

CELEBRATE 30 YEARS OF ANPD

Aspire

...TO LEAD

PROGRAM BROCHURE

APRIL 1 – 4, 2019

ANNUAL CONVENTION

Sheraton Grand Phoenix, Phoenix, AZ

Workshops | March 31 – April 1



TABLE OF CONTENTS

Featured Speakers.....	03
Program at a Glance.....	04
Pre-Convention Workshops.....	06
Concurrent Sessions	08
Poster Presentations.....	14
Housing and Travel.....	18
Exhibitors	18
Annual Convention Scholarships.....	18
Registration Form.....	20

CONTACT HOURS

Continuing nursing education contact hours will be awarded for this convention. Please check the [ANPD website](http://www.anpd.org) frequently for further details. Partial credit is awarded for each individual session. Successful completion of a session requires attendance at the session and completion of an online evaluation. For more information regarding contact hours, please contact the ANPD National Office at info@anpd.org or 312-321-5135.

The Association for Nursing Professional Development is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

ASPIRE... TO LEAD



Thank you for joining us at ANPD's 2019 Annual Convention: *Aspire... to Lead!* Last year, a record-setting 1,407 nursing professional development (NPD) practitioners traveled to convention from not only the United States but also Australia, Canada, Bermuda, and Qatar to acquire new knowledge, share best practices through networking, and advocate for our specialty. My hope for this year's convention is for each of you to take home several "pearls of wisdom and knowledge" to grow your professional practice and meet your personal goals.

I am honored to work with a fantastic Convention Content Planning Committee. On behalf of the committee, I am excited to announce that we are offering 13 pre-convention workshops, 5 general sessions, 60 concurrent sessions, and over 100 posters at convention this year. There were so many quality abstracts to review that I am certain, whether you are a novice or an expert in the specialty, you will be able to find many fantastic sessions to attend and posters to review.

If you have free time during convention, be sure to take advantage of everything Phoenix has to offer. Get out and enjoy the hiking, biking, or golf opportunities in the area! Take advantage of Phoenix's multiple museums or maybe attend a sporting event! There are so many great activities to choose from.

This year's convention is very special as we will be celebrating ANPD's 30th birthday! There could be no better place than Phoenix to celebrate and allow our specialty to shine bright like the Phoenix sun. Our organization has grown by leaps and bounds over the last 30 years, and so has the role of the NPD practitioner. I am proud and honored to be part of this organization and to be involved in the NPD specialty. Happy birthday, ANPD!

I look forward to seeing you in Phoenix and celebrating ANPD and the NPD specialty. The connections and friends you make at the ANPD convention will be invaluable in your career!

Sheila St. Cyr, MS, RN-BC

2019 ANPD Convention Content Planning Committee Chair

GOALS OF THE 2019 ANPD ANNUAL CONVENTION

- » Inspire nursing professional development (NPD) practitioners to be visionary leaders, incorporating best practices and research evidence, creative strategies and solutions, and outcomes measurement into practice
- » Develop leadership skills in all NPD practitioners
- » Mentor NPD practitioners to act as role models and leaders whose innovative approaches, outcomes, and dedication to patient advocacy exceed the expectations of their stakeholders
- » Cultivate diversity of thought and experience, equipping NPD practitioners to lead initiatives aligned with the future of healthcare

WHO SHOULD ATTEND?

- » Nursing professional development (NPD) practitioners
- » Providers of products and services for continuing education and NPD
- » Nurses, faculty, or students with a focus on NPD or education
- » Nursing leaders
- » Human resource leaders

FEATURED SPEAKERS

**Greg Durkin, MEd, BSN, RN-BC**

Greg Durkin has worked in education of healthcare staff since 1990 in tertiary care, academic, and community settings in three different states. Since 2002, he has worked at Boston Children's Hospital where he is the Manager of Nursing Education. Greg is an editorial board member for the *Journal for Nurses in Professional Development*, and has published articles on e-learning, orientation evaluation, and professional poster development. He is a past winner of the ANPD Excellence in NPD Facilitator/Presenter Award, and received his organization's Nursing Leadership Excellence Award in 2018. He is an NPD Certification Preparation Course instructor and a section editor for the *Core Curriculum for Nursing Professional Development* (5th ed.). Greg has given hundreds of presentations at various local, regional, and national forums.

**Robert Cooper, PhD**

Dr. Robert Cooper is a neuroscientist, *New York Times* bestselling author, and a high-performance business strategist. He serves as CEO of Cooper Strategic, a global neuroscience and neurotechnology lab and consulting firm that uses neuroscience to help record-setting leaders and teams get the most out of their brains, time, and performance. Dr. Cooper was named one of *Strategy and Leadership Journal's* "Most Influential Thinkers" for his impact on leadership and people strategy.

Dr. Cooper earned his Bachelor of Science degree with honors at the University of Minnesota. His first PhD was in general psychology—with an emphasis on behavior change and leadership—and he is completing a second PhD in Leadership and Learning at University College London's Institute of Education.

**Jeffery N. Doucette, DNP, RN, FACHE, NEA-BC, CENP, LNHA**

Dr. Jeffrey Doucette is the Vice President of Magnet Recognition Program® and Pathway to Excellence® at the American Nurses Credentialing Center (ANCC). He received a Master of Science in Health Care Administration and a Bachelor of Science in Nursing from Marymount University in Arlington, Virginia. Dr. Doucette completed his Doctor of Nursing Practice at Old Dominion University where he also serves as an Adjunct Associate Professor.

Dr. Doucette serves on the editorial advisory board for *Nursing Management Journal* and speaks extensively throughout the world on topics of interest

to nursing leaders. Dr. Doucette is a Robert Wood Johnson Executive Nurse Fellow and a Fellow in the American College of Healthcare Executives. He holds certifications as a Nurse Executive – Advanced, Certified Executive in Nursing Practice, and is a Licensed Nursing Home Administrator.

**Stephanie Gale Bennett, MBA, BSN, RN**

Stephanie Bennett is a Robert Wood Johnson Foundation Future of Nursing Scholar and PhD student at the University of Cincinnati. She possesses over 25 years of nursing experience. Most recently, she worked for Elsevier as an editor, creating professional development products.

**Marie Leist-Smith, MSN, RNC-OB**

Marie Leist-Smith stands at the forefront of nursing professionalism as a leader with exceptional outcomes across multiple hospitals while decreasing costs. As Director of Nursing Practice and Research, she leads large multisite endeavors including ANCC Magnet Recognition®, nurse residency programs, and TeamSTEPPS.

**Emily B. Kean, MSLS**

Emily B. Kean is an associate librarian at the University of Cincinnati Health Sciences Library. A graduate of the University of Kentucky School of Information Science, Emily has over 15 years of library experience.

**Richard Hight, CSP**

Internationally-known artist and motivational speaker Richard Hight hails from Oklahoma. As a child, dyslexia led to valuable lessons about focusing on strengths and recognizing possibilities, not limitations. Richard's artistic gift allowed him to express his thoughts and emotions, and his successes built his confidence.

Richard honed his artistry through studies at the Colorado Institute of Art and art-focused workshops. He finessed his speaking skills through workshops offered by the National Speakers Association, of which he is a member and the recipient of the coveted distinction of Certified Speaking Professional (CSP). Richard uses humorous storytelling, vivid colors, and passion to create an imaginative encounter that inspires and ignites his audience.

PROGRAM AT A GLANCE

SUNDAY, MARCH 31

8:00 am – 5:00 pm	Nursing Professional Development Certification Preparation Course – Day One
8:00 am – 4:30 pm	Professional Development Associate Workshop (W101)
1:00 pm – 5:00 pm	Workshops (W102 – W104)

MONDAY, APRIL 1

7:00 am – 5:00 pm	Poster Set-up
8:00 am – 5:00 pm	Nursing Professional Development Certification Preparation Course – Day Two
8:00 am – 12:00 pm	Workshops (W105 – W108)
8:00 am – 12:00 pm	Leadership Academy Workshop (by invitation only)
12:00 pm – 12:30 pm	Lunch on own
12:30 pm – 4:30 pm	Workshops (W109 – W112)
4:45 pm – 5:45 pm	NPD Hot Spot Networking Event
6:00 pm – 7:30 pm	Welcoming and Opening Remarks
	OPENING SESSION The Elusive Quest for Leadership <i>Greg Durkin, MEd, BSN, RN-BC</i>
7:30 pm – 9:15 pm	Exhibit Hall Opening Reception

TUESDAY, APRIL 2

7:00 am – 7:45 am	Affiliate Meeting
7:00 am – 8:00 am	Poster Set-up
8:00 am – 6:00 pm	Poster Viewing
8:00 am – 9:00 am	Concurrent Session I (S101 – S106)
9:15 am – 10:15 am	Concurrent Session II (S107 – S112)
10:15 am – 11:00 am	Networking and Vendor Sponsored Presentations in Exhibit Hall
11:00 am – 12:30 pm	Awards Presentation
	GENERAL SESSION Leading the Way Forward: Unlocking Your True Potential for Effectiveness, Growth, and Well-being <i>Robert Cooper, PhD</i>
12:30 pm – 1:30 pm	Lunch provided by ANPD in Exhibit Hall
1:30 pm – 2:30 pm	Concurrent Session III (S113 – S118)
2:30 pm – 3:30 pm	Networking and Vendor Sponsored Presentations in Exhibit Hall
3:30 pm – 4:30 pm	Concurrent Session IV (S119 – S124)
4:30 pm – 6:00 pm	30th Anniversary and Poster Reception in Exhibit Hall (Poster presenters are present) Vendor Sponsored Presentations in Exhibit Hall

PROGRAM AT A GLANCE (cont.)

WEDNESDAY, APRIL 3	
7:00 am – 4:30 pm	Poster Viewing
7:00 am – 7:45 am	Getting Involved with ANPD
8:00 am – 9:00 am	Concurrent Session V (S201 – S206)
9:00 am – 10:15 am	Networking and Vendor Sponsored Presentations in Exhibit Hall
10:15 am – 11:15 am	GENERAL SESSION Leading From Where You Are: Dare to be Different! <i>Jeffrey N. Doucette, DNP, RN, FACHE, NEA-BC, CENP, LNHA</i>
11:30 am – 12:30 pm	Concurrent Session VI (S207 – S212)
12:30 pm – 1:30 pm	Lunch provided by ANPD in Exhibit Hall
1:30 pm – 2:00 pm	Passport to Prizes in Exhibit Hall
2:15 pm – 3:15 pm	Concurrent Session VII (S213 – S 218)
3:30 pm – 4:30 pm	GENERAL SESSION The State of Professional Development Research <i>Stephanie Bennett, MBA, BSN, RN; Marie Leist-Smith, MSN, RNC-OB; Emily B. Kean, MSLS</i>
4:30 pm – 7:00 pm	Poster Take Down
4:45 pm – 5:45 pm	Star Search

THURSDAY, APRIL 4	
7:30 am – 8:00 am	Coffee Break
8:00 am – 9:00 am	Concurrent Session VIII (S301 – S306)
9:15 am – 10:15 am	Concurrent Session IX (S307 – S312)
10:15 am – 10:30 am	Coffee Break with Light Snacks
10:30 am – 11:30 am	Concurrent Session X (S313 – S318)
11:45 am – 1:00 pm	Star Search and Poster Awards Presentation
	CLOSING SESSION Picture This! The Vision of an Artist, the Attitude of a Leader <i>Richard Hight, CSP</i>

2019 ANPD CONTENT PLANNING COMMITTEE

Chair: Sheila St. Cyr, MS, RN-BC

Chair-elect: Linda Rus, MSN, RN-BC

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Robyn Setter, MS, RN-BC

Judy Timmons, MSN, APRN-CNS,
RN-BC

Disclosure: Planners disclose **no** conflict of interest relative to this educational activity.

PRE-CONVENTION WORKSHOPS

Nursing Professional Development Certification Preparation Course

Novice/Competent/Expert

Sunday, March 31 | 8:00 am – 5:00 pm

Monday, April 1 | 8:00 am – 5:00 pm

Greg Durkin, MEd, BSN, RN-BC

Kari Schmidt, MS, RN-BC, ACC

This 2-day, 16 contact hour Nursing Professional Development (NPD) Certification Preparation Course prepares participants for the American Nurses Credentialing Center's (ANCC) NPD exam. The course is not only beneficial for NPD practitioners preparing for the certification exam, but is also a great introduction to NPD for those new to the specialty.

W101: Building Your Role as a Professional Development Associate

Novice

Sunday, March 31 | 8:00 am – 4:30 pm

Pam Dickerson, PhD, RN-BC, FAAN

Caroline Baughman, BS

Jillian Russell, MSN, RN-BC

Tina Spagnola, MSN, RN-BC, NE-BC

Chris Wilson, MSN, RN-BC

Explore your role as a professional development associate! Learn how building your knowledge, skills, and competence can support healthcare facilities, organizations, and associations in their quest for excellence in professional development. ANPD defines a professional development associate as an individual who contributes to the overall functioning of a continuing education/professional development department in a substantive, measurable way. We'll build that substance by using competencies related to communication, coordination, intra- and interprofessional collaboration, problem-solving, activity development and implementation, record maintenance, adhering to regulatory and accreditation standards, and much, much more. Professional development practitioners interested in developing or expanding this role in your organizations are also welcome to attend.

W102: Writing for Publication: From Idea to Finished Product

Competent/Expert

Sunday, March 31 | 1:00 pm – 5:00 pm

Kari Schmidt, MS, RN-BC, ACC

Susan Bindon, DNP, RN-BC, CNE

This workshop, one of the most highly rated sessions in past conventions, provides publication tips, encouragement, and practice for new, novice, and future authors. Topics include writing in a professional versus academic style, choosing relevant topics, and targeting a reading audience. Participants learn about the peer-review process, author guidelines, and editors' expectations, and have opportunities to share their ideas and receive feedback from others.

W103: Getting Started in Nursing Professional Development: Focus on Learning Facilitator

Novice

Sunday, March 31 | 1:00 pm – 5:00 pm

Bette Case Di Leonardi, PhD, RN-BC

Now in its 15th year and updated annually, this workshop provides a terrific launching pad from which to soar into nursing professional development. Participants apply the **ADDIE** model: analyze data to identify learning needs and develop learning outcomes; design and develop learning activities and needed resources; and implement and evaluate learning activities. Participants share their experiences and reflect on ideas that inspire the learning facilitator role.

W104: The Last Frontier: Building Relationships to Achieve the Quadruple Aim

Novice/Competent

Sunday, March 31 | 1:00 pm – 5:00 pm

Cathleen S. Opperman, DNP, RN, NEA-BC, CPN

The world has changed. The workforce is often: 1) awkward in meaningful conversations; 2) threatened by constructive feedback; 3) limited with coping strategies; and 4) hardened from emotionally unsafe work environments. Extended orientations, job-hopping, absenteeism, preventable errors, and low nurse engagement/satisfaction contribute to failure with the Quadruple Aim. The solution lies in the "last frontier"—relationship building. Though difficult to measure, the "soft stuff" is essential. With much influence and limited authority, NPD practitioners can use their roles to improve communication in the practice environment by building better relationships. Come discuss strategies to socialize the next generation of healthcare professionals.

W105: The Top 10 Creative Teaching Strategies for 2019: Be Wise to What's Up and Coming

Novice/Competent

Monday, April 1 | 8:00 am – 12:00 pm

Michele Deck, MEd, BSN, RN, LCCE, FACCE

Let's face it, some nursing topics are harder to teach than others. This hands-on session explores the top 10 challenging topics, including some essential nursing skills. Discover innovative and creative ways to teach that inspire deeper levels of thinking and engagement for your learners. Experience several different types of technology to incorporate into your teaching practice.

PRE-CONVENTION WORKSHOPS (cont.)

W106: Creating Visuals: Making Your Message Memorable

Competent/Expert

Monday, April 1 | 8:00 am – 12:00 pm

Wendy Gates Corbett, MS, CPLP

Presentations are our visual voice. We want our slides to speak clearly, right? This engaging, hands-on workshop with Wendy Gates Corbett (aka “the Slide Diva”), a certified designer, presentation consultant, and the Slide Designer for TEDxRaleigh 2016, shares specific strategies for making your message more memorable.

W107: Creating a Healthy Workforce by Eradicating Bullying & Incivility: Strategies for NPD Professionals

Competent

Monday, April 1 | 8:00 am – 12:00 pm

Renee Thompson, DNP, RN, CMSRN

NPD professionals see first hand the effects workplace bullying and incivility have on new and experienced nurses. In this workshop, participants learn proven strategies to address disruptive behaviors so they can cultivate a professional workforce culture.

W108: Essential Debriefing Skills for NPD Practitioners

Competent/Expert

Monday, April 1 | 8:00 am – 12:00 pm

Marie Gilbert, DNP, RN, CHSE

KT Waxman, DNP, MBA, RN, CNL, CENP, CHSE, FAAN, FSSH

Debriefing is an essential component of healthcare simulation. However, many of the skills required for effective debriefing can be transferred to all learning and professional development strategies. This immersive workshop focuses on effective debriefing skills that can be used following a simulation and also applied throughout the scope of NPD practice.

Leadership Academy Workshop (by invitation only)

Competent

Monday, April 1 | 8:00 am – 12:00 pm

Chris Wilson, MSN, RN-BC

Tina Spagnola, MSN, RN-BC, NE-BC

This workshop, open only to 2019-2020 Leadership Academy participants, kicks off the 2019-2020 Leadership Academy cohort.

W109: Competency Management

Competent/Expert

Monday, April 1 | 12:30 pm – 4:30 pm

Donna Wright, MS, RN

This workshop explores the elements needed to create a successful competency program. Learn many creative strategies for the competency process and creative ways to verify competencies in all departments. Explore ways to operationalize competency management every day and ensure compliance. Join us for a humorous look at how to make all this happen and how to create a system that really works. You won't believe how easy it can be.

W110: Let the Games Begin

Competent/Expert

Monday, April 1 | 12:30 pm – 4:30 pm

Stacey Brull, DNP, RN, NE-BC

Susan Finlayson, DNP, RN, NE-BC

Are you ready to learn, play games, and have fun? Join us as we explore the world of gaming and dive into various strategies and examples bound to turn your training upside down. This workshop provides tips, tricks, and ideas you can take back to your organization to engage today's learners.

W111: Organizational Change Management

Competent

Monday, April 1 | 12:30 pm – 4:30 pm

Eric Jones, MBA, MSOD

The principles of organizational change management can be applied to any degree of change, small or large. This workshop provides tools to address the current state, transitional phase, and the future state of the department or organization during a change management initiative. The workshop addresses how to sustain organizational change long-term to ensure comprehensive adoption.

W112: Evaluation Models: How Do You Measure Success?

Competent

Monday, April 1 | 12:30 pm – 4:30 pm

Pam Dickerson, PhD, RN-BC, FAAN

Lauren Ivanhoe, MSN, RN-BC, CEN

Dawn Pepsnik, MEd, MS, RN-BC

Demonstrating value in an outcome-driven industry is a critical competency for all NPD practitioners. This interactive workshop helps learners measure program and project success using the Donabedian, Kirkpatrick, and logic evaluation models. Explore ideas, learn from colleagues, and develop new skills to apply in your practice setting!

SESSIONS

OPENING SESSION

Monday, April 1 | 6:00 pm – 7:30 pm

G101: The Elusive Quest for Leadership*Greg Durkin, MEd, BSN, RN-BC*

Lots of people like to talk about effective leadership, but finding real life examples of it is sometimes challenging. Join Greg on his journey to find leaders to look up to, and maybe you'll find a leader deep inside of you, too!

CONCURRENT SESSION I

Tuesday, April 2 | 8:00 am – 9:00 am

S101: Just Breathe: Incorporating Mindfulness Into Clinical Simulations*Competent | Education*

Mary E. Holtschneider, MEd, MPA, BSN, RN-BC, NREMT-P, CPLP
Chan W. Park, MD, FAAEM

Learn how to incorporate the six mindfulness strategies into clinical simulation.

S102: A Passport to Transition to Specialty Nurse Residency Programs*Competent | Role Development*

Rachael Frijia, MSN, RN-BC
Johanna K. Stiesmeyer, DNP, RN-BC

Identify quantifiable measures related to return on investment outcomes for NPd activities.

S103: Diffusing Incivility: Role-specific Educational Interventions*Competent | Leadership*

Anna Grasso, BSN, RN, CGRN
Stacey Carroll, MSN, RN, CCRN-K

Role play common occurrences of incivility faced by nurses to describe educational interventions designed to promote a civil culture.

S104: From Boring to Learning: Engaging Strategies*Novice | Education**Patricia Ann Floyd, MSN, RN-BC, CPAN*

Engage learners using role play, case studies, small group activities, and audience response systems to reach different styles of adult learners.

S105: Simulation Education and New Nurses' Self-confidence and Competence*Competent | Research, Evidence-based Practice, & Quality Improvement*

Heather Norris, DNP, RN
Keri New, DNP, RN

"Practice like you have never won, so you can perform like you've never lost" -Bernard F. Asuncion. Simulation improves new nurses' self-confidence with patient rescues.

S106: Professional Branding: Your Reputation Precedes You*Novice | Leadership**Sarah Abel, MSN, RN, CEN*

Interactive session for professional branding and networking strategies to get where you want to be and improve your relationships with stakeholders.

CONCURRENT SESSION II

Tuesday, April 2 | 9:15 am – 10:15 am

S107: "Willful Nefarious Undereducation Potentially Resulting in Death": LGBTQ 101 for NPd Practitioners*Competent | Education*

DeAnn Wegwert, MS, BSN, CCRN
Joseph Wegwert, PhD

Gay, lesbian, bisexual, transgender, and/or queer patients are a vulnerable population. Caregivers must be provided with relevant information to ensure competent care.

S108: Bridging the Gap between Employee Engagement & Implementing Evidence-based Practice at the Bedside: How One Facility is Bridging the Gap*Expert | Research, Evidence-based Practice, & Quality Improvement**Teresa Glandorf, MSN, RN-BC, CNOR*

For patients to receive the best care possible, nursing leadership must be creative in engaging bedside nurses. One facility's approach to bridging the gap between engagement and level of care at the bedside was the development and implementation of the Conference Assistance Program. The purpose of this program is to provide financial assistance to staff nurses attending local and national conferences, promoting engagement in lifelong learning, and bringing evidence-based practice to the bedside.

S109: Seven Easy-peasy Rules for Creating Slides that Make Sense*Expert | Education**Wendy Gates Corbett, MS, CPLP*

This interactive session entwines brain science with seven easy-to-use rules for making presentation slides that speak highly of you and your presentation's key points. In small and large group activities, participants discuss, demonstrate, and apply each rule to sample slides donated by the audience or your own slides.

S110: Breaking the Cycle of Horizontal Violence*Novice | Onboarding and Orientation**Barbara A. Brunt, MN, RN-BC, NE-BC, FABC*

Learn how NPd practitioners can lead by implementing strategies to assist learners to identify and cope with horizontal violence.

S111: Accelerating Success: Advanced Skills of Influence and Collaboration*Expert | Leadership**Kari Schmidt, MS, RN-BC, ACC*

Enhance your skills of influence and collaboration, and accelerate adoption of change.

SESSIONS (cont.)

S112: Using Outcomes to Communicate the Benefits of a Transition to Practice Program

Competent | Role Development

*Cheryl A. Mallory, MSN, RN-BC
Julie Bane, MS, BSN, RN-BC*

Develop strategies to implement transition to practice programs based on outcomes.

GENERAL SESSION

Tuesday, April 2 | 11:00 am – 12:30 pm

G102: Leading the Way Forward: Unlocking Your True Potential for Effectiveness, Growth, and Well-being

Robert Cooper, PhD

This keynote combines groundbreaking neuroscience research with ultra-practical tools on how today's record-setting leaders, professionals, and teams are unlocking their untapped capacity and applying a new growth mindset backed by specific changes in strategy, language, tactics, and tools. Drawing from a peak performance database with more than one million leaders and professionals, the interactive focus areas highlight current breakthroughs with an emphasis on where the smallest changes can make the biggest difference. "Inspiring," "dynamic," and "powerfully practical" are among the many descriptions of the impact of Cooper's work.

CONCURRENT SESSION III

Tuesday, April 2 | 1:30 pm – 2:30 pm

S113: An Evidence-based Approach to the Development of A Contemporary Healthcare System's Nursing Professional Development Department

Expert | Leadership

Hussein Michael Tahan, PhD, RN, FAAN

The contemporary U.S. healthcare environment has grown in its complexity, requiring innovative and strategic approaches to nursing professional development (NPD). This session features how one large healthcare system established a cutting-edge, system-level NPD department with executive leadership. It also discusses the use of evidence-based practices, models, and nationally recognized standards in the development of its core values, functional areas, strategic priorities, innovative learning activities, use of a standardized learning needs assessment tool and measurement of outcomes.

S114: Aspire to Lead: Developing Clinical Coaching Plans

Competent | Onboarding and Orientation

Susan Boyer, DNP, RN-BC

Use clinical coaching plans to support new hire development, foster clinical reasoning skills, validate competence, and ensure preceptor "hand-off" communications.

S115: Innovative Activities for the Adult Learner: Transforming Nursing Education

Novice | Education

*McKenzie Williams, MSN, RN-BC, CEN
Theresa Crowell, MSN, RN, CEN*

Illustrate gaming activities created for hospital-based nurses that can be used across specialties, incorporating principles of adult learning.

S116: Mentorship: Growing our Own Leaders

Competent | Role Development

*Donna A. Tanzi, MPS, BSN, RN-BC, NE-BC
Kimberly Kanner, MSN, RN, OCN*

Create a mentorship program to increase certification and develop future leaders in your organization.

S117: Transition to Practice: The Perspective of Newly Licensed Nurses In Early Solo Flight

Competent | Research, Evidence-based Practice, & Quality Improvement

Regina Urban, PhD, MSN, RN-BC, CCRN, CNE, LPC

Findings and implications are presented from an original qualitative research study focused on understanding the lived experience of 15 newly licensed nurses in the acute care setting.

S118: Engaging Nurses in Knowledge-sharing Events Using Liberating Structures

Competent | Leadership

*Laurie Ecoff, PhD, RN, NEA-BC
Carmen Colombo, PhD, RN, NEA-BC*

NPD practitioners have the opportunity to influence how nurses interact together. This session offers tools to engage nurses in knowledge-sharing events.

CONCURRENT SESSION IV

Tuesday, April 2 | 3:30 pm – 4:30 pm

S119: Standardizing Nursing Orientation in a Multi-hospital Health System

Competent | Onboarding and Orientation

*Nikki Willis, MSN, RN-BC
Tammy Wade, MSN, RN*

Develop a nursing orientation model to guide standardization of orientation competencies.

SESSIONS (cont.)

S120: Creating a Positive Work Culture through Therapeutic Practice Relationships

Expert | Leadership

Betty Nance-Floyd, PhD, RN, CNE, CNL

Engage nurses to become high-impact leaders and mentors using interactive activities and relationship-based care for healthy cultures and work environments.

S121: Breaking the Silos: Development of an Interprofessional Continuing Education Work Team

Competent | Collaborative Partnerships

Amanda Kay Garey, MSN, RN-BC, RNC-OB, C-EFM

Build partnerships to create a culture of team-based education through development of an interprofessional continuing education (IPCE) work team in your organization.

S122: Ensuring Patient Privacy: Are Your Educational Materials Free from Harm?

Novice | Education

Theresa McGuire, MSN, RN-BC

Ever wonder if there is a "nurse jail" for violating laws? Explore how to ensure educational content is free from privacy violations.

S123: Leadership Academy Panel

Expert | Leadership

Moderator: Jennifer Bodine, DNP, RN-BC, CEN

Participants and mentors in the 2018-2019 NPD Leadership Academy share their experiences and leadership project development.

S124: In the Fast Lane: Driving Diversity Throughout Nursing Professional Development

Expert | Leadership

*Lynn D'Angelo, DNP, RN, NEA-BC
Launette Woolforde, EdD, DNP, RN-BC
Leslie Wright-Brown, MS, RN-BC*

Come cruise with the ANPD Diversity Taskforce as they drive diversity initiatives throughout nursing professional development. Key members of the taskforce share how they accelerated progress of the taskforce, identified opportunities, and are making an impact in the fast lane towards enhancing diversity related to nursing professional development. Specific avenues explored include diversity within the nursing professional development practitioner role, educational strategies to overcome diversity challenges, and collaboration with other ANPD committees.

CONCURRENT SESSION V

Wednesday, April 3 | 8:00 am – 9:00 am

S201: Developing a Partnership to Showcase Nursing Professional Development Value through a Visual Dashboard

Competent | Collaborative Partnerships

*Charles C. Reed, PhD, MSN, RN, CNRN
Sadaf M. Rafique, MS
Tammy M. McGarity, DNP, RN, NEA-BC*

Develop an interactive data repository and reporting dashboard to quantify activity and demonstrate NPD practitioners' influence.

S202: Aspiring Minds Want to Know: How to Develop an Effective Charge Nurse Program

Expert | Research, Evidence-based Practice, & Quality Improvement

Margaret S. Kramer, MSN, RN-BC

Explore an innovative approach to charge nurse leadership development and competency by using a confidence assessment tool.

S203: Bridging Personal and Professional Experiences to Enhance Learning

Novice | Education

*Jennifer Lynn Simonetti, MSN, RN, CPN
Sharon Goodman, MA, BSN, RN-BC, CPNP*

Learn how to transition from a traditional educational plan to a more personal approach by creating emotional attachment to promote learning.

S204: Do's & Don'ts: Transitioning an Organization to a New Competency Model

Competent | Competency Management

Harriet Stephenson, MSN, RN-BC

Learn what to do, and not to do, from one organization's journey implementing a standardized annual competency model. Identify innovative strategies for funding resources, identification of stakeholders, evolving education needs, creating end user engagement, and sharing identified outcomes.

S205: Germ Blasters and Gameful Thinking: Saving New Employee Orientation

Competent | Onboarding and Orientation

*Teresa Mary Freudig, MSN, RN-BC
Diana Tiggelaar, MSN, RN-BC
Sara Richardson, BSN, RN-BC, RD
Barbara Gold*

Do you want to inspire employees? Engage them in a mobile orientation game where they save a city from germ attacks!

S206: Paperless Precepting: Innovative Use of Electronic Resources for Orientation

Competent | Onboarding and Orientation

*Sara Knippa, MS, RN, ACCNS-AG, CCRN, PCCN
Margaret Forbes, BSN, RN, CCRN-CSC
Katie Thompson, BSN, RN, CCRN*

Transform orientation by going paperless! An electronic checklist with embedded links standardizes content and puts resources at the fingertips of orientees and preceptors.

SESSIONS (cont.)

GENERAL SESSION

Wednesday, April 3 | 10:15 am – 11:15 am

G103: Leading From Where You Are: Dare to be Different!

Jeffrey N. Doucette, DNP, RN, FACHE, NEA-BC, CENP, LNHA

As you lead, are you fully present in your work? Do you feel like anxiety and stress in your work environment impede your effectiveness and performance? This engaging session helps you cultivate the courage and confidence amidst the workplace challenges you face every day. Learn how to exceed organizational goals in the long-term without neglecting what is happening in the here and now. Sharpen your leadership skillset and learn techniques to improve your mindfulness, presence, and your innate leadership gifts, whether you lead from the bedside to the boardroom.

CONCURRENT SESSION VI

Wednesday, April 3 | 11:30 am – 12:30 pm

S207: Worker-on-worker Violence

Expert | Education

Katie Ann Blanchard, BSN, RN

Discuss the problem of worker-on-worker violence in the healthcare setting, and create a toolbox to detect, manage, and prevent this type of violence.

S208: Beyond Checking the Box: Developing Meaningful Introductory Competencies

Competent | Competency Management

*Nicole Warner, MSN, RN-BC
Kristina Hoerl, MSN, RN-BC, CRN*

Tired of 30-page orientation checklists that do not really measure competence? Learn how to develop introductory competencies focused on measuring essential job functions.

S209: Show Your Value by Facilitating a Successful Online Journal Club

Novice | Education

Susan Politsky, PhD, RN, NE-BC

Identify resources for implementing and sustaining a successful online journal club.

S210: Examining the Outcomes of a Critical Care Hospital-based Nursing Student Transition Program

Competent | Research, Evidence-based Practice, & Quality Improvement

*Rose Hansen, MSN, RN
Vicki Moran, PhD, RN, CNE*

Discuss the process and outcomes of a research study incorporating senior nursing students into critical care areas of a pediatric hospital.

S211: Giving Night Shift RNs a Voice: An Innovative Approach

Competent | Role Development

Shirley Peters, MS, RN-BC

Learn how to increase night shift engagement in hospital councils and presentations through an innovative and transformational approach.

S212: Collaborating to Integrate Simulation into a Transition into Practice Program

Competent | Education

Rachelle Reid, MSN, RN, CHS-E

Learn how collaboration across a large healthcare system resulted in the successful integration of simulation into a standardized transition into practice program.

CONCURRENT SESSION VII

Wednesday, April 3 | 2:15 pm – 3:15 pm

S213: Developing Quality Questions for Various Applications

Competent | Education

*Deborah Jayne Laughlin, MSN, RN-BC
Rosemarie Nedeau-Cayo, MSN, RN-BC*

Critique and revise examples to create quality questions for knowledge assessment, critical thinking, surveys, and audience polling to evaluate learners or obtain rich data.

S214: Floating to the Top: RN Residency Acute Care Float Team

Competent | Research, Evidence-based Practice, & Quality Improvement

*Michelle Cook, MS, RN-BC, CHPPN
Lisa Matamoros, DNP, RN-BC, CEN, CHSE, CPEN
Carol Risch, MSN, RN, CNL, CPN, AE-C
Pamela Gehrich, BSN, RN, CPN
Amy Spence, MS, RN, CPN, CPON*

Identify how NPD specialists addressed the nursing shortage through the development of an innovative and successful acute care float team orientation for newly licensed nurses.

S215: Hit the Ground Running: Onboarding Agency Personnel

Competent | Collaborative Partnerships

*Lisa Deetz Boyer, MSN, RN, CPN
Rita M. Barry, MSN, RN*

Examine the lessons learned through the development of a cohesive orientation process for agency personnel.

S216: Innovative Educational Strategies: Getting Nurses Out of the Classroom

Novice | Education

*Kristin Sollars, MSN, RN, CCRN-K
Marcie Ebberts, MSN, RN, CCRN-K*

Explore alternative time and money saving educational strategies to keep nurses out of the classroom.

SESSIONS (cont.)

S217: Innovation: Reconstruction for Discovery

Competent | Role Development

*Sarah Barker, MSN, RN-BC
Johnathan Rachac, BSN, RN*

Apply tools for problem-solving and enhanced group collaboration to promote long-term growth and effectiveness of visual presentations.

S218: Leading a Collaborative Approach to an Innovative Competency Program

Expert | Competency Management

*Kelly Rothman, MS, RN, CPN
Charlotte Lawson, MS, RN, CPN
Mary Bolling, MSN, RN, CCRN*

Learn about our collaborative partnership and innovative approach to rethinking and redesigning how we advance the competency of our staff.

GENERAL SESSION

Wednesday, April 3 | 3:30 pm – 4:30 pm

G104: The State of Professional Development Research

*Stephanie Bennett, MBA, BSN, RN
Marie Leist-Smith, MSN, RNC-OB
Emily B. Kean, MSLS*

Leading the spirit of inquiry! This session presents the findings of an integrative review, describing the state of professional development research science as reported in the literature from 2007 to 2017.

CONCURRENT SESSION VIII

Thursday, April 4 | 8:00 am – 9:00 am

S301: Conducting an Integrative Review: Interprofessional Collaboration

Expert | Research, Evidence-based Practice, & Quality Improvement

*Stephanie Bennett, MBA, BSN, RN
Marie Leist-Smith, MSN, RNC-OB
Emily B. Kean, MSLS*

An integrative review is a time-intensive process, requiring the expertise of a research team. This session describes best practices for conducting an integrative review, leveraging interprofessional collaboration between nurse researchers and librarians.

S302: Innovating Required Education with Gaming and Collaboration

Competent | Education

Kara Mangold, DNP, RN-BC, CCTN, CNE

Learn how to embrace creativity through small group gaming and problem-based learning simulation to lead to meaningful outcomes.

S303: Lead!! Best Practices for Novice Nurse Orientation Plan Development

Competent | Onboarding and Orientation

Julie Miller, BSN, CCRN-K

Best scheduling practices are presented for blending e-learning and in-person training for successful orientation of acute and critical care nurses.

S304: NPD Practitioners Leading Quality Improvement

Novice | Research, Evidence-based Practice, & Quality Improvement

*Mary M. Golway, MSN, RN-BC
Constance H. Panza, BSN, RN
Jennifer Goldsmith, BSN, RN, CNOR*

This session chronicles NPD practitioners leading QI projects at a small community hospital. Learn about their barriers, strategies to overcome them, and their success.

S305: The Transformative Power of a Transition RN Fellowship

Competent | Onboarding and Orientation

*Sandy Hall, MSN, MBA, RN-BC, NE-BC
Stephanie Brady, BSN, RN-BC, CPN*

How can an organization attract experienced nurses and balance skill mix? Discover best practices from nurses who run a successful transition RN fellowship program.

S306: Understanding Scope of Practice: Legal Implications for NPD Practitioners

Competent | Leadership

Debbie Buchwach, MSN, RN-BC

Explore the NPD practitioner's legal responsibility for scope of practice: types of potential lawsuits, how to locate scope of practice information, and how to use this information when developing competencies.

CONCURRENT SESSION IX

Thursday, April 4 | 9:15 am – 10:15 am

S307: Don't Put Yourself Last: Developing NPD Practitioners

Expert | Role Development

*Sherri Dee Zimmerman, MSN, RN
Mary Robertson, BSEd, BSN, RN-BC, CHSE*

This session focuses on a program that provides a framework for transition to practice and ongoing development for the nursing professional development practitioner.

S308: Using Apprenticeship as an Innovative Model for Workforce Development

Competent | Onboarding and Orientation

*Amy Parker, MSN, RN, CCRN-K
Emily Hansen, MA, BSN, RN
Ruth Bremer*

Preparing for the nursing shortage? Look within your organization! Learn how to design an apprenticeship framework to support unlicensed assistive staff with role transition into professional nursing.

SESSIONS (cont.)

S309: Transforming Orientation for Nurses: It's Not "Just a Phase"**Competent | Research, Evidence-based Practice, & Quality Improvement***Rebecca L. Rust, MSN, RN-BC, CCRN-K, CEN
Heather Amrhein, ASN, CCRN, CEN*

An NPD practitioner and staff RN created and implemented an innovative 4-tiered onboarding process to improve new nurse competency, empower preceptors, and improve retention.

S310: Leading Educational Innovation: Team-based Learning**Competent | Collaborative Partnerships***Charlene M. Smith, DNS, MSEd, WHNP, RN-BC, CNE, ANEF*

Explore team-based learning (TBL) as a pedagogical strategy and methods to facilitate TBL for active collaborative learning in the professional development setting.

S311: Speak the Same Language: Create Integrated Patient Care Competencies**Competent | Competency Management***Marita Landreth, MSN, RN-BC*

Learn how one health system created a standardized, new hire competency system for nurses and unlicensed assistive personnel in acute, procedural, and ambulatory settings.

S312: Socializing Millennials in a Baby Boomer World: The Influence of NPD Practitioners**Expert | Onboarding and Orientation***Cathleen S. Opperman, DNP, RN, NEA-BC, CPN
Lori Humphrey, MSN, RN, CCRN*

Millennials, Xers, and Boomers comprise today's workforce. Identify socialization strategies essential for building confidence, competence, and employee retention.

CONCURRENT SESSION X**Thursday, April 4 | 10:30 am – 11:30 am****S313: Navigating Nurses to EBP, QI, and Research Competence****Competent | Research, Evidence-based Practice, & Quality Improvement***Matt Liechty, BSN, RN-BC, CCRN-CMC*

Learn how a project management map improved nurses' EBP, QI, and research skills and rejuvenated an organization's shared governance structure and professional practice model.

S314: The Efficacy of Resuscitation Educational Modalities — A Randomized Study**Competent | Research, Evidence-based Practice, & Quality Improvement***Mandi D. Walker, DNP, RN-BC, CCRN-K
Thomas L. Hagan, MSN, RN-BC, CCRN
Sherle Niner, MSN, RN
Bridget Nuxoll, MSN, RN-BC, PCCN*

Discuss the implications of a randomized controlled study comparing the efficacy of online versus simulation-based instructor-led ACLS for first time RN participants.

S315: Successfully Lead the Next Generation of Aspiring Registered Nurses**Competent | Onboarding and Orientation***Heather Wallace MSN, RN-BC, CPN
Shannon Kemp, MSN, RN-BC*

Lead aspiring nurse residents through their first year using an accredited nurse residency program's gap analysis, implementation, and lessons learned.

S316: Leading an Innovative, Creative Enhancement to Preceptor Role Development**Competent | Role Development***Stephanie Clubbs, MSN, RN-BC, CNS
Teresa Westerheide-Haller, MSN, RN-BC*

Learn about a creative, engaging, and impactful program that blends online learning and active simulation to develop preceptors to their full potential.

S317: Nurses Take 5: Practicing Mindfulness to Decrease Burnout**Expert | Education***Lynn D'Angelo, DNP, RN, NEA-BC*

Come learn about the benefits of a mindfulness initiative and practice some mindful exercises to help decrease burnout in your organization.

S318: Speaking to the Heart of our Patients: Leading an Empathic Communication Educational Initiative**Competent | Collaborative Partnerships***Dana Mullenbach, MSN, RN-BC
Holly Burkhardtmeier, MAN, RN
Lori Arcand, PhD, MS, RN-BC
Rachel Trewhella, MSN, RN
Heather Preston, MS*

Explore an educational initiative intended to enhance the patient experience through improved patient-staff communication.

CLOSING SESSION**Thursday, April 4 | 11:45 am – 1:00 pm****G105: Picture This! The Vision of an Artist, the Attitude of a Leader***Richard Hight, CSP*

In *Picture This!* Richard shares his story with audiences whose hopes and dreams may be just out of reach. He shares insights that open listeners' minds and shows them how to redefine leadership and vision in colorful detail. This closing session is accompanied by a live visual demonstration, choreographed to music and a canvas customized to support Richard's central theme and message.

POSTER PRESENTATIONS

Collaborative Partnerships

P101: Art and Resiliency: Nurses Hopes and Dreams Bloom

Wayne Neal, MAT, BSN, RN
Heather Stemas, MEd, ATR-BC, LCPAT

P102: Aspire to be Leaders in Emergency Preparedness

Belinda Corder, MT(ASCP)

P103: Aspire to Create Interprofessional Education

Michelle Cook, MS, RN-BC, CHPPN
Lisa Matamoros, DNP, RN-BC, CEN, CHSE, CPEN

P104: Aspiring for Excellence: Nursing and HR Collaborate to Improve RN Job Fit

Theresa McGuire, MSN, RN-BC

P105: Developing a Professional Advancement Model for APRN's

Karen Conwell, MSN, RN, CPNP

P106: Dream a Little or Dream a Lot: How the Dream of Dedicated Education Units Came to Life

Mary Hernandez, MSN, RN-BC
Crissy Womble, RN

P107: Innovations to Improve Academic Faculty Practice and Patient Safety

Kimberly Kelly, BSN, RN, CPN

P108: Leading Change in Nursing Education: Collaborative Partnerships in Kazakhstan

Nancy Lee Stitt, BSN, RN-BC

P109: Moving from Open Bay to Private Rooms in the NICU: Staff Fears

Deborah Fleming, MSN, RN-BC

P110: New Graduate Council: Surviving My First Year as a Nurse

Elizabeth Campbell, MS, RN
Thomas Gunning, MSN, RN

P111: Nursing: Enticing Future Candidates

Christine Tolliver, MSN, CNS-BC, RN-BC, CPN
Susan Johnson, MS, RN

P112: Partnerships with Purpose: Collaborate to Develop Qualified Nursing Faculty

Kathleen Brule, MS, RN-BC

P113: Providing Interprofessional CE? How to Put 24 Professions on the Team

Robert G. Hess, Jr., PhD, RN, FAAN
Dorothy Angelini, MSN, RN

P114: RN to BS in Nursing System Cohort Program

Stacey Marie Weiler, MSN, RN

P115: Two Sides to the Story: Using Simulation to Improve Communication

Aliesha Rivera, MSN, RN-C

P116: Using A Nursing Practice Framework to Foster Collaboration Among Nurses

Jessica Frihart, MSN, CNS, RN
Britomar Gomez, BSN, RN
Gemma Carpi, BSN, RN
Stacy Glocke, BSN, RN
Cynthia Javines Delmo, MSN, RN
Carla Mansfield, MSN, RN

Competency Management

P117: Flipping Competency Sessions

Bridget Wertz, MSN, RN, CCRN
Pamela Pascarelli, DNP, RN-BC, APN, CCRN
Kristina Rioux, MSN, RN-BC, CEN, CCRN-K

P118: Annual Licensed Competencies: One Size Does Not Fit All

Carolyn Rogers, BSN, RN
Anna Morgan, MSN, RN

P119: Aspire to Lead: Using Innovative Leadership Strategies in Developing Competency Validators

Delia Abbott, MSN, RN-BC, CEN

P120: Competency Assessment Done at the Right Time, Right Place, and Right Way: A Five Year Journey

Joyce Cunneen, MSN, RN-BC

P121: Competency Toolkits: The Cost-effective Alternative to Competency Fairs

Jennifer Mackovjak, MSN, RN-BC
Heather Malcolm, MSN, RN-BC
Anthea Rhoades, MSN, RN-BC, ONC

P123: Defining Core Components of a Nurse Competency Program: Delphi Study Outcomes

Susan Adams Boyer, DNP, RN-BC

P124: Did They Like It? Yes. Did They Learn It? How Do I Know?

Stacey Brull, DNP, RN, NE-BC
Susan Finlayson, DNP, RN, NE-BC

P125: Incorporating Lean Six Sigma Strategies in Your Business or Department

Betty Nance-Floyd, PhD, RN, CNE, CNL

P126: Put Down the Coffee and Grab the M&Ms: Changing the World of Competency Evaluation

Amy Cole, MSN, RN, CMSRN

POSTER PRESENTATIONS (cont.)

Education

P127: Allowing Education to be Learner-driven: Evaluation of a Preceptor Program

Ann Marie Grillo Darcy, MSN, RN, ACNS-BC

P128: An ROI Approach to 12-Lead ECG Education

Adriane Lewandowski, MSN, RN, CCRN

P129: Creating a Pediatric Educational Foundation in an Adult World

Michelle J. Linenberger, MSN, RN-BC

P130: Dedicated Night NP/Practitioners Improve Clinical Confidence of Novice Nurses

*Jolly V. Thomas, MSN, RN, CCRN
Ashley McKnight, BSN, RN, PCCN*

P131: Engaging Newly Licensed Nurses to Solve Current Clinical Issues

*Mary Hagle, PhD, RN-BC, FAAN
Deb Zeman, MS, RN, CEN*

P132: Exploring the Impact of Civility Efforts in the Workplace: The Last Frontier

*Cathleen S. Opperman, DNP, RN, NEA-BC, CPN
Kathleen McCaffery Sweeney, DNP, RN, CNC, CPNP*

P133: Identifying Gaps and Implementing Strategies to Meet Rule USP <800>

Kelley Blake, MSN, RN, AOCNS, OCN

P134: Leading a PDSA Team to Redesign a Perioperative Services Transition Program

*Maryann Windey, PhD, MSN, RN-BC
Jaime A. Tyrna, MS, BSN, RN-BC
Claude Houle, MSN, RN, CNOR*

P135: Leading in Preceptor Development: The Benefits of a Clinical Coach Council

*Maryann Windey, PhD, MSN, RN-BC
Jaime A. Tyrna, MS, BSN, RN-BC*

P136: Learner-centered Value for Digital Natives for Arrhythmia Interpretation

Roxanne R. Sabatini, MSN, RN-BC

P137: Learning on the Flip Side

*Elaine Smith, MSN, RN-LRN, RN-BC
Rebecca Garvin, DNP, MBA, RN-BC*

P138: Microlearning in Medicine: Making Education Meaningful and Accessible

Adrianne Edlund, MS, RN, CHFNP

P139: Prepare for Takeoff: Design a Novel Patient Care Assistant (PCA) Training Program to Deliver High-quality Patient Care

*Angie Rangel, MSN, RN-BC, CCRN, LNC
Jaime Choate, BSN, RNC-OB
Gayle Young, BSN, RN, CPEN
Lindsay Gregory, MSN, RN, CPN
Tanya Nelson, BS, RN, RNC-NIC
Megnon Stewart, MSN, RN*

P140: Providing a Fun and Meaningful Nurse Residency Experience

Jessica Oliveira, BSN, RN-BC, CPN

P141: Simulation Exercises to Establish Guidelines in a Biocontainment Unit

Michelle Gist, BSN, RN, CCRN

P142: The Journey to Long-term Care Leadership Development

Kelly Kiker, MSN, RN

P143: The Paradox of Empathy and Data: Measuring Outcomes of Empathic Communication

*Lori Arcand, PhD, MS, RN-BC
Holly Burkhartzmeyer, MAN, RN
Maura McCabe, MSN, RN-BC, CPAN
Shari Eversman, MS, RN
Kelly Kiker, MSN, RN*

P144: The Path to Change: From Identified Need to Change in Practice

*Patricia Ann Floyd, MSN, RN-BC, CPAN
Dana Hardegree, BSN, RN-BC*

P145: Using an Innovative Education Methodology to Address High-risk, Low-frequency Skills

Marianne M. Jeppson, BSN, RN, CPEN

Leadership

P122: Aspire to Lead: Developing a Strategic Plan for Competency Management

*Jennifer Mackovjak, MSN, RN-BC
Heather Malcolm, MSN, RN-BC*

P146: Aspire to Lead Through ANPD Affiliate Participation

Melanie M. Morris, MBA, BSN, RN-BC, CCRN-K

P147: Get A Kick on Route 66: One NP/Practitioner's Journey to Board Service

Tabitha Stutts Kinlaw, MBA, MSN, RN-BC, CNOR, ONC

P148: Regenerating the Passion to Become Certified

*Marla K. Frase, MSN, RN-BC, CEN, CPEN, TCRN
Holly Etling, MSN, RN, CPN, CPEN*

POSTER PRESENTATIONS (cont.)

P149: Roadmap to Resiliency: Navigating the Transition to Practice

Lynn Marie Bullock, DNP, RN, NEA-BC
Jennifer Spahn, MSN, RN

P150: The Successful Nurse Leader

Diann Lee Martin, PhD, MS, BSN, RN

P151: Title IX and Clinical Affiliations

Andrew J. Mahoney, MSN, RN-BC, SANE-A

Onboarding and Orientation

P152: A Day in the Life: A Multiple Patient Simulation

Brenda Byrne, MSN, RN-BC, CMSRN
Kathleen Harris, BSN, RN, CMSRN
Amanda Koehler, BSN, RN, CCRN-K

P153: A Standardized Check-in Process to Support Orientees

Katie K. Neil, BSN, RN, CCRN-K
Thomas Tockey, MSN, RN, CMSRN

P154: ACT Now: Implementation of an Acute Care Transition Nurse Training Program

Lindsay Picotte, MSN, RN-BC

P155: An App for Onboarding Orientation: Leading through Technology to Prepare Learners for Successful Orientation

Jill Hinnershitz, MSN, RN-BC

P156: Blended Learning: An Innovative Approach to Critical Care Orientation

Carla Genovese, MSN, RN, CCRN

P157: Creating a "TEAM" Based Nursing Core Orientation: Together, Employees Achieve More

Sandra Howell-Gordon, MSN, RN
Joyce Cunneen, MSN, RN-BC

P158: Development of an Evidence- based Nursing Orientation Program

Cristina Cassano, DNP, RN
Nora J. Allen, MS, RN, CCNS, ACNS-BC, CCRN

P159: Eliminating Death by PowerPoint®: New Employee Clinical Orientation

Vicky Lee, MSN, RN
Jody DeStigter, MS, RN-BC
Kari Waterman, MS, BSN, RN-BC, NEA-BC, CNS
Lauren Hewson, BA

P160: Empowering Clinical Coaches for Successful Orientation of New-to- practice Nurses

Hephzibah Sophie Edwin, MSN, RN-BC, PCCN

P161: Extended Nursing Orientation: Who Says Only New Grads Need It?

Ana Vera, MSN, RN, CVRN
Jenny Heins, BSN, RN, CMSRN
Rebecca Rodriguez, MSN, RN, CPN
Stephanie Knight, MSN, RN
Jennifer Ramos, MSN, RN, CMSRN
Meghan Leibas, MSN, RN, CRRN

P162: Get on Board! Experience Nursing Orientation Through an Interactive Lens

Mercedes Eleanor Braithwaite, MSN, RN-CNL, CCRN
Sharon White, BSN, RN
Bridgette Johnson, PhD, ARNP, CDE
Beverly Fray, PhD, MSN, APRN, PHCNS-BC
Rachael Rivers, MSN, RN

P163: Implementing a Comprehensive Preceptor Development Program: The Who, What, When, Where, Why, and How

Sabrina McKinney, MSN, RN-BC
Monica Aguilar, MSN, RN-BC

P164: Lessons Learned: Achieving Practice Transition Program Accreditation

Peggy Winter, DNP, MA, RN, CENP
Ryan Michael Fuller, BSN, RN, CNML
Jenny Mendenhall, BSN, RN, CHSE, CNOR
Michael Francis, MS, BSN, RN
Tiffany Marie Ward, MSN, RNC-OB, FNP

P165: Medical Practices Onboarding: Creating a Standardized Experience

Laura Wells, MSN, RN-BC

P166: Minimizing Hospital Orientation Via Use of Innovative Learning Techniques

Tasha G. Cushman, MSN/Ed, RN

P167: Night Education Support Nurse: Assisting Newly Hired Nurses' Transition to their Roles on the Night Shift

Barbara Keating, MS, RN-BC
Laura Sheldon, BSN, RN
Tommy Leugn, BSN, RN

P168: Nurse Internship: An Innovative Approach to Onboarding, Orientation and Transition to Practice of Last Semester Students in Bachelor of Science in Nursing Programs

Jamie Lingsch, MSN, RN-BC

P169: Nurse Leaders Welcome Replacement Staff with Innovative Onboarding Method

Timily S. Kennedy, MSN/Ed, RN-BC
Karen Uttaro, MSN/Ed, RN-BC, CNML

P170: Orientation Redesign: Using Orientation as the Initial Preceptor

Laura Janssen, MSN, RN
Jessica Boldt, BSN, RN, CAPA

P171: Orienting a New Generation: Success From the Star

Karen Rowan, MSN, RN, CNOR

POSTER PRESENTATIONS (cont.)

P172: Perceptions of Travel Nurses' Onboarding Needs

Claire Bethel, MSN, RN, CMSRN

P173: Providing Preceptors with the Needed Tools to Enhance Learner Engagement and Competency Validation

Beverly A. Kent, MSN, RN-BC

P174: Transition to Online Structure for Orientation

Sarah Barker, MSN, RN-BC

Kristina Edinger, BSN, RN-BC

Anne Sarquiz, BSN, RN-BC

P175: Using Research to Optimize Graduate Nurse Transition into Practice

Kimberly A. Slate, MSN, RN-BC

Research, Evidence-based Practice, & Quality Improvement

P176: Improving Situation Awareness for Clinical Deterioration

Rose Patrick, DNP, MSN, RN-BC

P177: EBP Huddles: Coaching Your Team to Explore New Evidence

Franni Vlahovich, MSN, RN-BC, CPN

Lori VanWingerden, BSN, RN-BC

Jessica Burkybile, MSN, RN-BC, CPN

P178: Eliminating Educational Gaps with Evidence-based Practice

Lorri A. Rine-Haghir, MSN/Ed, RN

Anna Jaso, MS, RN-BC

P179: Engaging Nurse Residents in Evidence-based Practice

Kathy Casey, MSN, RN

Catherine Kleiner, PhD, MSN, RN

P180: Exploring the Relationship Between Diabetes Knowledge and Perceived Knowledge in Staff Nurses Working in Acute Care Hospitals

Joseph Cagliostro, MSN, RN-BC

P181: Got a Canyon-sized Hole? Leading to Harness Knowledge and Skills into Practice

Sangyoung Yu-Choi, MSN, RN-BC, PCCN-K

Patricia Sheehan, MN, RN, CNS

Vera I. Lopez, MSN, RN, PCCN

P182: Improving Registered Nurse (RN) Pain Management Knowledge and Attitude

Dawn Elizabeth Klejka, DNP, RN

P183: Is It Worth It? Effects of EBP Boot Camps on Nurse-driven Initiatives

Cara S. Spencer, PhD, RN, FNP-BC

P184: Stepping Out of the Journal Club Box: Improving Nursing Engagement

Cara S. Spencer, PhD, RN, FNP-BC

P185: Outcomes of Unplanned Online Learning Activities

Marilyn Gendek, MN, RN

P186: Workplace Bullying and Incivility: The Impact of Educational Strategies

Elaine M. Riegel, MSN, RN-BC

Role Development

P187: Coaching for Coaches: Effective Feedback for Professional Advancement

Erin Barnaba, MS, RN, CNL

P188: Empowerment of Clinical Nurses: NPD Practitioner Role Development of COACH

Cheryl Machemer, DNP, RN, CCRN

Sylvia Saoud, MSN, RN, CNRN

P189: Feedback Communication: How to Give it and How to Get It!

Linda Scoble, MSN, RN-BC

Melissa Ryzewski, MSN, RN-BC

P190: Leading from the Bedside: Developing Expert Nurses into Novice Clinical Faculty

Kristin Belderson, DNP, RN-BC, CPON

P191: Leading the Charge to Develop Clinical Practice Nurse Experts

Cameron Mitchum, MSN, RN-BC, CCRN-K

P192: Lifelong Learning Supported Through Simulation

Sarah Clark, MSN, RN, CCRN-K, CHSE

P193: Making a Square Peg Fit a Round Hole

Julia Aucoin, DNS, RN-BC, CNE

P194: Mentoring Millennials for Success

Lillian A. Donnelly, MSN, RN, OCN

P195: Nursing Leadership Academy: Investing in Human Capital

Deana Kearns, MSN, RN-BC

P196: Nursing Specialty Certification: Providing Cost-effective Educational Resources

Susan R. Copeland, MSN, RN-BC

P197: Transition to Practice: An Interprofessional RN + RT Residency Program

Erica Cooper, BSN, RN-BC

Lindsay Schipper, MA, RN-BC, NE-BC

P198: Unleash Your Superpower: Advanced Preceptor Seminar

Teresa Bailey Chase, MSN, RN

Elaine G. Smith, MSN, RN-LRN, RN-BC

Rebecca Garvin, DNP, MBA, RN-BC

EVENT DETAILS

HOUSING AND TRAVEL



SHERATON GRAND PHOENIX

Location

340 North 3rd Street
Phoenix, Arizona 85004
602-262-2500

Room Rate

\$239
ANPD group rate available until
March 11, 2019. Subject to availability.

The official hotel for the 2019 ANPD Annual Convention is the **Sheraton Grand Phoenix** in Phoenix, AZ. Located just minutes from the Phoenix Sky Harbor International Airport and adjacent to the convention center, the Sheraton Grand Phoenix is also steps away from ample dining, culture, and entertainment options for an easy transition from business to leisure.

COMMUNITY SERVICE PROJECT



CIRCLE THE CITY

Circle the City (CTC) is Phoenix's first medical respite center for homeless individuals. CTC collaborates with local healthcare systems to provide a comprehensive set of medical and social services to homeless patients suffering from acute illness or injury. While admitted to the respite center, patients benefit from 24/7 physician oversight, daily nursing care and non-licensed caregiver support, psychiatric consultation, physical therapy, case management, room and board, etc. In this way, Circle the City fulfills its mission of providing "a time and a place to heal" to people experiencing homelessness.

Donations to CTC will be accepted at the ANPD booth during convention. Monetary donations and items CTC has requested will be accepted. [Click here](#) to view the list of requested items.

ANPD ON THE GO!

Download the ANPD Annual Convention mobile app to receive important updates and information on your smart phone or tablet. The app is filled with content you can use both before and during the annual convention in Phoenix.

The app will be available mid-March.

ANPD 2019 EXHIBITORS *as of 10/1/2018

A Fashion Hayvin, Inc.
American Nurses Association
Apex Innovations
American Public University System
Avkin
Boise State University
Chamberlain College of Nursing
Creative Health Care Management

Cornerstone OnDemand
EBSCO Health
Elsevier
eParamus™
InPlace Software
Nurse Builders
Nurse Builders
OnCourse Learning
Pediatric Learning Solutions

Relias Learning
The Commission on Collegiate Nursing Education (CCNE)
The Ohio State University College of Nursing
The University of Iowa — College of Nursing
Vizient
Wolters Kluwer

HOW TO REGISTER

Online: www.anpd.org

Mail: ANPD Registration
330 N. Wabash, Suite 2000
Chicago, IL 60611

Fax: 312-673-6835

Tax ID: 59-3018398

For registration questions e-mail
registration@anpd.org

CANCELLATION POLICY

All cancellations must be received in writing no later than March 1, 2019. All monies will be refunded minus a \$150 processing fee. Refunds for cancellations will only be refunded via the method in which they were paid. After March 1, no refunds will be given. Registrations may, however, be transferred to another individual. Transfer requests must be made in writing to registration@anpd.org.

REGISTRANT CONTACT INFORMATION (Please print clearly)

Your registration will be confirmed by e-mail, so please provide an accurate e-mail address.

First Name _____ Last Name _____

Highest Educational Degree _____

Highest Nursing Degree (if different from highest educational degree) _____

Credentials will appear on badge as listed here. Please list your licensure first followed by your certification. For example, MSN, RN-BC.

License/Certification _____

Position Title _____

Institution _____

Address _____

City/State/Province _____ Postal Code _____

Phone _____ Fax _____

E-mail (required) _____

I am a member of the _____ Affiliate of ANPD

DEMOGRAPHIC INFORMATION

1. Please check the box that best describes your function:

- ☐ Chief Learning Officer
- ☐ NPD Department Manager/Director
- ☐ Unit-based NPD Practitioner
- ☐ Centralized Department NPD Practitioner
- ☐ Consultant/Independent Contractor/Entrepreneur
- ☐ Other: (specify) _____

2. Years of experience in the nursing professional development specialty:

- ☐ 0-5 years
- ☐ 6-10 years
- ☐ 11-20 years
- ☐ More than 20 years

3. How many ANPD Annual Conventions have you attended?

- ☐ 0 — I am a first time attendee
- ☐ 1-3
- ☐ 4-6
- ☐ 7-9
- ☐ 10+

4. What is the size of your organization?

- ☐ Fewer than 50 full-time employees
- ☐ 50-100 full-time employees
- ☐ 101-500 full-time employees
- ☐ 501-1000 full-time employees
- ☐ 1,001-2,000 full-time employees
- ☐ More than 2,000 full-time employees
- ☐ N/A — self-employed, retired, full-time student

5. How much does your hospital, office or place of employment spend on nursing professional development products and services in one year?

- ☐ Under \$50,000
- ☐ \$50,001 — 100,000
- ☐ \$100,001 — 200,000
- ☐ \$200,001 — 500,000
- ☐ \$500,001 — 1,000,000
- ☐ Over \$1,000,000

6. What is your role in the purchase of nursing professional development products?

- ☐ Final decision maker, all products
- ☐ Final decision maker, some products
- ☐ Recommend products
- ☐ Investigate products
- ☐ No role

7. What quarter are budget requests made in your institution?

- ☐ Quarter 1 (Jan - March)
- ☐ Quarter 2 (April - June)
- ☐ Quarter 3 (July - Sept)
- ☐ Quarter 4 (Oct - Dec)

8. How did you pay to attend the Annual Convention?

- ☐ I paid my expenses and registration out of pocket
- ☐ I paid my expenses, my facility paid my registration
- ☐ My facility paid my expenses and registration
- ☐ I paid my expenses and a scholarship/outside resource paid my registration
- ☐ Other (specify) _____

PHOTOGRAPHY

On occasion, ANPD may take photos of participants at the 2019 ANPD Annual Convention, or of people participating in Annual Convention functions. These photos are for ANPD use only and may appear in ANPD promotional materials, the mobile app, or ANPD social media channels. Your registration constitutes your consent for this photography.

First Name _____ Last Name _____

PRE-CONVENTION WORKSHOPS

Pre-convention workshops are **NOT** included in the full convention or one-day convention fee. Pre-convention workshops are optional and have a separate fee.

2-day NPD Certification Preparation Course

Sunday, March 31 – Monday, April 1, 8:00 am – 5:00 pm

- ☐ Member \$325
☐ Non-member \$500

Professional Development Associate Workshop (W101)

Sunday, March 31
8:00 am – 4:30 pm

☐ W101

This workshop costs \$300 for members and \$400 for non-members.

Half Day Pre-convention Workshop (each)

Please select only one workshop per timeslot. Workshops cost \$175 each for members and \$275 each for non-members.

Sunday, March 31
1:00 pm – 5:00 pm

- ☐ W102 ☐ W104
☐ W103

Monday, April 1
8:00 am – 12:00 pm

- ☐ W105 ☐ W107
☐ W106 ☐ W108

Monday, April 1
12:30 pm – 4:30 pm

- ☐ W109 ☐ W111
☐ W110 ☐ W112

Subtotal C (Preconvention Workshops): \$ _____

Grand Total Payment Enclosed (A+B+C): \$ _____

CONVENTION REGISTRATION

ANPD membership must be current to receive member rate.

Full Convention			
	Early (by Feb 1)	Regular (Feb 2–March 15)	Late (after March 15)
Member	\$575	\$700	\$900
Member Group*	\$525	\$650	\$850
Non-member	\$850	\$925	\$1,025
Non-member Group*	\$800	\$875	\$950

*Group registration is for three or more attendees from the same employer. Please mail all group registration forms to ANPD with a check in the correct amount. You can also send in a completed registration form and ANPD will e-mail you an invoice.

Subtotal A: Registration Options : \$ _____

Single Day		
	Regular (By March 15)	Late (after March 15)
<input type="checkbox"/> Mon.	\$150	\$250
<input type="checkbox"/> Tues.	\$300	\$400
<input type="checkbox"/> Wed.	\$300	\$400
<input type="checkbox"/> Thurs.	\$250	\$350

REGISTRATION ADD-ONS

- ☐ Guest* \$300 ☐ NPD Hot Spot Networking Event: \$20
Monday, April 1 4:45 pm – 5:45 pm | Networking event includes drinks and light snacks

Guest pass includes Exhibit Hall access, all food functions within the Exhibit Hall and Friday's networking breakfast. Guests may not attend ANY education sessions. Guests must be 21+.

If you have any special needs, accommodations or requirements (including dietary), please detail your requirements here:

Subtotal B: Registration Add-ons : \$ _____

TWO EASY WAYS TO PAY

☐ Mail Your Check Payment

Complete this form and mail your check (made payable to "ANPD") to:

ANPD Registration
330 N. Wabash, Suite 2000
Chicago, IL 60611

☐ Pay Online with a Credit Card

To pay by credit card, please register at www.anpd.org. For your security, do not include credit card information on this form.

