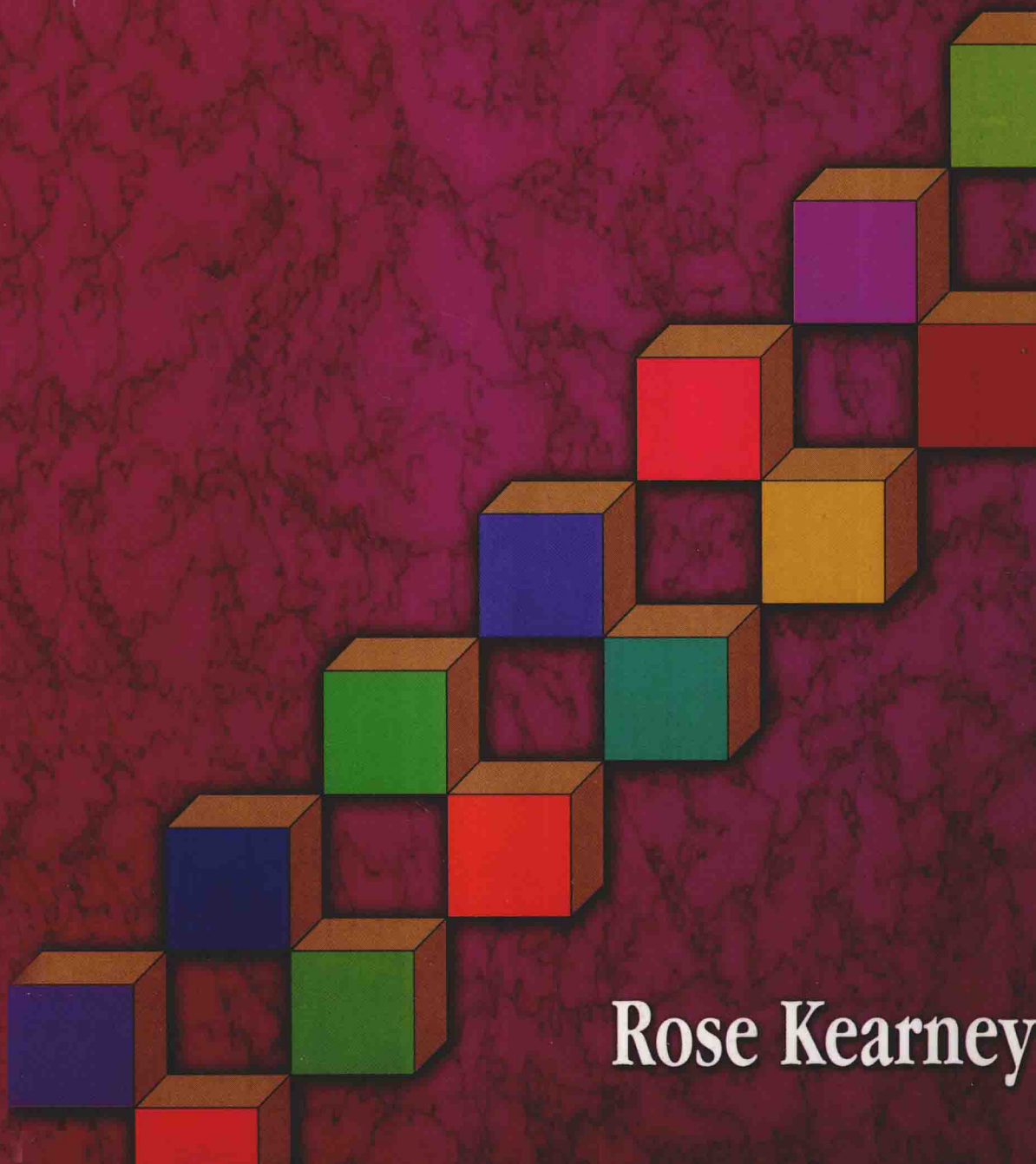


Advancing Your Career

Concepts of Professional Nursing

second edition



Rose Kearney

ADVANCING YOUR CAREER:

Concepts of
Professional Nursing

ROSE KEARNEY, RN, PhD

Vice President for Academic Affairs
Technical College of the Lowcountry
Beaufort, South Carolina

Member/President
South Carolina Board of Nursing



F. A. DAVIS COMPANY
Philadelphia

F. A. Davis Company
1915 Arch Street
Philadelphia, PA 19103

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Printed in the United States of America

Last digit indicates print number: 10 9 8 7 6 5 4 3

Managing Publisher: Lisa A. Biello
Acquisitions Editor: Joanne P. DaCunha, RN, MSN
Production Editor: Stephen D. Johnson
Cover Designer: Louis J. Forgione

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Library of Congress Cataloging-in-Publication Data

Kearney, Rose.

Advancing your career : concepts of professional nursing / Rose Kearney.
p. cm.

Includes bibliographical references and index.

ISBN 0-8036-0807-1 (pbk. : alk. paper)

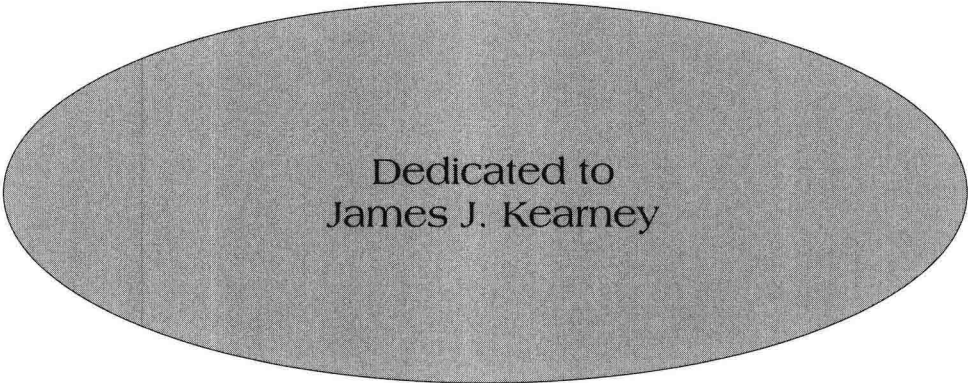
1. Nursing—Vocational guidance. 2. Career development. 3. Nursing—Vocational guidance—United States.
4. Nursing—Philosophy. I. Title.

RT82.N85 2001

610.73'06'9—dc21

2001028153

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Dedicated to
James J. Kearney

Preface

The nursing profession has undergone major changes in the past decades, and the pace of change seems to accelerate daily. We have entered the millennium from our former role of defending nursing as a profession to our present pivotal role in health care. Focusing on people in their respective environments with their unique health care needs that are addressed through nursing care is increasingly important with our rapidly expanding knowledge base and the dynamic changes occurring in health care. In essence, our quest in our respective nursing roles is to expand knowledge, become involved, and broaden the vision of professional practice.

This book is directed to the RN student returning to school. The intent is to provide you, the practicing RN, with professional concepts to advance your practice. These concepts build on your prior nursing education, and their application will greatly enhance your professional practice and growth. The aim is to intellectually engage you in an ongoing professional dialogue with your peers, colleagues, and instructors, broaden your professional development, and build on your preexisting knowledge and experiences. You, the RN student, are challenged to delve further into professional education and conceptual practice. The book is written for the adult learner with the characteristics of self-direction, prior experiences, applicability to practice, and motivation to meet the challenge to increase her or his knowledge base.

The second edition has been updated and reorganized and is divided into five sections. As with the first edition, each chapter includes chapter objectives, key terms, key points, chapter exercises to assist in meeting each of the chapter objectives, references, and a bibliography. Interactive exercises have been added to engage the reader progressing through the content.

Section I introduces the concepts of professional nursing practice. Chapter 1 focuses on the characteristics of professional nursing, as a profession and as a unique professional discipline. Readers are challenged to develop personal perspectives of professional nursing as a philosophy statement.

Coping with returning to school is the theme of Chapter 2. Dr. Bernadette Dorsch Curry's presentation of study tips and strategies for success are highlighted for the arduous process of returning to the student role.

Section II addresses the theoretical bases of nursing practice. First, Chapter 3 presents theory development, description, and use. Terminology is applied to theories from other disciplines and those successfully applied in professional nursing, including Maslow's hierarchy of basic needs, developmental theories, and systems theory. Chapter 4, written by Dr. Jacqueline Fawcett and Barbara Swoyer, addresses the evolution of nursing theory. In addition to a discussion of the evolution, vocabulary, and advantages of these nursing models, the chapter presents applications for selecting and using the models as a guide for practice. The bases of nursing theories are followed by discussion of health and illness models that have been successfully used to guide nursing practice (Chapter 5). The theories of health and illness presented include Dunn's high-level wellness, the health belief model, a health promotion model, and a chronic illness model. Focusing on health, the section includes levels of prevention and cultural influences. Section II concludes with a focus on evidence-based nursing in Chapter 6, with the view of research as a basis for practice. Legal and ethical considerations, the research process, and utilization and critique of research are highlighted.

Section III features critical components of professional nursing practice. Eight critical components of professional nursing are reviewed: communication, group theory, critical thinking, teaching and learning, leadership, management in organizations, change theory, and professional ethics. The first of these critical components is presented by Dr. Nancy Courts in Chapter 7, with a discussion of communication models, essential ingredients of effective communication, nonverbal communication forms, and specific communication techniques. Effective communication is broadened in Chapter 8, Group Theory. Information on group process includes the

characteristics and roles of groups and group leaders and skills needed for collaboration, coordination, and managing conflict within the organization and among organizations.

Critical thinking is essential to professional nursing practice. In Chapter 9, Drs. Rebecca Parrish and Genevieve M. Bartol trace the historical aspects of critical thinking in nursing, along with the characteristics, measurement, and further development of critical thinking and analysis skills.

Chapter 10 focuses on the teaching and learning process, learning styles, adult learning theory, and learning readiness. Included in this chapter is a discussion on writing behavioral objectives, developing lesson plans, teaching skills and methods, and outcome evaluations. Information on multiple intelligences has been added to assist the nurse in viewing another dimension of teaching-learning needs of clients.

Drs. Theresa M. Valiga and Sheila C. Grossman address leadership as a critical component of professional nursing practice in Chapter 11. Included along with definitions, theories, and styles of leadership is a description of the components of effective leadership.

Understanding organizations and effective management in organizational settings are essential parts of professional practice, as described in Chapter 12. Organizational theory focusing on systems theory, structure and function, culture, communication, and negotiation for power is applied to a variety of organizational designs with a discussion of selected management theories, delegation principles, and strategies for difficult management situations. Organizations have redefined themselves radically during the 1990s. Dealing with change is an involved process. Chapter 13 presents theories of change, the characteristics of change agents, and change in individuals, families, groups, and organizations.

Section III concludes with Chapter 14, Professional Ethics by Dr. Joseph T. Catalano, focusing on basic human rights, the right to privacy and dignity, access to care, informed consent, advance directives, organ procurement, client endangerment, and workplace hazards.

Section IV delves into the concepts needed for providing care as a major activity in professional nursing practice. In Chapter 15, managing and providing professional nursing care is discussed with a review of methods for organizing care activities, models of care delivery, use of clinical pathways,

taxonomies, and documentation systems. Providing care is further challenging in the new millennium as we address at-risk populations. Chapter 16, Healthy Initiatives For At-Risk Populations, includes discussion of the national initiatives *Health People 2000*, *Healthy Communities 2000*, and *Healthy People 2010*. National strategies for improving health and reducing health disparities for at-risk population groups are highlighted, including a focus on our increasing aging population.

Providing care includes a necessary focus on quality. Quality care is discussed in Chapter 17 by Francoise Dunefsky, highlighting the issues of quality assurance, quality improvement, continuous quality improvement, and total quality management. This section concludes with a presentation of nursing informatics by Cassy D. Pollack and a view of the roles in informatics along with ongoing development in the area (Chapter 18).

Section V confronts the reality of health care in the 21st century. In Chapter 19, Sister Rosemary Donley addresses the health care agenda and issues debated in both legislative and professional areas that have major implications for the new century. In Chapter 20, Drs. Cyril F. Chang, Sylvia A. Price, and Susan K. Pfoutz address one of the major issues driving today's health care system: economics. Issues related to types of payers, location of care provisions, and marketplace considerations are discussed. Chapter 21 challenges our profession to have the necessary understanding of and involvement in the political process with a discussion of the politically active nurse.

The final chapter discusses challenges for the future. Topics include professional ethics and future visions. This section concludes with an expanded vision for the profession, including how challenges for the health professions are being envisioned.

This book is intended to enhance your professional practice and continued professional development through further education. Your personal characteristics of self-motivation, a thirst for information, and commitment to your clients and the profession will be enhanced as you develop a more conceptual approach to professional nursing practice. Advance your practice through ongoing education and the basic concepts of professional nursing practice.

Rose Kearney

Acknowledgments

Numerous people have been a large part of this process. Family members, friends, and colleagues have more than tolerated my preoccupation with the nursing profession. My respect is extended to all my professional colleagues for the opportunities they provided for discussion and debate. My particular thanks are extended to all the contributors who have shared their expertise and insights in these pages. Joanne DaCunha merits particular credit for the completion of this project for her endless encouragement, enthusiasm, and belief in the potential for our profession. And a special note of thanks to Helen Kearney, a supportive mother and true friend. I have experienced endless encouragement from my professional colleagues, friends, and students, all who added to this kaleidoscope into the future. And to all who give to clients of nursing, my endless respect.

Rose Kearney

Contributors

GENEVIEVE M. BARTOL, RN, EdD

Professor and Chair, Psychosocial/Community/
Gerontology Division
The University of North Carolina at Greensboro
School of Nursing
Greensboro, North Carolina

VICKI L. BUCHDA, RN, MS

Director, Patient Care Resources
Mayo Arizona
Scottsdale, Arizona

JOSEPH T. CATALANO, RN, PhD

Professor
East Central University
Ada, Oklahoma

CYRIL F. CHANG, PhD

Professor of Economics
Department of Economics
The University of Memphis
Memphis, Tennessee

NANCY FLEMING COURTS, RN, PhD

Assistant Professor/Chair of Adult Health Division
The University of North Carolina at Greensboro
Greensboro, North Carolina

BERNADETTE DORSCH CURRY, RN, PhD

Associate Professor and Department Chair
Niagara University College of Nursing
Niagara, New York

**SISTER ROSEMARY DONLEY, RN, PhD,
C-ANP, FAAN**

Executive Vice President
The Catholic University of America
Washington, DC

FRANCOISE DUNEFSKY, RN, MS, CNAA

Vice President for Patient Care Services
The Kingston Hospital
Kingston, New York

JACQUELINE FAWCETT, PhD, FAAN

Professor
University of Massachusetts
College of Nursing
Boston, Massachusetts

SHEILA C. GROSSMAN, RN, PhD

Associate Professor
School of Nursing
Fairfield University
Fairfield, Connecticut

JOANNE LAVIN, RN, CS, EdD

Associate Professor
Kingsborough Community College
Brooklyn, New York

REBECCA S. PARRISH, RN, PhD

Assistant Professor
The University of North Carolina at Greensboro
Greensboro, North Carolina

SUSAN K. PFOUTZ, RN, PhD

Professor
Department of Nursing
Eastern Michigan University
Ypsilanti, Michigan

CASSY D. POLLACK, RN, MSN, MPPM

Assistant Professor/Associate Dean Master's
Studies
Yale University School of Nursing
New Haven, Connecticut

SYLVIA A. PRICE, RN, PhD

Professor (Retired)
College of Nursing
University of Tennessee at Memphis
Memphis, Tennessee

BARBARA SWOYER, MSN, CRNP

Family Nurse Practitioner
Oley Area Medical Associates
Oley, Pennsylvania

THERESA M. VALIGA, RN, EdD

Director of Research
National League for Nursing
New York, New York

KATHLEEN WINTER, RN, PhD

Consultants and Reviewers

Leslie Nield Anderson, PhD, APRN

Associate Professor
Yale University
New Haven, Connecticut

Barbara Matthews Blanton, RN, MSN

Clinical Instructor
Texas Women's University
Dallas, Texas

Kelli S. Dunham, RN

Staff Nurse
MCP Hahnemann School of Nursing Health Center
Philadelphia, Pennsylvania

Marcella A. Hart, RNC, PhD

Associate Professor
Armstrong Atlantic State University
Savannah, Georgia

Patricia A. C. Hildebrand, RN, MSN

Family Nurse Practitioner
Alternative Health Care
Beaumont, Texas

Lucille A. Joel, RN, EdD, FAAN

Professor
Rutgers—The State University of New Jersey
College of Nursing
Newark, New Jersey

Elizabeth Anne Mahoney, RN, PhD

Professor
The Sage Colleges
Division of Nursing
Troy, New York

Thom Namaya, MIA, MSN, FNP

Proprietor
Wellness Services
Brattleboro, Vermont

Wendy E. Newcomer, RN, PhD

Assistant Professor
University of Maryland
School of Nursing
Baltimore, Maryland

Joyce Pulcini, RN, CS, PhD, PNP

Associate Professor
Hunter College
Hunter-Bellevue School of Nursing
New York, New York

Patricia Lawless Ryan, RNC, MSN

Assistant Professor
Gwynedd Mercy College
Gwynedd Valley, Pennsylvania

Pamela Schuster, RN, PhD

Associate Professor
Youngstown University
Youngstown, Ohio

Marilyn Stoner-Smith, RN, MSN

Adjunct Faculty
University of Phoenix
Beaumont, California

Sharon Valente, RN, PhD, APN, FAAN

Assistant Professor
University of Southern California
Los Angeles, California

Patricia Woodbury, RN, ARNP-C

Professor
Valencia Community College
Orlando, Florida

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