



## **UNIT I** Moving Into the Profession of Nursing 1

### **1** Exploring the Growth of Nursing as a Profession 2

- Healthcare in Ancient Cultures 3
- Historic Perspectives and Early Images of Nursing 5
- The Beginning of Change 7
- The Nightingale Influence 8
- The Beginning of Nursing Education in the United States 10
- The Military Influence 15
- Terrorist Attacks and Natural Disasters 21
- Developing a Definition for Nursing 21
- Characteristics of a Profession 26
- Traditions in Nursing 29
- The Image of Nursing Today 32
- Nursing's Image and the Nursing Shortage 33
- Studies for and about Nursing 35
- Defining a Language for Nursing 35

### **2** Educational Preparation for Nursing 46

- The Nursing Assistant 48
- Practical Nurse Education 49
- Programs that Prepare Graduates for RN Licensure 51
- Similarities Among Traditional Entry-Level Prelicensure Programs 60
- Nursing Education at the Graduate Level 62
- Other Forms of Nursing Education 63
- Other Postlicensure Educational Opportunities 67
- Factors Bringing About Changes in Nursing Education 72
- Differentiated Practice 77
- Forces for Change in Nursing Education 80

### **3** Credentials for Healthcare Providers 88

- Approval and Accreditation of Institutions and Programs 89
- Credentials for Individuals 92
- Nursing Licensure in the United States 93
- Obtaining a Nursing License 104
- Revocation or Limitation of a License 110

Licensure of Graduates of Foreign Nursing Schools	112
Nursing Licensure Around the World	114
Certification in Nursing	114
The Future of Credentialing in Healthcare	117

## **4 Making Professional Goals a Reality 121**

Employment Opportunities Today	122
Competencies of the New Graduate	124
Personal Career Goals	128
Making Goals Reality	132

## **5 The World of Healthcare Employment 155**

Understanding Organizations	156
Organizational Relationships	159
Shared Governance	166
Magnet Hospitals	168
Patterns of Nursing Care Delivery	169
Workplace Activities that Involve Negotiation	173

# **UNIT II Understanding Healthcare in Today's Society 193**

## **6 Understanding the Healthcare Environment and Its Financing 194**

Classification of Healthcare Agencies	195
Understanding Today's Hospital	197
The Long-Term Care Facility	202
Ambulatory Care Settings	207
Community Agencies	207
Colleagues in Healthcare	210
Paying for Healthcare	213
Cost Control in Healthcare	226
Access to Healthcare	232
Evaluation and Accreditation of Healthcare Agencies	233
Power in the Healthcare System	238
Implications for Nurses	240

## **7 Legal Responsibilities for Practice 244**

Understanding the Scope of the Law	245
Sources of Law	245
Other Factors Affecting Legal Decisions	248
Classification of Laws	250
Criminal Law and Nursing	251
Civil Law and Nursing	251
Liability	254

Liability Insurance	259
Legal Issues Common in Nursing	261
Factors that Contribute to Malpractice Claims	276
Preventing Malpractice Claims	278
Elements of a Legal Action	281
The Nurse as Witness	282

## **8 Ethical Concerns in Nursing Practice 287**

Understanding the Concept of Ethics	289
Basic Ethical Concepts	291
Ethical Theories	296
Applying Basic Concepts	298
Factors that Influence Ethical Decision Making	300
Personal Values and the Work Environment	308
A Framework for Ethical Decision Making	311
Specific Ethical Issues Related to the Profession of Nursing	312
The Chemically Impaired Professional	323
Boundary Violations	326

## **9 Bioethical Issues in Healthcare 331**

The History of the Evolution of Bioethics	332
Major Areas where Bioethics is Applied	334
Bioethical Issues Related to the Beginning of Life	335
Bioethical Issues Concerning Death	350
Bioethical Concerns Related to Sustaining Quality of Life	357
Other Bioethical Issues	364

## **10 Safety Concerns in Healthcare 372**

National Organizations and Actions	373
Addressing Safety Concerns	376

## **11 The Nursing Profession and the Community 397**

Understanding Community-Based Nursing	398
Client Empowerment	399
Health Promotion and Disease Prevention Services	399
Healthy People 2020	402
Maintaining Continuity of Care	405
Disaster Response in the Community	408
Complementary and Alternative Healthcare	411

# **UNIT III Accepting Greater Responsibility for Nursing Practice 425**

## **12 Initiating the Leadership and Management Role 426**

Comparing Leadership and Management	427
Differentiating Between Accountability and Authority	428

Theories of Leadership	429
The Concept of Power	433
Enhancing Your Emotional Intelligence	439
Developing Your Leadership Style	443
Communicating Effectively	444
Using Communication Skills in the Leadership Role	445
Performance Appraisal	447
Time Management	454

## **13 Working With Others in a Leadership Role 460**

Teams and Healthcare	461
Team Building	468
Becoming a Good Team Member	469
The Coaching Role	470
Motivating Others	471
Leading Change	484
Managing Conflict	494

## **14 Facing the Challenges of Today's Workplace 504**

Moving from "Novice to Expert"	505
Reality Shock	506
Burnout	511
Workplace Safety and Health for Nurses	514

## **15 Valuing the Political Process 529**

Relevance of the Political Process for Nurses	530
Influencing the Political Process	530
The Federal Government's Role in Healthcare	541
The State Government's Role in Healthcare	545
Local Political Concerns	546
Federal Healthcare Reform Legislation	546
The Development of Nursing Organizations	547
Nursing Organizations of Today	549

## **16 Applying Research and Technology to Nursing Practice 563**

Valuing Nursing Research	564
Evidence-Based Practice in Nursing	571
Accessing Resources for Evidence-Based Practice	580
Technology in Healthcare	585

## **Index 593**