



# NURSES WITH DISABILITIES

PROFESSIONAL ISSUES  
AND JOB RETENTION



LESLIE NEAL-BOYLAN

# Nurses With Disabilities Professional Issues And Job Retention

**Polly Gerber Zimmermann**



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

**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

*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 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 **The Americans with Disabilities Act, ADA and the Health Professional**, 1993

**Departments of Labor, Health and Human Services, and Education, and Related Agencies Appropriations for**

**Fiscal Year 1997** United States. Congress. Senate. Committee on Appropriations. Subcommittee on Departments of Labor, Health and Human Services, Education, and Related Agencies,1997      **Offenders with Developmental Disabilities**

William R. Lindsay,John L. Taylor,Peter Sturmey,2004-07-16 For over a century developmental disabilities have been associated with crime in prejudicial and pejorative contexts Offenders with Developmental Disabilities provides a balanced comprehensive review of the prevalence nature and development of offending by those with intellectual disabilities Not only does this volume include coverage of evidence based assessment and treatment ideas strategies and plans but also places the field in a historical legal and ethical context William Lindsay John Taylor and Peter Sturmey have brought together a wealth of contributors from differing backgrounds to share new material and knowledge of assessments treatment and service issues in a single volume Divided into five parts Part I opens with theoretical issues Part II deals with legal and services contexts including ethical concerns Part III considers risk assessment general assessment and approaches to evaluation Part IV addresses specific issues of sexual offending anger and aggression fire raising dual diagnosis female offenders and personality disorder Part V concludes with service development professional and research issues Forensic practitioners and students from psychology and psychiatry lawyers and advocates nurses and social workers will all find this comprehensive and practical book an inspiration in taking this field forward      Working in Restructured Workplaces Daniel B.

Cornfield,Karen Campbell,Holly J. McCammon,2001-07-27 What are the contemporary trends in workplace restructuring and the sociological impact on workers lives Around what concepts will work be organized and groups and individuals motivated in their work into the new century To give you definition and answers to these contemporary questions the editors of the sociological quarterly Work and Occupations assembled Working in Restructured Workplaces It addresses contradictory influences in contemporary workplace restructuring its impact on workers lives and the direction and nature of future changes in the workplace This authentic collection of sociological thought and research consists of previous works in Work and Occupations and some commissioned specifically for this book to focus on the nature causes and consequences of workplace restructuring The editors introduce a new concept of workplace restructuring to broaden your perspective and then assess implications for workers and their lives The chapters address four major themes Reconfiguring workplace status hierarchies Casualization of employment relationships Restructuring and worker marginalization Comparative labor responses to global restructuring The last two chapters chart new research agendas on the boundaries and durability of workplace restructuring      Departments of Labor, Health and Human Services, Education, and Related Agencies

Appropriations for 1996: Testimony of members of Congress and other interested individuals and organizations United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies,1995      **Rehabilitation Counseling and Emerging Disabilities** Lynn C.

Koch,Phillip D. Rumrill,2016-10-14 Emerging disabilities are disabling conditions that are new to medical science often

medically debated and lacking in known etiology or those increasing in prevalence in recent years This master s level text is the first to eschew traditional disabilities to focus specifically on the unique characteristics and needs of individuals with disabilities such as multiple chemical sensitivity fibromyalgia and Lyme disease or those currently increasing in prevalence e g diabetes autism PTSD and explore their implications for rehabilitation counseling practice The text is also unique in its examination of how disability causes types and patterns are changing in response to current medical social cultural and environmental trends and addressing necessary changes to rehabilitation policies and practices to better serve consumers with emerging disabilities The book explores important sociological and environmental phenomena such as global warming pollution poverty violence migration patterns addiction and substance abuse and the changing age demographic of the United States that has altered the landscape of disability policy and rehabilitation services in the 21st century Each chapter provides specific examples of disabling conditions and discusses their medical psychosocial and vocational significance The authors examine implications for rehabilitation assessment planning and placement and emphasize changes needed to rehabilitation policy and practice The text is replete with practical evidence based strategies for meeting the psychosocial and vocational needs of people with emerging disabilities Chapters include case examples learning objectives and discussion questions Key Features Describes disabling conditions either new to medical science or increasing in prevalence in modern society Examines sociocultural environmental and legislative trends that have resulted in emerging disabilities Delivers policy programming and research recommendations to improve services and supports for Americans with emerging disabilities Provides practical evidence based strategies for meeting the psychosocial and vocational needs of people with emerging disabilities Includes learning objectives case examples and discussion questions Supplemental materials include PowerPoints syllabus and test bank

*Occupational Health Nursing* Katie Oakley, 2008-04-15 Occupational Health is the promotion and maintenance of the highest degree of physical mental and social well being of workers in all occupations by preventing departures from health controlling risks and the adaptation of work to people and people to their jobs Occupational Health Nursing has now become a major reference text on occupational health nursing courses It is the only book on the market written entirely by occupational health nurses for nurses This 3rd edition brings the book up to date with new legislation guidance and developments This book can be used for quick reference purposes or as a resource for more detailed research and projects Each chapter stands alone and authors have been chosen for their particular expertise in the topic

*Cumulated Index Medicus* , 1988

**Nursing Practice** Ian Peate, Karen Wild, 2018-02-05 The second edition of the successful and definitive nursing textbook Nursing Practice is designed to support the student throughout the entire nursing degree Structured around the latest Nursing and Midwifery Council Code of Conduct it explores a range of clinical and professional issues that the student will need to know in one complete and accessible volume Thoroughly updated and with full colour high quality illustrations throughout this new edition features an additional chapter on the principles of supporting

families and carers in practice advice on revalidation as well as a number of learning features and activities to help consolidate learning Nursing Practice provides invaluable information to enable not just student nurses but also those who are qualified and members of the extended nursing family to develop a deeper understanding of their patients needs and to ensure that they are practicing safely and effectively *Congressional Record* United States. Congress,1994 **Moving Toward Positive Systems of Child and Family Welfare** Gerald R Adams,Gary Cameron,Nick Coady,2007-04-19 Faced with rapidly changing social and economic conditions service professionals policy developers and researchers have raised significant concerns about the Canadian child welfare system This book draws inspiration from experiences with three broad international child welfare paradigms child protection family service and community healing caring First Nations to look at how specific practices in other countries as well as alternative experiments in Canada might foster positive innovations in the Canadian child welfare approach Foundational values and purposes systems design and policy and organization and management are discussed as are front line service delivery service provider work environments and the realities of daily living for families Informed by recent research the contributors provide clear directions for policy administration and service delivery reforms Informing policy debates addressing child maltreatment and family welfare this book will serve as a vital resource for managers service providers professionals and students in the fields of social work child and youth care family studies psychology and special education *Current Index to Journals in Education* ,2002 *Nursing Times, Nursing Mirror* ,2009 **Resources in Education** ,2001-10 *Magazines for Libraries* William A. Katz,2006 *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 Management Secrets* Polly Gerber Zimmermann,2002 This book provides a basic overview of key areas that a nurse manager needs to know in order to manage effectively Beyond literature review and theories it will provide practical tips from the authors experience and expertise New ideas are presented for handling age old problems as well as for dealing with emerging issues Examples include office organization managing change resource utilization case management with a pattern that can be imitated generation X and handling multiple departments The question and answer format provides quick snippets of information directed toward a specific need Engaging interactive Q A format Concise answers with valuable pearls tips memory aids and secrets Over 30 succinct chapters written for quick review All the most important need to know questions and answers in the proven format of the highly acclaimed Secret Series Thorough highly detailed index

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