



# **Oregon State Board of Nursing**

## **Behavioral Health Talent Council**

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Executive Director

# Our Mission

Established in 1911, the Oregon State Board of Nursing protects the public through regulatory excellence and promoting the wellness of nursing professionals.

# Our Vision

A safe and healthy Oregon promoted through a healthy and diverse nursing workforce.



License Type	Count as of 8/1/25
Registered Nurses	90,376
Licensed Practical Nurses	6,687
Certified Nursing Assistants	21,426
Certified Medication Aides	1,032
Nurse Practitioners	9,676
Clinical Nurse Specialists	124
Certified Registered Nurse Anesthetists	1,089
Nurse Interns	23
RN-Emeritus	35
Total Licensees and Certificate Holders	130,468

# Number of Licensees and Certificate Holders

# Certified Nursing Assistant (CNA) & Certified Medication Aide(CMA)

## CNA

- ✓ Complete a Board Approved NA program (**There are 38 in OR**)
- ✓ Pass the Board-approved competency examination within one year of application.
- ✓ Background check

## CMA

- ✓ Complete a Board-approved medication aide training program (**There are 7 in OR**)
- ✓ Pass the Board-approved medication aide examination within one year of the date of completion of the medication aide training program

*(Out of state endorsement process- “reciprocity”)*

# Nurse Intern

- ✓ Nursing student provides verification they have successfully completed at least one academic term of a Board approved nursing education program
- ✓ Prove they have taken the course that contains a direct care component of Nursing Practice Experience
- ✓ Submit verification of current good academic standing
- ✓ pass the Certified Nursing Assistant exam
- ✓ No cost for license

# Licensed Practical Nurse (LPN)

- ✓ Complete a Board Approved LPN program (**There are 12 in OR**)
- ✓ Take and pass the NCLEX-PN
- ✓ Complete and pass a background check
- ✓ Out of state endorsement process- “reciprocity”

*(Out of state endorsement process- “reciprocity”)*

# Registered Nurse

## Associates Degree RN

- ✓ Two-year degree focuses on the necessary nursing skills and knowledge to become a registered nurse)
- ✓ Complete a Board Approved ADN program (**Currently there are 18 in OR**)

## Bachelors Degree RN

- ✓ Four-year degree complete nursing curriculum that includes courses in sciences, research, leadership.)
- ✓ Complete a Board Approved BSN program (**Currently there are 14 in OR**)

## Both

- ✓ Take and pass the NCLEX-RN
- ✓ Complete and pass a background check

*(Out of state endorsement process- “reciprocity”)*

# Advanced Practice Registered Nurse

- ✓ Hold an unencumbered registered nurse license.
- ✓ Complete A Master's Degree in Nursing or a Doctorate in Nursing
  - **OR voted for all OR APRN programs to be DNP programs in 2019**

## Types of APRN:

- Nurse Practitioner (Family, Women's Health, Certified Nurse Midwives, Psyche Mental Health, etc)
  - **OR only has one program in state offering Psych Mental Health NP (OHSU)**
- Certified Registered Nurse Anesthetist
- Clinical Nurse Specialist group had )

*(Out of state endorsement process- “reciprocity”)*



# Endorsement

- ✓ Submission of application/payment via online portal.
- ✓ Verification of licensure or certification in other state or jurisdiction.
- ✓ Criminal background check via digital fingerprints.
- ✓ Proof of education (transcript or training certificate).

# 90-day Exception

- ✓ Nonresident nurses licensed and in good standing in another state and practicing in this state on a single assignment not to exceed 90 days (option for one 90-day renewal)
- ✓ An entity that employs a nurse notifies OSBN via online form that the nurse is employed and licensed and in good standing in another state or
- ✓ Nurses employed in this state under ORS 678.031 (7) at the time of employment, shall apply for an Oregon license by endorsement

# Remove Barriers While Upholding Mission to Protect the Public



- **CNA:**
  - Update NA curriculum from 155 to 105 hours
  - Consolidate from CNA 1 and CNA2
- **Nurse Intern:**
  - Remove administrative burden on clinical/academia partnership
- **RN Education:**
  - Remove barriers for RN Faculty
  - Remove barriers to RN licensure

# Chapter 851 Division 61,62,63 of Oregon's Nurse Practice Act



The Divisions where the Board  
establishes standards for education and  
certification of NA's

# Update NA Curriculum

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- **June 2022** CNA's & legislators elevated barriers to become a CNA
- **Aug 2022:** Public listening session
- **Nov 2022:** Board directed review of the NA curriculum
- **Jan - Mar 2023:** NA curriculum taskforce meetings
- **April 2023:** Board approved NA curriculum revision
- **May 2023:** Public listening session: possible consolidation
- **Aug 1, 2023:** New NA curriculum implementation-155 to 105 hours



Oregon State Board of Nursing : CNA 1 & 2  
Consolidation : State of Oregon

# CNA Consolidation

## Timeline

Aug 2023-Oct 2023	Rule Advisory Committee (RAC) meetings
Nov 2023	Board rejected RAC recommendations
Jan 2024	Expanded RAC
Apr 2024	Board initial approval
May 2024	Administrative rule hearing
Jun 2024	Board approved adoption

### **12-month Transition Period**

July 1, 2025	Consolidation effective date
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# Chapter 851 Division 21 Oregon's Nurse Practice Act



The Division where the Board establishes standards for approval of nursing education programs.

# Removing Unnecessary Barriers For Nursing Education Programs

Simplified new  
program approval  
process

Removed barriers  
around reporting  
and approvals

Updated faculty  
and administrator  
qualifications

Increased flexibility  
around clinical  
experiences



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# Establishment and Approval of a New Nursing Education Program

Establishes standards for an institution wishing to establish a nursing education program

The approval process has been simplified into 3-steps; removing redundant requirements

- Step 1: Preliminary Development Application
- Step 2: Initial Approval for Admission of Students
- Step 3: Full Approval

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# Nursing Faculty

Revised faculty qualifications to align with regional and national trends

Clarified expectations for faculty professional development

Updated guidance on clinical ratios and supervision

- Removed language around “community-based placements” and “meaningful presence”
- New language regarding student supervision

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# Curriculum

Minor changes; align with nursing roles as described in Divisions 45 and 55

- Clarified requirements around Pain and Cultural Competence
- Incorporated APRN curricular standards

Clinical and simulation updates

- Updated terminology: “Nursing practice experience” is now “clinical component”
- May occur in any setting impacting a health outcome
- Removed requirement of 1:1 final practicum
- Removed redundancies from simulation rules; revised limit to 50%

# Timeline of Work

April 2024 –  
July 2024

- First draft of Division 21

July 2024 –  
Oct 2024

- RAC Held July 30<sup>th</sup>
- RAC Held Aug 20<sup>th</sup>
- RAC Held Oct 10<sup>th</sup>

Oct 2024 –  
Jan 2025

- Second draft completed in late January

Feb 2025 –  
Mar 2025

- RAC Held February 5<sup>th</sup>
- Third draft completed

April 2025 -  
July 2025

- Presented to Board April 17<sup>th</sup>
- Public Rule Hearing May 20<sup>th</sup>
- Board approval June 26<sup>th</sup>

# Chapter 851 Division 41 of Oregon's Nurse Practice Act



The Division where the Board  
establishes standards for Nurse Intern  
licensure and functions

# Nurse Intern

Simplifies requirements for nurse intern licensure

Simplifies the license renewal process

Clarifies the authorized functions and prohibited acts

# Program Development

## CNO & CHRO Excitement:

- Both the Chief Nursing Officer (CNO) and Chief Human Resources Officer (CHRO) were very excited to launch the program

## Stakeholder Involvement:

- Strong support from all nursing leadership
- Active engagement and buy-in from front-line staff

## Feedback Process Design:

- Established a structured process for receiving feedback from stakeholders
- Regular check-ins to assess progress and gather insight
- Agreements made on which nurses could have a Nurse Intern



THANK YOU

QUESTIONS  
&  
COMMENTS

