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Sigma Theta Tau International
Honor Society of Nursing®

IMPROVING WORLD HEALTH THROUGH KNOWLEDGE™



TAKING THE LEAD

JUNE 2008

**In This Issue:
 NEW NURSES:
 KEEPING THEM
 MOTIVATED**

[Letter From Pat](#) | [Related Research](#) | [Related Reading](#) | [Related Continuing Education](#) | [Survey](#)

RELATED NEWS AND RESEARCH

[Adults with ADHD Lose 3 Weeks Worth of Work Annually](#)

[U.S. Web Site Helps Consumers Compare Hospitals](#)

[Recruitment and Retention of Nurses: A Challenge for Nurse Managers](#)

[The Graduate Nurse Rotational Program](#)

RELATED CONTINUING EDUCATION

[Nurse Human Resource Issues and Strategies](#)

specific focus on recruitment and hiring practices as well as strategies that assist in creating a positive work environment and retention of staff. This course can be purchased individually but is also available as

FROM THE CEO

Dear Carol,
 With graduation season upon us, you may find an influx of new graduate nurses entering your workforce. How we initiate these new nurses into our environment is critical in their decision to stay. In September 2007, Dr. Christine T. Kovner and colleagues found that 13% of newly licensed RNs had changed principal jobs after one year, and 37% reported that they felt ready to change jobs. These findings were reported in the [American Journal of Nursing](#) in an article titled "Newly Licensed RNs' Characteristics, Work Attitudes, and Intentions to Work." Further, in March 2005, the [Bernard Hodes Group](#) released the results of a national poll of 138 health care recruiters and found that the average RN turnover rate was 13.9%, the vacancy rate was 16.1% and the average RN cost-per-hire was \$2,821. (Source: [American Association of Colleges of Nurses](#)). In other words, there is a lot riding on keeping these new hires along with retaining our veteran staff.



Within this newsletter are some resources that will hopefully give you some new insights. The Honor Society of Nursing, Sigma Theta Tau International is naturally invested in the nurse shortage and nurse retention issue. This month we are introducing the Return to Nursing Refresher Program which assist nurses who need to update their knowledge in preparation for re-entry into the nursing workforce. You may preview a [demo](#) of the program here and contact a Nursing Knowledge International [sales specialist](#) for more information if you are interested in this program for your institution.

We have also included a short survey in this newsletter so you can let us know what is working in your setting, what are areas for improvement and how can we assist you. Please let us know how we can help you help others.

Sincerely,

Pat E. Thompson

Patricia Thompson RN, EdD, FAAN

Chief Executive Officer
 The Honor Society of Nursing, Sigma Theta Tau International