

Reflection paper

[Health & Medicine, Nursing](#)



IOM future of Nursing Recommendations (Reflection Paper) IOM future of Nursing Recommendations (Reflection Paper) 1a). IOM's 4th recommendation that proposes an increase in the proportion of nurses with a baccalaureate degree from 50 to 80 percent by 2020 is a noble idea which should be embraced by everybody. On my part as a nurse, I will ensure that this becomes a reality by becoming one of the nurses with the baccalaureate degree. To do this, I will ensure that I enroll for the baccalaureate degree within 5 years of my graduation with diploma degrees. It is also a matter of fact that pursuing this degree course requires a lot of funds. In this case, I will put all my effort in seeking scholarship from both public and private sponsors to ensure that this dream become a reality. Through this means, I believe I will be among the 80 percent nurse graduates with the baccalaureate degree by the year 2020. It is also important that health care organizations offer tuition reimbursement to help develop a culture that promotes further education, and giving promotion and salary differential according to Institute of Medicine of the National Academies (n. d).

b). It is important that the quality of healthcare be improved to a higher level. This can only be realized through research and development with the aim of increasing diversity by ensuring that more nurses in the country acquire a doctorate. In this connection, for me to fit into this 5th recommendation of IOM, I will ensure that I enroll for a doctorate program in the next five years after graduating with a baccalaureate degree. It is also acknowledgeable that this would require a lot of funding and dedication from an individual and schools and the public at large. However, since I have a lot of passion for education that would enable me better the lives of others in

the future, sky is the limit. In case I find it difficult to get tuition fees, I will seek for assistance from well wishers and the government to offer me a scholarship. In the end, I believe I will among those who form part of the double digit number of those with a doctorate by the year 2020. It would also be beneficial for university trustees and academic administrators create salary and benefit packages that are competitive in the market to recruit highly qualified academic and clinical nurses like myself.

c). For me to be able to fit into the sixth recommendation of IOM future for nursing, it would be imperative for faculty and healthcare organizations to create, and priorities competencies so that curricula can regularly be updated to ensure that graduates at all stages are well prepared to meet both current and future healthcare demands of the population (Institute of Medicine of the National Academies (n. d)). It would also be crucial that healthcare organizations and nursing schools develop a culture that promotes learning by providing resources for inter-professional continuing competency programs. More schools should also be established to absorb those with the interest of furthering their education. I believe that when all this are put in place, I would be able to engage myself in a lifelong learning process.

2. a). It is a matter of fact that when all other factors constant, the more one is educated the more options he or she would have in the market. This is because, someone with only a diploma degree in nursing may only become a mere nurse but the more one advances the more the opportunities opens up. In this regard, by increasing my level of education I would become more competitive in the market, in that, I can become a nursing manager, Nursing

director, administration director, associate professor of nursing, head of nursing or nursing home administrator once I attain a doctorate. All these job opportunities are on high demand and are among the best paid across the globe. For instance, the average salary of a nursing manager is \$65,000.

b). Increasing my education level would indeed affect my role in the future of nursing. Firstly, it would give me the opportunity to bring about health reforms that are required for the well-being of citizens and the country at large. Secondly, it would enable me to advance the quality of services in the nursing profession by initiating various research and development. For instance, up to date, no one has been able to identify how HIV and Aids can be cured. Therefore, I believe that advancing my level of education will enable me to improve my research skills and one day come up with the cure for this stubborn disease. This will ultimately bring change in the future of nursing and healthcare as a whole.

References

Institute of Medicine of the National Academies (n. d). *The Future of Nursing Leading Change, Advancing Health: Report Recommendations*. Washington, DC.