




MEDIA REVIEWS

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B O O K S

Rx for the Nursing Shortage: A Guidebook. Julie W. Schaffner, Patti Ludwig-Beymer. Chicago: Health Administration Press, 2003, 278 pages, \$63.

   **Softcover**



We all know that we are experiencing a nursing shortage unlike those of the past. According to *Rx for the Nursing Shortage: A Guidebook*, "What makes the current state of shortage most troubling is that its causes are diverse and complex."

The authors of the text are experienced nursing service administrators, thus the focus of the book is on solutions to the shortage that can be implemented in the workplace. Part I provides many useful statistics and evidence-based findings to describe who nurses are, where they have gone, and what a difference they make. Any reader who does not fully understand the nature and impact of the nursing shortage certainly will be well informed after reading these chapters. Part II provides a wealth of proven recruitment strategies; although they are written for hospital recruiters, many of these strategies could be used by nursing school recruiters. Part III addresses another important aspect of the shortage: nurse retention. Factors identified by nurses as affecting their job satisfaction include a supportive work environment, opportunities for career growth and professional development, and reward and recognition strategies. Part IV provides nurse leaders with strategies for success in their roles as chief nurse executives or senior or middle nurse managers. Part V focuses on the value of Magnet status and briefly discusses policy, legislative, and regulatory issues.



Two particularly valuable tools are 100 Ways to Retain RNs and 100 Ways to Recruit RNs. These lists alone make the book worth purchasing.

Although the intended audience is nurses in leadership positions in hospitals, *Rx for the Nursing Shortage* also provides excellent information and ideas for nurse clinicians and educators. Its positive approach to managing the nursing shortage makes the time reading the book well spent. The tables and figures contain useful information in a concise and organized manner.

I have not seen another book like this; the compilation of available data about the shortage may be found elsewhere in the literature, but the emphasis on strategies for dealing with the shortage is unique and immediately applicable.

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The Nursing Shortage: Strategies for Recruitment and Retention in Clinical Practice and Education. Harriet R. Feldman (Ed.). New York: Springer Publishing Company, 2003, 200 pages, \$39.95.

   **Hardcover**



The Nursing Shortage: Strategies for Recruitment and Retention in Clinical Practice and Education is quick and easy to read. It is a compilation of vignettes from various states, nursing boards, and professional nursing organizations that share strategies and success stories of programs aimed at combating the nursing shortage. This book is intended for anyone in health care charged

with the responsibility of developing and implementing strategies to avoid the shortage of RNs in the United States.



















A major strength of this publication is the variety of nursing practice settings, not specialties, that is highlighted. Challenges and opportunities in inpatient care, rural settings, home care (including adult and pediatrics), and academia are discussed. The text also addresses some regional differences and perspectives from baccalaureate students and faculty. In addition, this valuable text reveals a number of strategies that can be used to recruit and retain nurses. Professional, corporate, governmental, and private partnerships are described that have bolstered the image of nursing. These groups have encouraged individuals to choose nursing as a viable career and supported education and retention of RNs across a variety of practice settings. One chapter addresses the global nursing shortage from the perspective of our Icelandic colleagues.

The Nursing Shortage includes a well-written section about promoting workplace satisfaction, which is a key indicator in nurse retention. The concept of "power sharing" is addressed as well as the American Nurses Association's "Nursing's Agenda for the Future," which outlines some bold ideas for recruiting and retaining nurses.

This book could be improved with the inclusion of strategies from a more geographically diverse population (e.g., the West Coast) and perspectives of nurses and faculty from diploma and associate degree nursing programs. Focus groups and research that include diverse racial, ethnic, and gender-based perspectives will yield tips on how to successfully recruit and retain these individuals in the profession. Numerous suggestions, strategies, opportunities, and possibilities are discussed throughout this book, but the evidence is not yet available to document their long-term success. This work is timely, as nurse leaders, health-care administrators, legislators, and the public struggle for solutions to the ever-growing threat of a 21st century national and global shortage of RNs.

This publication is unique in that it provides a compilation of strategies along with numerous resources and literature references. *The Nursing Shortage* is an excellent

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Ease of Reference and Usability	Content Level	Book Size
 Quick, on-the-spot resource	 Basic	 Pocket size
  Moderate time requirement	  Intermediate	  Intermediate
   In-depth study	   Advanced and complex, prerequisite reading required	   Desk reference

resource that can be used by nurse managers to generate ideas ultimately leading to the development of recruitment and retention strategies.

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Childhood Leukemia: A Guide for Families, Friends, and Caregivers (3rd edition).
Nancy Keene. Sebastopol, CA: O'Reilly Associates, Inc., 2002, 505 pages, \$29.95.



Softcover



Childhood Leukemia: A Guide for Families, Friends, and Caregivers provides straightforward information about childhood leukemia. Now in its third edition, this book continues to be an excellent resource for parents. The text includes updated information on bone marrow transplants, new chemotherapy agents, and new treatments for side effects of these agents. The author—a speaker, child advocate, and mother of a childhood leukemia survivor—also included new resources for other parents and caregivers. This publication aims to empower parents to develop a positive relationship with the healthcare team while continuing to advocate for their child.

Parents of a child newly diagnosed with leukemia and those with little or no hospital experience will gain a great deal from this comprehensive and thoughtful guide. Written in clear and easy-to-understand language, the text avoids unnecessary and confusing medical abbreviations. Readers will find that the

format is one of its greatest strengths. Topics are presented in the order that most patients and parents experience them, and chapters are short to avoid overwhelming readers. Caregivers will find many valuable suggestions not only about the basics of treatment modalities but also about numerous important psychosocial and developmental issues, including cognitive late effects.

The text begins with a well-rounded discussion of the different types of leukemia, a comparison of venous access devices, venipuncture, lumbar puncture, and taking medications. Readers will find practical information regarding chemotherapy agents and their effects, as well as symptom management tips. Other topics include finances, school, siblings, communication, emotions, and behavior. Personal anecdotes appear throughout the book, offering insights from patients, siblings, and parents who have experienced childhood leukemia. The final chapters address death and bereavement. A thoughtful discussion about transitioning into supportive care and choosing to die at home versus the hospital is included. The author incorporates the thoughts of parents who recently lost a child in addition to those whose child died several years ago. This chapter effectively personalizes the parents' journey.

I found this book to be an excellent resource for parents. Nurses, social workers, and child life specialists may find *Childhood Leukemia* helpful in their approach to patient and family education. I recommend this guide be provided to every parent of a child newly diagnosed with leukemia.

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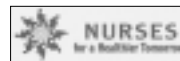
Other Books

The Magic Stethoscope: Adventures in Nursing. R.N. Hope, Fairfax, VA: College of Nursing and Health Science, George Mason University, 2002, softcover, 163 pages, \$12.

Designed for school-aged children, this book results from the collaborative effort of a group of graduate nursing students enrolled in a writing class titled Nurses as Writers. With concern over the growing RN shortage and under the pen name of R.N. Hope, these writers created a playful and creative text that illustrates the variety of exciting nursing adventures available to many talented men and women who choose our profession.

W E B S I T E

Note. The Web site reviewed here was evaluated by the ONS Web Site Editorial Board and has met our critical review criteria that include authorship, privacy, and disclosure evaluations.



**Nurses for a
Healthier Tomorrow**
(www.nursesource.org)

is a coalition of 42 nursing and healthcare organizations working together to wage a communications campaign to attract people to the nursing profession. The Oncology Nursing Society is part of the coalition. A new feature on the site focuses on outreach to nurse educators to increase the number of nurse educators available to teach in nursing schools and clinical settings nationwide.

Elizabeth Gomez, RN, MSN, AOCN®
Editor, ONS Web site

