

3/29/2023

Chairman Nosse, Vice Chairman Goodwin & Nelson, and Committee Members

My name is Sandra Kellogg, and I am a nurse administrator for a local community college. Unfortunately, my testimony is not representative of the community college where I am employed.

I support HB 3324 as this bill is a vehicle to assist all of the nursing programs in Oregon. Additionally, I understand that there may be an amendment to this bill that may establish a Nurse Educator Workforce Stipend program. This bill and the amendment will help nursing programs recruit, retain, and appropriately pay nurse educators and administrators, both of which are in shortage throughout the state.

Currently, all nursing programs are struggling to find qualified nurse educators. There are many reasons why we are struggling, which include the lack of Master's degree-prepared nurses with teaching experience and the low pay compared to what the nurse can make at the bedside. According to Oregon's Nursing Workforce report, <https://oregoncenterfornursing.org/wp-content/uploads/2022/11/Future-of-Oregon-Nursing-Workforce-Analysis-and-Recommendations.pdf>, income is cited to be a barrier to joining the educational workforce. In addition, the report describes the difference in pay of the bedside nurse as compared to the nurse educator, who, on average, makes far less money.

The American Association of Colleges of Nursing conducted a similar report in 2021. They found on a national level, nurse educator salaries were a key reason for the nursing educator shortage. Additionally, it was reported that higher education institutions could not compete with the pay offered in the clinical setting.

This shortage and stated barriers include qualified nurse administrators. Nurse administrators are required to have a Master's degree to lead a Practical or Associate degree program and a Doctorate to lead a Bachelor's and higher nursing degree program.

We need to do something in this state to help promote nursing education as a desirable career choice for nurses. We can start by supporting our institutions of higher education and providing appropriate compensation for those who choose to move into the nursing education career field.

On a personal note, I have struggled to find nurse educators for my institution. I have had an advertisement since the start of this academic year. We are in need of one full-time faculty member and a pool of part-time faculty. We have advertised in a multitude of settings, including our local Department of Labor site, without receiving one qualified application. This is very disappointing as it provides added stress on the faculty who chose to work as nurse educators with the excellent students that we serve.

Thank you for considering HB 3324!

Sandra Kellogg, RN MSN

Keizer, Oregon