



NATIONAL NURSING ETHICS CONFERENCE



Everyday Ethics Rooted in Trust

MARCH 13-14, 2025 | LOS ANGELES, CA

ETHICSOFCARING.ORG

CONFERENCE DESCRIPTION



When we enter a room for the first time – whether it is the hospital, clinic, or the patient’s own home – we have an opportunity to connect with a patients and families in a critical way. In those first moments, we can utilize an ethic of care and intentionality to build trust. That encounter not only impacts these relationships, but it also extends out into the world, and we become known as a profession worthy of trust.

Trust relationally communicates our commitment to beneficence, integrity, and respect for persons. It can be established without a word being said or destroyed by an attitude or gesture. It is exquisitely close to the concept of privacy; in sharing one’s nakedness or vulnerability, the nurse is entrusted knowing that confidentiality is the underpinning of the relationship. All interactions in health care necessitate a core of trust, whether between patients, their families, team members, leaders, researchers, administration, or the community. We have seen how deeply it has been compromised in recent years, for a multitude of reasons – whether scientific knowledge being challenged, social injustices, or stressed practice environments – which makes the building of trust essential.

The National Nursing Ethics Conference this year will focus on the critical importance of trust. Clarity will come through an exploration of the history and meaning of nursing ethics as an entity unto itself, the concepts of why the integrity of nurses’ matter, and how preventive ethics can move us from the struggle of moral distress into moral strength and imagination that supports our vital ethical commitments. A panel introduction of the revised American Nurses Association’s (ANA) Code of Ethics for Nurses will bring to light how our fundamental obligations and values can provide a structure which reinforces ethical agency within our profession, as well as our standing within our institutions. In this way, we remain close to our calling, bringing forth our expertise in addressing health and wellbeing in our patients, families, and communities by inspiring milieus for healing.

OBJECTIVES

- Describe the role that trust plays in everyday ethical decision-making.
- Discuss trustworthiness as a key component of fidelity, a virtue expected of nursing and the health professions.
- Explore the new 2025 ANA Code of Ethics for Nurses, and how it supports our values, and validates agency as a fundamental ethical obligation.
- Identify strategies to mitigate moral distress and to act in response to value-laden conflict in the clinical space.
- Illustrate how trust can strengthen unity in our communities.
- Value how the meaning of words and language can reinforce and rebuild relationships and trust at the individual, system, and societal levels.



OUR COMMITMENT

- Welcoming participants of all backgrounds to create an environment that is respectful and inclusive
- Gathering with healthy farm-to-table Californian cuisine – buffet breakfasts and lunches each day (included in registration fee)
- Celebrating with a wine or beverage & hors d'oeuvres reception on the Terrace to end day one
- Surrounding you with a beautiful environment of art and wellness.
- Attending just one breakout session each day that allows for an immersion and depth of understanding in the topic of choice
- Discovering an opportunity for rich discussion and practical guidance
- Honoring through the acknowledgment of excellence in ethics with the Ethics of Caring Nursing Ethics Leadership Award and ANA DAISY Awards® for Ethics in Nursing Practice and Leadership
- Providing continuing education credit for nurses and social workers
- Remembering our core values and our commitment to caring and ethics

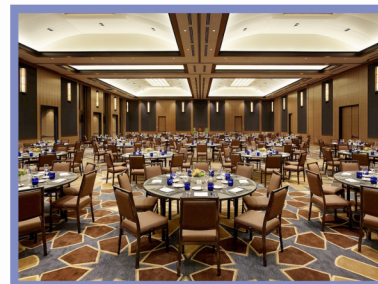
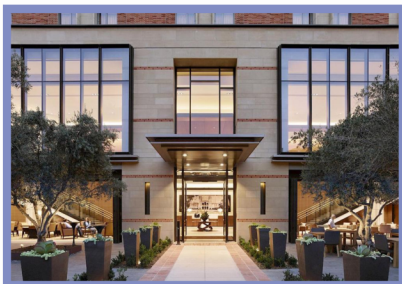
CONFERENCE LOCATION

UCLA Luskin Conference Center

425 Westwood Plaza

Los Angeles, California 90095

luskinconferencecenter.ucla.edu



CONFERENCE MEALS

Full Breakfast Buffet: Thursday and Friday, in the Centennial Foyer

Lunch Buffet: Thursday and Friday, weather permitting on the Terrace

Reception: Thursday evening, weather permitting on the Terrace

DAY ONE

Thursday, March 13, 2025

6:30–7:45 Centennial Foyer	Buffet Breakfast
WELLNESS 6:45–7:15 Level 2, Illumination	Morning Meditation: Making Space to Receive Heather Fitzgerald, DBe, MS, RN Director, Resilience Team Stanford Medicine, Children's Health
7:45–8:00 Centennial Ballroom	Welcome
KEYNOTE 8:00–9:15 Centennial Ballroom	Vulnerability and Trust: Why Who We Are Matters Carol Taylor, PhD, MSN, RN, FAAN Professor of Nursing and Medicine Georgetown University School of Nursing
9:15–9:45	Break and Poster Session Coffee, Tea and Snacks
PLENARY 9:45–10:45 Centennial Ballroom	What Builds and Breaks Trust? Implications for Healthcare Cynda Rushton, PhD, RN, FAAN Anne and George L. Bunting Professor of Clinical Ethics Nursing Johns Hopkins Berman Institute of Bioethics and School of Nursing
10:45–11:30 Centennial Ballroom	Skill-Building Session Introduction Ethics Consultation Video
DISCUSSION 11:30–12:15 Level 2, Assigned Rooms	Skill-Building Session Ethics Consultation: A Resource to Get the Care your Patients and Families Need NNEC Faculty
12:15–13:15 Terrace	Lunch

DAY ONE CONTINUED ON NEXT PAGE

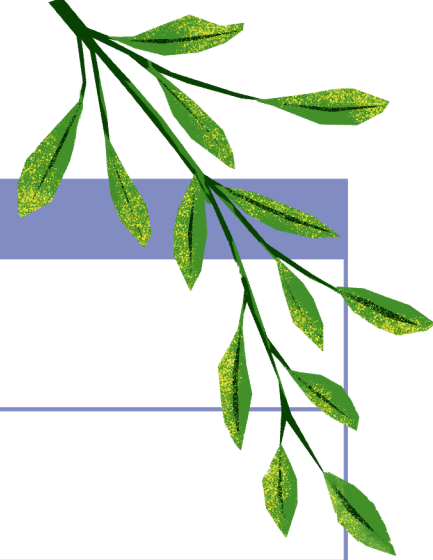
"Without trust, people cannot flourish." -Annette Baier

DAY ONE CONTINUED

Thursday, March 13, 2025

BREAKOUT SESSIONS 13:15–14:45 Level 2, Breakout Rooms	Ethical Awareness: Skill-Building Through Case Studies Aimee Milliken, PhD, RN, HEC-C Grounded in Action: An Introduction to Nursing Ethics Kellie Lang, JD, RN Poetry: An Avenue to our Ethical Code's Attention to Wellbeing Marilyn McEntyre, PhD The Angst in Adolescent Decision-Making Ian Wolfe, PhD, MA, RN, HEC-C Safety First: Ethical Challenges in Modern Nursing Kara Curry, MA, RN, HEC-C A Practical Guide to Everyday Ethics: Mitigating Disparity in Pediatric Pain Care Shika Kalevor, MBE, BSN, RN, HEC-C Embracing the Power of Virtue and Narrative Ethics Elizabeth Bertolini, MMH, RN, HEC-C, CHPN
14:45–15:15	Break and Poster Session Coffee, Tea and Snacks
CLOSING 15:15–16:15 Centennial Ballroom	Cherished Belonging: The Healing Power of Love in Divided Times Father Greg Boyle, S.J. Founder Homeboy Industries
16:15–17:15 Centennial Ballroom	Learning from an Ethics Leader Interview with Martha Turner, PhD, RN, FAAN, recipient of the Ethics of Caring National Nursing Leader Ethics Award Katherine Brown-Saltzman, MA, RN President Ethics of Caring
17:15–17:30 Centennial Ballroom	Evaluation and Closing Comments
17:30–18:30 Terrace	Wine and Beverage & Hors d'oeuvres Reception

DAY TWO



Friday, March 14, 2025	
6:30–7:45 Centennial Foyer	Buffet Breakfast
7:45–8:00 Centennial Ballroom	Welcome
KEYNOTE 8:00–9:15 Centennial Ballroom	Recognizing and Addressing Ethical Issues in Everyday Nursing Practice: The Role of Ethical Awareness Aimee Milliken, PhD, RN, HEC-C Associate Professor of the Practice Connell School of Nursing, Boston College
9:15–9:45	Break and Poster Session Coffee, Tea and Snacks
PLENARY 9:45–10:45 Centennial Ballroom	A New Era of Ethics: The Power of the Code Kara Curry, MA, RN, HEC-C Senior Policy and Ethics Advisor ANA Center for Ethics and Human Rights Shika Kalevor, MBE, BSN, RN, HEC-C Staff Clinical Ethicist Clinical Ethics Department, Children's Minnesota
DISCUSSION 10:45–12:00 Level 2, Assigned Rooms	Skill-Building Session Moral Distress Map: A Resource for Empowering Clinicians NNEC Faculty
12:00–13:00 Terrace	Lunch

DAY TWO CONTINUED ON NEXT PAGE

"By trusting one another, clinicians continue to do the seemingly impossible - with heart, soul, and commitment." - Rushton & Reina

DAY TWO CONTINUED

Friday, March 14, 2025

BREAKOUT SESSIONS 13:00–14:30 Level 2, Breakout Rooms	Self Stewardship: A Moral Imperative for Nurses Cynda Rushton, PhD, RN, FAAN When the Truth Isn't Enough: Navigating Towards Trust in Hazardous Conditions Debbie Strohecker, RN, BSN, CHPN Ensuring Trust in Organ Recovery: Considerations Related to Normothermic Regional Perfusion Joseph Raho, PHD Jessica Rong, MS, RN, CCRN, HEC-C Sarah Sumner, PhD RN CCRN, OCN, CHPN A Journey Through the Ethical Landscape of Caring for Cancer Patients Joyce Neumann, PhD, APRN, AOCN, HEC-C, FAAN Building Ethics Infrastructure that Supports Professional Growth Erin Marturano, MBE, MSN, RN, HEC-C Aliza Narva, JD, MSN, RN, HEC-C Poster Pearls: Sharing Highlights and Lessons Learned Elizabeth Bertolini, MMH, RN, HEC-C, CHPN Sarah Delgado, DNP, RN, ACNP
14:30–14:45	Break Coffee, Tea and Snacks
14:45–15:45 Centennial Ballroom	Interview with Lisa O'Brien, MS, ASN, RN, CCRN, CPN, and Joyce Neumann, Ph.D., APRN, AOCN, HEC-C, FAAN, recipients of the ANA DAISY Awards® for Ethics in Nursing Practice and Leadership Liz Stokes, JD, MA, RN Director American Nurses Association Center for Ethics and Human Rights
CLOSING 15:45–16:45 Centennial Ballroom	It Matters How You Put It: Words and Wellbeing Marilyn McEntyre, PhD Professor, New College Berkeley Western Theological Seminary Forest Dwelling Program, Oblate School of Theology
16:45–17:00	Evaluation and Closing Comments

SPEAKERS



Carol Taylor, PhD, MSN, RN, FAAN



***Cynda Rushton, PhD, RN, FAAN**



Father Greg Boyle, S.J.



***Aimee Milliken,
PhD, RN, HEC-C**



***Marilyn McEntyre, PhD**



***Kara Curry, MA, RN, HEC-C**



***Shika Kalevor, MBE, BSN, RN, HEC-C**



Katherine Brown-Saltzman, MA, RN



Liz Stokes, JD, MA, RN

**Speaker will also be presenting a breakout session*

BREAKOUT SPEAKERS



Elizabeth Bertolini, MMH, RN, HEC-C, CHPN
Morristown Medical Center (Retired)



Sarah Delgado, DNP, RN, ACNP
Strategic Advocacy and Policy Advisor
American Association of Critical Care Nurses



Kellie Lang, JD, RN
Bioethics Director
Kaiser Permanente South Bay Medical Center



Erin Marturano, MBE, MSN, RN, HEC-C
Ethics Manager
Hospital of the University of Pennsylvania



Aliza Narva, JD, MSN, RN, HEC-C
Director of Ethics
Hospital of the University of Pennsylvania



Joyce Neumann PhD, APRN, AOCN, HEC-C, FAAN
Clinical Ethicist
Center for Clinical Ethics in Cancer Care
The University of Texas MD Anderson Cancer Center

BREAKOUT SPEAKERS



Joseph Raho, PhD

Clinical Ethicist, UCLA Health Ethics Center
Assistant Clinical Professor of Pediatrics
David Geffen School of Medicine at UCLA



Jessica Rong, MSN, RN, CCRN, HEC-C

Clinical Ethicist
Parkland Health



Debbie Strohecker, RN, BSN, CHPN

Providence Connections Palliative Care
Providence St Vincent Medical Center



Sarah Sumner, PhD, RN, CCRN, OCN, CHPN

Intensive Care Unit RN
Providence Saint Joseph Medical Center



Ian Wolfe, PhD, MA, RN, HEC-C

Director of Ethics
Children's Minnesota

AWARD RECIPIENTS

2025 Ethics of Caring National Nursing Ethics Leadership Award



Martha Turner, PhD, RN, FAAN
Colonel (Retired)

U.S. Air Force

Adjunct Professor

School of Nursing,
University of Minnesota

Consultant

American Nurses Association Center
of Ethics and Human Rights

ANA DAISY Awards® for Ethics in Nursing Practice and Leadership



Clinician Honoree

**Joyce Neumann PhD, APRN,
AOCN, HEC-C, FAAN**

Clinical Ethicist

Lead: Ethics in Nursing Practice Program

Center for Clinical Ethics in Cancer Care

The University of Texas

MD Anderson Cancer Center



Nurse Leader Honoree

Lisa O'Brien, MS, ASN, RN, CCRN, CPN

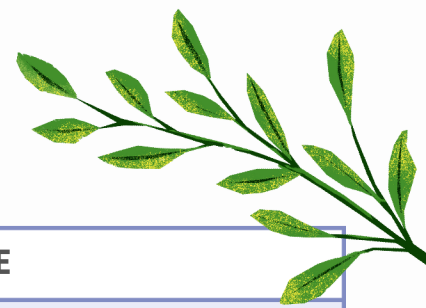
Pediatric CVICU Nurse

Joe DiMaggio Children's Hospital

POSTERS

	AUTHOR	POSTER TITLE
1	Anessa M. Foxwell, PhD, MSN, MBE, ACHPN, FPCN	A mixed methods integration of clinician distress typologies in those caring for seriously ill patients within the hospital setting
2	Laine DiNoto, cPNP-PC	What do we talk about? Exploring perspectives and values in pediatric pre-tracheostomy conversations with caregivers and staff: a qualitative study
3	Laine DiNoto, CPNP-PC	Identifying ethical climate gaps in nursing and advanced practice: A needs assessment
4	Lindsay R. Semler, DNP, RN, CCRN, HEC-C	Moral distress to moral success
5	Pageen Manolis Small, MS, BSN, RN, HEC-C	Difficult to articulate: Inviting uncertainty to open ethical discussion
6	Jessica Rong, MSN, RN, CCRN, HEC-C	Build it and they will come: starting nursing ethics grand rounds
7	Lauren A. Loyd, MSN, RN, NPD-BC, CNE	Discovering conceptual congruency of moral distress in new graduate nurses
8	Christopher M. Charles, MSN, RN, CCRN <i>Presented by Aimee Milliken, PhD RN HEC-C</i>	Developing ethical awareness and decreasing moral distress in ICU nurse residents: an educational program
9	Gaelyn Grant; Aimee Milliken, PhD, RN, HEC-C	Reconceptualizing moral community: A narrative review of the literature
10	Karina Finkelshteyn, BSN, RN, CCRN; Lyubov Tashlyk, MSN, RN, CCRN; Maria Elena Maldonado, BSN, RN	The art of loving-kindness

POSTERS



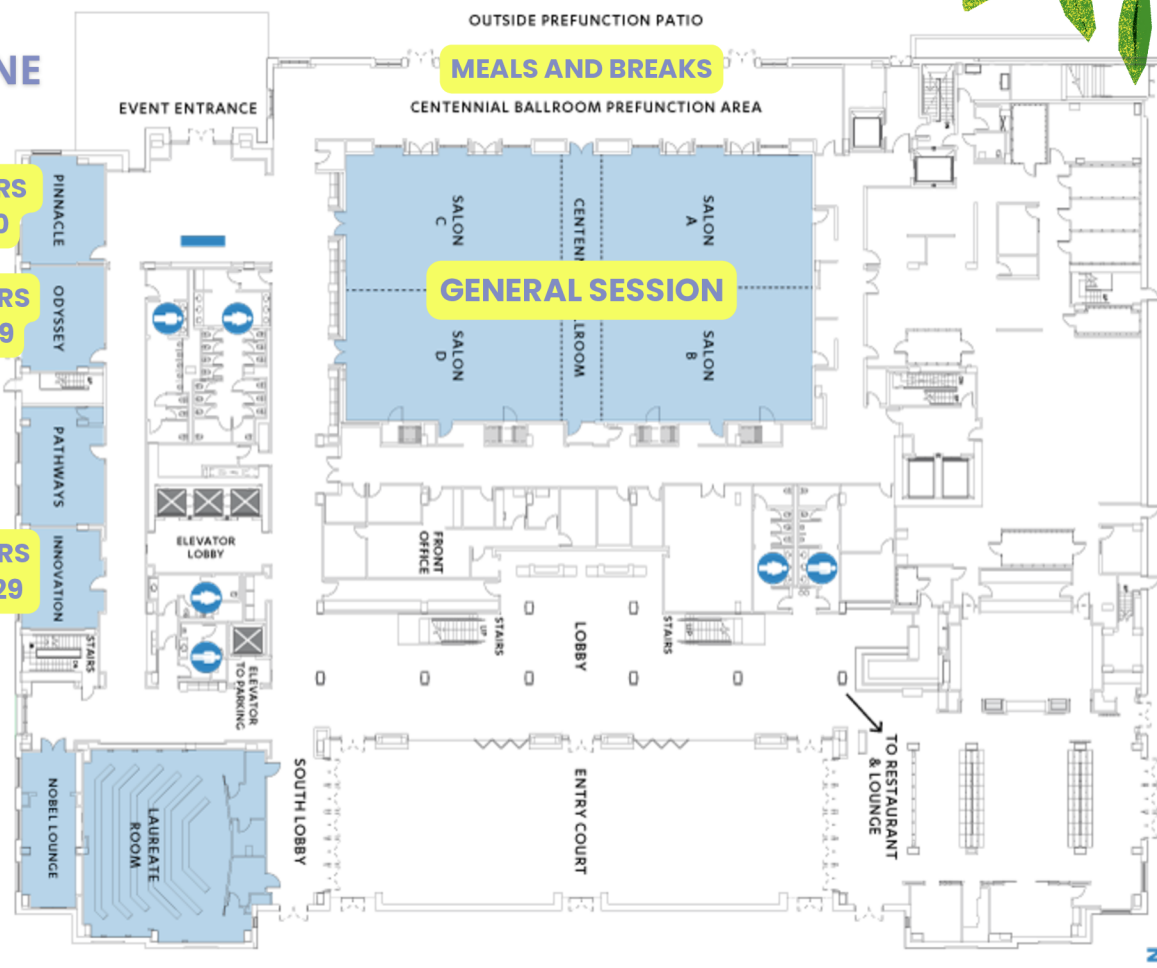
	AUTHOR	POSTER TITLE
11	Joria Rainbolt-Clemente, DNP, MSN, CNS, GERO-BC	Ethics training impact on ethical awareness scale scores
12	Jonathan D. Stewart, JD, MSc, MS, RN, CPPS, CPHRM	Sexual abuse and misconduct by nurses: power, trust, and ethics
13	Kirsten Inducil Buen, RN, PhD	Using relational fluency to navigate rupture and discord: insights from a grounded theory study of complexity in hospital-based palliative care
14	Leora Troy, MBE, BSN, RN, OCN; Kelley Lazor, BSN, RN, PCCN; Margaret Hudson, BSN, RN, CCRN	Ethics education on the go
15	Michele Anne Baker, DNP, MS, RN, CNL, CCRN, NEA-BC	Formation of a nursing ethics sub-council: strengthening trust, ethical competence, and compassionate care through shared governance
16	Katie Behringer, MSN, RNC-NIC, CBC, NPD-BC	Raising a pink flag before it becomes a red flag: supporting moral distress at the bedside in the neonatal/infant intensive care unit
17	Lanna Pathman, MA; Kalen Kennedy, PhD	Psychoeducational materials in the NICU: building trust through culturally responsive, family-integrated care
18	Charlotte Bryant, BSN, RN	Health equity and environmental justice among vulnerable populations
19	Kellie Lang, JD RN; Paula Goodman-Crews, LCSW, MSW, HEC-C; Kimberly Hutapea-Maldonado, PhD, MSN, RN, NPD-BC	Nursing and ethics collaborative partnership: implementing ethics education to foster trust <i>Presented by Lori S. Schultz, MN, RN, NPD-BC; Nicole Ferrer, MSN, RN, NPD-BC</i>

POSTERS

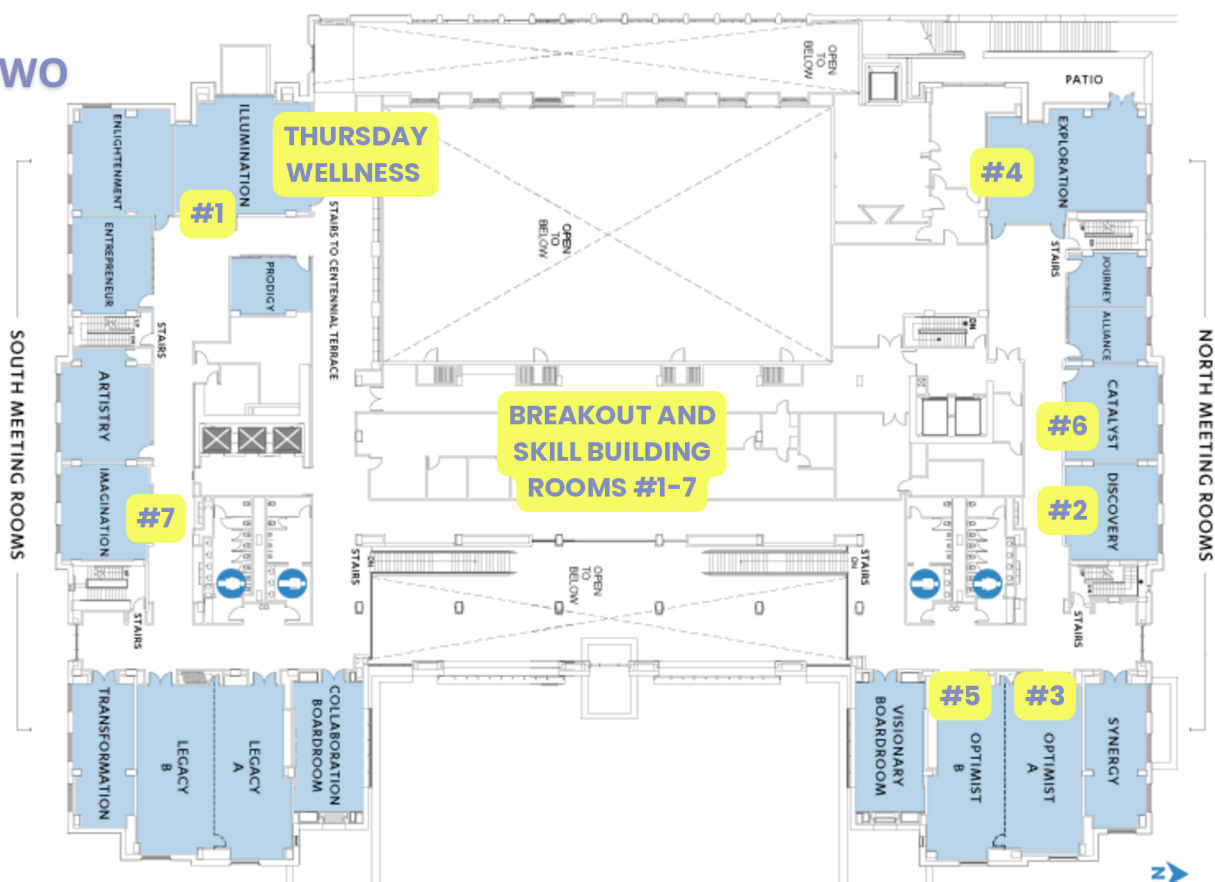
	AUTHOR	POSTER TITLE
20	Megan Guardiano, MS, RN, PHN	Workplace harassment and psychological distress among United States healthcare workers: Implications for organizational justice in healthcare settings
21	Elly Yost, RN, MSN; Duane Loynes, PhD; Kelly Jo Fulkerson Dikuua, PhD; Kendra Hotz, PhD	Building trust through cultural consciousness: Promoting discussions about social differences and health outcomes among nurse home visitors
22	Lindsay Brant, BSN, RN, CCRN, EOLD, MFA	Healing in community: How reverence creates resilience in medicine
23	Connie Ulrich RN, PhD, FAAN	Trust is fragile: Can nurses' knowledge generation bring it back? <i>Presented by Kara Curry, MA, RN, HEC-C</i>
24	Lauren Curran, FNP-BC, ACHPN	Enhancing moral resilience: The role of lavender rounds in palliative care nursing
25	Paul Boy, MSN, MPH, AGACNP-BC, AGPNP-C, PCCN, RN, PHN	Ethics of treating cancer-related depression in indigenous cancer survivors
26	Christen Paradissis, PhD, MBE, BSN, RN	The case for triadic trust: Nurses, patients, and institutions
27	Joyce L. Neumann, PhD, APRN, AOCN, HEC-C, FAAN	Unit-based program to develop clinical ethics resource nurses to promote preventive ethics, improve quality of patient care and mitigate moral distress of oncology clinical nurses
28	Akilah Burford, MSW	Adolescent anorexia nervosa: Trust, coercion, and care in forced nutrition
29	Elizabeth Kantor, BSN, RN, HEC-C	Holding space day to day: Well-being initiatives to nurture resilience

POSTERS

#20-29



**THURSDAY
WELLNESS**



CONTINUING EDUCATION



Joint Accreditation Statement: In support of improving patient care, this activity has been planned and implemented by Children's National Hospital. Children's National Hospital is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team. Children's National Hospital Accreditation Provider# 4008362.

ANCC Credit: Children's National Hospital designates this activity for a maximum of **16.0 LIVE ANCC contact hours**.

Social Work Credit: As a Jointly Accredited Organization, Children's National Hospital is approved to offer social work continuing education by the Association of Social Work Boards (ASWB) Approved Continuing Education (ACE) program. Organizations, not individual courses, are approved under this program. Regulatory boards are the final authority on courses accepted for continuing education credit. Social workers completing this course receive a maximum of **16.0 LIVE Ethics continuing education credits**.

Contact Hours will be provided based on sessions attended each day.

Successful Completion: Successful completion to obtain Continuing Education contact hours includes registration for conference, payment of required fee, attestation of attendance for each session contact hours are being claimed, and completion of an evaluation.

- **Concurrent Sessions:** attend the entire session(s) and submit attestation for each session.
- **Poster Sessions:** view at least 3 different posters per poster session to receive contact hours. You must identify which posters were viewed during each session.

Evaluations and Awarding of Contact Hours: Electronic evaluations and contact hour certificates will be made available to participants by using a unique conference code.

For technical assistance with claiming contact hours: Contact the Children's National Interprofessional Continuing Education Team at ce@childrensnational.org.

For full Continuing Education information, please visit: ethicsofcaring.org/continuing-education/.

ETHICS OF CARING NATIONAL PLANNING COMMITTEE

Co-chair – *Katherine Brown-Saltzman, MA, RN,
President, Ethics of Caring, UCLA Health System (Retired)

Co-chair – Angela (Angie) Knackstedt, BSN, RN, NPD-BC,
Children's Mercy Kansas City

Co-chair – Erin Marturano, MBE, MSN, RN, HEC-C,
Hospital of the University of Pennsylvania

***Brenda Barnum, MA(Bioethics), BSN, RNC-NIC, HEC-C,**
Children's Hospital Los Angeles

Elizabeth Bertolini, MMH, RN, HEC-C, CHPN,
Morristown Medical Center (Retired)

***Elissa Brown MSN, RN, PMHCNS-BC, FCNS,**
Greater Los Angeles VA (Retired)

Nancy Jo Bush, DNP, MA, RN, AOCN, FAAN, UCLA School of Nursing

Brian P. Cyr, MSN, RN-BC, Massachusetts General Hospital

Sarah Delgado, DNP, RN, ACNP,
American Association of Critical Care Nurses

***Anna Dermenchyan, PhD, RN, CCRN, CPHQ,** UCLA Department of Medicine

Kathy DuBois MSN, RN, NPD-C., Children's National Hospital

Paula Goodman-Crews, MSW, LCSW, HEC-C, Kaiser Permanente

***Linda Gorman MN, RN, PMHCNS-BC. FPCN,**
Cedars-Sinai Medical Center (Retired)

Karen Jones MS, RN, HEC-C, Children's Hospital Colorado

Beth Kohlberg, MSHCE, BSN, RN, HEC-C, St Louis Children's Hospital

Kellie Lang, JD, RN, Kaiser Permanente South Bay Medical Center

Ellen M. Robinson RN, PhD, HEC-C, FAAN, Massachusetts General Hospital

Carol Taylor, PhD, MSN, RN, FAAN, Georgetown University

Ian Wolfe, PhD, MA, RN, HEC-C, Children's Minnesota

**Long-standing member of the Ethics of Caring Committee*

"Trust is built in the small moments." -Katie Quinney



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"Real generosity toward the future lies in giving all to the present." -Albert Camus

Ethics of Caring gratefully acknowledges the support of the following sponsors, whose generous contributions have helped pave the way for the 2025 National Nursing Ethics Conference.

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SCHOLARSHIPS

The Ethics of Caring is committed to provide education to nurses and to help develop the next generation of nursing ethics leaders. Join us in congratulating our scholarship recipients for the 2025 NNEC!

Ann Hamric Memorial Scholarship

Lauren Loyd, PhD Student University of Nebraska

Sarah Romain, PhD Student University of Massachusetts

Leora Troy, MSN Student, University of Pennsylvania School of Nursing

Shia Watkins, FNP Student, UCLA

Andrew Jameton Memorial Scholarship

Stephanie Bobby, Strong Memorial Hospital of University of Rochester

Ethics of Caring Scholarships for RNs

Graciously funded by leaders including Dr. Carol Taylor, and Dr. Connie Ulrich, and two new donors, Dr. Christine Grady, and Dr. Cathy Robichaux.

Kelley Lazor, Hospital of the University of Pennsylvania

Lindsay Brant, UCLA Medical Center

Hazel Ekeke, University of Pennsylvania

Jonathan Anotado Gapilango, Robert Wood Johnson University Hospital

Amy Delaney, Providence College, School of Nursing

Ethics of Caring Scholarship for Social Worker

John Paul Abenojar, Vinson Hall Retirement Community

Ethics of Caring Scholarship for Hospital Chaplain

Elizabeth Haralam Shuba, Penn Medicine, LG Health

Minority Ethnic Nurse Scholarship

Dejah Johnson, UCLA West Valley

Linda Tigert Early Career Scholarship

Gaelyn Grant, Boston College

Linda Tigert Active in Ethics Scholarship

Etan Yeshua, VHC Health

Linda Tigert Nursing Faculty Scholarships

Lorri Birkholz, Chatham University

Lisa Alexander, Chamberlin University, Atlanta

Hospice and Palliative Nurses Foundation (HPNF) NNEC Scholarship

Lacy Rugaber, Hospice of Orange & Sullivan Counties, Inc.

*"We make a life by
what we give."
-Winston Churchill*

SCHOLARSHIPS

Myra Possman Memorial Scholarships

Supported by Linda Tigert for employees of UCLA Santa Monica Hospital.

Amy Goldberg, UCLA Santa Monica Hospital

Sarai Solares, UCLA Santa Monica Hospital

The Cheryl Lew MD NNEC Scholarship for Children's Hospital Los Angeles Medical Center

Rachel Passantino, Children's Hospital Los Angeles Medical Center

Anonymous NNEC Scholarship for Children's Hospital Los Angeles Medical Center

Jaime Hedvat, Children's Hospital Los Angeles Medical Center

Fitzgerald Foundation Stanford Children's Health NNEC Scholarships

Akilah Burford, Stanford Children's Health

Valerie Hansen, Stanford Children's Health



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