

15th Annual Evidence-Based Practice Nursing Forum

PROFESSIONAL IDENTITY IN NURSING

EXPLORING AND
DISCOVERING THE EVIDENCE

March 18, 2024

7:45 am – 12:30 pm

3.5 CEUs



SHAPING

PROFESSIONAL IDENTITY

FOSTERING PROFESSIONALISM IN NURSING

1:30 pm – 4:30 pm

2.5 CEUs

California State University, Los Angeles

5151 State University Drive

Los Angeles, CA 90032

Sponsored by



CHIN FAMILY INSTITUTE FOR
NURSING

In collaboration with



PATRICIA A. CHIN SCHOOL OF
NURSING



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CHIN FAMILY INSTITUTE FOR **NURSING**

The mission of the Chin Family Institute for Nursing is the advancement of nursing education, advocacy, leadership, and action. The Chin Family Institute for Nursing at California State University, Los Angeles serves as a center for nursing excellence with an emphasis on caring for diverse, underserved urban populations.

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PLANNING COMMITTEE

The Chin Family Institute for Nursing would like to thank the members of the planning committee for their outstanding efforts to ensure the success of the 15th Annual Evidence-Based Practice Nursing Forum.

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Secretary, Nu Mu Chapter of Sigma

Patricia A. Chin School of Nursing, California State University, Los Angeles

BETSY MANCHESTER, MN, APRN, FNP, CNE-Ret.

Nurse Leader and Educator

PURPOSE AND OBJECTIVES

The purpose of the symposium is to provide a forum to discuss the concept of professional identity in nursing and methods to integrate the concept into nursing programs, healthcare settings, and beyond.

Goals and Objectives

The goal of the morning session of the forum is to immerse students and nurse leaders in the science for achieving professional identity, diving deep into the concept and behaviors surrounding professionalism.

The participant will be able to:

1. Define the concept of professional identity in nursing.
2. Describe the current state of the science of professional identity in nursing and how it has evolved.
3. Identify behaviors that demonstrate professionalism and professional identity.

The goal of the afternoon session of the forum is to provide an environment for faculty and nurse leaders who wish to integrate professionalism and professional identity into either clinical or academic settings to meet and address issues and challenges.

The participant will be able to:

1. Present methods to integrate professionalism and professional identity into nursing curriculum as unfolding concepts
2. Discuss approaches to institutionalize professional identity in nursing programs, healthcare settings, and beyond

SCHEDULE

Professional Identity in Nursing: Exploring and Discovering the Evidence

Monday, March 18 | 7:45 am – 12:30 pm

7:45 am – 9:15 am	Registration, Breakfast, & Poster Review
9:15 am – 9:30 am	Welcome and Introductions <i>Dr. Patricia A. Chin</i>
9:30 am – 10:30 am	Concepts, Context, and The State of the Science <i>Dr. Nelda Godfrey</i> <i>Ms. Elizabeth Young</i>
10:30 am – 11:15 am	Break & Poster Review
11:15 am – 12:15 pm	Embracing the Journey: Signals and Signposts <i>Dr. Nelda Godfrey</i> <i>Ms. Elizabeth Young</i>
12:15 pm – 12:30 pm	Conclusion
12:30 pm – 1:00 pm	Submit Program Evaluation

Notes:

- If you will be receiving continuing education units (CEUs), please note the name of the posters you reviewed. There will be a place on the evaluation form to note this information. Authors should be available to discuss their posters.
- All attendees: please return to the registration at the end of the session to submit your program evaluation form. If you will be receiving CEUs, this is required in exchange for your Continuing Education Certificate.
- Poster Presenters: Dr. Patricia A. Chin will be distributing poster recognition certificates.

SCHEDULE

Shaping Professional Identity: Fostering Professionalism in Nursing

Monday, March 18 | 1:30 pm – 4:30 pm

1:15 pm – 1:30 pm	Registration
1:30 pm – 1:40 pm	Welcome and Introductions <i>Ms. Betsy Manchester</i>
1:40 pm – 3:10 pm	Made to Stick: Professional Identity in Clinical and Academic Environments <ul style="list-style-type: none">• Quick Review: Concept and Relevant Evidence• Professionalism vs. Professional Identity• Core Competencies in Nursing Education• Creating Action and Understanding<ul style="list-style-type: none">◦ Unfolding Case Studies• Baking It In: In Education, Practice, and Regulation <i>Dr. Nelda Godfrey</i> <i>Ms. Elizabeth Young</i>
3:10 pm – 3:25 pm	Break
3:25 pm – 4:25 pm	Salon <i>Dr. Nelda Godfrey</i> <i>Ms. Elizabeth Young</i>
4:25 pm – 4:30 pm	Conclusion

Notes:

- Please return to the registration at the end of the session to submit your program evaluation form. If you will be receiving CEUs, this is required in exchange for your Continuing Education Certificate.

RESOURCES

Please scan the QR code below to access the resources for today's presentations.

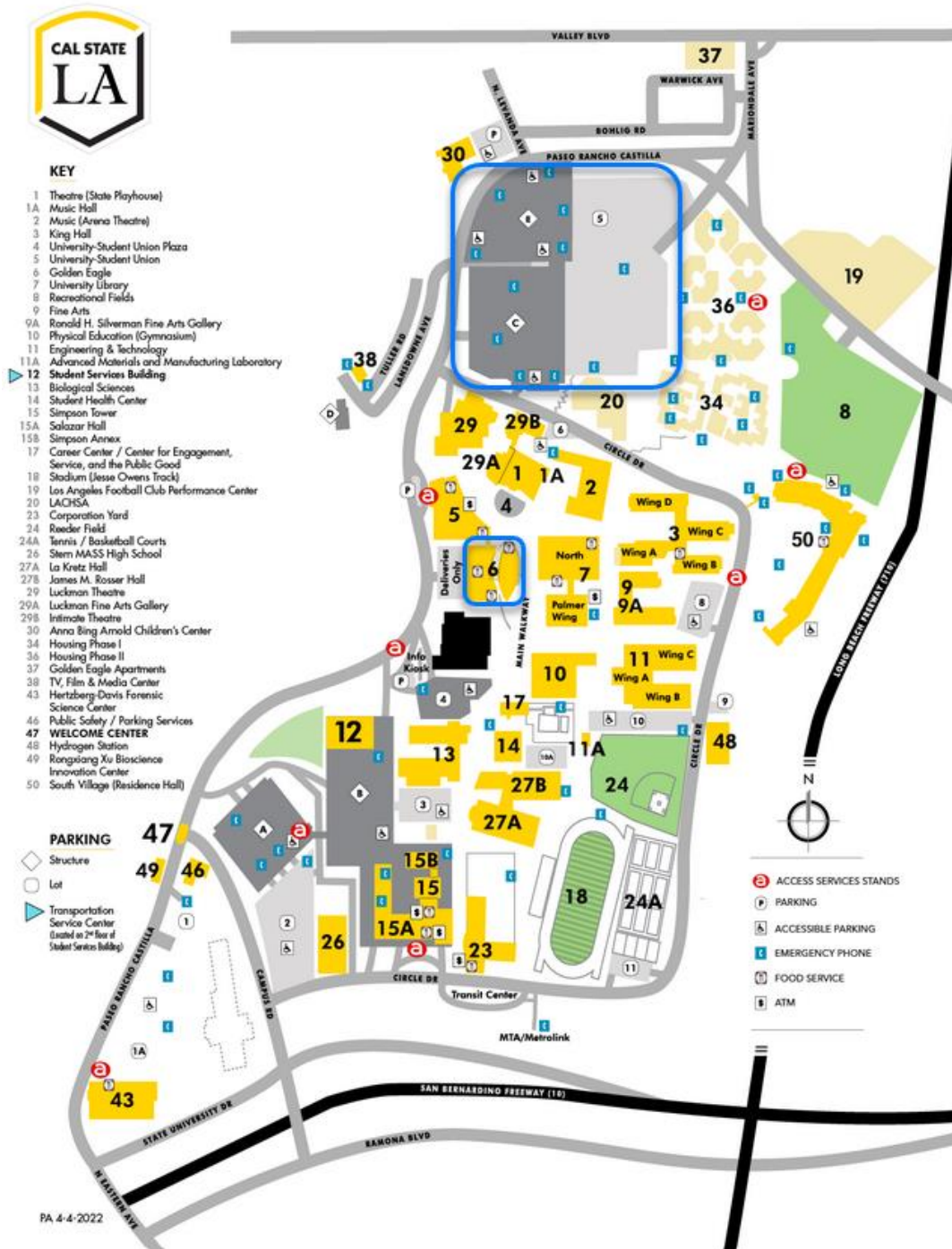
To scan the QR code:

1. Open the camera app.
2. Select the rear-facing camera.
3. Center the QR code that you want to scan on the screen and hold your phone steady for a couple of seconds.
4. Tap the notification that pops up to open the link (you will need to be connected to the internet to do this).



If the QR code doesn't work on your phone, please visit
[https://acrobat.adobe.com/id/urn:aaid:sc:va6c2:
d663fb94-0f1b-42be-9a03-123234c52894](https://acrobat.adobe.com/id/urn:aaid:sc:va6c2:d663fb94-0f1b-42be-9a03-123234c52894)

CAMPUS MAP



The forum is being held in the Golden Eagle Ballroom, which is located on the 3rd floor of the Golden Eagle Building (building #6 on the [Campus Map](#)). The elevators/stairs are located just past the food court, across from the University Bookstore.

Parking is \$10. The closest parking is the upper level of Parking Structure C, Parking Structure E, or Parking Lot 5. For more information, please see the [Visitor Parking website](#).

There are multiple dining options on campus for lunch. The closest options are the Food Court and the University Bookstore, both located on the 1st floor of the Golden Eagle Building. For more information, please see the [Campus Dining website](#).

SPEAKER DETAILS

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

Professor and Associate Dean, Innovative Partnerships and Practice
University of Kansas School of Nursing



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. Her work with the International Society for Professional Identity in Nursing is transforming the way nurses, health care professionals and society understand 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.

Dr. Godfrey received her Bachelor of Science in Nursing from the University of Missouri, her Masters in Nursing and credential as a Clinical Nurse Specialist from the University of Kansas Medical Center, and her PhD in Nursing from the University of Missouri. Scholarly accomplishments include seminal work in professional identity in nursing and implementing the AACN Essentials: Core Competencies for Professional Nursing Education. Programmatic achievements include creating the KU Community College Nursing Program (KUCCNP) in which community college students dually enroll in their community college and KU simultaneously, allowing them to graduate with an associate degree in nursing and a bachelor of science in nursing at the same time. Dr. Godfrey currently serves as the chair for the American Nurses Association Ethics and Human Rights Advisory Board and is formerly one of two co-leads for the Missouri Action Coalition supported by the Robert Wood Johnson Foundation.

She and her husband Darrell have two children and three grandchildren.

SPEAKER DETAILS

Elizabeth Young, MSN, RN, CNE

Adjunct Assistant Professor

University of Kansas School of Nursing

At her core, Elizabeth Young, is a nurse whose goal is to support students, fellow faculty members, and colleagues at the bedside in transforming their own professional identity, and thereby the nursing profession overall, in order to provide the best care to patients and communities. She is an adjunct assistant professor at the University of Kansas and also continues her nursing practice as both a clinical instructor and transplant nurse at Johns Hopkins. Elizabeth has a BSN from the University of Minnesota and her masters of science in nursing from Duke University. She is starting her PhD at Villanova University as a Conway Fellow this summer. She co-authored the Professional Identity Book chapter in the Concepts for Nursing Practice for the most recent two editions and has published articles in OJIN, NEP, and Nurse Educator. Elizabeth lives in Baltimore, Maryland with her husband, two children, their playful Brittany Spaniel, and her son's fish, lovingly named Num-num and Yum-Yum.



BOARD OF DIRECTORS



Lorie H. Judson

PhD, RN, NP, FAAN

Executive Director

Dr. Judson is currently the Executive Director of the Chin Family Institute for Nursing at California State University, Los Angeles. She retired as the Director of the School of Nursing and emerita professor at California State University, Los Angeles in 2016. She also served as the Project Director for a Robert Wood Johnson Foundation Academic Progression in Nursing (APIN) grant through HealthImpact from 2012-2016.

Dr. Judson graduated from a diploma program in Nursing at Madison General Hospital, Madison, WI. She completed her BSN at the University of Wisconsin, Madison, the Master of Science in Nursing at UCLA, and her PhD at the University of San Diego. She has a post-master's Nurse Practitioner certificate from Cal State LA. In 2017, she celebrated 50 years as a registered nurse.

Following clinical practice in Emergency Nursing, Neonatal Intensive Care, and Pediatric Intensive Care, Dr. Judson began her career at Cal State LA in 1976 as a Visiting Professor for the School of Nursing and served many years as an adjunct professor and lead Pediatric instructor. In 1997 she joined the School of Nursing faculty on the tenure track.

Her research interests and publications include the care of chronically ill children, simulation in nursing education, and academic practice partnerships. She received the Cal State LA Distinguished Women Award in 2009 and has been awarded Sigma Theta Tau Nu Mu President's Award three times for her work on the annual School of Nursing Evidence-Based Research Forum held at Cal State LA.

Dr. Judson's career path also includes 21 years in the Army Nurse Corps, United States Army Reserve, where she served as the Chief Nurse for the 349th Combat Support Hospital, Bell, CA and retired as a Lieutenant Colonel.

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Patricia A. Chin

DNSc., RN

Dr. Patricia A. Chin is a Professor Emerita of California State University, Los Angeles. Dr. Chin's four-decade professional nursing career includes medical-surgical nursing, cardiac intensive care nursing, psychiatric health nursing and legal consultation on nursing negligence. As a member of the Cal State LA faculty, she taught at both the undergraduate and graduate levels, and served in various positions including Nurse Counselor, Associate Director, and the Director of the School of Nursing.



Dr. Chin earned a diploma from Capital City School of Nursing, D.C. General Hospital, a Bachelor of Science in Nursing and Master of Science in Nursing from California State University, Los Angeles, and a Doctor of Nursing Science from the University of San Diego. She is a member of the Nu Mu Chapter of Sigma Theta Tau International Honor Society of Nursing.

Dr. Chin's scholarly publications, presentations, and activities have been in the areas of vulnerable and underserved populations, domestic violence, powerlessness, change and change theory, coping with mental and behavioral issues during changes in health states, rehabilitation, and nursing case management.

Active in her community, she has been a board member of the East San Gabriel Chapter of the American Red Cross, Monterey Park Boys and Girls Club, Garfield Medical Center Board of Governors, Soroptimist International and the Soroptimist Village Foundation Board, a subsidized senior housing facility. She chaired a "Commission on the State of the City of Monterey Park" and served two terms on the Monterey Park Planning Commission.

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Cecelia Crawford

DNP, RN, PHN, FAAN

Dr. Cecelia L. Crawford began her nursing career on Medical/Surgical, Telemetry, ICU, CCU, and Trauma Units. These experiences led Dr. Crawford to critical adult/child burn nursing for 19 years at two California burn centers. After two years as a Director of Education, Cecelia joined Kaiser Permanente SCAL as a nurse educator at Woodland Hills Medical Center; in 2005 she joined the Regional Nursing Research Program, where she was a nursing research and EBP champion/mentor, with a focus on the patient/family care experience, front-line staff, executive leadership, and organizational systems. As Regional Director of EBP, Dr. Crawford's promoted the translation of science discoveries into meaningful evidence for practice for KP SCAL hospitals, public

hospitals, and the community at large. She has mentored EBP content experts to inform the EBP structures and processes needed to achieve these outcomes. Cecelia is also the founder and inaugural director of the Academy of Evidence-Based Practice (www.academyebp.org), whose members conduct insightful integrative reviews and related manuscripts. Over time, these efforts ensured linking nursing care with current healthcare priorities, such as professional nursing practice and the achievement of Magnet® designation.

In March 2022, Dr. Crawford joined the Office of Research, Patient Care Services, Stanford Health Care. She is the Research Program Manager and is part of a visionary strategic team focused on the structures and processes for clinical trials and guided by ethical, equal, and equitable research methodologies. Cecelia plays a key role in the development of operational strategies and infrastructure development of the evolving and expanding Department of Health Equity and Patient Care Research.

Dr. Crawford has received several honors, including induction as a Fellow of the American Academy of Nursing. She has conducted 70 evidence reviews and published 41 articles, a book chapter, and anecdotal stories. Cecelia has presented over 100 science-based offerings at local, national, international, and web-based venues. She is a peer reviewer for 5 nursing journals and a member of 8 nursing organizations, such as the American Association of Critical Care Nurses, Association of California Nurse Leaders, and ANA/California. After 43 years as a registered nurse, Cecelia's vision and passion remain the same: to the translate evidence so it is meaningful and accessible to those who need it – the nurse and the patient.

Dr. Crawford obtained an ADN/ASN from Solano Community College in 1981 and her BSN in 2001 and MSN in 2005, both at Cal State Dominguez Hills, CA. She received her DNP at Western University of Health Sciences, College of Graduate Nursing, in Pomona, CA. Cecelia's successful career rests on the foundation of these academic experiences and the dedicated faculty who breathe life into the nation's nursing programs.

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Mary Dickow

MPA, FAAN

Former President

Ms. Mary Dickow is the Director of Leadership Development for the Organization for Associate Degree Nursing (OADN). She is responsible for the implementation of OADN's national leadership institute and providing professional development opportunities and training for nursing education faculty, deans, and directors. Mary previously served as the Director of Statewide Initiatives at **HealthImpact**, California's Nursing Workforce Center.



Prior to that, Mary served as the Deputy Director for the Robert Wood Johnson Foundation Executive Nurse Fellows program at the Center for the Health Professions at the University of California, San Francisco (UCSF). Mary retired from UCSF in September 2011 after having been with the university for twenty-seven years but continues to serve in a faculty role for the Healthcare Administration and Interprofessional Leadership program at UCSF.

Mary is recognized as a national voice in leadership development for nurses and as a speaker on leadership in health care. In 2014 Mary was inducted as an Honorary Fellow of the American Academy of Nursing. She served as President of the Chin Family Institute of Nursing Board of Directors and was a member of the 2010 cohort of Leadership America. Mary holds a master's in public administration from the University of San Francisco and serves as an alumni mentor.

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Theresa Murphy

MS, RN, CENP

Ms. Theresa Murphy brings over 25 years of experience in the healthcare industry. In addition to clinical practice as a Registered Nurse, Theresa has served several hospital organizations in managerial and executive level positions and currently serves as the Chief Nursing Officer at USC Verdugo Hills Hospital.

Additionally, Theresa serves on several Boards including the Board of Directors of the Chin Family Institute for Nursing at California State University Los Angeles; the Hospital Association of Southern California (HASC) Nurse Advisory Council including serving as Chair for the years 2020-2022; HASC Board of Directors; the

California Hospital Association (CHA) CNO Advisory Committee; the Advisory Board of the O'Rourke Institute for Advancement of Professional Practice and the advisory board of the Department of Healthcare Administration at California State University Long Beach. Theresa also serves as an evaluator for the BETA HEART Event Review Panel.

Theresa has broad experience in managing and leading people. Throughout her executive service, Theresa has lead complex operational processes, facilitated change initiatives and developed functional teams. Her particular areas of interest include advancing professional nursing practice through the understanding of the California Nurse Practice Act, the development and coaching of emerging leaders and the development of organizational structures that support the unique acute hospital environment. Span of Control of acute hospital nurse managers was the subject of her graduate degree research.

Theresa graduated from LeMoyne College with a Bachelor's Degree in Religious Studies; from California State University, Los Angeles with a Bachelor's Degree in Nursing; from California State University, Long Beach with a Master's Degree in Healthcare Administration and is certified in Executive Nursing Practice from the American Organization of Nurse Leaders.

In addition to her duties at USC VHH, Ms. Murphy occasionally lectures at Mount St. Mary's University and volunteers with the Executive Service Corps providing executive coaching to leaders serving community non-profit organizations.

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Pamela Angerer Payne

DBE, MSN, WHNP-BC

President

Dr. Pamela Angerer Payne is a Women's Health Nurse Practitioner (emerita board certified). She worked for HealthCare Partners Medical Group for 21 years, caring for women with health issues related to pregnancy and reproductive health and had a specialized practice in the care of women during menopause, with expertise in the clinical management of menopause concerns and



symptoms, hormone therapies and general wellness issues for post-menopausal women's health. Dr. Payne holds a Doctor of Bioethics degree from Loyola University Chicago (2018) and her areas of interest include nursing ethics, medical research ethics, and reproductive ethics, with a focus on technology and genetics.

She is a retired lecturer and lab instructor for the Patricia A. Chin School of Nursing, California State University, Los Angeles, where she taught courses in Maternal-Infant Health, Physical Assessment, and Family Nursing. She serves on the Ethics Committee at Huntington Memorial Hospital, Pasadena, CA and on the Institutional Review Board for Glendale Adventist Medical Center, Glendale, CA. Dr. Payne serves as President of the Chin Family Institute of Nursing Board of Directors.

In addition to her doctorate, Dr. Payne received a B.A. in History from Cal State LA (1981), her BSN (1991) and MSN (1995) from Cal State LA, and an M.A. in Bioethics and Health Policy from Loyola University Chicago (2016.)

THANK YOU

The planning committee would like to extend a special thank you to the following individuals:

- **Amanda Constantine (Tapia)**, Conference & Event Sales Manager, Cal State LA University Auxiliary Services Inc. - Dining Services, for facilitating arrangements for the venue and catering.
- **Bryant Chan**, Instructional Technology Consultant, Rongxiang Xu College of Health and Human Services, Cal State LA, for his technical support.
- **Darlene Finocchiaro, PhD, RN, CRRN, PHN**, for her expertise and support of the poster session.
- **Brittany Brooks**, Administrative Support Coordinator, Patricia A. Chin School of Nursing, and Instructional Designer, College of Professional and Global Education, Cal State LA, for designing the form flyers and program and facilitating the registration process.

SUPPORT

We welcome financial gifts to the Chin Family Institute for Nursing to enable us to continue our mission. Please visit <https://campaign.calstatela.edu/give/> and select The Chin Family Institute for Nursing from the drop-down menu to contribute. Thank you!



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