## Bibliography

A

This bibliography contains a large body of information that may be helpful in the formation of shared governance concepts and in the implementation of shared governance models. Some of the literature is foundational, going back to the body of knowledge on which the concept is based. This foundational literature is provided for those who wish to substantiate the body of knowledge supporting the move to shared governance as being both legitimate and timely.

Also listed are those authors who are beginning to envision newer models for doing work and organizing the American workplace to renew its vitality and viability on the global stage. Much of the material in this arena is visionary and needs to be validated by extensive research activities. Some is currently in the process of research exploration. Since we are in a transforming world, the state of the available information supporting partnerships in the workplace is emerging at a quantum rate. The reader and implementor of shared governance should be sensitive to the relevant literature and add resources to this bibliography as they become available.

The leaders in developing shared governance approaches should expand their frames of reference regarding the available literature in shared governance. Much new work is emerging in almost all fields of human science. While the professional literature is valuable to the clinical professional, reading in organizations, human resources, psychology of work, and work redesign will add to the individual's understanding of changes in the workplace and in shared governance.

Abell P: Hierarchy and democratic authority. In Burns TR et al: Work and power, Beverly Hills, Calif, 1979, Sage Publications Inc.

Adams J: Tranforming work, Alexandria, Va, 1984, Miles River Press.

Aiken LH and Mullinix CF: Special report: The nursing shortage—myth or reality? N Engl J Med 317(10):641-645, 1986.

Alward, R: Nursing administration in crisis, Nurs Forum 19(3):243-253, 1980.

American Academy of Nursing: Magnet hospitals' attraction and retention of professional nurses, Kansas City, Mo, 1983, American Nurses Association.

American Hospital Association: Profile of the nursing service administrator revisited, Unpublished report, Chicago, 1980, The Association.

American Hospital Association: Role, function, and qualifications of the nursing service administrator in a health care institution, Chicago, 1979, The Association.

American Nurses Association: Nursing: a social policy statement, Kansas City, Mo, 1980, The Association.

American Nurses Association: Standards for nursing services, Kansas City, Mo, 1974, The Association.

American Society for Nursing Service Administrators: Preparation of nurse managers: informational bulletin, Chicago, 1979, The Society.

Archer SE and Goehner PA: Nurses: a political force, North Scituate, Mass, 1981, Wadsworth Health Sciences Division.

Argyris C: Interpersonal competence and organizational effectiveness, Homewood, Ill, 1962, Irwin Dorsey Press.

Argyris C: Teaching smart people how to learn, Harvard Bus Rev 69(3):99-109, 1991.

Ashley J: About power in nursing, Nurs Outlook 21(10):641, 1973.

Athos A and Coffey R: Behavior in organizations: a multidimensional view, Englewood Cliffs, NJ, 1968, Prentice-Hall.

Baird JE Jr: Changes in nurse attitudes: management strategies for today's environment, J Nurs Adm 17(9):109-120, 1987.

Bajnok IJ and Gitterman G: Nurses as colleagues and mentors, Can Nurse 84:16-17, 1988.

Baker C: Moving toward interdependence strategies for collaboration, Nurse Educator pp 27-31, September-October 1981.

- Barhyte DY, Counte M, and Christman L: The effects of decentralization on nurses' job attendance behaviors, Nurs Adm Q 11(4):37-46, 1987.
- Beecroft P: A contractual model for the department of nursing, J Nurs Adm 18(9):20-24, 1988.
- Belenky MF et al: Women's ways of knowing: the development of self, voice, and mind, New York, 1986, Basic Books.
- Benner P: From novice to expert, Menlo Park, Calif, 1984, Addison-Wesley Publishing Co.
- Bennis W: Beyond bureaucracy: essays on the development and evolution of human organizations, New York, 1973, McGraw-Hill Book Co.
- Bennis W: On becoming a leader, New York, 1989, Addison-Wesley Publishing Co.
- Bennis W and Benne K: The planning of change, New York, 1976, Holt, Rinehart & Winston.
- Bennis W and Nanus B: Leaders: the strategies for taking charge, New York, 1985, Harper & Row.
- Benveniste G: Professionalizing the organization, San Francisco, 1987, Jossey-Bass.
- Berne E: Games people play, New York, 1964, Grove Press.
- Beyers M: Leadership in nursing, Wakefield, Mass, 1979, Nursing Resources.
- Binger J and Huntsman A: Coaching: a technique to increase employee performance, AORN J 47:229-233, 1988.
- Blair E: Needed, nursing administration leaders, Nurs Outlook 21(10):641, 1973.
- Blake R, editor: Perception: an approach to personality, New York, 1951, Roandel Press.
- Blake R and Mouton J: The managerial grid, Houston, 1964, Gulf Publishing.
- Blazeck A et al: Unification: nursing education and nursing practice, Nurs Health Care, pp 18-24, January 1982.
- Booth RZ: Power: a negative or positive force in relationships? Nurs Adm Q 7(4):10-20, 1983.
- Boyle RJ: Wrestling with jellyfish, Harvard Bus Rev 61(1):74-83, 1984.
- Bracken R and Christman L: An incentive program designed to reward clinical competence, J Nurs Adm 10:8-18, 1978.
- Braun K et al: Verbal abuse of nurses and non nurses, Nurs Management 22(3):72-76, 1991.
- Brenner P and Wrubel J: The primary of caring: stress and coping in health and illness, Menlo Park, Calif, 1989, Addison-Wesley Publishing Co.
- Brittan A and Maynard M: Sexism, racism and oppression, London, 1984, Basil Blackwell.

- Burke GC III: Renewal and change for health care executives, Hosp Health Serv Adm 36(1):13-23, 1991.
- Bylaws, St. Mary's Hospital and Health Center, 1987, Tucson, Ariz.
- Callahan CB and Wall LL: Participative management: a contingency approach, J Nurs Adm 17:9-15, 1987.
- Cantor RM: When giants learn to dance, New York, 1989, Simon & Schuster.
- Capers CF: Using nursing models to guide nursing practice: key questions, J Nurs Adm 16(11):40-43, 1986.
- Capers CF et al: The Neuman systems model in practice: planning phase, J Nurs Adm 15(5):29-39, 1985.
- Caramanica L and Thibodeau J: Staff involvement in developing a nursing philosophy and selection of a model for practice, Nurs Management 18(10):71, 1987.
- Cartwright D and Zander A, editors: Group dynamics: research and theory, Evanston, Ill, 1960, Row Peterson & Co.
- Champoux JE: A three sample test of some extensions of the job characteristics model of work motivation, Acad Management J 23(3):466-478, 1980.
- Chaska N: The nursing profession: turning points, St Louis, 1990, The CV Mosby Co.
- Christman L: Accountability and autonomy are more than rhetoric, Nurse Educator 3:3-6, 1978.
- Cialdini RB: Influence: how and why people agree to things, New York, 1984, William Morrow & Co, Inc.
- Ciancutti A et al: Creating harmony between supervisor and nurse, Supervisor Nurse 7(3):33-37, 1976.
- Cleland VS: Nurses' economics and the control of nursing practice. In Aiden L, editor: Nursing in the 1980's, Philadelphia, 1982, JB Lippincott Co.
- Cleland VS: Shared goverance in a professional model of collective bargaining, J Nurs Adm 8:39-42, 1978.
- Clifford J: Managerial control versus professional autonomy: a paradox, J Nurs Adm 11:19-21, 1981.
- Colton M: Nursing leadership vacuum, Supervisor Nurse, pp 29-37, October 1976.
- Cowart ME: Teaching the legislative process, Nurs Outlook 25:777-780, 1977.
- Cox H: Verbal abuse in nursing: report of a study, Nurs Management 18(11):47-50, 1987.
- Cox H: Verbal abuse nationwide. Part II. Impact and modifications, Nurs Management 22(3):66-69, 1991.
- Curtin KL: Professional collegiality, Supervisor Nurse 11:7, 1980.
- Curtin LL: Autonomy, accountability and nursing practice, Topics Clin Nurs 5, 1982.
- Dayani E: Professional and economic self-governance in nursing, Nurs Economics 1:20-23, 1983.

- Deal TA and Kennedy AA: Corporate cultures: the rites and rituals of corporate life, Reading, Mass, 1982, Addison-Wesley Publishing Co.
- delBueno D: Rational irrationality: an organizational alternative, J Nurs Adm 21(1):7-10, 1991.
- Deloughery G and Gebbie K: Political dynamics: impact on nurses and nursing, St Louis, 1975, The CV Mosby
- Deming WE: Out of the crisis, Cambridge, 1986, Massachusetts Institute of Technology.
- Dennis KE: Nursing's power in the organization, what research has shown nursing, Adm Q 8(2):47-56, 1983.
- Deremo D: Integrating professional values: quality practice, productivity, and reimbursement for nursing, Nurs Adm Q 1:9-23, 1989.
- Diers D: When college grads choose nursing, Am J Nurs 87(12):1631-1637, 1987.
- Douglass LM and Bevis EO: Nursing management and leadership in action, St Louis, 1983, The CV Mosby Co.
- Drucker P: Management, New York, 1974, Harper & Row.
- Drucker P: Management: tasks, responsibility and practice, New York, 1973, Harper & Row.
- Duffy M and Gold N: Education for nursing administration: What investment yields highest returns, Nurs Adm Q 5(1):31-32, 1980.
- Durbin E and Zuckerman S: Legislation affects nursing practice, Nurs Adm Q 1:39-50, 1978.
- Ecton DR and Fralic MF: Leadership in a changing environment, J Nurs Adm 17(12):6-9, 1987.
- Egeland JW and Brown JS: Sex role stereotyping and role strain of male registered nurses, Res Health 11:257-267, 1988.
- Elliott E: A discourse of nursing; A case of silencing, Nurs Healthcare 10(10):539-543, 1990.
- Erickson E: The hospital nursing service administrator, doctoral dissertation, New York, 1972, Columbia University.
- Erickson E: The nursing service director 1880-1980, J Nurs Adm, April 1980, pp 6-12.
- Estok J: Socialization theory and entry into the practice of nursing, Image 9(1):13, 1977.
- Ethridge P: As I see it: nursing centers make nursing care accessible, Am Nurs, pp 5-6, January 1987.
- Ethridge P: Nurse accountability program improves satisfaction, turnover, Health Progress, pp 44-49, May 1987.
- Fagin CM: Nurses for the future, Am J Nurs 87(12):1594-1595, 1987.

- Ferguson M: The aquarian conspiracy, Los Angeles, 1980, Tarcher.
- Fiedler F: Improving leadership effectiveness, New York, 1976, McGraw-Hill Book Co.
- Fiedler F, Hutchins EB, and Dodge J: Psychological monographs, No. 473, Champaign, 1973, University of Illinois.
- Flarey, DL: Redesigning management roles, J Nurs Adm 21(2):39-46, 1991.
- Foster R: Innovation, New York, 1986, Summit.
- Ganong W and Ganong J: Reducing organizational conflict through working committees, J Nurs Adm, Jan/Feb 1972.
- Gardner JW: Excellence, New York, 1984, WW Norton.
- Geus AP: Planning as learning, Harvard Bus Rev 66(2):70-74, 1988.
- Gentleman C: Power at the unit level, Nurs Adm Q 7(2):27-31, 1982.
- Ginzberg E: Nurses for the future: facing the facts and figures, Am J Nurs 87(12):1596-1600, 1987.
- Goodrich N: A study of the competencies needed for nursing administration, doctoral dissertation, Washington, DC, 1981, George Washington University.
- Gorman S and Clark N: Power and effective nursing practice, Nurs Outlook 34(3):129-134, 1986.
- Grunwuld H: The second American century, Time, pp 70-75, October 8, 1990.
- Haddad A: The nurses' role and responsibility in corporate level planning, Nurs Adm Q 5(2):1-3, 1981.
- Hampton D: Behavioral concepts in management, Belmont, Calif, 1968, Dickinson Publishing Co.
- Harding S: The science in feminism, Ithaca NY, 1986, Cornell University.
- Herrick N: Joint management and employee participation, San Francisco, 1990, Jossey-Bass Inc.
- Hersey P and Blanchard K: Management of organizational behavior: utilizing human resources, Englewood Cliffs, NJ, 1972, Prentice-Hall, Inc.
- Hersey P, Blanchard K, and LaMonica E: A situational approach to supervision, Supervisor Nurse, pp 24-29, May 1976.
- Herzburg F: Work and the nature of man, New York, 1966, World Publishing Co.
- Hill B: The McAuley experience with changing compensation within the context of a professional nursing practice culture, Nurs Adm Q 14(1):78-82, 1989.
- Hinshaw AS et al: Testing a theoretical model for job satisfaction and anticipated turnover of nursing staff (abstract), Nurs Res 34(6):384, 1985.

- Hoerr J: What should unions do? Harvard Bus Rev 69(3):30-46, 1991.
- Huckabay L: Point of view: nursing service and education. Is there a chasm? Nurs Adm Q 4(1):51-54, 1979.
- Huey F and Harley S: What keeps nurses in nursing, Am J Nurs 88(2):181-188, 1988.
- Johns Hopkins's nurses earn salaries and pursue autonomy in new professional practice units, Am J Nurs 87(5):713, 1987.
- Johnson J: The education/service split. Who loses? Nurs Outlook 1:412-415, 1980.
- Johnson L: A climate for survival. In Hanson RL, editor: Management systems for nursing service staffing, Rockville, Md, 1983, Aspen Publications.
- Johnson L, Happel J and Edelman J: A model of participatory management with decentralized authority, Nurs Adm Q 8:30-36, 1983.
- Johnston WB: Global work force 2000: The new world labor market, Harvard Bus Rev 69(3):115-127, 1991.
- Jongewood D: Everybody wins: transactional analysis applied to organizations, Reading, Mass, 1973, Addison-Wesley Publishing Co.
- Kaiser L: Visionary manager. In Wilson TC, editor: Emerging issues in health care 1988, Inglewood, Colo.
- Kanter RM: The change masters: innovations and entrepreneurship, New York 1983, Simon & Schuster.
- Kelman HC: Compliance, identification and internalization: three processes of attitude change, Conflict Resolution II, pp 51-60, 1958.
- Kerfoot K: Managing professionals: the ultimate contradiction for nurse managers, Nurs Economics 6:321-322, 1988.
- Kerfoot KM: Nursing management considerations, Nurs Economics 9(2):121-125, 1991.
- Ketefian S: Professional and bureaucratic role conceptions and moral behavior among nurses, Nurs Res 34(4):248-253, 1985.
- Kiesler C, Collins B, and Miller N: Attitude change: a critical analysis of theoretical approaches, New York, 1969, John Wiley & Sons.
- Klein J: Why supervisors resist employee involvement, Harvard Bus Rev 61(1):87-95, 1984.
- Kramer M: The magnet hospitals: excellence re-visited, J Nurs Adm 20(9):35-44, 1990.
- Krejci JW and Malin S: A paradigm shift to the new age of nursing, Nurs Adm Q 13(4), 1989.
- Lasay L and Maciariello J: Executive leadership in health care, San Francisco, 1991, Jossey-Bass Inc.
- Law regulation—the practice of registered nursing, Olympia, 1974, State of Washington.

- Lawrence JC: Confronting nurses' political apathy, Nurs Forum 15:363, 1976.
- Leebov W: Healthcare managers in transition, San Francisco, 1990, Jossey-Bass Inc.
- Lenninger M: Leadership crisis in nursing, J Nurs Adm, pp 28-34, March/April 1974.
- Levenson A: The challenge of personal growth, Supervisor Nurse 8(11):66-67, 1977.
- Levinson R: Knowledge of professional nursing legislation, Nurs Times 73:674-676, 1977.
- Lewin K: Frontiers in group dynamics: concept, method and reality in social science: social equilibrium and social change, Hum Rel I (1):5-41, 1947.
- Lewis FM and Batey MV: Clarifying autonomy and accountability in nursing service, Part 2, J Nurs Adm, pp 10-15, October 1982.
- Likert R: The human organization, New York, 1967, Mc-Graw-Hill Book Co.
- Likert R: New patterns of management, New York, 1961, McGraw-Hill Book Co.
- Lovell MC: Silent but perfect partners, medicine's use and abuse of women, Adv Nurs Sci 33(2):25-40, 1981.
- Ludemann R and Brown C: Staff perceptions of shared governance, Nurs Adm Q 14(2):34-39, 1989.
- Lun J: WICHEN, Panel of expert consultants report: implications for nursing leaders, J Nurs Adm, p 11, July 1979.
- Lynaugh J: Nurses for the future: the yo-yo ride, Am J Nurs 87(12):1621-1630, 1987.
- Lynch D and Kordis PL: Strategy of the dolphin: scoring a win in a chaotic world, New York, 1989, William Morrow.
- Lynch-Sauer J: Using a phenomenological research method to study nursing phenomena. In Leininger M, editor: Qualitative research methods in nursing, Orlando, Fla, 1985, Grune & Stratton, Inc.
- MacPhail J: Promoting collaboration between education and practice, Nurse Educator 5:19-21, 1976.
- MacStravic S: Warfare or partnership; which way for health care? Healthcare Management Rev 15(1):37-45, 1990.
- Manthey M: Delivery systems and practice models: a dynamic balance, Nurs Management 22(1):28-30, 1991.
- Maraldo PJ and Solomon SB: Nursing's window of opportunity, Image J Nurs Scholarship 19(2):83-86, 1987.
- Marlinko MJ and Gardner WL: Learned helplessness: an alternative explanation for performance deficits, Acad Management Rev 7(2):195-204, 1983.
- Martin D: The Planetree model hospital project, An exam-

- ple of the patient as partner, Hosp Health Services Adm 35(4):591-601, 1990.
- Maslow A: Motivation and personality, New York, 1954, Harper & Row.
- Matejski M: Politics, the nurse, and the political process, Nurs Leadership, p 31, March 1979.
- Mayo E: Human problems of an industrial civilization, New York, 1933, Macmillan Co.
- Mayo E: The social problems of an industrial civilization, Boston, 1945, Harvard Business School.
- McDonagh K, editor: Nursing shared governance; restructuring for the future, Atlanta, Ga, 1990, KJ McDonagh & Associates Inc.
- McGregor D: The human side of enterprise, New York, 1960, McGraw-Hill Book Co.
- McLaughlin C and Kaluzny A: Total quality management in health; making it work, Healthcare Management Rev 15(3):7-14, 1990.
- McNeil J: An administrator's view of staff education needs, Nurs Outlook, pp 641-645, October 1978.
- Mink O, Shultz J, and Mink B: Developing and managing open organizations, Austin, Tex, 1979, Learning Concepts, Inc.
- Mitnick SD and Crumette BD: Hospital nurses as entrepreneurs, Nurs Management 18(11):58-64, 1987.
- Moos R: The social climate scales, A user's guide, Palo Alto, Calif, 1987, Consulting Psychologists Press.
- Moses E and Roth A: Nursepower, Am J Nurs 79:1745-1758, 1979.
- Mowday RT, Steers RM, and Porter LW: The measure of organizational commitment, J Vocational Behav 14:224-247, 1979.
- Munhall P: Methodological issues in nursing research: beyond a wax apple, Adv Nurs Sci 8:1-5, 1986.
- Munhall P and Oiler C, editors: Epistemology in nursing. In Nursing research: a qualitative perspective, Norwalk, Conn, 1986, Appleton-Century-Crofts.
- Muff J: Socialization, sexism, and stereotyping women's issues in nursing, Prospect Heights, Ill, 1988, Waveland Press Inc.
- Naisbitt J: Megatrends: ten new directions transforming our lives, New York, 1982, Warner Books, Inc.
- Naisbitt J: Reinventing the corporation, New York, 1987, Warner Books, Inc.
- National League for Nursing: Characteristics of graduate education in nursing, New York, 1974, The League.
- National League for Nursing: Masters education in nursing, 1980, New York, 1980, The League.
- National League for Nursing: Some statistics on baccalau-

- reate and higher degree programs in nursing—1969, New York, 1970, The League.
- Naylor MD and Sherman MB: Nurses for the future: wanted: the best and the brightest, Am J Nurs 87(12):1601-1605, 1987.
- Newman MA: Health as expanding consciousness, St Louis, 1986, The CV Mosby Co.
- Newcomb T: Social psychology, New York, 1951, Dryden Press.
- Noel TM and Devanna MA: The transformational leader, New York, 1986, John Wiley & Sons.
- Norman N et al: Statistical package for the social services, New York, 1975, McGraw-Hill Book Co.
- Nornhold P: Power: its changing hands and moving your way, Nursing 86 16(1):40-42, 1986.
- Orem D: On the scene at St Joseph's Hospital: developing a shared governance model for nursing, Nurs Adm Q, Fall 1982.
- Orem D: Nursing: concepts of practice, New York, 1971, McGraw-Hill Co.
- Ortiz ME, Gehring P and Sovie MD: Moving to shared governance, Am J Nurs 923-926, July 1987.
- Orth C et al: The manager's role as coach and mentor, J Nurs Adm 20(9):11-15, 1990.
- Ouchi W: Theory Z: how American business can meet the Japanese challenge, Reading, Mass, 1981, University of Massachusetts Press.
- Parse RR: Nursing science: major paradigms, theories, and critiques, Philadelphia, 1987, WB Saunders.
- Perry L: Gain sharing plans boost productivity, Modern Healthcare, pp 66, February 12, 1990.
- Peters T: Thriving on chaos, New York, 1987, Knopf.
- Peters T and Waterman R: In search of excellence: lessons from America's best run companies, New York, 1982, Harper & Row Publishers.
- Peterson ME: Motivating staff to participate in decision-making, Nurs Adm Q 7(2):63-68, 1983.
- Peterson ME and Allen DG: Shared governance: a strategy for transforming work, Pt. 2, J Nurs Adm 16:11-16, 1986b.
- Pinkerton S: Evaluation of shared governance in a nursing department, In Stull M and Pinkerton S, editors: Current strategies for nurse administrators, Rockville, Md, 1988, Aspen Publishers.
- Pinkerton SE and Schroeder P: The commitment to excellence: developing a professional nursing staff, Rockville, Md, 1987, Aspen Publishers, Inc.
- Porter-O'Grady T: Budgeting for nursing, Supervisor Nurse, pp 35-38, August 1979.

- Porter-O'Grady T: Bylaws, an expression of self governance, Perspectives Nurs 1983-85, National League for Nursing, 1983.
- Porter-O'Grady T: The nurse administrator's role in costeffective facilities planning, Nurs Adm Q 2(3):67-73, 1978.
- Porter-O'Grady T: A nurse on the board, J Nurs Adm 21(1):40-46, 1991.
- Porter-O'Grady T, editor: Nursing staff by-laws and practice privileges, Nurs Adm Q 13(4), 1989.
- Porter-O'Grady T: The reorganization of nursing practice, Rockville, Md, 1990, Aspen Publishers.
- Porter-O'Grady T: Restructuring the nursing organization for a consumer driven market place, Nurs Adm Q 12(3):60-65, 1988.
- Porter-O'Grady T: Shared governance for nursing, Part One: Creating the new organization, AORN J 53(2):458-466, 1991.
- Porter-O'Grady T: Shared governance for nursing, Part Two: Putting the organization into action, AORN J 53(3):694-704, 1991.
- Porter-O'Grady T: What motivation isn't, Nurs Management, 12(12):23-27, 1982.
- Porter-O'Grady T and Finnigan S: Shared governance for nursing: a creative approach to professional accountability, Rockville, Md, 1984, Aspen Systems Corporation.
- Porter-O'Grady T and Kanri J: Creating a professional organization for nursing, Nurs Facilitator, pp 3-6, November 1983.
- Poulin M: Education for nursing administrator: an epilogue, Nurs Adm Q 3(4):45-51, 1979.
- Poulin M: Foreward, Nurs Adm Q 3(4):ix, 1979.
- Poulin M: Nursing service: Change or managerial obsolescence, J Nurs Adm, p 40, August 1974.
- Poulin M: Study of the structure and functions of the position of nursing service administrator, doctoral dissertation, New York, 1972, Columbia University.
- Prescott P and Dennis KE: Power and powerless in hospital nursing departments, J Professional Nurs 1:348-355, 1985.
- Reich RB: Who is them? Harvard Bus Rev 69(2):77-88, 1991.
- Rimel R: Nurses for the future: searching for excellence, Am J Nurs 87(12):1638-1642, 1987.
- Robb CS, editor: Making the connections: essays in feminist social ethics, Boston, 1985, Beacon.
- Roberts SJ: Oppressed group behavior: implications for nursing, Adv Nurs Sci 3(2):21-32, 1983.
- Robey M: A method of designing a competency based education program to prepare nursing service administra-

- tors for complex health care institutions, doctoral dissertation, New York, 1977, Columbia University.
- Rogers EM: Diffusion of innovations, ed 3, New York, 1983, The Free Press.
- Rose H: What is feminism? In Mitchell J and Oakley, editors: Women's work: women's knowledge, New York, 1986, Pantheon.
- Rotkovitch R: A clinical component in education for nursing administration, Nurs Outlook, pp 668-671, October 1979.
- Rotkovitch R: The nursing directors' role in money management, J Nurs Adm, pp 13-16, November/December 1981.
- Rowland H, editor: The nurses' almanac, Germantown, Md, 1978, Aspen Systems Corp.
- Rusch S: Development of a professional managed care nursing model, Unpublished presentation, Center for Nursing Case Management, New England Medical Center, Boston, Mass, April 24, 1987.
- Schaeffer M: The knowledge worker, J Nurs Adm, pp 7-9, April 1977.
- Scherer P: Hospitals that attract and keep nurses, Am J Nurs 88(1):34-40, 1988.
- Schlotfeldt RM: Nursing in the future, Nurs Outlook 29:295-301, 1981.
- Schuler R: A role and expectancy perception model of participation in decision-making, Acad Management J 23(2):331-340, 1980.
- Senge P: The fifth discipline: The art and practice of the learning organization, New York, 1991, Doubleday/ Currency.
- Sherwood T: A word about clinical privileging, Nurs Management 22(2):52-54, 1991.
- Simpson K: Job satisfaction or dissatisfaction reported by registered nurses, Nurs Adm Q 9:64-73, 1985.
- Sims H: Leader structure and subordinate satisfaction for two hospital administrative levels: a path analysis approach, J Applied Psychol 60:194-197, 1975.
- Sinentar M: Developing the 21st century mind, New York, 1991, Villard Books.
- Slavitt DB et al: Nurses' satisfaction with their work situation, Nurs Res, pp 114-120, March/April 1978.
- Sleicher MN: Nursing is not a profession, Nurs Healthcare 2:186-191, 1981.
- Sloane R: A guide to health facilities, The American Hospital Association, 1981.
- Spitzer R: The nurse in the corporate world, Nurs Management, pp 21-24, April 1981.
- Stamps P and Piedmonte E: Nurses and work satisfaction. Ann Arbor, Mich, 1986, Health Administration Press Perspectives.

- Standards of nursing practice, Kansas City, Mo, 1973, American Nurses Association.
- Stayer R: How I learned to let my workers lead, Harvard Bus Rev 68(6): 66-93, 1990.
- Stevens B: Administration of nursing services: a platform for practice, In Administration present and future, New York, 1978, National League for Nursing.
- Stevens B: Education in nursing administration, Supervisor Nurse, pp 19-23, March 1977.
- Stevens B: Power and politics for the nurse executive, Nurs Health Care, pp 208-212, November 1980.
- Stivers C: Why can't a woman be less like a man? J Nurs Adm 21(5):47-51, 1991.
- Stogdell R, and Coons A, editors: Leader behavior: its description and measurement, Research Monologue No. 88, Columbus, 1957, Ohio State University, Bureau of Business Research.
- Stull MK and Pinkerton SE: Current strategies for nurse administrators, Rockville, Md, 1988, Aspen Publishers, Inc.
- Styles MM: On nursing: toward a new endowment, St Louis, 1982, The CV Mosby Co.
- Talarczyk G and Milbrandt D: A collaborative effort to facilitate role transition from student to registered nurse practitioner, Nurs Management 19:30-32, 1988.
- Taylor F: The principles of scientific management, New York, 1911, Harper & Bros.
- Tichey N and Dadevanna MA: The transformational leader, New York, 1990, John Wiley & Sons Inc.
- Tiffany C and Cruise P: Discretion and professionalization: a correlational study, Nurs Management 19(2): 72A-72P, 1988.
- Toffler A: Powershift, New York, 1990, Bantam Books.
- Toffler A: The third wave, New York, 1980, W Morrow & Company, Inc.
- Tonges M: Re-designing hospital nursing practice, J Nurs Adm 19(7):31-38, 1989.
- Townsend M: Creating a better work environment, J Nurs Adm 21(1):11-14, 1991.
- Vanevenhoven R: Job satisfaction for nurses: the theory, the research, the recommendations, unpublished master's thesis, Milwaukee, Wis, 1987, Marquette University.

- Vlcek D: Decentralization: What works and what doesn't, J Nurs Strategy 8(2):71-74, 1987.
- Vogt J and Murrel K: Empowerment in organizations, San Diego, 1990, University Associates Inc.
- Vonsell M, Brief A, and Schuler R: Role conflict and ambiguity: integration of the literature and directions for future research, Hum Rel 34(1):43-71, 1981.
- Wade LL: The heateric model, Hum Organ 26:40-46, 1967.
- Wandelt M, Pierce P, and Widdowson R: Why nurses leave nursing and what can be done about it, Am J Nurs 81:62-77, 1981.
- Waterman R: The renewal factor, New York, 1987, Bantam Books.
- Weeks LC and Schneider W: Professional practice: the head nurse sets the climate, Nurs Management 18(6):48A-48H, 1987.
- Weins A: Expanding nurse autonomy, J Nurs Adm 20(12):15-22, 1990.
- Welsch H and LaVan H: Inter-relationships between organizational commitment and job characteristics, job satisfaction, professional behavior and organizational climate, Hum Rel 24(12):1079-1089, 1981.
- Werner J: Joint endeavors: the way to bring service and education together, Nurs Outlook 9:546-550, 1980.
- Whetstone W: The nurse administrator: A study in perceptions of competencies needed for management effectiveness, doctoral dissertation, 1977, University of Pittsburgh.
- White H: Perceptions of leadership styles by nurses in supervisory positions, J Nurs Adm 2(2):6-10, 1971.
- Whitte J: Democracy, authority and alienation in work, Chicago, 1980, The University of Chicago Press.
- York C and Fecteau DL: Innovative models for professional nursing practice, Nurs Economics 5(4):6-10, 1987.
- Zander K: Comparative models of peer consultation. In Shields JD, editor: Peer consultation in a group context, New York, 1985, Springer Publication Co.
- Zuboff S: In the age of the smart machine: the future of work and power, New York, 1984, Basic Books, Inc.