

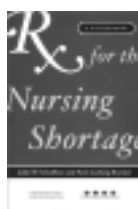
MEDIA REVIEWS

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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.

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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 |
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| 🕒 Quick, on-the-spot resource | √ Basic | 📖 Pocket size |
| 🕒🕒 Moderate time requirement | √ √ Intermediate | 📖📖 Intermediate |
| 🕒🕒🕒 In-depth study | √ √ √ Advanced and complex, prerequisite reading required | 📖📖📖 Desk reference |