

# CONFERENCE SCHEDULE

## THURSDAY, NOVEMBER 7

7:00 AM - 8:00 AM

BREAKFAST, REGISTRATION, EXHIBITORS & POSTERS

8:00 AM - 8:15 AM

OPENING REMARKS

**Opening**

**Room: Centennial CD**

**Dr. Nora Warshawsky, PhD, RN, NEA-BC, CNE, FAAN**

*ALSN President*

*Professor, Health Systems Department, College of Nursing,  
University of Central Florida*

8:15 AM - 9:15 AM

OPENING KEYNOTE SPEAKER

**Keynote**

**Room: Centennial CD**

**Linda Burnes Bolton**

*Senior Vice President & System Chief Health Equity Officer, Cedars Sinai Hospital*

**Session Title:** Advocating for Health Equity

**Description:** Dr. Burnes Bolton will present the changing demand for nursing care within and outside of acute care settings. Information on the demand for population health services; knowledge and skills required for nurses to provide population health services and provide examples of nurse's role in the provision of population health services.

9:30 AM - 10:30 AM

BREAKOUT SESSIONS

**Breakout 1**

**Room: Centennial CD**

**Lyn Stankiewicz Murphy, PhD, MBA, RN**

*Associate Professor, School of Nursing, University of Maryland*

**Peggy Jenkins, PhD, RN**

*Assistant Professor, University of Colorado, College of Nursing*

**Lindell Joseph, PhD, RN, FAAN**

*Clinical Professor & Director, University of Iowa College of Nursing*

**Session Title:** Engaging Nurse Leaders in Creative and Innovative Solutions in Health Care

**Description:** TBA

**Breakout 1**

**Room: Laureate**

**Thompson Forbes, PhD, RN, Ne-BC**

*Assistant Professor, East Carolina University, College of Nursing*

**Joan D. Wynn, PhD, RN, CPHQ**

*Chief Quality Officer, Retired, Vidant Health*

*Adjunct Faculty, East Carolina University College of Nursing*

**Session Title:** Developing a Research Focused Academic-Service Partnership: Challenges and Facilitators

**Description:** This session will describe the development of a research focused academic-service partnership. This research partnership focuses patient safety culture and improving the outcomes of patients. We will review the relationships and administrative factors that contributed to this relationship, the research activities, and future initiatives of this partnership. Further, we will describe how the alignment of missions and objectives of the two organizations have been a catalyst for success.

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## Breakout 1

Room: Illumination

**Todd Tussing, DNP, RN, CENP, NEA-BC**

*Administrative Director of Nursing & Patient Care Services  
Wexner Medical Center, The Ohio State University*

**Esther Chipps, PhD, RN, NEA-BC**

*Nurse Scientist, Wexner Medical Center, The Ohio State University*

**Session Title:** Evaluation of Sociotechnical Factors to Inform Health IT Adaptation

**Description:** Health Information Technology (HIT) adaptation requires the redesign of individual and collective workflows, but is often evaluated using measures that fail to account for complex interactions. A qualitative study was conducted to investigate previous HIT adaptation and to provide informative strategies to assist with future HIT adaptation by nurses. Participants were asked about their experiences and thoughts about HIT adaptation. Preliminary findings revealed: increased use of an EHR is directly tied to provider adaptation of the technology; HIT that is designed efficiently with end-user input, is intuitive will lead to increased adaptation.

10:30 AM - 11:00 AM

MORNING BREAK, EXHIBITORS & POSTERS

11:00 AM - 12:00 PM

BREAKOUT SESSIONS

## Breakout 2

Room: Centennial CD

**Edmund Walsh, MScN, RN**

*PhD Student, Arthur Labatt Family School of Nursing, Western University (Canada)*

**Alexis Smith, MScN, RN**

*Professional Practice Consultant, St. Joseph's Health Care London (Canada)*

**Carol Wong, PhD, RN**

*Professor Emeritus, Arthur Labatt Family School of Nursing, Western University (Canada)*

**Session Title:** Mental Health of Experienced Registered Nurses: The Influence of Authentic Leadership & Workplace Bullying

**Description:** Striving to understand, protect, and promote the mental health of registered nurses is, of course, an important endeavor for nursing leaders. In this session, we will share the findings of a Canadian study in which we examined the relationship between managers' authentic leadership behaviors and experienced registered nurses' mental health. Moreover, we will discuss workplace bullying and how it influenced the aforementioned relationship in this study. Finally, there will be an opportunity for group discussion regarding authentic leadership and the implications of this study for leaders, researchers and educators.

## Breakout 2

Room: Laureate (11:00 - 11:30 AM)

**Wendy Bowles, PhD, RN, APRN-CNP, CNE**

*PI, Assistant Dean for Baccalaureate Programs; Assistant Professor of Clinical Nursing;  
Pediatric Nurse Practitioner, The Ohio State University, College of Nursing*

**Bevra Brinkman, DNP, APRN-CNS, ACNS-BC**

*Associate Director Health System Evidence-Based Practice & Standards  
The Ohio State University Wexner Medical Center*

**Session Title:** Evidence-based Clinical Academic Partnership (ECAP) With Hybrid Model of DEU

**Description:** This research study tests a new model of clinical education that is a hybrid of a traditional DEU. The name of this new model is Evidence-based Clinical Academic Partnership (ECAP) and encompasses: 1) academic support for practice partner, 2) evidence-based practice (EBP) integration, and 3) unit transformation. It is considered a hybrid of the traditional DEU model because the academic faculty member remains on the unit with the students creating an academic support system for both practice partner and students. The purpose of this study is to: examine organizational culture and readiness for EBP and determine differences in EBP competencies, beliefs, and implementation processes on a traditional clinical (TC) compared to the ECAP.

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## Breakout 2

Room: Laureate (11:30 - 12:00 PM)

**Jose Luis Santos, PhD, RN**

*Assistant Professor, Federal University of Santa Catarina Brazil*

**Session Title:** Professional Practice Environment and Empowerment of Nurses at a University Hospital in Brazil

**Description:** The nurse's work is influenced by the characteristics of the health service in which he or she undertakes their professional practice. Some of these characteristics are the professional hierarchies, size of the organization, infrastructure conditions, social norms and institutional policies. Depending on these specific characteristics, the work environment may facilitate or restrict the nurse's practice and empowerment, which can impact the quality of patient care. This session will present the characteristics of professional practice environment and the levels of empowerment of nurses in a university hospital in Brazil.

## Breakout 2

Room: Illumination (11:00 - 11:30 AM)

**Kathleen White, PhD, RN, NEA-BC, FAAN**

*Professor, John Hopkins School of Nursing*

**Debra Hampton, PhD, MSN, RN, FACHE, NEA-BC, CENP**

*Interim Assistant Dean, MSN & DNP Programs and Academic Coordinator  
Graduate Leadership Programs, College of Nursing, University of Kentucky*

**Session Title:** Draft Criteria for Evaluating Graduate Nursing Leadership Programs

**Description:** The Association for Leadership Science in Nursing (ALSN), previously known as the Council for Graduate Educators in Administration Nursing, has identified that there is a need for nationally-endorsed criteria to guide the development, implementation, evaluation and review or accreditation of Nursing Leadership Graduate Specialty programs in the U.S. The guidelines/criteria will be used to evaluate Nursing Leadership Specialty Master's, Practice Doctorate, and Post-Graduate Certificate Educational Programs and serve as an adjunct to existing national accreditation standards. It is also expected that these guidelines/criteria may be used to guide the development of new Nursing Leadership Graduate Specialty programs and to conduct self-evaluation of new and existing programs.

## Breakout 2

Room: Illumination (11:30 - 12:00 PM)

**Alexandra Duke, DNP, RN-BC, CEN, CHSE, CNEcl, EBP-C**

*PhD Student, University of Nevada, Las Vegas*

**Session Title:** Using Academic-Practice Partnerships to Implement Game-Based Simulation Education for Systems Thinking

**Description:** This session will describe the development of a dynamic academic-practice partnership between UCLA Health and the UCLA School of Nursing to teach systems thinking in a DNP course using game-based simulation. Learn strategies to develop and sustain partnerships that bridge the gap between academia and practice. Hear how the cultures of two departments were transformed through this initiative.

12:00 PM - 1:15 PM

LUNCH, EXHIBITORS & POSTERS

1:30 PM - 2:30 PM

KEYNOTE SPEAKER

## Keynote

Room: Centennial CD

**Bonnie Jennings, PhD, RN, FAAN**

*Professor, Nell Hodgson Woodruff School of Nursing, Emory University*

**Session Title:** Getting Published: Tips for Success

**Description:** The purpose of this presentation is to provide a broad overview of writing and publishing with an emphasis on practical tips for success. Included in this presentation is material on choosing a journal, authorship ethics, writing pointers, the submission and review processes, revising your manuscript, and celebrating your success.

# CONFERENCE SCHEDULE

2:30 PM - 3:00 PM

AFTERNOON BREAK, EXHIBITORS & POSTERS

3:00 PM - 4:00 PM

BREAKOUT SESSIONS

## Breakout 3

Room: Centennial CD (3:00 - 3:30 PM)

**Francine Snow, DrPH, MSN, RN-BC**

*Clinical Department of Graduate Studies, Assistant Professor  
Cizik School of Nursing, UT Health Houston*

**Session Title:** Creativity & Innovation - Essential Competency for Future Nurse Leaders

**Description:** An essential role of the transformational nurse leader is to ignite a spirit of creativity and innovation among staff. The transformational leader must role model these creative behaviors if he/she hopes to promote them among staff. Attend this hands-on session and walk away with several practical methods easily implemented by the nurse leader to inspire innovativeness among staff and promote breakthrough ideas.

## Breakout 3

Room: Centennial CD (3:30 - 4:00 PM)

**Linda Cole, DNP, RN, CCNS, CPHQ, CNE**

*Assistant Professor of Nursing, Clinical*

**Francine Snow, DrPH, MSN, RN-BC**

*Clinical Department of Graduate Studies, Assistant Professor  
Cizik School of Nursing, UT Health Houston*

**Session Title:** Project Management Applied to Nursing Leadership Graduate Education

**Description:** This education innovation presentation will provide the learner with key knowledge and skills in order to successfully implement a project management course into graduate level education for nursing leader students.

## Breakout 3

Room: Laureate

**Debra Hampton, PhD, MSN, RN, FACHE, NEA-BC, CENP**

*Academic Coordinator, MSN, MSN to DNP, Executive Leadership DNP Programs  
College of Nursing, University of Kentucky*

**Session Title:** A Generation Disruption of Our Academic and Work World

**Description:** New generations may be seen as "generation disruption" that challenge everything we think we know (Keys, Hampton, & Saifman, 2017). Individuals born in 1995 or after (age 24 or younger) make up Generation Z, who brings new expectations and ideals about life and work into healthcare academic and work settings. This presentation will introduce Generation Z and explain why they may be a disruptive force in the academic and work setting. What teaching methods Generation Z nursing students prefer and find the most engaging and what work values they have will be discussed.

## Breakout 3

Room: Illumination

**Daniel Pesut, PhD, RN, FAAN**

*Professor of Nursing & Director at Katharine J. Densford International Center for Nursing Leadership  
School of Nursing, University of Minnesota*

**Session Title:** Anticipating Disruptive Innovations With Foresight Leadership: An Educational Innovation to Build a Community of Practice

**Description:** Foresight leadership is an essential for 21st century health care leaders who want to be successful as they tackle challenges and disruptive innovations. How well one can predict the results of one's action is influenced by the degree one can anticipate situations and consequences. To support the teaching and learning of foresight leadership, the University of Minnesota School of Nursing and Katharine J Densford International Center for Nursing Leadership created an innovative foresight leadership resource center to support a digital learning community of health care professionals.

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4:00 PM - 5:00 PM

GENERAL SESSION

Session

Room: Centennial CD

**Johnese Spisso, MPA**  
*President, UCLA Health*  
*CEO, UCLA Hospitals*

**Sandy Summers, RN, MSN, MPH**  
*Founder & Executive Director, The Truth About Nursing*

**Mary Sue Heilemann, PhD, RN, FAAN**  
*Associate Professor, UCLA School of Nursing*  
*Associate Director, UCLA, National Clinician Scholars Program*

**Session Title:** Panel: Images of Nurses in the Media

**Description:** The media has portrayed nurses negatively for decades. Nurses must protect the integrity of the profession by ensuring the media portrays nurses in a positive manner. Panel members will address the work that is underway to improve the image of nurses.

5:30 PM - 7:30 PM

OPENING RECEPTION

Reception

Room: Centennial Terrace

**Join your ALSN Colleagues**  
The welcome reception is open to all those who are in attendance.

## FRIDAY, NOVEMBER 8

7:00 AM - 8:00 AM

BREAKFAST, REGISTRATION, EXHIBITORS & POSTERS

8:15 AM - 9:15 AM

OPENING KEYNOTE

Keynote

Room: Centennial CD

**Daniel Weberg, PhD, RN**  
*Head of Clinical Innovation, Trusted Health*  
*Founding Faculty, Kaiser Permanente School of Medicine & The Ohio State University Master in Innovation Program*

**Session Title:** Cultures of Innovation: Leading Evidence Based Innovation

**Description:** High performing organizations need to continually balance the need for innovation and the need for improvement. The future of healthcare will be built by interprofessional teams willing challenge the current state with evidence and the boldness of disruption. Learn the leadership skills needed to create sustainable innovation and build a high performing organization.

9:30 AM - 10:30 AM

BREAKOUT SESSIONS

Breakout 4

Room: Centennial CD

**Linda Roussel, PhD, RN, NEA-BC, CNL, FAAN**  
*Visiting Professor, DNP Program Director*  
*College of Nursing, Texas Woman's University*

**Jeannie Garber, DNP, RN, NEA-BC**  
*Coordinator of Doctor of Nursing Program,*  
*School of Nursing, James Madison University*

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**Session Title:** Best Practices for Embedding Implementation Science in DNP Projects: Lessons learned from two DNP programs

**Description:** This session will highlight two DNP programs who have started a deeper dive into implementation science and its implications for DNP Projects and educational programming. The researchers will share the results of their study and describe future work needed to embed implementation science and practices in DNP education and rigorous quality improvement projects.

## Breakout 4

**Room: Optimist Room**

**Sarah Brzozowski, MBA, BSN, RN, NEA-BC**

*PhD Student, University of Wisconsin-Madison, School of Nursing*

**Session Title:** Identity and Practice of Nurses in Primary Care and Implications for Leaders

**Description:** Shifts in the U.S. healthcare system to primary care and medical homes are resulting in nursing practice expanding into new domains including preventative care, management of chronic illness, and transitions of care. However, little is known about primary care nursing practice and the support nurses need in this setting. This session will share results of a descriptive qualitative research study that used inductive content analysis to explore nurses' identity in primary care and identify leadership strategies to enhance nursing practice in primary care.

## Breakout 4

**Room: Illumination (9:30 - 10:00 AM)**

**Heather Nelson- Brantley, PhD, RN, NEA-BC, CCRN-K**

*Assistant Professor, University of Kansas, School of Nursing*

**Meg Colleton, BA, BSN, RN, CPHQ**

*Clinical Advisor - NDNQI, Press Ganey Associates, INC*

**Session Title:** Innovative RN Retention Strategies: Insight from a National Study of Nurse Managers and Direct-Care RNs

**Description:** This session will report findings from a qualitative NDNQI® study that examined strategies for retaining newly licensed and experienced RNs working in inpatient and ambulatory settings in the U.S. Qualitative survey responses were collected from a national sample of 350 RNs and nurse managers from 34 nursing units with high and low intent to stay in 28 NDNQI-participating hospitals. In-depth interviews also were conducted with a subsample of RN and nurse manager respondents.

## Breakout 4

**Room: Illumination (10:00 - 10:30 AM)**

**K. David Bailey, TBA**

*Chief Nursing Officer, UCLA Health Santa Monica*

**Session Title:** Authentic Leadership

**Description:** Doctoral Dissertation: Evidence suggests that authentic leadership improves RN and patient satisfaction, reduces RN turnover, and supports the healthy work environment; however, little is known about Nurse Executives who consistently practice using authentic leadership.

**10:30 AM - 11:00 AM**

**MORNING BREAK, EXHIBITORS & POSTERS**

**11:00 AM - 12:00 PM**

**BREAKOUT SESSIONS**

## Breakout 5

**Room: Centennial CD**

**Victoria Rich, PhD, RN, FAAN**

*Dean, College of Nursing, University of South Florida*

*Senior Associate Vice President, USF Health*

**Session Title:** Developing an Inaugural Health Interprofessional Education Day

**Description:** The purpose of this session is to provide a tool kit on how to deliver an inaugural health interprofessional education day for health care students, faculty and alumni. USF College of Nursing designed and implemented an IPE event emphasizing the significance of interprofessional collaboration within health sciences education and clinical practice. This event was successful in ensuring the continuance of a vital IPE environment.

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## Breakout 5

Room: Optimist (11:00 - 11:30 AM)

**Amany Farag, PhD, MSN, RN**

*Assistant Professor, Sexual Assault Nurse Examiner (SANE)  
University Of Iowa College of Nursing*

**Session Title:** Using Extreme Learning Machine (ELM) and Self Organizing Map (SOM) Data Visualization to Understand Complexity of Nurses' Decision to Report Medication Errors

**Description:** In this presentation, Dr. Farag will present an application of new data analytics approach Extreme Machin Learning (ELM) and Self-Organizing Map (SOM) to understand predictors of nurses' willingness to report medication errors. The new analytic technique enabled Dr. Farag and her team to account for the non-linear nature of health systems data.

## Breakout 5

Room: Laureate (11:30 - 12:00 AM)

**Marlene Sampson, PhD, MSN-Ed, RN**

*Associate Director for Nursing Education, Director for the Buckeye Nurse Residency Program  
Wexner Medical Center, The Ohio State University*

**Session Title:** Intervention Effects of Cognitive Behavioral Skills Building Program on Mental Health, Healthy Life Style Behaviors, Job Satisfaction & Absenteeism of New Nurses Participating in a Transition to Practice Program

**Description:** The well-being of healthcare clinicians is of increasing concern across the health profession. The nursing workforce, which is the largest of health professions, experiences high levels of stress and burnout due to organizational factors including job demands, lack of resources, increasing technology, demands for improved patient experience, safety and cost containment. Newly licensed registered nurses (NLRNs) experience high levels of stress due to unmet expectations, lack of confidence and heavy workloads leading to anxiety, burnout, psycho-somatic illness and job turnover. The National Academy of Medicine (NAM) has called for an increase in evidence-based interventions to quell the increase in clinician burnout, depression and suicide. The MINDBODYSTRONG Program is a novel adaptation of an evidence-based intervention which provides a comprehensive, theory-based approach to address the mental health, healthy lifestyle behaviors, job satisfaction and absenteeism of new nurses during their transition to practice.

## Breakout 5

Room: Illumination

**Ohood Alkaabi, BSN, MSN, PhD Student**

*PhD Student, Arthur Labatt Family School of Nursing at Western University*

**Session Title:** Relationships Among Authentic Leadership, Manager Incivility & Trust in the Manager

**Description:** A master thesis, which was a secondary analysis, aimed to examine the relationship between authentic leadership, managers' incivility and trust in the manager.

12:00 PM - 1:15 PM

LUNCH, EXHIBITORS & POSTERS

12:00 PM - 1:15 PM

TICKETED LUNCHEON

## Luncheon

Room: TBD

**Pam Jones Vanderbilt, DNP, RN, NEA-BC**

*Sr. Associate Dean, Clinical & Community Partnerships, Vanderbilt University School of Nursing*

**Session Title:** Clinical & Community Partnerships

**Description:** This presentation will review the progression of a robust academic-practice partnership between Vanderbilt University School of Nursing and Vanderbilt University Medical Center. The presentation will describe the key components of the partnership, successes, challenges and specific results from several innovative demonstration projects.

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1:30 PM - 2:30 PM

## BREAKOUT SESSIONS

### Breakout 6

Room: Centennial CD

**Alexis Smith, MScN, RN**

*Professional Practice Consultant, St. Joseph's Health Care London (Canada)*

**Edmund Walsh, MScN, RN**

*PhD Student, Arthur Labatt Family School of Nursing, Western University (Canada)*

**Session Title:** Authentic Leadership in Critical Care: Exploring Nurses' Affective Organizational Commitment

**Description:** This session will explore the role of authentic leadership in critical care nursing environments. We will explore a study that looked at the influence of authentic leaders on critical care nurses affective organizational commitment, and the mediating role of emotional exhaustion and professional practice environments. We will discuss the barriers and facilitators to authentic leadership, evidence to support its positive impact on nursing workgroups and opportunities for future research.

### Breakout 6

Room: Optimist

**Dennis Ondrejka, RN, MSN, PhD, CNS**

*President & Consultant, Goalquest LLC, Regis University*

**Session Title:** Analysis of 14 Years of Hierarchical Research Models: Similarities, Differences, Impact

**Description:** Many nursing text books label research from least to most rigorous using a Hierarchy of Research Evidence scale. The variances in hierarchy models leads to legitimate disagreements regarding what is being published and may even be inaccurate information that does not serve nursing students understanding of research methods and their value. You will be presented the results of a systematic review performed on nursing research textbooks published from 2004-2017 and will receive a critical analysis of the similarities, differences and missing research methods.

### Breakout 6

Room: Illumination

**Genia Wetsel, DNP, MBA, RN, CENP, NEA-BC**

*Interim Nurse Executive, Health Sciences Center, Texas Tech University*

**Joyce Batcheller, DNP, RN, NEA-BC, FAAN**

*Nurse Executive Advisor, Leadership*

*The Center for the Advancement of Healthcare Professionals*

**Session Title:** Interim Chief Nursing Officer: A Valuable Option During A Leadership Gap?

**Description:** While the issue of interim CNOs has become increasingly important due to the continued shortage of executive nurse leaders, the stories reported by study participants emphasized the instability in healthcare and the great responsibility nurse leaders have in the decisions made in the delivery of health care. It is hoped that in evaluating this study, the interim role will be considered valuable to organizations experiencing a gap in CNO leadership.

2:30 PM - 3:00 PM

## AFTERNOON BREAK, EXHIBITORS & POSTERS

3:00 PM - 4:00 PM

## BREAKOUT SESSIONS

### Breakout 7

Room: Centennial CD (3:00 - 3:30 PM)

**Ashleigh Weir, PhD, RN**

*Clinical Staff, East Carolina University*

**Session Title:** New Graduate Turnover: What Really Matters Most

**Description:** This session will briefly explore the theory and foundation in a study of new graduate nurses. Sample size, methods, and instruments will be briefly discussed. The primary focus of this session will be to discuss the outcomes and implications of the research presented.



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## Breakout 7

Room: Centennial CD (3:30 - 4:00 PM)

**Wilma Stuart, PhD, RN, NEA-BC**

*Assistant Professor, College of Nursing, University of South Alabama*

**Bridget Moore, DNP, RNC, NEA-BC**

*Nurse Educator, Children's & Woman's Hospital, University of South Alabama*

**Session Title:** Staff Perception of Leader Empathy

**Description:** Leader empathy is important in planning for disruptive innovations. The nurse researchers sought to understand nurse perceptions of empathy of those they identified as their leader. The team will share identified behaviors to improve nurse perceptions of leader empathy.

## Breakout 7

Room: Optimist (3:00 - 3:30 PM)

**Krystal Hanrahan, MS, MSPH, RH, CMSRN**

*Magnet Program Manager, Northwestern Memorial Hospital*

**Session Title:** Creating a Culture of Happiness in New Graduate Nurses

**Description:** Transition into practice can be a stressful experience leading to decreased engagement, burnout and high levels of turnover. New graduate nurses need tools to hardwire happiness and strengthen resilience. This session reviews strategies for developing optimism, methods to create self-awareness, and tools to promote self-care and work-life balance.

## Breakout 7

Room: Optimist (3:30 - 4:00 PM)

**Karen Grimley, PhD, MBA, RN, NEA-BC, FACHE**

*UCLA Health Chief Nursing Executive & Vice Dean of UCLA School of Nursing  
School of Nursing, UCLA Health*

**Raquel Branom, DNP, RN, ACNS-BC**

*Clinical Nurse Specialist, Ronald Reagan UCLA Medical Center*

**Brian Sharkey, MBA, CPHQ**

*LEAN Specialist, UCLA Health*

**Session Title:** The Wellness Bundle: A Common Sense Approach to Consumerism

**Description:** TBA

## Breakout 7

Room: Illumination (3:00 - 3:30 PM)

**Orin Reitz, PhD, MBA, NEA-BC**

*Associate Professor, College of Nursing, Illinois State University Mennonite*

**Session Title:** The Illinois Staffing by Patient Acuity Act: A Descriptive Study

**Description:** The Staffing by Patient Acuity Act (SPAA) (passed in 2008 by Illinois legislature) requires every hospital must have a written hospital-wide staffing plan available to the public and take explicit elements into consideration, including patient acuity, patient complexity, the skill mix of the personnel providing direct patient care and the number of patient admissions, discharges and transfers. This study compared the hospital-wide staffing plans, the composition of the committees that made the recommendations and the acuity tools or models used to adjust staffing. The results of this survey indicate all the organizations surveyed used a staffing plan based on patient acuity, but most of the committees were multi-functional committees and staffing was not their primary function. Although the costs of complying with this legislation were negligible, many raised concerns regarding proposed legislation mandating nursing staffing ratios and thus supported the SPAA.

## Breakout 7

Room: Illumination (3:30 - 4:00 PM)

**Sonia Udod, PhD, RN**

*Assistant Professor, University of Manitoba, Canada*

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**Session Title:** Building & Sustaining the Lean Management System: A Qualitative Study with Nurse Managers

**Description:** The purpose of this presentation explores the leadership behaviors and managerial practices of nurse managers that facilitate or impede the sustainability of the Lean management system in acute care.

**4:00 PM - 4:45 PM**      **ALSN ANNUAL MEETING & AWARDS**

**4:45 PM - 5:00 PM**      **AFTERNOON BREAK, EXHIBITORS & POSTERS**

**5:00 PM - 6:00 PM**      **KEYNOTE SPEAKER**

## Keynote

**Room: Centennial CD**

**Cole Edmonson DNP, RN, NEA-BC, FACHE, FAONL, FAAN**  
*Chief Clinical Officer, AMN Healthcare*

**Andrea Thomaz, PhD**  
*CEO, Diligen Robotics*

**Session Title:** Robots, Nurses and Patients, Oh My: An Innovative Workforce Solution

**Description:** Technology is changing how we live, work and play today. How will it affect the caring arts, such as nursing and the way in which care is delivered? Robots are changing how and what we do in the workplace, but what about the WHY. An innovation in care delivery is happening, learn more about the WHY, the HOW and the WHAT.

## SATURDAY, NOVEMBER 9

**7:30 AM - 8:30 AM**      **BREAKFAST & REGISTRATION**

**8:30 AM - 9:30 AM**      **OPENING SESSION**

## Session

**Room: Centennial CD**

**Joyce Batcheller, DNP, RN, NEA-BC, FAAN**  
*Nurse Executive Advisor, Leadership  
The Center for the Advancement of Healthcare Professionals*

**Barbara Cherry, DNSc, MBA, RN, NEA-BC**  
*Associate Dean & Department Chair for Leadership Studies  
Texas Tech University Health Sciences Center School of Nursing*

**Patricia Yoder-Wise, RN, EdD, NEA-BC**  
*President, The Wise Group*

**Session Title:** Innovative Academic & Practice Partnerships

**Description:** TBA

**9:45 AM - 10:45 AM**      **BREAKOUT SESSIONS**

## Breakout 8

**Room: Centennial CD**

**Angelo Venditti, DNP, MBA, RN, FACHE, NES-BC**  
*Chief Nursing Officer, Geisinger Northeast*

**Session Title:** How Predictive Analytics Can Establish Predictable & Sustainable Results

**Description:** When it comes to workforce management practices, health systems have been stuck using outdated practices, which rely little on technology, predictions, or analytics; typically using a “because that’s the way it’s always been done” mentality. As consumers demand explanations for hospital costs, now is

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a crucial time for hospitals and health systems to pay special attention to cost drivers such as workforce management practices. It is important for organizations to be deliberate in the steps they take to solve workforce management issues. A health system in northeastern United States recently made an intentional decision to focus on their workforce management. This session will provide an overview of that process and show how millions of dollars can be saved and how staff are more satisfied.

## Breakout 8

Room: Laureate (9:45 - 10:15 AM)

**Marcia Faller, PhD, RN**

*Executive Clinical Advisor, Consultant to AMN Healthcare*

**Cole Edmundson, DNP, RN, FACHE, NEA-BC, FAAN**

*Chief Clinical Officer, AMN Healthcare*

**Session Title:** Nurses Share Their Voice Results of the 2019 Survey of Registered Nurses

**Description:** Results of a biennial survey of registered nurses are reported to provide nursing leaders with immediate and up-to-date information from one of the largest and most influential sectors of the healthcare workforce – Registered Nurses. Nursing has always been fundamental to the principle objective of healthcare – quality patient care. Participants will get a deeper look at the results of the 2019 Survey of Registered Nurses that reflect nursing's place in the changing healthcare landscape including RN's experiences with workplace incivility, how well their organizations address diversity and inclusion and specifics about the communication and relationships between leaders and their subordinates (of different generations).

## Breakout 8

Room: Laureate (10:15 - 10:45 AM)

**Sonia Udod, PhD, RN**

*Assistant Professor, University of Manitoba, Canada*

**Session Title:** Using the Synergy Tool for Innovation to Improve Patient and Nurse Outcomes: A Canadian Prospective

**Description:** The purpose of this presentation will examine the impact of the synergy tool, a patient needs assessment tool, to determine patient priority care needs for highly variable, unpredictable populations on emergency department care delivery and nurses' workload.

## Breakout 8

Room: Illumination (9:45 - 10:15 AM)

**Rachel Stepp, APN, AOCN, PhD(c)**

*Executive Consultant*

**Session Title:** Nurse Executives' Lived Experience of Incorporating Caring Leadership

**Description:** Healthcare reform, advancing technology, and expanded treatment options continue to improve patient outcomes. However, the changing landscape of healthcare increases the risk of patient care becoming impersonal and dispassionate. Nurses who take on higher levels of leadership responsibility are uniquely positioned to foster an organizational culture that embraces compassion and caring while continuing to ensure the delivery of quality nursing care and cost containment. In this session, the results of a qualitative, phenomenological study exploring the lived experience of nurse executives seeking to manifest compassion toward staff while balancing competing priorities will be presented.

## Breakout 8

Room: Illumination (10:15 - 10:45 AM)

**Aoyjai Prapanjaroensin, RN, BSN, PhD(c)**

*PhD Candidate & Teaching Assistant for Statistical Courses  
University of Alabama at Birmingham*

**Patricia Patrician, PhD, RN, FAAN**

*Professor & Rachel Z. Booth Endowed Chair, University of Alabama at Birmingham*

**Session Title:** Nurse Burnout and Self-Reported Medication Administration Errors

# CONFERENCE SCHEDULE

**Description:** This session will provide background of nurse burnout and its predictors. The findings of an Alabama statewide study on predicting medication administration errors from nurse burnout and nurse characteristics will be demonstrated. Also, clinical implications will be proposed in the end of this session.

**10:45 AM - 11:00 PM**

**MORNING BREAK**

**11:00 AM - 12:00 PM**

**CLOSING SESSION**

**Session**

**Room: Centennial CD**

**Linda Roussel, PhD, RN, NEA-BC, CNL, FAAN**

*Visiting Professor, DNP Program Director*

*College of Nursing, Texas Woman's University*

**Jeannie Garber, DNP, RN, NEA-BC**

*Professor of Nursing, Coordinator of Doctor of Nursing Practice (DNP) Program*

*School of Nursing, James Madison University*

**Session Title:** Best Practices for Embedding Implementation Science in DNP Projects: Lessons learned from two DNP programs

**Description:** This session will highlight two DNP programs who have started a deeper dive into implementation science and its implications for DNP Projects and educational programming. The researchers will share the results of their study and describe future work needed to embed implementation science and practices in DNP education and rigorous quality improvement projects.

# POSTER PRESENTERS

**Poster Title:** Leading Quality & Safety at the Frontline KSAs and Barriers/Facilitators among Practicing Nurses

**Catherine Alexander, DNP, MPH, RN**

*Consultant Co-Investigator, Multiple Sclerosis Continuous Quality Improvement Collaborative (MS-CQI)  
Department of Community & Family Medicine, Dartmouth-Hitchcock*

**Cindy Zellefrow, DNP, MEd, RN, LSN, PHNA-BC**

*Director, Academic Core at The Helene Fuld Health Trust National Institute for Evidence-based Practice in Nursing & Healthcare; Assistant Professor of Clinical Practice, The Ohio State University College of Nursing*

**Poster Title:** Enhancing Active Learning in Online Graduate Education: Academic Service Partnership

**Laura Caramanica, PhD, RN, CNE, CENP, FACHE, FAAN**

*Associate Professor Nursing, University of West Georgia*

**Poster Title:** The Marian K. Shaughnessy Nurse Leadership Academy: Dramatic Changes in Nursing Education from the Bedside to the Boardroom

**Joyce Fitzpatrick, PhD, MBA, RN, FAAN**

*Inaugural Director Marian K. Shaughnessy Nurse Leadership Academy and Professor  
Case Western Reserve*

**Poster Title:** Naming and Fostering Professional Identity in Nursing: An Evidence-based Approach

**Nelda Godfrey, PhD, ACNS-BC, FAAN**

*Associate Dean, Innovative Partnerships and Practice, University of Kansas SON*

**Poster Title:** The Relationship Between Psychological Violence, Resilience & Intent to Leave

**Debra Hampton, PhD, MSN, RN, FACHE, NEA-BC, CENP**

*Interim Assistant Dean, MSN & DNP Programs and Academic Coordinator  
Graduate Leadership Programs, College of Nursing, University of Kentucky*

**Poster Title:** Advancing the Science of Nursing Care through Practice-Academic Partnerships

**Peggy Jenkins, PhD, RN**

*Assistant Professor & Specialty Director iLEAD, College of Nursing, University of Colorado*

**Nancy Blake, PhD, RN, NEA-BC, FAAN**

*CNO, Harbor-UCLA Medical Center; Assistant Adjunct Professor, UCLA School of Nursing*

**Esther Chipps PhD, RN, NEA-BC**

*Clinical Nurse Scientist, Associate Professor, Wexner Medical Center, College of Nursing, The Ohio State University*

**Heather Nelson-Brantley, PhD, RN, CCRN-K**

*Assistant Professor, University of Kansas, School of Nursing*

**Poster Title:** Work Engagement of Hospital Nurses & Patients' Ratings of Nurse Communication, Overall Hospital Stay & Likelihood to Recommend the Hospital to Others

**Apryl Lewis, MSN, RN, CCTN, PhD(c)**

*Nurse Coordinator for Patient Safety and Quality, University of Alabama at Birmingham and Emory Health-care*

**Patricia Patrician, PhD, RN, FAAN**

*Professor & Rachel Z. Booth Endowed Chair, University of Alabama at Birmingham School of Nursing*

**Poster Title:** Contextual Factors of Organizational Learning: Instrument development

**Bret Lyman, PhD, RN**

*Assistant Professor, Brigham and Young University*

# CONFERENCE SCHEDULE

**Poster Title:** Sources and Implications of Nurses' Motivation: Case Study

**Bret Lyman, PhD, RN**

*Assistant Professor, Brigham and Young University*

**Poster Title:** Nurses' Experiences of Organizational Learning

**Bret Lyman, PhD, RN**

*Assistant Professor, Brigham and Young University*

**Poster Title:** The Reilly Nursing Leadership Fellows Program: An Academic/Practice Partnership Designed to Develop Exemplary Leaders and Impact the Profession of Nursing

**Barbara Gill MacArthur, MN, RN, FAAN**

*Vice President of Cardiovascular Services, University of Kansas Health Systems*

**Kim Dixon, MSN, RN, NEA-BC**

*Assistant CNO Ambulatory Services, The University of Kansas Health System*

**Brian Selig, DNP, RN, NE-BC**

*Director of Perioperative Services, The University of Kansas Health System*

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

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

**Poster Title:** New Graduate Registered Nurses' Experiences of Psychological Safety

**Camie Mendon, SN-BSN**

*Research Assistant, Organizational Learning Education, Action and Research Network for Healthcare (OLEARNHealth)*

**Poster Title:** Challenges and Choices: Insights Derived from a Survey of Nurse Leader Burnout

**Jenny Prochnow, DNP, MBA, RNC-MNN, NEA-BC**

*Associate Professor, Winona State University*

**Rebecca McGill, EdD, MA, RN**

*Director of Clinical & Field Education; Assistant Professor, Henrietta Schmoll School of Health, St. Catherine University*

**Poster Title:** Millennial Nurse Managers: Exploring their Experience as Nurse Leaders

**Heather Salfman, PHD, RN, CCRN-K, CNE**

*Associate Professor, Nova Southeastern University*

**Poster Title:** Nursing Leadership: Lessons from World War II

**Lyn Stankiewicz Murphy, PhD, MBA, RN**

*Associate Professor, School of Nursing, University of Maryland*

**Poster Title:** Authentic Leadership in Long Term Care: Striving to Understand Nurses' Job Turnover Intentions

**Edmund Walsh, MScN, RN**

*PhD Student, Arthur Labatt Family School of Nursing, Western University (Canada)*

**Poster Title:** Administrative Supervisors: What do we know about nursing leaders responsible for evening, night and weekend shifts?

**Susan Weaver, PhD, RN, CRNI, NEA-BC**

*Nurse Scientist, Hackensack Meridian Health, Ann May Center for Nursing*

# CONFERENCE SCHEDULE

**Poster Title:** Experiences of Incivility in New Graduate Nurses

**Ashleigh Weir, PhD, RN**

*Clinical Staff, East Carolina University*

**Poster Title:** We Want to Document More...Said No Nurse Ever!

**David Wilcox, MHA, RN-BC, LSSBB**

*Director, Regional Nurse Executive, DNP Student  
Cerner Corporation, Old Dominion University*

**Poster Title:** Evidence-based Practice Beliefs and Competencies Among Medical-Surgical Nurses

**Linda Yoder, PhD, MBA, RN, AOCN, FAAN**

*Professor, School of Nursing, The University of Texas Austin*

**Poster Title:** Setting the Research Agenda for Nursing Administration and Leadership Science: A Delphi Study

**Esther Chipps, PhD, RN, NEA-BC**

*Nurse Scientist, Wexner Medical Center, The Ohio State University*

# THANK YOU PLANNING COMMITTEE

**Dr. Joyce Batcheller, DNP, RN, DPNAP, FAAN**  
*VP for Programs & Professional Development*  
*Texas Tech University Health Sciences Center*

**Laura Caramanica, PhD, RN, CNE, CENP, FACHE**  
*University of West Georgia*

**Barbara Cherry, DNSc, MBA, RN, NEA-BC**  
*Texas Tech University Health Sciences Center School of Nursing*

**K. David Bailey, PhD(c), MSN, RN, MBA, CCRN-K, NEA-BC, FACHE**  
*UCLA Health, Santa Monica*

**Loretta Forlaw, PhD, RN, FACHE**  
*University of Central Florida*

**Francine Snow, DrPH, MSN, RN-BC**  
*University of Texas Health Sciences Center Houston*

**Noreen Bernard, EdD, RN, NEABC**  
*Emory Health Care*

**Mary Anne Schultz, PhD, MBA, MSN, RN**  
*California State University*

## Abstract Review Task Force

In addition to the Annual Meeting Committee, ALSN thanks the task force members who reviewed abstracts. These nurse leaders and ALSN members shared their expertise and time identifying the selection of offerings to make this year's annual conference a success – Thank you!

Dr. Laura Caramanica, Chair Abstract Review Committee – University of West Georgia, Associate Professor Nursing

Dr. Loretta Forlaw – University of Central Florida, College of Medicine, Assistant Professor

Dr. Esther Chipps – Ohio State University Wexner Medical Center, Nurse Scientist/Associate Professor

Dr. Todd Tussing - Ohio State University Wexner Medical Center, Administrative Director for Nursing/Patient Care Services

Dr. Noreen Bernard – Emory Health Care, Vice President, Nursing Practice

Dr. Heather Nelson-Brantley – University of Kansas School of Nursing, Assistant Professor

Dr. Judith Alexander – (Retired) University of South Carolina, Professor Emerita of Nursing

Dr. Jackie Buck – The Ohio State University Wexner Medical Center, Interim Chief Nursing Officer & HS Nursing Quality, Research, Education & EBP; ACNO University Hospital

Dr. Amany Farag – College of Nursing University of Iowa, Assistant Professor

Dr. Betsy Frank – Indiana State University, Professor Emerita

Dr. Peggy Jenkins – University of Colorado, Assistant Professor

Dr. Lisa Mason – Children's Dallas, Senior Director

Dr. Lyn Stankiewicz Murphy – University of Maryland School of Nursing, Associate Professor

Dr. Patricia Patrician – University of Alabama School of Nursing at Birmingham, Donna Brown Banton Endowed Professor

Dr. Roberta Pawlak - Edgewood College, Professor

Dr. Ruthie Robinson- Lamar University, Director, Graduate Nursing Studies

Dr. Barbara Weatherford – University of Massachusetts Dartmouth, Program Director & PI, Diversity Nursing Scholar Program