Question #9. If you had the power to change ONE thing about Nursing that you feel would have the greatest impact on our image, what would that one thing be?

I would probably address the "Totem Pole Syndrome." We are not as respected as physicians, because, simply put, we are not physicians (though we are consistently voted the most trustworthy).

2. That all nurses be proud of the difference they make in the lives of those they touch everyday.

Fri, 6/6/08 9:56 PM

3. How the administrative world has allowed, and we also, the RN to be lumped in the term nursing when this also includes others under different licensing and certification. All should be spelled out so the patient will know not only the person treating them but their credentials.

Thu, 5/29/08 12:56 PM

4. 4 year degree as basic entry. Grandfather in those that do not have a degree in nursing. Time to stop arguing and move forward towards a professional practice.

 Tue, 5/27/08 5:38 PM

5. Inform people what we do and how important it is for good patient care.

Tue, 5/27/08 8:45 AM

6. Becoming a cohesive political unit.

Thu, 5/22/08 9:24 AM

7. More time to do our jobs well

Wed, 5/21/08 3:20 PM

8. Require a BS degree.

Wed, 5/21/08 8:24 AM

9. Unionization

Tue, 5/20/08 10:29 PM

10. Pay salary with regard to years of experience and level of education.

Tue, 5/20/08 10:45 AM

11. A formal didactic
<table>
<thead>
<tr>
<th>Number</th>
<th>Message</th>
<th>Date</th>
<th>Time</th>
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</thead>
<tbody>
<tr>
<td>12.</td>
<td>Respect between nurses</td>
<td>Tue, 5/20/08</td>
<td>12:10 AM</td>
</tr>
<tr>
<td>13.</td>
<td>Eliminate lateral violence</td>
<td>Mon, 5/19/08</td>
<td>3:07 PM</td>
</tr>
<tr>
<td>14.</td>
<td>Get rid of those that are late, calls in whenever the schedule does not suit them, sloppy, uses poor technique, curse on duty, sleep on duty. Don't keep a nurse employed JUST BECAUSE she is a NURSE. The nurse is only as compliant as the organization for which she/he allows.</td>
<td>Mon, 5/19/08</td>
<td>11:08 AM</td>
</tr>
<tr>
<td>15.</td>
<td>Finally enact the BSN as entry into practice.</td>
<td>Mon, 5/19/08</td>
<td>9:15 AM</td>
</tr>
<tr>
<td>16.</td>
<td>keep the focus on the patient and not some popularity contest to see how many awards we can win or how many committees we can be on</td>
<td>Sun, 5/18/08</td>
<td>9:53 PM</td>
</tr>
<tr>
<td>17.</td>
<td>Ability to spend more time with patients</td>
<td>Sun, 5/18/08</td>
<td>4:49 PM</td>
</tr>
<tr>
<td>18.</td>
<td>REQUIRE BSN!</td>
<td>Sat, 5/17/08</td>
<td>6:19 PM</td>
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<td>19.</td>
<td>Getting all the Nurses to unite as one group. Image the power we would have to present the true image of nursing!</td>
<td>Fri, 5/16/08</td>
<td>7:44 PM</td>
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<tr>
<td>20.</td>
<td>provide us more time to do our jobs</td>
<td>Fri, 5/16/08</td>
<td>2:16 PM</td>
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<td>21.</td>
<td>have BSN entry into practice</td>
<td>Fri, 5/16/08</td>
<td>12:00 PM</td>
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<td>22.</td>
<td>Behavior</td>
<td>Fri, 5/16/08</td>
<td>11:53 AM</td>
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<td>23.</td>
<td>better communication and support of one another</td>
<td>Fri, 5/16/08</td>
<td>11:33 AM</td>
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<td>24.</td>
<td>Unified</td>
<td>Fri, 5/16/08</td>
<td>11:18 AM</td>
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<tr>
<td>25.</td>
<td>PR!</td>
<td>Fri, 5/16/08</td>
<td>10:56 AM</td>
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<tr>
<td>26.</td>
<td>Adequate staffing. When staffing ratios are over what they are set for then staff is stretched, stressed, &amp; may behave in such a manner. EL: comes across very task oriented b/c is rushing to make sure everything gets done or they may fell pressured/stressed which can effect mood...nurses get snippy</td>
<td>Fri, 5/16/08</td>
<td>10:04 AM</td>
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<tr>
<td>27.</td>
<td>Unify the profession!</td>
<td>Fri, 5/16/08</td>
<td>9:11 AM</td>
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<td>28.</td>
<td>For nurses not to be viewed as sex symbols.</td>
<td>Wed, 5/14/08</td>
<td>4:30 PM</td>
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<td>29.</td>
<td>That we are not hand maidens for MD's. We are educated and provide care as well as spend more time with pt and family then MDs</td>
<td>Mon, 5/12/08</td>
<td>12:43 PM</td>
</tr>
<tr>
<td>30.</td>
<td>Time with patients. We have too few RNs and too many patients.</td>
<td>Mon, 5/12/08</td>
<td>8:24 AM</td>
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<tr>
<td>31.</td>
<td>Treat each other with respect, kindness, and be willing to help. Never forget you were once a new</td>
<td>Sun, 5/11/08</td>
<td>12:04 PM</td>
</tr>
</tbody>
</table>
32. being positive, including TEAM WORK 5/11/08 8:49 AM

33. We do not take credit for our extensive training; we need to educate the public about nursing education. I do not think that most people are aware of how in depth our studies are within our nursing programs or what is involved in obtaining ongoing or specialized training after graduation. Thu, 5/8/08 7:11 PM

34. Believing in themselves as professionals. I see nurses behave terribly, makes all of us look bad, unprofessional. Thu, 5/8/08 10:58 AM

35. UNIONIZE ALL NURSES across the USA into ONE BIG UNION...strength in numbers. Also doctors treat nurses just like the public sees them...as servants. Thu, 5/8/08 5:12 AM

36. Each staff member show RESPECT for everyone Wed, 5/7/08 2:44 PM

37. THE PERCEPTIONS PEOPLE OBTAIN FROM NURSING IN THE MEDIA. NURSES WOULD BE PORTRAYED AS REAL PEOPLE BUT HIGHLIGHTING THE SKILLS AND KNOWLEDGE WE USE IN EVERY ASPECT OF OUR JOB ON A DAILY BASIS. Wed, 5/7/08 1:51 AM

38. I would stop the inter-departmental bickering which often occurs in front of the patient or other healthcare providers. Tue, 5/6/08 10:29 PM

39. MAKING THE MALE/FEMALE Tue, 5/6/08
40. overweight

41. Require nurses to be educated regarding customer satisfaction and their satisfaction in treatment in the health care arena.

42. highly educated, independent decision making

43. I honestly can't identify one aspect, because I feel that it's a variety of issues. Media images, diversity, uniforms and personal appearance, and how we present ourselves to those around us. I feel that these all contribute to our image, negative or positive and ultimately affect the nursing field in recruitment and retention.

44. The nurse is an equitable member of the health care team, directly participating in treatment decisions, medical education and patient care planning.

45. get enough staff to care for our patients

46. drive to be proficient and knowledgeable

47. Teaching better methods of communication.

48. How failures in care always fall on the nurse

49. Professional
50. Have a lower number of pts. to care for so we do not appear stressed.
Fri, 5/2/08 5:38 AM

51. Our workload - more nurses to patients 1 to four or one to five or one on one in ICUs, etc.
Thu, 5/1/08 6:03 PM

52. To have nurses gather together and project one voice with the power to create a HEALTHCARE SYSTEM in this country.
Thu, 5/1/08 1:57 PM

53. take the politics out!
Thu, 5/1/08 12:17 PM

54. make horizontal violence a thing of the past
Thu, 5/1/08 10:53 AM

55. to have more help
Thu, 5/1/08 10:22 AM

56. Nurses who are in charge/ supervisory positions should also understand the workings of the floor and be able to help and assist when necessary.
Thu, 5/1/08 10:01 AM

57. respect from Doctors
Thu, 5/1/08 8:32 AM

58. The relationship nurses have with physicians as described above is critical. I would change the physician's attitude about nurses.
Thu, 5/1/08 8:19 AM

59. air of competency with pts
Wed, 4/30/08 8:36 PM

60. RESPECT among each other!
Wed, 4/30/08 2:39 PM
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<tr>
<td><strong>61.</strong></td>
<td>to let patients recognize how we are the primary line of their protection in the hospital. that we keep them safe while in the hospital and prevent errors from happening many times throughout their stay.</td>
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<tr>
<td><strong>62.</strong></td>
<td>Educated professionals not servant to doctor</td>
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<tr>
<td><strong>63.</strong></td>
<td>Staff negativity</td>
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<td><strong>64.</strong></td>
<td>Uniform</td>
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<tr>
<td><strong>65.</strong></td>
<td>More time at the bedside. New technology is wonderful but the increasing amount of paperwork needed for regulatory requirements keeps nurses doing more paperwork instead of being with the pt.</td>
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<td><strong>66.</strong></td>
<td>To transform image of nursing at the bedside as the competent caregiver who is an educator to patient and family</td>
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<tr>
<td><strong>67.</strong></td>
<td>More time at the bedside with the patient.</td>
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<td><strong>68.</strong></td>
<td>Taking pride in our profession and empowering ourselves to make change instead of waiting for somebody else to do it for us.</td>
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<tr>
<td><strong>69.</strong></td>
<td>horizontal violence and eating our young</td>
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<tr>
<td><strong>70.</strong></td>
<td>We need to standardize nurses as professionals by requiring BSN as entry-level.</td>
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<tr>
<td><strong>71.</strong></td>
<td>bsn as minimum for</td>
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72. Return to a professional image of a nurse. White uniforms and nursing caps. Many student nurses have commented, they wish nurses still wore caps. The nurse was perceived as being more professional.

73. I'm here to save patients' lives.

74. Act collaboratively with other professionals

75. More men in managerial positions

76. I would like to see nursing staff take personal responsibility for their jobs and the expectations associated with it. Too often, I hear "excuses" from nurses-"I forgot", "I was too busy" etc. when aspects of their jobs are not completed. The management gives them a "slap on the hand". I believe this is because we define nursing as a "24 hour per day job" and it is acceptable to leave work for other staff. I do not think this would be appropriate in other lines of work.

77. How some nurses treat each other, the whole power struggle. And how some doctors treat nurses, we are all working together, and just don't understand how some people treat each other with such little respect and courtesy?
78. have administrators realize that happy nurses make for happy pt's

79. ACT LIKE A PROFESSIONAL

80. That we are not just there to take orders from physicians, we have the knowledge of assessment and decision making skills

81. I think increased pay would reflect the importance of the profession. Money speaks monumental on how we perceive the profession.

82. Communicate more to the public that we are the eyes and ears for the doctors. And that because of this, our critical thinking skills are a MUST.

83. nurses are professional and knowledgeable, not sex symbols or ditzy air-heads as portrayed in the media

84. That we have a great number of nurses that are very skilled at what they do whether they have their ADN, Diploma, BSN. Sometimes circumstances prevent someone from having the means to pursue their BSN

85. gender bias

86. Become the Patients Advocate Again!!

87. I believe that the RN should have a little more autonomy when it comes to treating our pt
The relationship between the MD and the RN has become one of "you do as I say do". I would change the attitudes of the MD.

88. our attitude toward life and the people around us
Sun, 4/27/08 11:55 PM

89. Have a major walkout so the public, doctors and admin could appreciate what we ACTUALLY do.
Sun, 4/27/08 4:28 PM

90. More time with patients and less time on computer.
Sun, 4/27/08 3:48 PM

91. More staffing so more time could be spent with patients
Sun, 4/27/08 12:40 PM

92. Respect, is the word that surfaces. We receive none, either from Administration, Physicians, Patients, or each other.
Sun, 4/27/08 12:29 PM

93. Promote empowerment
Sun, 4/27/08 11:47 AM

94. stop being a doormat and stop saying I am just a nurse
Sun, 4/27/08 11:02 AM

95. get paid for what we are worth- when trades people make more than a RN who has responsibility for a human life that is a slap in the face
Sun, 4/27/08 10:43 AM

96. Increase pay to the level of skills and responsibility so that nonmedical people will respect profession more...unfortunately, a lot of people equate higher pay with higher respect.
Sun, 4/27/08 10:10 AM

97. Public education
Sun, 4/27/08 9:15 AM
The nurse to patient ratio. No two hospitals are the same, patient acuity is not being taken into account. The number of medications a patient is taking, if the patient is a complete assist with bath, meals, dressing, ambulating. These all affect the quality of care the patient receives from the nurse. If the nurse has 5 total care patients, her assignment for the day is overwhelming but if the nurse has 5 independent patients the day is good both for the patients and the nurses. Patient ratio and acuity must be addressed!!!!!!
108. I would insist on having a national nursing white professional uniform.
Sat, 4/26/08 1:47 PM

109. I would like to cultivate passion and compassion amongst my cohorts. This spirit of practice will allow patients to clearly see our intent, which is to fulfill our role as a strong patient advocate.
Sat, 4/26/08 1:15 PM

110. that we are more than the Dr's helper, we are essential to the healing process in every aspect
Sat, 4/26/08 8:34 AM

111. Reverse the sexes and have majority men instead of women in nursing.
Sat, 4/26/08 5:14 AM

112. More staffing
Sat, 4/26/08 2:25 AM

113. TO HAVE ENOUGH TIME TO TALK TO THE PTS AND ACTUALLY LISTEN TO PT AND FAMILY MEMBERS.
Sat, 4/26/08 1:56 AM

114. more money
Fri, 4/25/08 5:14 PM

115. Encourage all to treat all one comes into contact with respectfully.
Fri, 4/25/08 2:47 PM

116. inform public via movies/ series/ that Nurses are not just pretty dumb blondes but educated critical thinkers "who will save your life at 3am" Not the doctor at home sleeping!
Fri, 4/25/08 11:11 AM

117. Nurses should have the time to provide the care they want and the patient deserves.
Fri, 4/25/08 10:12 AM

118. Making a bachelor's degree be the entry
Fri, 4/25/08
level for nurses. This would help to demonstrate that nurses are professionals!

I can honestly say that adequate staffing would encourage a more caring attitude being projected by the nurse as they wouldn't be too hurried to show their concern. When overwhelmed, it is much easier to forget the patient's perspective.

To get everyone on the same tract: we are here for the patient/client!

get rid of the TV/media portrayed images

Although the science of nursing has increased tremendously the "art" of nursing has decreased to a point that I don't believe today's nurse understands their patients deserve more than their pills on time.

more money/better hours/more respect

the way we treat each other

Incorporate Magnet criteria into Strategic Plan for every hospital

I would provide better staffing so that nurses would be able to do their jobs in a more complete way, instead of being spread so thin that they can only accomplish the basics. Nurses know what they need to do to take good care of
patients, but are often unable to do all that is needed. They then feel frustrated & that they are not doing a good job for their patients, even when they have done the bare necessities.

127. Let people know that not everything has to be done by the nurse. Other people can do for patients too.

128. Increase awareness of our role as a vital and integral part of the health care team, not waitress, maid, servant, or physician's hand-maiden

129. Being able to spend more time at the bedside with the patient. I've heard many patients say, "my nurse comes in and gives me my pills and zooms out of my room and I never see her/him again." If we could have

130. Improve public view as professionals

131. complaining

132. Be more involved with preventative medicine to work towards lower overall health care costs.

133. That as a student nurse we learn to work all 3 shifts and in a nursing home no matter how briefly.

134. standardized education...bachelors prepared

135. Focus more attention on professional attire, grooming and behavior. (Stockings on exposed legs
would be essential, not just for nurses, but for all professional women.)

136. Have each nurse care for each patient as if the patient is a beloved family member.

137. Much of this survey seems to be about Nursing's outward image. I would like to change Nursing's image within Nursing. Similar to my answer above. I would like Nursing to see itself as its own profession not as a subset of medicine. I would set a professional standard of a BSN, teach Nursing students how to treat nursing as a profession and what to expect in return - which, I believe, would in turn change the outward image of Nursing.

138. The often derogatory physician superiority/nurse inferiority relationship. Neither physicians nor nurses could be as effective without each other. Patients sometimes see this disparity of respect and their impression of both roles is affected.

139. that we do it from the kindness of our hearts Pay should be equal to our responsibility.

140. More time to talk to the pt/family, other than explaining procedures, etc.

141. Add ancillary help to allow nurses to be nurses.

142. I would like us to stick together. We currently don't. We
143. would have a loud voice if we all were united in our profession. AM

144. Media?, It's hard to say, our image is seen in many ways, books, news, TV, neighbors talking. Thu, 4/24/08 1:06 AM

145. RECRUIT MORE MEN! DIVERSITY IS A GOOD THING! Wed, 4/23/08 8:15 PM

146. Uniform basic education Wed, 4/23/08 7:41 PM

147. The way nurses are portrayed in the media. For instance, the "sexy" nurse is insulting to our profession with her sexy, short white nurse’s uniform and large chest. Wed, 4/23/08 7:20 PM

148. all we do is change diapers and bathe people Wed, 4/23/08 6:42 PM

149. The way nurses are portrayed in the media. For instance, the "sexy" nurse is insulting to our profession with her sexy, short white nurse’s uniform and large chest. Wed, 4/23/08 7:20 PM

150. The way nurses are portrayed in the media. For instance, the "sexy" nurse is insulting to our profession with her sexy, short white nurse’s uniform and large chest. Wed, 4/23/08 7:20 PM

151. The way nurses are portrayed in the media. For instance, the "sexy" nurse is insulting to our profession with her sexy, short white nurse’s uniform and large chest. Wed, 4/23/08 7:20 PM

152. The way nurses are portrayed in the media. For instance, the "sexy" nurse is insulting to our profession with her sexy, short white nurse’s uniform and large chest. Wed, 4/23/08 7:20 PM
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<tbody>
<tr>
<td>153</td>
<td>maintain professional attitude, keep abreast of changes in our area of expertise</td>
<td>Wed, 4/23/08</td>
<td>2:12 PM</td>
</tr>
<tr>
<td>154</td>
<td>That nurses actually love what they do</td>
<td>Wed, 4/23/08</td>
<td>1:29 PM</td>
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<tr>
<td>155</td>
<td>Respect from administrators.</td>
<td>Wed, 4/23/08</td>
<td>1:00 PM</td>
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<td>156</td>
<td>Stress level</td>
<td>Wed, 4/23/08</td>
<td>11:31 AM</td>
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<tr>
<td>157</td>
<td>showing the patients we care and constant and consistent pt education</td>
<td>Wed, 4/23/08</td>
<td>10:45 AM</td>
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<tr>
<td>158</td>
<td>Have nursing have a equal voice in upper management with the bottom line voices.</td>
<td>Wed, 4/23/08</td>
<td>10:18 AM</td>
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<tr>
<td>159</td>
<td>No nursing shortage and ability to take care of all Pts in need of care.</td>
<td>Wed, 4/23/08</td>
<td>9:50 AM</td>
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<tr>
<td>160</td>
<td>That we are very hard working individuals who are trying to make a living caring for the community and our families. We are not rich in the money sense and probably never will be.</td>
<td>Wed, 4/23/08</td>
<td>9:40 AM</td>
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<tr>
<td>161</td>
<td>Working together more - nurse to nurse and dept. to dept.</td>
<td>Wed, 4/23/08</td>
<td>9:21 AM</td>
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<tr>
<td>162</td>
<td>Time spent interacting with patients regarding their illness. Too much &quot;nobody tells me anything,&quot; &quot;who do I talk too?&quot; &quot;no one has even come into my room&quot; etc.</td>
<td>Wed, 4/23/08</td>
<td>8:49 AM</td>
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<tr>
<td>163</td>
<td>Stop giving uneducated, unlicensed people Nursing Nursing responsibilities and cutting down the # of</td>
<td>Wed, 4/23/08</td>
<td>7:38 AM</td>
</tr>
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</table>
164. I would change the emphasis on higher education versus experience and self-improvement. We need to encourage nurses to stay at the bedside and applaud the ones that do. We are slowly educating nurse away from bedside nursing care. Who will eventually take care of the patient?

165. act professional and do not rush

166. A nurse patient ratio that enables the nurse to spend time at the bedside listening.

167. Pay

168. Education of the public about nursing. Teaching them that it is a profession that is not just about pushing buttons and looking at gauges and readings but about feelings and gut instinct and rationale for the things we do. The technologies we have are just tools that we use, that nurses only use the information received from these tools to make critical decisions and judgments. In a tour of a hospital while First Lady, Hilary Clinton once said, "I don't know why there is a nursing shortage; it seems anyone could be taught to run the machines that your nurses are running with just a little training". The mother of a nurse said much the same thing, only she said that nurses
should be paid more considering the equipment her daughter has to run. Again the misconception that the value of a nurse is in being able to push the right buttons. That is the perception that I would like to change in the nursing image.

169. Go back to charting every 2 hours and forget all the forms and stuff that gets in the way of patient care. Tue, 4/22/08 7:13 PM

170. Nurse to patient ratios. Nurses need to interact with their patients, not just breeze in and out of rooms. They need time with patients—that is what impacts image. Tue, 4/22/08 6:59 PM

171. Increase salaries of nurses. Tue, 4/22/08 6:34 PM

172. THE RESPECT THE PHYSICIANS SHOW THE NURSING STAFF. Tue, 4/22/08 4:43 PM

173. educational level Tue, 4/22/08 4:05 PM

174. ABILITIES TO COMMUNICATE - BEING MORE PROFESSIONAL Tue, 4/22/08 2:27 PM

175. Nurses seen as equal colleagues to the Medical staff. Tue, 4/22/08 1:52 PM

176. Improve the media image Tue, 4/22/08 1:50 PM

177. the way we are treated by doctors Tue, 4/22/08 1:10 PM

178. reduce the work load Tue, 4/22/08 12:30 PM
I would want the public to know what our job truly consists of. What is expected of us each and every day.

To ensure schools put out well trained nurses.

Change the TV image - but that doesn't sell shows.

Nurses treatment of each other.

TV image of hospitals and us.

working with a team approach and better communication

Our professional organizations should not be unions in disguise.

Budgeting for better Staffing; more focus on patient actual needs at a specific time

that we do not just do as told and hold hands

even if we are rushed, we need to act calm and caring

More hands on with pt and less paper/computer work

I would make a mandatory dress code for nurses in both acute care and long term care. Most nurses look very unprofessional. Recently I had the opportunity to be on the receiving side of the nursing care. The RN that came in to start my mother's IV
had long hair, flinging
everywhere, had a
dark gray hoodie on
and looked like she
just crawled out of
bed. Although her
skills were very
good, her attire and
the fact that she did
not introduce herself
or have a visible
name tag, made me
question if she was a
nurse, cleaning lady
or hooker from the
street corner.

191. Stop the eating of
our young!!!!  Tue, 4/22/08
8:57 AM

192. Give every nurse a
more confident
attitude.  Tue, 4/22/08
8:47 AM

193. We are intelligent--
have our own brains-
we are not
handmaidens to the
physicians.  Tue, 4/22/08
8:47 AM

194. Professionalism  Tue, 4/22/08
8:40 AM

195. promote healthy
positive environment  Tue, 4/22/08
8:40 AM

196. Apathy  Tue, 4/22/08
8:25 AM

197. The feeling that the
nursing role is
subservient to the
physicians and other
providers  Tue, 4/22/08
8:19 AM

198. Weed out the lazy
ones.  Tue, 4/22/08
8:12 AM

199. Decline to perform
duties that do not
utilize nursing skills
and judgment.  Tue, 4/22/08
7:59 AM

200. Movie and TV
images of ignorant or
mean nurses.  Tue, 4/22/08
7:59 AM

201. Stop the personal
discussions at the
Tue, 4/22/08
nurse's station which are overheard by our patients every day.

202. More professional acknowledgement from doctors. People see how we are sometimes spoken to by doctors in a demeaning way that has an impact on their image of us. 

203. Be excellent communicators with patients, family, staff, doctors, everyone.

204. all nurses be BSN prepared and rate of pay equivalent to the education

205. Salary

206. Encourage more men to choose nursing as a career.

207. Letting the patients feel they are in control.

208. The attitude that people who never deal in illnesses should have the same knowledge of them as people who have been working around them for many years.

209. I would like patients and families to realize that we are professionals and should be treated as such.

210. We have a decision making process we use, and we are not always directed by a physician in order to use it.

211. Only RNs would have the title "Nurse." Identifying LPNs as nurses as well has muddied the perception of nurses. Lots of patients call the CNAs and MAs
"nurse" too. It drives me crazy. I worked very hard for my education (BSN, MSN) and do not appreciate being seen as the same as the MAs, CNAs, and LPNs.

212. Ensure professionalism Mon, 4/21/08 6:25 PM

213. Identify a nurse who retains passionate charismatic leadership skills not employed in management or administration. Mon, 4/21/08 6:21 PM

214. Stop task oriented care, emphasize caring and compassion stop the harried rushing in and out of a patient's room. Mon, 4/21/08 6:07 PM

215. A salary that is in line with the responsibility we carry. Mon, 4/21/08 5:24 PM

216. Empower nurses to realize we care for pts and their families. Sometimes we forget the stressors the public feel when they or their loved ones enter the health care system. Mon, 4/21/08 5:07 PM

217. Not so many hours for higher pay Mon, 4/21/08 4:58 PM

218. Change the scope or image that we are waitresses, and get more respect for the work we do. Mon, 4/21/08 4:56 PM

219. Be more respectful. Mon, 4/21/08 4:44 PM

220. Having enough time and enough staff to be with patients instead doing extra paperwork and others jobs. Mon, 4/21/08 4:14 PM

221. Every job is a profession, from Mon, 4/21/08
environmental services to a physician, from a garbage collector to a CEO. How you dress, act, speak, and conduct yourself affects how others view you in that profession. Everyone has the ability to add to or take away from that profession making you a professional in your capacity, and viewed as such or just another person doing a job. If I had the power, I would tell everyone, if your going to do any job, do it with pride and confidence in your ability. When you’re walking the walk and talking the talk, others will view you as the professional your are no matter what that profession is.

222. the naughty nurse, handmaiden image of nurses. Mon, 4/21/08 3:52 PM

223. Mandate BSN level across the board and remove LPNs from hospital environment. Baseline for entry into virtually every other educated profession is a bachelor's degree in something. "control the level of entry into your profession and it will be respected."

224. Being respectful of our peers, LPN's, environmental staff. Mon, 4/21/08 3:34 PM

225. Get rid of the pettiness. Mon, 4/21/08 3:32 PM

226. Attitude Mon, 4/21/08 3:12 PM

227. not sure Mon, 4/21/08 3:07 PM
<table>
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<tr>
<th>No.</th>
<th>Text</th>
<th>Timestamp</th>
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<tbody>
<tr>
<td>228</td>
<td>More ancillary staff to do the chores we as nurses should NOT have to do (clean up messes, take pts to bathroom, etc).</td>
<td>Mon, 4/21/08 3:00 PM</td>
</tr>
<tr>
<td>229</td>
<td>the media's image of nursing- role as a RN</td>
<td>Mon, 4/21/08 2:53 PM</td>
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<td>230</td>
<td>Respect, the lack of respect for nurses.</td>
<td>Mon, 4/21/08 2:50 PM</td>
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<td>231</td>
<td>Nurses’ image in the media, which unfortunately many people buy into. Whether Betty Boop nurses, Nurse Halloween costumes, ER or Scrubs... nurses are rarely portrayed as the knowledgeable professionals that render individualized care, based on evidence and expertise. Name a nurse who represents our profession in a visible way, which you would want to be a role model...</td>
<td>Mon, 4/21/08 2:44 PM</td>
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<td>232</td>
<td>So many younger nurses today are in it for themselves- travelling, no commitment to an organization. They can not come across to families as committed or caring.</td>
<td>Mon, 4/21/08 2:40 PM</td>
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<td>233</td>
<td>RN Title must be visible on name tags. Too many staff now using scrubs that the public does not know who are the nurses vs. nurse's aides, LPNs.</td>
<td>Mon, 4/21/08 2:37 PM</td>
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<td>234</td>
<td>Increase expectations to reach and maintain professional status</td>
<td>Mon, 4/21/08 2:31 PM</td>
</tr>
<tr>
<td>235</td>
<td>Differentiate R.N.s from other health care workers by a consistent professional uniform</td>
<td>Mon, 4/21/08 2:09 PM</td>
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and name tag. In one facility, the RNs wear black scrub pants and a maroon scrub top, so any client or family member can immediately identify a RN from another healthcare team member. This is vital because I have heard nursing assistants tell a client "I am your nurse today, so let me know if you need anything." Nursing assistants are NOT RNs yet as a profession in the name of "team work" we have allowed others to assume our identity which is an injustice to our profession.

Focus on professional appearance. Did you see the cover of RN magazine last month? The nurse looked miserable and sloppy. I am not advocating that we go back to caps, starched white uniforms, and frumpy shoes, but I'm afraid that we've gone to the opposite extreme and that our credibility as a profession is going in the same direction. I hate it that appearances are so important, but it is a fact of life and the longer we chose to ignore it, the more likely it is that our "profession" will suffer for it.

Teach new nurses better time management. 

Provide care based on the nursing model not the "medical
240. I guess I thought that nurses were viewed positively and as professionals. Surveys I've read list them as a respected profession. Perhaps to be unionized.

241. the manner in which nurses speak to patients and each other.

242. Add a course on interpersonal relationships to every curriculum.

243. Work with nurses to get them to realize the professionals that they are and the power they have with patients.

244. All be educated at the same level for entry.

245. 

246. Require all nurses to have a minimum of BSN in order to practice.

247. Respect for others, family, patients, nurses, other departments etc.

248. more men as they behave differently.

249. To get rid of the stupid image of nurses as sex symbols! (I dislike greatly the portrayal of nurses in short skirts and being dumb on TV.)

250. Nursing administrators /educators advocating for the "BEDSIDE" nurse instead of the system now where they are more interested in the image of the
251. our own behavior. increase nurse autonomy

252. Have a United Front.... Nurses are our own worst enemy.


254. The RN is there to CARE for the patients not only physically but emotionally as well.

255. Communicating the value the patient receives by having a nurse care for them.

256. Nursing would get billable credit for all of the different things that they do. For example, units of work allowable for medication administration, counseling, wound assessment, etc. I think that this would be enormously beneficial to nursing so that they could prove their worth easier to the administrative and financial departments in the healthcare setting. This could help on staffing allotments, quality initiatives and so forth.

257. Higher degree requirements for nurses. Everyone would need a BSN to enter and none of the stuff out of a back of a magazine. An accredited college/university that has clout with the public and other health care professionals.

258. Nurse to patient ratios. When the nurse has that one or two extra patients added onto their assignment it causes stress, we become task oriented, we become upset that we feel we are not providing the very best care we can & the patients NOTICE THIS.

259. professional appearance
Give women the courage to speak up! To represent themselves to the world. To stop being the be all to end all.

I am a big proponent of education. A Bachelors degree should be the entry into the profession.

To change the image from one of a hand-holding caregiver to a professional image supported by scientific evidence.

Appropriate dress for a nurse. It is very difficult to tell who is a nurse or a housekeeper in the hospital setting.

Decrease the patient/nurse ratios. One to 6 or higher is common. Nurses are burning out.

mutual respect and respect from other coworkers such as MD, PA, Therapists, SW, etc

Negativity. Less focus on ourselves and more on the patients where it should be.

Stop television shows that reflect poor images of nurses/nursing.

The amount that nurses are paid in comparison to physicians for the work we do.

Unity between all of the various types of nursing. Valuing what each of us does in our own specialties.

Nurses are human too. We make mistakes and deserve to be cared for also.

Make a BSN the minimum standard for entry level nursing.

less academic...more focus on direct patient care

Stop the horizontal violence!

Television and movies....why is it always the RN who intervenes in a negative or officials manner with the patient and the family only to be bailed out by the MD. Recently, Sam on "ER" has been an excellent depiction
of a real RN.....only to be exploded by the recent, stereotypical sex scene in a closed exam room!!!

275. For many- lack of individual accountability and caring

276. Get rid of the blue collar attitude and project our profession as requiring high intelligence and professional stature. You have to be caring and smart to be a nurse.

277. stop false advertising on TV and media about the profession of nursing

278. increase job satisfaction through appropriate pay, fairness in wages, and respect

279. BSN should be the minimal requirement period. There should be a distinction made in title between graduates of 2 year programs and BSN programs. I have noticed a definite difference in the professionalism and critical thinking between 2 year program graduates and 4 year program graduates. Nursing is the only profession that I can think of that has this double standard in preparation for practice. It is confusing to the general public and has a negative effect when we are "come to the table" with other professionals.

280. No degradation of women ever.

281. Empowering nurses to truly be a patient advocate.

282. Make a Bachelor's Degree in Nursing be the minimum education standard for a Registered Nurse. No other profession has a double standard for minimum education requirements.

283. physician education as to the value nursing has on health care

284. Change the way that the media portrays us. In most shows or movies, the nurse is portrayed as the doctor's maid/secretary. A more realistic view of the nurses' knowledge and
responsibilities would have an impact on how nursing is viewed by the general public.

285. Give most of the writers of medical shows, both comedy & drama, a whack to the side of their heads. Mon, 4/21/08 9:22 AM

286. More collegial relationships with physicians--we need to appear to be clinically competent and able to engage in meaningful dialogue with MDs in the presence of the patients. Mon, 4/21/08 9:22 AM

287. Nursing has become a profession to go into because it is a good paying job. New nurses do not seem to enter nursing because they want to help. What seems to happen is when they do get into it they get back out because they can't handle it. Nursing is all about caring for people-not a paycheck. Somehow we have to portray that image in school and perhaps our nurses would stay in the profession. Mon, 4/21/08 9:17 AM

288. stop showing nurses having sex in linen closets (on TV) Mon, 4/21/08 9:14 AM

289. Make sure patients understand who the nurse is and who the other caregivers are. We need to show the difference a nurse makes by her critical. Mon, 4/21/08 8:55 AM

290. Entry into nursing as ADN or Diploma with title of Registered Nurse I, followed by Registered Nurse II for baccalaureate prepared nurses. We have some lateral violence that is attributed to the constant bickering about who is a better nurse, pay scales not commiserate with education, etc. Mon, 4/21/08 8:52 AM

291. That we are powerless or passive group who just follows orders from providers. Mon, 4/21/08 8:48 AM

292. Improved benefits to attract a higher caliber of person to the field Mon, 4/21/08 8:44 AM

293. Go back to white uniforms for staff nurses, scrubs only for OR Mon, 4/21/08 8:37 AM

294. I think that requiring nurses to wear uniforms would help. Mon, 4/21/08 8:34 AM
Like have all the RN's wear navy scrubs, etc. Right now the housekeepers wear the same scrubs as nurses...

295. Require BSN Mon, 4/21/08 8:31 AM
296. quit the constant battle to be a good nurse must have a BSN Mon, 4/21/08 8:22 AM
297. Eliminate horizontal hostility. Mon, 4/21/08 8:20 AM
298. Confusion on the educational preparation. Mon, 4/21/08 8:18 AM
299. Hold all nurses accountable for adhering to standards, rules, regulations, and evidence-based practice, with consequences if they do not. Mon, 4/21/08 8:14 AM
300. Standardization of the entry level for nurses. Mon, 4/21/08 8:11 AM
301. BSN requirement for entry into practice Mon, 4/21/08 8:10 AM
302. focus on the patient and family Mon, 4/21/08 8:07 AM
303. Have more hands one Nursing Education prior to the nurse working on the Nursing unit. Mon, 4/21/08 8:00 AM
304. Increase number in the work force and enrolled in schools Mon, 4/21/08 7:56 AM
305. Nurses should LEAD the national discussion on Healthcare reform. Mon, 4/21/08 7:56 AM
306. If we would individually act like and treat each other as professionals. Mon, 4/21/08 7:51 AM
307. having nurses feel they were empowered, valued Mon, 4/21/08 7:49 AM
308. All nursing must be taught professionalism and they need to know that they are here for the patient and not themselves. Mon, 4/21/08 7:41 AM
309. Take all TV shows that have a nurse on them off the air! Not realistic but is I see one more sloppy nurse or a nurse in high heels - UGH! Mon, 4/21/08 7:38 AM
310. The way the Public views us as Nurses based on the TV programs Mon, 4/21/08 7:37 AM
311. Professionalism Mon, 4/21/08 7:36 AM
312. have a standardized approach to nursing education Mon, 4/21/08 7:29 AM
313. Value and higher pay Mon, 4/21/08 7:27 AM
314. Decreasing the task-based orientation that seems to have taken over. Nurses do not know their whole patient-they only know the tasks that they need to accomplish during their shift. Mon, 4/21/08 7:18 AM

315. Make documentation more simple so nursing time could be spent with the patients and their families. Mon, 4/21/08 7:10 AM

316. The new nurses need to have more respect for all that the experienced nurses can provide!! Mon, 4/21/08 7:08 AM

317. To have nurses who perform with the love for nursing as used to be the practice. Mon, 4/21/08 7:04 AM

318. how we present ourselves Mon, 4/21/08 6:59 AM

319. BE MORE SENSITIVE TO PATIENT/FAMILY NEEDS. Mon, 4/21/08 6:58 AM

320. Recognized autonomy and power to effect change in institutions. Mon, 4/21/08 6:51 AM

321. Show compassion to family and patients; Don't just go through the motions but actually entwine yourself with them; Be assigned to a maximum of four patients per day so time can be spent wisely with patients. Mon, 4/21/08 6:50 AM

322. Greater representation in the media of how educated and specialized many nurses are. Mon, 4/21/08 6:47 AM

323. Instill each RN with the confidence it takes to advocate for those in their care. Mon, 4/21/08 6:43 AM

324. Physicians would treat nurses with professionally and with respect. Mon, 4/21/08 6:42 AM

325. When you think of all that nurses do to save lives and advocate for their pts, and all the crappy hours they work doing it (nights, weekends, holidays, on call time, overtime...), you realize we don't make nearly enough money. There are too many professions that don't require nearly half the personal sacrifices that nursing does which make more money than nursing. In nursing, if one wants to increase her salary she needs to go into administration. There is little monetary incentive for the Mon, 4/21/08 6:28 AM
experienced nurse to stay at the bedside. When hospitals do pay more for your experience, they usually make you go thru complicated clinical ladders to prove that you deserve it.

326. Allow Nurses to control certain patient care issues that currently physicians must write orders for. Example - restraints, activity - Nurses are with the patients, assess them on an ongoing basis so have a better grasp on when to progress. Mon, 4/21/08 6:12 AM

327. More nurses - many hands make light work - we are all overworked because of the shortages that exist within our profession. Mon, 4/21/08 6:11 AM

328. That nursing is a member of a team not just a stand alone profession. All aspects of care within the work setting contribute to decreasing risk and infection control and good outcomes for our patients. Mon, 4/21/08 6:06 AM

329. I would make the entrance requirements to nursing school more stringent. I am embarrassed by the caliber of some nurses graduating. We need to expect our nurses to be bright and articulate. That is not the case always. Mon, 4/21/08 5:47 AM

330. Tell Johnson & Johnson to stop running the "Dare to Care" advertisements. They perpetuate the image of nurses as being nothing more than "caring", and they detract from the critical thinking skills that nurses have. Moreover, the stark reality is that NOT all nurses do actually care. Many go into the profession because its good money with a 3 day a week schedule. They do not go the extra mile nor do they care about increasing the quality of care that is delivered. Mon, 4/21/08 5:37 AM

331. As much as I hate to admit it and as much as I would dislike wearing white: I do think that standardizing nursing uniforms would do a lot to project the professional image that we as nurses are Mon, 4/21/08 4:48 AM
trying to hard to project. When I go to work wearing the same clothing as the receptionist and nurse techs it's supposed to instill a sense of cohesion and teamwork. However when I walk into a patient's room and he can't readily distinguish me from a tech I feel as though that presents a major obstacle that I must overcome with many patients. Physicians wear white lab coats to distinguish themselves. Nurses used to wear white uniforms and caps to distinguish themselves. Now virtually everyone on the floor wears the same colors or a mishmash of scrub colors. I would love to see nursing take a stand and polish our image. While on the subject of image: my pet peeves with any nursing staff are visible tattoos and odd piercings. I don't feel as though any professional staff should have a visible tattoo. Period. There is just something about a tattoo that minimizes the appearance of a professional nurse. Piercings should also be minimized. One earring per ear is all that should be acceptable. Nose and tongue piercings should be an absolute "NO-NO". Any other piercings that can be seen and/or protrude through scrubs from underneath should also be prohibited. We are a profession that requires much training. We are educated and are patient advocates. We should present the most professional appearance that we possibly can. We also need to distinguish ourselves from other staff in the healthcare setting.

332. Put 8 hours back into effect with a less work load with ALL nurses requiring skills check-off! Mon, 4/21/08 1:46 AM

333. REMOVE HOSPITAL HIERARCHY- MEDICAL RULE- NURSES SHOULD BE PARALLEL TO doctors not beneath them; NURSES MUST BE RECOGNIZED AND PAID FOR PERFORMANCE; Mon, 4/21/08 1:15 AM
Physicians treating nurses as peers

Remove the "victim" mentality. Nurses enjoy being victims, even when they are not!!

Treat every patient as if they are someone in your own family.

Attitude which is affected by work conditions the most

Making nurses realize how important their contribution is in the patient's health care and how much their assessments can impact patient outcome.

Media!!!! But Oprah won't return my e-mails.

Relationships between nurses and also between nurses and doctors

Courses on professional images and behavior in nursing school.

Change the media

I would change people coming to the hospital for silly things, which makes the hospital busy and make pt care slower to the pt who really need medical care. When there is a long wait it always fall on the nurses, for some reason we always look bad.

Money

Allow us to wear WHITE uniforms, like nurses have done for 100 years. Historically, nurses are recognized when seen in white....not blue.

Mandate BSN for any practicing nurse. It creates a professional image and standards.

Tie in reimbursement to customer satisfaction

To receive respect from all staff members.

PRIDE be proud of the work you do. I'm not "just a nurse"

KEEP INTOXICATED, DRUG ABUSERS AND OUT OF CONTROL PTS IN SEPARATE AREA FROM
351. Staffing!!! When you have too many patients you are unable to do all the things for your patient you would like to do. You resort to 'fighting fires'. Sat, 4/19/08 2:24 AM

352. Have enough staff (more individuals that want to be bedside nurses) At times I think that I am so busy that my pts. feel that I don't take the time for them. I feel at the end of the day that I have short changed my pts. That is not how I want to practice. I have been an ER nurse for 20yrs. still love being a nurse, but am frustrated that we always seem to be working short. Fri, 4/18/08 11:43 PM

353. Education for public about job role. Fri, 4/18/08 10:35 PM

354. If nurses band together as one profession and can decrease the horizontal violence. Fri, 4/18/08 7:14 PM

355. Horizontal hostility, we need to pull together as a group instead of individual departments. Fri, 4/18/08 6:38 PM

356. Having Medical staff support our role and LISTEN to us about patients. We are the one's who have the opportunity to get to know them Fri, 4/18/08 6:26 PM

357. Change it in the media - we are not hand maidens Fri, 4/18/08 5:02 PM

358. Would have adequate funding and staffing to properly orient and mentor new nurses-- Fri, 4/18/08 4:22 PM

359. BSN as basic level of entry into the profession. Fri, 4/18/08 4:13 PM

360. The fighting amongst ourselves. Fri, 4/18/08 3:30 PM

361. better representation in the media Fri, 4/18/08 2:38 PM

362. The image projected by the media Fri, 4/18/08 2:36 PM

363. Improve the education of nursing, it is getting too easy to be a nurse, you need to study and complete "real" clinicals. Fri, 4/18/08 2:13 PM
364. more time to teach pts Fri, 4/18/08 1:36 PM
365. not 'eating our young' better mentorship/support of new nurses and professional respect amongst ourselves Fri, 4/18/08 1:18 PM
366. BSN entry to practice Fri, 4/18/08 1:07 PM
367. Require a professional uniform and clean shoes; not the scrubs that we wear now. Require that the RN delegate and monitor appropriate tasks. Fri, 4/18/08 12:16 PM
368. Improve communication skills - Our verbal and nonverbal techniques have the greatest impact on whether we are perceived positively or negatively. Fri, 4/18/08 12:12 PM
369. Mandatory Continuing Education for re-licensure in all states. OR Instead of Compact states...since we all take the same board exam. National Licensure! Fri, 4/18/08 11:30 AM
370. Foster more team work with our physician colleagues Fri, 4/18/08 11:20 AM
371. Get back to primary care nursing. Fri, 4/18/08 11:07 AM
372. LESS WORK LOAD-MORE STAFF FOR MORE TIME W/DIRECT PT CARE.ADMISTRATION TO LISTEN AND RESPOND TO DIRECT PT CAREGIVERS Fri, 4/18/08 10:13 AM
373. Be seen less as handmaids to medical staff and more as critical thinking care providers that we are Fri, 4/18/08 9:54 AM
374. Start acting like a true team that looks at the customer perspective first. Fri, 4/18/08 9:35 AM
375. Nursing Unions Fri, 4/18/08 9:23 AM
376. Promote nursing professionalism. Excellence and equality on the healthcare team! Fri, 4/18/08 9:16 AM
377. A dozen nurses can work in an area and be clean, neat, and skillful, but it only takes one SLOB to destroy the whole experience for the patient and/or the family. Non professional behavior and attire should be cause for offending staff to be sent home to remedy situation or not come back. Fri, 4/18/08 8:56 AM
378. Have a work force that is willing to work. We have too many people in our profession that want the paycheck for very little work or investment on their part.

Fri, 4/18/08 8:42 AM

379. Professional dress and appearance, dressing for the position! Of course, the first thing is quality education with Nursing Instructors that have high expectations for positive outcomes.

Fri, 4/18/08 8:36 AM

380. Improved collaboration with and respect from the physicians.

Fri, 4/18/08 8:34 AM

381. Credentials. I feel the nursing profession needs to establish BSN as the entry into practice and all employers need to support this. Credentials adds credibility, knowledge is powerful in our relationships with patients and colleagues.

Fri, 4/18/08 8:26 AM

382. Promote positive image of nursing to younger generation and to others to get MSN to increase nursing educators to increase volume of nurses graduating from nursing schools.

Fri, 4/18/08 8:19 AM

383. That women get into nursing to find a physician husband.

Fri, 4/18/08 7:58 AM

384. Decrease the Nurse: patient ratio so that nurses actually have the time to care for each patient holistically.

Fri, 4/18/08 7:54 AM

385. Educate, empower nurses to be the best they can be.

Fri, 4/18/08 7:51 AM

386. Patient education on what we do

Fri, 4/18/08 7:51 AM

387. style of communication

Fri, 4/18/08 7:46 AM

388. Nurses able to get along. I would like to see no jealousy and everyone helping each other to succeed and be happy for others successes.

Fri, 4/18/08 7:34 AM

389. Dressing and acting like a professional Treat all our patients as it was ourselves or our family

Fri, 4/18/08 7:29 AM

390. Nurses need to value education and achieving BSN or higher more. The public assumes we are as well educated as respiratory, PT and similar disciplines. Sadly, this is often not the case.

Fri, 4/18/08 7:21 AM
that nursing from all levels stand as "ONE" AS A PROFESSION

Find a way to curtail horizontal hostility. It not only undermines nursing as a profession, but when played out in the open causes great anxiety with pts

I'm not sure. I feel like nursing has a good image within the medical field and it's also considered the most trusted profession by the general public. I would increase the public's knowledge about nursing as an autonomous profession. I think a lot of people think we just follow the dr.'s orders, but in reality, our practice is so much more.

Our first impression of dress and attitude.

Increase understanding of each other's role and responsibility as a nurse. We need to start with our profession, and then expand to physicians, etc. Show respect of each other first.

A lead article (first in the list or front page) in the top U.S. newspapers about what fantastic professionals nurses are.

to have less paper work to do sometimes Patients feel the nurse is spending to much time doing the paper work than caring for them

better pay

Nurses themselves would become their own advocates to promote the image of nursing.

More patient care less COMPUTERS!!! WE TREAT THE COMPUTER NOT THE PATIENT.

Care and treat each patient as a person with a need-not pre-judge that patient!

Mentor the new graduates to be accountable.

Acting proud about ourselves and our jobs. Stop "bitching" publicly.

professionalism respected
405. The perception that nurses are not as competent as doctors. Thu, 4/17/08 10:25 PM

406. doctor nurse relationships Thu, 4/17/08 9:57 PM

407. Have an administration run by nurses. Our upper administration I feel have no real understanding of what we do how we do it and we can do it effectively professionally. Thu, 4/17/08 9:42 PM

408. That nurses are intellectual beings, not dumb sexual objects. Thu, 4/17/08 9:23 PM

409. Develop a television show that shows the true nature of what a nurse does. Thu, 4/17/08 9:05 PM

410. The public needs to know what the scope of nursing practice is. I realize that it is difficult to do but nurses need a professional voice. Thu, 4/17/08 9:02 PM

411. Quit wearing sloppy pajamas to work. Wear white or at least have a choice of white and a solid color such as navy. Stop the jewelry & get the hair contained instead of flying around then we would see morale and professional attitude return. Thu, 4/17/08 8:53 PM

412. Have all registered nurses be four year college trained - a BSN as the entry level Thu, 4/17/08 8:38 PM

413. BSN as entry to nursing profession. Thu, 4/17/08 7:15 PM

414. Show patients/families that we really care Thu, 4/17/08 6:55 PM

415. Nursing shortage - I think the image of nursing would increase if we spent more time with the patients Thu, 4/17/08 6:36 PM

416. Treating patients and families with respect. Thu, 4/17/08 5:53 PM

417. Positive media portrayal of nurses Thu, 4/17/08 5:53 PM

418. I think nurses need to look different from other healthcare workers and set the standard for looking the image we want to portray. Thu, 4/17/08 5:31 PM

419. Correlating experience with jobs/not just degrees. and listen to our ideas more as they relate to constructions of our work environment Thu, 4/17/08 5:12 PM

420. That most nurses are well Thu, 4/17/08 4:44 PM
educated and are truly professionals who have a drive for knowledge and a genuine caring heart.

421. obtaining a feeling of profession Thu, 4/17/08 4:26 PM

422. appear more professional Thu, 4/17/08 4:21 PM

423. Caring and getting involved in the profession Thu, 4/17/08 4:08 PM

424. adequate staffing Thu, 4/17/08 3:57 PM

425. Quit-the back biting, young chewing behaviors and be a Professional Register Nurse Thu, 4/17/08 3:55 PM

426. Our portrayal on TV and in movies; from Ratchet to ER and scrubs, nursing is not respected. This is where people get their information, TV. Thu, 4/17/08 3:32 PM

427. Making the level of education more standard. Thu, 4/17/08 2:48 PM

428. Get rid of the two year RN programs Thu, 4/17/08 2:44 PM

429. Community, administration, and political awareness of what we actually do. Thu, 4/17/08 2:16 PM

430. The way society analogizes Physician: Nurse as Lord: Peon/Professor: Assistant Thu, 4/17/08 2:14 PM

431. Get rid of the "naughty nurse" Halloween costumes....ha! Thu, 4/17/08 2:09 PM

432. Courses added to the Nursing Curriculum that focus on customer service. Thu, 4/17/08 1:49 PM

433. Eliminate nursing station chatter, laughing, standing around and not looking busy, etc. Thu, 4/17/08 1:04 PM

434. I would like to see nurses dress more professionally. I have seen too many nurses look sloppy in their choice of scrubs and dirty gym shoes. I certainly don't want to go back to starched whites, but there is something to be said about a nurse's appearance that impacts the image portrayed. Thu, 4/17/08 12:33 PM

435. IMPROVED TEAM WORK. Thu, 4/17/08 12:16 PM

436. THAT WE ARE NOT DITSY-SEX BOMBS IN WHITE DRESSES Thu, 4/17/08 11:52 AM

437. Allow us to spend more time at bedside.. However that needs to be accomplished.. Thu, 4/17/08 11:37 AM
better pay to get more people into nursing, giving larger staff pools, allowing better nurse pt ratios, giving us more time at individual bedsides

438. Less paper work and more time with patients Thu, 4/17/08 11:34 AM

439. The horizontal violence we have against each other. in other words the way we treat each others and any new nurse coming in Thu, 4/17/08 11:24 AM

440. During times when everyone is in a hurry - just taking an extra moment to LISTEN Thu, 4/17/08 11:22 AM

441. To be spoken to on a collegial level as a collaborator of patient care not on a condescending level as a handmaiden. Thu, 4/17/08 11:02 AM

442. viewed as a Professional Thu, 4/17/08 10:58 AM

443. Broadcast regular ads that show the various roles nurses now fulfill and some of the barriers that we face in the current health care system that limit our ability to provide the level of care that we would LIKE to provide to our patients. Thu, 4/17/08 10:53 AM

444. our image to the public regarding why we are nurses Thu, 4/17/08 10:43 AM

445. Requiring BSN as minimum Thu, 4/17/08 10:42 AM

446. A nurse needs to be perceived as a professional business woman in a service environment, just as a teacher, lawyer etc. regardless of the job she holds...hospital nursing, school nursing etc. It should not just be limited to BS, MS etc. nurses. Thu, 4/17/08 10:38 AM

447. the perception that nurses are the physicians' servants and not smart well educated practitioners with their own focus and scope of practice and expertise Thu, 4/17/08 10:34 AM

448. Mutual respect among physicians and nurses. That we value what each brings to the table. Thu, 4/17/08 10:19 AM

449. Reduce the amount of paperwork and put the nurses back at the bedside. Thu, 4/17/08 10:07 AM

450. Make sure that everyone is respectful of the patient, Thu, 4/17/08 10:02 AM
family and/or significant others in each interaction with them.

451. Direct reimbursement for our jobs... like doctors. We should be able to bill insurance for what we do, as we spend more time with the patients. We should be able to "demand" the same respect that MDs get because they are not looked upon as "handmaidens." We are professional care providers that should be able to bill for our services. Thu, 4/17/08 10:01 AM

452. That we would foster growth in each other and stand together as a unit Thu, 4/17/08 9:53 AM

453. go back to the original ideas of nursing and that is to care and protect patients and provide professional and caring attitudes in regard to a the profession Thu, 4/17/08 9:53 AM

454. Show the same compassion and respect that we give our patients to our fellow nurses. Thu, 4/17/08 9:51 AM

455. I would bring back a true uniform policy. So many of the young nurses are dressing like they're heading to the bar! YUK. Thu, 4/17/08 9:48 AM

456. BSN as entry into practice Thu, 4/17/08 9:44 AM

457. Take more responsibility and use autonomy Thu, 4/17/08 9:41 AM

458. To ensure that the public understands that we are trained and education in the profession of nursing and have a great deal to offer patients seeking healthcare and we have the greatest impact on the patient outcome. Thu, 4/17/08 9:39 AM

459. That we are not united as a profession. Thu, 4/17/08 9:33 AM

460. Their value in the healthcare setting Thu, 4/17/08 9:19 AM

461. Appearing overworked and hurried Thu, 4/17/08 9:18 AM

462. To stop acting like "We're number two, we try harder!" Stop acting like victims, be assertive and present the case for what nurses need to do their jobs the way they need to do it in a positive manner. Act like the professionals they already
Instill sense of commitment to our patients from the newest generation of nurses.

Our ability to effectively and with understanding mentor novice nurses.

ALL OF THE STEREOTYPES OF NURSES IN THE MOVIES AND ON TV.

Make it back to the caring profession it had been, but these days the young nurses come in expecting, even demanding the best hours, no weekends, no holidays, the best pay, and the RN's that have worked for years are left to pick up the majority of the "not so good shifts". Nursing is a great profession, I love making a difference in someone's care.

That all nurses would be in nursing because they wanted to be or were called to it. I think Nursing's image is sometimes damaged by people who are in it for the wrong reasons, or don't want to be in it, but are anyway - going through the motions.

Confidence.

professional courses and training at all levels of nursing education

How we behave

the way we treat our own, especially the new

perception of the public of what a "nurse" is

That we are just as important as the ER doctor or for the most part more so ...in that we are the first person that the patient sees and the last...not forgetting that the ER is a team!!

increase strength of nursing lobby to equal that of MD lobby for rights and privileges

Instill the drive in all nurses to continue to learn and expand not only their own practice, but nursing as a whole.

Allow experienced nurses
without Master degrees in nursing to become members of nursing school faculties; they provide a wealth of experience and information. To deny these positions to experienced nurses, we are shooting ourselves in the foot and the nursing shortage will continue.

477. BSN as entry to practice Thu, 4/17/08 7:29 AM

478. When nurses start having behaviors or attitudes that affect their care and compassion, their organization would step in and help, not ignore other staff members concerns. Thu, 4/17/08 7:28 AM

479. All wear white lace-up shoes. Thu, 4/17/08 7:19 AM

480. Raise the bar in nursing school Thu, 4/17/08 7:07 AM

481. Accountability. I think that we are independent licensed practitioners, which is great, however it creates great variability in the quality of nursing care. There is no consistency due to the lack of accountability. So a patient *might* get a rude, non-compassionate nurse ratchet or a caring, professional, critical thinker as a nurse. It's luck of the draw -- that hurts the profession the most. Thu, 4/17/08 7:06 AM

482. Set behavioral standards for the practice of nursing Thu, 4/17/08 7:03 AM

483. Get nurses to be PROUD of being a nurse! Thu, 4/17/08 6:51 AM

484. Get rid of the subservient treatment by other professions towards nursing Thu, 4/17/08 6:32 AM

485. horizontal violence Thu, 4/17/08 6:27 AM

486. Elevate the status by making a BSN the entry level degree for nursing. Thu, 4/17/08 6:12 AM

487. I believe that having the salaries of the nurse reflective of their experience and expertise will have a direct impact on the performance of nursing practice thus having the image of the nurse one that reflect dedication and professionalism Thu, 4/17/08 6:07 AM

488. Being a team player Thu, 4/17/08 5:53 AM

489. Horizontal violence Thu, 4/17/08 5:43 AM
| 490. | The media portrayal | Thu, 4/17/08 5:17 AM |
| 491. | Caring communication skills | Thu, 4/17/08 5:10 AM |
| 492. | dressing like professionals | Thu, 4/17/08 4:41 AM |
| 493. | Better communication. | Thu, 4/17/08 4:17 AM |
| 494. | Perception of Nurses | Thu, 4/17/08 4:00 AM |
| 495. | To be nonjudgmental. It would change the perception of nurses just by body language. | Thu, 4/17/08 3:49 AM |
| 496. | Not eat our young | Thu, 4/17/08 3:46 AM |
| 497. | Require primary care physicians adhere to referring to staff as MA's if they are MA's and let their patients know that their staff are Not nurses...this is front line stuff! | Thu, 4/17/08 2:34 AM |
| 498. | Be a team player. | Thu, 4/17/08 12:56 AM |
| 499. | media | Thu, 4/17/08 12:20 AM |
| 500. | Decrease nurse to patient ratio. Too many nurses have too many patients which makes a huge impact on our image. These nurses vent at the wrong places, are unhappy at work and it shows, are overworked and exhausted and look it. | Wed, 4/16/08 11:40 PM |

| 501. | how we present ourselves (dress) | Wed, 4/16/08 10:05 PM |
| 502. | BSN as entry to practice requirement...now!!! | Wed, 4/16/08 9:37 PM |
| 503. | Have all nurses understand that they have the power to impact each other's success (or lack of) and to be mutually supportive. | Wed, 4/16/08 9:13 PM |
| 504. | How we behave to each other (in turn, will affect everything else!) | Wed, 4/16/08 9:03 PM |
| 505. | Be proud of our PROFESSION. We are PROFESSIONALS - act and conduct yourself like one. | Wed, 4/16/08 7:56 PM |
| 506. | becoming more non-judgmental | Wed, 4/16/08 7:42 PM |
| 507. | Treat each other with more respect. | Wed, 4/16/08 7:26 PM |
| 508. | Restructure the professional license (RN) as a nation wide system to make BSN the professional base for nursing. In doing so give credit to ADNs with over >/= 5 years (with at 3 consecutive years occurring in the last 5 years) of inpatient and/or ED experience with a fixed | Wed, 4/16/08 7:14 PM |
number of CEUs (such as >125 or more) the ability to gain professional license as the completed a journeyman type time frame. Additionally, require so many CEUs, per 2 year time frame to maintain professional license.

509. To let patients know that we collaborate with physicians and how often physician's ask for our opinion regarding patient care. Wed, 4/16/08 7:05 PM

510. CARE! focus on compassion, accountability, respect, and excellence in dealing with our patients and our peers. Wed, 4/16/08 6:26 PM

511. selfless service and not for the money. Wed, 4/16/08 6:25 PM

512. The fact that nurses are still often portrayed as dependant on physicians which has not been the case for decades. Wed, 4/16/08 6:23 PM

513. eliminate horizontal violence between nurses. Wed, 4/16/08 6:19 PM

514. not wear uniforms. Wed, 4/16/08 6:11 PM

515. supervisors who help when the need arises and not berate the staff for not obtaining goals with minimal staff. Wed, 4/16/08 6:09 PM

516. the media's perception. Wed, 4/16/08 6:04 PM

517. Present ourselves in a professional manner (proper uniform, body habits, organized, articulate) but never forgetting compassion and kindness. Wed, 4/16/08 6:00 PM

518. compassion. Wed, 4/16/08 5:56 PM

519. Have more and larger sized Nursing School Programs throughout the country so that more Nurses would be filling the pipeline as time goes on. Wed, 4/16/08 5:54 PM

520. That we would treat each other with respect every day all day. Wed, 4/16/08 5:45 PM

521. Nurses would act professionally at the nurses' station and whenever their conversations can be heard by patients/families. Wed, 4/16/08 5:32 PM

522. i don't know--somehow to make nurses "act" like a professional so they could earn the "professional" status respect? Wed, 4/16/08 5:26 PM

523. The media. Patients watch the media and think this is what nurses do (handmaidens, sex toys, etc.) Most of what the TV doctors are doing is nursing. We are professionals but most Wed, 4/16/08 5:26 PM
patients (and some doctors) think we are merely health waitresses.

524. Making patient care a team approach where not one member of the team is any more important than the next member of the team. Also to promote professionalism within the work environment. Wed, 4/16/08 5:10 PM

525. Promote our role as an indispensable member of the healthcare team. Wed, 4/16/08 4:58 PM

526. Bringing nurses back to focusing on the patient Wed, 4/16/08 4:57 PM

527. Cohesion within the nursing community. Wed, 4/16/08 4:49 PM

528. consider the pt and family 1st Wed, 4/16/08 4:38 PM

529. more male nurses Wed, 4/16/08 4:37 PM

530. Gaining a more collective vision of our future Wed, 4/16/08 4:34 PM

531. Attitude........although it is hard when you are exhausted from working overtime hours consistently Wed, 4/16/08 4:30 PM

532. For every nurse to be reminded to be nice to their patients, treating them with respect and care. Wed, 4/16/08 4:25 PM

533. Eliminate a lot of the extraneous paper work so that more time can actually be spent monitoring patient status and responding to their needs Wed, 4/16/08 4:20 PM

534. Promote Professionalism Wed, 4/16/08 4:18 PM

535. To be able to spend more time answering questions and teaching. Wed, 4/16/08 4:12 PM

536. pay Wed, 4/16/08 3:52 PM

537. Obtain the respect needed and require a BSN as entry level Wed, 4/16/08 3:50 PM

538. Respect each other in the workplace regardless of individual educational preparation and standardize the level of education necessary for the profession in the future. Nursing as a profession is too fractured. Nurses need to present a unified and cohesive image to society that identifies us as a distinct professional group. Wed, 4/16/08 3:47 PM

539. Establish one level of nursing whatever that level is (ADN, BSN, MSN, PhD). Wed, 4/16/08 3:41 PM

540. More education about ED nursing in the media. pts come to the ED and demand things that they want Wed, 4/16/08 3:40 PM
when they are taken to a room. No matter what the complaint it is an emergency to that pt.

541. allow nurses to have enough time to provide the gold standard of care in a compassionate manner -Address the nursing shortage Wed, 4/16/08 3:39 PM

542. the time available to spend with the patients Wed, 4/16/08 3:34 PM

543. Stop dressing like service personnel Wed, 4/16/08 3:31 PM

544. ATTITUDE Wed, 4/16/08 3:22 PM

545. greater importance on teamwork Wed, 4/16/08 3:10 PM

546. Discourage hospitals from allowing double standards with the way physicians are treated over nurses and other staff. Wed, 4/16/08 3:07 PM

547. ADN entry level into nursing (with higher pay for BSN), period, and those under the ADN level of education DO NOT GIVE MEDS, ETC.... Wed, 4/16/08 3:05 PM

548. Sloppy appearances reflect a disinterest in the care we take for ourselves, what does that say about the care we provide? Wed, 4/16/08 3:04 PM

549. That we would be respected for what we do. Wed, 4/16/08 3:00 PM

550. Work together as one. Quit the fighting among different nurses, ie. Critical care vs. med-surg. Education differences BSN vs. ADN etc. Wed, 4/16/08 2:59 PM

551. I would encourage nurses to take charge of their work environments by participating in shared governance, committees, professional organizations, etc. Be less of a victim. Wed, 4/16/08 2:56 PM

552. Improve the image of nursing being a collaborative member of the patient's health care team. A profession not a job! Wed, 4/16/08 2:50 PM

553. Better staffing. And if I could add, being valued by administration. Wed, 4/16/08 2:48 PM

554. I would develop a campaign to remind nurses, and educate the lay public that nursing is career, not just a job. Wed, 4/16/08 2:47 PM

555. Return the attitude of a service profession to the nurses. Too much "me" and not enough "the patient" occurring in the nursing profession today. Wed, 4/16/08 2:45 PM

556. Public's perception that we’re handmaidens to the doctors Wed, 4/16/08 2:43 PM
Less whining and complaining in the media about how overworked and understaffed we are

The image of nursing

Basing skills not only on degrees but on knowledge and experience

Increasing nurses pride in their profession

Spend less time "documenting " the care you give and spend time at the bedside "giving" the care.

BSN as standard level for entry into practice

Image on TV programs and news programs. We are portrayed on TV shows as stupid and submissive. The news shows have more bad than good about nurses and healthcare in general.

Try to achieve gender equity

Teaching people what nurses REALLY do, so they get over thinking we pass ice water and give backrubs.

Quit showing us as "Yes, doctor" on TV

LEVEL of Entry--BS

the image of a nurse

Teach people how to act like they care...

Entry into practice level. Should be a BSN.

Wow, one thing.... right now I am thinking we need to provide pts with information and education. That differentiates us from "nurse techs"

I would go back to the old school nursing. I have noticed over the last ten years nursing has changed and not for the good.

All nurses would return to whites

Develop more hospital based schools of nursing. Involve nursing students in far more clinical applications.

more accurate representation in media,

Getting the pay we deserve for the experience and years we bring to the table.

For people to be more professional.
pay scale for specialty pay  Wed, 4/16/08 9:01 AM

Smile and introduce ourselves as the patients nurse and even if you don't have the time. Make it appear that you have the time.  Wed, 4/16/08 9:00 AM

Teach and encourage mutual respect. Nurses need feel valued. It is our respect for one another that causes this issue.  Wed, 4/16/08 8:32 AM

Require the nurse have a BSN to practice.  Wed, 4/16/08 8:28 AM

That we are dependent upon the physicians for making all the decisions concerning the care of our patients.  Wed, 4/16/08 8:24 AM

Salary  Wed, 4/16/08 8:19 AM

above all be professional  Wed, 4/16/08 8:02 AM

Truly empower nurses to be involved and have a say in whatever organization they work in. Too often administration gives lip service to this issue without really listening to nurses.  Wed, 4/16/08 7:54 AM

Treating each other with respect.  Wed, 4/16/08 7:52 AM

the educational process at the university level  Wed, 4/16/08 7:46 AM

Get rid of the horrible TV shows portraying nurses as ding bats or tramps!  Wed, 4/16/08 7:30 AM

How we present our-selves to the general public.  Wed, 4/16/08 7:25 AM

ALLOW ONLY PEOPLE WHO TRULY ENJOY NURSING TO BE IN THE PROFESSION  Wed, 4/16/08 12:38 AM

Unprofessional, unrealistic images portrayed on television and then re-enforced by behaviors of nurses.  Tue, 4/15/08 12:38 PM

Make our job more about the patient care and less about the paperwork. The paperwork requirements spread us too thin and make us more focused on what we do, than on how the patient is doing.  Mon, 4/14/08 10:09 AM

Obtain a BSN within a specific amount of time after graduating.  Sat, 4/12/08 7:18 PM

front line staff has more influence on decision making  Sat, 4/12/08 2:32 PM

Understand that I have training, knowledge and experience. I am not a waitress or just someone off of the street. What I do has an impact on the patients’ well being.  Sat, 4/12/08 10:47 AM

Hold individual nurses  Fri, 4/11/08 3:23 PM
accountable for their actions when they are in view or earshot of patients and families. Nurses do and say the stupidest and most callous things and act surprised when our clients are put off.

597. How we are viewed in the media Fri, 4/11/08 2:41 PM

598. professionalism - dress appropriately (not in scrubs!) and attend to grooming; "manage up" by informing staff that you and your team are "great" rather than oozing negativity verbally and non-verbally. Fri, 4/11/08 8:51 AM

599. Stop stereotyping in media and entertainment industry Thu, 4/10/08 2:20 PM

600. Discourage negativism amongst long term nurses and work toward eliminating apathy amongst my co-workers. Thu, 4/10/08 2:01 PM

601. That's tough. In an ever changing health care system, the nursing shortage is well upon us. We work longer hours, and the conditions at times are very unsafe. Patient volume and acuity are higher now that ever before. The new kids entering the workforce seem to not have an idea as to what they are in for, and often look for easy jobs or leave the field altogether. I think that we should start in the nursing schools, presenting the picture of the real world. We need to show that despite everything, nursing is a very rewarding career. Thu, 4/10/08 11:00 AM

602. I believe that we are not Medical Assistants. We have a great profession "NURSING" as medical. I want all professional RNs to be autonomous in their profession. Thu, 4/10/08 6:42 AM

603. Improve collaboration between health care providers. Wed, 4/9/08 2:15 PM

604. Reality TV.... in addition to the "power of one" Wed, 4/9/08 12:16 PM

605. Eliminate all agency nursing!! We've created the shortage and challenges for ourselves!! Where is the commitment that used to be there? Wed, 4/9/08 11:54 AM

606. level of education required for entry into the profession Wed, 4/9/08 11:12 AM

607. Stand together on issues that impact nursing, have one voice - there is strength in numbers and nursing is too disjointed now Wed, 4/9/08 7:17 AM

608. I believe in the PROFESSIONAL Wed, 4/9/08 7:13 AM
(vs. "everyday") world the lack of BSN preparation impacts our ability to interact with and our image with fellow HCPs. Therapy entry into practice for SLP and PT is a Masters, OT is Bachelors.

609. To change the image that the media portrays. Wed, 4/9/08 7:12 AM

610. Attitude. Tue, 4/8/08 4:56 PM

611. This is a difficult question because I think there are several things that we can do. I think returning to the recognition that we serve the patient and their families and should be accountable for having the skill and knowledge required by our scope of practice. Tue, 4/8/08 2:27 PM

612. Accurate portrayal in all the media, ensured by requiring that all print go through ANA for approval first. Tue, 4/8/08 12:17 PM

613. hold nurses accountable for professionalism Tue, 4/8/08 11:48 AM

614. More credibility related to professionalism Tue, 4/8/08 11:28 AM

615. BSN as entry-level, or two-tiered AD and BSN with different boards and different titles. Nurse associate (AD) and Registered Nurse (BSN). Tue, 4/8/08 11:22 AM

616. Improvement in relationships between Nurses and Physicians. Tue, 4/8/08 11:15 AM

617. care for EACH OTHER as much as we care for our patients Tue, 4/8/08 10:34 AM

618. Seek out societal bias against recognizing nursing as a profession. Media and print portrayals especially. It's hard enough for nurses to claim their profession without the medial knocking us down. Tue, 4/8/08 9:42 AM

619. The negative image portrayed by media when a mistake is made. We are all human after all. Tue, 4/8/08 9:36 AM

620. Keep the "union" out of our profession. Tue, 4/8/08 9:30 AM

621. To make all nurses accountable for the clinical knowledge they MUST have to keep people safe and treat them. Tue, 4/8/08 8:54 AM

622. Showing a caring attitude Tue, 4/8/08 6:50 AM

623. Sir, Ma'am, issue Tue, 4/8/08 4:57 AM

624. require professionalism in the workplace Mon, 4/7/08 7:31 PM

625. fulfill perception of patients and
family

626. that we are not “hand maidens” to physicians Mon, 4/7/08 4:18 PM

627. Improve organization and prioritization skills. Mon, 4/7/08 3:38 PM

628. flirting and/or personal conversations between staff members and medical staff at the patient’s bedside Mon, 4/7/08 3:32 PM

629. Confidence Mon, 4/7/08 3:16 PM

630. Improved nurse to patient ratios in med surg areas giving the nurse more time to advocate for and plan the patient’s care. Mon, 4/7/08 2:53 PM

631. how nurses act in the station Mon, 4/7/08 2:47 PM

632. appearance Mon, 4/7/08 1:59 PM

633. Nurses showing they care regardless of the situation would project a more positive image. People expect the nurse to be clinically adept, but they want them to be caring. Mon, 4/7/08 1:55 PM

634. Doctors praising nursing care to nurses and patients Mon, 4/7/08 1:47 PM

635. BSN should be minimum educational requirement with a salary to match. Mon, 4/7/08 1:44 PM

636. More patient time Mon, 4/7/08 1:43 PM

637. increase staffing to allow for better care Mon, 4/7/08 1:39 PM

638. Ensure that all nurses were practicing high standards of care and caring personal interaction. Mon, 4/7/08 1:24 PM

639. Staffing numbers that allow nurses to spend the needed amounts of time with patients/families instead of being so rushed to complete tasks/duties Mon, 4/7/08 1:19 PM

640. Boy, good question. I suppose I would like to see positive interaction occur 100% of the time. Mon, 4/7/08 1:11 PM

641. continue to improve patient care Mon, 4/7/08 1:03 PM

642. Media portrayal of the nursing profession. TV shows that indicate nurses are only interested in sleeping with doctors severely damages our image. Also, news outlets are more likely to present news stories on “bad” nurses than “bad” doctors. Mon, 4/7/08 12:38 PM

643. Respect from others including upper management. Mon, 4/7/08 11:53 AM

644. Increase the mandatory Mon, 4/7/08 11:43 AM
education to at least a BSN for entry level. This idea that we cannot get our act together about entry level education is impacting our ability to function and look like a "profession". I actually believe that we need more than 4 years for appropriate education of our nurses but we do have to start somewhere and 4 years should be minimum.

645. Bachelor's degree in Nursing required for bedside nursing jobs. Mon, 4/7/08 11:36 AM

646. Give good nursing care, emphasis on care. Mon, 4/7/08 11:08 AM

647. Improved professional behavior Mon, 4/7/08 10:56 AM

648. The RN as a team leader (on the floors making rounds and participating in physical care) and not a desk jockey. Mon, 4/7/08 10:53 AM

649. For nurses in general to quit "badmouthing" the profession. We are our #1 enemy, talking negatively about the job itself and patients/families we see. Viewing the patients/families as an inconvenience rather than someone who came to you for help Mon, 4/7/08 10:48 AM

650. Not sure at this point. Mon, 4/7/08 10:38 AM

651. Take the time to listen to your patients and families Mon, 4/7/08 10:25 AM

652. WORKING WELL AS A TEAM AT ALL TIMES Mon, 4/7/08 10:00 AM

653. That we teach students and new grads that they are there to be the eyes and ears for the physician. they need to be knowledgeable and present themselves in a positive fashion. Learn as much as you can at the bedside, it is free education. Offer as much as you can to your coworkers, it may be you in that bed looking up one day. Mon, 4/7/08 9:59 AM

654. Bachelor's degree is the minimum to be an RN. Mon, 4/7/08 9:57 AM

655. Figure out a way to get nurses back to the bedside - that's what the public expects, and documentation has taken over our lives. Mon, 4/7/08 9:50 AM

656. nurses are their own worst enemy, perhaps if we had some type of a little electrical shock (only kidding) that went off every time that a negative remark came out of our mouths - or rather some type of reminder, universal "no" sign......more positive Mon, 4/7/08 9:49 AM
Nurses need to dress like they are at work and the hair needs to be up off the collar not hanging down in cuts, wounds and being whipped around in the air. The hair needs to be combed and look neat.

Change the attitude of physicians to one of respect and collaboration instead of condescending competition.

Standardize entry level nursing degree.

Teach, teach, teach professionalism and the basics of empathic interpersonal relationships.

How we present ourselves at the bedside.

Improve problem solving skills considering what is ours to own.

I really think nurses should go back to a more "uniform" appearance. I love my cap and wish that I could wear it (I could but everyone would laugh.) My cap is comfortable but I understand the discomfort and infection control concerns about caps. I also understand the issues with keeping "whites" clean though I never had much trouble with this. I know appearance is really a trivial issue compared to knowledge but it is the FIRST impression we make on the patient and you don't get that chance again to make a good first impression.

Reimbursement for nursing costs (separate from the hospital "room rate").

Once again...Focus on Nursing as a Caring Profession.

Mandate less patient load which would allow more time for hands-on nursing, which could improve nurse's attitudes/lessen stress level, and would allow patients to feel as if they were receiving better nursing care.

Have us support each other.

Require baccalaureate preparation as entry into practice.

Have minimal entry into the field with a BSN.
670. Make a BSN the entry level for professional practice. 

671. Bachelor's level entry

672. Have the media portray nurses as professionals the true professionals we are.

673. that we would be kinder to each other within the profession and that we would communicate better with those we care for

674. To have a single entry level - and at the college level - so that nursing is viewed as a profession.

675. Nurses would all view themselves as professionals.

676. BSN entry

677. Figure out how to change attitudes and self value

678. Attitudes shown to the public, even though they may not be directed at the public.

679. Take away all the sexual references & have more professional dress. It doesn't have to be an all white uniform but we need to do something about how we look.

680. Less complaining.

681. eliminate Associate degree RN programs

682. More time to spend time with patients and families

683. Be informed, well educated and a professional advocate and representative for nursing. Not just in it for "the money".

684. BSN as entry level requirement (I am originally a diploma nurse)

685. Workplace violence--apparently people feel that because we are caregivers we have to tolerate verbal and occasional physical abuse from not only patients but more often visitors. Unfortunately "zero tolerance" is not supported from management. For example, in our ER recently one of our frequent flyer street drunks "groped" 2 of the RN's caring for him. Our director was notified that we were calling the police to make a complaint. She entered the room, tried to talk them out of it . "he's drunk--he doesn't know what he is doing." She attempted speaking with the patient and WAS GROPED. SHE LAUGHED!
The first 2 RN's did file a complaint anyway and he is still in jail as far as I know with $20,000 bail. But he will be back I am sure.

686. Disposition of the nurse  
687. Provide each nurse with the ability to communicate the needs of the profession in a productive manner, remove the complaining and replace it with constructive problem solving.

688. Do something about the shortage so that the nurses have time to care for each of their pts.

689. Recognition and respect by physicians and administrators of the key role that nurses play 24/7 in the care of patients and families.

690. have nurses recognize how important they are

691. Increased pay scale and flexibility of shifts to be more in line with other professionals - engineers, information technology specialists, etc. This would draw more "cream of the crop" individuals into our profession and keep them in it as families are raised, education continues, individuals age, etc. Would also entice more men into the field and otherwise increase diversity.

692. I believe it is time to require an entry level BSN. No other profession allows less education than a Bachelor's degree. It is time to eliminate entry into the profession as one more area that divides nurses. We need to unite to move the profession forward.

693. Allowing nurses enough time to develop a relationship with their patients.

694. Teach future nurses this is a white collar job, not a blue collar. Even though you may get down and dirty and do physical work this is still a professional job.

695. entry level education requirement

696. Have everyone look and act professionally.

697. learn to be better listeners

698. That we are now in it for the money

699. Yearly classes, mandatory attendance, by employers to educate and reinforce
professionalism. The language they use, their appearance, compliance with documentation and day to day people skills. Other professional and non-professionals are our best allies so we need to have good people skills ALL of the time.

700. Require a BSN as an entry level. Sun, 4/6/08 8:24 PM

701. Nurses respecting the "customer service" side of things. Our image would be enhanced if we would treat people like we would like to be treated. Sun, 4/6/08 5:03 PM

702. Improve professionalism Sun, 4/6/08 12:23 PM

703. Doctors talking to us like we are stupid especially in front of pts. Sat, 4/5/08 3:16 PM

704. Staffing levels. In this age of nursing it is about appearances and customer service. The quality of care is secondary to the patient and family. The more staff you have the better service you can provide. Sat, 4/5/08 11:54 AM

705. Nurses should stick together instead of stabbing each other in the back. The physicians stand up for each other but it is a different story when it comes to nurses. Sat, 4/5/08 6:47 AM

706. More support from administration regarding the value of the nurses in the institution. Perhaps noting the positive input nursing has NOT ONLY the negative when "something" goes wrong! Sat, 4/5/08 6:40 AM

707. Have all nurses obtain professional certifications such as RN-C, CEN, CCRN, and other professional certifications. Fri, 4/4/08 9:33 PM

708. Establish and enforce a standard dress code. Nurses of the past were easily identifiable when we dressed in the standard white uniform. Now, everybody wears scrubs, including shoe shine man, store clerk, and auto mechanics. It is even more difficult to identify a registered nurse with CNAs, MAs and such representing themselves as the "nurse". Fri, 4/4/08 5:36 PM

709. The media. Nurses are still portrayed as being little more than sexual distractions. TV doctors are shown doing nurse's work while the nurses are just hanging around the desk. This makes me crazy. Fri, 4/4/08 11:02 AM

710. How we present the pride we should have in our work. Fri, 4/4/08 11:00 AM
To stop the employers from mandating me to work OT. How can people be expected to make up for the lack of available staff, no safety net of call in's, administrators sitting in their offices saying stay, when they keep their hands clean and do not offer to help with the pt care. It is all our responsibility. After 30 years i am tired. I already do scheduled overtime to help...and ended up in tears after working a night shift at my 15th hour, in fatigue and frustration. No longer clear minded and no longer caring about anything other than my need for sleep. I am 51 years old and TIRED!!!

return to team nursing where we work together and support each other

Have society treat and look to us as professionals, and pay to go with the status.

MAKE NEW NURSES RESPONSIBLE FOR KNOWING WHAT THEY SHOULD KNOW

Treat each other with respect. We should treat fellow workers as we treat our customers.

I would make the BSN the minimum entry level to professional nursing.

Make all the different roles/practice levels (APRN, BSN, diploma, ADN, LPN, etc) more understandable for the public.

Become more politically involved at the state, federal levels of government.

hospitals to decrease the emphasis on cost of nursing staff so more nurses could be hired to get back to the basics of individual patient care

Ability to provide more long term planning for pt, facility, the nurse and with less politics. Ex. nurses need retirement. Nurses need empowerment; nurses need to sense they can affect change to stall burnout. Administration changes or selfishness stalls growth. Eyesight is short-term and poorly communicated. Short answer long term planning in a communicated nurse participatory manner.

Team work!
722. To be compensated appropriately and let the public know that we are. I pay the house painter more money per hour than I make. People perceive us a trade as opposed to a well and continually educated profession. Thu, 4/3/08 10:34 AM

723. That we are human also and have feelings and we experience illness and fatigue even when we are staffing and for the public to realize this. Thu, 4/3/08 8:49 AM

724. The Pt comes first and the Pt is usually right! Thu, 4/3/08 3:14 AM

725. nursing is not gender specific Wed, 4/2/08 10:39 PM

726. Instill the love of continual learning about one's profession and developing a respect for yourself as well as for others. Wed, 4/2/08 9:18 PM

727. To be valued by administration and physicians and to have that made very plain to the public Wed, 4/2/08 6:47 PM

728. Our constant complaints (re how hard our work, staffing, comparing one unit (i.e., ICU vs. Med/surg). We really need to be positive and stop the never ending conversations of complaints Wed, 4/2/08 5:06 PM

729. pay Wed, 4/2/08 4:31 PM

730. Remember that even though we have thousands of patients, your patient may only remember one Nurse - You- How do you want to be remembered? Wed, 4/2/08 4:19 PM

731. I think other nurses bring way too much personal issues to work. IE talk at the nurses’ station about their problems and issues. Wed, 4/2/08 2:22 PM

732. That we be treated as colleagues and peers of the physicians and treated as such. Wed, 4/2/08 1:23 PM

733. The perception that nurses just carry out MD’s orders. Wed, 4/2/08 1:12 PM

734. Demand professional kind behavior towards one another. Wed, 4/2/08 12:06 PM

735. That it is a predominately female profession. Wed, 4/2/08 11:28 AM

736. Treat nurses with respect. Wed, 4/2/08 10:26 AM

737. change the managerial attitude and it will have such a tremendous impact on the nurses that our entire image would change and the nurses as a whole Wed, 4/2/08 10:05 AM

738. Universal Professional Work Ethic Wed, 4/2/08 10:04 AM
739. I guess the one thing that bothers me the most about nursing is that so many of the newer graduates often have the attitude that it is all about me. I know that treating people with dignity and respect is something that nurses should always do but over the years I have seen a change in some of the younger generations towards people. I think that if everyone treated people with respect and caring I think that our image would be better. Wed, 4/2/08 8:43 AM

740. Not to be treated as servants to doctors, this lowers the moral greatly! Wed, 4/2/08 8:36 AM

741. ALLWAYS HAVE ADEQUATE STAFF NO MATTER WHAT, NOT TO RUIN RELATIONSHIPS WITH CLIENT BECAUSE TOO LITTLE STAFF TO DO THE WORK Wed, 4/2/08 8:11 AM

742. Teach and learn what compassion is and then care enough to live it. Wed, 4/2/08 7:15 AM

743. To get rid of the "ER" TV show image people have of how an Emergency Dept runs. Where the ER docs do all the work and nurses change bedpans. In reality, nurses are on the frontline assessing, treating, and performing the necessary skills needed to improve a patient's outcome. Wed, 4/2/08 5:37 AM

744. In this day of technology we have all become slaves to the electronic chart/patient record--though charting is important, the patient/client needs to know that he has your undivided attention, not the computer you're typing on--save you're typing until after you have triaged them Wed, 4/2/08 5:17 AM

745. I don't know. Wed, 4/2/08 1:41 AM

746. It's the small things that mean the most to patients. The TLC, touching, warm blankets, comfort, reassurance, caring attitude that means the most to patients, going out of your way to help them. They don't want to feel like a number, or another cow going through the cattle gap Tue, 4/1/08 9:36 PM

747. the way doctors and nurses treat each other Tue, 4/1/08 9:06 PM

748. Eliminate competition between nurses so we can support one another and be a team; don't eat our young. I have the luxury of working in a unit where everyone Tue, 4/1/08 7:53 PM
works well with everyone else- a real luxury! Be professional- you don't have to know EVERYTHING to be professional

749. Stricter guidelines in personal conduct and dress codes. Tue, 4/1/08 5:15 PM

750. I would make a clear definition between ADN and BSN with the ADN being a true 2 year degree. It should not take 2 year of prerequisites to get an ADN. There should be mandatory continuing education sponsored by the hospital. Tue, 4/1/08 4:25 PM

751. professionalism Tue, 4/1/08 4:15 PM

752. Stop eating our young Tue, 4/1/08 3:53 PM

753. To let the world know that Nurses are who are at the bedside at all hours of the day and night, and that nurses are who can make a difference on whether a patient lives or dies, has a full and complete life, because they have to: 1. Know what is normal 2. Know when subtle changes are ominous 3. Know when subtle changes are encouraging 4. Know when to let life end Tue, 4/1/08 3:16 PM

754. Although we receive some recognition from the community and our employers for what we do; all that recognition appears to be ignored when we are trying to perform our required tasks in a timely and efficient manner. Tue, 4/1/08 3:11 PM

755. Not being seen as a professional Tue, 4/1/08 2:16 PM

756. Requiring mandatory yearly education not just the education where we can copy the answers from one another on HIV or Med Errors etc but an actual course where each participant has different requirements to pass so they actually have to read and keep up. This way when they talk with their patients they will sound knowledgeable and actually be knowledgeable Tue, 4/1/08 2:01 PM

757. Physicians who lash out in Tue, 4/1/08 1:53 PM
frustration, but do not realize how they affect the relationships between nurses and their patients, families and other staff.

758. Entry level must be BSN
759. Stop the bickering and back stabbing.
760. Promote education
761. being able to offer retirement or pension plan comparable to that of any other civil servant
762. a better team approach to things. You can always tell who are in the "clicks" and that makes working that much harder. Your patients can tell when a nurse is overwhelmed or is feeling pushed around. A few bad apples can spoil the bunch.
763. advertise
764. Always present with professional behavior and appearance.
765. nursing shortage
766. I would wish for more wishes, because there is more than one thing I would change.
767. I don't know how to do it, but to have nurses "stop eating their young". This happens in school, on the floor, in the clinic, etc. We get "told" what to do by so many others that even if we say in our classes and universities that nursing is a profession and we are responsible for the overall plan of care of the patient - especially in the hospital setting. Until we begin to act as professionals and respond to others as professionals, we'll never be treated as the professionals we claim to be.
768. Change entry level to BSN
769. A standard for education levels (all RNs must be BSN)
770. To listen to the nurses who actually work the floor vs. looking at the numbers of what the patients send
back.....get enough staff to help bring those numbers up

771. Teach Customer Service from the very first nursing class in school and weave it throughout. Tue, 4/1/08 9:59 AM

772. Quit bitching, whining and complaining Tue, 4/1/08 9:54 AM

773. RESPECT FROM PHYSICIANS Tue, 4/1/08 9:50 AM

774. Better staffing ratios Tue, 4/1/08 9:49 AM

775. That they have more control over what they do and the hospitals less. Tue, 4/1/08 9:31 AM

776. Increase professionalism of nursing. BSN as minimum entry into practice. So many other health care professions (even those with a narrower range of focus) require a graduate degree. Tue, 4/1/08 9:28 AM

777. We do not dress "professionally" and are not looked upon as a "true profession". Tue, 4/1/08 9:00 AM

778. Nurses are being replaced by cheap poorly trained labor who are allowed to call themselves nurses. Limit the responsibilities of the med tech Tue, 4/1/08 8:55 AM

779. Image and nurse/physician relationships. Continuing education post formal education. Tue, 4/1/08 8:39 AM

780. For patients to know we have input about their care, and that we are not wall flowers but nurses who care about our patients, and give them our utmost so that their stay (wherever it may be: Clinic, hospital, etc.) can be a healthy outcome, and positive one. Tue, 4/1/08 8:36 AM

781. Professional attitude Tue, 4/1/08 8:18 AM

782. Make nurses understand that all people are deserving of the best possible care we can give; it is not dependent on how the patient treats us or why they in the circumstances they are in. Tue, 4/1/08 8:09 AM

783. The ability to find enough nurses to care for the patients. Tue, 4/1/08 7:54 AM
784. help public realize how technically skilled your nurse is Tue, 4/1/08 7:54 AM

785. Cartoons - either we are the sex kitten or the old fat nurse with the enema bag Tue, 4/1/08 7:52 AM

786. Educate the public more about what nurses really do and what it takes to be a nurse. Tue, 4/1/08 7:52 AM

787. professionalism Tue, 4/1/08 7:50 AM

788. Take more pride in this profession. Tue, 4/1/08 7:33 AM

789. Nurses’ attitudes! Tue, 4/1/08 7:32 AM

790. More time with patients and less on paper work. Tue, 4/1/08 7:24 AM

791. from nursing school, the nurse should have been challenged and regularly confronted with the import of their role - hire only those that come equipped to do the job with the right attitude Tue, 4/1/08 7:21 AM

792. We need to speak with a united voice Tue, 4/1/08 7:20 AM

793. Managers need to spend more time on the unit and be the example of great nursing. Tue, 4/1/08 7:16 AM

794. Increase the power of our voice Tue, 4/1/08 7:09 AM

795. How the older generation of nurses is disrespectful to the younger generation. This behavior is recognized by others. Tue, 4/1/08 7:08 AM

796. think outside the box and realize what you do or don't do as a nurse impacts other areas in the ability to provide quality care to the patient Tue, 4/1/08 7:06 AM

797. Change the way TV portrays our role. The public sees this and believes this is what we really do. Tue, 4/1/08 6:39 AM

798. I would remove all the fear, guilt, low-self esteem and the 20 other reasons nurses have (our own personal plus the profession's emotional baggage) and it would be my hope that this would leave us with a very large group of professionals Tue, 4/1/08 5:55 AM
proud of the work they do and unafraid to share that with the world.

799. Professionalism. We talk the talk, but don't walk the walk Tue, 4/1/08 5:54 AM

800. Customer Service....we can make it all we want , but we have to try Tue, 4/1/08 5:54 AM

801. more respect from the clientele in the ED Tue, 4/1/08 5:39 AM

802. Do not become complacent with performance of routine responsibilities - important information can be gathered but lost to evaluation or not gathered at all. Tue, 4/1/08 4:38 AM

803. Staffing levels low enough to allow time to appear we care whether or not we do. Tue, 4/1/08 4:02 AM

804. I would change the perception of "a nurse is a nurse"....the attitude that because a nurse is licensed she is qualified to work in any area where specific knowledge is necessary whether or not the nurse has credentials/qualifications for that area. Tue, 4/1/08 3:11 AM

805. To have RN's wear white uniforms, the public identifies other professions by the uniform they wear. RN's should be proud to wear white, it sets them apart from the other staff, i.e., housekeeping, dietary, etc. Tue, 4/1/08 2:00 AM

806. All RNs at a minimum with a BSN but preferable with a Master's. I had a BS, went back to school and was given another BS. All my friends that "went back to school" were given Masters...Master's in psychology, masters in social services etc... Their undergrad degree was not in psychology, social services etc... so why do they deserve a Master's while I wasn't? (few non-nurse to Master's programs when I went to school) Tue, 4/1/08 12:52 AM

807. That people, not just nurses and physicians treat people with respect, courtesy and excellent Mon, 3/31/08 11:08 PM
customer service.

808. Dress codes!!!!...Everybody in the hospital wear scrubs....Nurses need to distinguish themselves from housekeepers...registration clerks...RT techs...etc....As it is now, patients don't know the nurses from housekeepers. We need to take pride in ourselves before we can expect others to take pride in us.  Mon, 3/31/08 10:50 PM

809. That we are critical thinkers and can make a difference.  Mon, 3/31/08 8:25 PM

810. The way the admit team(& other)doctors treat the nurses;  Mon, 3/31/08 8:02 PM

811. Attitude.  Mon, 3/31/08 7:59 PM

812. Develop the public's understanding of nursing as a proven science  Mon, 3/31/08 7:50 PM

813. Increase in salary for nurses all across the country!  Mon, 3/31/08 7:41 PM

814. nursing empowerment  Mon, 3/31/08 7:37 PM

815. Nursing has become so fragmented. I would pull us altogether again as a team.  Mon, 3/31/08 7:11 PM

816. greater collaboration with physicians, work as a team  Mon, 3/31/08 6:42 PM

817. less time with paper work so I could spend more time with patients & families -- would show I truly care about the patient  Mon, 3/31/08 6:36 PM

818. Standardized education requirements, without question.  Mon, 3/31/08 6:23 PM

819. Add ancillary help to the ED  Mon, 3/31/08 6:19 PM

820. The physician/nursing relationship in the public eyes. Nurses are practitioners with a great body of knowledge who work in collaboration with physicians. Nurses have their own information set that impacts the patient care and progression to wellness. This should be recognized. A physician would not know how to provide nursing care for a patient.  Mon, 3/31/08 6:16 PM
Healthy image, body, mind and spirit.