

House Bill 3902

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 **as introduced**. 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).

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.

Sunset on June 2, 2027.

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

A BILL FOR AN ACT

1
2 Relating to nursing; and prescribing an effective date.

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

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

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

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

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

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

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

14 **(d) One member who is a nursing home administrator licensed under ORS 678.710 to**
15 **678.820;**

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

17 **(f) One member who is a faculty member at a public university listed in ORS 352.002 and**
18 **who has experience in nursing education;**

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

22 **(h) One member who is a faculty member at an Oregon-based community college and who**
23 **has experience in nursing education.**

24 **(4)(a) All members appointed under subsection (3) of this section must be knowledgeable**

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.

1 about the field of nursing education.

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

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

5 (a) Study and investigate the challenges regarding staff shortages in the nursing educa-
6 tion field, including compensation of nursing educators.

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

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

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

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

19 **SECTION 2.** (1) After the advisory committee convened under section 1 of this 2025 Act
20 has been dissolved pursuant to section 1 (7) of this 2025 Act, the Oregon State Board of
21 Nursing shall convene an advisory committee to provide advice and specific recommen-
22 dations for legislation and policy development on nursing workforce recruitment and re-
23 tention.

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

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

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

29 (b) One member who is employed by an urgent care center as a nurse;

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

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

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

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

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

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

37 (i) One member who is a faculty member at a public university listed in ORS 352.002 and
38 who has experience in nursing education;

39 (j) One member who is a faculty member at an Oregon-based, generally accredited,
40 nonprofit private institution of higher education and who has experience in nursing educa-
41 tion; and

42 (k) One member who is a faculty member at an Oregon-based community college and who
43 has experience in nursing education.

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

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

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

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

6 **(b) Make findings and develop specific recommendations for legislation and policy devel-**
7 **opment to address recruitment and retention challenges in the nursing workforce, including**
8 **recommendations on nurse compensation.**

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

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

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

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

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

24 **SECTION 4.** **This 2025 Act takes effect on the 91st day after the date on which the 2025**
25 **regular session of the Eighty-third Legislative Assembly adjourns sine die.**

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