

Testimony for Senate Committee on Healthcare

In Support of Senate Bill 72
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Good afternoon, Chair Monnes-Anderson, and members of the Committee. My name is Jana Bitton, and I am the Executive Director of the Oregon Center for Nursing. I am here in support of Senate Bill 72, which will add a \$9 surcharge to new and renewing RN and LPN nurse licenses. This money will create the Oregon Nursing Advancement Fund, which will be used to fund the core work of the Oregon Center for Nursing.

OCN has been a driving force in the nursing community of Oregon over the past 13 years. Our mission is to ensure a superior, well-prepared and diverse nursing workforce to meet the health and wellness needs of our communities. OCN's research and solutions have encouraged more people to pursue nursing as a career, created programs to improve nurse cultural competence, and encouraged nurses to embrace leadership roles.

The core work of OCN is to identify problems related to the nursing workforce. OCN serves as a data resource and information clearinghouse. We receive many requests for data. Some of it we have or can be obtained from other sources, such as the Oregon State Board of Nursing or OHA's Office of Health Policy Research. Sometimes there are questions that need a specific survey. For example, OCN has recently collected information from nurse faculty in Oregon. Our preliminary results show 54 percent of nurse educators are over the age of 55, and that 31 percent of educators with a Master's degree, and 28 percent of educators with a Doctorate plan to retire within the next five years. These results project Oregon will need 117 new nurse faculty in the next 10 years to keep up with the needs of Oregonians. Our study, as with other studies conducted by OCN, identifies those critical needs that will impact Oregon, and is only one example of the type of work OCN does. No other organization in the state is currently doing this type of work.

Data is needed to provide evidence to anecdotes and stories, and that must be delivered in a meaningful way from an unbiased source. As a nonprofit 501(c)3 organization, OCN's allegiances lies with providing data that is guided and informed by nurses. We give reliable and critical information essential to all lawmakers, employers, educators and individual nurses.

And the need for OCN's work is as great as ever. HRSA has recently projected Oregon to have a shortage of about 6,000 nurses and 390 LPNs by 2025. Oregon needs to now take that information and study it to see if new solutions are needed to avert another staffing disaster. OCN has consistently done the level of strategic work this task requires.

OCN's funding sources originally came from the state general funds and private foundations. However, with the changes in the economy came changing priorities from the state and foundations. To get the nurse-guided research needed to proactively ensure a superior and well-prepared nursing workforce, nurses must fund the work.

We estimate the license surcharge created by Senate Bill 72 will raise about \$247,000 annually to support OCN's research agenda. A draft budget of how this funding will impact OCN is included in the written testimony. Specifically, this money will be used to create two to three major research studies per year with associated infographics, and an up to date website to distribute the information. All reports and access to the website will be free-of-charge to the general public. In addition, OCN will bring together community partners to move forward research recommendations. However, this fund will only support half of OCN's work. We will do our part by working with hospitals, insurers and donors to raise the other half of our revenue. Senate Bill 72 will ensure OCN has the funds needed to provide the vital data necessary to make informed policy decisions.

In the time I have been with OCN, I have seen the incredible work Oregon does around nursing. Oregon is held up as a national standard for nursing workforce projections and for nursing education. As I have talked with nursing leaders throughout the state, I see this thirst for data to give evidence to their stories. Nursing leaders want to work strategically and make targeted investments in time and money to ensure we have the right nurses to treat Oregon's aging population.

Nursing is a unique profession, and it needs a unique approach to gathering data and identifying issues around its workforce. OCN has accomplished this work successfully for 13 years, and is a proven leader to champion the nursing workforce. We look forward to many more years of serving nursing in Oregon.

Thank you again for this opportunity. I am more than happy to provide any specific data you may need and to answer any questions you may have.



Oregon Center for
N U R S I N G
The Value of OCN

The Oregon Center for Nursing provides INFORMATION:

- *The Oregon Nursing Workforce: A Sobering Snapshot* (2003)
- *Technology in Nursing Education: Oregon Education-Based Technology Needs Assessment: Expanding Nursing Education Capacity* (2003), which became the foundation for the Oregon Simulation Alliance
- *WHEN, Not If: A Report on Oregon's Registered Nurse Workforce* (2005)
- *Oregon's Nurse Faculty Workforce: A Report from the Oregon Center for Nursing* (2009)
- *Who Gets In? Pilot Year Data from the Nursing Student Admissions Database* (2009)
- *Career Satisfaction Among Oregon's Registered Nurses* (2010)
- *Who Gets In? YEAR TWO of the Nursing Student Admissions Database* (2010)
- *Nurses Wanted: The Changing Demand for Registered Nurses in Oregon* (2011)
- *Oregon's Nurse Faculty Workforce* (2011)
- *Oregon Health Professions: Occupational and County Profiles* (2013)
- *I am an Oregon Nurse* Infographic (2014)
- *Nursing Education in Oregon* Infographic (2014)

With that information, the Oregon Center for Nursing provides SOLUTIONS:

Reduced the impact of an impending nursing shortage

- Worked in collaboration with the state's nursing schools to triple enrollment in Oregon's nursing programs
- Organized Promise of Nursing event, raising more than \$300,000 for nursing education initiatives (2007)
- Developed the StudentMAX® Clinical Placement System, an innovative product which increased clinical placements in Oregon by 30 percent
- Created and convened the Nurse Faculty Task Force to develop a strategic plan addressing the nurse faculty shortage, and established the Nurse Faculty Loan Repayment Program through SB701

Improved nursing workforce diversity

- Produced the successful posters, *Are You Man Enough To Be A Nurse?* (2002) and *Caring Knows No Boundaries* (2004) depicting non-traditional nurses.
- Co-hosted a Nursing Workforce Diversity Summit (2005), resulting in the creation of a Nursing Workforce Diversity Taskforce.
- Nurturing Cultural Competence in Nursing project (2009-2010) In partnership with Oregon Community Foundation, offered mini-grants to organizations to develop projects aimed at building cultural competence in nursing.
- Nursing Student Admissions Database project (2008-2010) Collected baseline admissions data at an applicant-level to produce accurate information on the true number of applicants to nursing schools in Oregon.
- Created the Nursing Equity Coalition (2013), committed to finding new solutions in creating a more inclusive nursing workforce and providing care to more diverse populations.
- Produced workshops and webinars: *Moving Toward Cultural Agility (2012-present)*.

Encouraged nurses to embrace roles as leaders

- Hosted an annual statewide nurse leadership conference for students and practicing nurses to earn continuing education units (2006-present).
- Created the *Oregon NurseCast* (2011-present), a series of podcasts spotlighting issues and trends among Oregon nurses.
- Developed and led the LPN Task force to examine LPN numbers, education and LPN roles
- Created a Long Term Care Leadership Development/Retention Task Force.
- Offered the Leadership and Management in Long Term Care certification course for Directors of Nursing Service in partnership with the University Of Washington School Of Nursing Continuing Education Department.

Oregon Center for Nursing

Projected Three Year Budget with Nursing License Surcharge

October 2014

	2015	2016	2017
REVENUE			
Nursing License Fee	123,750	247,500	247,500
Donations	20,000	22,000	24,200
Corporate Contributions	50,000	55,000	60,500
State Contract	142,000	142,000	142,000
Product Sales	2,500	2,500	2,500
Event Registrations	25,000	25,625	26,266
Event Sponsorships	7,000	7,700	8,470
StudentMAX Revenue	2,500	2,500	2,500
Other Income	2,000	2,000	2,000
Total Revenue	374,750	506,825	515,936
EXPENSES			
OCN Operations			
Administration	55,000	56,650	58,350
Fundraising	35,000	35,875	36,772
State Research Contract			
Staff	105,300	105,300	105,300
Travel	2,500	2,750	3,025
Nursing Workforce Research			
Staff	91,400	157,700	162,431
Consultants	12,000	12,000	10,000
Tools and Subscriptions	7,000	7,210	7,426
Distribution and Publication	40,000	41,200	42,436
Website Presence	500	515	530
Issue Convening			
Community Lead Staff	20,000	20,000	20,000
Meeting Expense	5,000	5,000	5,000
Nursing Programs			
Diversity Initiative	10,000	20,000	25,000
Leadership Initiative	10,000	20,000	25,000
Total Expenses	195,900	484,200	501,270
Total Amount Covered by License Surcharge	175,900	243,625	247,824

Oregon Health Profession License Fee Comparison

State Regulated Health Profession	Average Oregon Salary	Oregon License Renewal Fee	Renewal Cycle	% of annual salary spent on license fees
Oregon State Board of Nursing (RN)	81,137	150	2-Year	0.092%
Oregon State Board of Nursing (LPN)	48,130	150	2-Year	0.156%
Oregon Board of Dentistry	156,221	315	2-Year	0.101%
Oregon Occupational Therapy Licensing Board	82,870	175	2-Year	0.106%
Oregon Board of Pharmacy	125,796	150	1-Year	0.119%
Oregon Board of Licensed Dietitians	58,486	75	1-Year	0.128%
Oregon Medical Board	190,708	561	2-Year	0.147%
Oregon Physical Therapist Licensing Board	82,000	162	1-Year	0.198%
State Board of Licensed Social Workers	64,907	200	1-Year	0.308%
Oregon Board of Psychological Examiners	90,407	750	2-Year	0.415%
Oregon Board of Licensed Professional Counselors and Therapists	37,926	172	1-Year	0.454%

Sources: Health Occupations Profile (2012); Individual Licensing Boards Websites (accessed 11/11/2014); Salary.com (accessed 11/11/2014)

OCAP

OREGON COUNCIL OF ADN & PN PROGRAMS

Nov. 25th, 2014

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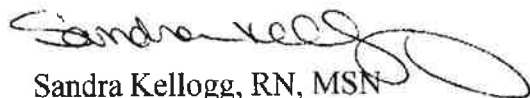
Dear Ms. Bitton,

Thank you for attending the OCAP meeting on October 3rd of this year. We greatly appreciate hearing about all the changes at OCN. More importantly, we are excited that our concerns voiced at the meeting we had in spring of 2014 were heard.

Research and collaboration are very important to OCAP. We were pleased to see OCN hosting the recent Podcasts regarding Associate Degree Nursing programs in our state. We also recognize the value of the various nursing workforce surveys and reports that have been conducted in collaboration with OSBN. Finding out what is going on in the state becomes much easier with OCN's web based efforts to disseminate this valuable information. Last, we are pleased that OCN is encouraging the various nursing organizations to collaborate in their various efforts.

In regards for future research: OCAP would like to suggest an in-depth study regarding patient care outcomes, to learn if there is a significant difference in outcomes (e.g. length of stay, morbidity, mortality) when care is provided by the associate degree prepared nurse versus the baccalaureate prepared nurse. It would seem a variable that would need to be considered in such a study is whether or not the BSN prepared nurse had first earned an associate degree. A recent article printed in an Oregon newspaper continues to spark discussion within OCAP about the question of the impact of a nurse's degree on patient outcomes. We recognize the daunting task of completing vibrant research and encouraging collaboration around the state. Due to the importance of carrying on this research regarding nursing in Oregon, OCAP does support the nursing licensure surcharge of \$9.00 per new license and renewal. We hope that your efforts to establish a surcharge are successful.

Sincerely,



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