

Becci Bender

Dr. Roggenbuck

Annotated Bibliography

1)

MLA:

Haddad, Lisa M., et al. "Nursing Shortage." *StatPearls [Internet]*. U.S. National Library of Medicine, 14 Dec. 2020, <https://www.ncbi.nlm.nih.gov/books/NBK493175/>.

APA:

Haddad, L. M. (2020, December 14). *Nursing shortage*. StatPearls [Internet]. Retrieved October 27, 2021, from <https://www.ncbi.nlm.nih.gov/books/NBK493175/>.

Summary Paragraph

The three editors of this article, Haddad, Annamaraju and Toney-Butler discuss the factors that are possible causes of the nursing shortage that is occurring over the nation. They point out issues of concern that are the outline of the shortage such as aging workforce, nurse burnouts and even violence in the work area. They even go into detail of why some nurses are even leaving their job and focused primarily on the staffing ratio that not only affects the nurses, but the patients they are attending to. The point of their article is to inform the reader about the nurse's situations and get an understanding of what is happening in the hospitals and clinics in the United States, while giving examples and data research.

Pertinence Paragraph

If nurses are going through a drastic shortage, it causes concern for not only me, but everyone because these are the people you go to when you need help and if they are not there then we are in trouble. Not only does the lack of nurses' cause issues, but for the nurses at the hospitals and clinics are being put into dangerous work schedules where they are working with too many patients at a time and may cause more mistakes over time. This relates to us because if the nurses are making mistakes due to lack of workers, we can be affected greatly. To me this is a vital issue that can affect millions over time, and I find it important to get a better understanding of what is happening in the workforce and the environments they are affecting.

Potentially Valuable Quotations

"A study conducted in Poland between 2008 to 2009 concluded that nurses represent the profession most vulnerable to aggression in the workplace regarding a healthcare setting. Verbal abuse in the form of being spoken to by a person using loud vocal tones was the most common

form of violence nurses were subjected to. The inpatient nurses suffered more insults than those in an outpatient setting.”

“Health care workers are at high risk of violence in all parts of the world, with between 8% and 38% suffering some form of violence in their career.”

“Nursing shortages lead to errors, higher morbidity, and mortality rates. In hospitals with high patient-to-nurse ratios, nurses experience burnout, dissatisfaction, and the patients experienced higher mortality and failure-to-rescue rates than facilities with lower patient-to-nurse ratios”

“There are currently approximately one million registered nurses older than 50 years, meaning one-third of the workforce could be at retirement age in the next 10 to 15 years. This number includes nurse faculty, and that presents its own unique problem, training more nurses with fewer resources.”

“In 2029, the last of the baby boomer generation will reach retirement age, resulting in a 73% increase in Americans 65 years of age and older, 41 million in 2011 compared to 71 million in 2019.”

“According to an article in the Nursing Times, The US Bureau of Labor Statistics projects that 11 million additional nurses are needed to avoid a further shortage. Employment opportunities for nurses are projected to grow at a faster rate (15%) than all other occupations from 2016 through 2026.”

2)

MLA

Hunter, Crissy. “Nursing Shortage: Why There's a Continued Demand for Nurses.” *Southern New Hampshire University*, 26 Feb. 2021, www.snhu.edu/about-us/newsroom/health/nursing-shortage.

APA

Hunter, C. (2021, February 26). *Nursing shortage: Why there's a continued demand for nurses*. Southern New Hampshire University. Retrieved October 31, 2021, from <https://www.snhu.edu/about-us/newsroom/health/nursing-shortage>.

Summary Paragraph

Dr. Crissy Hunter discusses in the article the categories, what is causing the shortage, when the shortage began, the states that are in the largest need and what this means for us as the people

with the nurses being short staffed. She goes into detail and lists another informative website stating that the location being most affected is the rural areas because of nurses being placed in more urban areas. Dr. Hunter also states that academic nurses are also in a shortage which causes issues with expanding enrollment in the nursing department. She also discusses how age is a main factor in the shortage with nurses retiring at a rapid rate it makes it difficult to keep staff up to date. Age is also playing a different role with the nursing shortage as people are living longer than before and this causes an increase in more diseases and chronic illnesses.

Pertinence Paragraph

Nursing shortage plays a significant role in our lives because nurses are a large dominator of the hospitals. Not only does this cause problems in many areas, but areas like my home are mainly being attacked. While living in a rural area, nurses are even shorter staffed compared to urban areas which causes issues for the people in these areas including myself. To me the areas around me and the hospitals within a certain radius are going to be struggling more than ever which is going to cause significant problems within the hospitals

Potentially Valuable Quotations:

“Not every state is experiencing a nursing shortage. Nurses tend to work in urban areas, leaving rural areas facing more significant shortages.”

“The ANA estimates that 1 million nurses will retire between now and 2030. Not only is the profession expected to lose a large number of nurses, but when experienced nurses leave, healthcare organizations are left to mitigate the threat of lost knowledge.”

3)

MLA

Hamlin, Kristen. “Why Is There a Nursing Shortage?” *NurseJournal*, 26 Oct. 2021, <https://nursejournal.org/articles/why-is-there-a-nursing-shortage/>.

APA

Hamlin, K. (2021, October 26). *Why is there a nursing shortage?* NurseJournal. Retrieved November 1, 2021, from <https://nursejournal.org/articles/why-is-there-a-nursing-shortage/>.

Summary Paragraph

Kristen Hamlin discusses in her article the factors that are leading to nursing shortages around the United States while including information on how they are addressing this issue. She points

out in her article that people are aware of the issues and companies like the CARES Act are trying to provide additional resources and benefits to locations that are suffering dramatically. Not only does she discuss the shortage, but she also implies the benefits of joining the nursing field with stating that there will be a 7% increase in RN's and an even higher increase for APRN's at a 45%. Despite the negatives that are facing nurses right now she still informs the reader that nursing is still a valid job opportunity.

Pertinence Paragraph

I feel this article is beneficial and it helps get a better understanding of nursing shortage happening in the United States. Not only does it help you understand the shortage, but it gives information on what companies are doing for the hospitals and clinics suffering from the shortage which I feel will help while writing this paper. This article gave a new intake on what is happening with nurses and with the help of companies it was a good add on that could benefit my paper in the future.

Potentially Valuable Quotations

“The CARES Act provides additional funding and support for underserved areas. Nurses working in areas with critical shortages identified by the HRSA qualify for training and educational financial aid.”

“Facilities are adopting improved staffing policies, higher wages, and other initiatives designed to improve working conditions. For example, some hospitals seek the American Nurses Credentialing Center's magnet recognition, which supports excellence in nursing and policies for improved patient care and safety.”

4)

MLA

“The 2021 American Nursing Shortage: A Data Study.” *University of St. Augustine for Health Sciences*, 1 Oct. 2021, <https://www.usa.edu/blog/nursing-shortage/>.

APA

The 2021 American nursing shortage: A data study. University of St. Augustine for Health Sciences. (2021, October 1). Retrieved November 1, 2021, from <https://www.usa.edu/blog/nursing-shortage/>.

Summary Paragraph

In this article the author discusses the factors that are on the rise with nursing shortage and gives collective data to the reader while presenting the reader with graphs and data. In the article it shows the Registered Nurses data per state with Pennsylvania having 193,200 being registered, which is on the higher status. The article then shows the state of California with 365,500 registered nurses, which sounds like a lot but with the state of California being so large this is lower status and has a higher need for nurses. The author emphasizes the differences between states and how not every state is being dramatically affected. They then discuss the rise in demand, which is playing a large role in nurses. With supplies being so low and demand at an increase it is causing significant issues for the nurses who are short staffed.

Pertinence Paragraph

This article will help my paper significantly because it not only provides information on the nursing shortage, but also provides charts and data presented with the nursing shortage. This article will allow me to get a better in-depth understanding of the nursing shortage while also providing visuals. I find this article beneficial for my future paper because it is information that was not found in some previous articles so it will allow me to go into further depth of the paper.

Potentially Valuable Quotations

“A 2019 study revealed that a patient’s risk of post-care-associated infection increased by 15% in facilities with low hospital staffing levels.¹⁴ Another study conducted in California correlated an 8.9% decrease in pneumonia infections among surgical patients to an increase of one additional work hour per patient per RN.”

“As of February 2021, registered nursing was the fifth-most in-demand job in the American workforce, according to LinkedIn. Healthcare facilities are searching for skilled RNs because they are facing increased patient demand for care.”

5)

MLA

Rosseter, Robert. “News & Information.” *American Association of Colleges of Nursing: The Voice of Academic Nursing*, Sept. 2020, <https://www.aacnnursing.org/news-information/fact-sheets/nursing-shortage>.

APA

Rosseter, R. (2020, September). *News & information*. American Association of Colleges of Nursing: The Voice of Academic Nursing. Retrieved November 1, 2021, from <https://www.aacnnursing.org/news-information/fact-sheets/nursing-shortage>.

Summary Paragraph

Robert Rosseter lists highlighted bullet points of the factors and impacts that are occurring with the nursing shortage. In one of his bullet points he discusses that with nurses being short staffed studies have shown that not only are the nurses being affected but the patients are also at a 7% increase of dying because of this shortage. He also discusses the efforts that are being made to address the issue of nursing shortage and what some companies and people are doing to help these struggling hospitals and clinics along with the nurses personally.

Pertinence Paragraph

This article gets straight to the point of why the shortage is affecting the nurses and the people which I find beneficial for my future paper. The author took the time and found significant factors that are playing into this shortage which will help me find more resources and information faster and easier. To me this article is informative about the situation, yet easy to understand and not overwhelm me.

Potentially Valuable Quotations

“Nursing schools are forming strategic partnerships and seeking private support to help expand student capacity. For example, the University of Minnesota announced a partnership with the Minnesota VA Health Care System in June 2013 to expand enrollment in the school’s BSN program. With a focus on enhancing care to veterans, the VA committed \$5.3 million to the university to expand clinical placement sites, fund additional faculty, and support interprofessional engagement.”

“According to the Bureau of Labor Statistics’ *Employment Projections 2019-2029*, Registered Nursing (RN) is listed among the top occupations in terms of job growth through 2029. The RN workforce is expected to grow from 3 million in 2019 to 3.3 million in 2029, an increase of 221,900 or 7%. The Bureau also projects 175,900 openings for RNs each year through 2029 when nurse retirements and workforce exits are factored into the number of nurses needed in the U.S.”

“In the February 2014 issue of the *Lancet*, Linda Aiken and colleagues published findings from a study conducted in European hospitals, which found that an increase in a nurses’ workload by one patient increased the likelihood of dying within 30 days of admission by 7%. The researchers also found that every 10% increase in bachelor’s degree nurses was associated with a decrease in patient mortality by 7%.”

“In March 2011, Dr. Jack Needleman published findings in the *New England Journal of Medicine*, which indicate that insufficient nurse staffing was related to higher patient mortality rates. These researchers analyzed the records of nearly 198,000 admitted patients and 177,000

eight-hour nursing shifts across 43 patient-care units at academic health centers. The data show that the mortality risk for patients was about 6% higher on units that were understaffed as compared with fully staffed units. In the study titled “Nurse Staffing and Inpatient Hospital Mortality,” the researchers also found that when a nurse’s workload increases because of high patient turnover, mortality risk also increases.”

6)

MLA

Farmer, Blake. “High Pay for Traveling Nurses a Symptom and Cause of Staff Shortages.” *Marketplace*, 7 Sept. 2021, <https://www.marketplace.org/2021/09/07/high-pay-for-traveling-nurses-a-symptom-and-cause-of-staff-shortages/>.

APA

Farmer, B. (2021, September 7). *High pay for traveling nurses a symptom and cause of staff shortages*. Marketplace. Retrieved November 7, 2021, from <https://www.marketplace.org/2021/09/07/high-pay-for-traveling-nurses-a-symptom-and-cause-of-staff-shortages/>.

Summary Paragraph

Blake Farmer addresses how hospitals are bringing in traveling nurses and paying them a significant amount more than the nurses that have been there the whole time. He also discusses how some staff nurses are getting retention bonuses, and how they are nothing close to the amount the nurses that are there temporarily getting. He also gets nurses to express their opinion on the issue and what is happening within the hospitals. Farmer also goes into detail about the amount that these traveling nurses are making while working at the hospital and the affects it has on these hospitals.

Pertinence Paragraph

If travelling nurses are coming into hospitals and clinics doing the same job as the nurses who have been there, I feel they should be getting paid the same or the nurses that have been there should get a retention bonus that is equal to the new nurses. This holds a significant purpose because when nurses find out they can make more money by getting a career in traveling nursing it will cause more nurses to quit and follow the money. By having the nurses leave their job to follow the money will cause more traveling nurses to come in which can cause hospitals to pay more and have money issues.

Potentially Valuable Quotations

“Traveling registered nurses are making far more than full-time staffers doing the same job. And that’s causing staffers to hit the road to take a traveling gig, only to be replaced by an expensive traveler.”

“Traveling nurses have always made more than full-time nurses at hospitals and usually get a stipend for meals and lodging. But now, it’s many times more. Pearson is headed to Midland, Texas, where she’ll make over \$120 an hour. Recruiters are regularly luring nurses with contracts exceeding \$5,000 a week.”

“In Texas, Kroll said, some hospitals are offering staff nurses retention bonuses. But it’s nothing like the money the same hospitals are paying these temporary nurses, who often need some help getting up to speed. And it’s the lower-paid staff nurses who do the training.”

“Just within the past couple of weeks, we’ve had so many nurses put in their two weeks and go travel,” she said. “I’ve seen contracts upwards of \$10,000 to \$12,000 a week because hospitals are so desperate for staff.”

“It’s not a nursing shortage,” she said. “It’s a shortage of well-funded positions for nurses.”

“And pay is not the only problem. Lasater said in most states, there are no strict rules about how many patients a floor nurse might be responsible for. So, especially in a pinch, some are watching eight or 10 at a time.”

7)

MLA

Miranda, Leticia. “Rural Hospitals Losing Hundreds of Staff to High-Paid Traveling Nurse Jobs.” *NBCNews.com*, NBCUniversal News Group, 16 Sept. 2021, <https://www.nbcnews.com/business/business-news/rural-hospitals-losing-hundreds-staff-high-paid-traveling-nurse-jobs-n1279199>.

APA

Miranda, L. (2021, September 16). *Rural Hospitals losing hundreds of staff to high-paid traveling nurse jobs*. *NBCNews.com*. Retrieved November 8, 2021, from <https://www.nbcnews.com/business/business-news/rural-hospitals-losing-hundreds-staff-high-paid-traveling-nurse-jobs-n1279199>.

Summary Paragraph

Leticia Miranda points out the hospitals in and near the rural areas are taking a hit like no other when it comes to nurses quitting and going full time as a traveling nurse. She discusses the difference between the traveling nurse salary and the salary of a nurse who works near the surrounding rural areas. Miranda talks about how dozens of hospitals were forced to file for bankruptcy and how hundreds of more hospitals are at stake of closure.

Pertinence Paragraph

While living in a rural area, hearing how many hospitals are on the verge of closure, it causes many concerns. Since hospitals are looking at closure in the soon future due to the shortage and hiring nurses for a significant amount more than they can afford will cause a shutdown in areas like my own. This is an important factor for not only me but many people who are living in these areas and the effects it can have on the older population and the ill within these areas.

Potentially Valuable Quotations

“Nurses at rural hospitals are paid an average of \$70,000 a year or just over \$1,200 a week, according to hiring website ZipRecruiter. But some staffing agencies such as Nomad Health are offering travel nurse positions with a \$5,044 a week salary. White Glove Placement, another nursing staffing agency, offers placements that pay anywhere between \$5,800 and \$5,900 a week. Health care hiring site Vivian lists several travel nurse assignments that pay up to \$9,562 a week.”

“Dozens of rural hospitals filed for bankruptcy last year, including Eastern Niagara Hospital in Lockport, New York, Faith Community Health System in Jacksboro, Texas, and Pinnacle Healthcare System hospitals in Kansas and Missouri. Another 216 rural hospitals are currently at high risk of closure, said Brock Slabach, chief operations officer with National Rural Health Association.”

“While the surge in popularity of travel nursing has deepened the country’s nursing shortage, it has been a boon for staffing agencies. AMN Healthcare Services Inc., a San Diego-based medical staffing agency, reported a 41 percent increase in revenue from the same time last year. Its travel nurse staffing business alone grew by 37 percent, it reported.”

8)

MLA

Apploi. “4 Ways to Address the Nursing Shortage in 2021.” *Apploi*, 2 Sept. 2021, <https://www.apploi.com/blog/nursing-shortage/4-ways-to-address-the-nursing-shortage-in-2021/>.

APA

Apploi. (2021, September 2). *4 ways to address the nursing shortage in 2021*. Apploi. Retrieved November 8, 2021, from <https://www.apploi.com/blog/nursing-shortage/4-ways-to-address-the-nursing-shortage-in-2021/>.

Summary Paragraph

Apploi discusses how HR can help the nursing shortage that is continuing throughout the United States. They talk about how HR can simplify their hiring process and how it would benefit the hospitals and the nurses. Apploi then discusses and gives examples of what HR can do for the nurses that can help prevent burnout in the future. Not only did they discuss the burnouts happening in the hospitals, but they then added that HR can help these nurses by creating career paths that allow them to further their education and develop new resources.

Pertinence Paragraph

This article allows information to be passed on about the ways we can help the nurses that are suffering during this shortage. By allowing this information to be passed through one another, it may allow the shortage to be put on pause or at least shorten the number of nurses burning out. This is important because if there is a way to stop the shortage, we need to focus on that and how we can help the best way possible.

Potentially Valuable Quotations

“Foster a healthy work environment. Create a safe workplace for your nurses and nursing assistants. Start by making a dedicated wellness space so team members can comfortably relax, eat, and nap between shifts. Consider offering healthy meals, fitness programs, or childcare assistance to support your team in and outside of work.”

“Provide professional development resources. Build your reputation as a supportive employer with career seminars and in-service days, educational lunch-and-learns, and individual career coaching.”

“Nursing is one of the fastest-growing occupations in the United States, with the profession representing nearly 50% of jobs in the healthcare system. The nursing workforce is predicted to grow from 3 million in 2019 to 3.3 million in 2029, an average increase of 7%.”

9)

MLA

Groff, Adam. “How Your Hospital Can Overcome the Nursing Shortage and Maximize Profits: Hospitals.” *Healthcare Global*, 17 May 2020, <https://healthcareglobal.com/hospitals/how-your-hospital-can-overcome-nursing-shortage-and-maximize-profits>.

APA

Groff, A. (2020, May 17). *How your hospital can overcome the nursing shortage and maximize profits: Hospitals*. Healthcare Global. Retrieved November 8, 2021, from

<https://healthcareglobal.com/hospitals/how-your-hospital-can-overcome-nursing-shortage-and-maximize-profits>.

Summary Paragraph

Adam Groff discusses key factors of what hospitals can do to create a better environment for nurses and how to keep the nurses for long run. In the article he points out that allowing the nurses to express their opinions and concerns openly would benefit the hospitals because these are the people who know better than anyone else. Groff points out that nurse residency programs would be beneficial for hospitals because it allows the future nurses to get a feel of the environment and decide if it is their forever workplace. By allowing this program it would help with the future nurses coming in and help with hiring since the nurses already have an idea of the environment, they know what they are signing up for.

Pertinence Paragraph

This article is important because it gives ideas on how to help the nurses and gives ideas on how to improve the shortage of nurses. It is important to know of ways to fix the nursing shortage that is happening in the United States because with nurses being at a shortage the patients can also be risked. With nurses doing twice as much work as they should be doing it can cause issues and mistakes within the hospital and ultimately puts patients at risk.

Potentially Valuable Quotations

“These residency programs give nursing graduates the opportunity to experience specific hospital environments before signing on for a full-time position. This not only makes the transition into nursing easier, it also improves retention.”

“Additionally, giving your nursing staff the opportunity to express their ideas is also an important measure to take. Listening and implementing any ideas or suggestions your nursing staff brings to the table will help to improve their work environment and increase retention.”

10)

MLA

Staff, NurseJournal. “The U.S. Nursing Shortage: A State-by-State Breakdown.” NurseJournal, 20 Oct. 2021, <https://nursejournal.org/articles/the-us-nursing-shortage-state-by-state-breakdown/>.

APA

Staff, N. J. (2021, October 20). *The U.S. nursing shortage: A state-by-state breakdown*. NurseJournal. Retrieved November 8, 2021, from <https://nursejournal.org/articles/the-us-nursing-shortage-state-by-state-breakdown/>.

Summary Paragraph

In this article 12 writers put together data research so the reader can get a better understanding of the nursing shortage and the numbers in each state. In the article they rate all 50 states from lowest to highest nurse-to-population ratios. The writers talk about the major cities and mid-sized cities that are at risk with the nursing shortage.

Pertinence Paragraph

In the article we are shown the state of Pennsylvania and the nurse-to-population ratio which is 15.09 nurse per 1,000 population. This holds an importance because with this ratio Pennsylvania is in the top 20 highest nurses-to-population ratios, which is important because it means that PA is not suffering as much as the surrounding states.

Potentially Valuable Quotations

“Major cities tend to perpetually need more nurses, with most city hospitals offering dozens if not hundreds of open positions. According to data from the Bureau of Labor Statistics, the following five states have the lowest local concentrations of nurse employment vs. national nurse employment: Washington D.C. (.67 location quotient) Dallas, Texas (.82 location quotient) Los Angeles, California (.88 location quotient) Houston, Texas (.88 location quotient) New York City, New York (.89 location quotient)”

“Mid-sized cities tend to maintain the highest location quotients of local nurse employment to national nurse employment: Greenville, North Carolina (2.25 location quotient) Ann Arbor, Michigan (2.05 location quotient) Sioux Falls, South Dakota (1.98 location quotient) Durham-Chapel Hill, North Carolina (1.95 location quotient) Gainesville, Florida (1.94 location quotient)”