The Winds of Change: Accountability for Outcomes and Excellence

July 7–10, 2011
Preconvention July 6–7
Sheraton Chicago Hotel & Towers
Chicago, IL
WHAT ARE THE KEY BENEFITS OF ATTENDING?

✦ Preconvention workshops allow for in-depth study of contemporary issues in nursing professional development.
✦ Opportunities to develop new friendships with others in the field of nursing professional development.
✦ Top-level, national speakers ... As always, the opening, keynote, and closing sessions feature proven professionals who will inform and inspire.
✦ Numerous opportunities for networking.
✦ Peer-reviewed concurrent session presentations by top professionals in the field.
✦ Participation in the annual business meeting. Make a difference in the future of the organization!
✦ New and innovative ideas for application in a variety of nursing professional development settings.

WHO WILL BENEFIT BY ATTENDING?

✦ Nursing Professional Development Specialist or Director of Nursing in education/nursing professional development.
✦ Patient Educator in any setting including acute care, long-term care, and home care.
✦ Human Resources Manager with continuing education responsibilities.
✦ Staff Nurse with responsibility for nursing professional development and/or education of unit personnel.
✦ Consultant in the field of nursing professional development and/or patient education.
✦ Nursing Faculty member with education and research responsibilities in the areas of patient education and nursing professional development.
✦ Novice or Beginner in the field of nursing professional development.
✦ Provider of products and services for continuing education and nursing professional development.
✦ Graduate or Undergraduate Student in nursing or education with a specialization in nursing education or nursing professional development.

NETWORKING

A key benefit of attending the NNSDO Convention is the opportunity to develop relationships with your colleagues through networking. Networking provides many tangible benefits to convention participants.

EXHIBITS

Representatives from a variety of companies will be on hand to answer your questions and demonstrate their products. You will learn about the latest products and services for nursing professional development, and your practice will benefit from having a productive relationship with industry representatives who can keep you informed of developments in technology, software, publications, and other products and services for nursing professional development.

MESSAGE BOARD

NNSDO will have a message board to facilitate networking. Bring your questions and ideas to post for response by your colleagues. If you have a special interest, arrange to meet others with your interests. We encourage participants to post job listings on the message board.

LIFESTYLE EXHIBITS

These exhibits are focused on the “lifestyle” of the convention participants and provide a unique opportunity to purchase items for themselves, family, and friends during the convention without taking time away from the educational programs. These exhibits may include jewelry, clothing, home décor, and more.
PROGRAM AT A GLANCE

TUESDAY, JULY 5, 2011
5:00 p.m. – 8:00 p.m. ................................. Registration

WEDNESDAY, JULY 6, 2011
7:00 a.m. – 5:00 p.m. ................................. Registration
8:00 a.m. – 5:00 p.m. ................................. Board Meeting
8:00 a.m. – 12:00 a.m. ............................... Workshop 2 (General Nursing Professional Development)
    Ignite Learning With Innovative and Evidence-Based Teaching:
    Workshop and Roundtable
    Jobeth Pilcher, EdD, RN-BC

8:00 a.m. – 12:00 p.m. ............................... Workshop 3 (Technology)
    Graphic Design Basics for Nurses: Enhance Educational Outcomes
    With Superb Handouts, Workshops, and Take-Aways
    Jim Hansen, MSN, RN-BC; Michele Deck, MEd, BSN, RN, LOCE, FACCE

8:00 a.m. – 12:00 p.m. ............................... Workshop 4 (Leadership)
    From Idea to Print: Writing for Publication
    Belinda Puetz, PhD, RN

1:00 p.m. – 5:00 p.m. ................................. Workshop 5 (Preceptor/Recruitment/Retention)
    Questions, Stories, and Feedback:
    Key Coaching Techniques for Developing Staff and Teams
    Jan Luke, MBA, MHA, RN

1:00 p.m. – 5:00 p.m. ................................. Workshop 6 (Research)
    Nursing Professional Development Research:
    Breezing Through Grant Writing
    Katie Choy, MS, RN-BC, CNS, NEA-BC; Susan MacArthur, EdD, MSN, RN, FNP
    Abby Kurtz, EdD, RN-BC; Cynthia Balevre, MSN, RN

1:00 p.m. – 5:00 p.m. ................................. Workshop 7 (General Nursing Professional Development)
    Sustaining Desired Workplace Performance Through
    Human Performance Technology
    Rosemarie Taylor, EdD, MA, RN-BC

1:00 p.m. – 5:00 p.m. ................................. Workshop 8 (General Nursing Professional Development)
    Making Presentations a Breeze: Teaching Informal Educators to RIVET
    Jean Rea, MN, RN; Janet Pines Robinson, MSN, RN
    Mary Anne Bosher, MSN, RN, CCRN; Katrina Green, MSN, RN, OCN

THURSDAY, JULY 7, 2011
7:00 a.m. – 6:00 p.m. ................................. Registration

8:00 a.m. – 5:00 p.m. ................................. Nursing Professional Development
    Certification Preparation Course—Day 2
    Kari Schmidt, MS, RN-BC

8:00 a.m. – 12:00 p.m. ............................... Workshop 9 (General Nursing Professional Development)
    Evaluating the Winds of Change:
    Using Various Levels of Evaluation to Affect Practice Outcomes
    Anne Longo, PhD(c), MBA, BSN, RN-BC, NEA-BC, Susan Allen, MSN, RN-BC

8:00 a.m. – 12:00 p.m. ............................... Workshop 10 (Leadership)
    Creating a Healthy Work Environment: Developing Competency to Reduce
    Workplace Violence While Improving Staff Retention and Clinical Outcomes
    Dianne Ditmer, PhD, RN, GEN, CRM, CMH-III, CIRH-III, SANE, DABFN, FACNE
    Donna Gates, EdD, MSN, MSPh, FAN

8:00 a.m. – 12:00 p.m. ............................... Workshop 11 (Technology)
    Basic Web-Based Skills for Building Affordable Online Education
    Teresa Heithaus, MSN, RN-BC; Kelly Moed, MSN, RN-BC

8:00 a.m. – 12:00 p.m. ............................... Workshop 12 (General Nursing Professional Development)
    Riding the Winds of Change: How Do We Equip Our Staff
    for Providing Culturally Competent Care?
    Janet Robinson, MSN, RN; Monica Taylor, MSL, BS

12:00 p.m. – 4:00 p.m. ............................... Journal for Nurses in Staff Development
    Editorial Board Meeting

1:00 p.m. – 5:00 p.m. ................................. Workshop 13 (Research)
    RESEARCH: The New Frontier for Educators
    Linda Tjonj, DBA, MSN, RN, NE-BC

1:00 p.m. – 5:00 p.m. ................................. Workshop 14 (Advanced)
    Preparing the Clinical Educator to Effect Change
    That ASSURES Outcomes in Lean Times
    Elizabeth Gilbert, MS, RNC, FRNP-BC, CNS; Kathleen T. Werner, PhD, RN

1:00 p.m. – 4:15 p.m. ................................. Workshop 15 (Leadership)
    AHA Guidelines for CPR and ECC—Process, Participation,
    and 2015 Preparation (offered twice)
    1:00 p.m. – 2:45 p.m. (A)
    3:00 p.m. – 4:15 p.m. (B)

1:00 p.m. – 5:00 p.m. ................................. Workshop 16 (General Nursing Professional Development)
    Getting Started in Clinical and Nursing Professional Development
    Bette Case Di Leonard, PhD, MSN, RN-BC

1:00 p.m. – 5:00 p.m. ................................. Workshop 17 (Preceptor/Recruitment/Retention)
    Coaching for Competence to Navigate the Winds of Change
    Ellen Cowan, MSN, RN, OCN; Ellen Hegarty, MSEd, RN, CCRN, BC

4:30 p.m. – 5:30 p.m. ................................. Moderator Meeting

5:15 p.m. – 5:45 p.m. ................................. New Participant Orientation

6:00 p.m. – 6:30 p.m. ................................. Opening Remarks

6:30 p.m. – 7:30 p.m. ................................. Opening Session
    Nursing Staff Development: A Key Partner in Transforming
    the Future of Nursing Education
    Lori Rodriguez, PhD, RN

7:30 p.m. – 9:30 p.m. ................................. Grand Opening of Exhibits
    Reception in Exhibit Area

FRIDAY, JULY 8, 2011
7:00 a.m. – 6:00 p.m. ................................. Registration

8:00 a.m. – 8:30 a.m. ................................. Awards

8:30 a.m. – 9:30 a.m. ................................. Keynote Session
    Nurse Education Leading Change: Transforming Staff Development
    Linda Burns Bolton, DrPH, RN, FAAN

9:30 a.m. – 12:00 p.m. ................................. Poster Set Up

9:30 a.m. – 10:30 a.m. ................................. Break in Exhibit Hall
PROGRAM AT A GLANCE

10:30 a.m. – 12:00 p.m. .................................. General Session 1
IOM Findings and Professional Development—
Strategies for Advancing Nurse Competencies
Michael Bleich, PhD, RN, FAAN

12:00 p.m. – 1:30 p.m. ............................... Lunch in Exhibit Hall
12:00 p.m. – 1:30 p.m. ............................... Star Search
1:45 p.m. – 2:45 p.m. ............................... Concurrent Session 1
3:00 p.m. – 4:00 p.m. ............................... Concurrent Session 2
4:00 p.m. – 5:30 p.m. ......................... NNSDO Annual Business Meeting

12:00 p.m. – 1:30 p.m. ............................... Lunch in Exhibit Hall
12:00 p.m. – 1:30 p.m. ............................... Star Search
1:45 p.m. – 2:45 p.m. ............................... Concurrent Session 1
3:00 p.m. – 4:00 p.m. ............................... Concurrent Session 2
4:00 p.m. – 5:30 p.m. ......................... NNSDO Annual Business Meeting

SATURDAY, JULY 9, 2011
6:30 a.m. – 7:30 a.m. .............................. Fun Run/Walk for Research
6:30 a.m. – 6:00 p.m. ............................... Registration Open
8:00 a.m. – 9:00 a.m. ............................... Affiliate Networking Meeting
9:00 a.m. – 10:00 a.m. ............................. General Session 2
High-Impact Strategies to Engage Learners and
Promote Advanced Reasoning Skills
Gregory DeBourgh, EdD, RN, ANEF

10:15 a.m. – 11:15 a.m. ............................. Concurrent Session 3
11:15 a.m. – 12:45 p.m. ............................. Lunch in Exhibit Hall
1:00 p.m. – 2:00 p.m. ............................... Concurrent Session 4

2:00 p.m. – 3:00 p.m. ......................... Break in the Exhibit Hall
3:15 p.m. – 4:15 p.m. ............................... Concurrent Session 5
4:00 p.m. ................................. Exhibits Close
3:30 p.m. – 5:30 p.m. ............................... Concurrent Session 6
5:30 p.m. – 6:30 p.m. ............................. Reception/Posters

SUNDAY, JULY 10, 2011
7:00 a.m. – 12:00 p.m. ............................. Registration
8:00 a.m. – 9:00 a.m. ............................... Concurrent Session 7
9:15 a.m. – 10:15 a.m. ............................... Concurrent Session 8
10:15 a.m. – 11:00 a.m. ............................... Brunch
11:00 a.m. – 12:00 p.m. ............................. Closing Session
The Other End of the Stethoscope
Marcus Engel, BS

MONDAY–TUESDAY, JULY 11–12, 2011
Military SIG Educational Workshop
Armed Forces Conference
Sponsored by the AF Affiliate
(see page 13 for information)

ANCC Annual Symposium on
Continuing Nursing Education
Sheraton Chicago Hotel & Towers • Thursday, July 7, 2011

For more information or to register, visit
www.nursecredentialing.org.
If you have additional questions regarding the
symposium, e-mail accredeconference@ana.org
or call 1.800.284.2378.

This annual event provides updates in the continuing nursing
education and accreditation fields, highlights best practices, and
provides an opportunity to network with your colleagues. Cost is
$200 for ANA or NNSDO members; $260 for nonmembers.
Who should attend: Nurse Educators, Staff Developers, Instructors,
CNE Coordinators, Education Managers, Nurse Planners, and
anyone involved with planning or approving continuing education.

The American Nurses Credentialing Center (ANCC) is a subsidiary of the American Nurses Association
(ANA). The American Nurses Association Center for Continuing Education and Professional Development
is accredited as a provider of continuing nursing education by the American Nurses Credentialing
Center’s Commission on Accreditation.
ANCC Provider Number 0023
ANA is approved by the California Board of Registered Nursing, Provider Number 6179.
The ANA Center for Continuing Education and Professional Development includes ANCC’s Institute for
Credentialing Innovation.
**OPENING SESSION: LORI RODRIGUEZ, PhD, RN**

Lori Rodriguez is an individual who is passionate about nursing staff development. Dr. Rodriguez co-authored *Mosby’s Manual of Staff Development* and served as a director of staff development and education at El Camino Hospital in Mountain View, CA, from 1985 through 1995. She has worked as a women’s health nurse practitioner and as an associate professor of nursing at San Jose State University. She returned to earn her PhD in nursing in 2004 as a Moore Fellow at UCSF. As a doctoral student she participated as a research assistant and went on site visits that led to the Carnegie Foundation National Nursing Education Study, “Educatings Nursing: A Call for Radical Transformation.”

**KEYNOTE SESSION: LINDA BURNES BOLTON, DrPH, RN, FAAN**

Linda Burnes Bolton is Vice President for Nursing, Chief Nursing Officer, and Director of Nursing Research at Cedars-Sinai Medical Center in Los Angeles, CA. She is one of the principal investigators at the Cedars-Sinai Burns & Allen Research Institute. Her research, teaching, and clinical expertise includes nursing and patient care outcomes, improving the health of childbearing women, improving nursing and organizational functions and reliability, functional health literacy of African-Americans and other ethnic and racial communities, quality of care in racially and ethnically diverse communities, and cultural diversity within the health professions. Dr. Burnes Bolton is a past president of the American Academy of Nursing and the National Black Nurses Association. She is a member of the American Nurses Association, American Organization for Nurse Executives, Association of California Nurse Leaders, American Public Health Association, Council for the Advancement of Nursing Science, National Black Nurses Association, and the National League for Nursing.

**GENERAL SESSION: MICHAEL R. BLEICH, PhD, RN, FAAN**

Michael Bleich is dean and Dr. Carol A. Lindeman Distinguished Professor for the School of Nursing and vice provost for inter-professional education and development at Oregon Health & Science University. His areas of expertise and scholarship focus on inter-professional leadership development, academic-service workforce development, strategic alignment of academic clinical enterprises, and analytics related to quality improvement to enhance practice and academic outcomes.

**GENERAL SESSION: GREGORY DEBOURGH, EdD, RN, ANEF**

Gregory DeBourgh is a doctorally prepared registered nurse who has practiced in clinical, administrative, and academic roles for 35 years. He is clinically prepared as a clinical nurse specialist and is experienced in patient care management of the adult critically ill patient. Dr. DeBourgh earned his EdD from the School of Education at the University of San Francisco, where he studied with experts in curriculum development, cognitive psychology, and learning and instruction. He conducts ongoing educational research to explore the impact of technology and instructional design on advanced reasoning skill acquisition, student satisfaction, and the learning experience in distance-delivered nursing curricula and technology-enriched classroom instruction. In 2008, he was inducted as a Fellow in the prestigious Academy of Education of the National League for Nursing.

**CLOSING SESSION: MARCUS ENGEL, BS**

Marcus Engel is a professional speaker and author who inspires and empowers audiences nationwide. His extraordinary story of recovery after being blinded and catastrophically injured by a drunk driver challenges individuals to achieve success by making intelligent choices.

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**NNSDO PLANNING COMMITTEE**

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Phyllis Alford, MS, RN, CRNP  
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Sara Levin, MSN, RN-BC  
Nicole Kent, MSN, RN-BC  
Kathy Martin, MSN, RN
### NURSING PROFESSIONAL DEVELOPMENT CERTIFICATION PREPARATION COURSE – DAY 1

**Wednesday, July 6 .............................. 8:00 a.m. – 5:00 p.m.**

**Kari Schmidt, MS, RN-BC**

Prepare for the American Nurses Credentialing Center (ANCC) generalist certification examination in nursing professional development. Review the staff development curriculum and take a practice exam. This is a good foundational course for those new to staff development, in addition to those wishing to take the certification exam.

### WORKSHOP 1

**Advanced**

**Wednesday, July 6 .............................. 8:00 a.m. – 12:00 p.m.**

**Creating the Business Case for Nursing Professional Development or How to Limit Downsizing in Times of Economic Turbulence**

Gen Guanci, Med, RN-BC, CCRN

Objectives: Discuss the importance of measuring staff development outcomes. Compare and contrast the four levels of the Kirkpatrick Levels of Evaluation. Create tools to measure Kirkpatrick Level 2, 3, and 4 outcomes. Develop an action plan to implement outcome measurement in your department. Promote a system for disseminating department outcomes throughout your organization.

### WORKSHOP 2

**General Nursing Professional Development**

**Wednesday, July 6 .............................. 8:00 a.m. – 12:00 p.m.**

**Ignite Learning With Innovative and Evidence-Based Teaching: Workshop and Roundtable**

Jobeth Pilcher, EdD, RN-BC

Objectives: Examine factors influencing teaching and learning with adult participants. Reflect upon personal learning styles and preferences and how they impact teaching. Analyze the use of evidence to determine appropriate educational strategies. Participate in evidence-based innovative learning activities. Produce a list of innovative teaching strategies for use in professional development activities.

### WORKSHOP 3

**Technology**

**Wednesday, July 6 .............................. 8:00 a.m. – 12:00 p.m.**

**Graphic Design Basics for Nurses: Enhance Educational Outcomes With Superb Handouts, Worksheets, and Take-Aways**

Jim Hansen, MSN, RN-BC

Michele Deck, Med, BSN, RN, LCCE, FACCE

Objectives: Discuss the essentials and tools of effective graphic design. Design handouts and worksheets using design techniques, usable graphics, and pictures. Apply design concepts using slideware and word processing applications.

### WORKSHOP 4

**Leadership**

**Wednesday, July 6 .............................. 8:00 a.m. – 12:00 p.m.**

**From Idea to Print: Writing for Publication**

Belinda Puetz, PhD, RN

Objectives: Delineate motivators/inhibitors to writing for publication. Generate and refine ideas for publication. Select a publisher for the manuscript. Describe the process for submitting a manuscript for publication. Describe the publishing process.

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### WORKSHOP 5

**Preceptor/Recruitment/Retention**

**Wednesday, July 6 .............................. 1:00 p.m. – 5:00 p.m.**

**Questions, Stories, and Feedback:**

**Key Coaching Techniques for Developing Staff and Teams**

Jan Luke, MBA, MHA, RN

Objectives: Describe the coaching techniques of questions, stories, and feedback. Identify words and phrases to use and to avoid when coaching. Implement at least one of the coaching techniques in a practice session.

### WORKSHOP 6

**Research**

**Wednesday, July 6 .............................. 1:00 p.m. – 5:00 p.m.**

**Nursing Professional Development Research: Breezing Through Grant Writing**

Katie Choy, MS, RN-BC, CNS, NEA-BC

Susan MacArthur, EdD, MSN, RN, FNP

Abby Kurtz, EdD, RN-BC

Cynthia Balevere, MSN, RN

Objectives: Describe the current state of the science and priorities for nursing professional development research. Discuss each component of the research process. Identify the steps to constructing a research proposal with specific emphasis on NSNDO funding.

### WORKSHOP 7

**General Nursing Professional Development**

**Wednesday, July 6 .............................. 1:00 p.m. – 5:00 p.m.**

**Sustaining Desired Workplace Performance Through Human Performance Technology**

Rosemarie Taylor, EdD, MA, RN-BC

Objectives: Describe the three determinants of effective workplace performance according to the HPT model. Discuss barriers to the six determinants of effective workplace performance. Apply the HPT model in solving four common performance deficiencies.

### WORKSHOP 8

**General Nursing Professional Development**

**Wednesday, July 6 .............................. 1:00 p.m. – 5:00 p.m.**

**Making Presentations a Breeze: Teaching Informal Educators to RIVET**

Jean Rea, MN, RN

Janet Pines Robinson, MSN, RN

Mary Ann Bosher, MSN, RN, CCRN

Katrina Green, MSN, RN, OCN

Objectives: Describe strategies to ensure that educational activities are relevant and timely. Practice strategies designed to make educational activities interactive and engaging. Apply the principles of graphic design in developing visually effective educational materials.

### NURSING PROFESSIONAL DEVELOPMENT CERTIFICATION PREPARATION COURSE – DAY 2

**Thursday, July 7 .............................. 8:00 a.m. – 5:00 p.m.**

**Kari Schmidt, MS, RN-BC**
 Competency in recognition and prevention of disruptive clinical environments. Commission, attributing 24% of sentinel events to poor relationships between Occupational Health (NISOH) and the American Nurses Association. Evaluate with a goal of improved staff retention and clinical outcomes. Current research and case studies, including a report published by the Joint Review when to use each of the levels depending upon planned education. Apply the concepts learned to an upcoming educational program.

**WORKSHOP 10**

**Leadership**

**Thursday, July 7** 8:00 a.m. – 12:00 p.m.

*Creating a Healthy Work Environment: Developing Competency to Reduce Workplace Violence While Improving Staff Retention and Clinical Outcomes*

Dianne Ditmer, PhD, RN, CN, CRM, CRM-III, CHS-III, SANE, DABFN, FAGFE; Donna Gates, EdD, MSN, MSPH, FAAN

Objectives: Define workplace violence inclusive of horizontal violence and disruptive behaviors according to the National Institute of Safety and Occupational Health (NISOH) and the American Nurses Association. Evaluate current research and case studies, including a report published by the Joint Commission, attributing 24% of sentinel events to poor relationships between staff and disruptive work environments. Develop strategies to increase staff competency in recognition and prevention of disruptive clinical environments with a goal of improved staff retention and clinical outcomes.

**WORKSHOP 11**

**Technology**

**Thursday, July 7** 8:00 a.m. – 12:00 p.m.

*Basic Web-Based Skills for Building Affordable Online Education*

Teresa Heithaus, MSN, RN-BC; Kelly Moed, MSN, RN-BC

Objectives: Define five commonly used terms related to webpage building. Describe how to build an attractive and functional webpage including links and other Web applications. Explain how to use an online test-page template. Describe how to use at least two different types of screen captures.

**WORKSHOP 12**

**General Nursing Professional Development**

**Thursday, July 7** 8:00 a.m. – 12:00 p.m.

*Riding the Winds of Change: How Do We Equip Our Staff for Providing Culturally Competent Care?*

Janet Robinson, MSN, RN; Monica Taylor, MSL, BS

Objectives: Discuss terminology utilized to describe culture and related terms. Describe the importance and impact of cultural competency in health care. Propose strategies for utilizing available resources to reinforce cultural competency. Construct a culturally competent educational plan.

**WORKSHOP 13**

**Research**

**Thursday, July 7** 1:00 p.m. – 5:00 p.m.

*RESEARCH: The New Frontier for Educators*

Linda Tjong, DBA, MSN, RN, NE-BC

Objectives: Describe the various research types and designs. Describe how to select a research-worthy topic. Demonstrate how to access online databases to search for literature. Describe the common designs used in nursing research. Develop a research protocol. Discuss the process for obtaining an IRB approval. Describe the data collection process and tool development. Identify resources to analyze data and interpret findings. Develop conclusions, identify implications, and make recommendations. Identify infrastructure and resources needed to develop a research program. Develop an action plan and share ideas.

**WORKSHOP 14**

**Advanced**

**Thursday, July 7** 1:00 p.m. – 5:00 p.m.

*Preparing the Clinical Educator to Effect Change That ASSURE Outcomes in Lean Times*

Elizabeth Gilbert, MS, RNC, FRNP-BC, CNS; Kathleen T. Werner, PhD, RN

Objectives: Recognize the need to change paradigms for clinical education by differentiating between the traditional paradigm and the ASSURE model. Describe how the ASSURE model and change tools could be applied to a change implementation project. Apply the ASSURE model to the clinical education issue of promoting national certification or other agreed-upon topic.

**WORKSHOP 15**

**Leadership**

*(offered twice, A and B)*

**Thursday, July 7** 1:00 p.m. – 2:45 p.m. (A)

**Thursday, July 7** 3:00 p.m. – 4:45 p.m. (B)

*AHA Guidelines for CPR and ECC—Process, Participation, and 2015 Preparation*

Jo Haag, MSN, RN

Objectives: Describe the science evaluation process for the development of consensus on science. Name the main volunteer groups involved in guideline development. List guideline changes for each discipline. Identify three key topics from the changes in education, implementation, and teams. Understand how the guidelines are transitioned to patient care. Gain advance knowledge of key questions on ECC and CPR that are queued to be in the 2015 process, and why these questions are critical to advancing resuscitation knowledge.

**WORKSHOP 16**

**General Nursing Professional Development**

**Thursday, July 7** 1:00 p.m. – 5:00 p.m.

*Getting Started in Clinical and Nursing Professional Development*

Bette Case Di Leonardi, PhD, MSN, RN-BC

Objectives: Identify the scope of practice and competencies of the Nursing Professional Development Specialist role. Apply inspirational adult education concepts to the process of staff education. Explain the phases of the staff education process. Identify important considerations in the process of identifying staff learning needs. Identify important considerations when planning and implementing learning activities. Identify important considerations in evaluating staff learning and evaluating educational programs. Apply staff education concepts in constructing and responding to test questions.

**WORKSHOP 17**

**Preceptor/Recruitment/Retention**

**Thursday, July 7** 1:00 p.m. – 5:00 p.m.

*Coaching for Competence to Navigate the Winds of Change*

Ellen Cowan, MSN, RN, OCN; Ellen Hegarty, MSeD, RN, CCRN, BC

Objectives: Discuss successful implementation of the cognitive apprenticeship model into preceptor practice. Identify preceptor behaviors that foster critical thinking. Discuss strategies for the development of a pool of well-trained preceptors. Discuss the use of human simulation as a methodology to enhance critical thinking, communication, and technical expertise.
**OPENING SESSION**

Thursday, July 7 ......................... 6:30 p.m. – 7:30 p.m.

*Nursing Staff Development: A Key Partner in Transforming the Future of Nursing Education*

Lori Rodriguez, PhD, RN

Objectives: Define formation in nursing. Examine personal formative experiences. Recognize the experience of being pulled up short. Analyze the recommendations of academic educators and identify opportunities for partnering to transform the future of nursing education.

**KEYNOTE SESSION**

Friday, July 8 ......................... 8:30 a.m. – 9:30 a.m.

*Nurse Education Leading Change, Transforming Staff Development*

Linda Burns Bolton, DrPH, RN, FAAN

Objectives: Identify recommendations from the IOM report on the initiative on the future of nursing (IFON). Describe the specific nursing education changes required to achieve the IFON-envisioned healthcare system. Delineate the role of staff development scientists and educators in transforming nursing education.

**GENERAL SESSION 1**

Friday, July 8 ......................... 10:30 a.m. – 12:00 p.m.

*IOM Findings and Professional Development—Strategies for Advancing Nurse Competencies*

Michael Bleich, PhD, RN, FAAN

Objectives: Discuss how roles and functions can enhance the implementation phase of the IOM Report on the Future of Nursing. Develop a staff development strategy that advances lifelong learning. Discuss how to align staff development with academic programs to streamline academic progression. Create a personal development plan that enhances the visibility of nursing and development with internal and external stakeholder groups.

**CONCURRENT SESSION 1**

Friday, July 8 ......................... 1:45 p.m. – 2:45 p.m.

A. **Advanced**

*Plant, Feed, Grow—Lessons for Blooming Leaders*

Elaine Marinello, MSN, RN-BC

Objectives: Discuss a simple, yet comprehensive, plan for development and promotion of leadership skills.

B. **Technology**

*Virtual World Education: Why Bold Leaders Use It in Healthcare Learning*

Diana Halfer, MSN, RN, NEA-BC

Objectives: Identify steps for getting started with virtual world education. Describe how a program like Second Life® is being used in healthcare education.

C. **Leadership**

*Turning Plans Into Reality: Using Strategic Plans to Drive Nursing Professional Development Excellence*

Neil Christopher Apeles, MSN, RN-BC, NEA-BC, CWCN, PHN

Objectives: Describe components of a staff development strategic plan. Link education services to a business plan. Examine budgets and expenditures for consistency and relevance to the strategic plan and its impact on education administration/execution of activities.

D. **Preceptor/Recruitment/Retention**

*Changing the Outcome for Preceptors and Orientees: A Preceptor Development Improvement Model*

Jill Guilfoile, MEd, BSN, RN-BC; Lorna Frank, MSN, RN-BC

Objectives: Describe the improvement process approach for preceptor development. Explore the challenges, successes, and outcomes associated with redesigning the preceptor development process.

E. **General Nursing Professional Development**

*Entertain Me, So I Can Learn! The Changing Winds (and Minds) of Today’s Learner*

Akiko Kubo, BSN, RN, CCRN; Betsy Wagner, BSN, RN, CCRN

Objectives: Explain at least one way in which innovative learning activities support adult learning characteristics and styles. Relate the benefits/risks associated with a variety of creative educational delivery strategies. State at least one essential criterion for successful implementation of creative educational activities.

F. **Research**

*A System Research Day: How to Expose Nurses to Research*

Sophia Schuld, EdD, MSN, RN

Don Houchins, MSN, RN-BC, NE-BC

Objectives: Identify components of planning a research day. Describe how to attract nurses to attend a program. Discuss how to determine effectiveness of a program.

G. **Research**

*Harnessing the Wind: Leading the Change in Caring for the Older Adult*

Patsy Maloney, EdD, MSN, RN-BC, NEA-BC; Judy Tehada, MSN, RN

Objectives: Discuss the REASN (Resourcefully Enhancing Aging in
CONCURRENT SESSION 2
Friday, July 8 .........................................3:00 p.m. – 4:00 p.m.

A. Advanced
Implementation of Simulation in Nursing Orientation
Kathryn Muther, MSN, RN, ONC
Objectives: Identify simulation as a type of education, highlighting the importance of patient safety and increasing the confidence of the nurses at the bedside. Describe the process implementing simulation into nursing orientation. State the overall improvement in the comfort level of the orientee with the practical application of nursing orientation content.

B. Technology
m-Learning: The “Podagogy” of Podcasting as a Mobile Teaching Strategy
Charlene Smith, DNS, MSEd, WHNP, RN-BC, CNE
Objectives: Discuss the pedagogy of podcasting as a teaching strategy. Describe various options for podcasting and deployment to learners. Evaluate the use of podcasting given the learners and teaching environment at one’s facility.

C. Leadership
Quantum Accountability: Creative Techniques to Evaluate Continuing Nursing Education (CNE) That Promote Teamwork
Jeffrey Zurlinden, MS, RN
Dawn Pepsnik, MEd, MS, RN-BC
Objectives: Compare and contrast learning, evaluation, and accountability from traditional and quantum points of view. Select two techniques to evaluate a CNE activity that are suitable to the participant’s practice setting and promote teamwork.

D. Preceptor/Recruitment.Retention
Promoting Collective Efforts and Accountability: How to Creatively Inspire Desired Staff Behaviors
Edahrline Salas, MA, BSN, RN
Jessica Klaristenfeld, BSN, RN
Objectives: Identify two rationales for adding teams and groups to classes and other staff activities. Identify the key details of implementation. Discuss two important outcomes of incorporating houses within the residency.

E. General Nursing Professional Development
Begin With the End in Mind: Writing Specific and Measurable Learning Objectives
Jeanne Bernui, MSEd
Objectives: Explain the importance of learning objectives in course design. Use Bloom’s Taxonomy to write appropriate learning objectives. Practice writing specific and measurable learning objectives.

F. Research
Enhanced Education and Nurses’ Preferences
Jobeth Pilcher, EdD, RN-BC
Objectives: Describe factors that may influence the willingness of nurses to learn using different technologies. Contrast recent research findings regarding learning preferences with previous predictions. Explore educational implications related to nurses’ willingness to learn with technology.

G. Hot Topic
A 10-Year Integrative Review of Professional Development Research Literature to Establish Future Research Priorities
Joan Warren, PhD, RN-BC, NEA-BC
Mary Krugman, PhD, RN, NEA-BC, FAAN
Objectives: In 2006, the National Nursing Staff Development Research Committee took on the arduous task of assessing ten years of nursing professional development research to better understand the state of the science (1996–2006). This session will present the methods used, describe the outcomes of this literature review, and present current research challenges and opportunities on which NNSDO can act to help build a strong nursing professional development research base for the future.

GENERAL SESSION 2
Saturday, July 9 ................................... 9:00 a.m. – 10:00 a.m.
High-Impact Strategies to Engage Learners and Promote Advanced Reasoning Skills
Gregory DeBourgh, EdD, RN, ANEF
Objectives: Describe the continuous learning paradigm and identify instructional designs that promote learner engagement. Identify practical strategies for high-impact engagement of learners to promote reasoning and thinking skills for application to clinical practice. Identify options for educational use of technologies and multimedia to engage learners and promote understanding.

CONCURRENT SESSION 3
Saturday, July 9 .............................. 10:15 a.m. – 11:15 a.m.

A. Advanced
How to Move Toward Excellence in Testing Clinical Knowledge
Karen Siroky, MSN, RN-BC
Bette Case Di Leonardi, PhD, MSN, RN-BC
Objectives: Describe a sound process for developing examinations to assess clinical knowledge. Explain critical elements of a data-based process for continuous improvement of clinical knowledge assessment examinations. Identify future initiatives to enhance quality of the examination process, including linking examination results to performance-based outcomes.

B. Technology
Interviewing Your Subject Matter Expert: How to Get What You Need to Build What They Want
F Joseph Desjardins, MEd, BSN, RN-BC
Objective: Given data collection tools, discuss techniques required to interview the subject matter expert and the process of an interview.
C. Leadership
Workplace Safety and Health Education: Make It Relevant and Engaging!
Toni McKenna, DNSc, RN
Objectives: Describe the development and delivery of an occupational health and safety education program specifically designed for healthcare professionals. Identify specific examples of how current OSHA standards and workplace safety issues can be presented in a high-energy and engaging format. Discuss the use of an outcome evaluation tool for this educational program that can help to measure impact.

D. Preceptor/Recruitment/Retention
Brain-Based New Graduate Orientation: Leveraging Success From the Beginning
Susan Bailey, MSN, RN
Candace Hanrahan, MSN, RN, CCRN
Objectives: Define brain-based learning. Describe teaching strategies using brain-based techniques that have enhanced the orientation process. Discuss the outcomes of a brain-based orientation process.

E. General Nursing Professional Development
The Professional Development Roadmap: Individualizing Education Beyond Orientation
Dale Callicutt, MSN, RN-BC, CCRN
Objectives: Apply concepts of skills acquisition to clinical practice development. Identify a strategy to ensure staff nurses reach professional goals.

F. Research
The Wind Beneath My Wings: Enhancing Staff Development Practice Through Research
Barbara Brunt, MA, MN, RN-BC, NE-BC
Objective: Discuss methods and outcomes of various educational research studies.

CONCURRENT SESSION 4
Saturday, July 9 .........................1:00 p.m. – 2:00 p.m.

A. Advanced
The Magic of Storytelling
Kari Schmidt, MS, RN-BC
Objectives: Identify two benefits of the inspirational leader. Describe three essential elements of storytelling. Identify two applications for storytelling in own practice.

B. Technology
Use of the Audience Response System: Common Practice or New, Cutting-Edge Technology
Heather Rizzo, MSN, RN
Objectives: Restate two ways to introduce and incorporate the Audience Response System in clinical staff orientation. Explain three benefits and best practices of using the Audience Response System in classes offered for licensed and unlicensed staff, using examples from actual classes. Demonstrate two ways of using the Audience Response System through hands-on use during the session.

C. Leadership
Fostering Outcomes Through Education: A System Approach to Collaboration and Creativity
Elaine Smith, MSN, MBA, RN, NEA-BC, ANEF
Objectives: Describe the branches of an institute for nursing and their respective functions. Discuss three education-specific initiatives implemented on a system-wide basis. Discuss the challenges and opportunities associated with developing and implementing programs and processes across multiple facilities.

D. Preceptor/Recruitment/Retention
Everything You Ever Wanted to Know About Bringing Nursing Students Into Your Hospital But Were Afraid to Ask
Susan Smith, MS, RN, ACNS-BC
Objectives: Describe three key components for establishing a successful relationship between your hospital and the school of nursing. Identify three components of the orientation process for students and faculty who will be coming to your hospital. Discuss three issues that can arise while students are in your facility and analyze potential issues. Discuss ways to effectively evaluate everyone's experience.

E. General Nursing Professional Development
Clinical Competency Fitness Makeover: The Marathon Training Program
Marci Walker, MSN, RN-BC
Akiko Kubo, BSN, RN, CCRN
Objectives: Differentiate the pros and cons of common competency models. Describe the process of implementing a new competency model. Discuss staff accountability for personal competency.

F. Research
Nursing Research: Yes, You Can!
Mary Beth Strauss, MS, RN-BC
Objectives: Identify four essential resources needed to get started in nursing research. Identify three potential sources for formulating a research question. Describe three pitfalls in doing nursing research.

CONCURRENT SESSION 5
Saturday, July 9 .........................3:15 p.m. – 4:15 p.m.

A. Advanced
The Winds of Changing Competencies: Developing Excellence Through Narratives
Lucille Raia, MS, RN, PND-BC
Objectives: Review Benner's Model of Novice to Expert. Describe the strategy of using narratives as a vehicle to promote competence. Identify the process of implementing a structure to enhance clinical competency.
B. Technology

*The Management of Quality and Outcomes of Academic Partnerships: Moving From Paper to the Electronic Age*

Susan Copeland, MS, RN-BC; Cheryl Boyd, PhD, WHNP-BC, NE-BC
Margaret Burns, MS, BSN, RC-BC

Objectives: Describe the challenges of managing student placements within a hospital setting. Identify possible electronic solutions for outcome management and excellence in student placements. Discuss approaches to monitoring the outcomes of a student nurse placement program to ensure a safe practice environment.

C. Leadership

*Organizational Transformation Towards Evidence-Based Practice*

Abby Kurtz, EdD, RN-BC

Objectives: Describe the four critical elements of an organization. Examine the leadership strategies that strengthen these four critical elements in the achievement of organizational goals. Describe a process of transforming an organizational culture towards EBP.

D. Preceptor/Recruitment/Retention

*“She’s a Really Good Nurse, But…”—Managing and Preventing Bad Attitudes and Negativity*

Jan Luke, MBA, MHA, RN

Objectives: Reframe “negative attitudes” as behavioral issues. Explain E + R = O. Identify at least one approach in managing “negative attitudes.”

E. General Nursing Professional Development

*Simulation for Continuing Education: When High Fidelity Is Not an Option*

Constance Maxey, MSN, RN-BC; Sandy Mayberry, MSN, RN-BC
Becky Meyer, MSN, RN-BC

Objectives: Identify the role of simulation in nursing continuing education. Discuss application of interactive “real person” simulations. Identify one interactive teaching strategy that could be incorporated into participants’ programs.

F. Hot Topics

*NCSBN’s Transition to Practice Model: A Multi-Site Study Comparing Patient Outcomes*

Nancy Spector, PhD, RN

Objectives: Describe the background of NCSBN’s work with transition to practice. Discuss the development of NCSBN’s standardized model for transitioning new nurses to practice. Describe the NCSBN’s longitudinal, randomized, multi-site study of transition to practice.

CONCURRENT SESSION 6

Saturday, July 9 .....................................4:30 p.m. – 5:30 p.m.

A. Advanced

*Outcomes—The Beginning, Not the End*

Donna Wright, MS, RN; Dora Bradley, PhD, RN-BC

Objectives: Define outcomes in today’s healthcare environment. What are stakeholders asking for in metrics and outcomes? Identify how to use outcomes to show we are meeting our intended purposes.

B. General Nursing Professional Development

*A Community’s Collaborative Approach to Student Nurse Orientation*

Ann Bleshenski, BSN, RN-BC; Mary Gay Showalter, MSN, RN-BC

Objectives: Formulate a standardized process for student nurse orientation. Create an enhanced learning environment for the student nurse. Design an orientation process that is cost-effective to healthcare organizations and learning institutions.

C. Leadership

*Resource Optimization: The Re-Engineering of Nursing Education*

Roberta Vick, MAEd, BSN, RN-BC

Objectives: Describe the re-engineering concept. State the reasons for the transformation. List the benefits of transformation. Describe the new model “Resource Optimization.” Define Communities of Excellence (COE). Differentiate the role of the clinical educator and the clinical nurse specialist. Define evaluation and outcomes.

D. Preceptor/Recruitment/Retention

*Learn to Look*

Roberta Seay, MEd, RN; Lucinda Kratsch, BSN, RN

Objectives: Describe the difference between dialogue and a crucial conversation. Identify the communication style used when under stress. Describe two ways to rebuild safety in a conversation.

E. General Nursing Professional Development

*Teaching Cultural Competence*

Rosemarie Taylor, EdD, MA, RN-BC

Objectives: Discuss the importance of cultural competence in healthcare. Describe a conceptual framework for cultural competence education. State three components of a cultural competence education program. Give three examples of teaching strategies for cultural competence education. Identify evaluation methods for four components of cultural competence education.

F. Hot Topics

*Emotional Intelligence of Nurses: A Consideration for Professional Development*

Mary Harper, PhD, RN-BC
Jan Jones-Schenk, MNA, BSN, RN-BC

Objectives: Describe the emotional intelligence characteristics of successful staff nurses. Develop educational strategies to promote emotional intelligence in staff nurses in order to promote a positive work environment, job satisfaction, teamwork, and retention.

CONCURRENT SESSION 7

Sunday, July 10 .....................................8:00 a.m. – 9:00 a.m.

A. Advanced

*Mastering Leverage and Impact—Using Consulting Skills*

Mitzi Grey, MEd, RN-BC

Objectives: Discuss techniques for having your expertise better utilized and your recommendations more frequently implemented. Identify strategies for dealing with resistance.
B. Technology

_Staff Development in the Rural Setting: A Telenursing Education Project for Pediatric Nurses in Arkansas_

Julie Harris, MSN, RN

Objectives: Describe the telenursing education process developed as a collaborative effort between two organizations. List two outcomes for utilizing tele-technology in nursing staff development.

C. Leadership

_The Winds of Change: Creating an Environment of Nursing Excellence Through Professional Accountability_

Lee Carroll, MSN, RN-BC
Shelly Pignataro, RN

Objectives: Define accountability. Describe the benefits of holding staff accountable for their professional development. Recognize two interventions that can be implemented to hold staff accountable.

D. Preceptor/Recruitment/Retention

_New Employee Orientation_

Heather Morrison-Bean, MSN, RN

Objectives: Distinguish methods most effective in establishing new nurse employee engagement. Identify the needs of interdisciplinary orientation and the usefulness of a mixed orientation. Formulate two methods to provide best practice for nursing orientation through discussion of information.

E. General Nursing Professional Development

_Blowing Lateral Violence Out of Your Workplace_

Susan M. Howard, MSN, RN-BC

Objectives: Define lateral violence and its impact on patient outcomes and nursing retention. Analyze the cost of lateral violence. Identify methods to defuse lateral violence.

F. Research

_Help: Clearing the Hurdles of Bedside Nursing Research_

Roxanne LeRoy, RN

Objectives: Detail pragmatic strategies utilized to empower bedside nurses to become bedside research scientists in an academic, community Magnet® health network. Discuss the key components in developing a nurse-driven research project. Describe the positive effects of nursing research on the entire team.

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**CONCURRENT SESSION 8**

Sunday, July 10 ................................. 9:15 a.m. – 10:15 a.m.

A. Advanced

_Leadership Challenge: Developing Staff Nurses to Lead_

Pauline Abraham, MAN, RN-BC

Objectives: Describe the elements necessary to design a staff nurse leadership development program. List participant outcomes demonstrated by the staff nurse leadership development program.

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**CLOSING SESSION**

Sunday, July 10 ................................. 11:00 a.m. – 12:00 p.m.

The Other End of the Stethoscope

Marcus Engel, BS

Objectives: Understand the perspectives from a patient dealing with trauma. Discuss important and distinct communication skills from a new patient viewpoint. Describe the importance of and unique ways to work with the families of patients.
How Many Times Have You Attended an NNSDO Convention?
Show your support for NNSDO by wearing all of the NNSDO pins you have collected over the years.

Take the Chicago Challenge
Participate in the Fun Run/Walk for Research on Saturday, July 9, 2011, from 6:30 a.m.—7:30 a.m.

Your donation of $10.00 will benefit the NNSDO Research Fund.

Indicate your participation on the registration form. A T-shirt commemorating the 2011 NNSDO Convention Fun Run/Walk for Research is included.

Silent Auction
A silent auction will take place at this year’s convention. Please consider donating an item to represent a chapter, region, or nursing profession. Donated silent auction items can include art, publications, gift baskets, jewelry, stationery, or handcrafted items—anything you believe members would be interested in obtaining.

All auction items must be brought to the NNSDO registration desk by Friday, July 8, 2011.

Bidding will be Saturday, July 9, 2011, 8:30 a.m.—4:00 p.m.

Military SIG Educational Workshop

Armed Forces Conference
Sponsored by the AF Affiliate

Conference: 11–12 Jul 2011
Social Gathering: 11 Jul 2011 at 1900

Please send registration fee of $300 ($275 if sent by 11 June 11) check or money order (make checks payable to AF NNSDO) to:
MAJ Karen Jackson, 8921 Birch Park Circle, Eagle River, AK 99577

Questions? karen.jackson@us.af.mil
A Quality Improvement Project to Examine the Use of Bed Exit Alarms in High Fall Risk Patients  
Maria Albright, MSN, APRN, ACNS-BC; Julie Castex, BSN, RN

Sustaining New Nurses and Peer Support Group  
Lyndi Bartik, BSN, RN-BC; Laurie Deery, MSN, RN-NIC

Ask Me What I Know: Teaching Preceptors to Foster Critical Thinking Through Questioning  
Kristen Bello-Rojas, MS, RN, CRNP

Accountability for Outcomes and Excellence: Supporting New Clinical Nurse Managers  
Margie Berry, MSN, RN-BC; Patsy Stapleton, PhD, RN-BC

Got Skills? Facilitating Educational Updates to Support Outcomes and Excellence  
Keata Bhakta, MSN, RN; Mary Newkirk, MSN, RN, OCN

Developing a Unit-Specific, System-Based Nursing Orientation: A Key to Successful Clinical and Professional Outcomes  
Carolyn Bittner, MSN, RN, APN, BC, FNP, Sandra Mariani, MSN, RN

Navigating Change: New Graduate Nurse Orientation in a Hospital Flex Pool  
Weatherly Brice, MSN, RN-BC; Kris Douglass, MSN, RN

Integrating Staff Development in a Seven-Hospital System  
Barbara Brunt, MA, MN, RN-BC, NE-BC

A New NNSDO Affiliate Forms—Using the New ANA Scope and Standards to Drive Our Meetings  
Debbie Buchwach, MSN, RN-BC; Mary Stock, MN, RN-BC, CNS

Shared Governance: A Comprehensive Delivery Model by Professional Development Specialists for Unit Practice Council Chairpersons  
Carolyn Bulliner, BSN, RN; Lora Wasko-Alexander, BSN, BS, Ed, RN  
Eileen Costantinou, MSN, RN-BC; Laurie Wolf, MS, CPE  
Shirley Rosenberg, MBA, BSN, RN, CPIQ

Changing Course: A New Direction for the Art and Science of Precepting  
Carolyn Bulliner, BSN, RN; Nicole Chrisman, MSN, RN, FNP-BC  
Diane Heizer, MSN, RN

Inherent Benefits of Staff Nurse Validators in Competency Validation  
Helen Carr, MSN, RN, CNSRN

Charge Nurse Sessions: Supporting Professional Development  
Dawn Clarke, MSN, RN, Beth Simpson, MDN, RN-BC, NE-BC

Improving Patient Safety, Communication, and Efficiency With Shift Huddles  
Kara Cleveland, RN, CEN; Timothy Graves, BSN, RN

Coaching Rounds  
Donna Gorsino, BSN, RN-BC

Creating Excellence at the Bedside: Transitioning Student Nurses to Specialized Registered Nurses  
Sheri Cosme, MSN, RN; Kimberly Groner, MSN, RN, CANP, CCRC  
Jennifer Graebe, BSN, RN, CEN, TNCC

An Innovative Approach to Staff EMR Education in a Large University Teaching Hospital  
Sheri Cosme, MSN, RN; Kimberly Groner, MSN, RN, CANP, CCRC  
Jennifer Graebe, BSN, RN, CEN, TNCC

Utilizing a Unit-Specific (Pilot) Nurse Portal and Digital Communication Stations to Enhance the Dissemination of Information in a Large Neonatal ICU  
Ronald Cottman, BSN, RN-BC-NIC

Preparing for Optimal Outcomes: A Live Evacuation Drill in a Perioperative Setting  
Laura Dickman, MSN, RN, CNOR; Karyn Baioni, MSN, RN, CNOR  
Margie Hueneman, BSN, RN; Karyn Weber, MSN, RN, FNP-BC; Matt Gneuhs, BA

Competency: Analysis and Validation  
Diane Ernst, MSN, OCN, RN-BC; Bernice Lenczu, MSN, RN-BC  
Patricia Weissberger, MSN, RN-BC

The Effect of a Graduate Nurse Residency Program on Retention Over a Three-Year Period  
John Fedo, MSN, RN, CNOR, NE-BC; Janet C. Engvall, MSN, RN-BC, CDOE

Patient Care Technicians: Strengthening the Employee Experience  
Connie Feiler, MSN, RN

“We Wear Many Hats”—How a Peer Review Portfolio Will Aid the Professional Development of the Educator  
Virginia Flynn, MSN, RN, CCRN; Kimberly Rivera, MSN, RN-BC, OCN  
Victoria Correale, MSN, RN-BC; Karen Harris, BSN, CCRN, BC  
Pam Pascarelli, MSN, RN-BC, APN-C, CCRN  
Patricia Sorenson, MSN, MHA, RN, APN-C, C-PNP  
Marybeth Staines, MSN, RN

Bridging the Gap of Excellence Through a Medical-Surgical Academy Approach; New Graduate to Reality Nursing  
Amy Fyock, MSN, RN; Keata Bhakta, MSN, RN  
Mary Newkirk, MSN, RN, OCN

Competency Assessment: Retention of Nursing Knowledge Utilizing Educational Methods Based on Preferred Learning Styles  
Elisabeth Garrison, MBA, MSN, RN, APN, ACNP-BC, CNOC  
Andrea N. Heimer, MSN, RN, CCRN, Carol D. Schulz, MSN, RN, APN, CEN

Do Older Nurses’ Reasons for Leaving Their Current Jobs or the Profession Differ From Those of Younger Nurses?  
Sara Gibbons, MSN, RN, CPN; Shelly Pignataro, RN

An Innovative Hiring and Orientation Program for New Graduates in an Economic Recession  
Kathleen Gutrich, MEd, BSN, RN

Achieving Excellence: Leading the Way to Improving a New Nurse Leader’s Orientation and Professional Development  
Diane Heizer, MSN, RN; Constance Youngblood, BSN, RN
POSTER PRESENTATIONS

Educating the Educators: The Creation of a Learning Series
Margaret Higgins, MSN, RN; Desiré Devaux, MSN, RN

100% Appropriate Care for Every Patient Every Time: Improving Compliance With Heart Failure Quality Measures Utilizing a Multifaceted Nursing Educational Approach
Mary Hinz, BSN, RN; Sarah D. Koepp, BSN, RN

Empathetic Problem-Based Case Study: Teaching Caring Techniques!
Edith Hoehn, BSN, RN, CVRN

Department of Nursing Education Professional Development Committee
Linda Holmes, RN-BC; Sarah Towery, BSN, RN, CCRN

Current Evidence-Based Practice of Injectable Medication Delivery: Building Competence
Camille King, EdD, RN, PMHHCNS-BC; Kristina Koepp, RN-BC

It’s Not All Academic: Managing Clinical Students in a Regulatory Environment
Lauri Lineweaver, MSN, RN, CCRN-CSC

Utilizing Simulation Technology to Enhance Critical Thinking of the Acute Care Nurse
Danielle Majuri, MSN, RN-BC, APRN; Stacey Staman, MSN, RN, CCRN

Developing Subject Matter Experts to Design Online Learning Events
Mary McAdams, MEd, RN-BC; Sheila B. Golden-Baker, MS, RN-BC, CCRN

Take Me out to the Ballgame: Using Innovation to Engage Staff in Quality Improvement
Wendy Miller, MSN, RN, OCN; Sarah Keller, BSN, RN-BC; Chris Reich, BSN, RN

Creatively Using Simulation to Train New Nurse Graduates to Care for Pediatric Transplant Patients
Marilyn Moonan, BSN, RN, CPN, CCTN

That Was Easy...Or Was It? Using a Skills Fair to Evaluate Nursing Skills
Erin Mouyenos, BSN, RN, OCN; Martha Kershaw, MSN, RN, OCN
Mildred Haskins, MS, RN, CMSRN; Darryl Somayaji, MSN, RN, CCRN

Evaluating Student-Perceived Application of Nursing Professional Development Education in Nursing Practice
DeeAnn Mulcahy, MSN, RN-BC, CPON
Joan Deis, MSN, CNS, RN-BC, CNRN, OCNS

Acute Care Training Programs—An Evolutionary Story
Mary Lou Mulligan, MSN, RN, CNS, APRN-BC

Go Big or Go Home: A Game Plan to Leading a Unit-Based Staff Development Committee
Ashley Oliverius, BSN, RN; Amy Ries, BSN, RN

Cooking up a Healthy Work Environment: Development of the Charge Nurse
Barbara Pauley, MSN, RN-BC

Transition of Pain Management Course From Classroom to an Online Computer Module
Janyce Richards, MBA, BSN, RN; Melissa Meloche, MSN, RN, CCRN

Bedside Nurse Reporting a Change in Culture for the Patient
Elisa Romero, RN

Introducing a Clinical Faculty Model for New Graduate Nurse Orientation
Colleen Ryan, MSN, RN, CCRN

The Pathway to Orienting Charge Nurses in Ambulatory Care
Pamela Sanford, MSN, RN-BC, CNS; Elizabeth Barton, RN

Weekend Warrior Training: Preparing to Teach Nursing Students
Marsha Sato, EdD, MN, RN, PHN

Closing the Gap: Supporting the Patient’s Emotional Needs
Rebecca Schroeder, MPH, MSN, RN, PPMHNP-BC

How to Save a Life
Connie Sims, BSN, RN, CMSRN

Staying Ahead of the Storm: Implementing a Safe Patient-Handling Program in Pediatrics
Tina Spagnola, MSN, RN-BC; Kristina Burger, DNP, ARNP, CPNP-PC, CCRN

Facilitating New Nurses’ Transition Into Practice: Clinical Judgment
Mary Stock, RN, MN, RN-BC; Kathie Lasater, EdD, RN, ANEF
Ann Nielsen, MN, RN

Leadership Crib Notes
Jill Stonesifer, BSN, RN, CPN, BC

Nurse Caring Behaviors as Perceived by Pediatric Nurses, Pediatric Parents/Caretakers, and Physicians
Mary Beth Strauss, MS, RN-BC

Experiential Learning: A Method to Foster Graduate Nurses’ Appreciation of the Complexities of Diabetes Self-Management
Cara Thompson, MSN, RN-BC, BC-ADM, CDE

Conquering the Storm to Establish the Norm: Using High-Fidelity Simulation to Assess Competency
Cheryl Tidiane, BA, RN, ADN; Dara Schlecht, BSN, RN-BC

Throwing Caution to the Wind—Engaging Bedside Nurse Leaders to Sustain Best Practice Amid the Winds of Change
Rosanne VonReyn, MS, MSN, RN; Tara Skoog, BSN, RN
Marta McNeil, RN; Roselyn Otieno, RN

Core Orientation for Patient Care Technicians and Patient Care Partners at Arkansas Children’s Hospital
Wanda Walker, MSN, RN, ANP

Managing the Winds of Change for Regulatory Readiness
Janet Wilson, BSN, RN, CNIV, CPAN
HOTEL AND TRAVEL

**Hotel**

Sheraton Chicago Hotel & Towers  
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**Accommodations**

Make your plans now to attend the NNSDO Convention at the Sheraton Chicago Hotel & Towers located at 301 East North Water Street in Chicago, IL, July 7–10, 2011. The Sheraton Chicago Hotel & Towers is holding rooms for NNSDO Convention attendees. Call the hotel for reservations at 888–625–5144 or 312–464–1000 or go to www.starwoodhotels.com/sheraton online. Be sure to tell the reservations personnel that you are with the NNSDO Convention in order to receive the nominal rate of $189.00 for single/double. Rooms at this special rate are available until June 13, 2011, or until the room block is filled. Once this date is passed or the room block is filled, the special NNSDO rates cannot be guaranteed.

The Sheraton Chicago Hotel & Towers is ideally located in the heart of downtown Chicago. Overlooking the Chicago River, the hotel is within walking distance of Navy Pier, Magnificent Mile, Millennium Park, the Loop business district, the Art Institute, and more.

**Roommate Locator**

NNSDO offers the Roommate Locator service as a way to reduce your hotel expenses. Just check the appropriate box on the registration form. Your name, telephone number, address, arrival and departure dates, and smoking preferences will be provided to others who have requested this service. You will receive a list of potential roommates in advance of the convention. Use this list to locate a roommate with similar preferences and arrival and departure dates. Once you find a roommate, please contact the NNSDO National Office so your information can be removed from the list.

We strongly recommend that you make a hotel reservation as soon as possible. If a roommate is located and both individuals have a reserved room, one reservation can be cancelled.

**The City**

The city of Chicago is a favorite destination for conference participants because it promises something for everyone. Chicago has spent many generations creating beautiful parks and lakefront recreation areas, designing an awe-inspiring skyline with some of the world’s tallest buildings, supporting history-making sports teams, creating world-class symphony and opera companies, and giving theater professionals a place to call home. Chicago has the finest universities, medical facilities, museums, and cultural institutions.

**Airport**

O’Hare International Airport and Chicago Midway airport are both convenient to downtown. During rush hour the trip can take about an hour. During the middle of the day and evenings the trip takes around 30 minutes. The cost of taking a taxi to/from the airports varies depending on travel time but usually runs from $40.00–50.00. There are no flat rates because all taxicabs run on meters. Shuttles are available through Go Airport Express www.airportexpress.com or by phone at 888–284–3826.

**NNSDO Community Service Project**

NNSDO will be collecting donations for the Northern Illinois Food Bank.

The mission of NIFB is to provide nutritious food to all those in need through our own efforts and those of our 665 partner agencies in these 13 counties—Boone, DuPage, DeKalb, Grundy, Kane, Kankakee, Kendall, Lake, McHenry, Ogle, Stephenson, Will, and Winnebago. NIFB acquires, gathers, handles, and distributes approximately three million pounds of donated, government, and purchased food each month through local food pantries, soup kitchens, shelters, youth activity centers, and other food assistance sites. To make an online donation, go to http://webapps.northernilfoodbank.org/donate/
Please read this information carefully before completing the fee section of this form.

Registration

The type of registration is determined by the date that the registration is postmarked—in the case of mailing—or received in the National Office—in the case of faxed or online registrations.

Registrations postmarked or faxed on or before June 4, 2011, will be considered early registrations.

Registrations postmarked or faxed after June 4, 2011, will be considered regular registrations.

Registrations postmarked or faxed after June 18, 2011, will be considered onsite registrations. Onsite registrations are welcome, but please be prepared to take a little longer at the registration desk when you arrive.

Following receipt of registration form and payment you will receive a confirmation letter in about two weeks. No confirmation letters will be sent after June 18, 2011.

Payment

Payment must accompany this registration form. Where appropriate, a copy of a purchase order is sufficient. Registration forms received without payment will not be processed until payment is received.

Fee Section

Registration fees for the full convention include the educational program and food events listed in this brochure. Single-day registration fees include the educational program and food events listed in this brochure for the day the participant is registered. Spouse or guest registration fees include the food events listed in this brochure but do not include the educational sessions.

Registration fees for the full convention or for single-day registration do not include the preconvention workshops. Preconvention workshops are optional educational activities and have a separate fee.

Cancellations and Transfers

Cancellations or transfers must be requested in writing and postmarked or faxed by June 18, 2011. Refunds will be issued following the convention. A $50 administrative fee will be assessed. If you transfer your registration to another person, please include a completed registration form for that person with your written request. A $25 administrative fee will be charged to change workshops onsite.

Discounts

Multiple registrations (3 or more) from the same institution will receive a $20 discount per individual. To be eligible for the discount, the registration forms must arrive together and have the discount information clearly noted. This discount applies only to early registrations for the full convention. No other discounts will apply.

Registration forms received without payment will not be processed until payment is received.
### FEE SECTION

**A. Preconvention Workshops**

<table>
<thead>
<tr>
<th>Workshop</th>
<th>NNSDO Member</th>
<th>Non-Member*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$100.00</td>
<td>$150.00</td>
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<td>15-B</td>
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<td>16</td>
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<tr>
<td>17</td>
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</tbody>
</table>

There will be a $25 administrative fee to change workshops onsite.

**B. Full Convention Registration—Early**

<table>
<thead>
<tr>
<th>Registration Type</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>NNSDO Member (before June 4)</td>
<td>$475.00</td>
</tr>
<tr>
<td>Non-Member* (before June 4)</td>
<td>$575.00</td>
</tr>
</tbody>
</table>

**C. Full Convention Registration—Regular**

<table>
<thead>
<tr>
<th>Registration Type</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>NNSDO Member (after June 4)</td>
<td>$545.00</td>
</tr>
<tr>
<td>Non-Member* (after June 4)</td>
<td>$645.00</td>
</tr>
</tbody>
</table>

**D. Full Convention Registration—Onsite**

<table>
<thead>
<tr>
<th>Registration Type</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>NNSDO Member (after June 18)</td>
<td>$700.00</td>
</tr>
<tr>
<td>Non-Member* (after June 18)</td>
<td>$800.00</td>
</tr>
</tbody>
</table>

**E. Single Day Registration**

(Thursday includes opening session and reception only; does NOT include workshops!)

<table>
<thead>
<tr>
<th>Day</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thursday only</td>
<td>$150.00</td>
</tr>
<tr>
<td>Friday only</td>
<td>$200.00</td>
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<tr>
<td>Sunday only</td>
<td>$200.00</td>
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</tbody>
</table>

**F. Spouse or Guest Registration**

<table>
<thead>
<tr>
<th>Registration Type</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spouse/Guest (includes all food functions and exhibit hall entry)</td>
<td>$175.00</td>
</tr>
</tbody>
</table>

**G. Membership**

- New: $95.00
- Renewal: $80.00

**H. Optional Special Event**

- Fun Run/Walk for Research: $10.00

**CALCULATE YOUR TOTAL FEES**

Add subtotals from previous sections:

- A. Preconvention Workshops: $______
- E. Single Day Regis: $______
- B. Full Conv. Regis—Early: $______
- F. Spouse/Guest Regis: $______
- C. Full Conv. Regis—Regular: $______
- G. Membership Dues: $______
- D. Full Conv. Regis—Onsite: $______
- H. Optional Run/Walk: $______

Total Enclosed: $______

For credit card use —

Credit Card #
Expiration Date: Month ________ Year ________ CVV# ________
Print Name
Billing Address
Signature

Or send check — Check #__________ Make check payable to NNSDO.
Check will be converted into an electronic transaction. Returned checks will incur a $50 processing fee.

Or send a copy of purchase order — PO #__________ Tax ID #59-3018398

Payment or purchase order must accompany this form.
NNSDO National Office
7794 Grow Drive
Pensacola, FL 32514–7072

Nationally Known Speakers!

♦ LORI RODRIGUEZ, PHD, RN
♦ LINDA BURNES BOLTON, DrPH, RN, FAAN
♦ MICHAEL BLEICH, PHD, RN, FAAN
♦ GREGORY DEBOURGH, EdD, RN, ANEF
♦ MARCUS ENGEL, BS

Educational Offerings!

17 Preconvention Workshops
July 6 – 7, 2011

50 Concurrent Sessions