

## A-Engrossed House Bill 3902

Ordered by the House April 16  
Including House Amendments dated April 16

Sponsored by Representative NELSON, Senator MANNING JR; Representatives DIEHL, HARBICK, ISADORE, MCINTIRE, MUNOZ, PHAM H, RUIZ

### SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure. The statement includes a measure digest written in compliance with applicable readability standards.

Digest: The Act directs the Oregon State Board of Nursing to form groups to study shortages in the field of nursing. (Flesch Readability Score: 68.0).

Directs the Oregon State Board of Nursing to establish an advisory committee to study the nursing educator shortage and make recommendations to address the issues identified by the committee. Requires a report on the nursing education shortage to the board and to interim committees of the Legislative Assembly no later than March 15, 2026. Directs the board to dissolve the first advisory committee by March 31, 2026. Directs the board to then establish an advisory committee to study recruitment and retention challenges in the nursing workforce and make recommendations to address the issues identified by the committee. Requires a report on the nursing workforce to the board and to interim committees of the Legislative Assembly no later than December 15, 2026.

**Allows the board to enter into an agreement with a nonprofit organization to convene the advisory committees.**

Sunsets on June 2, 2027.

*[Takes effect on the 91st day following adjournment sine die.]*

**Declares an emergency, effective on passage.**

### A BILL FOR AN ACT

Relating to nursing; and declaring an emergency.

**Be It Enacted by the People of the State of Oregon:**

**SECTION 1. (1) The Oregon State Board of Nursing shall convene an advisory committee to provide advice and specific recommendations for legislation and policy development on nursing education.**

**(2) The advisory committee shall study, identify and describe the challenges regarding staff shortages in the nursing education field and make specific recommendations to address those challenges.**

**(3) The board shall appoint to the advisory committee 13 members who include at least:**

**(a) One member who has a background in academia related to nursing education;**

**(b) One member who represents the Oregon Health and Science University;**

**(c) One member who is employed by a hospital as a nurse and preceptor;**

**(d) One member who represents a statewide association that represents nurses;**

**(e) One member who is a faculty member at a public university listed in ORS 352.002, has experience in nursing education and is a member of the Oregon chapter of a national organization that represents workers in public and private schools, community colleges and higher education;**

**(f) One member who is a faculty member at an Oregon-based, generally accredited, nonprofit private institution of higher education and who has experience in nursing educa-**

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

tion;

(g) One member who is a faculty member at an Oregon-based community college, has experience in nursing education and is a member of a statewide organization that represents educators in public schools and community colleges in this state;

(h) One member who represents the Oregon State Board of Nursing;

(i) One member who is employed in a role that focuses on clinical placements for nursing education;

(j) One member who is a faculty member at a career college that is authorized to confer academic degrees and who has experience in nursing education; and

(k) One member who represents the Higher Education Coordinating Commission.

(4)(a) All members appointed under subsection (3) of this section must be knowledgeable about the field of nursing education.

(b) The members of the advisory committee appointed under subsection (3) of this section who are nurses must be licensed under ORS 678.010 to 678.410 and in good standing.

(5) The advisory committee appointed under subsection (3) of this section shall:

(a) Study and investigate the challenges regarding staff shortages in the nursing education field, including compensation of nursing educators.

(b) Make findings and develop specific recommendations for legislation and policy development to address staff shortages in the nursing education field, including recommendations on nurse educator compensation.

(c) Submit, in the manner provided in ORS 192.245, a report with the advisory committee's findings and specific recommendations developed under this subsection to the board and to the interim committees of the Legislative Assembly related to health care no later than March 15, 2026.

(6) The board shall provide the support staff necessary for the advisory committee to accomplish its duties under this section.

(7) The board shall dissolve the advisory committee convened under subsection (3) of this section no later than March 31, 2026. If there is a vacancy for any cause, the board shall make an appointment to become immediately effective for the unexpired term.

**SECTION 2.** (1) After the advisory committee convened under section 1 of this 2025 Act has been dissolved pursuant to section 1 (7) of this 2025 Act, the Oregon State Board of Nursing shall convene an advisory committee to provide advice and specific recommendations for legislation and policy development on workforce recruitment and retention for registered nurses, licensed practical nurses and certified nursing assistants.

(2) The advisory committee shall study, identify and describe the challenges regarding nursing workforce recruitment and retention and make specific recommendations to address those challenges.

(3) The board shall appoint to the advisory committee 13 members as follows:

(a) One member who is employed by a hospital as a nurse;

(b) One member who represents the Oregon State Board of Nursing;

(c) One member who is employed by an outpatient clinic as a nurse;

(d) One member who is employed by a long term care facility as a nurse;

(e) One member who is employed as a licensed practical nurse;

(f) One member who is employed as a certified nursing assistant;

(g) One member who represents a statewide association that represents nurses;

(h) One member who represents a statewide association that represents emergency nurses;

(i) One member who represents a statewide association that represents health care workers, public sector workers and property services workers;

(j) One member who represents health care faculty in Oregon;

(k) One member of the administrative staff of a hospital in this state;

(L) One member who represents a long term care facility; and

(m) One member who represents a statewide association that represents hospitals in this state.

(4) A member appointed under section 1 of this 2025 Act is eligible for appointment to the advisory committee convened under this section.

(5) The members of the advisory committee appointed under subsection (3) of this section who are nurses must be licensed under ORS 678.010 to 678.410 and in good standing.

(6) The advisory committee appointed under subsection (3) of this section shall:

(a) Study and investigate the challenges regarding nursing workforce recruitment and retention, including compensation for nurses.

(b) Make findings and develop specific recommendations for legislation and policy development to address recruitment and retention challenges in the nursing workforce, including recommendations on compensation for registered nurses, licensed practical nurses and certified nursing assistants.

(c) Submit, in the manner provided in ORS 192.245, a report with the advisory committee's findings and specific recommendations developed under this subsection to the board and to the interim committees of the Legislative Assembly related to health care no later than December 15, 2026.

(7) In fulfilling its duties under this section, the advisory committee shall consider the issues raised in the 2022 report on addressing staff shortages in the nursing field that was submitted to the Legislative Assembly pursuant to section 10, chapter 38, Oregon Laws 2022, and provide specific recommendations for legislation and policy development to address those issues.

(8) The board shall provide the support staff necessary for the advisory committee to accomplish its duties under this section.

(9) If there is a vacancy to the advisory committee convened under subsection (3) of this section for any cause, the board shall make an appointment to become immediately effective for the unexpired term.

**SECTION 3.** In order to convene the advisory committees described in sections 1 and 2 of this 2025 Act, the Oregon State Board of Nursing may enter into an agreement with a nonprofit organization in this state that facilitates research and collaboration for Oregon's nursing workforce to support informed, well-prepared, diverse and exceptional nursing professionals. The board may disburse funds to the organization described in this section for the purpose of carrying out the agreement described in this section.

**SECTION 4.** Sections 1 to 3 of this 2025 Act are repealed on June 2, 2027.

**SECTION 5.** Notwithstanding any other law limiting expenditures, the amount of \$150,000 is established for the biennium beginning July 1, 2025, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Oregon State Board of

1    **Nursing, for the purpose of carrying out the provisions of sections 1 to 3 of this 2025 Act.**  
2        **SECTION 6. This 2025 Act being necessary for the immediate preservation of the public**  
3    **peace, health and safety, an emergency is declared to exist, and this 2025 Act takes effect**  
4    **on its passage.**

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