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The American Society of
Clinical Oncology (ASCO)
predicts that by 2020,
there will be an 81

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percent increase in people living with or surviving cancer, but only a 14 percent increase in the number of practicing oncologists. As a

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result, there may be too few oncologists to meet the population's need for cancer care. To help address the challenges in overcoming this potential crisis of

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cancer care, the National Cancer Policy Forum of the Institute of Medicine (IOM) convened the workshop Ensuring Quality Cancer Care through the

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Oncology Workforce:
Sustaining Care in the
21st Century in
Washington, DC on
October 20 and 21, 2008.
Work engagement in
nursing practice is

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critically important to consider in addressing key challenges of health systems, including the global nursing shortage, pressures to reduce health care spending,

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and increasing demands for quality care and positive outcomes for patients. There is a significant and growing body of research in other disciplines that

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demonstrates relationships between work engagement of employees and positive organizational outcomes. Recent interest in the work engagement of

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nurses has primarily been motivated by the desire to realize these documented positive organizational outcomes. However, research on work engagement in

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nursing practice has not yet been synthesized and therefore, there is not an accessible foundation of knowledge to guide practice and further research. Additionally,

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the ethical foundation of professional nursing demands attention to the ethical importance of work engagement, which has not previously been examined. The overall

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aim of this master's thesis was to examine the importance of work engagement in nursing practice from an ethical perspective and to determine what is

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currently known about the antecedents and outcomes of work engagement in nursing practice. This master's thesis is comprised of two papers, one

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theoretical, ethical paper, and one systematic review paper. In the first paper, I use a relational ethics perspective to examine the ethical importance

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of work engagement and I argue that work engagement is essential for ethical nursing practice and the subsequent provision of ethical nursing care.

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The second paper is a systematic review of studies in nursing that examine the relationship between work engagement and its antecedents and outcomes. The findings

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of the systematic review indicate that a wide range of antecedents, at multiple levels, are related to nurses' work engagement and that the outcomes of work

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engagement also occur at multiple levels. Based on the results, I developed an adapted Job Demands-Resources (JD-R) model for work engagement in nursing

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practice, which offers a valuable framework to understand the current evidence on work engagement in nursing practice and can be used to guide practice,

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policy, and further research on the topic. Key findings are highlighted in the adapted model, including the role of the organizational climate,

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addition of professional resources, and expansion of outcomes to include personal and professional outcomes. The combined findings of the two papers

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demonstrate the importance of work engagement in nursing practice, from both an ethical and organizational perspective. However,

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significant gaps in research on work engagement in nursing remain. Greater theorization is needed to further understand the mechanisms and

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manifestations of work engagement in nursing practice. A concept analysis that explores all concepts, constructs, and labels that could be the same

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as, similar to, or distinctly different from work engagement would offer immense value to this field of research. Future research should also

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test the adapted JD-R model using longitudinal designs and multivariate analysis across more diverse samples of nurses. I recommend that future research include

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objective measurement of antecedents and outcomes, further qualitative exploration, and intervention-based studies.

Role Development in

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Professional Nursing
Practice, Third Edition
examines the progression
of the professional
nursing role and
provides students with a
solid foundation for a

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successful career. This essential resource includes recommendations from current research and utilizes a comprehensive competency model as its

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framework. Key Features: *
Incorporates the Nurse
of the Future (NOF):
Nursing Core
Competencies, based on
the AACN's Essentials of
Baccalaureate Education,

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the IOM's Future of Nursing Report, and QSEN competencies, throughout the text* "Competency Boxes" highlight knowledge, skills, and abilities (KSA) required

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of the professional
nurse * Includes new
case studies and content
congruent with
recommendations from the
Carnegie Foundation and
the Institute of

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Medicine * Provides updated information on evidence-based research, informatics, legal issues, the healthcare delivery system, and future

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directions
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Instructor Resources:*
Save time with a Test
Bank and sample syllabi*
Encourage critical
thinking using sample
professional development

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assignments* Plan
classroom lectures using
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created for each
chapterNavigate eFolio:
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Practice, a fully supported and hosted online learning solution featuring an ebook and course management tools is also available for this text. Navigate

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eFolio transforms how
students learn and
instructors teach by
bringing together
authoritative and
interactive content
aligned to course

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objectives, with student practice activities and assessments, an ebook, and reporting tools For more information visit go.joblearning.com/Masters-efolio.

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This text is a comprehensive coverage of concepts critical to the development of the nursing role: philosophy, nature of nursing, ways of

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knowing, influences on the development of the nursing profession, history and nature of nursing science, evolution of nursing practice and education.

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The Impact of the Nursing Shortage on American Healthcare
Nursing Shortage and how it Can be Dealt with
Advancing the Nation's Health Needs

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Nursing Staff in
Hospitals and Nursing
Homes
1972 Inventory of
Registered Nurses,
Prepared by Aleda V.

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Roth and Alice R. Walden
Nursing Quality
Indicators

**"Nurses play a vital role in
improving the safety and
quality of patient care -- not
only in the hospital or**

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ambulatory treatment facility, but also of community-based care and the care performed by family members. Nurses need know what proven techniques and interventions they can use to enhance patient outcomes.

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To address this need, the Agency for Healthcare Research and Quality (AHRQ), with additional funding from the Robert Wood Johnson Foundation, has prepared this comprehensive, 1,400-page,

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handbook for nurses on patient safety and quality -- Patient Safety and Quality: An Evidence-Based Handbook for Nurses. (AHRQ Publication No. 08-0043). "--Online AHRQ blurb, <http://www.ahrq.gov/qua>

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l/nurseshdbk.

We all want to believe that when people get cancer, they will receive medical care of the highest quality. Even as new scientific breakthroughs are announced, though, many

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cancer patients may be getting the wrong care, too little care, or too much care, in the form of unnecessary procedures. How close is American medicine to the ideal of quality cancer care for every person

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**with cancer? Ensuring Quality
Cancer Care provides a
comprehensive picture of how
cancer care is delivered in our
nation, from early detection to
end-of-life issues. The National
Cancer Policy Board defines**

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quality care and recommends how to monitor, measure, and extend quality care to all people with cancer.

Approaches to accountability in health care are reviewed.

What keeps people from

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getting care? The book explains how lack of medical coverage, social and economic status, patient beliefs, physician decision-making, and other factors can stand between the patient and the

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best possible care. The board explores how cancer care is shaped by the current focus on evidence-based medicine, the widespread adoption of managed care, where services are provided, and who provides

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care. Specific shortfalls in the care of breast and prostate cancer are identified. A status report on health services research is included. Ensuring Quality Cancer Care offers wide-ranging data and

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information in clear context. As the baby boomers approach the years when most cancer occurs, this timely volume will be of special interest to health policy makers, public and private healthcare purchasers,

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medical professionals, patient advocates, researchers, and people with cancer.

...an important book...a wake-up call... -Bookviews.comAt 6:30 A.M. a head nurse reviews room assignments and the

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day's challenges ahead: twenty-nine patients, most of them seriously ill, and four nurses to care for them. That means a barely manageable and potentially risky patient-nurse ratio of seven to one, with one

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nurse taking eight patients. Unfortunately, this dismal scenario is played out again and again in hospitals across the country. This in-depth, behind-the-scene's account of a healthcare system under

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stress and the declining quality of medical treatment in America should serve as a wakeup call to the public. Faye Satterly, a Registered Nurse with over two decades of experience, spells out the

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alarming statistics: The average nurse today is forty-five years old and anticipating retirement. Only 12 percent of nurses are under age thirty. At the same time, nursing schools report decreasing enrollments

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and fewer graduates. The result is that the nurses who are on the front lines of healthcare are feeling overwhelmed and leaving the field for less stressful opportunities outside hospital

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settings. Compounding the looming crisis is the fact that just as nurses are becoming scarce, the need for them is becoming ever greater. Over the next decade, aging baby boomers will swell the ranks of

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the over-fifty-five population, a group that experiences higher healthcare needs than those in their thirties and forties. There are answers, the author insists, but they will require an honest public debate about our

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choices and expectations. What are we willing to do and how much are we willing to pay for safe, effective delivery of healthcare? This fascinating and disturbing account by a veteran nurse with extensive

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experience is a compelling call for action to counter the nursing shortage and ensure that caring regains its premium status in healthcare.Faye Satterly, R.N. (Charlottesville, VA), is Cancer

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Services Director at Martha Jefferson Hospital. She has been a Registered Nurse for twenty years, and served as Cancer Services Director for twelve years.

Hospitals and nursing homes

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are responding to changes in the health care system by modifying staffing levels and the mix of nursing personnel. But do these changes endanger the quality of patient care? Do nursing staff suffer

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increased rates of injury, illness, or stress because of changing workplace demands? These questions are addressed in Nursing Staff in Hospitals and Nursing Homes, a thorough and authoritative

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look at today's health care system that also takes a long-term view of staffing needs for nursing as the nation moves into the next century. The committee draws fundamental conclusions about the evolving

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role of nurses in hospitals and nursing homes and presents recommendations about staffing decisions, nursing training, measurement of quality, reimbursement, and other areas. The volume also

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discusses work-related injuries, violence toward and abuse of nursing staffs, and stress among nursing personnel--and examines whether these problems are related to staffing levels.

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Included is a readable overview of the underlying trends in health care that have given rise to urgent questions about nurse staffing: population changes, budget pressures, and the introduction of new

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technologies. Nursing Staff in Hospitals and Nursing Homes provides a straightforward examination of complex and sensitive issues surround the role and value of nursing on our health care system.

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Nursing and Nursing Education Role Development in Professional Nursing Practice Ensuring Quality Cancer Care Through the Oncology Workforce

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**Public Policies and Private
Actions**

Third Edition

The Nation's Nurses

A History of Nursing Ideas

Patient-centered, high-quality
health care relies on the well-

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being, health, and safety of health care clinicians. However, alarmingly high rates of clinician burnout in the United States are detrimental to the quality of care being provided, harmful to individuals in the workforce, and

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costly. It is important to take a systemic approach to address burnout that focuses on the structure, organization, and culture of health care. Taking Action Against Clinician Burnout: A Systems Approach to

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Professional Well-Being builds upon two groundbreaking reports from the past twenty years, To Err Is Human: Building a Safer Health System and Crossing the Quality Chasm: A New Health System for the 21st

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Century, which both called attention to the issues around patient safety and quality of care. This report explores the extent, consequences, and contributing factors of clinician burnout and provides a

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framework for a systems approach to clinician burnout and professional well-being, a research agenda to advance clinician well-being, and recommendations for the field. President Bush has declared

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that ending the nursing shortage is a national priority. The shortage of Army nurses jeopardizes military beneficiaries' health care. An insufficient supply of nurses threatens force protection and

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emergency preparedness of our public health system, which must prepare to respond effectively to attacks by weapons of mass destruction. Factors contributing to the registered nurse shortage are

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impacting recruitment of Army nurses. Further, the low retention rates among junior active duty Army nurses exacerbate the problem. Departing nurses cite several concerns and desires to begin a

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family, not to work fulltime, and to remain in the same duty location. Implementation of preemptive strategies will ensure an adequate supply of active duty Army nurses in the pipeline to provide quality

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health care to retirees and military family members in the homeland, and especially to troops operating in volatile, uncertain, complex, and ambiguous environments.

Corrective strategies should

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include policy and regulation changes, more economic incentives, and establishment of an undergraduate School of Nursing within the United States Uniform Health Services for all services. This Strategy Research

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Paper (SRP) describes the global nursing shortage. It analyzes the reasons for the shortage of non-Department of Defense civilian nurses, comparing them with the reasons for the shortage of nurses in the Army.

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It outlines the implications of the nurse shortage for health care beneficiaries. It reviews findings from Army Nurse Corps exit surveys. It discusses current strategic initiatives. It provides recommendations to

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achieve and sustain sufficient numbers of Army nurses to continue supporting the Army Medical Department goals and transformation initiatives in the face of a nationwide health care crisis. It raises critical questions

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for further examination: What impact will the availability of onsite child care services for shift workers have on AMEDD retention? What is the correlation between age of active duty Army nurses and

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personal military readiness? Will ending the shortage of nurses in the Army depend on ending the shortage of nurses in the civilian sector?

Over the many years nurses have been struggling with a big

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issue for them at many healthcare facilities. This problem is ever present, and its solution has been thought about but never been answered. The problem is the nursing shortage. Research has shown as well as

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experience this is an ever growing problem that not only in the United States is facing but many other countries as well. This essay shows the problem and reasons for it. The way to go about solving the

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nursing shortage as well as using different methods to help facilitate the problem and even help the situation be improved will help nurses to experience a less of a shortage. This paper offers a solution, a way to help

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implement the plan, a way to spread the plan amongst the nation in the United States and how we can evaluate the plan over a period of time. The nursing shortage is a big deal and the problem is inevitable

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and cannot be avoided and by put off any longer, it is important that this problem be solved soon and this paper is here to address this problem. The more than one solution and methods mentioned should be

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enough to get started to help less the burden most nurses have at the work place due to the under staffing of nurses because there are not enough nurses out there. With enough evidence and explanation this

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paper will be a basis for most and all nurses to be an interactive as well as an imperative part to help close the gap.

"Explores the history of nursing, placing it in its modern day

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context within the healthcare system. Examines the social, cultural, and economic factors that drive the nursing shortage and looks at how other fields cope with their own workforce shortages"--Publisher's

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description.

Professional Issues in Nursing

The economics of health

Transforming the Work

Environment of Nurses

The Future of Nursing

Issues, Trends, & Management

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Is It Adequate?

The Nature of Theoretical Thinking in Nursing

It has been noted by many authors that nurses comprise the largest percentage of health care

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providers in the United States. At various times in the history of the profession, nursing shortages have existed due to a variety of factors. This paper will not only

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provide a description of nursing shortages in the past, but it also discusses the current nursing shortage in the United States. This paper uses research by means of

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literary analysis on the topic of the United States nursing shortage and there were no gaps identified in the literature review.

First, a brief history of nursing shortages is

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provided. Contributing factors to the shortage such as retiring baby boomers, decreased numbers of nursing faculty, and an expansion in nurse workloads are examined.

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Several solutions to combat the shortage were discovered in the literature review.

Retaining aging nurses, increasing faculty and student enrollments in

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nursing programs, and ways to reduce nurse burnout are investigated. Nurses need to promote nursing as a profession to students as a potential career choice. Future projections

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of the nursing shortage
across the United States
will necessitate
innovative solutions to
address this far-reaching
problem.

The Future of Nursing

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explores how nurses' roles, responsibilities, and education should change significantly to meet the increased demand for care that will be created by health care

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reform and to advance improvements in America's increasingly complex health system. At more than 3 million in number, nurses make up the single largest segment of the

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health care work force. They also spend the greatest amount of time in delivering patient care as a profession. Nurses therefore have valuable insights and unique

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abilities to contribute as partners with other health care professionals in improving the quality and safety of care as envisioned in the Affordable Care Act (ACA)

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enacted this year. Nurses should be fully engaged with other health professionals and assume leadership roles in redesigning care in the United States. To ensure

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its members are well-prepared, the profession should institute residency training for nurses, increase the percentage of nurses who attain a bachelor's degree to 80

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percent by 2020, and double the number who pursue doctorates. Furthermore, regulatory and institutional obstacles -- including limits on nurses' scope of

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practice -- should be removed so that the health system can reap the full benefit of nurses' training, skills, and knowledge in patient care. In this book, the

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Institute of Medicine
makes recommendations for
an action-oriented
blueprint for the future
of nursing.

For the author of this
book, disease is not an

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"enemy" that strikes a "victim." Rather, health and disease comprise a unitary whole of individual and environment. Health as Expanding Consciousness is

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an inspiration to those seeking a full experience of personal health.

Learn how to influence policy and become a leader in today's changing health care environment.

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Featuring analysis of cutting-edge healthcare issues and first-person insights, *Policy & Politics in Nursing and Health Care*, 8th Edition continues to be the

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leading text on nursing action and activism. Approximately 150 expert contributors present a wide range of topics in policies and politics, providing a more complete

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background than can be found in any other policy textbook on the market. This expanded 8th edition helps you develop a global understanding of nursing leadership and political

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activism, as well as the complex business and financial issues that drive many actions in the health system. Discussions include the latest updates on conflict management,

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health economics,
lobbying, the use of
media, and working with
communities for change.
With these innovative
insights and strategies,
you will be prepared to

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play a leadership role in the four spheres in which nurses are politically active: the workplace, government, professional organizations, and the community. Comprehensive

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coverage of healthcare policies and politics provides a broader understanding of nursing leadership and political activism, as well as complex business and

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financial issues. Key Points at the end of chapters helps you review important, need-to-know lesson content. Taking Action essays include personal accounts of how

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nurses have participated in politics and what they have accomplished. Expert authors make up a virtual Nursing Who's Who in healthcare policy, sharing information and personal

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perspectives gained in the crafting of healthcare policy. NEW! The latest information and perspectives are provided by nursing leaders who influenced health care

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reform, including the Affordable Care Act. NEW! Added information on medical marijuana presents both sides of this ongoing debate. NEW! More information on health care

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policy and the aging
population covers the most
up-do-date information on
this growing population.
NEW! Expanded information
on the Globalization of
Nursing explores

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international policies and procedures related to nursing around the world. **NEW!** Expanded focus on media strategies details proper etiquette when speaking with the press.

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NEW! Expanded coverage of primary care models and issues throughout text.

NEW! APRN and additional Taking Action chapters reflect the most recent industry changes. **NEW!**

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Perspectives on issues and challenges in the government sphere showcase recent strategies and complications.

Migration and the Global Health Care Economy

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Contemporary Nursing
Policy & Politics in
Nursing and Health Care -
E-Book

Work Engagement in
Professional Nursing
Practice

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Guide for Implementation
Code of Ethics for Nurses
with Interpretive
Statements
Critical Thinking and
Writing for Nursing
Students

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This book is a clear and practical guide to help students develop critical thinking, writing and reflection skills. It explains what critical thinking is and how students should use it throughout their nursing programme. This new edition also provides an innovative new

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framework that helps students appreciate different levels of critical thinking and reflection to help nursing students appreciate the requirements of degree level study. The book demonstrates the transferable nature of critical thinking and reflection from

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academic contexts to the real practice of nursing. Key features Clear and straightforward introduction to critical thinking directly written for nursing students, with chapters relating the subject to specific study and practice contexts Student examples and

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scenarios throughout, including running case studies from four nursing students and further annotated examples of student's work on the website Each chapter is linked to the new NMC Standards and Essential Skills Clusters

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Nursing Education

Nursing Shortage in the Hospital Sector, 1982-87A Background

Paper Nursing Shortage and how it Can be Dealt with

Now in full color, this 3rd edition prepares nursing students to meet

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today's top challenges, including information technology, disaster management, cultural awareness, and the changing health care delivery system. It provides a comprehensive overview of historic and current trends and issues, all of which help to define

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new nurses' roles and responsibilities. Integrating human behavior with mastery of concepts and technical skills, this is an ideal resource for students moving into the nursing profession. Instructor resources available. Contributing authors are

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nationally recognized scholars and experts in their fields. Real-life vignettes open each chapter, depicting the chapter content and piquing student interest. These case studies are followed by key terms and learning objectives. Expanded chapter on

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Complementary and Alternative Healing focuses on including these increasingly popular therapies into traditional patient care. Current issues are examined, such as the nursing shortage, ethical and bioethical issues, legal issues, workplace advocacy, and

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cultural competency. Leadership and Management in Nursing unit expands coverage of essential skills including how to communicate effectively, how to resolve conflicts, how to supervise, and how to delegate. Career Management unit offers information

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about career opportunities, job hunting, time management, and preparing for the NCLEX® exam. Evidence-based research is stressed throughout. Critical Thinking questions provoke thought and help your students apply what they've learned. A full-color design.

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Emergency Preparedness and Response to Today's World chapter equips students with the competencies needed to research, prepare, and react to disasters. Nursing in the Evolving Health Care Delivery System chapter has been carefully revised to reflect

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factors that are forcing significant changes, such as the innovations in technology.

Where Have All the Nurses Gone?
Keeping Patients Safe
An Evidence-based Handbook for
Nurses

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Taking Action Against Clinician
Burnout

The Future of Nursing 2020-2030
A Background Paper

A Systems Approach to Professional
Well-Being

Building on the revolutionary

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Institute of Medicine reports *To Err is Human and Crossing the Quality Chasm, Keeping Patients Safe* lays out guidelines for improving patient safety by changing nurses'™ working conditions and demands. Licensed nurses and unlicensed

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nursing assistants are critical participants in our national effort to protect patients from health care errors. The nature of the activities nurses typically perform " monitoring patients, educating home caretakers, performing treatments,

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and rescuing patients who are in crisis " provides an indispensable resource in detecting and remedying error-producing defects in the U.S. health care system. During the past two decades, substantial changes have been made in the organization

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and delivery of health care " and consequently in the job description and work environment of nurses. As patients are increasingly cared for as outpatients, nurses in hospitals and nursing homes deal with greater severity of illness. Problems in

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management practices, employee deployment, work and workspace design, and the basic safety culture of health care organizations place patients at further risk. This newest edition in the groundbreaking Institute of Medicine Quality Chasm

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series discusses the key aspects of the work environment for nurses and reviews the potential improvements in working conditions that are likely to have an impact on patient safety. This report examines the links between inequality and other major

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global trends (or megatrends), with a focus on technological change, climate change, urbanization and international migration. The analysis pays particular attention to poverty and labour market trends, as they mediate the distributional impacts of

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the major trends selected. It also provides policy recommendations to manage these megatrends in an equitable manner and considers the policy implications, so as to reduce inequalities and support their implementation.

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Background: Nurses typically retire in their late 50s and since nursing shortages exist in most countries understanding nursing staff decisions to retire might open up possibilities of encouraging and supporting them to remain in the

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workforce longer. Objective: This study examines potential predictors of retirement intentions amongst nurses working in Spain.

Population: All registered nurses in Spain with 50 years old or more.

Methods: Survey. Data were

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collected with the collaboration of the regional nursing associations in Spain using anonymous online questionnaires employed to nursing staff (n=497) for those who are 50 years or older. Results: Nurses indicated their interest in retiring,

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their planning for retirement, and their expectations for retiring.

Results show that retirement intentions were higher in nursing staff that were older, experienced higher levels of burnout, indicated poorer levels of self-reported health,

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and reported greater job demands and more negative work attitudes (less affective commitment, job involvement, work engagement). The majority of these were "push" factors which are related to dissatisfaction in the workplace.

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Conclusion: Organizations can and should create age-friendly workplaces enabling them to cope with the nursing shortage and workplaces can be changed to better accommodate the needs and expectations of older employees.

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The decade ahead will test the nation's nearly 4 million nurses in new and complex ways. Nurses live and work at the intersection of health, education, and communities. Nurses work in a wide array of settings and practice at a range of

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professional levels. They are often the first and most frequent line of contact with people of all backgrounds and experiences seeking care and they represent the largest of the health care professions. A nation cannot fully

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thrive until everyone - no matter who they are, where they live, or how much money they make - can live their healthiest possible life, and helping people live their healthiest life is and has always been the essential role of nurses. Nurses have

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a critical role to play in achieving the goal of health equity, but they need robust education, supportive work environments, and autonomy. Accordingly, at the request of the Robert Wood Johnson Foundation, on behalf of the National Academy

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of Medicine, an ad hoc committee under the auspices of the National Academies of Sciences, Engineering, and Medicine conducted a study aimed at envisioning and charting a path forward for the nursing profession to

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help reduce inequities in people's ability to achieve their full health potential. The ultimate goal is the achievement of health equity in the United States built on strengthened nursing capacity and expertise. By leveraging these attributes, nursing

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will help to create and contribute comprehensively to equitable public health and health care systems that are designed to work for everyone. The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity explores how nurses can

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work to reduce health disparities and promote equity, while keeping costs at bay, utilizing technology, and maintaining patient and family-focused care into 2030. This work builds on the foundation set out by *The Future of Nursing: Leading*

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Change, Advancing Health (2011)
report.

A Background Paper Prepared by
the Staff of the Secretary's
Commission on Nursing and the
Hospital Studies Program, National
Center for Health Services Research

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and Health Care Technology

Assessment, USDHHS

Health as Expanding Consciousness

Data, Trends and Implications

Inequality in a Rapidly Changing

World

Nurses on the Move

Page 173/223

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Innovative Teaching Strategies in
Nursing and Related Health
Professions

Qualitative Research in Nursing and
Healthcare

*This report is the twelfth
assessment of the National*

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Institutes of Health National Research Service Awards program. The research training needs of the country in basic biomedical, clinical, and behavioral and social

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sciences are considered. Also included are the training needs of oral health, nursing, and health services research. The report has been broadly constructed to

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take into account the rapidly evolving national and international health care needs. The past and present are analyzed, and predictions with regard to future needs are

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presented.

Pamphlet is a succinct statement of the ethical obligations and duties of individuals who enter the nursing profession, the profession's nonnegotiable

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ethical standard, and an expression of nursing's own understanding of its commitment to society. Provides a framework for nurses to use in ethical analysis and decision-

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making.

Results are presented of a study of nursing and nursing education that focused on the need for continued federal support of nursing education, ways

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to attract nurses to medically underserved areas, and approaches to encourage nurses to stay in the profession. Findings are presented on whether the aggregate

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supply of generalist nurses will be sufficient to meet future demand, and how changes that could occur in the health care system might affect demand. Attention is also

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directed to: how the current and future supply of nurses may be influenced by the costs of nursing education and the sources of education financing; and education

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for generalist positions in nursing. In addition, the supply and demand situation for nurses educationally prepared for advanced professional positions in nursing is

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examined. The influence of employer policies and practices in utilization of nursing resources on demand and supply is also addressed. Finally, areas in which further data and

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studies are needed to better monitor nursing supply and demand are identified. In addition to 21 recommendations, appendices include information on Nursing

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*Training Act
appropriations, state
reports on nursing issues,
certificates for
specialist registered
nurses, projections of
registered nurse supply*

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and requirements, and doctoral programs in nursing. (SW)

The Future of the Nursing Workforce in the United States: Data, Trends and Implications provides a

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timely, comprehensive, and integrated body of data supported by rich discussion of the forces shaping the nursing workforce in the US. Using plain, jargon free

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language, the book identifies and describes the key changes in the current nursing workforce and provide insights about what is likely to develop in the future. The Future

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of the Nursing Workforce offers an in-depth discussion of specific policy options to help employers, educators, and policymakers design and implement actions aimed at

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strengthening the current and future RN workforce. The only book of its kind, this renowned author team presents extensive data, exhibits and tables on the nurse labor market, how

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the composition of the workforce is evolving, changes occurring in the work environment where nurses practice their profession, and on the public's opinion of the

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nursing profession.

*Leading Change, Advancing
Health*

Human Resources for Health

World Social Report 2020

*Challenges and
Opportunities*

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*Occupational Outlook
Handbook*

*Charting a Path to Achieve
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*Healthy Healthcare:
Empirical Occupational
Health Research and*

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Evidence-Based Practice
Qualitative Research in Nursing and Healthcare is an invaluable resource for those who carry out qualitative research in the healthcare arena. It is intended to assist: Professionals and academics in the healthcare field who

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undertake or teach research in clinical or educational settings; Postgraduates who are undertaking qualitative research and want to revise qualitative research approaches and procedures before going on to more specialist texts; and Undergraduates in their last

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year who wish to learn about qualitative perspectives or carry out a project using these approaches. Fully updated from the earlier editions by Holloway and Wheeler, it reflects recent developments in nursing research. This new edition provides

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clear explanations of abstract ideas in qualitative research as well as practical procedures. Structured into four sections, the book looks at the initial stages, methods of data collection, qualitative approaches and analysis of collected data. It also contains a

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chapter on writing up and publishing qualitative research. With applied and practical examples throughout, *Qualitative Research in Nursing and Healthcare* is essential reading for those who are looking for a comprehensive introduction to

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qualitative research.

South African nurses care for patients in London, hospitals recruit Filipino nurses to Los Angeles, and Chinese nurses practice their profession in Ireland. In every industrialized country of the world, patients today

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increasingly find that the nurses who care for them come from a vast array of countries. In the first book on international nurse migration, Mireille Kingma investigates one of today's most important health care trends. The personal stories of migrant nurses

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that fill this book contrast the nightmarish existences of some with the successes of others. Health systems in industrialized countries now depend on nurses from the developing world to address their nursing shortages. This situation raises

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a host of thorny questions. What causes nurses to decide to migrate? Is this migration voluntary or in some way coerced? When developing countries are faced with nurse vacancy rates of more than 40 percent, is recruitment by

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industrialized countries fair play in a competitive market or a new form of colonialization? What happens to these workers—and the patients left behind—when they migrate? What safeguards will protect nurses and the patients they find in their new

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workplaces? Highlighting the complexity of the international rules and regulations now being constructed to facilitate the lucrative trade in human services, Kingma presents a new way to think about the migration of skilled health-sector

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labor as well as the strategies needed to make migration work for individuals, patients, and the health systems on which they depend.

In this analysis of the global workforce, the Joint Learning Initiative, a consortium of more than

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100 health leaders, proposes that mobilization and strengthening of human resources for health, neglected yet critical, is central to combating health crises in some of the world's poorest countries and for building sustainable health systems

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everywhere. Worker shortage, skill mix imbalance, maldistribution, negative work environments, and weak knowledge bases challenge nearly all countries. Especially in the poorest countries, the workforce is under assault by a triple threat of

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HIV/AIDS, out-migration, and inadequate investment. Effective country strategies should be launched and backed by international reinforcement. These include urgently mobilizing one million more health workers for Africa, and focusing

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efforts on the unremunerated community-level health workers, the majority of whom are women. Ultimately, the crisis in human resources is a shared problem requiring shared responsibility for cooperative action. Alliances for

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action are recommended to strengthen the performance of all actors while expanding space and energy for new ones.

Brings together a series of detailed case studies undertaken to assess the key issues affecting the health

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workforce in a range of European countries. Countries include: France, Germany, the United Kingdom, the Russian Federation, Spain, Poland, Norway, Lithuania and Malta.

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Workshop Summary

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The Army and Civilian Nursing Crisis
at the Dawn of the 21st Century

Nursing Shortage in the Hospital
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systematic framework that can be used to examine elements in the field of nursing and posits important concepts that have emerged in the field. The chapters help to enhance readers' understanding about how conceptualizations and theoretical statements are developed and refined

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in nursing while simultaneously offering a typology of conceptual domains that can be used to delineate theoretical elements essential to nursing. This third edition retains the previous typology of four domains: the domain of client, the client-nurse domain, the domain of practice, and

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the environment domain.

Using an approach that fosters critical thinking and values clarification, this textbook examines the full range of professional issues facing contemporary nursing. Coverage includes critical issues such as the nursing shortage, mandatory staffing

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ratios, violence in nursing, legal and ethical issues, plus the latest HIPAA regulations, career advancement and evaluations, and best practices for today and the future. This edition includes two NEW chapters: 1) a NEW chapter on developing effective leaders to meet 21st century

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healthcare challenges, and 2) a NEW chapter on the use of residencies for new graduate nurses as a transition to practice. In addition to these exciting additions, content has been updated throughout the book to reflect cutting-edge trends in healthcare including the impact of healthcare reform, and

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recommendations from the Institute of Medicine (IOM). This edition promises to be an integral tool to providing effective nursing care in an increasingly global, rapidly changing, technology driven world.

The Health Care Workforce in Europe
Overcoming the Crisis

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Patient Safety and Quality
Predictors of the Decision to Retire
Among Nurses in Spain
The Nursing Shortage in the United States