid event (in-person and virtual). This year, in addition to e-poster presentations, we held our first in-person poster presentation session. Many thanks to everyone who submitted their work for consideration. Ten were approved and shared at the event.

Symposium 2023 was recorded on Zoom. The video is now accessible on YouTube:

- [Day 1](#)
- [Day 2](#)





## Symposium 2023 Description

**Title:** Professional Identity in Nursing: What's in it for me?

Join us to hear the newest science, trends, and thinking about Professional Identity in Nursing in practice, education, and research. Sponsored by the International Society for Professional Identity in Nursing (ISPIN), this in-person/virtual conference welcomes all US and international students and nurses, to learn and engage with the Professional Identity in Nursing initiative.

**Target Audience:** Every nurse and nursing student is welcome.

### Learning Objectives

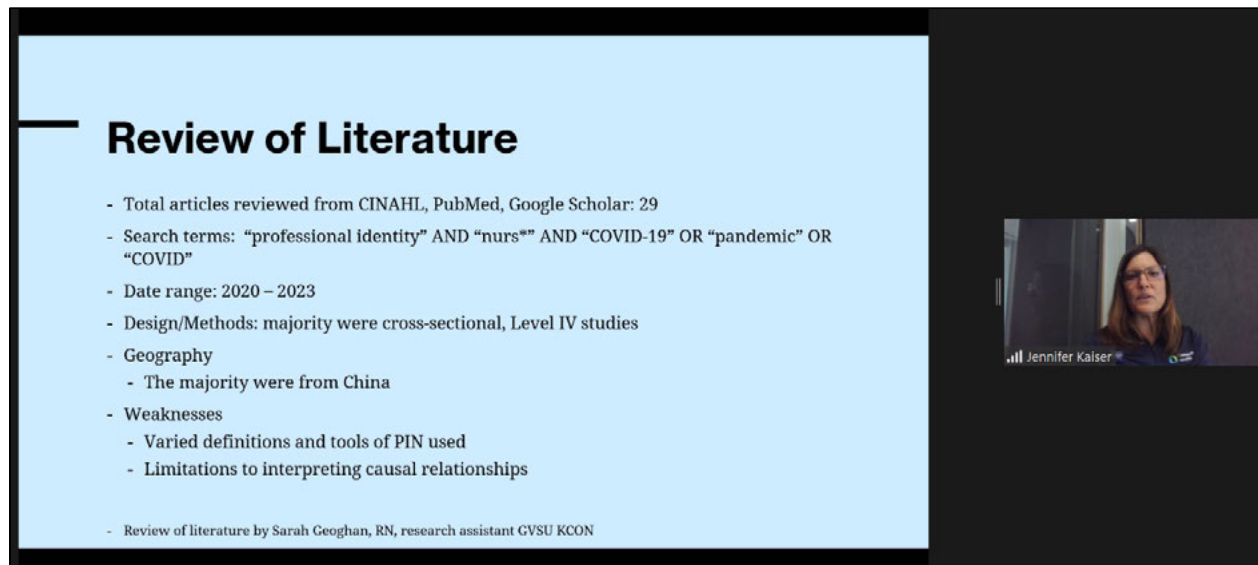
Participants will be able to:

1. Discuss the state of the science for professional identity in nursing.
2. Explore strategies to form and foster professional identity in nursing.
3. Describe effective teaching and learning strategies for professional identity in nursing to use in education and practice.
4. Identify ways to enhance collaboration between nursing education, practice, and research.

## 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 contact hours applicable for APRN or RN relicensure, Kansas State Board of Nursing provider number: LT0056-0749.

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



**Review of Literature**

- Total articles reviewed from CINAHL, PubMed, Google Scholar: 29
- Search terms: "professional identity" AND "nurs\*" AND "COVID-19" OR "pandemic" OR "COVID"
- Date range: 2020 – 2023
- Design/Methods: majority were cross-sectional, Level IV studies
- Geography
  - The majority were from China
- Weaknesses
  - Varied definitions and tools of PIN used
  - Limitations to interpreting causal relationships
- Review of literature by Sarah Geoghan, RN, research assistant GVSU KCON

Jennifer Kaiser

## Symposium Agenda

**Social Events (optional and encouraged for in person attendees)**

- Sept. 17: Dinner at 6:00 pm CT
- Sept. 18: Dinner at 6:00 pm CT
- Sept. 19: Dinner at 6:00 pm CT

**September 18, 1-5 pm CT**

**Hemenway Building, Beller Conference Center**

**Preconference “Integrating Professional Identity in Nursing into your Practice” (in person only).** Presenters: Shelly Amsberry, EdD, RN and Kendrea Todt, PhD, RN; Jennifer Embree, DNP, RN, NE-BC, CCNS, FAAN

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:

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

**September 19, 9 am-3:45 pm CT**

**Hemenway Building, Beller Conference Center**

Moderator for Day 1: Moderator: Rhoda Owens PhD, RN

9:00 - 9:30am - Registration

9:30 - 9:45 am – Welcome, introductions, and norm setting (Rhoda Owens PhD, RN)

9:45 - 10:15 am - Update on ISPIN and State of the Science (Nelda Godfrey, PhD, ACNS-BC, FAAN, ANEF)

10:15 - 10:30 am - Break

10:30 - 11:00 am - An Interdependent Perspective: The Conceptual Model for PIN (M. Lindell Joseph, PhD, RN, FAAN, FAONL)

11:00 - 11:30 am - Professional Identity in Nursing Scale Psychometric Testing, Results, and Implications for Practice (Tullamora Landis, PhD, RN-BC, CNL)

11:30 am - 12:45 pm - Lunch and networking (provided)

12:45 - 1:15 pm - Findings from a Qualitative Study on the Impact of COVID-19 on Professional Identity (Susan Strouse, PhD, RN, and Jennifer Kaiser, PhD, MSN, RN, CNE)

1:15 - 1:45 pm - Conceptualizing the Influence of Diversity, Equity, Inclusion, Belonging, and Related Concepts on Professional Identity in Nursing (Sandra Davis, PhD, DPM, ACNP-BC, FAANP; and Lynne Kuhl, MSN, BA, RA)

1:45 - 2:00 pm - Break

2:00 - 2:30 pm - Individual and Collective Efficacy: Impact on Professional Identity in Nursing (Terri Hinkley EdD, MBA, BScN, RN, CAE, Debra Liebig, MLA, BSN, RN, NPD-BC, and Lynne Kuhl, MSN, BA, RN)

2:30 - 3:00 pm - Teaching to Support Professional Identity in Nursing: Prelicensure to Practice and Beyond (Kristen Priddy PhD, RN, CNS and Amy Hite EdD, DNP, APRN, FNP)

3:00 - 3:45 pm - Poster discussion sessions, networking, and tea and dessert; separate sessions for virtual and in-person audiences (Moderator and timekeeper for in person: Beth Cusatis Phillips, PhD, RN, CNE, CHSE; Moderator and timekeeper for virtual session: Terri Ferrell, PhD, RN, NEA-BC, CNE)

3:45 - 4:00 pm - Q and A/Wrap-up (Beth Cusatis Phillips, PhD, RN, CNE, CHSE)

4:00 - 4:45 pm - Debriefing session for interested individuals (Beth Cusatis Phillips, PhD, RN, CNE, CHSE)



**September 20, 9:00 am - 12:00 pm CT**  
**Hemenway Building, Beller Conference Center**  
 Moderator for Day 2, Tullamora Landis, PhD, RN-BC, CNL

8:30 - 9:00am – Registration

9:00 - 9:30 am - Student Nurses Perceptions of Professional Identity in Nursing Across Contexts: An Associative Group Analysis (Dawn Goodolf, PhD, RN and Champion Nyoni, PhD, MHPE, UFS, MSocSc, NS, BSc)

9:30 - 10:00 am - Local or global? Comparisons and differences of 'soon to graduate nurses' understanding of professional identity (Anita Fitzgerald PhD, RN, and Dan Butcher EdD, MSc, PGDip, BA(Hons), RGN, SFHEA)

10:00 - 10:30 am - Forming Your Identity: Building Professional Identity in Nursing-One Student at a Time [Marlo Robinson, DNP, JD, RN, CD (DONA)]



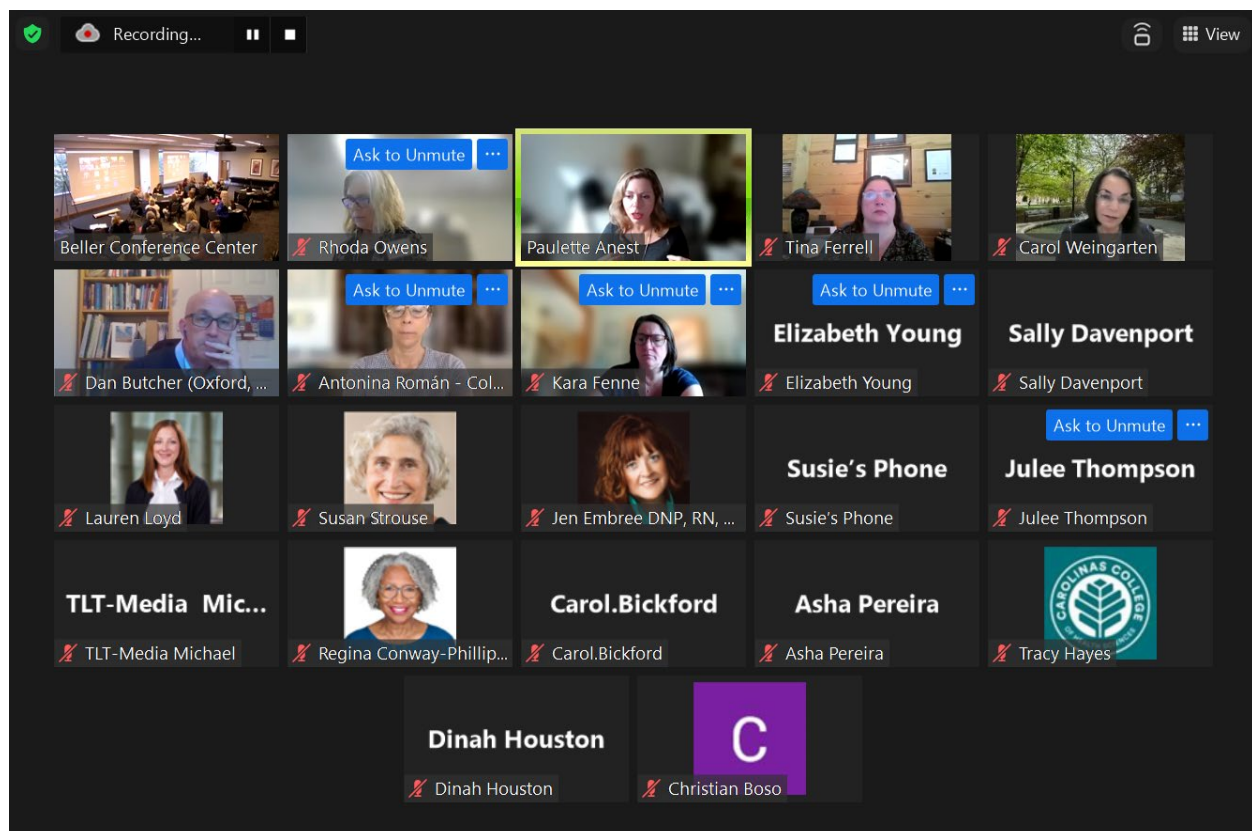
10:30 - 10:45 am – Break

10:45 - 11:30 am - Discussion Session: Give groups two questions. Assign various members to a table based on education, practice, students, researchers, policy/regulation, etc. Discuss for 20 minutes and report out for 25 minutes; online and in-person groups. [Moderator: Kristen Priddy, PhD, RN, CNS; Table Facilitators: Anita Fitzgerald, Dawn Goodolf, Rhoda Owens, Kary Anne Weybrew, Marlo Robinson, Lyndell Joseph, Tina Ferrell (virtual)]

11:30 am - 12:00 pm - How to get involved with ISPIN, Evaluations and Wrap-up (Nelda Godfrey, PhD, ACNS-BC, FAAN, ANEF and Beth Cusatis Phillips, PhD, RN, CNE, CHSE)

## End of Symposium

**September 20 - Advisory Council Meeting, 12:30 - 2:30pm CT (Lunch provided)**  
**Hemenway Building, Beller Conference Center/Zoom**





## Speakers

### Shelly Amsberry

#### Dan Butcher

Dr. Butcher completed his Registered Nurse training and first degree in Sheffield, UK in 1991. Posts working in Respiratory Medicine and a Community Hospital setting were followed by a move into Palliative Care nursing. Dr Butcher achieved post-graduate qualifications in Health Psychology and in Education whilst working in various clinical and research roles. In 1999, Dr. Butcher took up a full-time Lecturer in Health Care position as part of the original team that established the university's Swindon campus. He completed an EdD qualification with research examining the development of Professional Identity amongst first year nursing students. He is now based at the Marston Road campus in Oxford where he is Course Lead for the Professional Doctorate in Nursing (DNurs) and also contributes to BSc (Hons)/MSc pre-registration in Adult Nursing programmes delivered by the Oxford School of Nursing and Midwifery. Dr Butcher is a Senior Fellow of the Higher Education Academy in the UK and co-leads an international collaborative project examining professional identity development.

### Cynthia Clark

#### Sandra Davis

Dr. Davis is the Deputy Director for the NLN/Walden University College of Nursing Institute for Social Determinants of Health and Social Change. Prior to joining the NLN Dr. Davis was an Associate Professor and Inaugural Associate Dean for Diversity, Equity, and Inclusion at the George Washington University School of Nursing. With over 20 years in faculty, administrative, clinical practice, and leadership roles Dr. Davis brings depth, breadth, and passion to her work. Through her leadership, Dr. Davis is making an impact in the area Diversity, Equity, and Inclusion (DEI) on local, national, and international levels. Globally, she held round table discussions at Riverside College in Bacolod, Philippines to discuss DEI with faculty and students. Nationally she was a contributor to the NLN Vision Series, "A Vision for Integration of the Social Determinants of Health into Nursing Education Curricula." Most recently, Dr. Davis was invited to join the National Commission to Address Racism in Nursing. Locally, Dr. Davis was the Principal Investigator on a Photovoice Project; "The Social Determinants of a Heart Healthy Community" that was exhibited at the Smithsonian National Museum of African American History and Culture.

Dr. Davis's research interests include inequities in health, social and structural determinants of health, and antiracism. Dr. Davis co-published an article in Academic Medicine entitled Let's Talk about Racism: Building Structural Competency in Nursing. She has a chapter titled, "The Evolving role of Social Determinants of Health to Advance Health Equity" in the Shaping Nursing Healthcare Policy book and recently co-authored a book, Fact Facts about Diversity, Equity, and Inclusion in Nursing: Building Competencies for an Antiracism Practice.

Dr. Davis is board certified as an Acute Care Nurse Practitioner and is Past President of the Nurse Practitioner Association of the District of Columbia. She is an AACN/Wharton Executive Leadership Fellow, a Leadership for Academic Nursing Fellow, and a Fellow in the American Association of Nurse Practitioners. Dr. Davis is a 2020 -2021 inductee in the Temple University Distinguished Alumni Gallery of Success.



### **Jennifer Embree**

Jennifer L. Embree, DNP, RN, NE-BC, CCNS, FAAN, is the Chief Wellness Officer, a Clinical Professor and MSN Nursing Leadership in Health System's Track Coordinator at Indiana University School of Nursing at Indiana University-Indianapolis and Magnet Coordinator at Eskenazi Health. She is a past president of several statewide nursing organizations. The Co-Associate Editor of the Journal of Continuing Education in Nursing's Teaching Tips Column, Dr. Embree's publications and presentations include healthy work environments, civility, nurse lateral violence and innovative education and business articles.

### **Tina Ferrell**

#### **Anita Fitzgerald**

Dr. Fitzgerald is both a Registered Nurse and a Nurse Practitioner, with specialization in Adult Health, and Cardiac and Emergency Nursing. She is currently an Associate Professor in the School of Nursing at California State University, Long Beach where she teaches primarily in the undergraduate, pre-licensure program. Dr. Fitzgerald earned her PhD in Nursing Education from the University of Northern Colorado in 2017, which included dissertation research looking at professional identity development in nursing students, comparing associate degree and bachelor's degree preparation.

#### **Nelda Godfrey**

Nelda Godfrey is Professor and Associate Dean for Innovative Partnerships and Practice at the University of Kansas School of Nursing, Kansas City, KS. A thought leader in nursing innovation and nursing education, Dr. Godfrey writes often on new care delivery models that can be influenced by a stronger emphasis on the nurse within—researching and developing strategies to create the whole person experience in nursing practice going forward. Dr. Godfrey's expertise in curriculum development, ethics, and professional identity has helped to transform nursing education nationally and internationally. In addition, her work with the International Society for Professional Identity in Nursing is transforming the way nurses, health care professionals and society understanding what it means to “think, act and feel like a nurse.” This work offers new language and new knowledge for the journey—helping nurses heal, flourish and expertly care for others.

#### **Dawn Goodolf**

Dawn M. Goodolf, PhD, RN received a BSN from West Chester University, a MSN in Nursing Education from DeSales University and a PhD from Widener University where her studies have focused on Nursing Science/ Nursing Education. Dr. Goodolf is currently serving as the Associate Dean of the Helen S. Breidegam School of Nursing and Public Health at Moravian University. Dr. Goodolf's acute care experience came from 14 years in the Emergency Department and positions in the Intensive Care and Trauma units. Her acute care background is in adult health, emergency medicine, critical care and trauma nursing. In addition to acute care, other areas of expertise and passion include professional identity formation, healthy workplace environments, and global disaster preparedness and management.

#### **Amy Hite**

Dr. Hite has extensive education and clinical practice in rural healthcare. This is evident through her history of service, leadership, mentoring, and organizational skills; from serving on regional, national and international boards, committees, and task forces. Dr. Hite has taught in undergraduate and graduate nursing courses at Pittsburg State University, since 2004. She has successfully secured four federal HRSA Grants: two for a rural Nurse Practitioner Residency and two for Sexual Assault Nurse Examiner Projects. She serves as the Project Director for these grants. Dr. Hite is actively involved in Professional Identity in Nursing, since 2018, on the

advisory board and advanced practice/education work group. She serves on the membership committee and conference planning committee for the Consortium for Advanced Practice Providers. She is an NP Residency and Fellowship site visitor for the Consortium and CCNE. Dr. Hite maintains her clinical practice, as an Emergency Department Nurse Practitioner at a Rural Level III Trauma Center.

### **M. Lindell Joseph, PhD, FAAN, FAONL**

Dr. Joseph has a passion for advancing nursing leadership and innovativeness through thought leadership, research methods, and extensive publications. She is a Distinguished Scholar in Nursing, a Clinical Professor, and the Director for DNP and MSN in Health Systems/Administration/Executive Leadership Programs, at the University of Iowa College of Nursing. Dr. Joseph serves as a member of the International Society for Professional Identity in Nursing. Advisory Council. In that role, she co-led the development of the Conceptual Model for Professional Identity in Nursing and now chairs the committee, Nurse as Leader. She serves on the American Organization for Nursing Leadership (AONL) Foundation Board of Directors and co-leads the Nursing Leadership and System Science Council, a collaboration between AONL Foundation and the Association for Leadership Science in Nursing. She is a fellow in both the American Academy of Nursing and the American Organization for Nursing Leadership. Dr. Joseph's areas of expertise are leadership effectiveness, innovativeness across academia-practice, and the General Effectiveness Multilevel Theory for Shared Governance (GEMS), the only theory-based program for shared governance implementation in nursing practice. In 2021, she co-published the book, Leadership, and Nursing Care Management.





**Jennifer Kaiser**

Jennifer Kaiser is the Senior Nurse Researcher and Magnet Program Director at Corewell Health in Grand Rapids, MI. Dr. Kaiser recently led this large organization through its 4<sup>th</sup> Magnet designation. Dr. Kaiser works to advance the nursing profession by mentoring teams in research and serves as faculty for the University of the Cumberlands. Dr. Kaiser's scholarly work has focused on the nursing practice and the profession, including nursing education, professional development, incivility, clinical assessment tools, and recently, professional identity in nursing.

**Lynne Kuhl**

Lynne Kuhl is a member of the Advisory Council, co-chair for Health Work Environment workgroup, member of the Diversity, Equity, Inclusion, and Belonging workgroup for the International Society for Professional Identity in Nursing (ISPIN). Having served as an assistant professor of nursing for Viterbo School of Nursing. Lynne previously worked in a variety of roles including critical care, oncology, medical-renal, dialysis and vascular access. Lynne received her MSN in nursing education at the University of St. Francis, her undergraduate degree in psychology and sociology from Oral Roberts University, an ADN from the College of Lake County. Embracing a diverse work and education history has brought Lynne to consider the concepts of DEIB, wholeness, wellness, and resilience. She has worked extensively in business prior to her career in nursing, having had her own business, variety of roles in operations and management, consultant to United Airlines, as well as working in social services. She received her undergraduate degree from Oral Roberts University majoring in Psychology and Sociology. She entered nursing as non-traditional student, receiving her ADN.

This diverse work and education history brought Lynne to consider the concepts of professional identity in nursing with specific interest on preparation for practice and becoming a nurse.

**Tullamora Landis**

Dr. Landis received a BSN from Seattle Pacific University, a MSN from University of Washington in Seattle and a PhD from Washington State University in Spokane. Previous professional experience includes staff nurse and clinical nurse leader at Virginia Mason Medical Center, and clinical instructor and research assistant at Washington State University, Spokane, where she is currently Assistant Professor. She has been a member of the "Professional Identity in Nursing Think Tank" since 2019.

**Debra Liebig**

Debra Liebig is a Program Manager for the Accreditation and Regulatory Readiness Department at Children's Mercy Kansas City. She has 33 years of nursing experience in a variety of roles with over 15 years of nursing education experience. She has been a part of the work with ISPIN around professional identity since 2020 serving on the Advisory Council, Executive Committee, "With a Student Focus" workgroup Liaison partnering with the National Student Nurses' Association (NASN), and a member the Healthy Work Environment

workgroup. She is very excited to share the work of her team around Healthy Work Environment.



### **Susan Luparell**

Dr. Luparell received a BSN from Bradley University, Peoria, IL, a MSN from Medical College of Georgia and a PhD from the University of Nebraska-Lincoln in Administration, Curriculum and Instruction. In addition, she is a fellow with the Academy of Nursing Education/NLN and a Certified Nurse Educator through ANCC. Previous experience includes over 20 years with Benefits Healthcare, Great Falls, MT. Currently she is a professor at Montana State University College of Nursing, Great Falls Campus, MT.

### **Champion Nyoni, BSc(Hons) N, MSocSc Nursing, MHPE, PhD**

Champion is a Senior Researcher at the School of Nursing of the University of the Free State. He is a professional nurse who holds registration as a nurse in three countries within sub-Saharan Africa. Champion obtained a Bachelor of Science in Nursing Science from the University of Zimbabwe, a Master of Social Science in Nursing from the University of the Free State, a Master

of Health Professions Education with a specialization in Assessment and Accreditation (with distinction) from Keele University in the United Kingdom and a Doctor of Philosophy in Nursing from the University of the Free State. He also holds a Fellowship with the sub-Saharan FAIMER regional institute (SAFRI) and an International Fellowship in Medical Education.

He has more than 10 years' experience in primary healthcare and nursing education. Champion was instrumental in developing competency-based programs for undergraduate nursing education in various contexts within the African region. His research is around the development of a competent workforce that can influence the health parameters of the contexts they serve. He has published more than 30 research articles, and his research has been presented in various international platform. He supervises Master and PhD students in nursing and in health professions education.

Champion's work has been recognized both locally and internationally. Locally, he has been awarded best education research paper, Kerneels Nel Medal for best educational research paper in 2020 and first place to innovative ways in engaging students at the UFS. Internationally, Champion was honored by the SIGMA organization as "Emerging Nurse Researcher and Scholar in the African region in 2020.

Champion further serves on various boards related to his practice. He is the current Chairperson of the Board of Directors for sub-Saharan Africa FAIMER regional institute (SAFRI) and the Chairperson of the Board of Directors of the Africa Interprofessional Education Network (AfriPEN). He is an executive Board member for the Africa Forum Primary Health Care (AfroPHC), and the Interprofessional global board based in Hanze University in the Netherlands.

### **Rhoda Owens**

Dr. Rhoda Owens is an associate 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 Executive Council and Nursing Advisory Board, chair-elect, 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**

Dr. Beth Cusatis Phillips is the Strategic Nursing Advisor with ATI and Ascend Learning and Faculty Emeritus at Duke University School of Nursing. Prior to joining ATI, Beth spent 16 years at Duke as Associate Professor and Director of the Institute for Educational Excellence.

Beth taught in the ABSN and MSN programs as well as in the School of Medicine's Biomedical Science MS program. Beth spent 9 years at Vance Granville Community College where she taught in and directed the AND/LPN programs. Beth's clinical practice included 13 years at UNC Hospitals and 6 years at East Carolina University Health, first in med-surg and then Surgical/Trauma ICU. Beth received her AND from Waukesha County Technical Institute; her BSN from East Carolina University; her MSN from Duke; and her PhD from the University of Wisconsin-Milwaukee.

Beth is the chair of the International Society for Professional Identity in Nursing and has been a part of the group since its inception in 2018. Beth's educational and research interests include faculty orientation, development, and longevity, curriculum development, professional identity in nursing (formation and flourishing), student decision making, student support and development, and diversity, equity, inclusion, and belonging.

### **Kristen Priddy**

Dr. Kristen Priddy is a member of the Advisory Council for the International Society for Professional Identity in Nursing (ISPIN). She has been actively involved in the work of discovering and disseminating knowledge about Professional Identity in Nursing since the first think tank gathered in 2018 to define Professional Identity in Nursing and its domains. She has 25 years of experience teaching undergraduate nursing students and currently works as a nurse educator for ATI. She has made multiple nursing-related trips to Haiti and Sub-Saharan Africa and is passionate about elevating the nursing profession in low- and middle-income countries. *Dr. Priddy's mission is to understand, touch, and improve nursing education in the U.S. and around the world.*

### **Marlo Robinson**

Dr. Marlo Robinson is the National Dean of Nursing at Concorde Career Colleges, Inc. where she manages and supports 13 pre- and post-licensure nursing programs nationwide. A priority goal for Dr. Robinson in her current role is the representation and expansion of diversity, equity, inclusion and belonging in nursing practice, research, and education. She works closely with community partners to develop DEI opportunities in the communities in which Concorde campuses are located.

Dr. Robinson also develops and implements unique and individualized strategies to assist graduates in meeting their goals by overcoming life and academic circumstances as they prepare to challenge the national nursing licensure exam and join the nursing profession. Marlo's professional accomplishments include: Serving as an active member on the International Society for Professional Identity in Nursing and a Commissioner of the inaugural taskforce for the Central States Private Education Network's (CSPEN) Diversity and Inclusion Taskforce, mentoring soon-to-be graduates of nursing from historically black colleges and universities through a partnership between the National League for Nursing and Johnson & Johnson titled "*Step Into Leadership*," and serving as a curriculum reviewer and academic mentor for Sigma Theta Tau's Leadership Academy.



Dr. Robinson's professional training began at the University of Miami (Florida) where she earned a Bachelor of Science in Nursing. She then earned her Juris Doctorate degree at Nova Southeastern University following which Marlo practiced commercial real estate, transaction and corporate law in a law firm numbering over two hundred attorneys. Thereafter, she served as in-house counsel to the Sports Authority. Dr. Robinson later earned her master's in nursing at Kaplan University and earned her Doctor of Nursing Practice at Purdue University Global. Marlo is the proud founder and owner of Mother's Care Doula Services, Inc. where she serves as Owner, President, and Directress. Mother's Care was founded in 1998 and is celebrating its twenty-fourth year in business having successfully served more than 4,000 pregnant and postpartum families in the South Florida birthing community. She remains licensed to practice law and is an active member of the Florida Bar.

Dr. Robinson has spoken at numerous national conferences on topics including: "The Power and Importance of Nurse Leaders and their Impact on DEI," "The Science of Learning," "Teaching and Living in a Growth Mindset," and "Act Like a Nurse and Think Like a Lawyer." Additionally, Marlo has been featured as a subject matter expert in the DVD- Caring for your Newborn Baby.

## Currently Participating Sites

US (California State University, Long Beach, California)
UK (Oxford Brookes University, Swindon, England)
Colombia (Juan N. Corpas University, Bogota; University of Los Llanos, Meta)
Nigeria (Obafemi Awolowo University, Ife)
Saudia Arabia (King Saud University, Riyadh)
Estonia (Tallinn Health Care College, Tallinn)
Malaysia (The National University of Malaysia, Selangor)



**Susan Strouse**

Susan Strouse is an Associate Professor at Grand Valley State University Kirkhof College of Nursing, in Grand Rapids, MI, teaching primarily in the RN to BSN program throughout the curriculum. Dr. Strouse is also the director of the Kirkhof College of Nursing Center for Nursing Research, serving as a mentor to both faculty and students in their research and scholarly projects. Dr. Strouse's program of research examines the professional culture of nursing from multiple perspectives and qualitative methodologies, including focused ethnography and grounded theory. These studies served as a springboard to her contributions to the AACN Essentials Domain 9 toolkit on professionalism and her work on professional identity. She has also served as a methods consultant for multiple qualitative phenomenology studies that cross a variety of patient populations and topic areas.

**Kendrea Todt**

Kendrea Todt, PhD, RN, CNE, is an Assistant Professor and Honor's Coordinator for the College of Nursing at East Tennessee State University in Johnson City, Tennessee. She is a nurse scientist focusing on substance use disorder using qualitative methodologies, primarily phenomenology and photo elicitation. Much of her work focuses on nurses caring for patients diagnosed with intravenous drug use associated infective endocarditis, exploring the lived experiences of nurses when caring for this population, also focusing on their lived experiences and the impact of caring for this population at end-of-life. Another interest is exploring professional identity in nursing as a means to combat implicit bias in health care.

**Kary Weybrew**

Kary Anne has 28 years of nursing experience and 16 years focused in regulatory, education, policy and transition to practice across multiple states in both practical and registered nursing. Her grandmother a World War 2 veteran diploma nurse, she was driven from an early age to impact access to care for all, inspire all nurses to see themselves as leaders and to practice to the fullest extent possible to ensure our shared agenda of achieving health equity is achieved. She received her Master of Science in Nursing in Women's Health for Nurse Practitioner and Nursing Education Studies & Bachelor of Science in Nursing at University of Missouri, Kansas City, and Associate of Applied Science at Southwestern Community College, Creston, Practical Nursing Diploma at Northwest Technical School, Maryville.

She is currently working with the Los Angeles College of Nursing & Allied Health on an Executive Fellowship with FUSE Corps to add a BSN program to their established AND program. FUSE Corps is a national nonprofit that partners with communities and local government with the goal of affecting systemic change. The organization focuses on advancing racial equity and addressing challenges that affect urban communities.

Kary Anne has been actively involved in the work of discovering and disseminating knowledge about Professional Identity in Nursing since the first think tank gathered in 2018 to define Professional Identity in Nursing and its domains. And currently serves as the treasurer, & on the advisory council, co-chair of the Disseminating Widely and With a Student Focus

workgroups, & is a member of the Diversity, Equity, & Inclusion and Entry Level Integration workgroups.

**Kenya Williams**



## Posters



“Strategies to Foster the Formation of Professional Identity in Generation Z Nurses” by Electra Allen, MSN, RN, CPN, Biola University

“Creating a Professional Comportment Program to Foster Professional Identity Formation” by Anne M. Fink, PhD, RN, CNE, Villanova University

“Healthcare students’ perceptions of professional identity and program support: A multidisciplinary approach” by Anita Fitzgerald, PhD, RN, AGNP, CNE, Sharon Konrad, DNP, RN, ACNS-BC, CNE, Belinda Daugherty, PhD, CCC-SLP, and Lei Sun, PhD, CCC-SLP

“Teaching Professional Identity in Nursing Through Reflections,” by Palmira Good, EdD, MSN, RN, CNE, and Joan Connors, EdD, MSN, RN

“Who am I?” – Exploring Professional Identity in Post-Baccalaureate Nursing Students” by Drs. Dawn Goodolf, Paulette Dorney, and John C. Mikovits, Moravian University



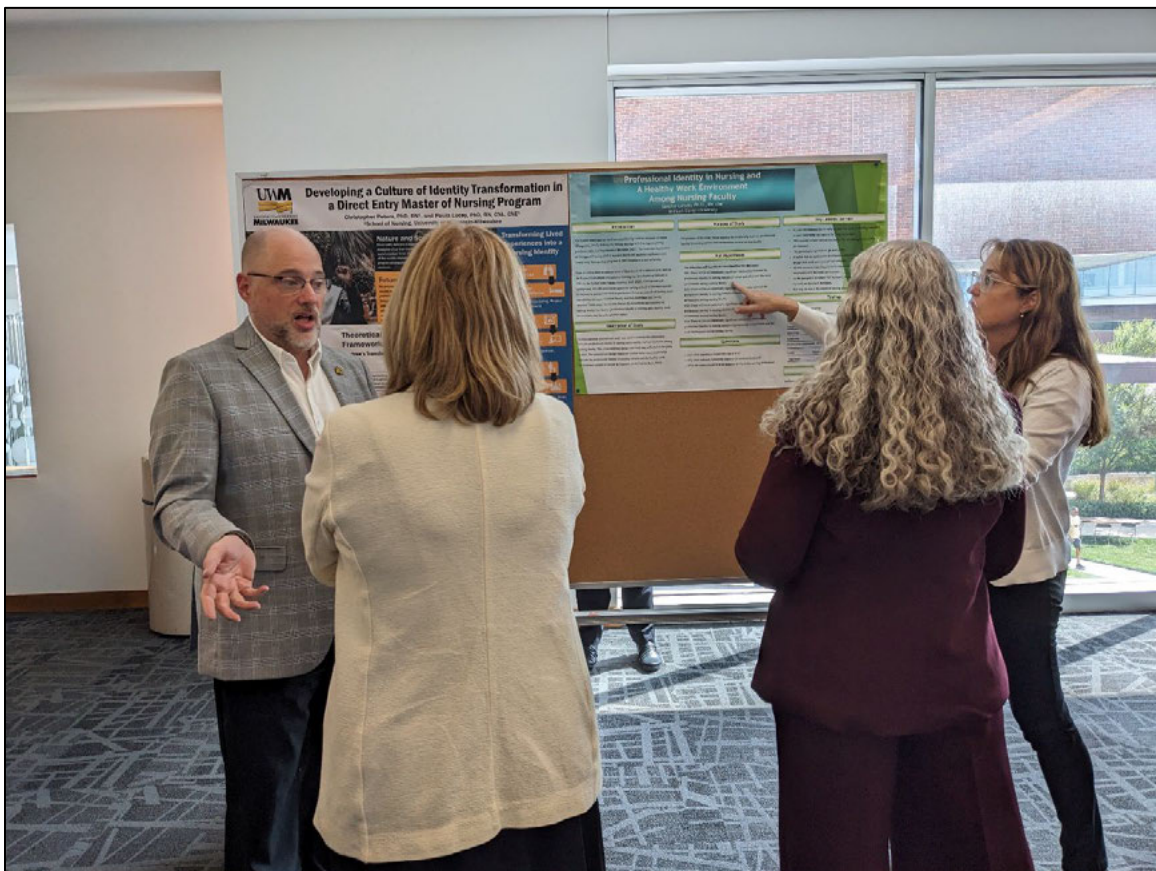
“Professional Identity in Nursing and the Work Environment: An Interdependent Relationship” by Lynne Marie Kuhl, MSN, BA, RN, Viterbo University; Teresa-Lynn (Terri) Hinkley, EDD, MBA, BScN, RN, CAE, Academy of Medical-Surgical Nurses; and Debra Liebig, MLA, BSN, RN, NPD-BC, Children’s Mercy-Kansas City

“Professional Identity in Nursing and a Healthy Work Environment Among Nursing Faculty,” by Laraine Larson, PhD, RN, CNE, William Carey University

“Undergraduate Pre-Licensure Nursing Students’ Understanding of Professional Identity in Nursing: A Descriptive Qualitative Study” by Rhoda A. Owens, PhD, RN, and Dawn L. Denny, PhD, RN, ONC, University of North Dakota

“Developing a Culture of Identity Transformation in a Direct Entry Master of Nursing Program” by Christopher Peters, PhD, RN, and Paula Lucey, PhD, RN, CNL, CNE, University of Wisconsin-Milwaukee School of Nursing

“Professional Identity Development in Nursing Through the Involvement in the Student Nurses’ Association: A Credit-Bearing Independent Study” by Carol Toussie Weingarten, PhD, RN, ANEF, Natalia Matar, BSN, RN, M. Louise Fitzpatrick College of Nursing, Villanova University



# 2022-23 Advisory Council Members

**Beth Cusatis Phillips – Chair**  
**Rhoda Owens – Chair-Elect**

**Paulette Anest**  
**Marianne Biangone**  
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**Jennifer Embree**  
**Kristi Frisbee**  
**Dawn Goodolf**  
**Chelsea Hagopian**  
**Terri Hinkley**  
**Amy L. Hite**  
**Matthew Howard**  
**M. Lindell Joseph**  
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**Karen LaMartina**  
**Susan Luparell**  
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## Symposium 2023 Participants

Electra Allen, MSN

Biola University

[electra.allen@biola.edu](mailto:electra.allen@biola.edu)

Paulette Anest

AMN Healthcare

[paulette.anest@amnhealthcare.com](mailto:paulette.anest@amnhealthcare.com)

Grace Assad, BSN

Children's Mercy Hospital and Clinics

[gaassad@cmh.edu](mailto:gaassad@cmh.edu)

Marianne Biangone, PhD

University of California, San Francisco

[marianne.biangone@ucsf.edu](mailto:marianne.biangone@ucsf.edu)

Carol Bickford, PhD

American Nurses Association

[carol.bickford@ana.org](mailto:carol.bickford@ana.org)

Paula Blizzard, RN

Children's Mercy

[pblizzard@cmh.edu](mailto:pblizzard@cmh.edu)

Christian Boso, PhD

School of Nursing and Midwifery,

University of Cape Coast

[christian.boso@ucc.edu.gh](mailto:christian.boso@ucc.edu.gh)

Janice Brewington, PhD

National League for Nursing

[jbrewington@nlcn.org](mailto:jbrewington@nlcn.org)

Dan Butcher, EdD

Oxford Brookes University

[dbutcher@brookes.ac.uk](mailto:dbutcher@brookes.ac.uk)

Samantha Cintron, PhD

University of Kansas School of Nursing

[sjohnson18@kumc.edu](mailto:sjohnson18@kumc.edu)

Joan Connors, EdD

Polk State College

[jconnors@polk.edu](mailto:jconnors@polk.edu)

Regina Conway-Phillips, PhD

Loyola University Chicago

[rconway1@luc.edu](mailto:rconway1@luc.edu)

Kimberly Cornwell, APRN

The University of KS SON

[kcornwell@kumc.edu](mailto:kcornwell@kumc.edu)

Kaile Crawford, RN

Vizient Inc.

[kaile.crawford@vizientinc.com](mailto:kaile.crawford@vizientinc.com)

Sally Davenport, MS

Creighton University

[smn66714@creighton.edu](mailto:smn66714@creighton.edu)

Sandra Davis, PhD

National League for Nursing

[sdavis@nlcn.org](mailto:sdavis@nlcn.org)

Amanda Davis, MSN

Metropolitan Community College

[amanda.davis@mcckc.edu](mailto:amanda.davis@mcckc.edu)

Kristen Davis, MSN

UCHealth

[nkjlgdavis@mac.com](mailto:nkjlgdavis@mac.com)

Kelly Elrod, DNP

Children's Mercy

[kcelrod@cmh.edu](mailto:kcelrod@cmh.edu)

Jennifer Embree, BSN

Indiana University

[jembree8@iu.edu](mailto:jembree8@iu.edu)

Kara Fenne, DNP

North Central College

[klfenne@noctrl.edu](mailto:klfenne@noctrl.edu)

*Participants, cont.*

Tina Ferrell, RN  
University of Mississippi Medical Center  
[cdferrell@umc.edu](mailto:cdferrell@umc.edu)

Anne Fink, PhD  
Villanova University M. Louise Fitzpatrick  
College of Nursing  
[anne.fink@villanova.edu](mailto:anne.fink@villanova.edu)

Anita Fitzgerald, PhD  
California State University, Long Beach  
[anita.fitzgerald@csulb.edu](mailto:anita.fitzgerald@csulb.edu)

Nelda Godfrey, PhD  
University of Kansas  
[ngodfrey@kumc.edu](mailto:ngodfrey@kumc.edu)

Palmira Good, EdD  
Polk State College  
[pgood@polk.edu](mailto:pgood@polk.edu)

Dawn Goodolf, PhD  
Moravian University  
[goodolfd@moravian.edu](mailto:goodolfd@moravian.edu)

Chelsea Hagopian, DNP  
Emory University, Nell Hodgson Woodruff  
School of Nursing  
[cpharr@emory.edu](mailto:cpharr@emory.edu)

Tracy Hayes, DNP  
Wake Forest University School of Medicine  
[tmhayes@wakehealth.edu](mailto:tmhayes@wakehealth.edu)

Kimberly Hendrixson, BSN  
Children's Mercy Hospital  
[kjhendrixson@cmh.edu](mailto:kjhendrixson@cmh.edu)

Amy Hite, DNP  
Pittsburg State University School of  
Nursing  
[ahite@pittstate.edu](mailto:ahite@pittstate.edu)

LaShawn Horton, PhD  
Southern Adventist University  
[lhorton@southern.edu](mailto:lhorton@southern.edu)

Dinah Houston, MSN  
KU School of Nursing  
[dhouston4@kumc.edu](mailto:dhouston4@kumc.edu)

Ashley Howle, MSN  
Clinical Instructor, Emory University  
Current PhD Student at Indiana University  
[ahowle@iu.edu](mailto:ahowle@iu.edu)

Molly Jackson, DNP  
Case Western Reserve University  
[mjj22@case.edu](mailto:mjj22@case.edu)

Regina Johnson, RN-BC  
University of Kansas School of Nursing  
[rjohnson2@kumc.edu](mailto:rjohnson2@kumc.edu)

Maria Lindell Joseph, PhD  
University of Iowa College of Nursing  
[maria-joseph@uiowa.edu](mailto:maria-joseph@uiowa.edu)

Jennifer Kaiser, PhD  
Corewell Health  
[jennifer.kaiser@corewellhealth.org](mailto:jennifer.kaiser@corewellhealth.org)

Lynne Kuhl, MSN  
Viterbo University  
[lmkuhl@viterbo.edu](mailto:lmkuhl@viterbo.edu)

Karen LaMartina, PhD  
Organization for Associate Degree Nursing  
[karen.lamartina@oadn.org](mailto:karen.lamartina@oadn.org)



*Participants, cont.*

Tullamora Landis, PhD  
Washington State University  
[tullamora.diede@wsu.edu](mailto:tullamora.diede@wsu.edu)

Laraine Larson, PhD  
[6skibums@gmail.com](mailto:6skibums@gmail.com)

Lauren Loyd, MSN  
University of Nebraska Medical Center  
[lloyd@unmc.edu](mailto:lloyd@unmc.edu)

Susan Luparell, PhD  
Montana State University  
[luparell@montana.edu](mailto:luparell@montana.edu)

Megan Mattison, BSN  
Children's Mercy  
[mdmattison@cmh.edu](mailto:mdmattison@cmh.edu)

Kristi McGowin, DNS  
Children's Mercy  
[ktmcgowin@cmh.edu](mailto:ktmcgowin@cmh.edu)

Donna Meyer, MSN  
Organization for Associate Degree Nursing  
[donna.meyer@oadn.org](mailto:donna.meyer@oadn.org)

Champion Nyoni, PhD  
University of the Free State School of  
Nursing  
[nyonic@ufs.ac.za](mailto:nyonic@ufs.ac.za)

Linda Olson, PhD  
[lalolson@gmail.com](mailto:lalolson@gmail.com)

Rhoda A. Owens, PhD  
University of North Dakota  
College of Nursing and Professional  
Disciplines  
[rhoda.owens@und.edu](mailto:rhoda.owens@und.edu)

Asha Pereira, PhD  
University of Manitoba  
[asha.pereira@umanitoba.ca](mailto:asha.pereira@umanitoba.ca)

Christopher Peters, PhD  
School of Nursing, University of Wisconsin  
- Milwaukee  
[peterscc@uwm.edu](mailto:peterscc@uwm.edu)

Beth Phillips, PhD  
Ascend Learning  
[beth.phillips@ascendlearning.com](mailto:beth.phillips@ascendlearning.com)

Christina Phillips, DNP  
University of Kansas Medical Center  
[cphillips2@kumc.edu](mailto:cphillips2@kumc.edu)

Susan Poppele, MSN  
Bellin College  
[susan.poppele@bellincollege.edu](mailto:susan.poppele@bellincollege.edu)

Kristen Priddy, PhD  
International Society for Professional  
Identity in Nursing  
[Kristen.PridyPhD@gmail.com](mailto:Kristen.PridyPhD@gmail.com)

Marlo Robinson, DNP  
Concorde Colleges  
[mrobinson@concorde.edu](mailto:mrobinson@concorde.edu)

Maria Antonina Roman Ochoa, PhD  
Fundación Universitaria Juan N. Corpas  
[antonina.roman@juanncorpas.edu.co](mailto:antonina.roman@juanncorpas.edu.co)

Susan Strouse, PhD  
Grand Valley State University  
[strouses@gvsu.edu](mailto:strouses@gvsu.edu)

Julee Thompson, DNP  
Baylor St. Luke's Medical Center  
[juleethompson@gmail.com](mailto:juleethompson@gmail.com)

*Participants, cont.*

Kendrea Todt, RN  
East Tennessee State University  
[todtkl@etsu.edu](mailto:todtkl@etsu.edu)

Elizabeth Tollenaere, RN  
University of Freiburg  
[lizziematters@hotmail.com](mailto:lizziematters@hotmail.com)

Alexandra Wank, RN  
Children's Mercy Kansas  
[amwank@cmh.edu](mailto:amwank@cmh.edu)

Anne Marie Watkins, DNP  
UCI Health  
[amwatkins@cox.net](mailto:amwatkins@cox.net)

Carol Toussie Weingarten, PhD  
M. Louise Fitzpatrick College of Nursing  
Villanova University  
[carol.weingarten@villanova.edu](mailto:carol.weingarten@villanova.edu)

Kary Anne Weybrew, APRN  
Mount Saint Mary's University  
[kweybrew@msmu.edu](mailto:kweybrew@msmu.edu)

Karen White-Trevino, DNP  
Galen College of Nursing  
[mentoringcaritas@gmail.com](mailto:mentoringcaritas@gmail.com)

Kenya Williams, EdD  
National Student Nurses Association  
[kenya@nsna.org](mailto:kenya@nsna.org)

Joelle Wolf, PhD  
Southern Adventist University  
[jwolf@southern.edu](mailto:jwolf@southern.edu)

Jean Yockey, PhD  
University of South Dakota  
[Jean.Yockey@usd.edu](mailto:Jean.Yockey@usd.edu)

Elizabeth Young, MSN  
University of Kansas School of Nursing  
[eyoung3@kumc.edu](mailto:eyoung3@kumc.edu)

**KU FACULTY**

Nelda Godfrey, PhD, RN, ACNS-BS, FAAN  
Associate Dean  
Innovative Partnerships & Practice  
University of Kansas School of Nursing  
3901 Rainbow Blvd, Mailstop 4043  
Kansas City KS 66160  
[ngodfrey@kumc.edu](mailto:ngodfrey@kumc.edu)

**EVENT PLANNING/POSTER REVIEW  
COMMITTEE**

Dr. Rhoda Owens, Chair  
Dawn Goodolf  
Kristen Priddy  
Kristi Frisbee  
Terri Hinkley

**KU STAFF**

Karen Aufdemberge  
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