

Current research agenda for HR leaders

Topic	What we're researching	Why it matters
State of the Nursing Workforce	<ul style="list-style-type: none"> • What disconnects exist between what nurses need and what their roles and work environments provide? • What are the most urgent gaps in physical and psychological safety, staffing, workload, flexibility, and career development? • What actionable strategies can health systems use to address these gaps? 	Healthcare workforce strain is intensifying. HR leaders must understand the root causes of dissatisfaction and turnover to design better retention strategies, improve workplace culture, and ensure sustainable staffing models.
Nurse Career Pathing	<ul style="list-style-type: none"> • Which elements of career development matter most to which nurses and why? • What problems do current career pathways aim to address, and how must they evolve as new challenges emerge? • How can organizations balance system need with the individual aspirations of each nurse? 	Designing meaningful career pathways strengthens nurse engagement and builds future-ready strategies that enhance retention, elevate care quality, and align organizational success with individual growth.
Workforce Benchmarking	<ul style="list-style-type: none"> • What are the latest benchmarks for workforce span of control and turnover? • How can organizations use comparative data to inform staffing analysis and workforce planning? 	Benchmarking enables HR leaders to assess organizational performance, identify areas for improvement, and make data-driven decisions about staffing structures and retention efforts.
Clinician Preferences Survey	<ul style="list-style-type: none"> • What is the current state of clinician satisfaction and intent to leave? • What do clinicians value most in their work environments? • How do clinicians perceive different employers and their ability to meet clinician preferences? 	This survey provides insights into what drives clinician engagement and loyalty. HR leaders can use this data to refine recruitment messaging, improve retention strategies, and better compete for top talent.
CV Workforce Recruitment and Retention	<ul style="list-style-type: none"> • What new tactics exist to recruit and retain cardiovascular (CV) talent? • How are health systems adapting to a modern workforce and generational shifts in physician expectations? 	With rising demand and a shrinking CV workforce, HR leaders must evolve their talent strategies to build sustainable pipelines and retain specialized clinical staff.