CNE SERIES

Nurse Residency Programs: An Essential Requirement For Nursing 142

Colleen J. Goode, Mary R. Lynn, Cathleen Krscek, and Geraldine D. Bednash

The orientation programs currently offered by hospitals are not adequate to transition new graduates into the complex, high-acuity hospital environments. A residency program is needed. The Centers for Medicare and Medicaid Services should approve accredited nurse residency programs and make them eligible to receive reimbursement of allowable pass-through costs under the Medicare program.

Patterns of Knowing: Proposing A Theory for Nursing Leadership 149

Janet P. Jackson, Paul T. Clements, Jennifer B. Averill, and Kathie Zimbro

Nursing Leadership Knowing proposes a theoretical lens through which nurse leaders can holistically and comprehensively analyze and support both the science and art of the profession. Specifically, it provides a framework to enhance management practice, employee relations, and optimal patient care.

Evaluation of a Nurse Practitioner-Led Care Management Model in Reducing Inpatient Drug Utilization And Cost 160

Chiayi Chen, Donna McNeese-Smith, Marie Cowan, Valda Upenicks, and Abdelmonem Afifi

In the effort to promote rational use of antibiotics and other medications to contain costs and improve the quality of drug therapy, research that validates specific role components or functions of nurse practitioners in relation to specific quality outcomes or cost-effectiveness measures are essential. The results of this study are useful in evaluating the advantages of dedicating NPs in acute care settings to achieve quality care and contain inpatient drug costs.

What Nurses Want: The Nurse Incentives Project 169

K. Lynn Wieck, Jean Dols, and Sally Northam

The Nurse Incentives Project explored generational preferences for incentives and work environment conditions to improve retention and satisfaction of nurses. Satisfaction was associated with lower stress, floating less, incentives, and intent to stay with the employer.

Predicting Factors Related to Nurses’ Intention to Leave, Job Satisfaction, And Perception of Quality of Care In Acute Care Hospitals 178

Jui-Chu Ma, Pi-Hsia Lee, Yuh-Cheng Yang, and Wen-Yin Chang

Understanding nurses’ intention to leave their current job is linked to predictions of turnover and result in cost savings. Valuable information is provided to nursing leaders to help them determine what factors contribute to nurses’ intention to leave work in today’s complex health care environment.

Churn: Patient Turnover And Case Mix 185

Christine Dufffield, Donnie Diers, Chris Aisbett, and Michael Roche

Nursing resource allocation has not followed changes in patient care patterns. Churn is a little recognized and relatively unmeasured phenomenon. Because churn has not been measured, it has not been managed in terms of resource allocation, leaving nurses to complain that they are overburdened or under-resourced.
DEPARTMENTS

2009 Nurse Faculty/Nurse Executive Summit 138
Request Your Registration Brochure Today!

Editorial 141
Nursing on the Right Side: Why Nurses Must Step to the Right
(of Our Left Brains)

CNE Answer/Evaluation Form: 148
Earn 1.3 Contact Hours
Nurse Residency Programs: An Essential Requirement for Nursing

Human Resource Solutions 192
Supplemental Recruiting Services: A Viable Solution
In Challenging Times

Economics of Health Care and Nursing 194
Massachusetts Health Care Reform: Lessons for the Nation?
An Interview with Thomas Smith, MS, RN, NEA-BC

Perspectives in Ambulatory Care 197
Improvement in Prescription Renewal Handling by Application
Of Lean Process

Letter to the Editor 202
The Virtue Script

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