

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



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### CONTACT HOURS

Continuing nursing education contact hours will be awarded for this convention. Please check the [ANPD website](#) 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](mailto: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
	<b>OPENING SESSION</b> 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	<b>Concurrent Session I (S101 – S106)</b>
9:15 am – 10:15 am	<b>Concurrent Session II (S107 – S112)</b>
10:15 am – 11:00 am	Networking and Vendor Sponsored Presentations in Exhibit Hall
11:00 am – 12:30 pm	Awards Presentation
	<b>GENERAL SESSION</b> 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	<b>Concurrent Session III (S113 – S118)</b>
2:30 pm – 3:30 pm	Networking and Vendor Sponsored Presentations in Exhibit Hall
3:30 pm – 4:30 pm	<b>Concurrent Session IV (S119 – S124)</b>
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	<b>Concurrent Session V (S201 – S206)</b>
9:00 am – 10:15 am	Networking and Vendor Sponsored Presentations in Exhibit Hall
10:15 am – 11:15 am	<b>GENERAL SESSION</b> 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	<b>Concurrent Session VI (S207 – S212)</b>
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	<b>Concurrent Session VII (S213 – S 218)</b>
3:30 pm – 4:30 pm	<b>GENERAL SESSION</b> 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	<b>Concurrent Session VIII (S301 – S306)</b>
9:15 am – 10:15 am	<b>Concurrent Session IX (S307 – S312)</b>
10:15 am – 10:30 am	Coffee Break with Light Snacks
10:30 am – 11:30 am	<b>Concurrent Session X (S313 – S318)</b>
11:45 am – 1:00 pm	Star Search and Poster Awards Presentation
	<b>CLOSING SESSION</b> 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

Denise Anderson, EdD, MSN, RN-BC

Richard Brody, MSN, RN-BC, PCCN

Belinda Curtis, MSN, RN-BC

Dennis Doherty, MSN, RN-BC

Cris Gonzales, MSN, RN-BC, CMSRN

Mary Harper, PhD, RN-BC

(Lead Nurse Planner)

Andrea Lee-Riggins, DNP, APRN,  
RN-BC, CCNS, CCRN

Cheryl Miller, MSN, RN-BC

Melanie Morris, MBA, BSN, RN-BC

Michael Polacek, MSN, RN-BC

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.

**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: 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.

## 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.



## 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: 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.

**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, MEd, 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 Initiative****Competent | Collaborative Partnerships***Dana Mullenbach, MSN, RN-BC  
Holly Burkhardtmeier, MAN, RN  
Lori Arcand, PhD, MS, RN-BC  
Rachel Trehwella, 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 Carpiz, 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 Wright 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 NPD 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**

*Adrienne Edlund, MS, RN, CHFN*

**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 NPD Specialist'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**

Peggi 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*

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### 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-Haghiri, 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*

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### 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](http://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](mailto: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](mailto: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 15)	Regular (Feb 16–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

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

\*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 :** \$ \_\_\_\_\_

## 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](http://www.anpd.org). For your security, do not include credit card information on this form.

