



January 2008
Volume 38
Number 1

THE JOURNAL OF NURSING ADMINISTRATION

JONA

Innovations in Healthcare Executive Leadership and Management

Articles

Revisiting Nurse Turnover Costs: Adjusting for Inflation 11

Cheryl Bland Jones, PhD, RN, FAAN

Quantifying Nursing Workflow in Medication Administration 19

Carol A. Keohane, BSN, RN; Anne D. Bane, MSN, RN; Erica Featherstone, BS; Judy Hayes, MSN, RN; Seth Woolf, BS; Ann Hurley, DNSc, RN; David W. Bates, MD, MSc; Tejal K. Gandhi, MD, MPH; Eric G. Poon, MD, MPH

Enhancing Healthcare Process Design with Human Factors Engineering and Reliability Science, Part 1: Setting the Context 27

Carol Boston-Fleischhauer, JD, MS, RN

Addressing Spiritual Leadership: An Organizational Model 33

Lisa Burkbart, PhD, RN; P. Ann Solari-Ivadedell, PhD, RN, FAAN; Sheila Haas, PhD, RN, FAAN

Outcomes of Interventions to Improve Hospital Nursing Work Environments 40

Linda McGillis Hall, PhD, RN, FAAN; Diane Doran, PhD, RN; Leah Park, MN, RN

Evidence-Based Policy and Procedures: An Algorithm for Success 47

Kathleen S. Oman, RN, PhD, CEN, FAEN; Christine Duran, APRN-BC, DNP, CNS, CCTN; Regina Fink, RN, PhD, AOCN, FAAN

Departments

Staff Issues

Registered Nurses With Physical Disabilities 1

Leshe Neal-Boylan, PhD, RN, CRRN, APRN-BC; Sharron E. Guillet, PhD, RN

Education for Administration

The Executive Master of Science in Nursing Program: Competencies and Learning Experiences 4

Joan Thomas, APRN, PhD, CS; Donna Herrin, MSN, RN, CNAA, FACHE

International Perspectives

Building Organizational Commitment of Asian Nurses in the United States 8

Shun-Ru Liou, MHA, RN; Ching-Yu Cheng, PhD, RN

Information for Authors 3

JONA is a member benefit of the American Organization of Nurse Executives (AONE), Council on Graduate Education for Administration in Nursing (CGEAN), and Association of California Nurse Leaders (ACNL). *JONA* is offered to members of these organizations at a reduced rate.
