



Oregon Center for
N U R S I N G

**Testimony for the Joint Committee on Ways and Means
Human Services SubCommittee**

In Support of Senate Bill 72

Jana R. Bitton, MPA

Executive Director, Oregon Center for Nursing

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May 19, 2015

Good morning, Co-Chairs Bates and Nathanson, and members of the SubCommittee. 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 registered nurse (RN) and licensed practical nurse (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.

Oregon is nationally known for its innovations to advance the nursing workforce, including the forming of the Oregon Center for Nursing in 2002. It was one of the first nursing workforce centers in the country, and has been a major force within Oregon's nursing community. The Oregon Center for Nursing's mission is to ensure a superior, well-prepared, and diverse nursing workforce to meet the health and wellness needs of our communities. To accomplish this mission, OCN conducts independent analysis on the nursing workforce to identify potential issues and serves as a data clearinghouse for nurses, employers, leaders, and lawmakers throughout the state. OCN doesn't just collect information; OCN takes research a step further by convening groups around issues to turn research into action.

OCN studies the needs of the nursing workforce; the largest group of healthcare workers in the state, and the ones that almost every Oregonian who seeks health care will interact with at some point. Research conducted by OCN focuses on three key elements: the supply of nurses in the state, the demand for nurses, and the education of nurses. This data comes from three sources. Supply, or how many nurses are working in the state, comes from the Oregon State Board of Nursing. Education details are collected by more than 20 individual schools of nursing. Demand data, is collected directly from employers. OCN is the only organization that combines these three sources to provide an accurate picture of the nursing workforce in Oregon.

OCN also conducts independent analysis on topics such as the competitiveness of nursing school admissions, nurse career satisfaction, cultural competence best practices, and most recently, an update of the challenges facing nurse faculty. Since its founding, OCN has produced 14 reports, and our 15th report is due to be released at the end of next month. No other organization in the state examines the nursing workforce the way OCN does.

Nursing leaders across the state have told me they need data on their workforce. And the need for information on nurses is not limited to nursing leaders. Every year, OCN receives requests for data from public and private organizations within Oregon and from across the United States. The Oregon Nursing Advancement Fund, established by SB 72, is designed to give OCN the foundational funding needed to provide ongoing nurse workforce evidence to help guide practice, secure grants, explain needs, and create policies.

Based on our estimates, money collected by the Oregon Nursing Advancement Fund will generate approximately \$247,500 annually to support OCN's core work. A draft budget of how this funding will impact OCN is included in the written testimony. The money will primarily be used to do the following:

- Create two to three major research studies per year with associated infographics
- Distribute all information free-of-charge to the general public through an updated website and through print
- Assemble community partners annually to act upon research recommendations

This fund, however, 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.

Originally, OCN received the majority of its funding from private foundations and state general funds. Over the years, funding priorities for both government and foundations have shifted. OCN is now primarily funded by corporate and individual donations, and research contracts. This limits the scope of what OCN can do. To be the independent reliable resource needed in Oregon, and to more fully provide nurse-guided research to ensure a superior and well-prepared nursing workforce, nurses must fund the work. Senate Bill 72 provides the tool to allow nurses to do that.

This bill is supported by nurses from a wide range of specialties and settings. Organizations such as the Oregon Nurses Association, the Oregon Association of Hospitals and Health Systems, the Oregon Association of Registered Nurse Anesthetists, the Northwest Organization of Nurse Executives, Legacy Health System, Providence Health and Services, OHSU School of Nursing, University of Portland School of Nursing, and the Oregon Action Coalition support this bill. In addition, individual nurses from other sectors and other parts of the state also have written letters of support, and their testimony has been included today.

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.



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.

Testimony on behalf of Senate Bill 72

Lisa Mariea Presnall, DNP, MSN, RN
Director, School of Nursing, George Fox University
May 19, 2015

Co-Chairs Bates and Nathanson, and Members of the Subcommittee;

My name is Lisa Mariea Presnall. I live in Clackamas, Oregon and I am the Director of the School of Nursing at George Fox University. I have been a practicing RN for 33 years.

I am speaking today in favor of Senate Bill 72. For the past 13 years, the Oregon Center for Nursing (OCN) has provided nurses and nursing leaders alike with the information and resources needed to identify issues related to the nursing workforce in Oregon. This makes it possible for Oregon nurses at the bedside, in leadership, and in education to access the appropriate data and analysis to make appropriate, responsive, and timely decisions as we provide health care across the lifespan for Oregonians.

The Oregon Center for Nursing serves many functions that are unique and necessary for the nurses of Oregon. I will be addressing those that have *most* impacted me at every level of my practice. Finally, I would like to describe the impact of OCN in my role as Director of the GFU School of Nursing.

OCN came into existence in 2002, because nursing service and education issues were identified by the Oregon Nursing Leadership Council (ONLC). ONLC is, and was, a representative group of Nurse Leaders from across our state. I had the honor of being a founding member of ONLC, during my ten years as nursing faculty and Chair, at Clackamas Community College. ONLC had come together to discuss issues affecting nursing and nursing education the late 90's to try and determine the "answer to the nursing shortage" that was ominously hanging over our heads. Of note, I was working night shift as a staff nurse during this same period, because my nursing faculty salary was inadequate to support my family. I had a personal interest in seeing the system change, so that I could "afford to teach nursing" and still feed my family.

OCN's role was designed by a group of determined nurses, so that all nurses would have the information provided by a deeper dive into those issues that were impacting the nursing shortage. We created OCN as a nonprofit organization dedicated to finding strategic solutions to the issues surrounding educating and keeping a competent, agile, and ready nursing workforce. Again, my own perspective is that I had to work 2 jobs to afford to teach nursing full time, and I knew that my colleagues did the same. That said, I worried too that my patients were not getting the full attention they deserved on my 12 hours night shifts, as I was exhausted. There weren't enough qualified nurses on staff because my specialty area of practice was not an easy one to attain, or sustain once it was achieved. So while other units may have been overflowing, mine was short...again and again.

Nurses' careers are, in a very real way, shaped by the questions and answers to these types of personal stories as a registered nurse in Oregon. Patients' lives and well-being depend on nurses' ability to address these issues effectively and to have the appropriately prepared peers at their side. Nothing in nursing is static; we MUST have reliable and valid data to make decisions upon, for the safety and health of our patients and the public.

OCN answered the call of nurses at all levels and in all health care venues to have independent, actionable data on issues that directly impact the nursing workforce in Oregon, and the revision of nursing education that is needed by registered nurses in Oregon to respond to changes and demands. The Oregon Center for Nursing was, and is, that organization. OCN's mission has expanded to finding the evidence-based and strategic solutions to all issues facing the nursing workforce in Oregon, rather than just identifying the issues alone. The data OCN produces and analyzes is the only unbiased mission-driven data that is available, and relevant, to the entire profession of nursing leaders, educators, and bedside nurses alike.

To summarize, OCN can be described as one whose mantra is:

"Analyze the data as your mission, instead of analyzing the data to support your mission." We, as nurses, need nimble data vetted and validated by our nursing colleagues who have our entire workforce, from bedside nurse to educator to administrators at the forefront of their interests. OCN has proven themselves to be the transparent, trustworthy organization we can rely on as nurses to provide the infrastructure and processes that make our decision-making necessary to advance the nursing workforce.

OCN will take the time, has the knowledge, and supports the art and science of nursing, as we search for solutions to our nursing workforce's needs.

Thank you for the opportunity to testify before you today. I am ready to answer any questions.

Good Morning, Co-chairs Bates and Nathanson, and members of the committee. My name is Rebecca Silva, Nursing Student and Board Member of the Oregon Student Nursing Association. I am here to speak in favor of Senate Bill 72.

In the last decade we have seen a gradual increase in the amount of press concerning the future of our health care system featuring, among many things, the unique bundle of questions posed the reality of our aging population and more recently the opportunities created by the Affordable Care Act. We must ask questions about affordability, community assessment, the continuum of care and the coordination of that care. Leadership on all fronts is courageously rethinking the delivery of health care to best accommodate all of Oregon's people, but we currently lack enough data to make proper assessments of the challenges we face. Enter the Oregon Center for Nursing.

For over a decade the OCN has been a trusted source of independent research on the nursing workforce in Oregon. This research is used to monitor the status of the nursing workforce, make evidence-based program and activity decisions, inform health reform efforts, educational capacity expansion, evaluate healthcare workforce-related policies, and guide policy development.

Their work is especially helpful to Nursing students in that they produce resources such as the Nursing Student Admissions Database, reports involving Nurse Career Satisfaction, and the challenges facing nurse educators. In addition, OCN's reports on the workforce can help guide students' plans for where to find a job after graduation—absolutely invaluable! Oregon Nurses are more than willing to pay the minimal addition to liscencing fees of \$4.50 per year to ensure that this work continues.

Without the work performed by the OCN we run the risk of burdening ourselves with bad policy based on forgone conclusions. The OCN fills a void in the body of knowledge required to move forward with confidence that the decisions we make today will benefit our future.

Thank you so much for your time. I am happy to answer any questions you may have.

May 19, 2015

Joint Committee on Ways and Means Human Services Subcommittee
Oregon State Legislature
900 Court St., NE
Salem, OR 97301

Regarding: Senate Bill 72

Good Morning, Co-chairs Bates and Nathanson, and members of the committee. My name is Lance Cook. I live at 20250 SW Brightwood Ct Aloha OR, and I am the Vice President of the Oregon Student Nursing Association. I am here to speak in favor of Senate Bill 72.

The Oregon Center for Nursing (OCN) is an organization that is vital to the success of creating a healthcare workforce suited for the modern challenges we face. The data they gather gives us insight into the current trends of health care professionals, education, and identifying healthcare issues. They also work with other organizations to identify relevant areas of research and put into that research into action.

As a student nurse representative, we intend to consult with OCN on what issues we need to make students aware of and what leadership skills need to be taught for our future workforce. Around October, the Oregon Student Nurses association intends to conduct a Leadership Summit to provide this kind of training. With the OCN's history of providing leadership training and their knowledge of current healthcare issues they will be an invaluable resource in building a curriculum designed to improve both clinical practice and healthcare academics.

In regards to the benefits of healthcare quality we are investing in, \$4.50 a year for the services provided by the OCN is a lucrative deal. To cite an OCN publication, "A well-educated nurse workforce must be developed, nurtured and retained to support the transformation of health care in Oregon."

Thank you for your time, and I am now happy to answer any questions you may have.

Testimony for Joint Ways and Means Subcommittee on Human Services

In support of SB 72

Margaret P. Ngai RN, BSN

503-348-5673 MargaretNgaiRN@gmail.com

May 19, 2015

Dear Chair Bates, Co-Chair Nathanson, and members of the Committee,

My name is Margaret Ngai. I am a staff nurse at Legacy Randall Children's hospital and I serve on the board of directors of the Oregon Center for Nursing. This written testimony is in support of Senate Bill 72, a bill that increases fees to take nursing examination and renew nursing license, establishes the Oregon Nursing Advancement Fund and directs the moneys in the fund be remitted to a nonprofit organization that supports advancement of nursing profession in Oregon.

It is no surprise that healthcare is rapidly changing. With more Oregonians having access to healthcare, a growing ageing population, and a sizable portion of the state budget going towards health coverage, it is imperative that research is conducted and data available, to be proactive with upcoming changes in the healthcare workforce. Nurses are the largest healthcare profession, in the state and in the country. There are currently over 39,000 RNs in Oregon and the US Bureau of Labor Statistics projects that the number of registered nurses will continue to grow.

The Oregon Center for Nursing provides data on the Oregon nursing workforce. The reports produced by OCN are used in hospital systems, educational institutions, and other healthcare settings. The reports by OCN allow these agencies to anticipate trends and proactively make

changes with the nursing workforce. Previous reports produced by OCN have included topics such as Nurse Faculty Challenges, The Changing Demand for Registered Nurses in Oregon, and Career Satisfaction Among Oregon Nurses.

There are 32 states in the country that have nursing workforce centers. Eleven of those states are sustainably funded by license surcharges. It is time for Oregon to become the twelfth. The average hourly annual wage of a registered nurse in Oregon is \$39.01. A nurse earning that wage would need to work a little less than 14 minutes over the course of two years, to earn the \$9.00 needed to pay the fee proposed in SB 72. Oregon time and again is lauded as the best place in the country to be a nurse. As a state, Oregon sets an example to the rest of the country leading the way in healthcare delivery. Let us continue our proud reputation, and allow Oregon nurses to fund the important work of the Oregon Center for Nursing.

Thank you,

Margaret Ngai RN BSN



May 19, 2015

School of Nursing

Office of the Dean

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Co-Chairs Bates and Nathanson
Members of the Human Services Subcommittee
The Joint Committee on Ways and Means
900 Court St., NE
Salem, OR 97301

Dear Co-Chairs Bates and Nathanson,

I am pleased to write in support of the proposed license surcharge for Oregon registered and licensed practical nurses to establish a predictable funding source for the Oregon Center for Nursing. I experienced this type of surcharge in my previous state of New Jersey, as a successful funding mechanism for nursing workforce work.

Since 2002 the Oregon Center for Nursing (OCN) has served an important role for nurses throughout the state of Oregon. Its' innovative leadership and cultural competence programming, quality research and ability to rapidly convene stakeholders to discuss crucial issues have helped the nursing community identify and address issues such as nursing student enrollment levels, future demand for nursing professionals, and the changing role of the nurse.

Throughout its' organizational history, OCN has funded its operations through program revenue, government grants, foundation grants, government contracts and individual donations. Traditional funding sources have changed in recent years and monies to support programming to benefit nursing professionals have decreased. A license surcharge for registered and licensed practical nurses in Oregon will provide OCN with a stable funding source that can dramatically enhance its reach and programming across the state.

The Oregon nursing workforce has changed dramatically in the last decade. The exemplary work of the Oregon Center for Nursing has contributed to documenting and forecasting that has supported necessary change. Please support OCN's efforts to establish a solid funding base and ensure its ability to provide quality data, resources and programming for years to come.

If you have additional questions, please feel free to contact me.

Thank you,

A handwritten signature in cursive script that reads 'Susan Bakewell-Sachs'.

Susan Bakewell-Sachs, PhD, RN, PNP-BC, FAAN
Dean and Vice President for Nursing Affairs

SBS/lap



May 18, 2015

Co-Chairs Bates and Nathanson
Members of the Human Services SubCommittee
Joint Committee on Ways and Means
Oregon State Legislature
900 Court St. NE
Salem, OR 97301

Dear Co-Chairs Bates and Nathanson,

On behalf of the **University of Portland School of Nursing**, I write in support of the license surcharge proposal for Oregon registered and licensed practical nurses to support the research efforts of the Oregon Center for Nursing (OCN). This support represents 29 full time nursing faculty and around 750 graduate and undergraduate students.

The research and programming activities of OCN are central to the decision-making and related planning efforts for academic and service institutions in Oregon. Data gathered and analyzed by OCN is instrumental as I project faculty needs, recruit new students into the profession, as well as identify the development needs of Oregon's nurses.

Ensuring sustained funding is critical for OCN to maintain its important role. It is not only time for this, it is essential that nurses support nursing workforce data collection and analysis. OCN is respected as an unbiased and inclusive entity capable of scholarly data retrieval and analysis. They are trusted for their communication of complex data in accessible ways. Their work is needed in Oregon. The license surcharge is the logical strategy, already proven in other states, to sustain important work.

Thank you for allowing me to express my support. Best wishes as you seek legislative approval for this modest, realistic and important proposal.

Do not hesitate to contact me if you have question: moceri@up.edu or 503-943-7118.

Sincerely,

A handwritten signature in cursive script that reads "Joane T. Mocerri".

Joane T. Mocerri, PhD, RN
Associate Dean and Associate Professor

Testimony for Senate Committee on Health Care
Garside, Leda

Regarding House Bill 72
Leda I Garside, RN, MBA
Practicing Registered Nurse
503-209-5588, leda.garside@tuality.org
May 19, 2015

Respectful Co-Chairs - Representative Nancy Nathanson, Senator Alan Bates, and members of the Committee.

My name is Leda Garside, RN, practicing registered nurse, and current president of the National Association of Hispanic Nurses, Oregon Chapter. I am writing today to provide testimony on behalf of House Bill 72, a bill that would allow the Oregon State Board of Nursing to impose an additional \$9 for examination and license renewal fees charged for a registered nurse or license practical nurse, funds that will support the ongoing work of the Oregon Center for Nursing.

The Oregon Center for Nursing (OCN) is a nonprofit organization established in 2002, which collects data and analysis on nurses, collaborates with organizations to address nursing needs, provides education, aims to retain and attract nurses to the profession, and advocates on behalf of nurses.

OCN has demonstrated since its inception the important role it plays in identifying issues critical to the nursing workforce, bringing together industry, education, nursing organizations, and nursing leadership to provide solutions that are proactive, and evidence based; allowing leaders to make course corrections as needed to ensure the best nursing workforce to serve Oregonians.

OCN is the beacon for Oregon's nursing profession, playing an intricate role in nursing workforce research, implementation of practices, programs, and policies that support retention and recruitment of nurses. Examples include: campaigns to increase and retain the admission of minority students and men to nursing programs. OCN has provided crucial information to academia on how to improve admission. The infographic completed and published in 2014 summarizes the positive trajectory of nursing education in our state, including a 17% rate of male students (13% in 2009) and a 16% rate students of minority background (13% in 2009). Other examples are the latest infographics on Oregon's Nurse Faculty Workforce and the Oregon Nurse.

Furthermore, OCN serves as a clearinghouse for information and presentations on diversity and inclusion, podcasts, employment opportunity needs, and leadership. It casts a wide net for nurses. In addition, OCN collaborative efforts with local and national foundations such as the Robert Wood Johnson assures that Oregon is at the table for discussions pertaining to health care reform, transformation of the nursing profession and research.

OCN is a convener, it captures best practices, determine research needs, track lessons learned and identify replicable models that can accelerate improvements in the nursing

Testimony for Senate Committee on Health Care
Garside, Leda

practice, short and long term. OCN is here to serve Oregon nurses and Oregonians, and to assure that Oregon's nurse workforce is well prepared to meet the health and wellness needs of the diverse population of our state.

Thank you for this opportunity, and for your support on this very important bill and the work of the Oregon Center for Nursing, a vital entity for the advancement of nursing excellence in Oregon, yesterday, today and tomorrow.

Testimony in front of Joint Committee on Ways and Means
Sub Committee on Human Services
In Favor of SB 72
Tuesday May 19, 2016

Co-Chair Representative Nancy Nathanson and Co-Chair Senator Alan Bates and members of the Joint Committee on Ways and Means Subcommittee on Human Services.

My name is Mary Kozy, from 14317 SE Vista Heights St, Happy Valley, Oregon

I am testifying in favor of Senate Bill 72.

I am Dean at Linfield Good Samaritan School of Nursing. During the past two years we have seen a large number of our faculty leave. Some have retired, some have gone on to higher paying jobs in nursing. At the end of the 2014-2015 academic year we had 12 faculty vacancies for a total faculty of 34, a third of our workforce. Recruiting to fill those vacancies has not been easy. We suspected that one of the problems was the compensation we were offering. We also feared that the problem was likely to get much worse in the future. Most of the other departments in our college have no trouble recruiting new faculty and so our administration had difficulty grasping the problem of hiring nursing faculty. To try and put the problem in perspective we had access to some national data, but we needed data that had state wide and regional relevance. I had approached the Oregon Center for Nursing in 2013 about securing current information on nursing faculty in the State of Oregon. The result is a recently published infographic that, along with national information, has provided a much needed context for our college. We now have objective data upon which to make compensation decisions, and base hiring and benefits policies.

Nursing is a popular major at Linfield and we are frequently asked to increase the number of students we take into the program. The research data provided by the Oregon Center for Nursing gives us insight into nursing workforce needs regionally so that we do not graduate too many nurses; the result being individuals with school loans and no employment. At the same time we can gear our enrollment to help assure an adequate supply of educated nurses to care for the people of Oregon.

This year Linfield, like most other nursing schools, has experienced difficulty securing hospital based clinical sites for our nursing students. These sites provide valuable experiences for students as they learn to work with patients in real world settings. The number of students we can enroll is directly related to the number of available clinical sites. We have been wondering if this problem was going to get worse or better; if we could alter our clinical schedule in order to secure sites more easily, or if there were things clinical agencies needed to know that would help make clinical sites available. This year the Oregon Center for Nursing has been working with the Oregon State Board of Nursing to study hospital based clinical site demand and availability. This information, once collected and analyzed, will allow Linfield to adapt our curriculum in ways that will maximize availability of clinical education and will open dialogue between nursing education and our clinical partners to make the best use of available sites.

I have been in my role as Dean for a little less than two years and yet the data supplied by the Oregon Center for Nursing has been invaluable in planning for hiring, enrollment and curriculum. The fact that it is a neutral entity; one that does not solely represent practice, or education, or the regulating bodies such as the Oregon State Board of Nursing, assures that the data is objective and not biased toward any one area.

I support SB 72 without reservations. I consider the nine dollar surcharge to my license renewal to be reasonable and easily affordable. I know firsthand how much we need the data that the Oregon Center for Nursing provides. I am glad to provide the money to support sustainable funding to assure a steady source of reliable data for decision making around nursing and nursing education in the State of Oregon.

Thank you for the opportunity to testify before you today. I would be happy to answer any questions.

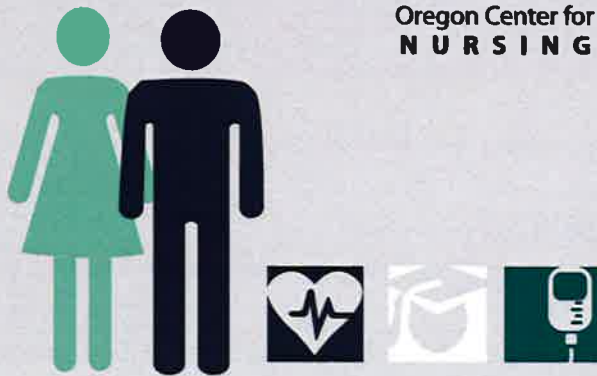
Oregon's Nurse Faculty Challenges

www.oregoncenterfornursing.org

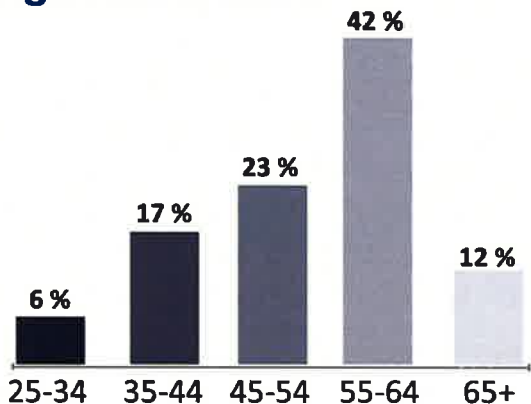


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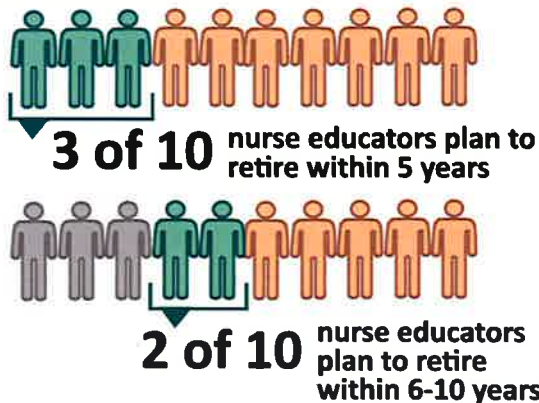
Nursing faculty in Oregon



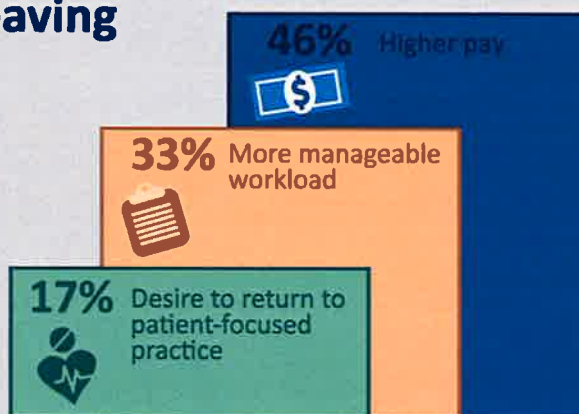
Age Distribution



Retirement Plans

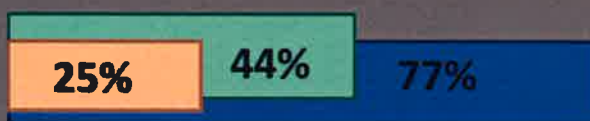


Top reasons to consider leaving

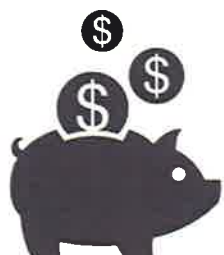


Work 50+ hours a week (Full - Time Faculty)

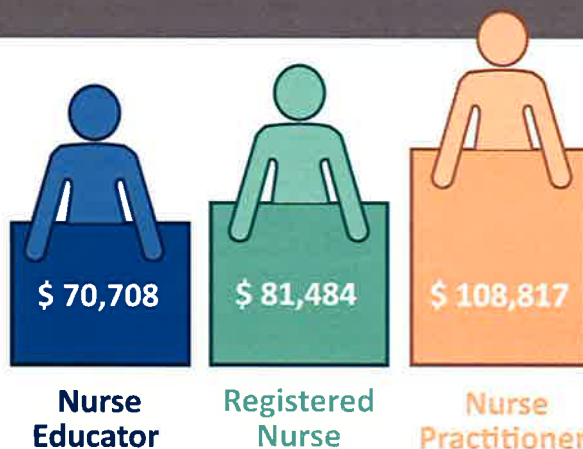
- Baccalaureate-prepared faculty
- Master's-prepared faculty
- Doctorally-prepared faculty



Salary Differences



AVERAGE SALARY IN OREGON



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SOURCES:
 Oregon Center for Nursing, 2014. Survey of Nurse Faculty
 Oregon State Board of Nursing. (20 March 2015). Nursing School Annual Report Data. Tualatin, OR: Oregon State Board of Nursing.
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