Building a Healthy Workplace: Best Practices in Clinical and Academic Settings...

CREATING HEALTHY WORK ENVIRONMENTS

17-19 March 2017
JW Marriott
Indianapolis, Indiana, USA

Sigma Theta Tau International Honor Society of Nursing®
you know the importance of healthy work environments

Now share their power.

A decade of research and the experience of thousands of nurses all add up to one thing—Healthy Work Environments matter. Have the conversation at your workplace, and share the no-cost AACN Healthy Work Environment Assessment Tool. It matters.

Change begins with us.

www.aacn.org/sharehwe • 800-899-2226
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**Advancing excellence in nursing education**

“Advancing the level of education for practicing nurses, nurse leaders and educators is a responsibility we take very seriously. We are committed to graduating extraordinary nurses who will transform healthcare.”

—William Richard Cowling, III  
PhD, RN, AHN-BC, FAAN, ANEF  
Vice President of Academic Affairs  
Chamberlain College of Nursing

For over 125 years, Chamberlain has been at the forefront of excellence in nursing education. That’s why we’re proud to sponsor the Nursing Education Research Conference. Join us as we advance evidence-based nursing education and the scholarship of teaching to help achieve the highest quality care for a healthy future. Together, as visionary leaders, we’re advancing the nursing profession to improve patient outcomes and transform healthcare worldwide.

Join us in advancing nursing education. Visit chamberlain.edu
SIGMA THETA TAU INTERNATIONAL MARKETPLACE

Visit the Marketplace, located in White River Ballroom D, for STTI books, merchandise, apparel, and gift items!

MARKETPLACE HOURS

FRIDAY, 17 MARCH | 11:00 a.m.-6:30 p.m. (1100-1830)
SATURDAY, 18 MARCH | 8:00 a.m.-4:30 p.m. (0800-1630)
SUNDAY, 19 MARCH | 8:00 a.m.-11:00 a.m. (0800-1100)
WELCOME

We’re glad you’re here! On behalf of the Honor Society of Nursing, Sigma Theta Tau International (STTI) Board of Directors, we welcome you to Indianapolis and Creating Healthy Work Environments 2017. This conference represents a tremendous opportunity to network with more than 300 of your colleagues, learn from thought leaders, and exchange information and research on healthy workplaces.

Our Creating Healthy Work Environments theme is Building a Healthy Workplace: Best Practices in Clinical and Academic Settings. This theme is reflected in all the plenary sessions, oral presentations, posters, and workshops designed to make an impact on your workplace as well as your personal life. The objectives of Creating Healthy Work Environments are:

- Develop a supportive environment for healthcare workers
- Recognize and articulate the standards for establishing healthy work environments
- Apply critical elements of skilled communication in the clinical and academic setting

We’re excited to introduce a new tool to help you take full advantage of this conference. Make sure to download and use our event app, available for Apple and Android devices, which allows you to build your own personal conference schedule and access any late-breaking room changes. Refer to the app ad on page 10 for complete instructions on how to download and use this new feature.

Throughout this conference, we hope you’ll experience the positive atmosphere of support and encouragement that we consider a hallmark of STTI events. While you are contributing to that positivity, make some time to discover the sights and hospitality of our home city, Indianapolis.

We look forward to sharing these days with you and to meeting and speaking with as many of you as possible. Enjoy Creating Healthy Work Environments 2017.

Sincerely,

Cathy Catrambone, PhD, RN, FAAN
President, STTI

Patricia E. Thompson, EdD, RN, FAAN
Chief Executive Officer, STTI

Support the giving circles of our STTI leaders:

The Pat Thompson Giving Circle, in support of the Global Nursing Research Fund, was created by the Sigma Theta Tau International Foundation for Nursing in honor of STTI CEO Pat Thompson’s commitment to global advancement of nursing knowledge around the world. The giving circle awards a US $10,000 Global Nursing Research grant.

Support the Cathy Catrambone Philanthropy Circle and answer her call to action by making two donations this biennium and you will be recognized in her Philanthropy Circle. To learn more about how you can help, visit the Foundation table, donate at www.nursingsociety.org/donate, or contact Becky Frey at 888.634.7575 ext. 4977.
# SCHEDULE AT-A-GLANCE

## Friday, 17 March 2017

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00-11:45 a.m.</td>
<td>Nurse Strategies for Success Pre-Conference, Level 1, Rooms 103-104</td>
</tr>
<tr>
<td>11:00 a.m.-6:30 p.m.</td>
<td>Registration, Level 1, White River Ballroom Prefunction</td>
</tr>
<tr>
<td>11:00 a.m.-6:30 p.m.</td>
<td>STTI Marketplace, Level 1, White River Ballroom D</td>
</tr>
<tr>
<td>11:00 a.m.-4:30 p.m.</td>
<td>Speaker Ready Room, Level 1, Meeting Room 108</td>
</tr>
<tr>
<td>11:00 a.m.-4:30 p.m.</td>
<td>Presenter/Moderator Check-In, Level 1, Next to Meeting Room 108</td>
</tr>
<tr>
<td>1:00-2:30 p.m.</td>
<td>Opening Plenary Session, Level 1, White River Ballroom E &amp; F</td>
</tr>
<tr>
<td>1:00-5:00 p.m.</td>
<td>Exhibitor Move-In, Level 1, White River Ballroom Prefunction</td>
</tr>
<tr>
<td>2:45-3:30 p.m.</td>
<td>Concurrent Sessions A, Level 1, Meeting Rooms 101-104, White River Ballroom A-C</td>
</tr>
<tr>
<td>3:00-4:30 p.m.</td>
<td>STTI Career Center, Level 1, Meeting Room 107</td>
</tr>
<tr>
<td>3:45-4:30 p.m.</td>
<td>Concurrent Sessions B, Level 1, Meeting Rooms 101-104, White River Ballroom A-C</td>
</tr>
<tr>
<td>4:45-6:00 p.m.</td>
<td>Plenary Session 2, Level 1, White River Ballroom E &amp; F</td>
</tr>
<tr>
<td>6:00-6:45 p.m.</td>
<td>Welcome Reception, Level 1, White River Ballroom Prefunction</td>
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<tr>
<td>6:00-6:45 p.m.</td>
<td>Exhibit Viewing, Level 1, White River Ballroom Prefunction</td>
</tr>
<tr>
<td>6:30-7:00 p.m.</td>
<td>Poster Setup, Level 1, White River Ballroom G-J</td>
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## Saturday, 18 March 2017

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:00 a.m.-4:30 p.m.</td>
<td>Registration, Level 1, White River Ballroom Prefunction</td>
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<tr>
<td>7:00 a.m.-4:30 p.m.</td>
<td>Speaker Ready Room, Level 1, Meeting Room 108</td>
</tr>
<tr>
<td>7:00 a.m.-4:30 p.m.</td>
<td>Presenter/Moderator Check-In, Level 1, Next to Meeting Room 108</td>
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<tr>
<td>7:30-8:00 a.m.</td>
<td>Continental Breakfast, Level 1, White River Ballroom E &amp; F</td>
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<tr>
<td>7:30-8:00 a.m.</td>
<td>Poster Viewing Session 1, Level 1, White River Ballroom G-J</td>
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<tr>
<td>7:30-8:00 a.m.</td>
<td>Poster Viewing Session 2, Level 1, White River Ballroom G-J</td>
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<tr>
<td>8:00 a.m.-4:30 p.m.</td>
<td>STTI Marketplace, Level 1, White River Ballroom D</td>
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<td>8:00-8:45 a.m.</td>
<td>Concurrent Sessions C, Level 1, Meeting Rooms 101-104, White River Ballroom A-C</td>
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<tr>
<td>9:00-9:45 a.m.</td>
<td>Concurrent Sessions D, Level 1, Meeting Rooms 101-104, White River Ballroom A-C</td>
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<td>9:45-10:15 a.m.</td>
<td>Poster Viewing Session 3, Level 1, White River Ballroom G-J</td>
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<tr>
<td>9:45-10:15 a.m.</td>
<td>Exhibit Viewing, Level 1, White River Ballroom Prefunction</td>
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<tr>
<td>9:45-10:15 a.m.</td>
<td>Morning Break, Level 1, White River Ballroom Prefunction</td>
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<td>10:00 a.m.-noon</td>
<td>Career Center, Level 1, Meeting Room 107</td>
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<tr>
<td>10:15-11:00 a.m.</td>
<td>Concurrent Sessions E, Level 1, Meeting Rooms 101-104, White River Ballroom A-C</td>
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<tr>
<td>Noon-12:30 p.m.</td>
<td>Lunch, Level 1, White River Ballroom E &amp; F</td>
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<tr>
<td>12:30-1:30 p.m.</td>
<td>Plenary Session 3 With Lunch, Level 1, White River Ballroom E &amp; F</td>
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<tr>
<td>1:30-4:00 p.m.</td>
<td>Career Center, Level 1, Meeting Room 107</td>
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<tr>
<td>1:30-2:00 p.m.</td>
<td>Poster Viewing Session 3, Level 1, White River Ballroom G-J</td>
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<tr>
<td>1:30-2:00 p.m.</td>
<td>Exhibit Viewing, Level 1, White River Ballroom Prefunction</td>
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<tr>
<td>2:00-2:45 p.m.</td>
<td>Concurrent Sessions G, Level 1, Meeting Rooms 101-104, White River Ballroom A-C</td>
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<tr>
<td>3:00-3:45 p.m.</td>
<td>Concurrent Sessions H, Level 1, Meeting Rooms 101-104, White River Ballroom A-C</td>
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<tr>
<td>3:45-4:15 p.m.</td>
<td>Poster Viewing Session 4, Level 1, White River Ballroom G-J</td>
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<tr>
<td>3:45-4:15 p.m.</td>
<td>Exhibit Viewing, Level 1, White River Ballroom Prefunction</td>
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SCHEDULE AT-A-GLANCE

Sunday, 19 March 2017

7:00 a.m.-12:30 p.m. (0700-1230)  
Registration, Level 1, White River Ballroom Prefunction

7:00-10:45 a.m. (0700-1045)  
Speaker Ready Room, Level 1, Meeting Room 108

7:00-10:45 a.m. (0700-1045)  
Presenter/Moderator Check-In, Level 1, Next to Meeting Room 108

7:30-8:00 a.m. (0730-0800)  
Continental Breakfast, Level 1, White River Ballroom E & F

8:00-11:00 a.m. (0800-1100)  
STTI Marketplace, Level 1, White River Ballroom D

8:00-8:45 a.m. (0800-0845)  
Concurrent Sessions J, Level 1, Meeting Rooms 101-104, White River Ballroom A-C

9:00-9:45 a.m. (0900-0945)  
Concurrent Sessions K, Level 1, Meeting Rooms 101-104, White River Ballroom A-C

10:00-10:45 a.m. (1000-1045)  
Concurrent Sessions L, Level 1, Meeting Rooms 101-104, White River Ballroom A-C

11:00 a.m.-12:15 p.m. (1100-1215)  
Closing Plenary, Level 1, White River Ballroom E & F

Through The Circle, active STTI members can join valuable conversations taking place in the communities of interest. There are now six communities available, in the areas of:

- Community health
- Critical care
- Disaster preparedness
- Geriatric and Dementia Care (NEW!)
- Good work in nursing
- Hospice/palliative care
- Nursing informatics

Sign in to http://thecircle.nursingsociety.org to access these communities or submit an application to start your own community, as well as access your chapter website, the STTI member directory, and much more.
GENERAL INFORMATION

All Posters and Presentations
Full-text poster and presentation information and files, when permitted by the author, are available now in the Virginia Henderson Global Nursing e-Repository (Henderson Repository) at http://bit.ly/CHWE17Repository.

Baggage Storage
Due to fire code regulations, baggage storage is not permitted in the meeting area. Please see your hotel’s concierge for information on baggage storage.

Children
Children are not allowed to participate in any conference activities and must be supervised at all times. Check with your hotel concierge about child care services.

Electronic Devices
As a courtesy to the presenters and other attendees, please silence all electronic devices and refrain from talking on your cellphone during the sessions.

Emergencies/First Aid
If you require emergency assistance, please immediately contact STTI’s registration desk, any member of STTI’s staff, or the JW Marriott Indianapolis.

Evaluations
You will receive the postevent evaluation via email approximately 10 days following the conclusion of this event. If you wish to provide us with additional feedback, please email events@stti.org. Your comments help us plan future STTI events.

Exhibit Hours
The exhibits will be displayed in White River Ballroom Prefunction area. Refer to your event schedule for viewing times.

Guests
Guests are welcome to travel with you to Creating Healthy Work Environments, but they are not allowed to participate in any event activities unless you purchase a daily guest badge for US $25 at the STTI registration desk.

Internet Access
Limited wireless internet access is available in the meeting space of the JW Marriott Indianapolis. Please stop by the registration table for login information.

Lost and Found
Please visit the registration desk in the White River Ballroom Prefunction area to collect lost items or to turn in found items.

Meeting Rooms
Due to fire code regulations, you are not permitted to stand in the perimeter of the plenary and concurrent meeting rooms.

Message/Announcement Board
If you have a message for fellow attendees, you can use the message/announcement board, located near registration. This provides an opportunity to connect with colleagues at Creating Healthy Work Environments. Please do not leave messages of a personal nature. STTI staff members reserve the right to remove postings that are inappropriate. Messages and announcements will not be forwarded to guest rooms.

Sigma Theta Tau International Marketplace
The Marketplace is in White River Ballroom D. Please stop by to view and purchase STTI apparel, books, jewelry, and other gifts. Marketplace hours are:

Friday, 17 March — 11:00 a.m.-6:30 p.m. (1100-1830)
Saturday, 18 March — 8:00 a.m.-4:30 p.m. (0800-1630)
Sunday, 19 March — 8:00-11:00 a.m. (0800-1100)
Name Badges
Your name badge is included in your registration packet. Your badge admits you to all conference sessions and events and must be visible to security guards, moderators, and staff. If you misplace your badge, please visit STTI’s registration desk for a replacement. You will be charged a US $10 replacement fee. For your safety, please write on the back of the badge your emergency contact information, food and medicine allergies, and any significant medical condition(s). Do not wear your name badge while walking outside. You can recycle your name badge holder after the event in the recycle bins in STTI’s registration area.

No-Smoking Policy
All STTI events are nonsmoking. The hotel and host city may have additional rules in place. Please speak with your hotel concierge if you have any questions.

Oral Presenter Information
The Speaker Ready Room is located in Meeting Room 108, and it provides a place to practice presentations. If you are using slides, you may view your presentations in the Speaker Ready Room. You will find instructions for viewing PowerPoint presentations next to each provided computer station. Please note: Internet access is not available on these computers.

The Speaker Ready Room will be open during the following times:

Friday, 17 March — 11:00 a.m.-4:30 p.m. (1100-1630)
Saturday, 18 March — 7:00 a.m.-4:30 p.m. (0700-1630)
Sunday, 19 March — 7:00-10:45 a.m. (0700-1045)

The only equipment provided on-site for oral presentations is a computer and an LCD projector. Because of contractual agreements with the audiovisual provider and the possibility of virus transfers, you cannot connect personal equipment (e.g., flash/jump drives, CDs, etc.) to the computers or use it in the presentation rooms. Additional charges are incurred with each violation and may be passed on to you. Please note that this policy will be strictly enforced.

You cannot make changes to your slide presentation. If you have a question or concern, please see Matt Howard at STTI’s presenter registration area.

Plenary Sessions
These presentations will take place in White River Ballroom E & F. You can be seated 30 minutes prior to the start of the session. For titles and times, please refer to the program schedule.

Poster Hours and Information
The posters are located in White River Ballroom G-J. You can view the poster presentations during the times listed below:

Friday, 17 March
Poster Setup: 6:30-7:00 p.m. (1830-1900)

Saturday, 18 March
Poster Viewing Session 1: 7:30-8:00 a.m. (0730-0800)
Poster Viewing Session 2: 9:45-10:15 a.m. (0945-1015)
Poster Viewing Session 3: 1:30-2:00 p.m. (1330-1400)
Poster Viewing Session 4: 3:45-4:15 p.m. (1545-1615)
Poster Removal: 4:15-5:00 p.m. (1615-1700)

If you are a presenter, set up your poster on the assigned board in White River Ballroom A-C during the setup times listed above. Bring VELCRO® to fasten the poster to the board. It is suggested that you use the hook, or male, side of the VELCRO®, or you may use push pins. You cannot leave the materials used to ship or carry your poster in the poster area. You may store them in the designated area in the ballroom; however, your hotel room is the best place for these items. Neither STTI nor the JW Marriott Indianapolis is responsible for any materials left in the poster area. If you do not remove your posters or other materials from White River Ballroom G-J, they will be discarded.

Registration Hours and Information
If you have registered for Creating Healthy Work Environments, check in and pick up your event materials at STTI’s registration desk, located in the White River Ballroom Prefunction area. Registration is open during the following times:

Friday, 17 March — 11:00 a.m.-6:30 p.m. (1100-1830)
Saturday, 18 March — 7:00 a.m.-4:30 p.m. (0700-1630)
Sunday, 19 March — 7:00 a.m.-12:30 p.m. (0700-1230)
GENERAL INFORMATION

If you have not registered for this event, you may do so at the registration desk at the above times. You must pay in US dollars by cash, check, MasterCard, Visa, Discover, or American Express. Please note: If you register on-site, you will pay a US $25 processing fee.

**STTI Headquarters Tour**
STTI will host a self-guided tour of the headquarters building on Saturday, 18 March, from 4:30-6:00 p.m. (1630-1800). A shuttle will pick up attendees from the JW Marriott event center drive entrance and will run on rotation during the tour hours. Walking maps will also be provided to attendees who are interested. For more information, please visit the registration counter. Registration for the tour is US $10.

**STTI Career Center**
The STTI Career Center provides nurses and nursing students with an opportunity to schedule private and group appointments to meet with experienced nurse leaders, educators, and researchers for career advancement mentoring and resources. Appointments are limited, so sign up now to meet with a career advisor at the Creating Healthy Work Environments presenter/moderator check-in table, located next to the Speaker Ready Room in Meeting Room 108. The Career Center is open during the following times:

- **Friday, 17 March**
  3:00-4:30 p.m. (1500-1630)

- **Saturday, 18 March**
  10:00 a.m.-noon (1000-1200)
  1:30-4:00 p.m. (1330-1600)

**Video and Audio Recording**
You are not permitted to record the plenaries or concurrent sessions. Thank you for refraining from this practice.

**CHECK OUT OUR NEW, FREE EVENT APP!**
View the latest schedule, connect with colleagues, receive real-time updates, and more!

How to get the app:

1. Access the App Store on iOS devices and the Play Store on Android.*
2. Install the app by searching “Creating Healthy Work Environments” or “Sigma Theta Tau International.” Once you’ve found the app, tap either Download or Install. After installing, a new icon will appear on the home screen.

*If you’re using a Blackberry or Windows phone, you can use the web version of the app found here: https://crowd.cc/s/xpAE.
Members of the Honor Society of Nursing, Sigma Theta Tau International (STTI) are leaders in the healthcare industry and are improving global health. You can make your mark by collaborating with other health professionals to develop a vision for the future of nursing worldwide.

DID YOU KNOW?

95 COURSES
Active members have access to more than 95 free and discounted STTI online continuing nursing education (CNE) courses. With more than 20 free courses worth US $350.

MEMBER-ONLY CNE
Top STTI journal, Worldviews on Evidence-Based Nursing, comes with free CNE hours! Active members can receive CNE hours by completing an online evaluation with immediate test results.

To find a chapter near you, submit your application, or learn more, visit http://join.stti.org.
Continuing Nursing Education (CNE) Information and Evaluations

Sigma Theta Tau International (STTI) is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s (ANCC’s) Commission on Accreditation.

To receive contact hours for the CNE sessions offered during the program, participants are required to complete the CNE event evaluation form, including the evaluations for specific sessions attended. Certificates for attendance, presenters, and moderators can be retrieved after the online evaluation is completed. The number of contact hours awarded to each participant will be based on the evaluations completed for each session attended or poster viewing.

Contact hours will be awarded as follows:

**Friday, 17 March**

8:00-11:45 a.m. (0800-1145)
Nurse Strategies for Success — Pre-Conference  3.75
1:00-2:30 p.m. (1300-1430)
Opening Plenary Session  1.50
2:45-3:30 p.m. (1445-1530)
Concurrent Sessions A  0.75
3:45-4:30 p.m. (1545-1630)
Concurrent Sessions B  0.75
4:45-6:00 p.m. (1645-1800)
Plenary Session 2  1.25
Friday total (without Pre-Conference)  4.25

**Saturday, 18 March**

8:00-8:45 a.m. (0800-0845)
Concurrent Sessions C  0.75
9:00-9:45 a.m. (0900-0945)
Concurrent Sessions D  0.75
10:15-11:00 a.m. (1015-1100)
Concurrent Sessions E  0.75
11:15 a.m.-noon (1115-1200)
Concurrent Sessions F  0.75
12:30-1:30 p.m. (1230-1330)
Plenary Session 3  1.00

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<thead>
<tr>
<th>Session</th>
<th>Contact Hours</th>
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<tbody>
<tr>
<td>2:00-2:45 p.m. (1400-1445) Concurrent Sessions G</td>
<td>0.75</td>
</tr>
<tr>
<td>3:00-3:45 p.m. (1500-1545) Concurrent Sessions H</td>
<td>0.75</td>
</tr>
<tr>
<td><strong>Saturday total</strong></td>
<td><strong>5.50</strong></td>
</tr>
</tbody>
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**Sunday, 19 March**

8:00-8:45 a.m. (0800-0845)
Concurrent Sessions J  0.75
9:00-9:45 a.m. (0900-0945)
Concurrent Sessions K  0.75
10:00-10:45 a.m. (1000-1045)
Concurrent Sessions L  0.75
11:00 a.m.-12:15 p.m. (1100-1215)
Plenary Session 4  1.25
Sunday total  3.50

**Potential Total for Full Event**  13.25
**Potential Total for Full Event with Pre-Conference**  17.00

**Disclaimer Statements**

Requirements for successful completion of educational activities include the following:

- Learners must be informed of the purpose and/or objectives of the learning activity. These can be found online at http://bit.ly/CHWE17Presentations.
- Successful completion of the educational activity to receive contact hours includes attendance during the session(s) (e.g., cannot miss more than 10 minutes of activity) and successful completion and submission of the online evaluation form.

**Commercial Support and Sponsorships**

STTI must inform attendees if a commercial interest has provided financial or in-kind support for the educational activity, including how content integrity is maintained and bias is prevented.
Non-Endorsement of Products
Please note, accredited status does not imply endorsement by the provider of the educational activity or by ANCC of any commercial products discussed/displayed in conjunction with the educational activity.

Expiration of CNE Materials
Contact hours for education activity are available for 60 days following the end of the program. The deadline to receive CNE credit is 24 May 2017.

Conflicts of Interest
Unless otherwise noted, all planning committee members, reviewers, content experts, and individual session presenters attest that no relevant financial relationship exists between them and commercial entities that would present a conflict of interest or commercialize the content of the educational activity.

Widener University’s School of Nursing
offers bachelor’s, master’s, and doctoral degree programs to serve the needs of nurses at all stages of their careers:
• Bachelor of Science in Nursing for new RNs
• RN-to-BSN or RN-to-MSN for currently licensed RNs
• Master of Science in Nursing with specializations:
  ✴ Family (Individual Across the Lifespan) CRNP
  ✴ Adult-Gerontology
  ✴ Nursing Education
  ✴ Executive Nurse Leadership
• Post-Master’s Certificates
• Doctor of Nursing Practice (DNP) for the highest level of advanced practice nursing
• Doctor of Philosophy (PhD) for preparation of nurse educators and scholars

SIGMA THETA TAU INTERNATIONAL FOUNDATION FOR NURSING
RESEARCH GRANT OPPORTUNITIES
The Honor Society of Nursing, Sigma Theta Tau International (STTI) is dedicated to funding research and creating a global community of nurses who lead in using knowledge, scholarship, service, and learning to improve the health of the world’s people. With its continued mission of supporting the advancement of nursing research, STTI and the Sigma Theta Tau International Foundation for Nursing are currently accepting applications for the following sponsored and co-sponsored grants starting at US $2,500. Apply today!

1 April 2017
Completed submissions due 1 April for the following:

- Association of Nurses in AIDS Care Grant
- Association of periOperative Registered Nurses Grant
- Hospice and Palliative Nurses Foundation End-of-Life Nursing Care Research Grant
- Midwest Nursing Research Society Research Grant
- Southern Nursing Research Society Research Grant

All grants are made possible as a result of contributions to the Sigma Theta Tau International Foundation for Nursing.
ACKNOWLEDGMENTS

We would like to acknowledge the assistance of our peer reviewers for the Creating Healthy Work Environments program.

Margot E. Andison, PhD, MSc, BSN (Hons), BSc (Hons)
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Jane Hsiao-Chen Tang, PhD, RN, NE-BC
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1:30-2:00 p.m. (1330-1400)
Outside of White River Ballroom D

Joe Tye and Bob Dent
Cynthia Clark
Cheri Clancy
Cynthia A. Oster and Jane S. Braaten
Deborah Dang

Beth Ulrich
Lois S. Marshall
Cheryl Dellasega

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CREATING HEALTHY WORK ENVIRONMENTS

White River Conference Level
Accessible via the Second Floor

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White River Ballroom

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Thank you, 2017 Creating Healthy Work Environments exhibitors, sponsors, and advertisers, for your generous support!

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A special thank you to AACN for providing the six Healthy Work Environment standards which were used to organize this event. Participants will receive a special gift at the event.

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**SIGMA THETA TAU INTERNATIONAL NEW RESOURCES**

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[Link to NursingKnowledge.org]
# FRIDAY SCHEDULE

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<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
<th>Speaker(s)</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30-8:30 a.m.</td>
<td>Pre-Conference Registration</td>
<td>White River Ballroom</td>
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<tr>
<td>8:00-11:45 a.m.</td>
<td>Nurse Strategies for Success</td>
<td>White River Ballroom</td>
<td>Fostering Healthy Work Environments: Building Trust, High-Performing Teams,</td>
<td>Pre-registration is required for these pre-conference sessions.</td>
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<td></td>
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<td>and a Conflict-Capable Workforce (Part I)</td>
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<td></td>
<td>Room 103</td>
<td>Cynthia Clark, PhD, RN, ANEF, FAAN</td>
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<tr>
<td>8:00-9:30 a.m.</td>
<td>Session PC01: Fostering Healthy Work Environments: Building Trust,</td>
<td>Room 103</td>
<td>Lois S. Marshall, PhD, RN</td>
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<td>High-Performing Teams, and a Conflict-Capable Workforce (Part I)</td>
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<tr>
<td>9:45-11:45 a.m.</td>
<td>Session PC03: Cognitive Rehearsal and Scripting: Strategies to</td>
<td>Room 103</td>
<td>Lois S. Marshall, PhD, RN</td>
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<td>Address Workplace Incivility and Conflicted Encounters (Part II)</td>
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<tr>
<td>11:00 a.m.-6:30 p.m.</td>
<td>Registration</td>
<td>White River Ballroom</td>
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<tr>
<td>11:00 a.m.-6:30 p.m.</td>
<td>STTI Marketplace</td>
<td>White River Ballroom D</td>
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<tr>
<td>11:00 a.m.-4:30 p.m.</td>
<td>Speaker Ready Room</td>
<td>Room 108</td>
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<tr>
<td>11:00 a.m.-4:30 p.m.</td>
<td>Presenter/Moderator Check-In</td>
<td>Next to Room 108</td>
<td></td>
<td>All presenters (poster, oral, symposia, special sessions, and plenary</td>
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<td>sessions) are required to sign in. Presentations for which a presenter</td>
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<td>has not checked in may not be eligible for CNE contact hours. Moderators</td>
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<td>are required to sign in to verify participation.</td>
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<tr>
<td>11:45 a.m.-12:45 p.m.</td>
<td>Pre-Conference Attendee Lunch</td>
<td>White River Ballroom A-C</td>
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<td>(Pre-Conference Badge Required)</td>
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</table>

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FRIDAY SCHEDULE

1:00-2:30 p.m. (1300-1430)  
White River Ballroom E & F  
Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17PLN1  
Sponsored by: St. Vincent, Platinum Sponsor  
Opening Plenary Session  
Healthy Work Environments: Discussions From the Bedside to Academia  
Moderator: Beth Ulrich, EdD, RN, FACHE, FAAN, Senior Partner of Innovative Health Resources, Professor at the University of Texas Health Science Center at Houston School of Nursing, and Editor of Nephrology Nursing Journal  
Panelists: Cynthia Clark, PhD, RN, ANEF, FAAN, Strategic Nurse Advisor, ATI Nursing Education; Dave Hanson, MSN, RN, ACNS-BC, NEA-BC, Regional Director, Nursing Practice, Education & Professional Development, Providence St. Joseph Health; Connie Barden, MSN, RN, CCRN-K, CCNS, Chief Clinical Officer, American Association of Critical-Care Nurses; Cynthia Oster, PhD, MBA, APN, ACNS-BC, CNS-BC, Nurse Scientist, Porter Adventist Hospital; Jane Braaten, PhD, MS, RN, Nurse Scientist, Centura Health

Concurrent Sessions A

2:45-3:30 p.m. (1445-1530)  
Room 101  
Session: A 01  
Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17A01  
Academia’s Role in Creating Healthy Work Environments  
Bringing Back Field Day: An Innovative Approach to Cultivating Healthy Work Environments  
Sara K. Kaylor, EdD, RN, CNE; and Paige Johnson, PhD, RN  
Today’s Nursing Student as Tomorrow’s Nurse: The Role of Academia in Shaping Healthy Work Environments  
Kristi L. Frisbee, DNP, RN; and Susan Luparell, PhD, APRN, ACNS-BC, CNE, ANEF

2:45-3:30 p.m. (1445-1530)  
Room 102  
Session: A 02  
Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17A02  
Career Transitions  
Successful DNP Transition: Nurse Practitioner to Academician  
Lisa B. Robinson, DNP, RN, CCRN, CNE, NP-C  
The Forgotten Ones’ Improving the Onboarding of Clinical Staff in the Ambulatory Care Setting  
Jennifer L. Densmore, MSN, RN, CNL, AGPRNP, PDS; and Rebecca Deal, MSN, RN

2:45-3:30 p.m. (1445-1530)  
Room 103  
Session: A 03  
Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17A03  
Collaborations to Enhance Professional Development  
Collaboration Between Academia and Practice on Service Excellence and Core Measures  
Crystal Joy Wilkinson, DNP, RN, CNS-CH, CPHQ; and Elizabeth H. Boyd, MSN, BS, RN, RNC-MSN  
Mentoring Approach to Professional Development  
Leighsa Sharoff, EdD, RN, NPP, AHN-BC; and Judith Aponte, PhD, RN, CDE, CCM, APHN-BC

2:45-3:30 p.m. (1445-1530)  
Room 104  
Session: A 04  
Developing Student Communication Skills  
Resolving Conflict With Staff, Patients, Families, and Friends and Improve Patient Safety  
Terri L. Bogue, MSN, RN, PCNS-BC, CPN; and Robert L. Bogue, BS, MCSE, MCPD, MCTS, MCI  
Helping Nursing Students Develop Professional Values, Morals, and Ethics Through Reflective Practices  
Elizabeth Ann Fiske, PhD, RN, CNE, PCNS-BC, NNP-BC

2:45-3:30 p.m. (1445-1530)  
White River Ballroom A-C  
Session: A 05  
Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17A05  
Can a Tool Be Used to Improve Work Environments?  
Verbal De-escalation for Nurse and Healthcare Worker Improved Self-Efficacy When Caring for Violent Patients  
Julia Mason Jubb, DNP, RN, CNE

3:00-4:30 p.m. (1500-1630)  
Room 107  
STTI Career Center Appointments
## FRIDAY SCHEDULE

### Concurrent Sessions B

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<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Title</th>
<th>Presenters</th>
<th>Room</th>
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<tbody>
<tr>
<td>3:45-4:30 p.m.</td>
<td>B 01</td>
<td>Distress in the Work Environment</td>
<td>Kimberly K. Norton, MS, RN</td>
<td>101</td>
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<tr>
<td></td>
<td></td>
<td>Music Therapy to Reduce Staff Annoyance Related to Construction Specific Noise: A Quality Improvement Project</td>
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<td></td>
<td>Barriers and Values of Moral Distress Among Critical Care Nurses</td>
<td>Melissa A. Wilson, PhD, MSN, APRN, CCNS-BC</td>
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<td></td>
<td>B 02</td>
<td>Creating a Collaborative Culture</td>
<td>Robert L. Dent, DNP, MBA, RN, NEA-BC, CENP, FACHE; and Joe Tye, MBA, VC</td>
<td>102</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Building a Culture of Ownership in Healthcare: The Invisible Architecture of Ownership, Values, and Attitude</td>
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<td>B 03</td>
<td>Effective Decision Making: How Concepts Come Together</td>
<td>Tiffany Losekamp-Roberts, MSN, RN, CNE, CHSE; and Julie F. Roseboro, MS, BSN, RN, CCRN</td>
<td>103</td>
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<tr>
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<td>Identifying Educational Needs: Training Gap Analysis of United States Air Force Aeromedical Evacuation Technicians/Nurses</td>
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<td>B 04</td>
<td>Engaging Nurse Managers</td>
<td>Katherine Ricossa, MS, BSN, RN, PHN</td>
<td>104</td>
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<td>Using a Microscope to Examine Human Caring Through the Lens of the Nurse Manager</td>
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<td>B 05</td>
<td>Special Session</td>
<td>Kimberly Thompson, MLS</td>
<td>A-C</td>
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<td>Establish Your Own Healthy Work Environment: Don’t Recreate the Wheel — Build on Existing Efforts!</td>
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<tr>
<td>4:45-6:00 p.m.</td>
<td>PLN2</td>
<td>Plenary Session 2</td>
<td>Cynthia Clark, PhD, RN, ANEF, FAAN, Professor Emeritus, Strategic Nursing Adviser for ATI Nursing Education, and the Founder of Civility Matters</td>
<td>E &amp; F</td>
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<tr>
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<td>Creating Healthy Work Environments: Powered by Civility, Leadership, and Ethical Practice</td>
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### White River Ballroom A-C

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Title</th>
<th>Presenters</th>
<th>Room</th>
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<tbody>
<tr>
<td>6:00-6:45 p.m.</td>
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<td>Welcome Reception</td>
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<td>G-J</td>
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<tr>
<td>6:00-6:45 p.m.</td>
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<td>Exhibit Viewing</td>
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<tr>
<td>6:30-7:00 p.m.</td>
<td></td>
<td>Poster Setup</td>
<td>Poster assignments are listed on pages 33-35. Poster floor plan layout is available on page 33.</td>
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</tbody>
</table>
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## SATURDAY SCHEDULE

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<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:00 a.m.-4:30 p.m.</td>
<td>Registration</td>
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<tr>
<td>(0700-1630)</td>
<td>White River Ballroom Prefunction</td>
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<tr>
<td>7:00 a.m.-4:30 p.m.</td>
<td>Speaker Ready Room</td>
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<tr>
<td>(0700-1630)</td>
<td>Room 108</td>
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<tr>
<td>7:00 a.m.-4:30 p.m.</td>
<td>Presenter/Moderator Check-In</td>
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<tr>
<td>(0700-1630)</td>
<td>Next to Room 108</td>
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<tr>
<td>7:30-8:00 a.m.</td>
<td>Continental Breakfast</td>
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<tr>
<td>(0730-0800)</td>
<td>White River Ballroom E &amp; F</td>
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<tr>
<td>7:30-8:00 a.m.</td>
<td>Poster Viewing Session 1</td>
</tr>
<tr>
<td>(0730-0800)</td>
<td>White River Ballroom G-J</td>
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<tr>
<td>7:30-8:00 a.m.</td>
<td>Exhibit Viewing</td>
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<tr>
<td>(0730-0800)</td>
<td>White River Ballroom Prefunction</td>
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<tr>
<td>8:00 a.m.-4:30 p.m.</td>
<td>STTI Marketplace</td>
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<td>(0800-1630)</td>
<td>White River Ballroom D</td>
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### Concurrent Sessions C

<table>
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<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>8:00-8:45 a.m.</td>
<td>Creating a Healthy Work Environment Through Mentoring for Novice Nurse Educators</td>
</tr>
<tr>
<td>(0800-0845)</td>
<td>Room 101</td>
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<tr>
<td>8:00-8:45 a.m.</td>
<td>Exploring Nurses’ Feelings on Floating: A Phenomenological Study</td>
</tr>
<tr>
<td>(0800-0845)</td>
<td>Room 102</td>
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<tr>
<td>Search the Henderson Repository (<a href="https://bit.ly/CHWE17Repository">https://bit.ly/CHWE17Repository</a>) for: CHWE17C02</td>
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<tr>
<td>8:00-8:45 a.m.</td>
<td>The Relational Nurse Champion Program™</td>
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<tr>
<td>(0800-0845)</td>
<td>Room 103</td>
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<tr>
<td>8:00-8:45 a.m.</td>
<td>Emotional Intelligence: The Linchpin for Healthy Workplace Environments</td>
</tr>
<tr>
<td>(0800-0845)</td>
<td>Room 104</td>
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</tbody>
</table>

### Additional Information

- All presenters (poster, oral, symposia, special sessions, and plenary sessions) are required to sign in. Presentations for which a presenter has not checked in may not be eligible for CNE contact hours. Moderators are required to sign in to verify participation.
- Poster assignments are listed on pages 33-35. Poster floor plan layout is available on page 33.
- This presentation will describe a program for nurses, designed to improve interprofessional relationships in a midsize academic medical center in central Pennsylvania. A curriculum based on the ERI Model of Relationship Building was implemented on two units for an initial three-month pilot study. A preliminary progress report will be discussed.
- Healthy workplace environments (HWE) provide staff a psychological safety net. The way we treat each other while at work contributes greatly to employee engagement, empowerment, and satisfaction. Emotional intelligence is the foundation to establishing a HWE, because it provides a better understanding of the behavioral propensities that improve interprofessional relationships.
SATURDAY SCHEDULE

8:00-8:45 a.m. (0800-0845)
White River Ballroom A-C
Session: C 05
Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17C05

Special Session
AACN Standards for Healthy Work Environments: After More Than a Decade, Where Are We Now?
Connie Barden, MSN, BSN, RN, CCRN-K, CCNS; and Linda Cassidy, MSN, EdM, BSN, RN, CCNS, CCRN-K
Research confirms the inextricable link between healthy work environments (HWEs) and optimal outcomes for patients, healthcare professionals, and organizations. Key evidence contributing to the second edition of the AACN HWE standards and perspectives of nurses regarding the health of the work environment and barriers to optimal nursing practice will be discussed.

Concurrent Sessions D

9:00-9:45 a.m. (0900-0945)
Room 101
Session: D 01
Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17D01

Exploring Interprofessional Teamwork
TeamSTEPPS® Training Improves Teamwork
Tina M. Withrow, MSN, RN, CFRN, CEN, EMT-P, NREMT
Keeping Nurses Safe: Creation of a Safe Patient Handling and Mobility Program
Rebekah Powers, DNP, RN-BC, CMSRN, CSPHA; and Christina Ramdeo, MSN, RN, CNOR, CHTS-CP

9:00-9:45 a.m. (0900-0945)
Room 102
Session: D 02
Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17D02

Impacting the Work Environment: From Bedside to Academia
Surviving and Thriving in a “Not-So-Healthy” Academic Work Environment
Teresa M. Stephens, PhD, RN, CNE
Impact of Meaningful Recognition on Nurses’ Environment: Comparative Exploration of Leaders’ and Staff Nurses’ Perception
Usha Koshy Cherian, DNP, RN, CCRN, NEA-BC

9:00-9:45 a.m. (0900-0945)
Room 103
Session: D 03
Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17D03

Implementation and Dissemination of Preceptorships
Implementation of a BSN Nurse Preceptor Program in a Rural Environment
Gloria Ann Browning, PhD, RN; and Esther Christian Sellars, EdD, MSN, RN

9:00-9:45 a.m. (0900-0945)
Room 104
Session: D 04

Improvement in Job Satisfaction
Nurse-Led Peer Review Committee Promotes External Recognition of Nurses
Pamela Petto, Med, BSN, RN, NE-BC; Maggie Finke, BSN, RN, NE-BC; Renee Roberts-Turner, DHA, MSN, RN, NE-BC, CPHQ; and Cheryl Reggio, BN-PC, RN, CPON, BMTCN
Generating Gratitude in the Workplace to Improve Job Satisfaction
Amy Stegen, MSN, RN; and Jamie Wankier, MSN, RN

9:00-9:45 a.m. (0900-0945)
White River Ballroom A-C
Session: D 05
Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17D05

Special Session
Create a Healthy Work Environment With Meaningful Recognition
Kay Cleveenger, MSN, RN
According to the AACN Healthy Work Environment Standards, “Nurses must be recognized and must recognize others for the value each brings to the work of the organization.” This session will describe the importance of meaningful recognition in employee motivation and how it is central to morale and job satisfaction.

9:45-10:15 a.m. (0945-1015)
White River Ballroom G-J
Poster Viewing Session 2
Poster assignments are listed on pages 33-35. Poster floor plan layout is available on page 33.

9:45-10:15 a.m. (0945-1015)
White River Ballroom Prefunction
Exhibit Viewing
### SATURDAY SCHEDULE

<table>
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<th>Event</th>
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<tbody>
<tr>
<td>9:45-10:15 a.m.</td>
<td>Morning Break</td>
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<td>White River Ballroom Prefunction</td>
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<tr>
<td>10:00 a.m.-noon</td>
<td>STTI Career Center Appointments</td>
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<td>(1000-1200)</td>
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<td>Room 107</td>
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#### Concurrent Sessions E

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<tr>
<td>10:15-11:00 a.m.</td>
<td>Incivility in Academia</td>
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<tr>
<td></td>
<td>Using Cognitive Rehearsal to Address Nurse-to-Nurse Incivility: Student Perceptions</td>
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<tr>
<td></td>
<td>Jennette S. Logan, DNP, RN; Majia Andson, DNP, RN; and Pamela Stoekel, PhD, RN</td>
</tr>
<tr>
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<td>Incivility in Nursing Classrooms</td>
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<tr>
<td></td>
<td>Sheri L. Wainscott, MSN, RN; Carie L. Strauch, MSN, RN; and Angela D. Martindale, MSN, RN</td>
</tr>
<tr>
<td>10:15-11:00 a.m.</td>
<td>Interprofessional Education and Collaboration</td>
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<td>The Synergy of True Interprofessional Collaboration</td>
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<td>Nassrine Noureddine, EdD, MSN, RN; Darla K. Hagge, PhD, MA, CCC-SLP; Debra Brady, DNP, RN, CNS; and William L. Ostad, PharmD, RPh, BCP5, CDE</td>
</tr>
<tr>
<td>10:15-11:00 a.m.</td>
<td>Promoting Wellness and Mindfulness for Nurses</td>
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<tr>
<td></td>
<td>Deborah A. Raines, PhD, EdS, RN, ANEF; and Diane Ceravolo, MSN, RN</td>
</tr>
<tr>
<td>10:15-11:00 a.m.</td>
<td>Job Retention Factors</td>
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<tr>
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<td>Reasons Why Dissatisfied Acute Care Registered Nurses and Healthcare Assistants Remain in Their Jobs</td>
</tr>
<tr>
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<td>Zelda Gibbs, PhD, RN</td>
</tr>
<tr>
<td>10:15-11:00 a.m.</td>
<td>Empowering Experienced Pediatric Nurses Working on General Medical and Surgical Units</td>
</tr>
<tr>
<td></td>
<td>Alexandra De Almeida Vicente, MScN, RN, OIIQ, PALS, CPR</td>
</tr>
<tr>
<td>10:15-11:00 a.m.</td>
<td>Managing Workplace Relationships</td>
</tr>
<tr>
<td></td>
<td>The Watson Room: Managing Compassion Fatigue in Clinical Nurses on the Front Line</td>
</tr>
<tr>
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<td>Crystal Crewe, DNP, CMSRN</td>
</tr>
<tr>
<td>10:15-11:00 a.m.</td>
<td>Authentic Leadership Impact on Psychological Safety and Relationship Quality in the Acute Care Healthcare Setting</td>
</tr>
<tr>
<td></td>
<td>Mechelle Jean Plasse, PhD, MS, CNS, PMHNP</td>
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#### Concurrent Sessions F

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>11:15 a.m.-noon</td>
<td>Creating a Healthy Work Environment for Nurses Transitioning From Staff Nurse to Management</td>
</tr>
<tr>
<td></td>
<td>Jennifer Sylvia Buffenbarger, EdD, MSN, RN; and Jeanne M. Sorrell, PhD, RN, FAAN</td>
</tr>
<tr>
<td>11:15 a.m.-noon</td>
<td>Transcending the Scarcity Narrative: Understanding and Leveraging Nursing’s Strengths to Create a Healthier Work Environment</td>
</tr>
<tr>
<td></td>
<td>Carolyn J. Cumpsty-Fowler, PhD, MPH; Erin K. Van Dyke, MSIS; and Deborah Dang, PhD, RN</td>
</tr>
</tbody>
</table>
**SATURDAY SCHEDULE**

### 11:15 a.m.-noon (1115-1200)

**Room 103**

**Session: F 03**

**Characteristics of the Nursing Practice Environment Related to Creating Healthy Work Environments for Nurses**

Yasuko Ogata, PhD, MM, RN, PHN; Kimiko Katsuyama, PhD, RN; Sachiko Tanaka, PhD, RN; Midori Nagano, MSN, RN; Yoshie Yumoto, MSN, RN, PHN; and Masaomi Ikeda, PhD, BSc, RTD

*Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17F03*

### 11:15 a.m.-noon (1115-1200)

**Room 104**

**Session: F 04**

**Work-Life Balance of Doctoral Nursing Program Faculty and Implications for Nursing Education**

Suzanne C. Smeltzer, EdD, MS, RN, ANEF, FAAN; Mary Ann Cantrell, PhD, RN, ANEF, FAAN; Nancy C. Sharts-Hopko, PhD, RN, FAAN; and Mary Ann Heverly, PhD, MEd, BA

*Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17F04*

### 11:15 a.m.-noon (1115-1200)

**White River Ballroom A-C**

**Session: F 05**

**Responses to Workplace Bullying**

*Responding When Incivility Arises in the Workplace*

Monica Kennison, EdD, MSN, RN; and Laura C. Dzurec, PhD, RN, PMHCNS-BC, ANEF

*Transformative Leadership for True Workplace Collaboration: Strengthening Workplace Culture Through Attention to Workplace Bullying Affronts*

Laura C. Dzurec, PhD, RN, PMHCNS-BC, ANEF; and Monica Kennison, EdD, MSN, RN

*Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17F05*

### Noon-1:30 p.m. (1200-1330)

**White River Ballroom E & F**

**Plenary Session 3 With Lunch**

Noon-12:30 p.m. (1200-1230) - Lunch Served

12:30-1:30 p.m. (1230-1330) - Plenary Session Presented

**Healthy Work Environments II: Discussions About the Profession**

**Moderator:**
Beth Ulrich, EdD, RN, FACHE, FAAN, Senior Partner of Innovative Health Resources, Professor at the University of Texas Health Science Center at Houston School of Nursing, and Editor of *Nephrology Nursing Journal*

**Panelists:**
Mary Jo Assi, DNP, RN, NEA-BC, FNP-BC, FAAN, Vice President, Nursing Practice and Innovation, at the American Nurses Association

Connie Barden, MSN, RN, CCRN-K, CCNS, Chief Clinical Officer, American Association of Critical-Care Nurses

Linda Cassidy, MSN, EdM, BSN, RN, CCRN-K, Clinical Practice Specialist, American Association of Critical-Care Nurses

Janet Stifter, PhD, RN, CPHQ, Director of the AONE Center for Care Innovation and Transformation

*Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17PLN3*

### 1:30-4:00 p.m. (1330-1600)

**Room 107**

**STTI Career Center Appointments**

### 1:30-2:00 p.m. (1330-1400)

**White River Ballroom G-J**

**Poster Viewing Session 3**

Poster assignments are listed on pages 33-35. Poster floor plan layout is available on page 33.

### 1:30-2:00 p.m. (1330-1400)

**White River Ballroom Prefunction**

**Exhibit Viewing**
SATURDAY SCHEDULE

1:30-2:00 p.m.
(1330-1400)
Outside White River Ballroom D

STTI Author Book Signings
Jane S. Braaten, PhD, APRN, CNS, ANP, CPPS
High Reliability Organizations: A Healthcare Handbook for Patient Safety & Quality
Cheri Clancy, MSN, MS, RN, NE-BC
Critical Conversations: Scripts & Techniques for Effective Interprofessional & Patient Communication
Cynthia Clark, PhD, RN, ANEF, FAAN
Creating & Sustaining Civility in Nursing Education
Deborah Dang, PhD, RN, NEA-BC
Johns Hopkins Nursing Evidence-Based Practice Model and Guidelines (Second Edition)
Cheryl Dellasega, PhD, RN, CRNP
When Nurses Hurt Nurses: Recognizing and Overcoming the Cycle of Nurse Bullying and Toxic Nursing: Managing Bullying, Bad Attitudes, and Total Turmoil
Lois S. Marshall, PhD, RN
Taking Charge of Your Nursing Career
Cynthia A. Oster, PhD, MBA, APRN, ACNS-BC, ANP
High Reliability Organizations: A Healthcare Handbook for Patient Safety & Quality
Joe Tye, MHA, MBA; and Bob Dent, DNP, MBA, RN, NEA-BC, CENP, FACHE
Building a Culture of Ownership in Healthcare
Beth Ulrich, EdD, RN, FACHE, FAAN
Mastering Precepting: A Nurse’s Handbook for Success

Concurrent Sessions G

2:00-2:45 p.m.
(1400-1445)
Room 101
Session: G 01
Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17G01

Interprofessional Relationships Using Simulation
Building Healthy Relationships Through Peer Review in Simulation Education
Jennifer Dwyer, MSN, RN-BC, CHSE, FNP; Dylan Cooper, MD, FAEM; Chassity Mays, BSN, RN, CNOR; and Greg Hasty, CST, LPN, CHSE
Study of an Interprofessional Simulation Intervention to Improve Nurse-Physician Collaboration
Lori J. Pajakowski, DNP, MSN, BSN, RN; and Cheryl J. Erler, DNP, RN, CNE

2:00-2:45 p.m.
(1400-1445)
Room 102
Session: G 02
Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17G02

Nursing Incivility Interventions
Confronting Nursing Incivility: Educational Intervention for Change
Sharon Kay French, MSN, RN; and Ernestine Cuellar, PhD, RN, PMHCNS-BC
The Effect of Leadership and Staffing Adequacy on Nurse Coworker Incivility in Hospitals
Jessica G. Smith, PhD, RN; Karen Morin, PhD, RN; and Eileen T. Lake, PhD, RN, FAAN

2:00-2:45 p.m.
(1400-1445)
Room 103
Session: G 03
Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17G03

Organizational Change to Promote Healthy Work Environments
Positive Practice Environment: A COO/CNO’s Testimony
Maricon Dans, MSN, RN
The Relationship Among Change Fatigue, Resilience, and Job Satisfaction of Hospital Staff Nurses
Robin J. Brown, PhD, RN

2:00-2:45 p.m.
(1400-1445)
Room 104
Session: G 04

Patient Safety: Fall Prevention
A Multicenter Study for the Psychometric Testing of the Humpty Dumpty Inpatient Scale
Deborah Hill-Rodriguez, MSN, PCNS-BC, ARNP; Jacqueline Gonzalez, DNP, MBA, ARNP, NEA-BC, FAAN; L. M. Hernandez, DNP, ARNP, CPN, FNP-C; and Jennifer Cordo, MSN, ARNP, NE-BC

2:00-2:45 p.m.
(1400-1445)
White River Ballroom A-C
Session: G 05
Search the Henderson Repository (http://bit.ly/CHWE17Repository) for: CHWE17G05

Skilled Communications for the Academic Setting
Working Together to Create a Respectful, Trusting, and Healthy Workplace for Faculty, Staff, and Students
Joanne K. Olson, PhD, RN, FAAN; and Joanne Profetto-McGrath, PhD, MEd, RN
Crucial Conversations in Nursing Academics: Practical Strategies
April L. Folgert, PhD, RN

➜ Contents
SATURDAY SCHEDULE

Concurrent Sessions H

3:00-3:45 p.m.  
(1500-1545)  
Room 101

Session: H 01
Search the Henderson Repository  
for: CHWE17H01

Supporting the Strength of Nurses  
Critical Conversations With New Nurses
Susan Forneris, PhD, RN, CNE, CHSE-A; and Molly E. Keiglren, MSN, RN, CNE, CHSE

3:00-3:45 p.m.  
(1500-1545)  
Room 102

Session: H 02
Search the Henderson Repository  
for: CHWE17H02

Psychological Safety: A Healthy Work Environment Characteristic in a High Reliability  
Organization Culture of Resilience
Cynthia A. Oster, PhD, ANP, MBA, ACNS-BC, CNS-BC; and Jane Braaten, PhD, MS, RN

3:00-3:45 p.m.  
(1500-1545)  
Room 103

Session: H 03
Search the Henderson Repository  
for: CHWE17H03

How Nurse Work Environments Relate to the Presence of Parents in Neonatal Intensive  
Care
Sunny G. Hallowell, PhD, PPCNP-BC, IBCLC, RN; and Eileen T. Lake, PhD, RN, FAAN

3:00-3:45 p.m.  
(1500-1545)  
Room 104

Session: H 04
Search the Henderson Repository  
for: CHWE17H04

Trending Issues Within Academia  
Participatory Action Research: Learning About Work Environments Among Baccalaureate  
Nursing Faculty
Lisa A. Ruth-Sahd, DEd, RN, CEN, CCRN; and Norma H. Beyer, DNP, RN

The Effect of Play With Canines on Psychological and Physical Stress Measures in College  
Students
Cheryl Delgado, PhD, RN, APRN-BC, CNL; Margaret Toukonen, PhD, RN, CNS; and Corinne Wheeler,  
PhD, RN

3:00-3:45 p.m.  
(1500-1545)  
White River Ballroom A-C

Session: H 05
Search the Henderson Repository  
for: CHWE17H05

Staffing Strategies to Improve Outcomes  
Care Zones Staffing Model: Solving Workflow Barriers to Improve Patient and Nurse Outcomes
William G. Kingsley-Mota, MSN, RN, NEA-BC; and Barbara J. Hill, MSN, APRN, AGCNS-BC, ACCNS-AG,  
CCRN

Nursing Staffing and Technology: A Relationship Formed in the Electronic Environment  
Benefiting Patients and Nurses
Gayle Luker, BSN, RN, CPN

3:45-4:15 p.m.  
(1545-1615)  
White River Ballroom G-J

Poster Viewing Session 4  
Poster assignments are listed on pages 33-35. Poster floor plan layout is available on page 33.

3:45-4:15 p.m.  
(1545-1615)  
White River Ballroom Prefunction

Exhibit Viewing

4:15-5:00 p.m.  
(1615-1700)  
White River Ballroom Prefunction

Exhibitor Move-Out

4:15-5:00 p.m.  
(1615-1700)  
White River Ballroom G-J

Poster Removal  
Poster assignments are listed on pages 33-35. Poster floor plan layout is available on page 33.

4:30-6:00 p.m.  
(1630-1800)  
Meet near conference  
registration desk

STTI Headquarters Tour
The International Leadership Institute (ILI) focuses on developing nurse leaders through mentoring relationships, self-assessment, continuing nursing education, experiential learning, and professional development resources. STTI’s nurse leadership academies have changed lives, advanced careers, influenced organizational change, and ultimately improved patient care.

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The Pedagogy of Civility: Strategies to Create an Engaged Learning Environment
Cynthia Clark, PhD, RN, ANEF, FAAN

Transforming Teaching and Learning through Reflective Practice
Sara Horton Deutsch, PhD, RN, ANEF

Innovative Curricular Models
Carolyn Hart, PhD, RN, CNE

Assessing and Evaluating Learning Outcomes in the Classroom
Marilyn Oermann, PhD, RN, ANEF, FAAN

Integrating Technology in the Classroom
Brent Thompson, PhD, RN

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These online courses will assist faculty in achieving career goals that lead to promotion and/or tenure.

**Scholarship of Teaching**
Heidi Mennenga, PhD, RN  
Lois Tschetter, EdD, RN, CNE, IBCLC  
James Fain, PhD, RN, BC-ADM, FAAN

**Scholarship of Research**
Norma Cuellar, PhD, RN, FAAN

**Showcasing the Scholarship of Practice, Community Service, and Engagement**
Mary Fisher, PhD, RN, CNAA-BC

**Preparing for Promotion on the Clinical Track**
Wendy Barr, PhD, RN, CNE

**Creating a Professional Portfolio**
Debbie Nogueras, PhD, MSN, ANP/FNP-BC

**Grantwriting**
Susan Baxley, PhD, RN  
Christopher Ray, PhD
### SUNDAY SCHEDULE

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Name</th>
<th>Details</th>
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</thead>
<tbody>
<tr>
<td>7:00 a.m.-12:30 p.m.</td>
<td>Registration</td>
<td>Registration is held in the White River Ballroom from 7:00 a.m. to 12:30 p.m.</td>
</tr>
<tr>
<td>7:00-10:45 a.m.</td>
<td>Speaker Ready Room</td>
<td>The Speaker Ready Room is located next to Room 108 for presenters to prepare.</td>
</tr>
<tr>
<td>7:00-10:45 a.m.</td>
<td>Presenter/Moderator Check-In</td>
<td>All presenters (poster, oral, symposia, special sessions, and plenary sessions) are required to sign in. Presentations for which a presenter has not checked in may not be eligible for CNE contact hours. Moderators are required to sign in to verify participation.</td>
</tr>
<tr>
<td>7:30-8:00 a.m.</td>
<td>Continental Breakfast</td>
<td>Continental Breakfast is held in White River Ballroom E &amp; F from 7:30 a.m. to 8:00 a.m.</td>
</tr>
<tr>
<td>8:00-11:00 a.m.</td>
<td>STTI Marketplace</td>
<td>The STTI Marketplace is held in White River Ballroom D from 8:00 a.m. to 11:00 a.m.</td>
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</table>

### Concurrent Sessions J

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Name</th>
<th>Details</th>
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</thead>
<tbody>
<tr>
<td>8:00-8:45 a.m.</td>
<td>Promoting Healthy Work Environments by Evaluating and Addressing Sleep Habits of Nursing Students</td>
<td>Ruthie Lamar, DNP, MS, RN; Cynthia M. Thomas, EdD, MS, BSN, RNC, CDONA; and Constance E. McIntosh, EdD, MBA, BSN, RN</td>
</tr>
<tr>
<td></td>
<td>Session: J 01</td>
<td>Search the Henderson Repository (<a href="http://bit.ly/CHWE17Repository">http://bit.ly/CHWE17Repository</a>) for CHWE17J01</td>
</tr>
<tr>
<td>8:00-8:45 a.m.</td>
<td>Work Environment Factors Related to Nurses’ Attitude About Roles in Quality Improvement</td>
<td>Pamela B. Dunagan, PhD, RN</td>
</tr>
<tr>
<td></td>
<td>Session: J 02</td>
<td>Search the Henderson Repository (<a href="http://bit.ly/CHWE17Repository">http://bit.ly/CHWE17Repository</a>) for CHWE17J02</td>
</tr>
<tr>
<td>8:00-8:45 a.m.</td>
<td>How One Organization Used Evidence to Address Lateral Violence Among Nurses</td>
<td>Diane S. Salter, MSN, BA, RN, CPAN, NE-BC; Toye Moore, BSN, RN; Angela Robinson, MSN, RN, CCN, NE-BC; Cynthia Stermer, MSN, RN, RN-BC, ACNS-BC; Susanlee Wisotzkey, PhD, MSHSA, BSN, BA, RN, NE-BC, HNB-BC, CCRN; and Barbara L. Buchko, DNP, MS, RNC-MNN</td>
</tr>
<tr>
<td></td>
<td>Session: J 03</td>
<td>Search the Henderson Repository (<a href="http://bit.ly/CHWE17Repository">http://bit.ly/CHWE17Repository</a>) for CHWE17J03</td>
</tr>
<tr>
<td>8:00-8:45 a.m.</td>
<td>Toward a Healthy Work Environment: Honoring the Voices of Frontline Nurses</td>
<td>Tracey M. Long, MSN-MPH, BA, RN-BC, CPH; Deborah Dang, PhD, RN; Jennifer R. Day, PhD, BSN, BA, RN; and Carolyn J. Cumpsty-Fowler, PhD, MPH</td>
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### Concurrent Sessions K

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<thead>
<tr>
<th>Time</th>
<th>Event Name</th>
<th>Details</th>
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<tbody>
<tr>
<td>9:00-9:45 a.m.</td>
<td>Stress and Quality of Life in Nursing</td>
<td>Helping Nurses Cope With Stressful Workplace Events Through the Use of Storytelling</td>
</tr>
</tbody>
</table>
### SUNDAY SCHEDULE

**9:00-9:45 a.m. (0900-0945)**  
**Room 102**  
**Session: K 02**  
Search the Henderson Repository  
for: CHWE17K02

**Support Through Mindful Interventions**  
*Mindfulness Training: Building a Supportive Environment*  
Carol Boswell, EdD, RN, CNE, ANEF, FAAN; Jessica Tully, MSN, RN-BC, CMSRN, CNML; and Teresa Mills, RN BS, RN  
*Creating a Healthy Work Environment Through Mindful Interventions*  
Elizabeth Ann Vaclavik, DNP, RN, OCN

**9:00-9:45 a.m. (0900-0945)**  
**Room 103**  
**Session: K 03**  
Search the Henderson Repository  
for: CHWE17K03

**Supporting Healthy Work Environments**  
*Creating Healthy Work Environment Standards for Academia*  
Rebecca Bouterie Harmon, PhD, RN; Regina M. DeGennaro, DNP, RN, CNS, AOCN, CNL; and Meg F. Norling, BSN, RN  
*Developing a Supportive Environment for Our Healthcare Workers*  
Kim Tharp-Barrie, DNP, RN, SANE; and Tracy Williams, DNP, RN

**9:00-9:45 a.m. (0900-0945)**  
**Room 104**  
**Session: K 04**  
Search the Henderson Repository  
for: CHWE17K04

**Special Session**  
*Research Abstracts, Proposals, and Grant Writing: Basics From Start to Finish*  
Lois S. Marshall, PhD, RN  
This presentation will provide the novice researcher the basics to write a research abstract, proposal, and/or grant for submission. This session will enable participants to gain a basic understanding of the steps of the abstract/proposal/grant writing process in order to enable them to put forth a submission in the future.

**Concurrent Sessions L**

**10:00-10:45 a.m. (1000-1045)**  
**Room 101**  
**Session: L 01**  
Search the Henderson Repository  
for: CHWE17L01

**Integrating Nursing Peer Review and a Restorative Just Culture for a Healthy Work Environment**  
Jane Braaten, PhD, MS, RN; and Cynthia A. Oster, PhD, ANP, MBA, ACNS-BC, CNS-BC

**10:00-10:45 a.m. (1000-1045)**  
**Room 102**  
**Session: L 02**  
Search the Henderson Repository  
for: CHWE17L02

**Registered Nurses’ Lived Experiences of Peer-to-Peer Incivility in the Workplace**  
Susan Condie, PhD, RN, CNS, PHN, ACNS-BC, CNE, NE-BC, CHEP

**10:00-10:45 a.m. (1000-1045)**  
**Room 103**  
**Session: L 03**  
Search the Henderson Repository  
for: CHWE17L03

**Autonomy, Role Ambiguity, and Collaborative Relationships Impact Novice Nurse Practitioner Turnover Intention in Primary Care**  
Asefeh Faraz, PhD, RN, APRN, FNP-BC

**10:00-10:45 a.m. (1000-1045)**  
**Room 104**  
**Session: L 04**  
Search the Henderson Repository  
for: CHWE17L04

**Nursing Empowered Leaders: A Study Describing Who We Are and Who We Want to Be**  
Judi Allyn Godsey, PhD, RN; and Tom Hayes, PhD

**11:00 a.m.-12:15 p.m. (1100-1215)**  
**White River Ballroom E & F**  
**Search the Henderson Repository**  
for: CHWE17PLN4

**Plenary Session 4**  
*From Toxic to Healthy: Breakthrough Strategies for Transforming the Clinical Practice Environment*  
Dave Hanson, MSN, RN, ACNS-BC, NEA-BC, Regional Director of Nursing Practice, Education & Professional Development for Providence St. Joseph Health
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For more information, visit bit.ly/HR_ETD.
Poster presentations may be viewed in White River Ballroom G-J on Saturday, 18 March.

PLEASE NOTE: Posters are identified by the numbers listed below. To view posters in the repository, search the session ID using “CHWE17PST#”. # = assigned poster number

Saturday, 18 March

Poster Viewing Session 1
7:30-8:00 a.m. (0730-0800)

Poster Viewing Session 2
9:45-10:15 a.m. (0945-1015)

Poster Viewing Session 3
1:30-2:00 p.m. (1330-1400)

Poster Viewing Session 4
3:45-4:15 p.m. (1545-1615)

Poster presentations are listed in numerical order and then alphabetically by first author’s last name.

1 Using the Competence Scale for Senior Clinical Nurses to Examine Safe Staffing
Itsko Akamine, PhD, MHS, RN, PHN; and Masaki Shinjo, PhD, BS

2 Teamwork: Strategies to Prevent and Minimize Patient Aggression
Jennifer L. Appollo, MSN, RN, RN-BC, PMHNP, PMHNP-BC; Patricia M. O’Connell, BSN, RN-BC; and Joyce Frank, BSN, MPH, RN

3 Promoting Student Success Through Collaboration: Implementation of a Student Success Center
Shandra D. Burton, MSN, APHN-BC

4 Implementing Crucial Conversations in a Fast-Paced, High-Stress Environment
Miranda S. Cassity, BSN, RN; and Matthew S. Howard, MSN, RN, CEN, CPEN, CPN

5 Program for Promoting Self-Management of Health Status for Nursing Students Based on Oriental Medical Concepts
Shu Chun Chien, PhD, RN; Yoshiko Wazumi, PhD, RN; Toshie Yamamoto, PhD, RN; Takeshi Matsumoto, PhD, MSN, RN; Takashi Maeda, PhD, RN; PHN; Tomoko Katagiri, MSN, RN; Akiko Nagata, MSN, MN, RN; and Fusako Kawabe, PhD, RN

6 Caring for Persons Addicted to Opioids
Mary Coyle, PhD, MS, BS, RN, PMHCNS-BC; Elizabeth Rini, PhD, RN, CNE; and Sharon K. Mailey, PhD, RN

7 Teaching and Learning Compassionate Care Through Introduction of Self-Care Practices in a School of Nursing
Regina M. DeGennaro, DNP, RN, CNS, AOCN, CNL; and Rachael Zrimm

9 A Toolbox to Diminish Lateral Violence in the Workplace
Sara C. Germann, MS, RN, ANP; and Shannon Moore, MSN, RN

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How would you rate the usefulness of this session? Please use the scale below where 1=“not at all useful” and 5=“very useful.”

**Friday, 17 March**

**Pre-Conference**

[ ] 5  [ ] 4  [ ] 3  [ ] 2  [ ] 1

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**Opening Plenary Session**

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**Concurrent Sessions A**

[ ] 5  [ ] 4  [ ] 3  [ ] 2  [ ] 1

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**Concurrent Sessions B**

[ ] 5  [ ] 4  [ ] 3  [ ] 2  [ ] 1

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**Saturday, 18 March**

**Concurrent Sessions C**

[ ] 5  [ ] 4  [ ] 3  [ ] 2  [ ] 1

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**Concurrent Sessions D**

[ ] 5  [ ] 4  [ ] 3  [ ] 2  [ ] 1

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**Concurrent Sessions E**

[ ] 5  [ ] 4  [ ] 3  [ ] 2  [ ] 1

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SESSION NOTES

Concurrent Sessions F
☐ 5  ☐ 4  ☐ 3  ☐ 2  ☐ 1

Plenary Session 3
☐ 5  ☐ 4  ☐ 3  ☐ 2  ☐ 1

Concurrent Sessions G
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Poster Sessions
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Sunday, 19 March

Concurrent Sessions J
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