

A History of Oregon's Professional Nursing Leadership (Prepared by SBD; 2014)

This history of professional nursing leadership in Oregon begins in the early 1980's when a state-wide coalition of nursing practice, regulation and education leaders - called the Oregon Tri-Council - met periodically to deliberate on issues of common concern. Core members consisted of individuals who were state-level leaders from national nursing organizations such as American Nurses Association, National League for Nursing, American Organization of Nurse Executives, the Oregon State Board of Nursing, Oregon Nurses Association, and educators from various nursing programs in the state. The Tri-Council had no legal status; it operated informally with rotating leadership and non-binding operating guidelines. In 1999, the Tri-Council members realized that the emerging nursing shortage was an acute threat to health care of Oregonians, and made the choice to evolve to a more formal organization called the Oregon Nursing Leadership Council (ONLC).

The ONLC membership was comprised of representatives from six major organizations in the state: Northwest Organization of Nurse Executives (NWOONE), Oregon Council of Associate Degree Programs (OCAP), Oregon Council of Deans (OCD), Oregon Nurses Association (ONA), Oregon League for Nursing (OLN), and the Oregon State Board of Nursing. To meet the challenges of the shortage together, the ONLC members put aside organizational and professional disagreements that could obstruct a unified mission.

After establishing a common purpose, ONLC requested comprehensive data to identify specific demographic, professional and industry trends and projections related to causes of, and solutions to the nursing shortage. In early 2000, Dr. Christine Tanner produced a comprehensive quantitative and qualitative workforce study titled *Oregon's Nursing shortage: A Public Health Crisis in the Making*. A second publication - *When, Not If...A Report on Oregon's Registered Nurse Workforce* (2005) was released, and a project to create a Nursing Student Admissions Database was used with 21 nursing programs throughout Oregon.

Armed with comprehensive evidence and a strong alliance, the ONLC began developing its first strategic plan with five goals that addressed three essential areas of focus: nursing education reform and expansion, nursing workplace, and student recruitment enhancement. These expanded opportunities and that ONLC could not do the work alone, lead to the formation of a group called the Oregon Consortium on Nursing Education (OCNE). **(Need more about this group)**

The Oregon Center for Nursing (OCN) was also formed out of the ONLC in XXX. OCN became a 501(c)(3) purposed to facilitate and promote work on the nursing shortage and related nursing issues. The first director of the OCN was Dr. Deborah Burton who began translating the ONLC's strategic objectives into action. Since then, the OCN's leadership role has been characterized by collaborative work and coordination of a variety of programs, projects and initiatives in such areas as nursing workforce analysis and research, nursing workforce diversity, nursing leadership development, long-term care leadership development, nursing education initiatives and innovations such as Student MAX®. Subsequent leaders of the OCN have included Dr. Kris Campbell, and currently, Mary Rita Hurley. Other activities of the OCN include: a hosted national summit titled Building the Foundation: Clinical Leadership at the Point of Care, a variety of webinars and conferences on various topics.

Another group that was formed out of the ONLC is the Oregon Collaborative on Nursing Education (OCNE). This group (when did it form, what were the outcomes, etc.)

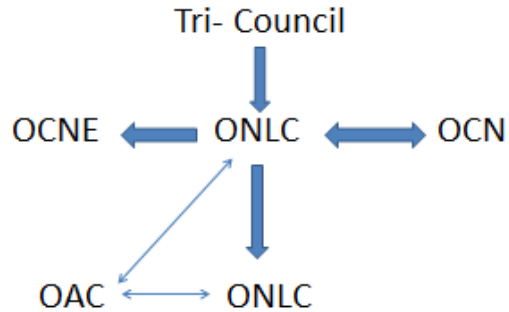
In 2009, OCN released the report *Who Gets In?* This report conducted to better understand the need to strength nursing student recruitment provided data showing that student admissions were less competitive than originally thought because students applied to multiple institutions. In addition, in 2009 the OCN released *Oregon's Nurse Faculty Workforce*, a study of nurse faculty satisfaction and possible incentives to encourage nurse faculty to remain in the workforce. In summary, the OCN's major accomplishments from its inception to the present, has been in areas such as student clinical placement, nursing workforce diversity, nursing leadership development, long-term care development, and support of nursing education initiatives and innovations. Currently, the OCN (need paragraph re: current focuses, etc).

In 2010, the publication - *The Future of Nursing* - a report from the Institute of Medicine - brought into focus the strengths of the nursing profession as well as new and continuing challenges. The Robert Wood Johnson Foundation as sponsor and collaborator to this report, developed a state-based strategy to ensure that some/all of the eight recommendations of the report would be enacted at the state level. State-level entities are called "Action Coalitions" and the composition of these groups was to include non-nurses as well as nursing professionals. State OACs were to develop goals and plans that addressed one or more of the 8 recommendations from the IOM/FON report. In Oregon, an Oregon Action Coalition was formed (2013) out of variety of nurse stakeholders in the state. These stakeholders began meeting in November, 2010 into early 2012 to assess where nursing in Oregon stood on the IOM recommendations. Initially, a focus on the 80% baccalaureate/20% associate degree and a focus on image of nursing were priorities. However, the two focuses were either dependent on student completion of programs, or secondly, the image focus would have required substantial financial support. A second round of assessment took place, in which two issues were considered: a) should Oregon become a "regional action coalition" with the potential for funding, and b) what would the focus be. A decision was made to pursue becoming an "AC" (action coalition) was made and the Oregon Action Coalition was recognized in 2013. The relationship between the OAC and ONLC is one of support and interaction.

Sources:

- * Documents from Oregon Center for Nursing (year? to present)
- * Documents from Oregon Consortium on Nursing Education (start) to present
- * Documents from Oregon Nursing Leadership Consortium (1999) to present
- * Sue Davidson, on behalf of the Oregon Center for Nursing, summarize and blended provided by the core Oregon nursing leadership groups to create this document (4.2014).

Oregon Nursing Leadership Groups (as of 2014)



Legend: OCNE =Oregon Collaborative on Nursing Education
 ONLC = Oregon Nursing Leadership Collaborative
 OCN = Oregon Center for Nursing
 OAC = Oregon Action Coalition

The following table illustrates the purposes of these various nursing organizations in Oregon as of 2014.

Organization	Goals/purposes
Oregon Nursing Leadership Collaborative (ONLC)	(pending)
Oregon Center for Nursing (OCN)	
Oregon Collaborative for Nursing Education (OCNE)	
Oregon Action Coalition (OAC)	

