

# NURSES WITH DISABILITIES

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PROFESSIONAL ISSUES  
AND JOB RETENTION

LESLIE NEAL-BOYLAN

# Nurses With Disabilities Professional Issues And Job Retention

**S Marginson**

## **Nurses With Disabilities Professional Issues And Job Retention:**

**Nurses With Disabilities** Leslie Neal-Boylan, 2013 Awarded second place in the 2013 AJN Book of the Year Awards in the Professional Issues category. This book is a must for all healthcare managers, recruitment, occupational health, human resources, and for all nurses working within the healthcare setting to gain a full understanding and dispel the myths and misconceptions surrounding disability. It should be on all student nurses reading lists. Nursing Times. This book will provide nurses with the information to make objective and fact based assessments. Moreover, it will arm nursing professionals with an understanding of how the issue of disability is affecting workforce supply in nursing, how accommodations can provide assistance to individuals with disabilities, and how a balanced and thoughtful approach can allow nursing professionals to function to their fullest. Geraldine Polly Bednash PhD RN FAAN Chief Executive Officer Executive Director American Association of Colleges of Nursing. This book has brought together information and real life experiences of nurses who have disabilities. It will serve as an invaluable source of information on the impact of disability on the employment and retention of registered nurses. Suzanne C. Smeltzer EdD RN FAAN Professor and Director Center for Nursing Research Villanova University College of Nursing. This is the first research based book to confront workplace issues facing nurses who have disabilities. It not only examines in depth their experiences, roadblocks to successful employment, and misperceptions surrounding these nurses, but also provides viable solutions for creating positive attitudes towards them and a welcoming work environment that fosters hiring and retention. From the perspectives and actual voices of nurses with disabilities, nurse leaders, nurse administrators, and patients, the book identifies nurses with disabilities, including sensory, musculoskeletal, emotional, and mental health issues. It discusses why they choose to leave nursing or hide their disabilities and analyzes how their disabilities may influence career choices. Written by the foremost researcher on nurses with disabilities, the book addresses patient safety, environmental factors, and retention strategies. It discusses why many nurses feel the need to conceal their disability even though it does not affect their ability to carry out their duties. It addresses interactions with colleagues, administrators, and patients, and explores the common misperception that nurses with disabilities jeopardize patient safety. The text discusses potential solutions such as changing nursing education, altering nurse job description, and enhancing workplace accommodations. It seeks to influence nurse leaders and administrators who have the power to institute change and retain nurses with disabilities, and will be a valuable asset to nursing classes in policy and leadership. Key Features: Provides solutions regarding professional issues faced by nurses with disabilities. Helps nurse recruiters and administrators clarify and strengthen retention strategies. Features the voices of nurses with disabilities, nurse leaders, recruitment specialists, and patients. Buttressed by four research studies and written by the leading researcher in the field.

**Nurses With Disabilities** Leslie Neal-Boylan, 2012-10-12 Awarded second place in the 2013 AJN Book of the Year Awards in the Professional Issues category. This book is a must for all healthcare managers, recruitment, occupational health,

human resources and for all nurses working within the healthcare setting to gain a full understanding and dispel the myths and misconceptions surrounding disability. It should be on all student nurses reading lists. Nursing Times This book will provide nurses with the information to make objective and fact based assessments. Moreover it will arm nursing professionals with an understanding of how the issue of disability is affecting workforce supply in nursing how accommodations can provide assistance to individuals with disabilities and how a balanced and thoughtful approach can allow nursing professionals to function to their fullest. Geraldine Polly Bednash PhD RN FAAN Chief Executive Officer Executive Director American Association of Colleges of Nursing This book has brought together information and real life experiences of nurses who have disabilities. It will serve as an invaluable source of information on the impact of disability on the employment and retention of registered nurses. Suzanne C Smeltzer EdD RN FAAN Professor and Director Center for Nursing Research Villanova University College of Nursing This is the first research based book to confront workplace issues facing nurses who have disabilities. It not only examines in depth their experiences roadblocks to successful employment and misperceptions surrounding these nurses but also provides viable solutions for creating positive attitudes towards them and a welcoming work environment that fosters hiring and retention. From the perspectives and actual voices of nurses with disabilities nurse leaders nurse administrators and patients the book identifies nurses with disabilities including sensory musculoskeletal emotional and mental health issues discusses why they choose to leave nursing or hide their disabilities and analyzes how their disabilities may influence career choices. Written by the foremost researcher on nurses with disabilities the book addresses patient safety environmental factors and retention strategies. It discusses why many nurses feel the need to conceal their disability even though it does not affect their ability to carry out their duties. It addresses interactions with colleagues administrators and patients and explores the common misperception that nurses with disabilities jeopardize patient safety. The text discusses potential solutions such as changing nursing education altering nurse job description and enhancing workplace accommodations. It seeks to influence nurse leaders and administrators who have the power to institute change and retain nurses with disabilities and will be a valuable asset to nursing classes in policy and leadership. Key Features Provides solutions regarding professional issues faced by nurses with disabilities Helps nurse recruiters and administrators clarify and strengthen retention strategies Features the voices of nurses with disabilities nurse leaders recruitment specialists and patients Buttressed by four research studies and written by the leading researcher in the field

**Intellectual Disability Nursing** Bob Gates, Colin Griffiths, Helen L. Atherton, Su McAnelly, Paul Keenan, Sandra Fleming, Carmel Doyle, Michelle Cleary, Paul Sutton, 2020-09-21 This unique monograph based on empirical research used the oral history approach to explore the careers of 31 intellectual disability nurses from England and the Republic of Ireland each with at least 30 years experience **Nursing Times, Nursing Mirror**, 2009 *Journal of Applied Rehabilitation Counseling*, 1992 **Magazines for Libraries** William A. Katz, 2006 *Professional Practice for Nurse*

*Administrators/directors of Nursing in Long-term Care Facilities* Mary P. Lodge,1985      **Current Issues in Nursing** Joanne McCloskey Dochterman,Helen K. Grace,1997 Chapters in this outstanding text are grouped into sections focusing on major themes Each features an overview a debate chapter and several viewpoint chapters This format gives students the opportunity fo analyze conflicting viewpoints and encourages critical thinking The text boasts a well known and well respected author group allowing students to learn from recognized leaders in the field      **Nursing Times** ,2008

**Occupational Health Nursing** ,1985-07      **Current Index to Journals in Education** ,2001      **Employee Benefits Journal** ,2000      *The Health Service Journal* ,2008      **Nursing Process** Judith M. Wilkinson,1996 This innovative text uses concrete examples and hands on exercises to help students clearly understand and apply the five steps of the nursing process In each wellness concepts and independent critical thinking major emphases of this text are incorporated into each step of the nursing process      **Resources in Education** ,1997      **Collective Bargaining and Labor Relations** Terry L. Leap,1995 Well researched extensively documented and up to date this book covers legislative foundations of labour relations bargaining process major provisions of collective bargaining agreements It also addresses contingent workers cultural diversity and alternative forms of dispute resolution and representation      **Government Employee Relations Report** ,2010      **Index to Theses with Abstracts Accepted for Higher Degrees by the Universities of Great Britain and Ireland and the Council for National Academic Awards** ,2007      **People Management** ,2002      **Rehabilitation Nursing** Shirley P. Hoeman,2002 REHABILITATION NURSING PROCESS APPLICATION AND OUTCOMES equips the reader with a solid foundation in the concepts and principles of rehabilitation nursing while maintaining the fundamental focus of rehabilitation nursing holistic care of the client This third edition builds on rehabilitation nursing knowledge from concepts to implementation enabling the reader to apply theory to practice Separate sections cover concepts foundations and management principles essential for client centered rehabilitation programs as well as topics such as improving client outcomes in clinical applications rehabilitation nursing across functional health patterns and special client populations A chapter on immune and regulatory systems focuses on the client with HIV Throughout the text the holistic health pattern approach to rehabilitation nursing is integrated in critical thinking exercises and client case studies at the end of each chapter

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## **Table of Contents Nurses With Disabilities Professional Issues And Job Retention**

1. Understanding the eBook Nurses With Disabilities Professional Issues And Job Retention
  - The Rise of Digital Reading Nurses With Disabilities Professional Issues And Job Retention
  - Advantages of eBooks Over Traditional Books
2. Identifying Nurses With Disabilities Professional Issues And Job Retention
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Nurses With Disabilities Professional Issues And Job Retention
  - User-Friendly Interface
4. Exploring eBook Recommendations from Nurses With Disabilities Professional Issues And Job Retention
  - Personalized Recommendations
  - Nurses With Disabilities Professional Issues And Job Retention User Reviews and Ratings
  - Nurses With Disabilities Professional Issues And Job Retention and Bestseller Lists
5. Accessing Nurses With Disabilities Professional Issues And Job Retention Free and Paid eBooks
  - Nurses With Disabilities Professional Issues And Job Retention Public Domain eBooks
  - Nurses With Disabilities Professional Issues And Job Retention eBook Subscription Services
  - Nurses With Disabilities Professional Issues And Job Retention Budget-Friendly Options

6. Navigating Nurses With Disabilities Professional Issues And Job Retention eBook Formats
  - ePUB, PDF, MOBI, and More
  - Nurses With Disabilities Professional Issues And Job Retention Compatibility with Devices
  - Nurses With Disabilities Professional Issues And Job Retention Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Nurses With Disabilities Professional Issues And Job Retention
  - Highlighting and Note-Taking Nurses With Disabilities Professional Issues And Job Retention
  - Interactive Elements Nurses With Disabilities Professional Issues And Job Retention
8. Staying Engaged with Nurses With Disabilities Professional Issues And Job Retention
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Nurses With Disabilities Professional Issues And Job Retention
9. Balancing eBooks and Physical Books Nurses With Disabilities Professional Issues And Job Retention
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Nurses With Disabilities Professional Issues And Job Retention
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Nurses With Disabilities Professional Issues And Job Retention
  - Setting Reading Goals Nurses With Disabilities Professional Issues And Job Retention
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Nurses With Disabilities Professional Issues And Job Retention
  - Fact-Checking eBook Content of Nurses With Disabilities Professional Issues And Job Retention
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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