



Association for Leadership Science in Nursing

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[office@alsn.email](mailto:office@alsn.email)

*The Association of Leadership Science in Nursing*

*Welcomes you to the*

*ALSAN 2022 International Conference*

*Leadership Science in Nursing: Creating New Solutions for New Challenges*



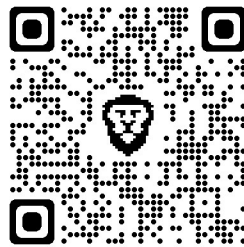
FRANCES PAYNE BOLTON  
SCHOOL OF NURSING  
CASE WESTERN RESERVE  
UNIVERSITY

*November 3-5, Cleveland, Ohio*  
<http://alsn.info/2022>



**ALSAN**  
Association for Leadership Science in Nursing

Full Schedule



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**Welcome from the President**

Dear Colleagues,



Welcome to Cleveland and the 2022 ALSN Conference!

Our planning team has created another remarkable conference for you. We know the information you learn will continue to inspire your enthusiasm for leadership science. Whether your focus is academia or practice, the agenda includes various timely topics from speakers across North America.

Your presence at this year’s conference signifies your commitment to leadership science and our organization. Enjoy the conference and appreciate the opportunity to spend time with your colleagues and friends.

Furthermore, this year marks our organization’s 52nd anniversary – yet another reason to celebrate our being together!

Please join me in thanking our gracious host, the Frances Payne Bolton School of Nursing at Case Western Reserve University. We appreciate your collaboration! On behalf of the ALSN board, we are here to help you in any way to ensure you have a fantastic experience!

With appreciation,  
 David Bailey, PhD, RN, MBA, CCRN-K, NEA-BC, FACHE  
 President, ALSN  
[president@alsn.email](mailto:president@alsn.email)



**2022 Conference Planning Committee**

Chair: Laura Caramanica, PhD, RN, CNE, CENP, FACHE, FAAN; University of West Georgia; Marietta, Georgia  
 Linda Everett, PhD, RN, NEA-BC, FAAN, FONL; Case Western Reserve University  
 Nancy Ballard, PhD, RN, NEA-BC, FACHE; Kennesaw State University  
 Celeste Alfes, PhD; Case Western Reserve University  
 Penelope Gorsuch, DNP, RN, NEA-BC, EBP-C, FACHE; Summa Health

Laura Thomas, PhD, RN, CNE; Texas Tech University  
 Todd Tussing, DNP, RN, CENP, NEA-BC; The Ohio State University  
 Barbara Weatherford, PhD, RN, CEN  
 Holly Wei, PhD, RN, CPN, NEA-BC; East Tennessee State College of Nursing  
 Coleen Wilson, DNP, RN, NEA-BC; UCLA Mednet  
 Maureen Kendel, Case Western Reserve University

**2022 ALSNI Board of Directors**

 <p>David Bailey, PhD, RN, MBA, CCRN-K, NEA-BC, FACHE</p> <p>President January 2021 - December 2022</p> <p>UCLA Health - Santa Monica Chief Nursing Officer</p>	 <p>Angela Prestia, PhD, RN, NE-BC</p> <p>President-Elect January - December 2022</p> <p>Florida Atlantic University, Director of Patient Care / Professor College of Nursing</p>	 <p>Francine Snow, DrPH, MSN, CNE, NPD, RN-BC</p> <p>Secretary/Bylaws January 2021 - December 2022</p> <p>Cizik School of Nursing, UTHealth Science Center Assistant Professor</p>	 <p>Lyn Stankiewicz Losty, PhD, MBA, RN</p> <p>Treasurer January 2022 - December 2023</p> <p>Walden University, Contributing Faculty</p>
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 <p>Carol Wahl, DNP, RN, MBA, NEA-BC, FACHE, FPPC</p> <p>VP of Membership &amp; Leadership Succession January 2022 - December 2023</p> <p>University of Nebraska Medical Center, Assistant Professor</p>	 <p>Laura Caramanica, PhD, RN, CNE, CNEP, FACHE, FAAN</p> <p>VP of Programs January 2021 - December 2022</p> <p>University of West Georgia Associate Professor</p>	 <p>Heather Nelson-Brantley, PhD, RN, NEA-BC</p> <p>VP of Research January 2021 - December 2022</p> <p>University of Kansas School of Nursing Leadership Program Director and Assistant Professor</p>	 <p>Kay Kennedy, DNP, RN, NEA-BC, CPHQ</p> <p>International Liaison (Board Appointed)</p> <p>Uleadership, LLC Sr. Principal</p>	 <p>Cindy Bacon, PhD, RN, CNE, NE-BC</p> <p>JONA Column Editor</p> <p>University of North Carolina Greensboro, School of Nursing Associate Professor</p>
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## Upcoming Webinar

### ALSN Webinar Series

ALSN is dedicated to uniting academic and practice leaders to shape leadership science, education in nursing, and the practice of nursing leadership, fostering collegial relationships and intellectual exchange among nurse educators, practice leaders, and nurse researchers whose focus is nursing administration and leadership. These relationships expand the focus on leadership education and research that translates into excellence in the practice of nursing leadership.



#### Cross Border & International System Chief Nurse Executive (SCNE) Leadership Fellow: Intention to Lead - Local to Global Impacts

**Tue, Jan 10, 2023, 12noon est**

**Presented by:**  
**Dr. Michelle Acorn**  
DNP, NP PHC/Adult, CGNC, FCAN, FAAN  
Miller Fellow, Coldiron Fellow; Adjunct Professor,  
University of Toronto; Chief Nurse, International  
Council of Nurses

**Register at <http://alsn.info/webinar>**



ALSN

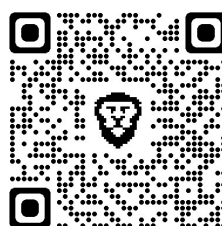
Association for Leadership Science in Nursing

## Annual ALSN Research Fund Campaign

Part of the ALSN mission is to shape leadership science and one way in which operationalize this is through our research grants. Last year was our inaugural year of the ALSN Research Fund Campaign. Through the generosity of our members, we not only met our goal of raising \$5,000, but exceeded our goal by raising \$10,000.

Our goal this year is to raise \$15,000 to support the research priorities of ALSN. We are proud to make this commitment to our membership and ask that you help us to continue our work in understanding the role of nursing leadership on patient, nurse, and organizational outcomes. None of our efforts would be possible without the support of you, our members! Please consider donating to assist us in reaching our 2022 goal. Donations may be made directly to ALSN through the ALSN website. Thank you for being part of our organization and we hope to see you in Cleveland.

Donate to the Research Fund



## Conference Sponsors



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*Event Break*

<https://www.ttuhschool.edu/nursing/default.aspx>



**Cleveland Clinic**

*Opening Reception*

<https://my.clevelandclinic.org/>



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College of Nursing

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Healthcare Competency Solutions

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BY EVEN HEALTH

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*Exhibitor*

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**UTHealth**  
 Jane and Robert Cizik  
 School of Nursing  
 The University of Texas  
 Health Science Center at Houston  
 Exhibitor  
<https://nursing.uth.edu/>



**AONL**  
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FOR NURSING LEADERSHIP  
 RESEARCH AND EDUCATION  
 Exhibitor  
<https://www.aonl.org/foundation>

**Daily Schedule**

Time (eastern)	Thursday, Nov 3	Location
11:30-1pm	Lunch & Keynote Address (open to all attendee; Keynote begins at 12noon)  <b>95-R. Which Way is Up? Keeping Well-Being Real and Relevant in a Peri-Pandemic Era</b> ; Tim Cunningham	199AB
1:15-2:15pm	Breakout 1  <b>69-ASP. Increasing Nurse Leaders Knowledge and Competency in Authentic Leadership</b> ; Patricia Stone  <b>72-R. The Effect of Authentic Leadership and New Graduate Support on New Graduate Nurses Job Satisfaction</b> ; Stephanie Prtenjaca	103A
1:15-2:15pm	Breakout 2  <b>74-R. Relationships among Mentoring, Empowerment, and Organizational Commitment in Nurse Leaders</b> ; Meghan Weese	103B
1:15-2:15pm	Breakout 3  <b>3-R. How COVID-Related Stressors and Work Environment Impact Burnout, Turnover Intention, and Resilience among Nurse Leaders during the Pandemic</b> ; Aoyjai Montgomery	139
2:30-3:30pm	Breakout 4  <b>13-R. Presence of Authentic Nurse Leadership during the Pandemic: Two National Studies</b> ; Rosanne Raso  <b>23-EBP. Use of Simulation in Developing Nurse Executive Competencies through Executive Rounds (presented by Rebecca (Suzie) Miltner)</b>	103A

Time (eastern)	Thursday, Nov 3	Location
	Breakout 5	
2:30-3:30pm	<b>77-QI. Implementing a multimodality, multidisciplinary approach to novice nurse success in the Emergency Department;</b> Rocio Garcia  <b>67-R. Diverse experiences of organizational learning: A grounded theory study;</b> Bret Lyman	103B
	Breakout 6	
2:30-3:30pm	<b>9-R. The Impact of COVID-19 on Nurse Managers Leadership Characteristics;</b> Karen Fowler	139
	Keynote Address	
3:40-4:45pm	<b>96-R. KNOW the way, GO the way, SHOW the way: A Chaotic World in Transition;</b> Judy Duhscher	199AB
4:50-5:20pm	<b>Poster Session #1</b>	103B
5:30-6pm	<b>New Member &amp; First Time Attendee Welcome Reception</b>	South Winter Garden
6-7pm	<b>Welcome Reception</b>	South Winter Garden
	<u><i>Dorothy Ebersbach Academic Center for Flight Nursing</i></u> This venue will be open for touring during the opening reception on Thursday from 5-7pm (No tickets required, no food or drink allowed in the center)	
	Dinner on your own	



Time (eastern)	Friday, Nov 4	Location
8-9:15am	Breakfast & Keynote Address <b>99-K. Patient Safety &amp; Just Culture;</b> Ann Scott Blouin	153AB
9:30-10:30am	Breakout 7 <b>53-R. Nurse Leader Attitudes and Beliefs on Medical Errors: Supporting Nurses Following a Serious Error;</b> Marie Prothero <b>47-QI. Developing Collective Mindfulness Skills in Nurse Leaders to Influence a Culture of Safety;</b> Holly Muller	103A
9:30-10:30am	Breakout 8 <b>59-EBP. Prevention of CAUTIs in hospitalized adults: An EBP initiative;</b> Nimian Bauder <b>79-R. Front-line leaders fatigue and cognitive performance: what do we know so far?</b> Amany Farag	103B
9:30-10:30am	Breakout 9 <b>26-QI. Baby Its Cold Outside: NICU Post-Op Hypothermia Prevention Bundle;</b> Rebecca Amrany	189
10:45-11:45am	Breakout 10 <b>37-R. Nurses Experiences with Change from Nurse-Patient Ratios to Workload Intensity Staffing;</b> Cynthia Bacon <b>33-R. Nursing Staffs Role in Detecting Urinary Tract Infections in Nursing Homes: An Integrative Review;</b> Kimberly Delgado	103A
10:45-11:45am	Breakout 11 <b>65-EBP. A National Evidence-based Implementation Project Leading Age-Friendly Care in Convenient Care;</b> Mary Dolansky <b>24-R. Resiliency and Health in Nursing: An Intra-COVID-19 Replication Study;</b> Mikel Hand	103B

Time (eastern)	Friday, Nov 4	Location
10:45-11:45am	Breakout 12  <b>21-R. Supportive Practice Environments Improves Nurse Manager Work-Family Balance and Considerations in a Post-COVID Era;</b> Martha Grubaugh  <b>78-R. Improving Work Environment During Persistent Chaos: An Evidence-Based Leadership Approach;</b> Lucy Leclerc	189
11:45-1:15pm	Lunch & Case Western Walking Tours Lunch provided by ALSN  <ul style="list-style-type: none"> <li>• <a href="#"><u>Marian K. Shaughnessy Nurse Leadership Academy</u></a></li> <li>• <a href="#"><u>Center for Nursing, Education, Innovation</u></a></li> <li>• These complimentary tours will take place during the Friday lunch break and are expected to last approximately 45 minutes. Signup on site. More information coming soon.</li> </ul>	153AB
1:30-2:30pm	Breakout 13  <b>29-R. Exploring the Relationship Between New Graduate Nurse Psychological Capital and Turnover;</b> Larissa Africa  <b>34-R. Nurses Burnout, Post-Traumatic Stress, and Stress Biomarker Telomere Length During the Pandemic: Implications for Nurse Leaders;</b> Holly Wei	149A
1:30-2:30pm	Breakout 14  <b>Poster Session #2</b>	149B
1:30-2:30pm	Breakout 15  <b>42-EBP. Storytelling as a Pedagogy for Teaching Leadership Competencies;</b> Todd Tussing  <b>76-R. Facilitating Organizational Resilience During the COVID-19 Pandemic: An Opportunity for Nurse Leaders to Effect a Crisis Leadership Response;</b> Sonia Udod	139
2:45-3:45pm	Breakout 16  <b>48-QI. Using Branching Scenario Simulations with Graduate Nursing Learners to Support Front-line Nurse Leader Competency Development;</b> Linda Cole  <b>71-QI. New Solutions for supporting development of nurse executive presence: Implementation of a graduate level nursing executive presence course;</b> Margot Lisa Hedenstrom	149A

Time (eastern)	Friday, Nov 4	Location
	Breakout 17	
2:45-3:45pm	<b>49-R. Narrative to Promote Well-Being for Nurse Leaders;</b> Shelly Luger <b>46-R. Social Support: Does it Matter to Transformational Leadership Behaviors of Front-Line Nurse Managers? A Mixed Methods Research Study;</b> Jihane Frangieh	149B
	Breakout 18	
2:45-3:45pm	<b>60-ASP. The New AACN Essentials-Nursing Education and Leadership;</b> Todd Smith <b>52-ASP. Preparing an Implementation Science-Ready Nurse Leader Workforce;</b> Heather Nelson-Brantley	139
	Keynote Address	
4-5:15pm	<b>97-K. Research, Nursing, and Innovation: The Triple Helix;</b> Judith Shamian	153AB
5:20-6:20pm	<b>ALSN Annual Membership Meeting</b>	176
	Dinner on your own	

Time (eastern)	Saturday, Nov 5	Location
	Breakfast & Keynote Address	
8-9:15am	<b>100-K. Climate Change and Healthcare Disparities: Global Perspectives;</b> Mary T. Quinn Griffin	153AB
	Breakout 19	
9:30-10:30am	<b>56-QI. Proactive Staffing at the University of Kansas;</b> Betsy Wagner <b>62-QI. Safe in the Storm or Making Waves? Safe Harbor &amp; High-Stakes Communication;</b> Delia Abbott	103A
	Breakout 20	
9:30-10:30am	<b>93-R. The Conceptual Model for Professional Identity in Nursing: Academic-Service Implications;</b> M. Lindell Joseph <b>31-R. Evaluating the Feasibility of a Mini-Mindfulness Intervention for Nurse Leaders during the Pandemic;</b> Rebecca Owens	103B

Time (eastern)	Saturday, Nov 5	Location
9:30-10:30am	Breakout 21 <b>16-R. From Dissertaion to Program of Research;</b> Nora Warshawsky <b>86-R. ALSN Relational Leadership Research Collaborative: Relationships among Nursing Leadership Models of Authentic Nurse Leadership and Human-Centered Leadership, and the Transformational Leadership Model;</b> K. David Bailey	139
10:45-11:45am	Breakout 22 <b>51-R. Women's Power in the Nursing Workplace: A Critical Qualitative Study;</b> Kaitlyn George <b>82-R. Implementation Sciences Dynamic Sustainability Framework: A Study to Evaluate Alignment with Doctor of Nursing Practice Curriculum and Projects;</b> Jeannie Corey	103A
10:45-11:45am	Breakout 23 <b>58-R. Role of Magnet-recognized hospital nurse managers in implementing evidence-based practice: A mixed-method study;</b> Della Mathew <b>70-R. A new framework for rebuilding healthy practice environments: What team virtuousness looks like in healthcare teams;</b> Lynn Varagona	103B
10:45-11:45am	Breakout 24 <b>66-ASP. Creating and Evaluating Department-level Budgets;</b> Nancy Crider	139
12-1:00pm	Breakout 25 <b>68-ASP. Perspectives from Nurse Executives: Understanding Leadership Presence;</b> Lyn S. Losty <b>11-ASP. A Post-Doctoral Program: Enhancing Academic Practice Partnerships;</b> Linda Everett	103A
12-1:00pm	Breakout 26 <b>22-R. An Exploration of Frontline Nurses Managers Experience during the 2020 COVID-19 Pandemic;</b> ESTHER CHIPPS	103B

Time (eastern)	Saturday, Nov 5	Location
	Breakout 27	
12-1:00pm	<b>27-R. Moral Injury, Resilience, and Well-Being among Nurse Leaders during the COVID-19 Pandemic;</b> Joyce Fitzpatrick  <b>90-R. Preparing for Realistic Mass Casualty Simulation --Utilizing a Team Leadership Model to bring together UHealth Academic Leaders and Community Stakeholders;</b> Deborah McCrea	139
	Keynote Address	
1-2:30pm	<b>98-R. Nursing the Nation: Extreme Challenges, Extraordinary Impact, 2021 Workforce Survey of Registered Nurses;</b> Courtney Benedict	153AB
2:30pm	<b>Conference Closing</b>	153AB

### Continuing Education Credit

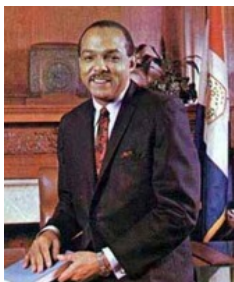
#### Nursing CE

ALSN awards Nursing CE for nurses and advanced practice nurses. ALSN calculates the maximum number of education credit hours (per person) for the conference to be 13.50 Nursing CEs per person.

You must complete the survey (sent by email after the conference) for all the sessions you attended if you wish to receive Nursing CE. Utilize the attendance sheet handout to track the sessions you attended. Even if you do not require Nursing CE, we kindly ask that you complete the survey as your comments and suggestions are very valuable to us.

(ALSN will be happy to recycle folders, papers, lanyards and name tags. Please leave any unwanted material with Kathy or Robert at the ALSN registration area before your final departure.)

## Did You Know?



#### A City of Firsts

Along with being the first city with electrified public spaces, Cleveland has had lots of other interesting firsts, too! These have included the opening of the first indoor shopping mall (The Arcade, which is still open!) in 1890; the first automobile sale in the US in 1898; and the first blood transfusion in 1905. In 1967, Cleveland was also the first major US city to elect an African American mayor when it elected Carl B. Stokes.

## **Keynote Presentations**

Thursday, November 3  
11:30-1pm; 199AB

### ***95-R. Which Way is Up? Keeping Well-Being Real and Relevant in a Peri-Pandemic Era***

***Tim Cunningham, RN, DrPH, FAAN; Emory Healthcare; Atlanta, Georgia***

Tim is Co-Chief Well-Being Officer at Emory Healthcare and the Woodruff Health Sciences Center at Emory University. He holds a joint appointment as adjunct associate professor at the Nell Hodgson Woodruff School of Nursing at Emory Healthcare and serves as Vice President of Practice and Innovation for Emory Healthcare. He collaborates with interprofessional teams to support structural and systemic well-being change for healthcare staff and professionals, university staff and faculty, researchers, learners, and community members. Before becoming an executive leader, Cunningham worked as a performing artist and humanitarian clown with organizations such as Clowns without Borders and the Big Apple Circus. He then became an emergency/trauma nurse and practiced clinically for 7 years before completing his doctorate in public health focusing on resilience, well-being, and compassion. Twitter & Instagram: @timcunninghamrn or [www.timcunninghamrn.com](http://www.timcunninghamrn.com).



#### **Learner Objectives:**

1. Understand aspects of post-traumatic growth, the healing power of storytelling.
2. Learn new ways to keep well-being practices relevant for their teams.

#### **Description:**

This interactive keynote will challenge our traditional ideas of well-being and challenging our thinking about the ways we can best care for ourselves, care for our teams, and all the while improve the way we lead as transformational leaders.

## *Did You Know?*

### Coining the Phrase

Cleveland didn't invent rock music – but we did invent the term to describe it! Back in the 1950s, the term “rock and roll” was coined by local disc jockey Alan Freed on his Moondog Rock and Roll Radio Hour. The very first rock concert, the “Moondog Coronation Ball,” was held in Cleveland in 1952, and the city became an important tour stop for countless musical acts; The Beatles played in Cleveland in 1964, and David Bowie and his band, the Spiders from Mars, kicked off their very first US tour in Cleveland in 1972. It was because of all this rock history that the Rock and Roll Hall of Fame Foundation ultimately chose Cleveland over other cities as the home for the Rock and Roll Hall of Fame.



Thursday, November 3  
3:40-4:45pm; 199AB

**96-R. KNOW the way, GO the way, SHOW the way: A Chaotic World in Transition**

**Judy Duchscher, RN, BScN, MN, PhD; Thompson Rivers University; Kamloops, British Columbia, Canada**



With 4 decades of experience as: a direct care practitioner with a focus in critical care and cardiothoracic nursing, a clinical nurse educator, a college and university professor, a nursing manager and a program coordinator for numerous heart, lung, multi-organ donor and interventional cardiology programs across Canada and the United States, Judy's broad range of leadership expertise informs her approach to nursing and her perspectives on the healthcare system. For the past 23 years Dr. Duchscher has been an active researcher, consultant and international leader in the area of new graduate professional role transition the findings of her research have generated a theory of Transition Shock and a model of the Stages of Transition resulting in the publication of more than 20 peer-reviewed articles, 2 books, 13 book chapters and the delivery of over 400 keynotes and workshops throughout Canada, the United States, Australia and Asia on the topic of new nurse integration. In 2003 Dr. Duchscher founded and currently acts as the Director of a federal organization entitled Nursing The Future (NTF) (<https://nursingthefuture.ca/>) that serves as a bridge between the ideals taught in undergraduate nursing education and the realities of the real world of professional practice. Judy maintains that it is the vision, creativity and passionate commitment of these young professionals, supported by the expert knowledge and practice experience of their senior mentors that will drive nursing and healthcare forward.

Learner Objectives:

1. Understand how to support our current and future nurses by understanding the impact and influence of our current context on the beginning and evolving practice of the newest in our profession.
2. Gain insight into how our environment and culture (fraught with conflict and chaos) affects the growing practice and cognitive capacity (critical thinking, clinical judgement and problem solving) of graduate nurses.

Description:

The undergraduate education, post-graduate orientation, transition, integration and stabilization of professional nursing graduates into the dynamic climate of the contemporary workplace today continues to challenge educators as well as employers across the globe. The preparation of our contemporary workforce for practice is a dynamic process that seeks to balance advanced professional concepts and ideals with work-role realities. The unavoidable space that exists between the educational ideal and the practice reality can be alarming and exhausting for the new graduate. Dr. Judy Duchscher offers an overview of the science of transition, with a focus on existing models with a detailed description of her theory of the Stages of Transition and her model of Transition Shock. Over the first 12 months of professional practice, changing roles, relationships, responsibilities, and knowledge become critical catalysts in the development of a new graduates evolving professional identity. With 23 years of research and grassroots work in the area of professional role transition, Dr. Duchscher poignantly reminds us that professional nursing practice is not simply the application of theory to text book clinical events, but the development of proficient practice habits that result from: 1) the subtle integration of theory into varied practice experiences, 2) the maturation of ones political, economic, organizational, cultural and socio-developmental insight, 3) the know-how that comes with collaboratively consulting with other nurses and healthcare professionals during the course of a day, and 4) the expertise that settles in as one both observes and participates in practice over time. Further, Duchscher claims that the transition experience is not an isolated professional experience; rather, the response to a major change like the initial integration into a professional role affects the whole of the nurse: it is intellectual, physical, social, cultural, developmental, spiritual, emotional, and economic. Duchscher comes with 43 years of nursing history as a direct-care practitioner, researcher, scholar, administrator, and educator in both academic and clinical settings in Canada and the US. It is her belief that we are not only preparing our graduates to practice effectively as care practitioners, but that we are equally building their capacity to act as champions of social responsibility within their workplaces, and to evolve into the future leaders of nursing and healthcare in an ever-increasingly global context.

Friday, November 4  
8-9:15am; 153AB

### **99-K. Patient Safety & Just Culture**

#### **Ann Scott Blouin, RN, MBA, PhD, LFACHE, Founder PSQ Advisory & Executive Board Member Institute for Healthcare Improvement**



Believing that quality and patient safety are critical to the strategic success and financial well-being of pediatric health care systems, Dr. Blouin works with senior clinical leadership to help organizations achieve success on financial and clinical metrics through an organizational focus on improvement science and harm avoidance. Ann led the transformation of the survey process at The Joint Commission during her ten year tenure. With more than 35 years of health care administration, consulting and clinical maternal/child health nursing experience, Dr. Blouin has held key senior leadership positions at community teaching hospitals, academic medical centers, and prominent global consulting firms. Dr. Blouin earned her PhD in Nursing Sciences and MBA from the University of Illinois at Chicago. She received her MSN with honors from Loyola University of Chicago, and BSN with high honors from Lewis University in Romeoville, Illinois. She is a Lifetime Fellow of the American College of Health Care Executives. She is a certified Green Belt in Lean/Six Sigma/Change Management methodologies. Dr. Blouin has published and presented extensively; she serves as assistant professor on topics for Loyola University's Marcella Niehoff School of Nursing. Dr. Blouin currently serves on the Boards of the Institute for Healthcare Improvement (IHI) and Ensign Group, a public company focused on post-acute care settings.

#### Learner Objectives:

1. Define today's current challenges around safe, high-quality care. Discuss accountability within the context of "just culture."
2. Describe why transparency and reporting is critical for future error prevention.

#### Description:

This presentation will center on challenges in addressing today's quality & safety issues. The pandemic has exacerbated the current workforce shortage, as well as nurse fatigue & burnout. The importance of nurses finding joy & meaning in their work has been reinforced, as nurse leaders struggle to meet staffing demands. Transparency about error occurrence is an important component of future error prevention; this is difficult to achieve without trust in leadership. Yet professional accountability demands consideration of individual actions within a "just culture" framework. This 45-minute presentation will be followed by a 15-minute discussion.

### *Did You Know?*



#### Good Italian Food

Chef Ettore Boiardi, famous for creating Chef Boyardee's canned pastas, opened an Italian restaurant in Cleveland 1924. It was when customers asked for his recipes that he got the idea for the canned pasta company.



Friday, November 2  
4-5:15pm; 153AB

**97-K. Research, Nursing, and Innovation: The Triple Helix**

**Judith Shamian, RN, PhD, D.Sc. (Hon), LLD (Hon), FAAN, FCAN,  
International Council for Nursing President Emerita**

Judith is the ICN President Emerita; past President of the Canadian Nurses Association (CNA); a professor of nursing at the University of Toronto; Professor at Case Western University, USA, Honorary Professor at Capital University, Beijing, China and established the Office of Nursing Policy at Health Canada. Dr. Shamian executive experiences span from, hospital, community, governments: national and international levels including policy and research. She is the recipient of numerous honorary Doctorates and awards including the Canadas Most Powerful Women: Top 100 award; the Golden Jubilee Medal from the Governor General of Canada; and the CNAs Centennial Award.



Learner Objectives:

1. Build awareness to accelerate knowledge transfer and integration in the spheres of policy, health system, and practice.
2. Build awareness of the need to engage in global, national and local levels for the integration of knowledge and decision making.
3. Build awareness of the role on nursing science in the field of innovation and start ups.

Description:

Over the last few decades, the Nursing profession built an impressive body of knowledge. Much of the accumulated science has the potential to impact the health of people and strengthen the health care system. The next frontier is to make sure that the body of knowledge is used to shape and influence policy, system, practice, and innovation locally, nationally, and internationally. During this keynote Dr. Shamian will discuss these challenges and will offer strategies how to overcome these challenges and accelerate the implementation and knowledge transfer to build better health and better health care systems.

*Did You Know?*

The First of Its' Kind

Cleveland is considered the "Home of Rock and Roll." Not only is Cleveland home to the Rock & Roll Hall of Fame, but in 1952, we made history by hosting the nation's first rock concert, at the Cleveland Arena. The concert featured acts such as Paul Williams and the Hucklebuckers, and Tony Grimes and the Rockin' Highlanders. Entrance fees were \$1.50.



Saturday, November 3  
8-9:15am; 153AB

**100-K. Climate Change and Healthcare Disparities: Global Perspectives**

**Mary T. Quinn Griffin, MSN, MEd, PhD, RN, CNE, FAAN, ANEF, Case Western University**

Dr. Mary T. Quinn Griffin is the Associate Dean for Global Affairs, and the May L. Wykle Endowed Professor at the Frances Payne Bolton School of Nursing, Case Western Reserve University. She is the Assistant Provost for Outcome Assessment and Accreditation at Case Western Reserve University. She is responsible for Global affairs in the school of nursing and collaborates with international partners facilitating faculty activities and student exchanges. Dr. Quinn Griffin teaches primarily in the Doctor of Nursing Practice program with a focus on nursing theory, research methods, and curricular design. She has chaired over 40 Doctoral committees and a member of over 90 doctoral committees. She has authored 39 book chapters and over 60 peer reviewed publications. Dr. Quinn Griffin's areas of specialization include Global Affairs, Education, Executive Leadership, Emotional Intelligence, workforce issues, and climate change and health. She is leading the climate change and health initiatives in the school of nursing developing new research and education programs. She has a Master's in Nursing Science and a PhD in Nursing from Case Western Reserve University. She has a Master's degree in Education from Trinity College, University of Dublin, Ireland. She is a Fellow of the American Academy of Nursing and a Fellow of the National League for Nursing's Academy of Nursing Education. She is a certified nurse educator with the National League for Nursing. In 2019 she received the Elizabeth Russell Belford Award for Excellence in Education from Sigma Theta Tau, the international nursing honor society.



Learner Objectives:

1. Identify the principal cause of climate change.
2. Understand how climate change strategies can be applied to nursing.
3. List three ways nurses can address climate change.
4. Describe the role of nurses in reducing the impact of climate change on vulnerable populations.

Description:

Climate change is one of the world's most critical threats to global health. As increases in world's surface temperature alter the global climate the risks to health increase and create new public health challenges. Impact will be greatest for children, the elderly, outdoor workers, and those living in disadvantaged communities. Nurse leaders have key roles to address climate change through adaptation, mitigation, and resilience strategies. Application of these strategies to nursing will be detailed. Nurses can reduce the impact of climate change on vulnerable populations especially under-represented minorities through understanding the critical role of diversity, equity and inclusion when addressing climate change.

Saturday, November 3  
115-2:30pm; 153AB

**98-R. Nursing the Nation: Extreme Challenges, Extraordinary Impact, 2021  
Workforce Survey of Registered Nurses**

**Courtney Benedict, MSN, FNP, CNM, RN; AMN Healthcare; Sonoma,  
California**

Courtney is a certified nurse-midwife and family nurse-practitioner with over 20 years experience working in a variety of reproductive health and clinical training settings, including Federally-Qualified Health Centers, community hospitals, and private practice. Ms. Benedict has served in reproductive health leadership roles across California, supervising advanced practice clinicians, writing practice guidelines, and has held academic appointments at the University of California, San Francisco, School of Nursing and at Stanford University, Department of Obstetrics and Gynecology. Ms. Benedict is a doctoral student in Columbia University's Doctorate of Education, Nursing where her research focus is on utilizing professional development to grow and retain the health care workforce. Ms. Benedict currently works as the Leader for Clinical Education Solutions at AMN Healthcare.



**Toni Murray, DNP, CENP, NPD-BC, CMSRN; AMN Healthcare; Upper  
Marlboro, Maryland**

Dr. Toni Murray has practiced as a nurse for over 27 years and served in Nursing Education & Professional Development for the past 15 years. Most recently, Toni served as the Director, Nursing Education & Professional Development for MedStar Southern Maryland Hospital Center. She is a Fellow of the University of Maryland Nurse Leader Institute and serves as Co-Founder and Secretary on the Board of Directors of DNPs of Color. Dr. Murray currently serves as Director, Clinical Education & Professional Practice for AMN Healthcare.



Learner Objectives:

1. Identify three informed strategies to addressing nurse mental health.
2. Evaluate your organizations culture of inclusion.
3. Assess your organizations current plan for supporting nurse professional development and career growth.

Description:

This session will review vital findings from a 2021 national survey of the nursing workforce. Hear how nurse well-being, workforce participation, and professional development needs have evolved in response to the pandemic. Learn how the voices of diverse nurses can help to inform strategies for equity and inclusion. This session will explore solutions to tackle the challenges identified in the workforce survey, including well-being interventions; supporting the education needs of nurses; and how organizations can commit to an inclusive workplace.

## Conference Roster

(as of 30-October, a full roster will be emailed to all attendees after the conference)

Name	Affiliation	Location	
Delia Abbott, DNP, RN, NEA-BC, NPD-BC, CEN	Texas Tech University Health Sciences Center	Leander, Texas	
Larissa Africa, MBA, BSN, RN, FAAN	Versant Healthcare Competency Solutions	Last Vegas, Nevada	
Zeyana Amur Al Ismaili, RN, CPNP-PC/AC	Case Western Reserve University	Cleveland, Ohio	
Hind Al Mamari, PhD, RN	Ministry of Health, Oman	Al-Araqi, Oman	
Houda Al Mamari	Ministry of Health, Oman	Al-Araqi, Oman	
Andy Alcantara	BYU College of Nursing	Provo, Utah	
Nader Alnomasy, PhD, RN, AGPCNP-BC	University of Hail		
Rebecca Amrany, RN BSN CPN IBCLC	UCLA	Oak Park, California	
Kyle Anderson, MSN, RN, CCRN, NE-BC	Summa Health	Akron, Ohio	
Diane Randall Andrews, PhD, RN	UCF College of Nursing/Emerita	Longwood, Florida	
Cynthia Bacon, PhD, RN, NE-BC, CNE	University of North Carolina Greensboro	Lewisville, North Carolina	
Kenneth David Bailey, PhD, MBA, MSN, RN, CCRN-K, NEA-BC, FACHE	UCLA Health - Santa Monica Medical Center	Los Angeles, California	
James Baldwin, MSN, RN, NEA-BC	The Ohio State University Wexner Medical Center	Columbus, Ohio	
Nancy Ballard, PHD, RN, NEA-BC	Kennesaw State University	Kennesaw, Georgia	
Matthew Barroca	BYU College of Nursing	Provo, Utah	
Nimian Bauder, APRN, MSN, AGCNS-BC, NPD-BC, EBP-CH	City of Hope	Chatsworth, California	
Courtney Benedict, MSN CNM FNP RN	AMN Healthcare	Sonoma, California	
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Katherine Hope Cammack	BYU College of Nursing	Provo, Utah	
Theresa Campo, DNP, APRN, FAANP, FAAN	American Association of Nurse Practitioners	Coudersport, Pennsylvania	
Laura Caramanica, PhD, RN, CNE, CENP, FACHE, FAAN	University of West Georgia	Carrollton, Georgia	
Deborah Chasco, DNP, RN, CNS, APRN, CCRN-K	University Medical Center of El Paso	El Paso, Texas	
Esther Maria Chipps, PhD, RN, NEA-BC	Ohio State University Wexner Medical Center	Charlotte, North Carolina	
Cory D Church, PhD, RN, NPD-BC	Texas Tech University Health Sciences Center	Mansfield, Texas	
Susan Clark, MBA, RN, NEA-BC, FABC	Summa Health	Akron, Ohio	
Linda C Cole, DNP, RN, APRN, CCNS, CPHQ, CNE, FCNS	Cizik School of Nursing, UT Health, Houston	Blanco, Texas	
Charity Cordova	BYU College of Nursing	Provo, Utah	
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Name	Affiliation	Location	
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Sandra Davidson	University of Calgary	Calgary, Alberta, Canada	
Amy Dawson, MSN, RN, ACCNS-AG	Summa Health	Akron, Ohio	
Kimberly Delgado, BSN, RN	East Carolina University, PhD(c)	Greenville, North Carolina	
Mary A. Dolansky, RN, PhD	CWRU	Brecksville, Ohio	
Stuart Downs, DNP, RN, NEA-BC, CENP, CPHQ, FACHE, FAONL, FAAN	Northside Hospital Gwinnett	Loganville, Georgia	
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Linda Q. Everett, PhD, RN, NEA-BC, FAAN, FAONL	Indiana University School of Nursing	Stow, Ohio	
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Amany Farag, Phd, RN	university of Iowa	Coralville, Iowa	
Laura Fennimore, DNP, RN, NEA-BC, CNE, FAAN	University of Pittsburgh	Pittsburgh, Pennsylvania	
Nicolette Fiore-Lopez, PhD, RN, CNEP	St. Charles Hospital	East Setauket, New York	
Shelly Fischer	University of Colorado College of Nursing	Aurora, Colorado	
Jenna Lloyd Fisher, DNP, FNP, MSMIT, CNL, RN	Centra Health	Lynchburg, Virginia	
Joyce Fitzpatrick, PhD, MBA, RN, FAAN	CWRU Bolton School of Nursing	Shaker Heights, Ohio	
Karen Fowler, PhD, RN, CENP	The University of Texas at El Paso	Granbury, Texas	
Sara Frandsen	BYU College of Nursing	Provo, Utah	
Jihane Frangieh, PhD (c), MSN, RN	Virginia Commonwealth University/ Johns Hopkins University	columbia, Maryland	
Betsy Frank, PhD RN ANEF	Indiana State University	Terre Haute, Indiana	
Adam Matthew Fronczek, DNP, RN, MBA, ANP-BC	UCLA Health	Venice, California	
Sandra Galura, PhD, RN, CCRP	University of Central Florida	Orlando, Florida	
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Teresa Hultquist, PhD, MSN, RN	University of Nebraska Medical Center	Papillion, Nebraska	

Name	Affiliation	Location	
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Patricia Yoder-Wise, EdD, RN, NEA-BC, ANEF, FAONL, FAAN	TNLI	Lubbock, Texas	

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