



## *Nursing That Works*

### **Guidelines for Writing and Submission**

*Nursing that Works* (NTW) is a popular advocacy series designed to assist nurses in the management and care of their professional and personal life. Created by the Center for American Nurses (Center), the intent of this series is to offer evidence-based solutions and powerful tools to navigate workplace challenges, optimize patient outcomes, and maximize career benefits.

Frequently you'll see NTW pieces posted in nursing stations and lounges in healthcare organizations around the country. We would love for you to write for us! The topics and the prose should reflect and respect the need to inform nurses in working settings and less as an academic reference for research.

#### **Subject Content**

We are especially interested in strategies and resources that support nurses' professional and personal growth. The Center's Workforce Ecosystem model highlights areas that empower nurses into professional actions to create healthier work environments.

Components of this model include:

**Staffing:** refers to job assignments including: the volume of work assigned to individuals, the professional skills required for particular job assignments, the duration of experience in a particular job category, and work schedules.

**Workflow design:** pertains to on-the-job activities of health care workers, including interactions among workers and the nature and scope of the work.

**Personal/social factors:** refer to individual and group factors such as stress, job satisfaction, and professionalism, as well as skills that may be underdeveloped in the nursing population, such as financial literacy.

**Physical environment:** includes aspects of the workplace such as light, aesthetics, and sound. These elements will be crucial as the Center explores the needs of a maturing workforce and offers solutions to health care employers.

**Organizational factors:** structural and process aspects of the organization as a whole, such as the use teams, divisions of labor, shared beliefs, and an increasing leadership capacity among nurses.

The subjects for the NTW have varied greatly. All the pieces have provided insights or resources for people who have chosen the career of nursing. Past subjects have included; surviving shift work, career advice and collaboration with your boss. Future topics will include using the internet to find a job as well as other professional and personal resources pertinent to today's working nurse.

**Logistics:**

- The article must be original, is not under consideration by another journal, and has not been previously published.
- The pieces for NTW range from 800-1000 words, with references included. Charts, graphs and pictures may be included.
- The Center for American Nurses reserves the right to edit and proofread as necessary.
- All articles will become the property of the Center for American Nurses.
- Reference citing as well as web-based resources are encouraged but not to the extent that it may distract the reader from the desired content.

**Accuracy of Citations, References, and Website**

It is the author's responsibility to ensure that all citations and references are accurate, and that the format conforms to the latest edition of the Publication Manual of the American Psychological Association. It is not possible for the editors to verify references; therefore, authors are advised to be rigorous in ensuring accuracy. If a cited author contacts the editors about a referencing error, that author will be referred to the article's first author. All websites must be live and accessible to readers at the time of publication.

**Submission:**

Please submit your article in electronic format to [info@centerforamericannurses.org](mailto:info@centerforamericannurses.org). Contact information including NAME, ADDRESS, HOME AND WORK TELEPHONE NUMBERS, CELL PHONE NUMBER, EMAIL ADDRESS, AND FAX NUMBER (AS APPROPRIATE) must be provided.