

Career Fulfillment in Nephrology Nursing: Your Guide to Professional Development (Second Edition)

Table of Contents and Contributors

Contributors	III-IV
Reviewers	IV
Acknowledgments	IV
Preface	V
Foreword	VI
Dedication	VI
Chapter 1	1
Setting the Stage for Professional Development <i>Carol M. Headley</i>	
Chapter 2	17
The Nursing Research Process <i>Rebecca P. Winsett and Ann K. Cashion</i>	
Chapter 3	31
Education in Nursing: A Professional Obligation <i>Michael Carter</i>	
Chapter 4	43
Clinical Expertise: Achieving Practice Excellence <i>Rose O. Sherman and Susan Clark</i>	
Chapter 5	53
Health Policy: Implications for Every Nurse <i>Kathleen T. Smith</i>	
Chapter 6	63
Crossing Your 'T's and Dotting Your 'I's: Professional Etiquette in Nursing <i>Kathleen D. Pagana</i>	
Chapter 7	75
Professional Communications: Publications and Presentations <i>Beth T. Ulrich</i>	
Chapter 8	85
Leadership: A Peak and Perk of Professional Development <i>Mary Schira</i>	
Chapter 9	95
Professional Affiliations: Membership Has Its Privileges <i>Jenny Bell</i>	
Conclusion	105
Creating Career Contentment <i>Carol M. Headley</i>	

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Continuing Nursing Education Information

Career Fulfillment in Nephrology Nursing: Your Guide to Professional Development (Second Edition) contains 9 chapters of continuing nursing education (CNE) content for a total of 11.0 contact hours of credit. Individual learners may apply for CNE credit by reading a chapter and completing the CNE Evaluation Form for that chapter. Learners may apply for CNE credit for any or all chapters.

The CNE Evaluation Forms may be photocopied prior to filling out, and are also available on the ANNA Web site at www.annanurse.org.

All educational activities within this publication have been provided by the American Nephrology Nurses' Association (ANNA).

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Preface

FOURTEEN YEARS HAVE PASSED since the publication of the first edition of the *American Nephrology Nurses' Association Guide to Professional Development*. These past years have been marked by numerous changes in healthcare delivery for which nursing has been a principal focus. The nursing shortage is and continues to be a primary concern for policymakers and the healthcare delivery system as a whole. Most view the nursing shortage in only a negative light, however, one very positive product occurred as a consequence of the shortage. The nursing shortage drew the attention of several investigators who examined the effects of nursing staffing levels, nursing education, and nursing performance as each influenced patient outcomes. Their findings gave evidential support to what was once only a preconceived notion — that nurses were essential to the delivery of safe, effective, quality healthcare. As a result of this closer examination into nursing, compelling evidence emerged that linked nursing to a broad range of patient outcomes, from patient satisfaction to patient mortality. Doctor Dennis O'Leary, the 2003 President of the Joint Commission on Accreditation of Healthcare Organizations, indicated that data from these studies demonstrated that inadequate numbers of nurses lead to medical errors and diminished the overall quality of care. The verdict is clear — nurses make a difference in patient outcomes and there is no substitution for professional nurses!

As it continues today, the nursing shortage is not unique to one specific area of practice, but is felt in multiple specialty areas, including nephrology nursing. For that reason, the American Nephrology Nurses' Association has and continues to partner with other professional organizations in an effort to address the nursing shortage and promote graduate nurses' interest in pursuing a career in nephrology nursing.

Another emerging theme that has occurred over the past decade is that of establishing an "evidenced-based practice." The National Kidney Foundation was one of the first professional organizations to initiate development of consensus practice guidelines and recommendations: The Dialysis Outcome Quality Initiative (DOQI) guidelines for anemia were published in 1997 and in 2000, the Kidney Disease Outcome Quality Initiative (K/DOQI) guidelines were developed that provided a staging system for chronic kidney disease. These guidelines brought about a means to measure quality, and as a result quality care indicators were established. However, substantial variations in care still exist, both nationally as well as international-

ly, and for that reason there has been a push for a more worldwide consensus on best practice. The Kidney Disease Improving Global Outcomes (KDIGO) has begun the process of creating a universal guideline initiative. With the availability of practice guidelines and clinical performance measures, the nephrology community has a heightened sense of responsibility to ensure that there is evidential support for all treatment decisions.

As the prime specialty organization for nephrology nurses, ANNA has the duty of meeting the professional needs of its membership. Nursing has a unique body of knowledge separate from physicians; and as such requires a separate set of practice standards and guidelines. ANNA has developed its own set of nephrology nursing standards and guidelines as well as several other professional resources to assist the nephrology nurse in obtaining and maintaining the specialized skill and knowledge necessitated by the profession. This professional development guidebook, *Career Fulfillment in Nephrology Nursing: Your Guide to Professional Development (2nd edition)*, is just one of the tools provided by ANNA that is geared towards enhancing and advancing the careers of its membership.

The success of any nephrology clinic, dialysis unit or hospital based practice is dependent upon its nurses, but the nurse's success is dependent upon the individual nurse. ANNA has developed numerous resources for the nephrology nurse to utilize at all levels of practice, entry level to advanced practice. This professional development guide is structured in such a manner that a novice as well as an expert nurse can benefit from its content. Authoritative leaders from multiple nursing arenas were recruited to author each chapter. The original edition still serves as an excellent resource to obtain the theoretical foundation for professional development, while this edition gives a more individualized focus for the nurse to develop a strategic plan for professional development. Today, nurses are faced with the seemingly impossible task of keeping up with a burgeoning increase in knowledge, but there is hope – this guide will show you how to capitalize on individualized specialization, narrowing your focus by becoming an expert. We hope that you will become intrigued and then motivated by this guidebook to professional development.

Carol M. Headley, DNSc, RN, CNN
Editor and Project Director

Foreword

The health care arenas both in the United States and around the world have changed dramatically since the first edition of *ANNA's Guide to Professional Development* was published in 1993. Aside from the many events that have transformed the way we deliver care to patients with kidney disease, so too have the numerous career options that are available to nephrology nurses.



Sandra Bodin

This second edition, entitled *Career Fulfillment in Nephrology Nursing: Your Guide to Professional Development*, will surely be a key investment in your professional development as a nephrology nurse. And hopefully you can expect dividends in the form of career fulfillment, accomplishment, and recognition, as well as improved outcomes for your patients.

While the first edition laid out a solid foundation to promote nephrology nursing as a career by building upon various professional standards of care, the second edition serves as your personal guide to career development. Among the many career development paths, both in professional work settings and in volunteer roles, covered in this publication are the following:

- research roles,
- education careers
- leadership positions, and
- clinical careers.

In addition, the many benefits of affiliations with your professional associations, the fundamentals of professional etiquette, nursing's critical role in shaping health policy, and contributing to the nursing knowledge base through publications and presentations, are explored by the experts.

Finally, the ANNA Board of Directors and I would like to commend Editor and Project Director Carol M. Headley, DNSc, RN, CNN, along with the many talented contributors, for their efforts in updating this Second Edition. Dr. Headley has assembled an impressive group of experts both from inside and outside of nephrology nursing to provide sound advice on the exciting career options within our specialty.

We hope you will enjoy this important contribution to the nephrology nursing and health care literature!

Sandra Bodin, MA, RN, CNN
2007-2008 ANNA President

Dedication

The authors of this book are recognized as expert leaders in nursing. As the editor, I am exceedingly grateful for their willingness to contribute to this 2nd edition of the *ANNA Guide to Professional Development*. The publication of this book was made possible through the commitment of these authors and the seemingly tireless efforts of the ANNA National Office Staff (Gus Ostrum and Laura Landoll) as well as the ANNA Board of Directors. Their feedback, together with their unique insights, provided direction and inspiration for the content, design, and formatting. The culmination of expert authorship contained within has given credibility and authenticity to every chapter.



Carol Headley

In particular, I would like to recognize one of these authors for her assistance. I credit Dr. Beth Ulrich as the one responsible for providing the incentive necessary for me to accept this position of book editor. For more than 30 years, ANNA has benefited from Dr. Ulrich's leadership. She is considered a pioneer of nephrology nursing, having lead the effort to define the specialty roles of the nephrology nurse. As a recently named Fellow to the American Academy of Nursing and as Editor of *Nephrology Nursing Journal*, Dr. Ulrich's accolades and accomplishments continue to be recognized by her peers. However, one of her most credible and possibly under-recognized achievements is realized in her ability to mentor others. I count myself fortunate for having received mentoring from Dr. Ulrich.



Beth Ulrich

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