

## **Nursing Shortage**

10 pages | 2281 words

### **Abstract**

Compelling evidence suggests that regions of the United States face a nursing and physician shortage that our legislators, health officials, and medical professionals must address. To ensure that quality medical care is not harshly impacted, the hospitals and public health leadership, in general, will need to tackle the nursing shortage with solid long-term solutions.

It is no secret that the United States faces a critical nursing shortage, a trend that potentially threatens to undermine quality medical care. One single area of concern does not affect the shortage. In fact, the hospitals, and nursing in particular, are witnessing a combination of problems that range in salary structure, medical economics/cost containment, post-graduate education, and an aging workforce (pending retirements of baby-boomers). The public health industry is not sitting idly by to address the shortage. It is critically reviewing the needs for both existing professions.

### **Definition of Nursing Shortage**

Nursing shortage is defined as the inadequate number of qualified nurses to meet the projected demand for nursing care within a healthcare setting, where the demand for nurses is greater than the supply.

### **History of Nursing Shortage**

Historical knowledge is important to analyze the present and prepare for the future. As we can see from the current shortage in America today, we learn that it is not a new problem. However what makes this current nursing shortage situation unique is that the causes are related to a multifaceted range of issues. The current nursing shortage is connected to supply and demand factors, demographic changes, population growth, and fewer students enrolling in nursing schools, RNs who are retiring or leaving the workforce and a growth in the baby boom population who will demand more healthcare services in the near future. These factors are occurring while many nurses are retiring and more jobs are being created. In addition, the nursing shortage is actually a worldwide phenomenon with areas like Western Europe, Australia, Canada and the Philippines facing shortages as well.

Economic factors have also contributed to the nursing shortage in the United States. Mark Genovese, spokesperson for the New York State Nurses Association explains, "For many decades the shortage was cyclical but as the economy tightened and as the insurance industry moved to a managed care model, there was less money in the system and hospitals had less money to work with and tighter budgets."

Budgetary limitations affected the nursing workforce as many nurses began leaving the profession altogether. "They were forcing RNs to do more with less, handle more patients and work more hours. RNs started to leave the workforce because of the working conditions and fewer RNs entered the system," explains Mark.

Americans are also demanding more quality healthcare services while many RNs are retiring, further exacerbating the problem. The HRSA has stated: "to meet the projected growth in demand for RN services, the U.S. must graduate approximately 90% more nurses from U.S. nursing programs."

Decreased staffing means that there are fewer nurses to work with patients. This impacts job satisfaction...

# Nursing Shortage Research Paper

**Patricia I. Newman**



## **Nursing Shortage Research Paper:**

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**Nursing Staff in Hospitals and Nursing Homes** Institute of Medicine,Committee on the Adequacy of Nursing Staff in Hospitals and Nursing Homes,1996-03-27 Hospitals and nursing homes are responding to changes in the health care system by modifying staffing levels and the mix of nursing personnel But do these changes endanger the quality of patient care Do nursing staff suffer increased rates of injury illness or stress because of changing workplace demands These questions are addressed in Nursing Staff in Hospitals and Nursing Homes a thorough and authoritative look at today s health care system that also takes a long term view of staffing needs for nursing as the nation moves into the next century The committee draws fundamental conclusions about the evolving role of nurses in hospitals and nursing homes and presents recommendations about staffing decisions nursing training measurement of quality reimbursement and other areas The volume also discusses work related injuries violence toward and abuse of nursing staffs and stress among nursing personnel and examines whether these problems are related to staffing levels Included is a readable overview of the underlying trends in health care that have given rise to urgent questions about nurse staffing

population changes budget pressures and the introduction of new technologies Nursing Staff in Hospitals and Nursing Homes provides a straightforward examination of complex and sensitive issues surround the role and value of nursing on our health care system

**Clinical Research for the Doctor of Nursing Practice** Allison J. Terry,2017-06-19 Clinical Research for the Doctor of Nursing Practice Third Edition is a must have text focused on teaching students how to conduct research needed for their capstone project

**The Nursing Shortage in the United States** Rachel Sedota,2017 It has been noted by many authors that nurses comprise the largest percentage of health care providers in the United States At various times in the history of the profession nursing shortages have existed due to a variety of factors This paper will not only provide a description of nursing shortages in the past but it also discusses the current nursing shortage in the United States This paper uses research by means of literary analysis on the topic of the United States nursing shortage and there were no gaps identified in the literature review First a brief history of nursing shortages is provided Contributing factors to the shortage such as retiring baby boomers decreased numbers of nursing faculty and an expansion in nurse workloads are examined Several solutions to combat the shortage were discovered in the literature review Retaining aging nurses increasing faculty and student enrollments in nursing programs and ways to reduce nurse burnout are investigated Nurses need to promote nursing as a profession to students as a potential career choice Future projections of the nursing shortage across the United States will necessitate innovative solutions to address this far reaching problem

Planning for Nursing Needs and Resources United States. Public Health Service. Division of Nursing,1972

**Planning for Nursing Needs and Resources** Helen V. Foerst,Florence E. Gareau,1972

National Library of Medicine Current Catalog National Library of Medicine (U.S.),1990

**Speaking of Nursing--** Donna Diers,2004 The book is an evocative narrative writing about nursing and nursing issues that addresses nursing as the care of the sick and the tneding of the environment within which care happens

**Nurses in the Workplace** Marie E. Cowart,William J. Serow,1992-02-19 The dynamics of the workplace for nurses are examined in this volume from the perspective of four health care industries Focusing on acute care hospitals nursing homes home health agencies and hospices the contributors explore crucial issues for nursing and for health care systems They present an extensive literature review on the causes and impacts of the US nursing shortage introduce projections for the need for nurses and scrutinize recent policies Results from a survey of hospitals nursing homes community based employment and temporary staff agencies are discussed and integrated with interpretations of market forces

**Resources in Education** ,1992-11

*The CONTRIBUTING FACTORS TO THE NURSING FACULTY SHORTAGE* Patricia I. Newman,2013-07-25 The current qualitative phenomenological study involved identifying and exploring the factors contributing to the nursing faculty shortage of Western Massachusetts Through interviews 24 participants including 5 for the pilot study identified and discussed the reasons why they chose not to teach or to continue to teach and why registered nurses did not choose faculty teaching as a career track in education Poor salaries were the primary factor contributing to

the shortage of nursing faculty in Western Massachusetts Participants provided personal insight and suggestions concerning various educational institutions in Western Massachusetts and participated in a Massachusetts survey that examined many suggestions to alleviate the faculty shortage in Western Massachusetts *Educational Technology and Resources for Synchronous Learning in Higher Education* Yoon, Jiyeon, Semingson, Peggy, 2019-04-19 As more classes move to online instruction there is a need for research that shows the effectiveness of synchronous learning Educators must guide students on how to use these new learning tools and become aware of the research trends and opportunities within these developing online and hybrid courses *Educational Technology and Resources for Synchronous Learning in Higher Education* provides evidence based practice on incorporating synchronous teaching tools and practice within online courses to enhance content mastery and community development Additionally the book presents a strong theoretical overview of the topic and allows readers to develop a more nuanced understanding of the benefits and constraints of synchronous learning Covering topics such as game learning online communication and professional development it is designed for online instructors instructional designers administrators students and researchers and educators in higher education as well as corporate military and government sectors *A Fit, Fighting Force* Mary Catherine Smolenski, 2005 *Critical-Care Nurses' Perceived Leadership Practices, Organizational Commitment, and Job Satisfaction* Ngozi I. Moneke, 2016-12-28 My writing of this book has evolved over the past thirty six years of professional nursing practice These were my first efforts as an author which were published in 2013 Promoting a Culture of Safety Preventing Central Line Infections in Weill Cornell Medical Center which used a performance improvement process to lower the rate at which critically ill patients in cardiac care developed central line infections and Factors Influencing Critical Nurses Perception of their Overall Job Satisfaction An Empirical Study which used a correctional approach and was statistically analyzed to determine the perception of critical care nurses of their manager s leadership style and its effect on their job satisfaction Having been on the receiving end of leadership behaviors gave me a firsthand opportunity to observe these diverse nurse leaders at both extremes of the spectrum from laissez faire leadership style to dictatorial leadership style and everything in between Each encounter has enriched my life immeasurably My personal and professional experiences as well as the knowledge I gained from completing my dissertation all compelled me to write this book to share with novice managers and those aspiring for a leadership role an awareness and provide them with some valuable information needed as they forge their career paths into a leadership role knowing that one of the keys to effective leadership is the ability to stay intellectually curious and committed to learning with the understanding that new knowledge can come from variety of sources and to make it a point of duty to be always on a lookout for new knowledge

### **OECD Health Policy Studies The Looming Crisis in the Health Workforce How Can OECD Countries Respond?**

OECD, 2008-09-23 OECD countries face a challenge in responding to the growing demand for doctors and nurses over the next 20 years This book identifies possible ways to deal with these potential shortages *Compendium of HHS Evaluations*

and Relevant Other Studies HHS Policy Information Center (U.S.),1990      **Compendium of HHS Evaluations and Relevant Other Studies** ,1990      **Pennsylvania's Response to Current and Projected Shortages in the Nursing Workforce** Pennsylvania. General Assembly. Legislative Budget and Finance Committee,2004      **Current Catalog** National Library of Medicine (U.S.),1993 First multi year cumulation covers six years 1965 70

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