

# RETAINING AND ELEVATING THE NURSE EDUCATOR WORKFORCE (RENEW)

## House Bill 4011 Section 27 & 28 Nursing Educators

### OBJECTIVE

The Retaining and Elevating the Nurse Educator Workforce (RENEW) initiative at the Oregon Center for Nursing is aimed at stabilizing and increasing faculty in Oregon to ultimately grow the number of new students able to attend and complete nursing programs within Oregon to match the demand of the nursing workforce. Of Oregon's nursing workforce, 59.3% hail from public institutions, while 40.7% are graduates of private institutions.\*

In 2023, HB 3396 established the program and provided funding to help nursing programs at the state's public education institutions grow efforts. In 2024, with HB 4011 (Section 27 & 28), we are looking to expand program participation language to include nursing programs at the state's private education institutions who are already important partners at OCN, and allocate \$5 million more to these important efforts at both public and private institutions.

### PHASE I: Pilot Initiatives

The initial track provides nursing programs with financial support for short-term projects aimed at improving nurse faculty retention by concentrating on faculty workload and the organizational culture within nursing programs. These interventions could include:

- Mentorship training,
- Transition to practice programs for new faculty,
- Improving workplace culture,
- Conflict resolution training,
- Efforts to reduce educator workload,
- Cultural competency training, and
- Development of a sustainable pay structure model.

The Oregon Center for Nursing (OCN) is a nonprofit workforce center working to advance the nursing profession across Oregon. The organization fulfills its mission of supporting "informed, well-prepared, diverse, and exceptional nursing professionals" through research, education, programming, and community partnerships. Established by nursing leaders in 2002, OCN is regarded by nurse leaders, educators, and the Oregon state legislature as a leader and advisor for nursing workforce issues, including well-being, job satisfaction, and retention.

### PHASE II: Data Collection

To address long-term, location-specific challenges related to the retention and recruitment of nurse educators that impact the stability and growth of Oregon's public and private nursing education programs, data will be collected regarding the barriers and attractors for retaining and attracting nurse faculty, including associate educators, at each university and community college in Oregon.

### PHASE III: Solution Implementation

- This data collected in Phase II will be used to:
- Identify community/program-specific significant problems,
- Determining a community/program-specific and appropriate interventions,
- Provide technical assistance in implementing interventions,
- Fund chosen interventions, and
- Collect data and information to evaluate the impact of interventions.

**PLEASE SUPPORT HB 4011 CONTINUING OREGON'S EFFORTS  
TO EXPAND THE NURSING WORKFORCE**