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In their dual role as caregivers and organization "keepers," nurses may already have the key to creating a culture of engagement. The characteristics and benefits of "engaging" work environments are captured in nursing professional practice models, as evidenced by a quarter century of research on Magnet hospitals and professional practice. An inflection point, providing an opportunity for transformational change in the nursing work environment, may be generated by a critical need for nurses and a call for healthcare delivery system redesign. This article explores this opportunity. Nursing's struggle to overcome its oppression and gain increased autonomy and political power is considered from an historical perspective. Early leaders in the profession, such as Florence Nightingale, Lavini