

Capstone Proposal

Learner Name

MHA-FPX5020: Capstone Data Analysis Proposal Assignment

Instructor Name

2024

NURSINGLANCE.COM

CAPSTONE PROPOSAL: Nursing shortages in Connecticut

PROBLEM STATEMENT

State the topic in a single sentence. Use the following **one sentence problem statement format:** *Condition X may result in adverse consequence(s) Y (Source, year).*

The reasons behind the scarcity of nurses include a lack of teachers, an increase in nurses quitting their jobs, and the growth in healthcare demand, which may result in adverse consequences like decreased patient care quality, increased patient safety risks, staff burnout and turnover, and increased organizational expenses (Feeney, 2024).

REVIEW OF THE LITERATURE

Propose a minimum of twelve current, authoritative sources in APA format and provide a sentence about how each source directly relates to the problem (Relevance Statement). Add additional rows as needed to adequately cover your selected topic.

SOURCE (APA format required)	RELEVANCE STATEMENT
Feeney, Anne. "The U.S. Nursing Shortage: A State-by-State Breakdown NurseJournal.Org." <i>Nursing Programs, Scholarships, And Careers - NurseJournal.Org</i> , 28 Mar. 2024, https://nursejournal.org/articles/the-us-nursing-shortage-state-by-state-breakdown/	This article targets the shortages of nurses in the U.S.-to-State population ratio.
2 Buerhaus, P. I. (2021). Current Nursing Shortages Could Have Long-Lasting Consequences: Time to Change Our Present Course. <i>Nursing Economics</i> , 39(5), 247-250. http://library.capella.edu/login?url=https%3A%2F%2Fwww.proquest.com%2Fscholarly-journals%2Fcurrent-nursing-shortages-could-have-long-lasting%2Fdocview%2F2581886413%2Fse-2%3Faccountid%3D27965	Nursing shortages at a national level are severe, long-lasting, and widespread, leading to compromised access to care, quality, safety, and higher costs.
3. Lorkowski, J., & Jugowicz, A. (2021). Shortage of Physicians: A Critical Review. <i>Advances in Experimental Medicine and Biology</i> , 1324, 57–62. https://doi.org/10.1007/5584_2020_601	The article reviews the issue of nursing and physician shortage in

	Europe and provides possible solutions to address the issue.
4. Boamah, S. A., Callen, M., & Cruz, E. (2021). Nursing faculty shortage in Canada: A scoping review of contributing factors. <i>Nursing Outlook</i> , 69(4), 574–588. https://doi.org/10.1016/j.outlook.2021.01.018	Adequate Nursing faculty is paramount for preparing future nurses for practice; hence, it is important to assess the contributive factors to faculty shortages.
5. Xu, G., Zeng, X., & Wu, X. (2023). Global prevalence of turnover intention among intensive care nurses: A meta-analysis. <i>Nursing in critical care</i> , 28(2), 159–166. https://doi.org/10.1111/nicc.12679	This article provides the global statistics for nurses, thus will help understand the problem from a broader perspective.
6. Xu, H., Intrator, O., & Bowblis, J. R. (2020). Shortages of Staff in Nursing Homes During the COVID-19 Pandemic: What are the Driving Factors? <i>Journal of the American Medical Directors Association</i> , 21(10), 1371–1377. https://doi.org/10.1016/j.jamda.2020.08.002	The study assesses nursing staff shortages in nursing homes, hence providing a perspective of the issue in different healthcare settings.
7. Tamata, A. T., Mohammadnezhad, M., & Tamani, L. (2021). Registered nurses' perceptions on the factors affecting nursing shortage in the Republic of Vanuatu Hospitals: A qualitative study. <i>PLoS One</i> , 16(5), e0251890. https://doi.org/10.1371/journal.pone.0251890	This article provides the perceptions of nurses on the factors contributing to

	nursing shortage, hence help with understanding the problem.
8. Yun, M. R., & Yu, B. (2021). Strategies for reducing hospital nurse turnover in South Korea: Nurses' perceptions and suggestions. <i>Journal of Nursing Management</i> , 29(5), 1256–1262. https://doi.org/10.1111/jonm.13264	The study suggests strategies to reduce hospital nurse turnover rates, one of the factors contributing to nursing shortages.
9. Perkins, A. (2021). Nursing shortage: Consequences and solutions. <i>Nursing Made Incredibly Easy</i> , 19(5), 49-54. https://doi.org/10.1097/01.NME.0000767268.61806.d9	This article discusses the effects of the nursing shortage issue and proposes possible solutions to address it.
10. Winter, V., Schreyögg, J., & Thiel, A. (2020). Hospital staff shortages: Environmental and organizational determinants and implications for patient satisfaction. <i>Health Policy (Amsterdam, Netherlands)</i> , 124(4), 380–388. https://doi.org/10.1016/j.healthpol.2020.01.001	The article improves the understanding of the problem by exploring the environmental and organizational factors contributing to staff shortage and its effect on patient satisfaction.
11. Weston M. J. (2022). Strategic Planning for a Very Different Nursing Workforce. <i>Nurse leader</i> , 20(2), 152–160. https://doi.org/10.1016/j.mnl.2021.12.021	This article uses the current trends in the nursing workforce to propose strategic

	methods to prepare for the future nursing workforce, thus addressing the issue.
12. Griffiths, P., Saville, C., Ball, J. E., Jones, J., Monks, T., & Safer Nursing Care Tool study team (2021). Beyond ratios - flexible and resilient nurse staffing options to deliver cost-effective hospital care and address staff shortages: A simulation and economic modeling study. <i>International journal of nursing studies</i> , 117, 103901. https://doi.org/10.1016/j.ijnurstu.2021.103901	This study uses nurse staffing ratios to explore the related economic costs and outcomes from nursing staff shortages seen in unsafe ratios.
13. Cho, S. H., Lee, J. Y., You, S. J., Song, K. J., & Hong, K. J. (2020). Nurse staffing, nurses' prioritization, missed care, quality of nursing care, and nurse outcomes. <i>International journal of nursing practice</i> , 26(1), e12803. https://doi.org/10.1111/ijn.12803	The article examines the relationship among nurse staffing, nurses' prioritization of nursing activities, missed care, quality of nursing care, and nurse outcomes, thus increasing the depth of understanding of the issue and the interrelated factors.
...(add additional rows as needed)	
<u>Example</u> : Obujanda, A. (2023). Cultural competence for urban healthcare providers in the United States. <i>Journal of Healthcare Diversity</i> , 10(2): 45-59. https://www.JHD/culturalcompetence.comx	<i>This article provides tips for more effective, community-focused, culturally consistent</i>

	<i>staffing and training of licensed care providers.</i>
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You are not limited to twelve sources, and learners who are striving for Distinguished level performance should demonstrate sufficient breadth and depth of knowledge on the various relevant aspects of their selected topic. Value added, relevant sources on the topic are welcome and demonstrate enhanced understanding of the problem.

Note: Blogs, vlogs, for-profit media sites, and other commercial sites are not peer-reviewed research suitable for Master’s level work.

CAUSAL FACTORS AND METRICS

Please list each major factor that causes or contributes to the selected problem. Articulate how the factor is measured numerically, and cite an authoritative source in APA format, which substantiates the relevance of the factor to the problem. A minimum of two factors are required for analysis of the problem.

FACTOR	CAUSAL or CONTRIBUTING	UNIT OF MEASUREMENT (days, \$, %, etcetera)	SOURCE (APA format)
Unfavorable working environment	Contributing	Staff satisfaction with the working environment	Boamah, S. A., Callen, M., & Cruz, E. (2021). Nursing faculty shortage in Canada: A scoping review of contributing factors. <i>Nursing Outlook, 69</i> (4), 574–588. https://doi.org/10.1016/j.outlook.2021.01.018
Nursing staff turnover	causal	Staff turnover rates	Tamata, A. T., & Mohammadnezhad, M. (2023). A systematic review study on the factors affecting shortage of nursing workforce in the hospitals. <i>Nursing Open, 10</i> (3), 1247–1257. https://doi.org/10.1002/nop2.1434
Increased patient care demands	contributing	% of nursing staff shortage	Chervoni-Knapp T. (2022). The Staffing Shortage Pandemic. <i>Journal of Radiology Nursing, 41</i> (2), 74–75. https://doi.org/10.1016/j.jradnu.2022.02.007
Nursing staff levels	Contributing	Nurse: patient ratios	Porcel-Gálvez, A. M., Fernández-García, E., Rafferty, A. M., Gil-García, E., Romero-Sánchez J. M., & Barrientos-Trigo, S. (2021). Factors That Influence Nurse Staffing Levels in Acute Care Hospital Settings. <i>Journal of Nursing Scholarship: An Official Publication of Sigma Theta Tau</i>

			<i>International Honor Society of Nursing</i> , 53(4), 468–478. https://doi.org/10.1111/jnu.12649
Retirement of nursing staff	causal	% of elderly workforce	Haddad, L.M., Annamaraju, P. & Toney-Butler, T.J. (2023). Nursing Shortage. In: StatPearls [Internet]. Retrieved from: https://www.ncbi.nlm.nih.gov/books/NBK493173/
<u>Example:</u> Documentation Accuracy	Causal	% compliance with regulatory standard x	Agency for Healthcare Documentation Accuracy (n.d.). <i>Documentation standards: Compliance audit checklist</i> . https://AHDA.govx/documentation/checklist

DATA ANALYSIS METHOD

Articulate the specific method you will use for the analysis of data sets, which directly relates to the problem. Provide a rationale and a citation from authoritative literature.

Data Analysis Method	Descriptive statistics
Rationale	Descriptive statistics will help examine the various metrics related to nursing staff shortages, and help quantify the extent of nursing staff shortages in Connecticut using statistical measures.
Source (APA format)	Siedlecki, S. L. (2020). Understanding descriptive research designs and methods. <i>Clinical Nurse Specialist</i> , 34(1), 8-12. https://doi.org/10.1097/NUR.0000000000000493

Example:

Method: Compliance Audit via Variance Analysis

Rationale: Compliance is determined by percent variance from standard/regulation.

Source: Agency for Healthcare Documentation Accuracy (n.d.). *Documentation standards: Compliance audit checklist*. <https://AHDA.govx/documentation/checklist>

DATA SETS

Path 1: Workplace Data Sets for analysis

List the factor examined, the precise unit of measurement, and the type of graphic (pie chart, histogram, etcetera) and the name of the organization and employee who authorized data usage.

Include a copy of the following table for each factor that directly relates to the problem. A minimum of two different graphics with different numeric data are required for the final report.

Demographic or other data, which describes the presence of the problem, is a first step in analysis but does not contribute to understanding the causes and solutions to the problem. Master's level work focuses upon analysis of a minimum of two factors, which contribute to or cause the problem.

#1 Factor Examined	Nursing Staff Turnover rates
Precise Unit of Measurement (days, dollars, %...)	% of nursing positions vacant in the institution over a specified period
Type of Graphic Data Summary Structure (pie chart, bar graph, other)	Bar graph
Organization Name	St. Vincent's Medical Center
Employee Name who Authorized Data Sharing	
Employee Name who approved using organizations name in the report.	
Employee Name who directed learner to redact the organization's name in the report.	

#2 Factor Examined	Workload indicators
Precise Unit of Measurement (days, dollars, %...)	Nurse: patient ratios
Type of Graphic Data Summary Structure (pie chart, bar graph, other)	Pie chart
Organization Name	St. Vincent's Medical Center
Employee Name who Authorized Data Sharing	
Employee Name who approved using organizations name in the report.	
Employee Name who directed learner to redact the organization's name in the report.	

(Factor #3 Examined....)	Nursing staff satisfaction and burnout
Precise Unit of Measurement (days, dollars, %...)	Nursing satisfaction scores and survey responses
Type of Graphic Data Summary Structure (pie chart, bar graph, other)	Bar graph
Organization Name	St. Vincent's Medical Center
Employee Name who Authorized Data Sharing	
Employee Name who approved using organizations name in the report.	
Employee Name who directed learner to redact the organization's name in the report.	

Path 2: Public Data Sets for analysis

List the factor examined, the precise unit of measurement, and the type of graphic (pie chart, histogram, etcetera)

Include a copy of the following table for each factor examined that directly relates to the problem. A minimum of two different graphics with different numeric data are required for the final report. Demographic or other data, which describes the presence of the problem, is a first step in analysis yet does not contribute to understanding the causes and solutions to the problem. Master's level work focuses upon analysis of a minimum of two factors, which contribute to or cause the problem.

Factor #1 Examined	CMS Quality Reporting Programs
Precise Unit of Measurement (days, dollars, %...)	Quality indicators related to nurse staffing
Type of Graphic Data Summary (pie chart, bar graph, other)	Table
Source of Data (APA Format)	Hospital Quality Initiative Public Reporting (n.d.). <i>Hospital Care Compare and Provider Data Catalog</i> Accessed April 14, 2024 https://www.cms.gov/medicare/quality/initiatives/hospital-quality-initiative/hospital-compare

Factor #2 Examined	AHRQ Healthcare Cost and Utilization Project
Precise Unit of Measurement (days, dollars, %...)	Healthcare utilization and outcomes data (hospital staffing levels)
Type of Graphic Data Summary (pie chart, bar graph, other)	Bar graph
Source of Data (APA Format)	Agency for Healthcare Research and Quality (AHRQ) (n.d.). <i>Healthcare Cost Utilization Project</i>. accessed April 14, 2024 https://www.ahrq.gov/data/hcup/index.html

(Factor #3 Examined...)	Nursing staff employment trends
Precise Unit of Measurement (days, dollars, %...)	Employment and wage data
Type of Graphic Data Summary (pie chart, bar graph, other)	Table
Source of Data (APA Format)	Bureau of Labor Statistics (2022). <i>Occupation Employment and Wage Statistics</i>

	Catalog. Accessed April 14, 2024 Occupational Employment and Wage Statistics (OES) - Catalog (data.gov)
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Path 1: Healthcare Professional Reviewer: Workplace

Name of Practicing Healthcare Provider	
Organization Name	St. Vincent’s Medical Center
Organization Address	
Organization Website	
Date of Scheduled Feedback Session In person, Webconference, Phone Meeting?	

Path 2: Healthcare Professional Reviewer in Industry

Name of Practicing Healthcare Provider	
Organization Name	
Organization Address	
Organization Website	
Date of Scheduled Feedback Session In person, Webconference, Phone Meeting?	

REFERENCE LIST

Agency for Healthcare Research and Quality (AHRQ) (n.d.). Healthcare Cost Utilization Project. accessed April 14, 2024 <https://www.ahrq.gov/data/hcup/index.html>

Bureau of Labor Statistics (2022). *Occupation Employment and Wage Statistics Catalog*. Accessed April 14, 2024. Occupational Employment and Wage Statistics (OES) - Catalog (data.gov)

Chervoni-Knapp T. (2022). The Staffing Shortage Pandemic. *Journal of radiology nursing*, 41(2), 74–75. <https://doi.org/10.1016/j.jradnu.2022.02.007>

Haddad, L.M., Annamaraju, P. & Toney-Butler, T.J. (2023). Nursing Shortage. In: StatPearls [Internet]. Retrieved from: <https://www.ncbi.nlm.nih.gov/books/NBK493175/>

Hospital Quality Initiative Public Reporting (n.d.). *Hospital Care Compare and Provider Data Catalog*. Accessed April 14, 2024 <https://www.cms.gov/medicare/quality/initiatives/hospital-quality-initiative/hospital-compare>

Porcel-Gálvez, A. M., Fernández-García, E., Rafferty, A. M., Gil-García, E., Romero-Sánchez, J. M., & Barrientos-Trigo, S. (2021). Factors That Influence Nurse Staffing Levels in Acute

Care Hospital Settings. *Journal of Nursing Scholarship: An Official Publication of Sigma Theta Tau International Honor Society of Nursing*, 53(4), 468–478.
<https://doi.org/10.1111/jnu.12649>

Siedlecki, S. L. (2020). Understanding descriptive research designs and methods. *Clinical Nurse Specialist*, 34(1), 8-12. <https://doi.org/10.1097/NUR.0000000000000493>

SOURCE VERIFICATION: SELF CHECK

Name of Source Verification Software (SafeAssign, TurnItIn)	
Date of Initial DRAFT submission	
Date report result was opened, reviewed, and any needed corrections made.	
Name: I confirm that I have reviewed source citation and originality of the content that was submitted for academic credit.	

The shortage of healthcare providers is a complex problem that can have serious consequences for both healthcare organizations and patients. One of the main reasons for this scarcity is the lack of qualified teachers to educate and train new healthcare professionals. This contributes to a limited supply of healthcare providers and can impact the diversity of the workforce.

Another contributing factor is the increase in nurses quitting their jobs. This could be due to a variety of reasons, such as job dissatisfaction, burnout, and a lack of support from their organization. When nurses leave their jobs, it not only reduces the number of healthcare providers available, but it also leads to a loss of experience and expertise in the workforce.

Finally, the growth in healthcare demand has put a strain on the healthcare industry. As the population ages and chronic diseases become more prevalent, there is an increasing need for healthcare services. However, this demand is not being met with an adequate supply of healthcare providers, leading to longer wait times, lower quality care, and patient dissatisfaction.

In conclusion, the shortage of healthcare providers is a multifaceted issue that requires a comprehensive approach to address. By addressing the factors that contribute to the scarcity, we can work towards creating a more diverse and sustainable healthcare workforce that can provide high-quality care to patients.