



Invitation to Become a Watson Caring Science Affiliate

Hello and welcome to Watson Caring Science Institute's (WCSI) Affiliation program.

First and foremost, we are here to support nurses, and our first responsibility is to uphold and uplift the profession. We do this because nurses are critically important to the health and healing of all people, including the nurses themselves, and the profession.

“Nursing is the paradigm exemplar of caring, the most mature healing practice in the world”

- Jean Watson, PhD, RN, ANH-BC, FAAN, LL(AAN), Founder & Director Watson Caring Science Institute

Why Become an Affiliate

WCSI has developed a distinctive, organizational model based on Dr Jean Watson’s Caring Science (also known as Unitary Caring Science). Dr Watson and WCSI Faculty experts, researchers and scholars have worked with nurses and other health care leaders all over the world to develop these indicators for our Affiliation program that embraces humanistic values. These indicators serve as a foundation for leaders and organizations to ‘live-out’ and showcase the act of caring in an authentic and meaningful way.

The Aim of being an Affiliate with Watson’s Caring Science is that it will lead to a meaningful organizational cultural transformation. Current Affiliates using Watson Caring Science as their professional practice model can:

Hospitals

- Improve patient quality care outcomes
- Improve staff /student care
- Create authentic healing environments
- Reduce staff turnover
- Support Magnet designation/exemplars

Academic Systems

- Improve student wellbeing
- Improve faculty care
- Create a therapeutic learning environment
- Reduce staff turnover
- Support curriculum development & AACN Essentials Framework

This evolving view for humankind returns us to the heart of our humanity; it invites and requires practices to sustain human caring for humanity and the planet for our collective well-being. We appreciate your interest in Watson Caring Science Affiliation. **We look forward to working with healthcare systems and academic partners on your Watson Caring Science journey.**

How to Become an Affiliate

To become a Watson Caring Science Affiliate, an organization **should** demonstrate a sustainable commitment to integrate the values, philosophy, and theory of Watson’s Caring Science. Organizations will demonstrate this commitment to Watson’s Caring Science using the indicators described under four categories: Legacy/Leadership, Education, Praxis & Research

We have identified **two levels** of designation: **Affiliate**, and **Distinguished Affiliate**. Both levels showcase and celebrate a commitment to Watson’s Caring Science, to broaden a caring healing environment for staff, patients and families, organizational culture, and communities.

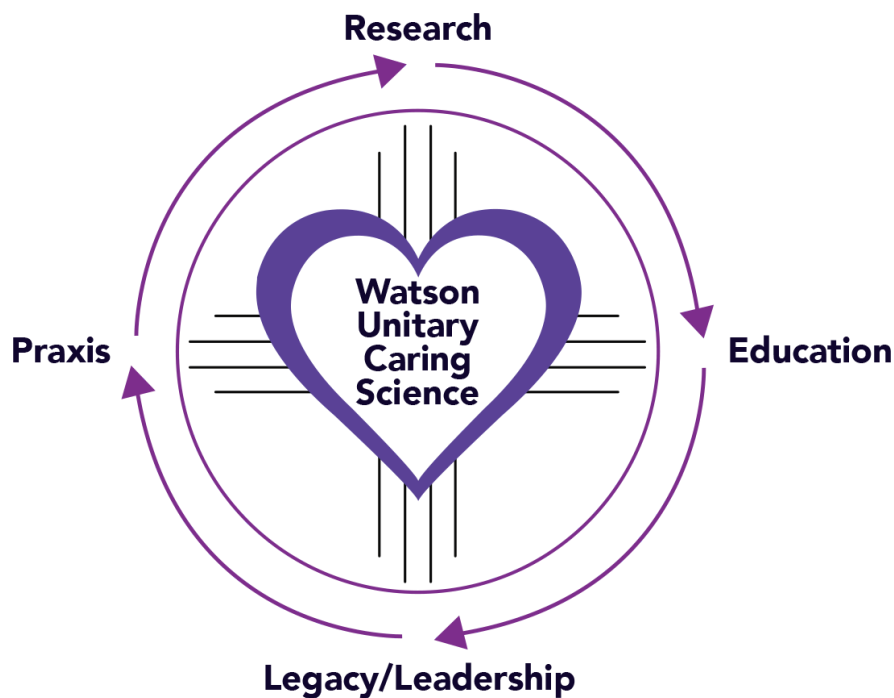
- **Affiliation** – demonstrating the required indicators
- **Distinguished Affiliation** – for more advanced organizations; demonstrating required plus additional exemplary indicators. See Appendix B.

“Becoming a Watson Caring Science Affiliate is more than a designation, it is a declaration of our commitment to embed the 10 Caritas Processes® into the heart of our organizational culture. Through Legacy, Education, Praxis, and Research, affiliation with WCSI supports authentic transformation that uplifts caregivers, deepens healing environments, and advances measurable human flourishing across systems of care”

- Rayne Soriano, PhD, RN, NE-BC, FADLN, Caritas Coach® | Caritas Leader®, Regional Senior Director, Professional Excellence, Research & Innovation, The KP Scholars Academy, WCSI Board Ambassador

How (continued)

To **guide your consideration**, please review examples of indicators for affiliate success. These have been created to help you identify authentic practices of Watson’s Caring Science theory and ‘living out’ the 10 Caritas Processes.® Required indicators are grouped under: Legacy/Leadership; Education; Praxis, and Research.



“Affiliation affirms a shared ontological commitment to sustaining caring as the ethical foundation of the nurse profession. This commitment ensures that human dignity, relational integrity, and Caring Science remain central to the formation of nurses and the future of the profession”

- Gloria Littlemouse, PhD, RN, Postdoctoral Scholar, Caritas Coach® , Caritas Leader® , Vanderbilt University School of Nursing

Chart of Indicators

Affiliates Work Within These Four Domains

Legacy/Leadership	Education	Praxis	Research
Evidence of organizations mission, vision, values with Watson Caring Science Institutes (WCSI) philosophy & theory	Design or provide examples of Watson's Caring Science curricula & pedagogies in professional development/training programs	Evidence of one or more examples of how the 10 Caritas Processes are utilized as a theoretical philosophical guide to patient family care	Use of Watson's Caring Science theory & framework to guide scholarship & research
A minimum of 2 Caritas Coaches and or 1 Caritas Leader (completed, currently enrolled or accepted into program) or other Caring Science Scholar/Champion appointed within your system	Visible evidence of caring language, art & artistic for staff, colleagues & communities in professional development led by Caritas Coaches	Evidence of caring-healing modalities that promote healing & self-care for staff or patients (e.g. intentional touch, reflexology, music, aromatherapy, sound, visualization, imagery, relaxation, etc)	Conduct or participate in research projects with WCSI (e.g. Caritas Coach®, Caritas Nurse/Partner Projects)
Evidence of budget/time allocation for staff attendance in integrated medicine/WCSI programs to support an ongoing human caring culture	Evidence of staff attendance/participation at WCSI presentations, programs, workshops (use events)	Presence of staff wellness & self-care options that align with Watson's Caring Science Theory (e.g. "Watson Rooms" healing space, sanctuaries, quiet spaces for staff renewal)	
Presence of Watsons Caring Science branding, logos & language to promote a whole system consciousness & intentionality		Visible evidence of Staff Caritas Practices that celebrates & honors their uniqueness such as throughout language, art or artistry	

Benefits for Affiliates; What You Receive

- Virtual access to Jean Watson/WCSI Faculty such as webinars and conference calls twice yearly
- Discounted costs on Caritas Coach Education and Caritas Leader programs as outlined on each course registration page
- Priority access to Dr. Jean Watson and WCSI faculty to co-create customized programs. This can be virtual or onsite
- Discounted consultation fees to engage Dr. Jean Watson/WCSI Faculty. This can include both formal and informal programs, such as observational feedback, and consultation on program/process/ organizational strategy and research
- 20% discount on bulk orders (50+) from the WCSI Caring Store
- Permission to use, without cost, Jean Watson LLC Registered IP Trademarks. WCSI will provide you with certificates & logos
- Opportunities for joint marketing with WCSI; sponsorship of International Caritas Consortium (ICC) and other activities
- Public recognition on WCSI's website as a Watson Caring Science Affiliate with opportunities to collect and highlight your organizations best practices, exemplars, and models.
- Virtual Affiliate meetings are held 2 – 3 a year with additional 1 -2 a year for academic partners.
- Publicity and promotion: WCSI will actively collect and collaborate with your organization to highlight best practices, exemplars, and models for this work for our world

How Much?

Fees and Application

The fee is determined based on the size and scope of the organization and ranges from 25k to 100k annually. Affiliation is a recommended (optional) 3-year commitment.

Dianne Reid, WCSI Program Enrichment Director will act as your main point of contact, please reach out to her to begin the conversation:

dianne@watsoncaringscience.org | +1-954-589-3116

“Caring science is the foundation of nursing education, research and practice at the Christine E. Lynn College of Nursing. This collaboration with the Watson Caring Science Institute allows us to extend that work through shared scholarship, education and global engagement.”

- Cameron Duncan, PhD, DNP, APRN, FNP-C, PMHNP-BC, CNE, FAANP, Holli Rockwell Trubinsky Eminent Dean of the Christine E. Lynn College of Nursing, Lead Academic Affiliate



Watson Caring
Science Institute

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We are a 501c3 non-profit organization. Tax ID# 26-0803334

Appendix A

The 10 Caritas Processes®

Watson's Caring Science Theory has codified the universals of human caring, transcending language, religion, and borders: those universals are identified and named, manifested or 'lived out' through the 10 Caritas Processes®. They are 10 universal truths or canons in which to live and work by.

1. **EMBRACE:** Altruistic values and practice of loving-kindness, compassion and equanimity with self and others.
2. **INSPIRE:** Being authentically present, enabling faith/hope/belief system, honoring subjective inner, lifeworld of self/others.
3. **TRUST:** Being sensitive to self and others by cultivating own spiritual practices; beyond ego-self to transpersonal presence.
4. **NURTURE:** Developing and sustaining loving, trusting-caring relationships.
5. **FORGIVE:** Allowing for expression of positive and negative feelings – authentically listening to another person's story.
6. **DEEPEN:** Creatively problem-solving, solution-seeking through a caring process; full use of self and artistry of caring-healing practices via use of all ways of knowing/being/doing/becoming.
7. **BALANCE:** Engaging in transpersonal teaching and learning within context of caring relationship; staying within other's frame of reference- shift toward coaching model for expanded health/wellness.
8. **CO-CREATE:** Creating a healing environment at all levels; subtle environment for energetic authentic caring presence.
9. **MINSTER:** Reverentially assisting with basic needs as sacred acts, touching mind/body/spirit of other; sustaining human dignity.
10. **OPEN:** Opening to spiritual, mystery, unknowns – allowing for miracle.

Appendix B

Chart of Indicators for Distinguished Affiliates

For more advanced organizations

Affiliates Work Within These Four Domains

Legacy/Leadership	Education	Praxis	Research
<p>Joint collaboration with WCSI on grants/funding opportunities for program development</p>	<p>Evidence of progression routes for staff to develop their caring science knowledge integration (e.g Caritas Coaches becoming Caritas Leaders or mentor colleagues/share modalities with others)</p>	<p>Documentation of patient/nursing caritas moments in medical health care records</p>	<p>Evidence of staff presentation of Watson's Caring Science Scholarship/research through publications, speaking engagements & workshops</p>
<p>Disseminate the return on investment, value & metrics of Watson's Caring Science Theory as professional practice with peers & colleagues</p>	<p>Co-create new innovative programs to authentically advance Watson's Caring Science theory with the organizational culture (Caritas Nurse, Caritas Partners)</p>	<p>Identify & share patient stories of exceptional caring (e.g. Lotus Recognition, DAISY Awards, case studies, etc)</p>	<p>Participation in clinical caring research & scholarship to assess outcomes of the patient care experience (e.g. Watson Measurement Tools)</p>
<p>Organization encourages & values staff to advance their expertise in Watson's Caring Science Theory and or healing modalities (e.g. Healing Touch, Reiki, aromatherapy, etc)</p>		<p>Advance Watson's Caring Science Theory as an interdisciplinary practice model with peers</p>	

Appendix C

Return on Investment

WCSI received de-identified data from Press Ganey to evaluate the evidence of improvement of those hospitals using Watson's Caritas Patient Score®. Thank you to Distinguished Affiliate Stanford Health and Press Ganey for helping us.

Watson Caring Science Data Review

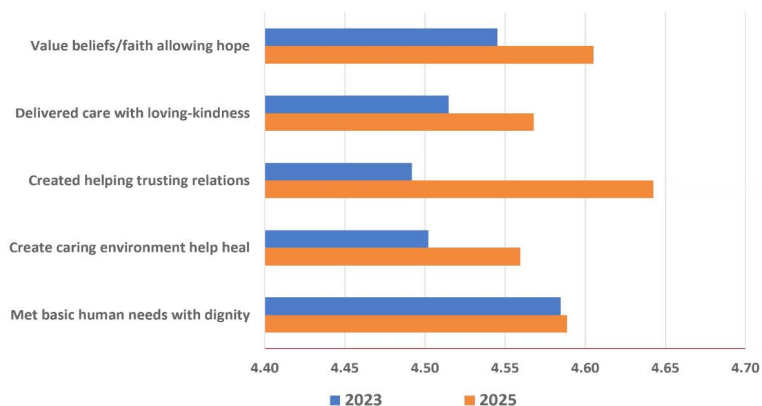
- The Watson Caring Science Institute surveyed **46 hospital systems** between October 2023 & March 2025 to **gain key insights** into programming, totaling **~18,000 responses**.
- Of the 46 hospitals analyzed, **18** participating systems were surveyed **more than once** to establish the impact of key drivers and initiatives introduced in 2024.
- Survey consisted of five areas, paired with averages below:

Knowledge Area	Average Score:
Meeting Basic Human Needs	4.58
Creating Caring Environment & Helping Healing	4.54
Creating Helping & Trusting Relationships	4.60
Delivered Care with Loving-Kindness	4.53
Value Beliefs & Faith While Allowing Hope	4.61

Watson Caring Science Data Review

- **18** hospital systems were surveyed in both 2023 & 2025.
- **Each of the 5** Caring Science Knowledge Areas showed improvement between surveys.
- **Creating Trusting Relations, Valuing Beliefs, and Caring Environments** each saw **sizable YoY increases**.
- **Trusting Relationships** increased in **78%** of respondent settings.

Watson Caring Science Survey Scores by Area & Year



“It wasn’t until 2025 that I was introduced to the Watson Caring Science. A theory I didn’t know I needed until now. It gave me the language and conceptualization required to support the current-day needs of the nursing workforce. With it, I’m better able to support nurses who are caring for population health.”

- Dr. Michael A. Simmons, DHA, MSN, RN, PCCN, NEA-BC, FACHE. Associate Director, Patient Care Services & Chief Nurse Executive at the Michael DeBakey VA Medical Center, Houston Texas.