



The American Nursing Shortage

Nursing workforce: Then and now

A nurse's role is extremely important in healthcare in order to deliver safe, positive and successful patient outcomes. In fact, nurses are the fastest growing and have the largest numbers in the profession, with approximately 3.9 million registered nurses in the United States alone, 29 million worldwide (Haddad & Toney-Butler, 2018). However, even with this substantial number, there is still a shortage of one million nurses (Haddad & Toney-Butler, 2018). Nursing shortages have been a discussion for many years, yet it remains an epidemic. According to the American Nurses Association (ANA), registered nursing jobs will have the highest needs through 2020, which is more than any other profession in the United States (Haddad & Toney-Butler, 2018).

The start of a nursing shortage began around 1936 when hospitals started to realize they did not have enough nurses to care for patients. (Penn Nursing, n.d.). With reports of a nursing shortage, healthcare workers began to reevaluate where changes could be made for improvements. Specific changes that took place were allowing an increased number of students to be accepted into nursing programs, as well as, decrease the timeframe in which students attended school, to expand the number of nurses in the workforce at a quicker rate (Penn Nursing, n.d.). It was also decided to increase the number of less-educated employees to work under registered nurses, such as certified nursing assistants. (Penn Nursing, n.d.). All these efforts have proven to be successful, however, it did not stop the nursing shortage from reoccurring (Penn Nursing, n.d.).

Today, the nursing profession faces different dilemmas, for example, nurses who are near retirement. Currently, there are approximately one million nurses over the age of 50 and within the next 10 to 15 years, there is an anticipated number of 500,000 who will be at the age to qualify for retirement, that will need to be replaced. (Haddad & Toney-Butler, 2018). Currently, the United States has 71 million people over the age of 65, which is the highest number in history (Haddad & Toney-Butler, 2018). As the population continues living longer, there is a greater need for additional healthcare services due to multifaceted health issues (Haddad & Toney-Butler, 2018). Another aspect of the nursing shortage today includes a decrease in nursing instructors, which could potentially lead to negative impacts on nursing programs. If there are not enough instructors to properly conduct a nursing program, this would impact the number of students that could be accepted into a program, as well as, the quality of information that is taught (Haddad & Toney-Butler, 2018). In return, this would result in students not receiving the full potential aspects of nursing school, leading to fewer graduates, contributing to the ongoing nursing shortage (Haddad & Toney-Butler, 2018).

Impact on patient

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Bonnie Weaver Battey Ph.D. R.N.

A red circular graphic with a gradient, appearing as a stylized arrow or a partial circle, located to the right of the author's name.

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Terminus: Collected Papers on Harry Potter, 7-11 August 2008 Sharon K. Goetz, 2010-04-01 Terminus was a Harry Potter conference that took place August 7-11 2008 in Chicago Illinois The conference featured more than 180 hours of educational programming presented by scholars teachers business and industry professionals librarians readers and others with an interest in the Harry Potter novels films and phenomenon at the time of the conference presenters were able to analyze all seven novels and many related works Following the conference presenters were invited to contribute papers for this compendium which includes perspectives on Harry Potter as part of the curriculum an analysis of the wizarding world's legal system criticism of gender roles in the series sets of questions from roundtable discussions and many additional essays

Evidence-based-practice Proposal Paper Salome Irungu, 2010 **Nursing Shortage in the Hospital Sector, 1982-87**, 1989 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 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

Nursing Shortage United States. Health Resources and Services Administration. Division of Nursing, United States. Public Health Service, United States. Department of Commerce, 1988 *The Doctor of Nursing Practice: A Guidebook for Role Development and Professional Issues* Lisa Astalos Chism, 2021-09-15 *The Doctor of Nursing Practice A Guidebook for Role*

Development and Professional Issues Fifth Edition remains the most comprehensive guide for both role and career development for the DNP student and professional **Monthly Catalogue, United States Public Documents** ,1991

The Recurrent Shortage of Registered Nurses United States. Health Resources Administration. Division of Health Professions Analysis,1981 **Nurse Training Act Amendments of 1979** United States. Congress. House. Committee on Interstate and Foreign Commerce. Subcommittee on Health and the Environment,1979 *Humanism, Nursing, Communication and Holistic Care: a Position Paper* Bonnie Weaver Battey Ph.D. R.N.,2009-07-16 The purpose of this book is to present cohesive introductory information drawn from the disciplines of speech communication interpersonal communication and nursing It is proposed by the author to establish a benchmark of holistic and humanizing theoretical orientation for interpersonal communication between nurses clients and others which is appropriate in all areas of nursing practice education and research **Background Paper on Role and Training of Professional Personnel** ,1960

Professional Nursing - E-Book Beth Black,2013-08-07 Now in full color this best selling easy to read text introduces you to the issues and trends you re likely to encounter in any nursing practice setting Each stand alone chapter explores a specific topic and gives insightful discussions of issues such as the health care delivery system professionalization in nursing standards and scope of practice socialization and nursing theories surrounding the profession and political action facing nurses Case studies help you empathize with real patients Critical thinking questions and challenges enable you to apply chapter relevant information to scenarios and envision a personal philosophy of nursing Evidence based Practice boxes offer insight and highlight research that affects patient care News Notes tie information from the text to real life nursing situations Cultural Consideration Challenges help you develop cultural sensitivity and familiarize you with cultural influences Interview boxes explore the issues of culture and faith from the perspectives of practicing nurses NEW Full color design improves the appearance of the many halftones in the text NEW The most up to date information on responding to several critical and recent initiatives includes the Patient Protection and Affordable Care Act the Carnegie Study Educating Nurses A Call for Radical Transformation the IOM report on the Future of Nursing Leading Change Advancing Health QSEN and the ANA s Health System Reform Agenda NEW Expanded content on social media s impact on nursing offers insight into the legal issues ethics boundaries and image of nursing involved in social media NEW Increase use of nurses narratives and real life work examples helps paint an even clearer picture of the realities of nursing practice NEW Reframing of Chapter 16 Nursing s Challenge The Call for Transformation increases your knowledge of care of self care of the profession and care of the environment **Legislative Hearing on S. 544, Health Planning Amendments of 1979, S. 230, Nurse Training Amendments of 1979, and S. 590, Clinical Laboratory Improvement Act of 1979** United States. Congress. Senate. Committee on Labor and Human Resources. Subcommittee on Health and Scientific Research,1979 **Public Health Nursing - E-Book** Marcia Stanhope,Jeanette Lancaster,2014-07-21 Now in its 8th edition the gold standard in community

health nursing provides comprehensive and up to date content to keep you at the forefront of the ever changing community health climate and prepare you for an effective nursing career In addition to a solid foundation in concepts and interventions for individuals families and communities you will find real life applications of the public nurse s role Healthy People 2020 initiatives new chapters on forensics and genomics plus timely coverage of disaster management and important client populations such as pregnant teens the homeless immigrants and more Evidence Based Practice boxes illustrate how the latest research findings apply to public community health nursing Separate chapters on disease outbreak investigation and disaster management describe the nurse s role in surveilling public health and managing these types of threats to public health Separate unit on the public community health nurse s role describes the different roles and functions of the public community health nurse within the community Levels of Prevention boxes show how community public health nurses deliver health care interventions at the primary secondary and tertiary levels of prevention What Do You Think Did You Know and How To boxes use practical examples and critical thinking exercises to illustrate chapter content The Cutting Edge highlights significant issues and new approaches to community oriented nursing practice Practice Application provides case studies with critical thinking questions Separate chapters on community health initiatives thoroughly describe different approaches to promoting health among populations Appendixes offer additional resources and key information such as screening and assessment tools and clinical practice guidelines Linking Content to Practice boxes provide real life applications for chapter content NEW Healthy People 2020 feature boxes highlight the goals and objectives for promoting health and wellness over the next decade NEW The Nurse in Forensics chapter focuses on the unique role of forensic nurses in public health and safety interpersonal violence mass violence and disasters NEW Genomics in Public Health Nursing chapter includes a history of genetics and genomics and their impact on public community health nursing care Background Paper on Population Trends, Social and Economic Implications ,1960 *A Contemporary History of the U.S. Army Nurse Corps* Mary T. Sarnecky,2010 Mary T Sarnecky who had first hand knowledge about U S Army Nurse Corps inner workings as an active duty officer presents her analysis documenting U S Army Nurse Corps from the early 1970s to the beginning of the 21st century in the Borden Institute s latest release *A Contemporary History of the U S Army Nurse Corps* She addresses a remarkable episode in the organization s evolution a period characterized by a series of progressive steps empowering Nurse Corps officers to assume key command and leadership positions in Army Medical Department It is imperative that we review the lessons learned from this period in our nursing history and utilize the experiences knowledge and leadership of these extremely talented and dedicated professional nurses said Gale S Pollock Major General Retired CRNA FACHE FAAN 22nd Chief U S Army Nurse Corps The book explores vital roles of Army Nurse Corps in supporting and sustaining high level military operations that began with Operation Desert Storm Professionalism clinical competency adaptability and flexibility remain the hallmark of Army Nurse Corps In tandem with her previous work *A History of the U S Army Nurse Corps*

published in 1999 Sarnecky offers a wealth of scholarly research narrated in her straightforward style imparting a rich institutional history of which all professional nurses should be proud Publisher s description **The OECD Health Project Towards High-Performing Health Systems Policy Studies** OECD,2004-08-20 This series of seven policy studies cover lessons from experience in health system reform improving the technical quality of health care income related inequality in health care matching supply with demand for physicians and nurses excessive waiting times private health insurance and more **Sessional Papers** Great Britain. Parliament. House of Commons,1905 **Background paper on role and training of professional personnel** United States. National Advisory Committee for the White House Conference on Aging,1960

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