

**Oregon State Board of Nursing  
Memorandum**

**TO:** Interested Parties

**FROM:** Rachel Prusak  
Executive Director

**DATE:** JUNE 2026

**SUBJECT: NOTICE OF BOARD MEETING FOR JUNE 2026**

The Oregon State Board of Nursing will meet on June 24-25, 2026, at the Board offices, 17938 S.W. Upper Boones Ferry Road, Portland, Oregon.

**This Board meeting will be in person with an online option available. Masks are optional for those wishing to attend the meeting in person.**

Virtual Public Attendance: The public will be able to view the meeting via live stream. Link: <https://www.youtube.com/@OregonStateBoardOfNursing/>

Individuals attending for **specific topics** are kindly requested to notify our staff 24 hours in advance by contacting [brandy.ritter@osbn.oregon.gov](mailto:brandy.ritter@osbn.oregon.gov). This helps maintain the agenda sequence. If no attendees are present, the Board will move on to the next agenda item.

Members of the media can gain access to Executive Sessions by contacting Barbara Holtry at [Barbara.holtry@osbn.oregon.gov](mailto:Barbara.holtry@osbn.oregon.gov) at least 24 hours prior to meeting start time.

**DATE: Wednesday, June 24, 2026**

**TIME:** 9 am and continue until the end of business

Public Session

Executive Session following introductions as authorized by ORS 192.660(1), ORS 192.660(2)(f), (h) and (L), ORS 678.126, ORS 676.165, and ORS 676.175(1)

- Discuss information obtained as part of investigation into licensee or applicant conduct, which are exempt from public inspection including advice from legal counsel.
- During the Executive Session, the public video stream and audio will be blocked and muted, and public members attending will be asked to wait in the lobby.

The Board will return to Public Session

- Take formal votes on cases that have been reviewed in Executive Session
- Board action may include, but is not limited to, ratification of interim consent orders, motions for discipline, and approval or denial of licensure.

**DATE: Thursday, June 25, 2026**

**TIME:** 9 am and continue until the end of business

## Public Session

- Discuss changes to the Nurse Practice Act and other nursing practice, licensure, and education-related issues.
- Executive Session can be announced by the Board President, as required under public meeting law, throughout the day at which time the public live stream and audio will be blocked and muted. Public attendees will wait in the lobby until public session is announced.

## OPEN FORUM from 10:15 – 10:45 a.m.

- Five times a year, the Board provides an opportunity for the public to make comments or present issues of general interest. This is not an opportunity to discuss investigations.
- The Board will not deliberate on any issues or requests during Open Forum. The Board President has the authority to stop an individual's comments when, in the opinion of the president, the comments go beyond this directive, or as necessary for efficient and orderly conduct of this meeting.
- Each speaker is allowed five minutes to speak.
- If you wish to **participate** in Open Forum, please contact Brandy Ritter by 5 pm the day before the meeting at [brandy.ritter@osbn.oregon.gov](mailto:brandy.ritter@osbn.oregon.gov).

**OSBN public meeting notice, Board meeting agenda and materials may be accessed via the following link:**  
<https://www.oregon.gov/osbn/Pages/board-meetings.aspx>

The meeting timeline is tentative, and the order of agenda items may be changed at the Board's discretion.

To request a sign language interpreter or other communication aids, or if you have a disability that requires any special materials, services, or assistance, please contact Barbara Holtry via e-mail ([barbara.holtry@osbn.oregon.gov](mailto:barbara.holtry@osbn.oregon.gov)) or 971-235-4691, so appropriate accommodations may be arranged.

## **Current Board Members:**

Olanike Towobola, RN, Direct Patient Care Rep (President)  
 Margaret Hill, Public Member (President-Elect)  
 Claire McKinley Yoder, PhD, RN, CNE, Nursing Educator Rep (Secretary)  
 Joni Kalis, P.T., M.P.T., MS, Public Member  
 Linda Stanich, RN, Nursing Administrator Rep  
 Rachel Dennis, CNA, Certified Nursing Assistant  
 Felipa Nesta, LPN, Licensed Practical Nurse  
 Rachel Mitzel, RN, APRN, CRNA, PMHNP, Nurse Practitioner  
 Matthew Calzia, RN, Direct Patient Care Rep

## **TENTATIVE TIMEFRAME FOR JUNE 24-25, 2026, BOARD MEETING**

### **Wednesday, June 24, 2026**

9:00 a.m.

Announcement of Executive Session

### **Agenda Items**

#### **PUBLIC SESSION**

#### **EXECUTIVE SESSION:**

- Defaults
- Stipulations
- Board Direction
- Dismissals

- Consent Agenda of Cases for Recommended Closure
- Advice from Legal Counsel

Announcement of End of Executive Session

**PUBLIC SESSION- Public Voting on Items Discussed during Executive Session**

**Thursday, June 25, 2026**

**Agenda Items**

9:00 – 9:10 am

WELCOME & INTRODUCTIONS

9:10 – 9:20 am

CONSENT AGENDA

9:20 – 9:40 am

ADMINISTRATIVE RULEMAKING

9:40 – 9:50 am

LICENSING

9:50 – 10:00 am

PRE-LICENSURE EDUCATION

10:00 – 10:15 am

BREAK

10:15 – 10:45 am

PUBLIC OPEN FORUM

10:45 – 11:00 am

ADMINISTRATION

End of Business

**Please note:** The above timeframe is tentative. The time for individual agenda items may vary. Agenda items may also be rescheduled at the discretion of the Board president. Portions of the meeting may be conducted in Executive Session as authorized by ORS 192.660(1), ORS 192.660(2)(f) and (L), ORS 678.126, ORS 676.165, and ORS 676.175(1).

OREGON STATE BOARD OF NURSING MEETING  
June 24-25, 2026  
AGENDA

**WEDNESDAY, June 24, 2026**

**9:00 a.m. – END OF EXECUTIVE SESSION: EXECUTIVE SESSION**

- Defaults
- Stipulations
- Board Direction
- Dismissals
- Consent Agenda of Cases for Recommended Closure

**PUBLIC SESSION**

Public Voting on Items Discussed During Executive Session

**THURSDAY, June 25, 2026**

**9:00 a.m. – END OF BUSINESS: PUBLIC SESSION**

1. CALL TO ORDER
2. PUBLIC MEETING NOTICE
3. PUBLIC PARTICIPATION NOTICE
4. ROLL CALL
5. DECLARATION OF QUORUM
6. INTRODUCTION OF BOARD MEMBERS, STAFF AND AUDIENCE

**REVIEW OF MEETING AGENDA**

Additions, Modification, Reordering of Agenda

**Page #**

**APPROVAL OF CONSENT AGENDA\***

**Consent Agenda Items:**

|       |                                                                 |       |
|-------|-----------------------------------------------------------------|-------|
| C-C1  | Communications Report                                           | p. 7  |
| C-E1  | Notifications of Out of State Pre-Licensure Clinical Placements | p. 8  |
| C-F1  | Fiscal Status Report                                            | p. 9  |
| C-NA1 | NA/MA Program and Prohibition Updates                           | p. 12 |
| C-NE1 | Education Updates                                               | p. 14 |

**M.S.C.** \_\_\_\_\_, \_\_\_\_\_ that the Consent Agenda items (be/not be) approved as (presented/modified)

\*Any Consent Agenda item may be removed from the Consent Agenda by a Board member asking the President to consider it separately.

**APPROVAL OF BOARD MEETING MINUTES**

**C-M1 Approval of April 14-16, 2026, Meeting Minutes**

**M.S.C.** \_\_\_\_\_, \_\_\_\_\_ that the Board Meeting Minutes (be/not be) approved as (presented/modified)

p. 19

**C-M2 Approval of May 5, 2026, Meeting Minutes** p. 38  
**M.S.C.** \_\_\_\_\_, \_\_\_\_\_ that the Board  
 Meeting Minutes (be/not be) approved as (presented/modified)

**9:20 – 9:40 am Administrative Rulemaking, Policy Analyst Dr. Laura Blackhurst PhD, RN, CNL**

**AR1: Request Rulemaking for OAR Chapter 851 Division 31** p. 40

**M.S.C.** \_\_\_\_\_, \_\_\_\_\_ the Board (approves/does not approve) initiating the rulemaking process by providing notice and opportunity for public comment and holding an administrative rule hearing on the proposed amendments to OAR 851-031-(0006, 0008, 0039, 0041, 0042, 0043, 0048, 0051, 0055 and 0065) as (presented/modified).

**M.S.C.** \_\_\_\_\_, \_\_\_\_\_ the Board (approves/does not approve) initiating the rulemaking process by providing notice and opportunity for public comment and holding an administrative rule hearing on the proposed repeal to OAR 851-031-0065 as (presented/modified).

**AR2: Request Rulemaking for OAR Chapter 851 Division 62** p. 68

**M.S.C.** \_\_\_\_\_, \_\_\_\_\_ the Board (approves/does not approve) initiating the rulemaking process by providing notice and opportunity for public comment and holding an administrative rule hearing on the proposed amendments to OAR 851-062- (0050, 0070, 0071, 0075, 0080, 0090, 0110, 0114 and 0116) as (presented/modified).

**9:40 – 9:50 am Licensing, Philip Fox, Licensing Manager**

**L1: Licensing Exception Request: Marina Kandova** p. 90

**M.S.C.** \_\_\_\_\_, \_\_\_\_\_ that based on the information presented, the Board (grants/does not grant) Marina Kandova an exception to OAR 851-031-0039(2)(c)(A) (as presented/modified).

**L2: Licensing Exception Request: Ed Paez** p. 91

**M.S.C.** \_\_\_\_\_, \_\_\_\_\_ that based on the information presented, the Board (grants/does not grant) Ed Paez an exception to OAR 851-031-0039(2)(a) (as presented/modified).

**9:50 – 10:00 am Pre-Licensure Education, Policy Analyst Dr. Laura Blackhurst PhD, RN, CNL**

**NE1: Linn-Benton Community College Nursing Program Continuing Approval Survey** p.92

**M.S.C.** \_\_\_\_\_, \_\_\_\_\_ the Board grant continuing approval to Linn-Benton Community College's pre-licensure registered nursing program, with future surveys aligned with their national nursing accreditation cycle.

**10:00 – 10:15 am: BREAK**

**10:15 – 10:45 am: Public Open Forum**

**10:45 – 11:00 am: Administration, Rachel Prusak, Executive Director**

**A1: OSBN 2024-2027 Strategic Plan Update Report**

p. 100

**ADJOURNMENT**

Meeting adjourned at

**NEXT BOARD MEETING**

Next multiday Board meeting will be held August 19-20, 2026. This will be a hybrid virtual and in-person meeting at Board Offices, 17938 SW Upper Boones Ferry Rd., Portland, OR 97224.



## Memorandum

To: Oregon State Board of Nursing  
From: Barbara Holtry, Communications Manager  
Date: May 27, 2026  
Re: Communications

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### Summary of Communication Activities

- The *Sentinel* newsletter continues on a quarterly schedule; the Spring 2026 issue published the week of May 4. Summer issue will publish the week of August 5.
- Ongoing coordination of media inquiries and website content.
- Discipline news releases are issued following each Board meeting, with corresponding discipline lists posted on the agency website.
- Monthly electronic bulletin to all licensees and stakeholders continues, sharing agency updates and other relevant information.
- The proposed key performance measure change process is proceeding; initial DAS & LFO approval received and new measure entered into KPM system.
- Collaborating with Investigations staff and the ORBS team on improvements to the online complaint form.
- Providing staff notifications regarding newly developed or updated policies and procedures approved through the Policy and Procedure Committee.
- Managing public record requests and coordinating timely responses.
- Entering disciplinary actions from board meetings into the agency database, Nursys, and NPDB as appropriate while Investigations staff member is on leave.
- Completed website accessibility project: Reviewed all website pages and remediated 242 linked PDF files to ensure they are accessible by screen readers and other accessibility technologies.
- Working on biennial Agency Request Budget (ARB) document with Leadership team. We need to submit our ARB to DAS by July 31.
- Assisting Licensing with new customer service survey to evaluate success of contact center interactions. First survey scheduled to send in June.

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## Out-of-State Programs with Educational Experiences in Oregon

### 6/25/2026 Public Board Meeting

Data Includes Notifications of Oregon Experiences from March 13, 2026 - May 20, 2026

As of May 20, 2026, the non-Oregon based programs placed the following number of students:

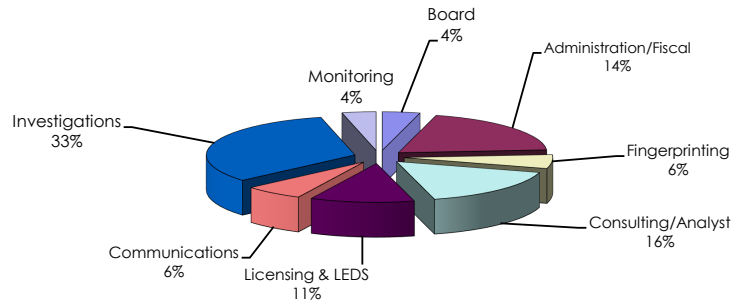
| Educational Institution                     | Regulatory Body Approval Status       | Term        | Anticipated # of Students | # of Clinical Affiliation Agreements | Most Recent Notification Date |
|---------------------------------------------|---------------------------------------|-------------|---------------------------|--------------------------------------|-------------------------------|
| Chamberlain University                      | Full - Via CCNE & Home State approval | Summer 2026 | 5                         | 33                                   | 5/4/2026                      |
| Indiana State University                    | Full - Via ACEN                       | Summer 2026 | 6                         | 7                                    | 9/5/2025                      |
| Joyce University ADN                        | Full - Via ACEN                       | Summer 2026 | 136                       | 14                                   | 1/22/2026                     |
| Joyce University BSN                        | Full - Via CCNE                       | Summer 2026 | 68                        | 14                                   | 1/22/2026                     |
| Lower Columbia College                      | Full - Via ACEN                       | Summer 2026 | 16                        | 0                                    | 12/17/2025                    |
| Nightingale College PN                      | Full - Via CCNE                       | Summer 2026 | 12                        | 2                                    | 9/22/2025                     |
| Nightingale College RN                      | Full - Via CCNE                       | Summer 2026 | 24                        | 2                                    | 9/2/2025                      |
| <b>Total Number of Oregon Students:</b>     |                                       |             | 267                       |                                      |                               |
| <b>Total Number of Clinical Agreements:</b> |                                       |             |                           | 72                                   |                               |

|                                                | Biennial LAB<br>Budget Limitation | Expenditures<br>July 2025 - Mar 2026 | Projected Expenditures<br>(with Steps & COLA)<br>Apr 2026 - June 2027 | Total Est.<br>Expenditures | Under/Over<br>Expended |  |
|------------------------------------------------|-----------------------------------|--------------------------------------|-----------------------------------------------------------------------|----------------------------|------------------------|--|
| Personal Services *                            | 19,164,901                        | 7,233,129                            | 12,897,979                                                            | 20,131,108                 |                        |  |
| Pending 2025-2027 salary pot                   | 821,026                           |                                      |                                                                       |                            |                        |  |
| Total Personal Services                        | 19,985,927                        | 7,233,129                            | 12,897,979                                                            | 20,131,108                 | (145,181)              |  |
|                                                | 0                                 |                                      |                                                                       |                            |                        |  |
| Services & Supplies **                         | 8,290,030                         | 3,075,502                            | 5,022,517                                                             | 8,098,019                  |                        |  |
| Fingerprinting                                 | 2,064,044                         | 640,971                              | 1,282,022                                                             | 1,922,993                  |                        |  |
| Total Services & Supplies                      | 10,354,074                        | 3,716,473                            | 6,304,539                                                             | 10,021,012                 | 333,062                |  |
| Capital Outlay                                 | 0                                 | 0                                    | 0                                                                     | 0                          |                        |  |
| Total Capital Outlay                           | 0                                 | 0                                    | 0                                                                     | 0                          | 0                      |  |
| Distribution to Non-Profit Organization - OWP  | 500,000                           | 0                                    | 500,000                                                               | 500,000                    | 0                      |  |
| Distribution to Non-Profit Organization - ONAF | 952,917                           | 208,062                              | 742,917                                                               | 950,979                    | 1,938                  |  |
| Total Budget with Salary Pot                   | 31,792,918                        | 11,157,664                           | 20,445,435                                                            | 31,603,099                 | 189,819                |  |

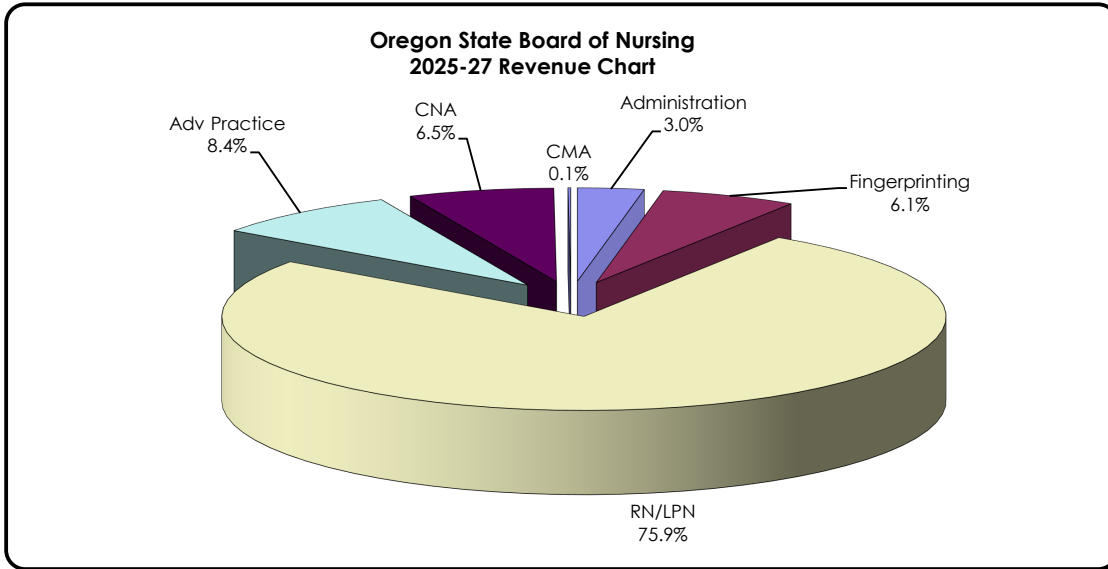
Note:  
The pending salary pot distribution is the amount allocated for Oregon State Board of Nursing for operating expenses added by the Governor after Legislatively Approved Budget was prepared.

|                                | 2025-27 Legislatively Adopted<br>Budget | Revised Beg Bal +<br>Actuals Thru Mar<br>2026 |                                                                   |
|--------------------------------|-----------------------------------------|-----------------------------------------------|-------------------------------------------------------------------|
| 23-25 Beg Bal                  | 11,018,655                              | 11,018,655                                    |                                                                   |
| Total LAB Revenues*            | 31,720,730                              | 33,549,233                                    |                                                                   |
| Total Available                | 42,739,385                              | 44,567,888                                    |                                                                   |
| Total Budget Expenditures      | (31,792,918)                            | (31,603,099)                                  | Additional limitations to be provided for step increases and COLA |
| Estimated 25-27 Ending Balance | 10,946,467                              | 12,964,789                                    |                                                                   |

**Oregon State Board of Nursing  
2025-27 Expenditure Chart**



|                               |                     | Detail         | Total             |
|-------------------------------|---------------------|----------------|-------------------|
| <b>Board:</b>                 |                     |                |                   |
|                               | Personnel           | 47,890         |                   |
|                               | Services & Supplies | <u>408,797</u> |                   |
|                               |                     |                | 456,686           |
| <b>Administration/Fiscal:</b> |                     |                |                   |
|                               | Personnel           | 1,409,289      |                   |
|                               | Services & Supplies | 581,404        |                   |
|                               | Capital Outlay      | 0              |                   |
|                               | Special Payments    | <u>208,062</u> |                   |
|                               |                     |                | 2,198,755         |
| <b>Fingerprinting:</b>        |                     |                |                   |
|                               | Services & Supplies | <u>640,971</u> |                   |
|                               |                     |                | 640,971           |
| <b>Analyst Group:</b>         |                     |                |                   |
|                               | Personnel           | 1,711,814      |                   |
|                               | Services & Supplies | <u>114,388</u> |                   |
|                               |                     |                | 1,826,203         |
| <b>Licensing &amp; LEDS:</b>  |                     |                |                   |
|                               | Personnel           | 467,922        |                   |
|                               | Services & Supplies | 792,796        |                   |
|                               | Capital Outlay      | 0              |                   |
|                               |                     |                | 1,260,718         |
| <b>Communication/IT:</b>      |                     |                |                   |
|                               | Personnel           | 456,823        |                   |
|                               | Services & Supplies | 258,755        |                   |
|                               | Capital Outlay      | 0              |                   |
|                               |                     |                | 715,579           |
| <b>Investigations:</b>        |                     |                |                   |
|                               | Personnel           | 2,994,707      |                   |
|                               | Services & Supplies | <u>652,151</u> |                   |
|                               |                     |                | 3,646,858         |
| <b>Monitoring:</b>            |                     |                |                   |
|                               | Personnel           | 144,683        |                   |
|                               | Services & Supplies | <u>267,210</u> |                   |
|                               |                     |                | 411,893           |
| <b>Agency Total:</b>          |                     |                |                   |
|                               | Personnel           | 7,233,129      |                   |
|                               | Services & Supplies | 3,075,502      |                   |
|                               | Special Payments    | 208,062        |                   |
|                               | Capital Outlay      | 0              |                   |
|                               | Fingerprinting      | 640,971        |                   |
|                               |                     |                | <u>11,157,664</u> |



|                                    | Collections to Date | Projected Revenue | Total Revenues    | LAB Revenue       |
|------------------------------------|---------------------|-------------------|-------------------|-------------------|
| <b>Administration:</b>             |                     |                   |                   |                   |
| NPAs, Mailing Lists                | 6,071               | 50,000            | 56,071            |                   |
| NSF Fees                           | 60                  | 3,125             | 3,185             |                   |
| Other                              | 3,061               | 10,313            | 13,373            |                   |
| OCN Fee                            | 332,145             | 562,500           | 894,645           |                   |
| Fingerprinting                     | <u>863,051</u>      | <u>1,125,000</u>  | <u>1,988,051</u>  |                   |
| Subtotal                           | 1,204,387           | 1,750,938         | 2,955,325         |                   |
| <b>RN/LPN Programs:</b>            |                     |                   |                   |                   |
| Licenses                           | 9,814,686           | 14,829,134        | 24,643,820        |                   |
| Civil Penalties                    | <u>12,845</u>       | <u>112,500</u>    | <u>125,345</u>    |                   |
| Subtotal                           | 9,827,531           | 14,941,634        | 24,769,165        |                   |
| <b>Advanced Practice Programs:</b> |                     |                   |                   |                   |
| Licenses                           | 1,496,285           | 1,261,664         | 2,757,949         |                   |
| <b>CNA Programs:</b>               |                     |                   |                   |                   |
| Training Programs                  | -                   | -                 | 0                 |                   |
| Certifications                     | 439,216             | 793,589           | 1,232,805         |                   |
| Testing Fees                       | <u>393,404</u>      | <u>497,528</u>    | <u>890,932</u>    |                   |
| Subtotal                           | 832,620             | 1,291,117         | 2,123,737         |                   |
| <b>CMA Programs:</b>               |                     |                   |                   |                   |
| Testing Fees                       | 12,885              | 13,129            | 26,014            |                   |
| Certifications                     | 5,010               | 9,234             | 14,244            |                   |
| Training Programs                  | 0                   | 0                 | 0                 |                   |
| CNA2 Registrations                 | <u>-</u>            | <u>-</u>          | <u>0</u>          |                   |
| Subtotal                           | 17,895.00           | 22,363.75         | 40,259            |                   |
| <b>Total Collections</b>           | <b>13,378,718</b>   | <b>19,267,716</b> | <b>32,646,434</b> | <b>30,828,346</b> |
| Due to (transferred to) SPD        | (500,724)           | (927,000)         | (1,427,724)       |                   |
| Transfer to DHS - PP Monitoring    | (123,165)           | (178,197)         | (301,362)         |                   |
| Transfer to DHS - WF Development   | (99,880)            | (270,000)         | (369,880)         |                   |
| Due from (transferred from) SPD    | 847,720             | 2,154,045         | 3,001,765         | 892,384           |
| Net Match Revenue                  |                     |                   |                   |                   |
| <b>Total 2025-27 Revenue</b>       | <b>13,502,668</b>   | <b>20,046,564</b> | <b>33,549,233</b> | <b>31,720,730</b> |



# Oregon

Tina Kotek, Governor

**Board of Nursing**  
17938 SW Upper Boones Ferry Rd.  
Portland OR 97224  
[Oregon.BN.Info@osbn.oregon.gov](mailto:Oregon.BN.Info@osbn.oregon.gov)  
[www.oregon.gov/OSBN](http://www.oregon.gov/OSBN)

## MEMORANDUM

To: Oregon State Board of Nursing

From: Michelle Bell, Policy Analyst Nursing Assistant Education & Assessment

Date: June 25, 2026

Re: Ratification of Nursing Assistant/ Medication Aide Education Program Approvals, Notice of Prohibition Status, and Program Status

Board staff has approved the education programs and/or revisions below and recommend that you ratify them at the June 2026 Board meeting. If you have any questions, you may request this item is removed from the Consent Agenda and I will be happy to answer your questions.

| NURSING ASSISTANT (NA) / MEDICATION AIDE (MA) EDUCATION PROGRAM APPROVALS & REAPPROVALS |                                                     |                 |
|-----------------------------------------------------------------------------------------|-----------------------------------------------------|-----------------|
| DATE OF APPROVAL                                                                        | FACILITY/ PROGRAM                                   | CITY            |
| 3/25/2026                                                                               | Dallas Retirement Village NA Reapproval             | Dallas, OR      |
| 3/26/2026                                                                               | Volare Health NA & MA Reapproval                    | Eugene, OR      |
| 4/9/2026                                                                                | Caregiver Training Institute NA & MA Reapproval     | Portland, OR    |
| 4/23/26                                                                                 | Family Healthcare Services NA 6-month Survey        | Portland, OR    |
| 4/30/26                                                                                 | Gracestar Learning Institute NA & MA 6-month Survey | Beaverton, OR   |
| 5/6/26                                                                                  | Advanced Care Education Center NA Reapproval        | Medford, OR     |
| 5/7/26                                                                                  | Rogue Community College NA Reapproval               | Grants Pass, OR |
| 5/8/26                                                                                  | EMT Associates NA Reapproval                        | Springfield, OR |

## NOTICE OF PROHIBITION STATUS

The Board received notice from the Department of Human Services, Safety, Oversight, and Quality Unit, Nursing Facility Survey Team, that the following facilities paid civil money penalties (CMP) over \$13,343 (as of 8/8/24) and/or are not in substantial compliance with all standards for licensure rendering them ineligible to be utilized as an education site for nursing assistant education program for two years:

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*Vision: A Safe and healthy Oregon promoted through a healthy and diverse nursing workforce.*



| Site                                                     | Info                                                                                              |
|----------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| Evan Terrace Post Acute<br>McMinnville, OR 97128         | Effective until 09/08/2027. Notified ARK Foundation on 05/14/26.                                  |
| Gresham Post Acute<br>Gresham, OR 97030                  | Effective until 10/12/2027. No affiliated programs.                                               |
| Cottage Grove Post Acute<br>Cottage Grove, OR 97424      | Effective until 09/26/2027. No affiliated programs.                                               |
| South Hills Rehabilitation Center<br>Eugene, OR 97403    | Effective until 03/06/2028. Notified Volare Health on 04/02/26.                                   |
| Avamere Rehabilitation of Coos Bay<br>Coos Bay, OR 97420 | Effective until 03/04/2028. Notified Long-Term CareWorks and Avamere Health Services on 04/02/26. |
| St Helens Post Acute<br>St Helens, OR 97051              | Effective until 03/05/2028. No affiliated programs.                                               |

## PROGRAM STATUS

| Program                        | Description                                                                                 |
|--------------------------------|---------------------------------------------------------------------------------------------|
| Lane Community College         | Placed on involuntary inactive status effective 4/1/2026, due to loss of program director.  |
| Long-Term CareWorks            | Placed on involuntary inactive status effective 5/15/2026, due to loss of program director. |
| Oregon Coast Community College | Placed on involuntary inactive status effective 6/12/2026, due to loss of program director. |

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# Oregon

Tina Kotek, Governor

**Board of Nursing**  
17938 SW Upper Boones Ferry Rd.  
Portland OR 97224  
Oregon.BN.Info@osbn.oregon.gov  
www.oregon.gov/OSBN

## MEMORANDUM

To: Oregon State Board of Nursing Members

From: Dr. Laura Blackhurst, PhD, RN, CNE, CNL, Policy Analyst, Nursing Education

Date: June 8th, 2026

Re: Education Program notifications

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This memo provides a summary of notifications and updates related to nursing education programs received through May 27<sup>th</sup>, 2026.

### **Nurse Administrator updates:**

- Dr. Esther Gravis, DNP, RN, CPN, CNE has been appointed the nurse administrator of the nursing program at George Fox University, effective March 31st, 2026.
- Dr. Jeremy Hutson, PhD, RN has been appointed the nurse administrator of the registered nursing program at Mount Hood Community College, effective April 1<sup>st</sup>, 2026.
- Pierce Moon, MSN, RN has been appointed the nurse administrator of the registered nursing program at Oregon Coast Community College, effective June 12<sup>th</sup>, 2026.

### **Program updates:**

- Linn-Benton Community College has proposed changes to their registered nursing program and prerequisite courses and courses, including increasing the total program credits from 91 to 99. This change does not meet the threshold for requiring Board approval however a summary of changes is attached.
- Portland Community College's nurse administrator notified OSBN on April 1<sup>st</sup>, 2026 that the faculty strike concluded and that the registered nursing program was resuming operations. At the time of notification, students were completing their winter term courses, and anticipated to begin spring term the next week, with no delays to student progression or graduation.
- University of Portland has submitted a notice of intent to expand their nurse practitioner education offerings, through the development of a new Psychiatric Mental Health Nurse Practitioner track. A copy of their notice is attached; a formal proposal for Board consideration and approval will be presented at a future meeting.

*Mission: The Oregon State Board of Nursing is committed to protecting the public through regulatory excellence and promoting the wellness of our nursing professionals.*

*Vision: A Safe and healthy Oregon promoted through a healthy and diverse nursing workforce.*



## Board of Nursing

17938 SW Upper Boones Ferry Rd.

Portland OR 97224

[Oregon.BN.Info@osbn.oregon.gov](mailto:Oregon.BN.Info@osbn.oregon.gov)

[www.oregon.gov/OSBN](http://www.oregon.gov/OSBN)

### Annual Report:

- All Oregon-based registered and practical nursing programs completed the NCSBN Annual Report in March 2026. The data is still undergoing validation by NCSBN staff and is not yet available to OSBN for review. I anticipate presenting the Board with education program annual reporting information at the August 2026 meeting.

*Mission: The Oregon State Board of Nursing is committed to protecting the public through regulatory excellence and promoting the wellness of our nursing professionals.*

*Vision: A Safe and healthy Oregon promoted through a healthy and diverse nursing workforce.*

This advising sheet outlines the suggested and required courses for an **Associates Degree in Science of Nursing**.

| Courses                                        | Cr.          | Proposed Change |
|------------------------------------------------|--------------|-----------------|
| <b>Prerequisites</b>                           |              |                 |
| MTH 095 Intermediate Algebra                   | 4            |                 |
| WR 121Z Composition I                          | 4            |                 |
| BI 231 Human Anatomy & Physiology              | 5            | 4*              |
| BI 232 Human Anatomy & Physiology              | 5            | 4*              |
| BI 233 Human Anatomy & Physiology              | 5            | 4*              |
| BI 234 Microbiology                            | 4            |                 |
| <del>NUTR 225 General Human Nutrition</del>    | <del>3</del> | REMOVE          |
| PSY 215 Intro Developmental Psychology         | 3            |                 |
|                                                | <b>TOTAL</b> | <b>27</b>       |
| <b>Year 1</b>                                  |              |                 |
| <b>Fall</b>                                    |              |                 |
| NUR101A Fundamentals of Nursing                | 5            | 6               |
| NUR101B Fundamentals of Nursing Practice       | 4            |                 |
| NUR268A Drug Therapy & Nursing Implication     | 1            | 2               |
|                                                | <b>TOTAL</b> | <b>12 cr</b>    |
| <b>Winter</b>                                  |              |                 |
| NUR102A Care Throughout the Lifespan           | 5            | 6               |
| NUR102B Introductory Med-Surg Practice         | 4            |                 |
| NUR268B Drug Therapy & Nursing Implication     | 1            | 2               |
|                                                | <b>TOTAL</b> | <b>12 cr</b>    |
| <b>Spring</b>                                  |              |                 |
| NUR103A Fundamentals of Nursing                | 5            | 6               |
| NUR103B Fundamentals of Nursing Practice       | 4            |                 |
| NUR268C Drug Therapy & Nursing Implication     | 1            | 2               |
|                                                | <b>TOTAL</b> | <b>12 cr</b>    |
| <b>Year 2</b>                                  |              |                 |
| <b>Fall</b>                                    |              |                 |
| NUR201A Advanced Medical-Surgical Care         | 5            | 6               |
| NUR201B Advanced Medical-Surgical Practice     | 4            |                 |
| NUR268D Drug Therapy & Nursing Implication     | 1            | 2               |
|                                                | <b>TOTAL</b> | <b>12 cr</b>    |
| <b>Winter</b>                                  |              |                 |
| NUR202A Critical Transitions in Care           | 5            | 7               |
| NUR202B Nur. Prac. During Critical Transitions | 4            | 5               |
|                                                | <b>TOTAL</b> | <b>12 cr</b>    |
| <b>Spring</b>                                  |              |                 |
| NUR203A Preparation for Prof. Practice         | 1            | 4               |
| NUR203B Intro to Prof. Practice                | 6            |                 |
| NUR222 Prof. Practice Issues                   | 2            |                 |
|                                                | <b>TOTAL</b> | <b>12 cr</b>    |
| <b>Total ADN Program Credits</b>               |              | <b>99</b>       |

*\*changed due to college process / common course numbering*

## APRN Program Development – Notification of Intent Template

This notification supports compliance with OAR 851-021-0030 and 851-021-0040, which require programs to notify the Board when planning to establish or expand an APRN education program, role, or population focus.

Institution Name: University of Portland

Program Type (MSN, DNP, Certificate, etc.): MSN

APRN Role and Population Focus: Psych-Mental Health Nurse Practitioner

Anticipated Degree Pathway(s): BSN>MSN>DNP completion

Anticipated Student Admission Date: May 2027 or September 2027

Brief Program Description: The proposed Psychiatric Mental Health Nurse practitioner (PMHNP) program is designed to address a critical shortage in mental health resources for the local and broader community. With it's focus on serving veterans and other vulnerable population, this program fills a unique need that few PMHNP programs address. The program will prepare students to care for the mental health needs to the general population as well as specific subsets who find it difficult if not impossible to access mental health care due to a critical shortage of providers.

The program will be offered as a masters program with an option to complete a DNP in an additional year .The rationale for it being that a masters program will get graduates out into the workforce as quickly as possible.

Primary Program Contact Name: Joane Mocerri, PhD, RN

Title: Dean of the School of Nursing and Health Innovations

Email: mocerri@up.edu

Phone: 503-943-8144

Anticipated Timeline for Formal Proposal Submission: We anticipate submitting the formal proposal in late August 2026 for a May start or mid-December for a September start.

**MEETING**  
**April 15, 2026**  
**MINUTES**

**CALL TO ORDER**

Board President, Olanike Towobola, called the regular meeting of the Oregon State Board of Nursing to order at 9:00 a.m. This Board meeting was held in the conference room of the offices of the Oregon State Board of Nursing in Portland, Oregon.

**PUBLIC MEETING NOTICE**

A notice of this meeting was published on the Board of Nursing's website and sent out to the interested parties list by Rachel Prusak, Executive Director, in accordance with the Open Meeting Law. The Board met in Executive Session during the portions of the meeting authorized by ORS 192.660(1), ORS 192.660(2)(f) and (L), ORS 678.126, ORS 676.165, and ORS 676.175(1).

**ROLL CALL -- Present/Absent**  
**--Board Members**

Calzia, Present  
Dennis, Present  
Hill, Present  
Kalis, Present  
McKinley Yoder, Present  
Mitzel, Present  
Nesta, Present  
Stanich, Absent  
Towobola, Present

**QUORUM**

There being a quorum present, the Board President declared the Board eligible to conduct its business.

**--Staff Members Present at Various Times**

Amarillas  
Barrington  
Bell  
Blomquist  
Bonham  
Chamblee

Ferris  
Fink  
Fonteno  
Goddard  
Hatch  
Johnson  
Kilborn  
Merrifield  
Messina  
Millet  
Oliver  
Parish  
Plumlee  
Prusak  
Ritter  
Rosin  
Rossiter  
Steele  
Van Cura  
Young  
Rauch, Legal Counsel  
Williams, Legal Counsel

The Board met in Executive Session from 9:03 am - 2:51 pm to consider information or records that are exempt from public inspection, including advice from legal counsel, and to consider information obtained as part of an investigation into licensee or applicant conduct. This Executive Session is held pursuant to ORS 192.660(1), ORS 192.660(2)(f) and (L), ORS 678.126, ORS 676.165, and ORS 676.175(1).

The Board met in Public Session for the purpose of taking formal action on matters discussed in Executive Session from 2:51 pm – 3:09 pm.

|                                                                                                                     |
|---------------------------------------------------------------------------------------------------------------------|
|                                                                                                                     |
| <b>Consent Agenda</b>                                                                                               |
| MSC Hill, Calzia; 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Absent - Stanich |
| Based on the procedural record and evidence presented, the Consent Agenda was accepted as modified.                 |

Cases moved to full agenda.

2024110118

2026010076

2026010274

2024090084

Dismissal – Confirmed HPSP Enrollment:

2025060021

2025020493

2025030124

2024110024

2025060161

Cases approved for Dismissal:

2025040204

2024080127

2025090312

2025100001

2025080007

2024050270

2025010012

2025080195

2023080131

2025040147

2025020059

2024070243

2025010222

2025020129

2024030181

2025030388

2025030236

2024110030

2024020219

2025040244

|            |
|------------|
| 2025040257 |
| 2025020277 |
| 2025120062 |
| 2025030347 |
| 2025030032 |
| 2025040249 |
| 2025120267 |
| 2025080194 |
| 2025030194 |
| 2024120111 |
| 2024060179 |
| 2025020574 |
| 2025010035 |
| 2025120167 |
| 2023090265 |
| 2025100230 |
| 2024110134 |
| 2025030156 |
| 2025030023 |
| 2024120078 |
| 2024060013 |
| 2025120215 |
| 2025060275 |
| 2024110217 |
| 2025030199 |
| 2024060117 |
| 2025040175 |
| 2023110240 |
| 2025120301 |
| 2025030228 |
| 2025090137 |
| 2025080048 |
| 2025010228 |
| 2025010113 |
| 2025070133 |

2025050144

2025060044

2026010122

2024120226

2025120127

2025120128

2025040216

2025040245

2025090365

2024120058

2025070135

2026010125

2025120265

2025040236

2026010128

2026010166

2025050045

2025070121

2025030329

2025070146

2025010133

2025100176

2025100268

### Full Agenda

MSC Hill, Calzia

that based on the evidence presented in case numbers:

2024110118

Be dismissed.

7 Ayes – Calzia, Dennis, Hill, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Nay – Kalis;  
1 Absent - Stanich

MSC Hill, Calzia

that based on the evidence presented in case numbers:

|                                                                                                           |
|-----------------------------------------------------------------------------------------------------------|
| 2026010076                                                                                                |
| Be dismissed.                                                                                             |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Absent - Stanich         |
|                                                                                                           |
| MSC Hill, Calzia                                                                                          |
| that based on the evidence presented in case numbers:                                                     |
| 2026010274                                                                                                |
| Be dismissed.                                                                                             |
| 7 Ayes – Calzia, Dennis, Hill, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Nay – Kalis; 1 Absent - Stanich |
|                                                                                                           |
| MSC Hill, Calzia                                                                                          |
| that based on the evidence presented in case numbers:                                                     |
| 2024090084                                                                                                |
| Be dismissed.                                                                                             |
| 7 Ayes – Calzia, Dennis, Hill, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Nay – Kalis; 1 Absent - Stanich |
|                                                                                                           |
| MSC Hill, Calzia                                                                                          |
| that based on the evidence presented in the following:                                                    |
| 2024030230                                                                                                |
| Allow Referral to HPSP                                                                                    |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Absent - Stanich         |
|                                                                                                           |
| MSC Hill, Calzia                                                                                          |
| that based on the evidence presented in case numbers:                                                     |
| 2024080038                                                                                                |
| Be dismissed.                                                                                             |
| 7 Ayes – Calzia, Dennis, Hill, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Nay – Kalis; 1 Absent - Stanich |
|                                                                                                           |
| MSC Hill, Calzia                                                                                          |
| that based on the evidence presented in the following:                                                    |
| Shawn McClendon, RN                                                                                       |

|                                                                                                           |
|-----------------------------------------------------------------------------------------------------------|
| Issue Notice of Proposed Reprimand                                                                        |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Absent - Stanich         |
| MSC Hill, Calzia                                                                                          |
| that based on the evidence presented in the following:                                                    |
| Kari Roper, RN                                                                                            |
| Accept signed stipulation for reprimand if received before June 2026 Board Meeting.                       |
| 7 Ayes – Calzia, Dennis, Hill, Kalis, Mitzel, Nesta, Towobola; 1 Nay – McKinley Yoder; 1 Absent - Stanich |
| MSC Hill, Calzia                                                                                          |
| that based on the evidence presented in the following:                                                    |
| Chelsea Storrer, CNA                                                                                      |
| Issue Notice of Proposed Reprimand                                                                        |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Absent - Stanich         |
| MSC Hill, Calzia                                                                                          |
| that based on the evidence presented in case number:                                                      |
| 22-00071                                                                                                  |
| Be dismissed.                                                                                             |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Absent - Stanich         |
| MSC Hill, Calzia                                                                                          |
| that based on the evidence presented in the following:                                                    |
| Samarah Allen                                                                                             |
| Christine Rivera, RN                                                                                      |
| Be issued Notices of Proposed Denial.                                                                     |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Absent - Stanich         |
| MSC Hill, Calzia                                                                                          |
| based on the evidence presented:                                                                          |
| 2026020068                                                                                                |

|                                                                                                              |
|--------------------------------------------------------------------------------------------------------------|
| The Administrative Withdrawal of Application be allowed, and the case be dismissed.                          |
| 7 Ayes – Calzia, Dennis, Hill, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Nay – Kalis;<br>1 Absent - Stanich |
| MSC Hill, Calzia                                                                                             |
| that based on the evidence presented in the following:                                                       |
| Kimberly Leavelle, CNA                                                                                       |
| Ayanna Shields, RN                                                                                           |
| Be issued Notices of Proposed Revocation.                                                                    |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1<br>Absent - Stanich         |
| MSC Hill, Calzia                                                                                             |
| based on the evidence presented:                                                                             |
| 2025100150                                                                                                   |
| 2025080304                                                                                                   |
| The Administrative Withdrawal of Application be allowed, and the case be dismissed.                          |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1<br>Absent - Stanich         |
| MSC Hill, Calzia                                                                                             |
| based on the evidence presented:                                                                             |
| 22-00083                                                                                                     |
| The Administrative Withdrawal of Application be allowed, and withdraw the notice.                            |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1<br>Absent - Stanich         |
| MSC Hill, Calzia                                                                                             |
| that based on the evidence presented in the following:                                                       |
| 2025070029                                                                                                   |
| Grant Reinstatement and allow referral to HPSP                                                               |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1<br>Absent - Stanich         |
| MSC Hill, Calzia                                                                                             |
| that based on the evidence presented in case numbers:                                                        |

|                                                                                                        |
|--------------------------------------------------------------------------------------------------------|
| 2025090322                                                                                             |
| 2025030172                                                                                             |
| 2025030285                                                                                             |
| 2025100312                                                                                             |
| 2026020125                                                                                             |
| 2025030284                                                                                             |
| Be dismissed.                                                                                          |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1<br>Absent - Stanich   |
|                                                                                                        |
| MSC Hill, Calzia                                                                                       |
| that based on the evidence presented in the following:                                                 |
| Kimberly Boethin, RN                                                                                   |
| Amy Davis, RN                                                                                          |
| John Demay, RN                                                                                         |
| Joliena Van Winckel, RN                                                                                |
| Allow Referral to HPSP                                                                                 |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1<br>Absent - Stanich   |
|                                                                                                        |
| MSC Hill, Calzia                                                                                       |
| that based on the evidence presented, the Stipulation for Civil Penalty, signed by<br>following:       |
| Damen Launius, RN                                                                                      |
| Be adopted.                                                                                            |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1<br>Absent - Stanich   |
|                                                                                                        |
| MSC Hill, Calzia                                                                                       |
| that based on the evidence presented, the Stipulation for Voluntary Surrender, signed<br>by following: |
| Angela Southard, LPN                                                                                   |
| Be adopted.                                                                                            |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1<br>Absent - Stanich   |
|                                                                                                        |
| MSC Hill, Calzia                                                                                       |

that based on the evidence presented, the Stipulation for Reprimand, signed by following:

Michael Cloutier, CNA

Ryan Whitlow, RN

Julia Young, LPN

Be adopted.

8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Absent - Stanich

MSC Hill, Kalis

that based on the evidence presented, the Stipulation for Reprimand, signed by following:

Dahndi Sivad, RN

Be adopted.

7 Ayes – Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Abstain - Calzia; 1 Absent - Stanich

MSC Hill, Calzia

that based on the evidence presented, the Stipulation for Probation, signed by following:

Whitney Galvin, RN

Celina Leeper, LPN

Thomas Mulcahy, LPN

Be adopted.

8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Absent - Stanich

MSC Hill, Calzia

that based on the evidence presented in case numbers:

2025080294

2025080293

2025080292

2025080295

Be dismissed.

8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1 Absent - Stanich

## Addendum Agenda

MSC Hill, Calzia

that based on the evidence presented in case numbers:

2025020119

Be dismissed.

8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1  
Absent - Stanich

MSC Hill, Calzia

that based on the evidence presented in case numbers:

2025020015

Be dismissed.

7 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Nesta, Towobola; 1 Nay – Mitzel;  
1 Absent - Stanich

MSC Hill, Calzia

that based on the evidence presented in case numbers:

2025020014

Be dismissed.

8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1  
Absent - Stanich

MSC Hill, Calzia

that based on the procedural record, the following:

Connie Koenig, RN

Be adopted.

8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1  
Absent - Stanich

MSC Hill, Calzia

that based on the procedural record, the following:

Mark Logue, RN

Be adopted.

8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1  
Absent - Stanich

|                                                                                                      |
|------------------------------------------------------------------------------------------------------|
|                                                                                                      |
| MSC Hill, Calzia                                                                                     |
| that based on the procedural record, the following:                                                  |
| Anne Meeks, RN                                                                                       |
| Be adopted.                                                                                          |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Nesta, Towobola; 1<br>Absent - Stanich |
|                                                                                                      |

The Meeting is adjourned at 3:09 pm.

**OSBN public meeting notice and Board meeting minutes may be accessed via the following link:**

<https://www.oregon.gov/osbn/Pages/board-meetings.aspx>

**Public Board Meeting Full Minutes available via recording:**

<https://www.youtube.com/@OregonStateBoardOfNursing/>

## **TUESDAY, April 14, 2026**

Board President Towobola called the meeting to order at 9:00 a.m. A quorum was present.

Introductions: staff and Board Members

See Attachment A for public attendees.

### **PUBLIC SESSION**

#### **REVIEW OF MEETING AGENDA**

**OSBN Strategic Planning Overview** (timestamp: 00:08:20)

**Risk Factors of Recidivism in Nursing Practice** (timestamp: 00:42:40)

**Predeterminations** (timestamp: 01:29:52)

### **LUNCH BREAK**

#### **Lunch Presentation**

**Regulatory Excellence Through Modernization** (timestamp: 03:06:51)

**Protecting the Public – The Impact of Continued Competence Regulations on Nursing Rates**  
(timestamp: 03:43:44)

**OSBN Fellowship** (timestamp: 04:20:45)

### **ADJOURNMENT**

Meeting adjourned at 1:31 p.m.

## **THURSDAY, April 16, 2026**

Board President Towobola called the meeting to order at 9:02 a.m. A quorum was present.

Introductions: staff and Board Members

See Attachment A for public attendees.

**PUBLIC SESSION**  
**REVIEW OF MEETING AGENDA**

**ADDITIONS, MODIFICATION, REORDERING OF AGENDA**

None

**APPROVAL OF CONSENT AGENDA\*** (timestamp 00:15:40)

C-C1 Communications Report  
C-C2 Key Performance Measures  
C-E1 Notifications of Out of State Pre-Licensure Clinical Placements  
C-F1 Fiscal Status Report  
C-NA1 NA/MA Program and Prohibition Updates  
C-NE1 Education Updates

M.S.C. Hill, Dennis

that the Consent Agenda items be approved as presented.

Ayes 8 | Towobola, Hill, McKinley Yoder, Kalis, Dennis, Nesta, Mitzel, Calzia

Absent 1 | Stanich

**APPROVAL OF BOARD MEETING MINUTES**

**C-M1 Approval of February 18-19, 2026, Meeting Minutes** (timestamp: 00:16:19)

M.S.C. Hill, Dennis

that the Consent Agenda items be approved as presented.

Ayes 8 | Towobola, Hill, McKinley Yoder, Kalis, Dennis, Nesta, Mitzel, Calzia

Absent 1 | Stanich

**ADMINISTRATIVE RULE MAKING**  
**Policy Analyst Laura Blackhurst MSN, RN, CNL**

**AR1: Request for Permanent Rulemaking for OAR Chapter 851 Division 21** (timestamp: 00:17:06)  
Rule Hearing (March 18, 2026) – Written Testimony provided for Division 21 [Recording](#)

M.S.C. Hill, Dennis

the Board approves the permanent adoption of the proposed amendments to OAR 851-021-0050 as presented, effective May 1, 2026.

Ayes 6 | Towobola, Hill, Dennis, Nesta, Mitzel, Calzia

Nays 2 | McKinley Yoder, Kalis

Absent 1 | Stanich

**PRE-LICENSURE EDUCATION**  
**Policy Analyst Laura Blackhurst MSN, RN, CNL**

**NE1: Treasure Valley Community College Continuing Approval Survey** (timestamp: 00:19:44)

M.S.C. Hill, Dennis

that Treasure Valley Community College pre-licensure registered nursing education program be granted continuing approval, with their next anticipated survey aligned with future accreditation surveys.

Ayes 8 | Towobola, Hill, McKinley Yoder, Kalis, Dennis, Nesta, Mitzel, Calzia

Absent 1 | Stanich

**NE2: Sumner College Survey Schedule** (timestamp: 00:25:03)

M.S.C. Hill, Dennis

the Board direct a continuing approval survey of Sumer College pre-licensure registered nursing program.

Ayes 8 | Towobola, Hill, McKinley Yoder, Kalis, Dennis, Nesta, Mitzel, Calzia

Absent 1 | Stanich

**ADMINISTRATION**

**Rachel Prusak, Executive Director**

**A1: 2027 Legislative Concepts** (timestamp: 00:38:50)

**A2: 2027 Board Meeting Dates** (timestamp: 01:15:24)

M.S.C. Hill, Dennis

That based on the information provided the Board approve the proposed Board Meeting Dates for 2027 as presented.

Ayes 8 | Towobola, Hill, McKinley Yoder, Kalis, Dennis, Nesta, Mitzel, Calzia

Absent 1 | Stanich

**Erin Ferris, Investigations Manager**

**A3: Evaluation Criteria** (timestamp: 01:18:10)

M.S.C. Hill, Dennis

the Board to adopt the criteria as proposed for the exercise by the Executive Director and Investigations Manager of the delegated authority to identify the type of evaluation and sign and issue orders for evaluations pursuant to ORS 678.113(1).

Ayes 7 | Towobola, Hill, McKinley Yoder, Kalis, Dennis, Nesta, Calzia

Nays 2 | Mitzel

Absent 1 | Stanich

**PUBLIC OPEN FORUM** (timestamp 01:40:14)

Appendix A

**LUNCH BREAK**

**LUNCH PRESENTATION:** (timestamp 02:24:10)

**Understanding Oregon's Nursing Workforce: Supply, Demand, and Distribution**  
Jana Bitton, OCN Executive Director

**ADDENDUM AGENDA:**

**LICENSING**

**Sonja Hultsman, Contact Center Supervisor**

**L1: Licensing Exception** (timestamp: 01:23:30)

M.S.C. Hill, Dennis

that based on the information presented, the Board grants Ray Montes an exception to OAR 851-031-0039(2)(a) as presented.

Ayes 8 | Towobola, Hill, McKinley Yoder, Kalis, Dennis, Nesta, Mitzel, Calzia

Absent 1 | Stanich

**L2: Licensing Exception** (timestamp: 01:26:44)

M.S.C. Hill, Dennis

that based on the information presented, the Board grants Ma Consuelo Tan an exception to OAR 851-031-0039(2)(c) as presented.

Ayes 8 | Towobola, Hill, McKinley Yoder, Kalis, Dennis, Nesta, Mitzel, Calzia

Absent 1 | Stanich

**L3: Predetermination Petitions** (timestamp: 01:31:30)

M.S.C. Hill, Dennis

That based on the information provided the Board approve this predetermination.

Ayes 8 | Towobola, Hill, McKinley Yoder, Kalis, Dennis, Nesta, Mitzel, Calzia

Absent 1 | Stanich

**ADJOURNMENT**

Meeting adjourned at 11:56 a.m.

**NEXT BOARD MEETING**

Next multiday Board meeting will be held June 24-25, 2026. This will be a hybrid virtual and in-person meeting at Board Offices, 17938 SW Upper Boones Ferry Rd., Portland, OR 97224.

Oregon State Board of Nursing  
Board Meeting – April 14 and 16, 2026  
Minutes - Page 17 of 18

| April 16, 2026 OSBN Board Meeting - Open Forum |      |             |        |
|------------------------------------------------|------|-------------|--------|
| Time:                                          | Name | Affiliation | Topic: |
|                                                | None |             |        |
|                                                |      |             |        |
|                                                |      |             |        |
|                                                |      |             |        |
|                                                |      |             |        |
|                                                |      |             |        |

DRAFT

ATTENDANCE RECORD  
**OREGON STATE BOARD OF NURSING BOARD MEETING**

MEETING DATE: TUESDAY, APRIL 14, 2026

|           |                                                               |
|-----------|---------------------------------------------------------------|
| LOCATION: | OSBN<br>17938 SW UPPER BOONES FERRY RD.<br>PORTLAND, OR 97224 |
|-----------|---------------------------------------------------------------|

[illegible]

ATTENDANCE RECORD

**OREGON STATE BOARD OF NURSING BOARD MEETING**

MEETING DATE: THURSDAY, APRIL 16, 2026

|           |                                                               |
|-----------|---------------------------------------------------------------|
| LOCATION: | OSBN<br>17938 SW UPPER BOONES FERRY RD.<br>PORTLAND, OR 97224 |
|-----------|---------------------------------------------------------------|

[illegible]

Oregon State Board of Nursing  
Board Meeting - May 5, 2026  
Minutes

**MEETING**  
**May 5, 2026**  
**MINUTES**

**CALL TO ORDER**

Board President, Olanike Towobola, called the regular meeting of the Oregon State Board of Nursing to order at 4:30pm. This Board meeting was held virtually.

**PUBLIC MEETING NOTICE**

A notice of this meeting was published on the Board of Nursing's website and sent out to the interested parties list by Rachel Prusak, Executive Director, in accordance with the Open Meeting Law. The Board met in Executive Session during the portions of the meeting authorized by ORS 192.660(1), ORS 192.660(2)(f) and (L), ORS 678.126, ORS 676.165, and ORS 676.175(1).

**ROLL CALL -- Present/Absent**

**--Board Members**

Calzia, Present

Dennis, Present

Hill, Present

Kalis, Present

McKinley Yoder, Present

Mitzel, Present

Nesta, Absent

Stanich, Present

Towobola, Present

**QUORUM**

There being a quorum present, the Board President declared the Board eligible to conduct its business.

**--Staff Members Present at Various Times**

Ferris

Fink

Goddard

Holtry  
Prusak  
Ritter  
Young

Rauch, Legal Counsel  
Williams, Legal Counsel

The Board met in Executive Session from 4:33 p.m. – 5:00 p.m. to consider information or records that are exempt from public inspection, including advice from legal counsel, and to consider information obtained as part of an investigation into licensee or applicant conduct. This Executive Session is held pursuant to ORS 192.660(1), ORS 192.660(2)(f) and (L), ORS 678.126, ORS 676.165, and ORS 676.175(1).

The Board met in Public Session for the purpose of taking formal action on matters discussed in Executive Session from 5:00 p.m. – 5:01 p.m.

|                                                                                                   |
|---------------------------------------------------------------------------------------------------|
| MSC Hill, Dennis                                                                                  |
| that based on the evidence presented, the Stipulation for Suspension, signed by following:        |
| Samantha Navlyt, RN                                                                               |
| be adopted.                                                                                       |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Stanich, Towobola; 1 Absent - Nesta |
|                                                                                                   |
| MSC Hill, Dennis                                                                                  |
| that based on the evidence presented in case numbers:                                             |
| 2024020283                                                                                        |
| Notice be withdrawn and case dismissed.                                                           |
| 8 Ayes – Calzia, Dennis, Hill, Kalis, McKinley Yoder, Mitzel, Stanich, Towobola; 1 Absent - Nesta |
|                                                                                                   |

The Meeting is adjourned at 5:01 p.m.



# Oregon

Tina Kotek, Governor

**Board of Nursing**  
17938 SW Upper Boones Ferry Rd.  
Portland OR 97224  
Oregon.BN.Info@osbn.oregon.gov  
www.oregon.gov/OSBN

## MEMORANDUM

To: Oregon Board of Nursing Members

From: Dr. Laura Blackhurst, PhD, RN, CNE, CNL, Policy Analyst, Nursing Education

Date: June 8<sup>th</sup>, 2026

Re: Proposed Revisions to OAR 851-031

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**Summary:** The proposed amendments to OAR 851-031, License Requirements for Nurses, represent Phase 2 of efforts to modernize the Nurse Practice Act following the passage of 2025 HB 3044. Phase 1 revisions took effect on January 1, 2026, after which Board staff conducted a continuous quality review of the newly implemented rules.

The proposed amendments in Phase 2 further clarify, refine, and operationalize Board processes. These updates are designed to ensure consistency with statutory authority, improve regulatory transparency, and support efficient licensure pathways for nurses across Oregon.

### Rule Crosswalk (old → new):

| Rule Number / Topic                                                                              | Impact                                                                                                                                                                                                                         |
|--------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 0006:<br>Initial Licensure by Examination<br>– Practical Nurse (PN) and<br>Registered Nurse (RN) | The proposed changes better clarify OSBN processes for the handling of different education pathways.<br><br>Specific military education is added as a pathway to licensure, to align with statutory requirements.              |
| 0008:<br>Competency Requirements                                                                 | The proposed changes clarify expectations around competency requirements.<br><br>A timeframe for CE completion has been added, as well as language specifically directing applicants to complete CE in their area of practice. |

*Mission: The Oregon State Board of Nursing is committed to protecting the public through regulatory excellence and promoting the wellness of our nursing professionals.*

*Vision: A Safe and healthy Oregon promoted through a healthy and diverse nursing workforce.*



|                                                          |                                                                                                                                                                                                                                                                   |
|----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 0039:<br>Initial Licensure by<br>Endorsement – PN and RN | The proposed changes clarify the endorsement process and align the NPA language to rule 0006.<br><br>A pathway for applicants whose educational records are unavailable has been added, as well as clarifying the requirements for military education.            |
| 0041:<br>Governor Declared Emergency                     | Corrected a previously overlooked terminology change, from reactivation to reinstatement.                                                                                                                                                                         |
| 0042:<br>Initial Licensure – APRN                        | The proposed changes align terminology and processes to rules 0006 and 0039. Removed redundant education requirements and added a pathway for applicants whose educational records are unavailable. Removed process information pertaining to dates of education. |
| 0043:<br>Prescriptive and Dispensing<br>Authority        | Clarifies that prescriptive or dispensing authority can be applied for with license reinstatement.                                                                                                                                                                |
| 0048:<br>Renewal of License                              | Clarify and correct grammar; removed application requirements redundant with Division 1.                                                                                                                                                                          |
| 0051:<br>License Reinstatement                           | The proposed changes align terminology, correct grammar, and add in a path for applicants who hold an active license in another state.                                                                                                                            |
| 0055:<br>Disciplinary Reinstatement                      | Correct punctuation                                                                                                                                                                                                                                               |
| 0065:<br>Standards for Individualized Re-<br>entry Plans | The proposed repeal removes these standards; however, this path is not currently an option for re-entry.                                                                                                                                                          |

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## Board of Nursing

17938 SW Upper Boones Ferry Rd.

Portland OR 97224

Oregon.BN.Info@osbn.oregon.gov

www.oregon.gov/OSBN

### Board Action Requested:

I respectfully request the Board approve initiating the rulemaking process by providing notice and opportunity for public comment and holding an administrative rule hearing on the proposed amendments to OAR 851-031.

M.S.C. \_\_\_\_\_, \_\_\_\_\_ the Board (approves/does not approve) initiating the rulemaking process by providing notice and opportunity for public comment and holding an administrative rule hearing on the proposed amendments to OAR 851-031-0006, 0008, 0039, 0041, 0042, 0043, 0048, 0051, and 0055, as(presented/modified).

M.S.C. \_\_\_\_\_, \_\_\_\_\_ the Board (approves/does not approve) initiating the rulemaking process by providing notice and opportunity for public comment and holding an administrative rule hearing on the proposed repeal of OAR 851-031-0065, as (presented/modified).

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## Division 31

# License Requirements for Nurses

### 851-031-0001

#### Name, Address and Employer of Record

- (1) Name of Record:
  - (a) A licensee of the Board must establish and keep his/her current legal name on file with the Board at all times.
  - (b) The name currently on file with the Board must be considered the name of record.
  - (c) At the time of a name change, the licensee must send a signed, written notification of change of name to the Board, accompanied by legal proof of that name change. Legal proof must be in the form of official records such as a birth certificate, marriage certificate, valid state identification or passport, or a court order/decreed.
  - (d) Upon receipt of notification and legal proof of name change, the Board will change its records to reflect the licensee's name change.
  - (e) The name of record must be the same name used for nursing practice. Licensees must continue to sign nursing documents under the legal name on the license until the Board effects a change to the license.
- (2) Address of Record:
  - (a) Licensee must keep his/her current mailing address and e-mail on file with the Board at all times.
  - (b) The mailing address and e-mail address currently on file with the Board is considered the address of record.
  - (c) The Board will send the Board Newsletters and all correspondence, including license renewal notices, to the licensee's e-mail address of record. Failure to receive notification of upcoming licensure renewal must not be justification for any untimely renewal.
  - (d) A Notice of Proposed Disciplinary Action sent to the licensee at the licensee's mailing address of record by certified mail or registered mail, is sufficient notice even if the licensee fails to, or refuses to, respond to the postal service "return receipt" or never receives the notice due to failure to update address of record. Such mailing permits the Board to proceed with disciplinary action in the absence of a request for a hearing.
- (3) Employer of Record: Any licensed nurse actively practicing nursing must report his/her current nursing employer(s) and employer's mailing address(es) to the Board. All employers, where the licensed nurse is working within his/her given scope of practice, must be reported. Each change in employer and employer's mailing address must be submitted to the Board no later than 30 days after the change.

**Statutory/Other Authority:** ORS 678.150

**Statutes/Other Implemented:** ORS 678.150

**History:**

BN 6-2021, adopt filed 06/21/2021, effective 07/01/2021

### 851-031-0006

**Initial Licensure by Examination – Practical Nurse ~~(PN)~~ and Registered Nurse ~~(RN)~~**

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Oregon State Board of Nursing • Oregon Administrative Rules

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- (1) An individual may apply for an initial Practical Nurse (PN) license or Registered Nurse (RN) license by submitting a completed application, which includes:
  - (a) The Board's initial application by examination form;
  - (b) Payment of the fee as applicable in OAR Chapter 851 Division 2;
  - (c) Confirmation of graduation from a nursing education program as defined in section (2) of this rule;
  - (d) Proof of passing the NCLEX®-PN or NCLEX®-RN depending on the level of licensure license type sought; and
  - (e) Completion of a national fingerprint-based criminal background check as defined in OAR 851-001-0115.
- (2) Confirmation of graduation from a nursing education program includes:
  - (a) For graduates of Oregon nursing education programs, verification of graduation Affidavit of graduation by the nursing program administrator of an Oregon nursing education program; or-
  - ~~(b) For graduates of non-Oregon nursing education programs that have an NCLEX® code:~~
  - (Ab) An official transcript that includes the degree, diploma or certificate awarded, the graduation date, and documentation of a clinical component as defined in OAR Chapter 851 Division 6; ~~and~~
    - (A) The nursing program must be approved by the appropriate regulatory body.
    - ~~(A)(B) If education records no longer exists, verification from the jurisdiction in which the program was located confirming the program was approved at the time of graduation and the applicant graduated; or~~
    - ~~(B) Verification that the nursing education program is approved by the appropriate regulatory body.~~
  - (c) ~~For graduates of international nursing education programs that do not have an NCLEX® code, a~~ credential evaluation for graduates of international nursing education programs that do not have an NCLEX code, which that includes:
    - (A) Confirmation of completion of a nursing education program approved by the appropriate regulatory body;
    - (B) Theory and clinical hours completed;
    - (C) Verification that the education is comparable to an Oregon nursing education program; and
    - (D) If available, licensure details from the issuing authority; or-
    - (d) A Joint Services transcript with evidence of completion of a U.S. military practical nursing education program, Air Force 4N0515 skill level or Army 68WM6.
- (3) An applicant may attempt to pass the NCLEX® four times. After four attempts each subsequent attempt requires a completed retake application, which includes:
  - (a) The Board's retake form;
  - (b) Payment of the applicable fee in OAR Chapter 851 Division 2; and
  - (c) Documentation of completion of an NCLEX® review course; or
  - (d) An individualized study plan that addresses specific content for areas not passed based on the most recent candidate performance report and study methods, such as self-study, tutors, or study groups.
- (4) Incomplete applications expire 12 months from the initial submission date.

**Statutory/Other Authority:** ORS 676.850, ORS 678.040, ORS 678.050, ORS 678.101, ORS 678.111, ORS 678.150 & ORS 678.415

**Statutes/Other Implemented:** ORS 676.850, 678.040, ORS 678.050, ORS 678.101, ORS 678.111, ORS 678.150 & ORS 678.415

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026  
 BN 6-2025, amend filed 02/21/2025, effective 03/01/2025  
 BN 17-2022, amend filed 12/27/2022, effective 01/01/2023  
 BN 3-2022, amend filed 02/18/2022, effective 03/01/2022  
 BN 26-2021, amend filed 11/22/2021, effective 12/01/2021  
 BN 6-2021, amend filed 06/21/2021, effective 07/01/2021  
 BN 6-2019, amend filed 07/03/2019, effective 08/01/2019  
 BN 1-2019, temporary amend filed 02/22/2019, effective 03/01/2019 through 08/15/2019  
 BN 9-2005, f. & cert. ef. 12-21-05  
 BN 9-2003, f. & cert. ef. 10-2-03  
 BN 1-2003, f. & cert. ef. 3-6-03  
 BN 10-1998, f. & cert. ef. 8-7-98

### 851-031-0008

#### Competency Requirements

- (1) All applicants must complete a one-hour pain management education program developed by the Oregon Pain Management Commission or through a Board approved nursing education program at initial or endorsement licensure and every 36 months thereafter.
- (2) All applicants must complete two hours of cultural competency continuing education (CE) every other renewal cycle.
- (3) Starting January 1, 2028, all renewal applicants must complete the required CE hours for their license type before submitting their renewal application:
  - (a) LPN or RN applicants, 20 hours within the prior two years;
  - (b) Nurse emeritus applicants, 10 hours within the prior two years; or
  - (c) All Oregon Nurse Practitioner (NP) and Certified Registered Nurse Anesthetist (CRNA) applicants must provide primary source evidence of national certification.
  - (d) A Clinical Nurse Specialist's (CNS) applicant without current national certification, must complete 75 hours within the prior five years.
- (4) All reinstatement or disciplinary reinstatement applicants must complete within the prior two years the following amount of CE:
  - (a) If the license has expired for more than 90 days but no more than two years, 20 hours;
  - (b) If the license has expired for more than two years but no more than three years, 30 hours;
  - (c) If the license has expired for more than three years but no more than four years, 40 hours;
  - (d) If the license has expired for more than four years but no more than five years, 50 hours; or
  - (e) If the license has been expired for more than five years, 60 hours.
- (5) The CE listed in sections (1) and (2) of this rule may be counted toward the applicant's required number of CE hours under section (3) or (4) of this rule.
- ~~(6) An LPN or RN renewal applicant may satisfy the requirement in subsection (4) of this rule by providing proof of passing the NCLEX® at the level of licensure sought within two years prior to submission of the renewal application form.~~
- ~~(7)(6)~~ Unless otherwise indicated in this rule, all CE must be in nursing topics relevant to the applicant's area of practice and license type~~level of licensure~~.

**Statutory/Other Authority:** ORS 678.150, ORS 678.040, ORS 678.050, ORS 678.370, ORS 678.372, ORS 678.375, ORS 678.380, ORS 678.385, & ORS 678.390.

**Statutes/Other Implemented:** ORS 678.010-ORS 678.150; ORS 678.360-ORS 678.390.

**History:**

BN 23-2025, adopt filed 11/20/2025, effective 01/01/2026

### 851-031-0035

#### Temporary License for Spouses and Domestic Partners of Active-Duty Armed Forces of the United States Stationed in Oregon

- (1) A temporary license to practice Registered Nursing (RN) or Licensed Practical Nursing (LPN) shall be issued to the spouse of active-duty armed forces personnel when the following requirements are met:
  - (a) A completed application and payment of fee is received by the Board; and
  - (b) Submission of a copy of the military orders assigning the active-duty member to an assignment in Oregon; and
  - (c) The spouse holds a current license in another state to practice nursing at the level of application; and
  - (d) The license is unencumbered and verified as active and current through processes defined by the Board.
- (2) The temporary license shall expire on the following date, whichever occurs first:
  - (a) Oregon is no longer the duty station of the active armed forces member; or
  - (b) The license in the state used to obtain a temporary license expires; or
  - (c) Two years after the issuance of the temporary license; or
  - (d) When no longer a spouse or domestic partner of an active-duty armed forces member.
  - (e) This temporary license is not renewable. If the dates in section two of this rule are exceeded and the spouse continues to practice in Oregon, the spouse must apply for an active Oregon license. The active license must be obtained using the processes and fees established for permanent licensure. Continuing to work in Oregon when the temporary license has expired will be considered practicing without a valid license and is subject to Board action.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.150

**Statutes/Other Implemented:** ORS 678.440, ORS 678.150 & ORS 678.308

#### History:

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 6-2021, amend filed 06/21/2021, effective 07/01/2021

BN 12-2019, adopt filed 11/22/2019, effective 01/01/2020

### 851-031-0039

#### Initial Licensure by Endorsement – **Practical Nurse** and **Registered Nurse**

- (1) An individual who holds or has held a practical, vocational or registered nurse license in another state, ~~or~~ U.S. territory, or a country with comparable nursing education may apply for licensure by endorsement by submitting a completed application, which includes:
  - (a) The Board's initial application by endorsement form;
  - (b) Payment of the applicable fees in OAR Chapter 851 Division 2;
  - (c) Confirmation of graduation from a nursing education program as defined in section (2) of this rule;
  - (d) Proof of passing the NCLEX® for type of licensure sought;
  - (e) Completion of pain management CE as defined in OAR 851-031-0008;
  - (f) Completion of a national fingerprint-based criminal background check as defined in OAR 851-001-0115; and
  - (g) If the individual's license is not active in the issuing state or U.S. territory, completion of CE as defined in OAR 851-031-0008, based on how long the license has been expired.

- (2) Confirmation of graduation includes:
- (a) An official transcript that includes the degree, certificate, or diploma awarded, the graduation date, and documentation of a clinical component as defined in [Chapter OAR 851 Division 6, 006-0030](#); and
    - (A) ~~The nursing education program must be approved by the appropriate regulatory body.~~
    - (B) ~~If education records no longer exist, verification from the jurisdiction in which the program was located confirming the program was approved at the time of graduation and that the applicant graduated; or~~
  - ~~(b) Verification that the nursing education program was approved by the appropriate agency in the state or U.S. territory; or.~~
  - (be) A credential evaluation for graduates of international nursing education programs that does not have an NCLEX® code, which includes:
    - (A) Confirmation of completion of a nursing education program approved by the appropriate regulatory body;
    - (B) Theory and clinical hours completed;
    - (C) Verification that the education is comparable to an Oregon nursing education program; and
    - (D) If available, licensure details from the issuing authority; or
- ~~\_\_\_\_\_ (cd) A Joint Services transcript that shows evidence of completion of a U.S. military practical~~
- ~~\_\_\_\_\_ nursing education program, Air Force 4N051 5 skill level or Army 68WM6.~~
- (3) Incomplete applications expire 12 months from the initial submission date.

**Statutory/Other Authority:** ORS 678.040, ORS 678.050, ORS 678.150 & ORS 678.415

**Statutes/Other Implemented:** ORS 678.040, ORS 678.050, ORS 678.150 & ORS 678.415

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 6-2025, amend filed 03/01/2025, effective 03/01/2025

BN 26-2021, amend filed 11/22/2021, effective 12/01/2021

BN 6-2021, adopt filed 06/21/2021, effective 07/01/2021

**851-031-0041**

**Governor Declared Emergency**

- (1) During an emergency declared by the Governor pursuant to ORS 401.165 and subject to terms and conditions that the Board may impose, a limited LPN or RN license may be issued to an applicant who holds active unencumbered nursing licensure at the same level in another state or U.S. jurisdiction when the following requirements are met:
  - (a) A completed application and payment of fee is received by the Board; and
  - (b) Using instructions provided by the Board, the applicant must arrange for primary source verification of the active unencumbered nursing license in another state or jurisdiction.
- (2) The limited license shall expire on the following date, whichever occurs first:
  - (a) The Oregon Governor-Declared Emergency declaration expires; or
  - (b) The license in the state or jurisdiction that was used to obtain the limited license expires; or
  - (c) Two years after the issuance of the limited license.
- (3) Non-Renewable Limited License: A limited license for a governor-declared emergency is not renewable and expires based on whichever occurs first in OAR 851-031-0041(2). The individual must apply for permanent Oregon LPN or RN licensure by endorsement to continue

working as a nurse in Oregon. Continuing to work in Oregon after the limited license has expired, and without an active permanent Oregon nursing license at the same level is considered practicing without a valid license and is subject to Board action.

- (4) Reinstatement of Limited License: A previously issued expired limited license may be ~~reactivated~~ reinstated if the following are true:
- (a) A new state of emergency has been declared by the Governor; and
  - (b) The individual has not been issued permanent Oregon nursing licensure by endorsement; and
  - (c) Holds active unencumbered nursing licensure at the same level in another state or U.S. jurisdiction.
  - (d) A qualified applicant must:
    - (A) Submit a completed reinstatement application and fee to the Board; and
    - (B) Using instructions provided by the Board, the applicant must arrange for primary source verification of the active unencumbered nursing license in another state or jurisdiction.

**Statutory/Other Authority:** ORS 678.050

**Statutes/Other Implemented:** ORS 678.050

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 6-2025, amend filed 02/21/2025, effective 03/01/2025

BN 5-2024 Adopt filed 6/20/2024; Permanent Effective 07/01/2024

BN 8-2023 Adopt filed 11/22/2023; Temporary Effective 01/01/2024 - 06/28/2024.

**851-031-0042**

**Initial Licensure – Advanced Practice Registered Nurse**

- (1) An individual may apply for initial licensure as an Advanced Practice Registered Nurse (APRN) by submitting a completed application that includes:
- (a) The Board's APRN application form for the license type and population focus area sought;
  - (b) Payment of the applicable fees in OAR Chapter 851 Division 2;
  - (c) Verification of an Oregon RN license;
  - ~~(d) An Official transcript that includes the confirming graduation date and degree or certificate awarded, the from a date of graduation, e or post-master's level nursing education program that;~~
  - ~~(e) and evidence of preparation for APRN licensure. Has national accreditation from a national nursing accrediting body recognized by the U.S. Department of Education at the time the applicant graduated; and~~
  - ~~Includes preparation in advanced health assessment, advanced physiology and pathophysiology, and advanced pharmacology.~~
  - ~~(f)(d) If education records no longer exist, verification from the jurisdiction in which the program was located confirming the APRN program was approved at the time of graduation and that the applicant graduated.~~
  - ~~(g)(e) Completion of a national fingerprint-based criminal background check as described in OAR 851-001-0115;~~
  - (f) Complete a one-hour pain management education program as described in OAR 851-031-0008(1); and
  - (g) If applicable, primary source verification of an APRN licensure held in another state or U.S. territory; and

- (h) For CRNA and NP applicants, verification of national certification congruent with license type and population focus.
- (2) If internationally educated, a credential evaluation that shows the following:
  - (a) ~~Completion~~Confirmation of completion of an ~~advanced practice nursing~~ education program ~~approved~~authorized by the appropriate regulatory body;
  - (b) ~~The course hours for t~~heory and clinical ~~hours completed~~elements; and
  - (c) ~~Verification that the~~ Equivalency to a U.S. graduate level nursing education is comparable to a U.S. advanced practice nursing education program in the same licensure type and population focus; or and
  - (d) ~~If available, licensure details from the issuing authority. the education was completed prior to January 1, 2011, equivalency to an advanced practice certification education program in the same licensure type and population focus.~~
- (3) Incomplete applications expire 12 months from the initial submission date.

**Statutory/Other Authority:** ORS 678.023, ORS 678.282, ORS 678.285, ORS 678.370, ORS 678.380, ORS 678.390 & ORS 678.372

**Statutes/Other Implemented:** ORS 678.023, ORS 678.282, ORS 678.285, ORS 678.370, ORS 678.380, ORS 678.390 & ORS 678.372

**History:**

BN 23-2025, adopt filed 11/20/2025, effective 01/01/2026

**851-031-0043**

**Prescriptive and Dispensing Authority**

- (1) An individual who holds or is applying for an Oregon APRN license may apply for prescriptive authority by submitting a completed application, which includes:
  - (a) Completion of the Board's prescriptive authority application form;
  - (b) Payment of the applicable fees in OAR Chapter 851 Division 2;
  - (c) Documentation of at least 45 contact hours of pharmacology education; and
  - (d) Documentation of:
    - (A) CRNAs, clinical education in pharmacotherapeutics that includes management of clients congruent with the specialty role sought; or
    - (B) CNSs, clinical education in client management, including pharmacotherapeutics, that is comparable to requirements for completion of a nurse practitioner program;
    - (C) NPs, clinical education in client management, including pharmacotherapeutics.
- (2) An APRN applicant educated prior to January 1, 2011, can satisfy subsection (1)(c) and (d) of this rule by providing evidence of continuous APRN licensure, in good standing in another state or U.S. territory with full independent practice and prescriptive authority.
- (3) An individual who holds or is applying for an Oregon CNS or NP license may apply for dispensing authority by submitting a completed application, which includes completion of the Board's dispensing authority application form.
- (4) Prescriptive and dispensing authority expires with the APRN license.
- (5) Prescriptive or dispensing authority may be renewed or reinstated by submitting a completed application, which includes:
  - (a) Completion of the Board's prescriptive or dispensing authority form;
  - (b) Payment of the fee in OAR Chapter 851 Division 2; and
  - (c) Attestation that the applicant reviewed the Board's prescriptive and dispensing authority education video.

**Statutory/Other Authority:** ORS 678.150 & ORS 678.285

**Statutes/Other Implemented:** ORS 678.370, ORS 678.372, ORS 678.375, ORS 678.380, ORS 678.385 & ORS 678.390

**History:**

BN 23-2025, adopt filed 11/20/2025, effective 01/01/2026

### 851-031-0048

#### Renewal of License

- (1) A nursing license is valid for two years from the date it is issued. Licensees must apply for renewal by 11:59 p.m. on the date of their license expiration to be considered timely.
- (2) An individual may apply for renewal before the expiration of their license by submitting a completed application, which includes:
  - (a) The Board's renewal application form for the license type being renewed;
  - (b) Payment of the applicable fees in OAR Chapter 851 Division 2;
  - (c) Effective January 1, 2028, completion of the CE requirements in OAR 851-031-0008; and
  - ~~(d) Completion of the state records criminal background check as defined in OAR 851-001-0115.~~
  - ~~(de)~~ For all APRN applicants, verification of RN licensure, and
  - ~~(ef)~~ For CRNA applicants, and NP applicants initially licensed after January 1, 2011, verification of current national certification congruent with license type and population focus.
- (3) Any license expired for more than 90 days must apply for reinstatement as described in OAR 851-031-0051.
- (4) Incomplete applications expire 12 months after submission date.

**Statutory/Other Authority:** ORS 678.040, ORS 678.101, ORS 678.150, ORS 678.282, ORS 678.285, ORS 678.370, ORS 678.372, ORS 678.375, ORS 678.380.

**Statutes/Other Implemented:** ORS 678.040, ORS 678.101, ORS 678.150.

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 11-2023 amend filed 12/29/2023; temporary effective 01/01/2024 – 06/28/2024

BN 3-2022, amend filed 02/18/2022, effective 03/01/2022

BN 26-2021, amend filed 11/22/2021, effective 12/01/2021

BN 6-2021, adopt filed 06/21/2021, effective 07/01/2021

### 851-031-0051

#### License Reinstatement

- (1) An individual whose LPN, RN, or APRN license has been expired for more than 90 days may apply for reinstatement by submitting a completed application, which includes:
  - (a) The Board's reinstatement application form for the license type being reinstated;
  - (b) Payment of the applicable fees in OAR Chapter 851 Division 2;
  - (c) Completion of a national ~~criminal~~ fingerprint-based background check as described in OAR 851-001-0115;
  - (d) Completion of continuing education as ~~applicable described~~ in OAR 851-031-0008. Applicants with an active license in another U.S. state or U.S. territory are exempt from additional CE as described in OAR 851-031-0008(4).
  - (e) For all APRN applicants, verification of RN licensure, and

- (f) For CRNA applicants, and NP applicants initially licensed after January 1, 2011, verification of current national certification congruent with license type and population focus.
- (2) An individual whose LPN, RN, or APRN license has been revoked or voluntarily surrendered is not eligible for reinstatement under this section but may apply for disciplinary reinstatement under OAR 851-031-0055.
- (3) Incomplete applications expire 12 months from the initial submission date.

**Statutory/Other Authority:** ORS 678.150, ORS 678.040, ORS 678.282, ORS 678.285, ORS 678.370, ORS 678.372, ORS 678.375, ORS 678.380

**Statutes/Other Implemented:** ORS 678.140 & ORS 678.040

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 26-2021, amend filed 11/22/2021, effective 12/01/2021

BN 6-2021, adopt filed 06/21/2021, effective 07/01/2021

### **851-031-0052**

#### **Exceptions to Rules**

- (1) An applicant or licensee may, request that the Board make an exception to one or more of the licensing requirements described in OAR 851-031-0006 to 851-031-0051 on a form provided by the Board.
- (2) The Board considers each exception request on a case-by-case basis and may grant an exception request at its discretion, except that the Board will not grant any exception to a requirement established by statute.

**Statutory/Other Authority:** ORS 678.150

**Statutes/Other Implemented:** ORS 678.040, ORS 678.050, ORS 678.101, & ORS 678.370-678.390

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 6-2025, adopt filed 02/21/2025, effective 03/01/2025

### **851-031-0055**

#### **Disciplinary Reinstatement**

- (1) An individual whose license has been revoked or voluntarily surrendered may apply for disciplinary reinstatement under this rule by submitting a completed application, which includes:
  - (a) The Board's disciplinary reinstatement application form for the license type being reinstated;
  - (b) Payment of the applicable fees in OAR Chapter 851 Division 2;
  - (c) Completion of a national fingerprint-based criminal background check as described in OAR 851-001-0115;
  - (d) Completion of the applicable continuing education as described in OAR 851-031-0008.
  - (e) For all APRN applicants, verification of RN licensure, and
  - (f) For CRNA applicants, and NP applicants initially licensed after January 1, 2011, verification of current national certification congruent with license type and population focus.
- (2) An applicant under this rule is also subject to OAR 851-001-0015.
- (3) Incomplete applications expire 12 months after submission date.

**Statutory/Other Authority:** ORS 678.040 & ORS 678.150, ORS 678.282, ORS 678.285, ORS 678.370, ORS 678.372, ORS 678.375, ORS 678.380

**Statutes/Other Implemented:** ORS 678.040 & ORS 678.150

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 6-2025, amend filed 02/21/2025, effective 03/01/2025

BN 26-2021, amend filed 11/22/2021, effective 12/01/2021

BN 6-2021, adopt filed 06/21/2021, effective 07/01/2021

**851-031-0065**

**Standards for individualized re-entry plans**

The applicant choosing to complete an individualized plan for re-entry must submit, in writing, the following for Board approval:

- (1) ~~Summary of nursing education and practice with rationale for use of an individualized plan for re-entry into nursing practice;~~
- (2) ~~Anticipated timeframe for completing all required components, including acquisition/ demonstration of current knowledge and required supervised clinical practice;~~
- (3) ~~Clinical competencies/outcomes to be achieved and the mechanism for evaluating competence in nursing practice on completion of the plan;~~
- (4) ~~Plan for obtaining and demonstrating knowledge/competence in nursing.~~
- (5) ~~Plan for obtaining 120 hours of theory and 160 hours of clinical supervision at the appropriate level of licensure. An additional 160 hours may be required by the Board based upon preceptor feedback. The plan must identify:~~
  - (a) ~~The agency or agencies and contact person(s) where required supervised clinical experience will be obtained. A signed contract/agreement with each agency is required. The contract/agreement must include but is not limited to:~~
    - (A) ~~Learning objectives/outcomes for the re-entry experience;~~
    - (B) ~~Provisions for client and re-entry nurse safety;~~
    - (C) ~~Unit(s) on which the experience is to occur with the name of the preceptor on each unit, if applicable;~~
    - (D) ~~A provision allowing the agency to nullify the contact/agreement in the event of client safety issues.~~
  - (b) ~~The name and credentials of the registered nurse preceptor(s). Each nurse preceptor must:~~
    - (A) ~~Hold a current unencumbered registered nursing license in Oregon;~~
    - (B) ~~Agree to directly supervise and evaluate the re-entry nurse;~~
    - (C) ~~Have no less than two years of registered nursing experience, of which at least six months must be in the setting in which the clinical experience is to occur; and~~
    - (D) ~~Be recommended by the nurse executive or immediate supervisor in that setting.~~
- (6) ~~Documentation of successful completion of the individualized re-entry plan must be provided in writing, and must include:~~
  - (a) ~~Completion of program objectives/outcomes;~~
  - (b) ~~Completion of required supervised clinical practice hours;~~
  - (c) ~~Achievement of predetermined competencies; and~~
  - (d) ~~Recommendation for licensure by clinical preceptor and nurse manager.~~

**Statutory/Other Authority:** ORS 678.150

**Statutes/Other Implemented:** ~~ORS 678.150, ORS 678.050 & ORS 678.113~~

**History:**

BN 6-2021, adopt filed 06/21/2021, effective 07/01/2021

**851-031-0075****Limited Licenses for Internationally Educated and Licensed Nurses (IELN)**

- (1) Refer to OAR 851-031-0026 for license requirements for IELN attending a graduate program requiring a clinical practicum component.
- (2) IELN attending a research PhD program are not required to obtain a full or limited license when no direct care is provided and patient interaction is restricted to investigation protocol data collection and the student is under the supervision and nursing license of the Principle Investigator. Non-nurse Principle Investigators are not authorized to supervise IELN PhD students.
- (3) A limited license is not required for an observation only experience. The sponsor, faculty, or preceptor will be accountable if the IELN observer is allowed to provide any type of patient care intervention. This constitutes practicing without a license.
- (4) A limited license is required for those IELN who are attending a continuing education program or clinical experience as part of an exchange program or a program offering a precepted experience in nursing practice. The IELN works under the supervision of the faculty or sponsor; the preceptor is accountable for removing the IELN from the clinical experience if the preceptor deems the IELN is providing unsafe patient care. The IELN has a limited license and is accountable for their practice; however, the sponsor will be held accountable for allowing an IELN who has been reported to be unsafe to continue to participate in the clinical experience.
- (5) The IELN must have a faculty or sponsor who has an unencumbered Oregon RN license who will take accountability for the experience of the IELN and assure that the clinical experience is commensurate with the IELN current scope of practice and that specific learning objectives are formulated.
- (6) Requirements for a limited license under this section:
  - (a) A completed application per Board processes including the name of the program and accountable Oregon licensed sponsor, faculty, or preceptor.
  - (b) Primary source verification that the nurse is in good standing with their country's nursing licensure authority.
  - (c) The limited license is valid for one year or when the program is completed, whichever is least.

**Statutory/Other Authority:** ORS 678.050 & ORS 678.150**Statutes/Other Implemented:** ORS 678.050**History:**

BN 6-2021, adopt filed 06/21/2021, effective 07/01/2021

**851-031-0085****Inactive Nurse Status**

- (1) An individual with an LPN, RN, or APRN license may apply to place the license in inactive status by submitting a completed application, which includes:
  - (a) A license that is active and in good standing at the time of application; and
  - (b) The Board's inactive status application form for the license type being inactivated.
- (2) A license in inactive status does not authorize practice under the license.
- (3) To return to active status, an individual must apply for reinstatement as defined in OAR 851-031-0055.

**Statutory/Other Authority:** ORS 678.021 & ORS 678.031

**Statutes/Other Implemented:** ORS 678.021 & ORS 678.031

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 6-2021, amend filed 06/21/2021, effective 07/01/2021

BN 1-2003, f. & cert. ef. 3-6-03

**851-031-0086**

**Retired Status**

- (1) An individual may retire their LPN, RN, or APRN license by submitting a completed application, which includes:
  - (a) The Board's retired status application form;
  - (b) Confirmation the license is in good standing with the issuing authority and not subject to any disciplinary investigation or action pending; and
  - (c) Surrendering the license being retired.
- (2) A license in retired status does not authorize practice under the license.
- (3) Incomplete applications expire 12 months from the initial submission date.

**Statutory/Other Authority:** ORS 678.031, ORS 678.050 & ORS 678.150

**Statutes/Other Implemented:** ORS 678.050 & ORS 678.031 & ORS 678.150

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

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BN 6-2021, amend filed 06/21/2021, effective 07/01/2021

BN 7-2015, f. 12-1-15, cert. ef. 1-1-16

BN 9-2010, f. & cert. ef. 6-25-10

BN 1-2003, f. & cert. ef. 3-6-03

BN 17-2002, f. & cert. ef. 10-18-02

**851-031-0087**

**Nurse Emeritus License**

- (1) The nurse emeritus license permits the practice of nursing in a voluntary or unpaid basis.
- (2) An individual with an LPN, RN, or APRN license may apply for a nurse emeritus license by submitting a completed application, which includes:
  - (a) The Board's nurse emeritus application form;
  - (b) Payment of the fee in OAR Chapter 851 Division 2;
  - (c) Confirmation that the license has already been granted retired status; and
  - (d) Completion of applicable continuing education in OAR 851-031-0008.
- (3) A nurse emeritus license is valid for two years from date of issue.
- (4) Incomplete applications expire 12 months from the initial submission date.

**Statutory/Other Authority:** ORS 678.055, ORS 678.113 & ORS 678.150

**Statutes/Other Implemented:** ORS 678.055, ORS 678.113 & ORS 678.150

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 6-2025, amend filed 02/21/2025, effective 03/01/2025

BN 26-2021, amend filed 11/22/2021, effective 12/01/2021

BN 6-2021, adopt filed 06/21/2021, effective 07/01/2021

**851-031-0088****Registered Nurse First Assistant Registry**

- (1) RNs who become registered nurse first assistants (RNFA) by receiving additional certification through nationally recognized professional organization may be recognized by the Board through placement on the Board's RNFA registry.
- (2) To be placed on the Board's RNFA registry, the RN must submit a request and submit evidence of their current certification.
- (3) RNFAs placed on the registry will be removed upon expiration of their certification.
- (4) To maintain placement on the registry, the RN must submit documentation of current certification in a manner prescribed by the Board.

**Statutory/Other Authority:** ORS 678.150 & ORS 678.366

**Statutes/Other Implemented:** ORS 678.150 & ORS 678.366

**History:**

BN 6-2025, amend filed 02/21/2025, effective 03/01/2025

BN 6-2021, amend filed 06/21/2021, effective 07/01/2021

BN 1-2006, f. & cert. ef. 2-22-06

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**Division 31****License Requirements for Nurses****851-031-0001****Name, Address and Employer of Record**

- (1) Name of Record:
  - (a) A licensee of the Board must establish and keep his/her current legal name on file with the Board at all times.
  - (b) The name currently on file with the Board must be considered the name of record.
  - (c) At the time of a name change, the licensee must send a signed, written notification of change of name to the Board, accompanied by legal proof of that name change. Legal proof must be in the form of official records such as a birth certificate, marriage certificate, valid state identification or passport, or a court order/decreed.
  - (d) Upon receipt of notification and legal proof of name change, the Board will change its records to reflect the licensee's name change.
  - (e) The name of record must be the same name used for nursing practice. Licensees must continue to sign nursing documents under the legal name on the license until the Board effects a change to the license.
- (2) Address of Record:
  - (a) Licensee must keep his/her current mailing address and e-mail on file with the Board at all times.
  - (b) The mailing address and e-mail address currently on file with the Board is considered the address of record.
  - (c) The Board will send the Board Newsletters and all correspondence, including license renewal notices, to the licensee's e-mail address of record. Failure to receive notification of upcoming licensure renewal must not be justification for any untimely renewal.
  - (d) A Notice of Proposed Disciplinary Action sent to the licensee at the licensee's mailing address of record by certified mail or registered mail, is sufficient notice even if the licensee fails to, or refuses to, respond to the postal service "return receipt" or never receives the notice due to failure to update address of record. Such mailing permits the Board to proceed with disciplinary action in the absence of a request for a hearing.
- (3) Employer of Record: Any licensed nurse actively practicing nursing must report his/her current nursing employer(s) and employer's mailing address(es) to the Board. All employers, where the licensed nurse is working within his/her given scope of practice, must be reported. Each change in employer and employer's mailing address must be submitted to the Board no later than 30 days after the change.

**Statutory/Other Authority:** ORS 678.150**Statutes/Other Implemented:** ORS 678.150**History:**

BN 6-2021, adopt filed 06/21/2021, effective 07/01/2021

**851-031-0006****Initial Licensure by Examination – Practical Nurse and Registered Nurse**

- (1) An individual may apply for an initial Practical Nurse (PN) license or Registered Nurse (RN) license by submitting a completed application, which includes:
  - (a) The Board's initial application by examination form;
  - (b) Payment of the fee as applicable in OAR Chapter 851 Division 2;
  - (c) Confirmation of graduation from a nursing education program as defined in section (2) of this rule;
  - (d) Proof of passing the NCLEX®-PN or NCLEX®-RN depending on the license type sought; and
  - (e) Completion of a national fingerprint-based criminal background check as defined in OAR 851-001-0115.
- (2) Confirmation of graduation from a nursing education program includes:
  - (a) Affidavit of graduation by the nursing program administrator of an Oregon nursing education program; or
  - (b) An official transcript that includes the degree, diploma or certificate awarded, the graduation date, and documentation of a clinical component as defined in OAR Chapter 851 Division 6;
    - (A) The nursing program must be approved by the appropriate regulatory body.
    - (B) If education records no longer exists, verification from the jurisdiction in which the program was located confirming the program was approved at the time of graduation and the applicant graduated; or
  - (c) A credential evaluation for graduates of international nursing education programs that do not have an NCLEX code, which includes:
    - (A) Confirmation of completion of a nursing education program approved by the appropriate regulatory body;
    - (B) Theory and clinical hours completed;
    - (C) Verification that the education is comparable to an Oregon nursing education program; and
    - (D) If available, licensure details from the issuing authority; or
  - (d) A Joint Services transcript with evidence of completion of a U.S. military practical nursing education program, Air Force 4N0515 skill level or Army 68WM6.
- (3) An applicant may attempt to pass the NCLEX® four times. After four attempts each subsequent attempt requires a completed retake application, which includes:
  - (a) The Board's retake form;
  - (b) Payment of the applicable fee in OAR Chapter 851 Division 2; and
  - (c) Documentation of completion of an NCLEX® review course; or
  - (d) An individualized study plan that addresses specific content for areas not passed based on the most recent candidate performance report and study methods, such as self-study, tutors, or study groups.
- (4) Incomplete applications expire 12 months from the initial submission date.

**Statutory/Other Authority:** ORS 676.850, ORS 678.040, ORS 678.050, ORS 678.101, ORS 678.111, ORS 678.150 & ORS 678.415

**Statutes/Other Implemented:** ORS 676.850, 678.040, ORS 678.050, ORS 678.101, ORS 678.111, ORS 678.150 & ORS 678.415

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 6-2025, amend filed 02/21/2025, effective 03/01/2025

BN 17-2022, amend filed 12/27/2022, effective 01/01/2023

BN 3-2022, amend filed 02/18/2022, effective 03/01/2022

BN 26-2021, amend filed 11/22/2021, effective 12/01/2021  
 BN 6-2021, amend filed 06/21/2021, effective 07/01/2021  
 BN 6-2019, amend filed 07/03/2019, effective 08/01/2019  
 BN 1-2019, temporary amend filed 02/22/2019, effective 03/01/2019 through 08/15/2019  
 BN 9-2005, f. & cert. ef. 12-21-05  
 BN 9-2003, f. & cert. ef. 10-2-03  
 BN 1-2003, f. & cert. ef. 3-6-03  
 BN 10-1998, f. & cert. ef. 8-7-98

**851-031-0008****Competency Requirements**

- (1) All applicants must complete a one-hour pain management education program developed by the Oregon Pain Management Commission or through a Board approved nursing education program at initial or endorsement licensure and every 36 months thereafter.
- (2) All applicants must complete two hours of cultural competency continuing education (CE) every other renewal cycle.
- (3) Starting January 1, 2028, all renewal applicants must complete the required CE hours for their license type before submitting their renewal application:
  - (a) LPN or RN applicants, 20 hours within the prior two years;
  - (b) Nurse emeritus applicants, 10 hours within the prior two years; or
  - (c) All Oregon Nurse Practitioner (NP) and Certified Registered Nurse Anesthetist (CRNA) applicants must provide primary source evidence of national certification.
  - (d) A Clinical Nurse Specialist (CNS) applicant without current national certification, must complete 75 hours within the prior five years.
- (4) All reinstatement or disciplinary reinstatement applicants must complete within the prior two years the following amount of CE:
  - (a) If the license has expired for more than 90 days but no more than two years, 20 hours;
  - (b) If the license has expired for more than two years but no more than three years, 30 hours;
  - (c) If the license has expired for more than three years but no more than four years, 40 hours;
  - (d) If the license has expired for more than four years but no more than five years, 50 hours; or
  - (e) If the license has been expired for more than five years, 60 hours.
- (5) The CE listed in sections (1) and (2) of this rule may be counted toward the applicant's required number of CE hours under section (3) or (4) of this rule.
- (6) Unless otherwise indicated in this rule, all CE must be in nursing topics relevant to the applicant's area of practice and license type.

**Statutory/Other Authority:** ORS 678.150, ORS 678.040, ORS 678.050, ORS 678.370, ORS 678.372, ORS 678.375, ORS 678.380, ORS 678.385, & ORS 678.390.

**Statutes/Other Implemented:** ORS 678.010-ORS 678.150; ORS 678.360-ORS 678.390.

**History:**

BN 23-2025, adopt filed 11/20/2025, effective 01/01/2026

**851-031-0035****Temporary License for Spouses and Domestic Partners of Active-Duty Armed Forces of the United States Stationed in Oregon**

- (1) A temporary license to practice Registered Nursing (RN) or Licensed Practical Nursing (LPN) shall be issued to the spouse of active-duty armed forces personnel when the following requirements are met:
  - (a) A completed application and payment of fee is received by the Board; and
  - (b) Submission of a copy of the military orders assigning the active-duty member to an assignment in Oregon; and
  - (c) The spouse holds a current license in another state to practice nursing at the level of application; and
  - (d) The license is unencumbered and verified as active and current through processes defined by the Board.
- (2) The temporary license shall expire on the following date, whichever occurs first:
  - (a) Oregon is no longer the duty station of the active armed forces member; or
  - (b) The license in the state used to obtain a temporary license expires; or
  - (c) Two years after the issuance of the temporary license; or
  - (d) When no longer a spouse or domestic partner of an active-duty armed forces member.
  - (e) This temporary license is not renewable. If the dates in section two of this rule are exceeded and the spouse continues to practice in Oregon, the spouse must apply for an active Oregon license. The active license must be obtained using the processes and fees established for permanent licensure. Continuing to work in Oregon when the temporary license has expired will be considered practicing without a valid license and is subject to Board action.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.150

**Statutes/Other Implemented:** ORS 678.440, ORS 678.150 & ORS 678.308

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 6-2021, amend filed 06/21/2021, effective 07/01/2021

BN 12-2019, adopt filed 11/22/2019, effective 01/01/2020

**851-031-0039****Initial Licensure by Endorsement – Practical Nurse and Registered Nurse**

- (1) An individual who holds or has held a practical, vocational or registered nurse license in another state, U.S. territory, or a country with comparable nursing education may apply for licensure by endorsement by submitting a completed application, which includes:
  - (a) The Board's initial application by endorsement form;
  - (b) Payment of the applicable fees in OAR Chapter 851 Division 2;
  - (c) Confirmation of graduation from a nursing education program as defined in section (2) of this rule;
  - (d) Proof of passing the NCLEX® for type of licensure sought;
  - (e) Completion of pain management CE as defined in OAR 851-031-0008;
  - (f) Completion of a national fingerprint-based criminal background check as defined in OAR 851-001-0115; and
  - (g) If the individual's license is not active in the issuing state or U.S. territory, completion of CE as defined in OAR 851-031-0008, based on how long the license has been expired.
- (2) Confirmation of graduation includes:

- (a) An official transcript that includes the degree, certificate, or diploma awarded, the graduation date, and documentation of a clinical component as defined in Chapter 851 Division 6.
  - (A) The nursing education program must be approved by the appropriate regulatory body.
  - (B) If education records no longer exist, verification from the jurisdiction in which the program was located confirming the program was approved at the time of graduation and that the applicant graduated; or
- (b) A credential evaluation for graduates of international nursing education programs that does not have an NCLEX® code, which includes:
  - (A) Confirmation of completion of a nursing education program approved by the appropriate regulatory body;
  - (B) Theory and clinical hours completed;
  - (C) Verification that the education is comparable to an Oregon nursing education program; and
  - (D) If available, licensure details from the issuing authority; or
- (c) A Joint Services transcript that shows evidence of completion of a U.S. military practical nursing education program, Air Force 4N051 5 skill level or Army 68WM6.
- (3) Incomplete applications expire 12 months from the initial submission date.

**Statutory/Other Authority:** ORS 678.040, ORS 678.050, ORS 678.150 & ORS 678.415

**Statutes/Other Implemented:** ORS 678.040, ORS 678.050, ORS 678.150 & ORS 678.415

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BN 26-2021, amend filed 11/22/2021, effective 12/01/2021

BN 6-2021, adopt filed 06/21/2021, effective 07/01/2021

**851-031-0041**

**Governor Declared Emergency**

- (1) During an emergency declared by the Governor pursuant to ORS 401.165 and subject to terms and conditions that the Board may impose, a limited LPN or RN license may be issued to an applicant who holds active unencumbered nursing licensure at the same level in another state or U.S. jurisdiction when the following requirements are met:
  - (a) A completed application and payment of fee is received by the Board; and
  - (b) Using instructions provided by the Board, the applicant must arrange for primary source verification of the active unencumbered nursing license in another state or jurisdiction.
- (2) The limited license shall expire on the following date, whichever occurs first:
  - (a) The Oregon Governor-Declared Emergency declaration expires; or
  - (b) The license in the state or jurisdiction that was used to obtain the limited license expires; or
  - (c) Two years after the issuance of the limited license.
- (3) Non-Renewable Limited License: A limited license for a governor-declared emergency is not renewable and expires based on whichever occurs first in OAR 851-031-0041(2). The individual must apply for permanent Oregon LPN or RN licensure by endorsement to continue working as a nurse in Oregon. Continuing to work in Oregon after the limited license has expired, and without an active permanent Oregon nursing license at the same level is considered practicing without a valid license and is subject to Board action.

- (4) Reinstatement of Limited License: A previously issued expired limited license may be reinstated if the following are true:
- (a) A new state of emergency has been declared by the Governor; and
  - (b) The individual has not been issued permanent Oregon nursing licensure by endorsement; and
  - (c) Holds active unencumbered nursing licensure at the same level in another state or U.S. jurisdiction.
  - (d) A qualified applicant must:
    - (A) Submit a completed reinstatement application and fee to the Board; and
    - (B) Using instructions provided by the Board, the applicant must arrange for primary source verification of the active unencumbered nursing license in another state or jurisdiction.

**Statutory/Other Authority:** ORS 678.050

**Statutes/Other Implemented:** ORS 678.050

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 6-2025, amend filed 02/21/2025, effective 03/01/2025

BN 5-2024 Adopt filed 6/20/2024; Permanent Effective 07/01/2024

BN 8-2023 Adopt filed 11/22/2023; Temporary Effective 01/01/2024 - 06/28/2024.

**851-031-0042**

**Initial Licensure – Advanced Practice Registered Nurse**

- (1) An individual may apply for initial licensure as an Advanced Practice Registered Nurse (APRN) by submitting a completed application that includes:
  - (a) The Board's APRN application form for the license type and population focus area sought;
  - (b) Payment of the applicable fees in OAR Chapter 851 Division 2;
  - (c) Verification of an Oregon RN license;
  - (d) An official transcript that includes the degree or certificate awarded, the date of graduation, and evidence of preparation for APRN licensure. If education records no longer exist, verification from the jurisdiction in which the program was located confirming the APRN program was approved at the time of graduation and that the applicant graduated.
  - (e) Completion of a national fingerprint-based background check as described in OAR 851-001-0115;
  - (f) Complete a one-hour pain management education program as described in OAR 851-031-0008(1); and
  - (g) If applicable, primary source verification of an APRN licensure held in another state or U.S. territory; and
  - (h) For CRNA and NP applicants, verification of national certification congruent with license type and population focus.
- (2) If internationally educated, a credential evaluation that shows the following:
  - (a) Confirmation of completion of an advanced practice education program approved by the appropriate regulatory body;
  - (b) Theory and clinical hours completed; and
  - (c) Verification that the education is comparable to a U.S. advanced practice nursing education program in the same licensure type and population focus; and
  - (d) If available, licensure details from the issuing authority.

- (3) Incomplete applications expire 12 months from the initial submission date.

**Statutory/Other Authority:** ORS 678.023, ORS 678.282, ORS 678.285, ORS 678.370, ORS 678.380, ORS 678.390 & ORS 678.372

**Statutes/Other Implemented:** ORS 678.023, ORS 678.282, ORS 678.285, ORS 678.370, ORS 678.380, ORS 678.390 & ORS 678.372

**History:**

BN 23-2025, adopt filed 11/20/2025, effective 01/01/2026

**851-031-0043**

**Prescriptive and Dispensing Authority**

- (1) An individual who holds or is applying for an Oregon APRN license may apply for prescriptive authority by submitting a completed application, which includes:
  - (a) Completion of the Board's prescriptive authority application form;
  - (b) Payment of the applicable fees in OAR Chapter 851 Division 2;
  - (c) Documentation of at least 45 contact hours of pharmacology education; and
  - (d) Documentation of:
    - (A) CRNAs, clinical education in pharmacotherapeutics that includes management of clients congruent with the specialty role sought; or
    - (B) CNSs, clinical education in client management, including pharmacotherapeutics, that is comparable to requirements for completion of a nurse practitioner program;
    - (C) NPs, clinical education in client management, including pharmacotherapeutics.
- (2) An APRN applicant educated prior to January 1, 2011, can satisfy subsection (1)(c) and (d) of this rule by providing evidence of continuous APRN licensure, in good standing in another state or U.S. territory with full independent practice and prescriptive authority.
- (3) An individual who holds or is applying for an Oregon CNS or NP license may apply for dispensing authority by submitting a completed application, which includes completion of the Board's dispensing authority application form.
- (4) Prescriptive and dispensing authority expires with the APRN license.
- (5) Prescriptive or dispensing authority may be renewed or reinstated by submitting a completed application, which includes:
  - (a) Completion of the Board's prescriptive or dispensing authority form;
  - (b) Payment of the fee in OAR Chapter 851 Division 2; and
  - (c) Attestation that the applicant reviewed the Board's prescriptive and dispensing authority education video.

**Statutory/Other Authority:** ORS 678.150 & ORS 678.285

**Statutes/Other Implemented:** ORS 678.370, ORS 678.372, ORS 678.375, ORS 678.380, ORS 678.385 & ORS 678.390

**History:**

BN 23-2025, adopt filed 11/20/2025, effective 01/01/2026

**851-031-0048**

**Renewal of License**

- (1) A nursing license is valid for two years from the date it is issued. Licensees must apply for renewal by 11:59 p.m. on the date of their license expiration to be considered timely.
- (2) An individual may apply for renewal before the expiration of their license by submitting a completed application, which includes:

- (a) The Board's renewal application form for the license type being renewed;
  - (b) Payment of the applicable fees in OAR Chapter 851 Division 2;
  - (c) Effective January 1, 2028, completion of the CE requirements in OAR 851-031-0008; and
  - (d) For all APRN applicants, verification of RN licensure, and
  - (e) For CRNA applicants, and NP applicants initially licensed after January 1, 2011, verification of current national certification congruent with license type and population focus.
- (3) Any license expired for more than 90 days must apply for reinstatement as described in OAR 851-031-0051.
  - (4) Incomplete applications expire 12 months after submission date.

**Statutory/Other Authority:** ORS 678.040, ORS 678.101, ORS 678.150, ORS 678.282, ORS 678.285, ORS 678.370, ORS 678.372, ORS 678.375, ORS 678.380.

**Statutes/Other Implemented:** ORS 678.040, ORS 678.101, ORS 678.150.

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 11-2023 amend filed 12/29/2023; temporary effective 01/01/2024 – 06/28/2024

BN 3-2022, amend filed 02/18/2022, effective 03/01/2022

BN 26-2021, amend filed 11/22/2021, effective 12/01/2021

BN 6-2021, adopt filed 06/21/2021, effective 07/01/2021

**851-031-0051**

**License Reinstatement**

- (1) An individual whose LPN, RN, or APRN license has been expired for more than 90 days may apply for reinstatement by submitting a completed application, which includes:
  - (a) The Board's reinstatement application form for the license type being reinstated;
  - (b) Payment of the applicable fees in OAR Chapter 851 Division 2;
  - (c) Completion of a national fingerprint-based background check as described in OAR 851-001-0115;
  - (d) Completion of continuing education as described in OAR 851-031-0008. Applicants with an active license in another state or U.S. territory are exempt from additional CE as described in OAR 851-031-0008(4).
  - (e) For all APRN applicants, verification of RN licensure, and
  - (f) For CRNA applicants, and NP applicants initially licensed after January 1, 2011, verification of current national certification congruent with license type and population focus.
- (2) An individual whose LPN, RN, or APRN license has been revoked or voluntarily surrendered is not eligible for reinstatement under this section but may apply for disciplinary reinstatement under OAR 851-031-0055.
- (3) Incomplete applications expire 12 months from the initial submission date.

**Statutory/Other Authority:** ORS 678.150, ORS 678.040, ORS 678.282, ORS 678.285, ORS 678.370, ORS 678.372, ORS 678.375, ORS 678.380

**Statutes/Other Implemented:** ORS 678.140 & ORS 678.040

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 26-2021, amend filed 11/22/2021, effective 12/01/2021

BN 6-2021, adopt filed 06/21/2021, effective 07/01/2021

**851-031-0052****Exceptions to Rules**

- (1) An applicant or licensee may, request that the Board make an exception to one or more of the licensing requirements described in OAR 851-031-0006 to 851-031-0051 on a form provided by the Board.
- (2) The Board considers each exception request on a case-by-case basis and may grant an exception request at its discretion, except that the Board will not grant any exception to a requirement established by statute.

**Statutory/Other Authority:** ORS 678.150

**Statutes/Other Implemented:** ORS 678.040, ORS 678.050, ORS 678.101, & ORS 678.370-678.390

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 6-2025, adopt filed 02/21/2025, effective 03/01/2025

**851-031-0055****Disciplinary Reinstatement**

- (1) An individual whose license has been revoked or voluntarily surrendered may apply for disciplinary reinstatement under this rule by submitting a completed application, which includes:
  - (a) The Board's disciplinary reinstatement application form for the license type being reinstated;
  - (b) Payment of the applicable fees in OAR Chapter 851 Division 2;
  - (c) Completion of a national fingerprint-based criminal background check as described in OAR 851-001-0115;
  - (d) Completion of the applicable continuing education as described in OAR 851-031-0008.
  - (e) For all APRN applicants, verification of RN licensure, and
  - (f) For CRNA applicants, and NP applicants initially licensed after January 1, 2011, verification of current national certification congruent with license type and population focus.
- (2) An applicant under this rule is also subject to OAR 851-001-0015.
- (3) Incomplete applications expire 12 months after submission date.

**Statutory/Other Authority:** ORS 678.040 & ORS 678.150, ORS 678.282, ORS 678.285, ORS 678.370, ORS 678.372, ORS 678.375, ORS 678.380

**Statutes/Other Implemented:** ORS 678.040 & ORS 678.150

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 6-2025, amend filed 02/21/2025, effective 03/01/2025

BN 26-2021, amend filed 11/22/2021, effective 12/01/2021

BN 6-2021, adopt filed 06/21/2021, effective 07/01/2021

**851-031-0075****Limited Licenses for Internationally Educated and Licensed Nurses (IELN)**

- (1) Refer to OAR 851-031-0026 for license requirements for IELN attending a graduate program requiring a clinical practicum component.
- (2) IELN attending a research PhD program are not required to obtain a full or limited license when no direct care is provided and patient interaction is restricted to investigation protocol data collection and the student is under the supervision and

nursing license of the Principle Investigator. Non-nurse Principle Investigators are not authorized to supervise IELN PhD students.

- (3) A limited license is not required for an observation only experience. The sponsor, faculty, or preceptor will be accountable if the IELN observer is allowed to provide any type of patient care intervention. This constitutes practicing without a license.
- (4) A limited license is required for those IELN who are attending a continuing education program or clinical experience as part of an exchange program or a program offering a precepted experience in nursing practice. The IELN works under the supervision of the faculty or sponsor; the preceptor is accountable for removing the IELN from the clinical experience if the preceptor deems the IELN is providing unsafe patient care. The IELN has a limited license and is accountable for their practice; however, the sponsor will be held accountable for allowing an IELN who has been reported to be unsafe to continue to participate in the clinical experience.
- (5) The IELN must have a faculty or sponsor who has an unencumbered Oregon RN license who will take accountability for the experience of the IELN and assure that the clinical experience is commensurate with the IELN current scope of practice and that specific learning objectives are formulated.
- (6) Requirements for a limited license under this section:
  - (a) A completed application per Board processes including the name of the program and accountable Oregon licensed sponsor, faculty, or preceptor.
  - (b) Primary source verification that the nurse is in good standing with their country's nursing licensure authority.
  - (c) The limited license is valid for one year or when the program is completed, whichever is least.

**Statutory/Other Authority:** ORS 678.050 & ORS 678.150

**Statutes/Other Implemented:** ORS 678.050

**History:**

BN 6-2021, adopt filed 06/21/2021, effective 07/01/2021

**851-031-0085**

**Inactive Nurse Status**

- (1) An individual with an LPN, RN, or APRN license may apply to place the license in inactive status by submitting a completed application, which includes:
  - (a) A license that is active and in good standing at the time of application; and
  - (b) The Board's inactive status application form for the license type being inactivated.
- (2) A license in inactive status does not authorize practice under the license.
- (3) To return to active status, an individual must apply for reinstatement as defined in OAR 851-031-0055.

**Statutory/Other Authority:** ORS 678.021 & ORS 678.031

**Statutes/Other Implemented:** ORS 678.021 & ORS 678.031

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 6-2021, amend filed 06/21/2021, effective 07/01/2021

BN 1-2003, f. & cert. ef. 3-6-03

**851-031-0086****Retired Status**

- (1) An individual may retire their LPN, RN, or APRN license by submitting a completed application, which includes:
  - (a) The Board's retired status application form;
  - (b) Confirmation the license is in good standing with the issuing authority and not subject to any disciplinary investigation or action pending; and
  - (c) Surrendering the license being retired.
- (2) A license in retired status does not authorize practice under the license.
- (3) Incomplete applications expire 12 months from the initial submission date.

**Statutory/Other Authority:** ORS 678.031, ORS 678.050 & ORS 678.150

**Statutes/Other Implemented:** ORS 678.050 & ORS 678.031 & ORS 678.150

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 6-2025, amend filed 02/21/2025, effective 03/01/2025

BN 6-2021, amend filed 06/21/2021, effective 07/01/2021

BN 7-2015, f. 12-1-15, cert. ef. 1-1-16

BN 9-2010, f. & cert. ef. 6-25-10

BN 1-2003, f. & cert. ef. 3-6-03

BN 17-2002, f. & cert. ef. 10-18-02

**851-031-0087****Nurse Emeritus License**

- (1) The nurse emeritus license permits the practice of nursing in a voluntary or unpaid basis.
- (2) An individual with an LPN, RN, or APRN license may apply for a nurse emeritus license by submitting a completed application, which includes:
  - (a) The Board's nurse emeritus application form;
  - (b) Payment of the fee in OAR Chapter 851 Division 2;
  - (c) Confirmation that the license has already been granted retired status; and
  - (d) Completion of applicable continuing education in OAR 851-031-0008.
- (3) A nurse emeritus license is valid for two years from date of issue.
- (4) Incomplete applications expire 12 months from the initial submission date.

**Statutory/Other Authority:** ORS 678.055, ORS 678.113 & ORS 678.150

**Statutes/Other Implemented:** ORS 678.055, ORS 678.113 & ORS 678.150

**History:**

BN 23-2025, amend filed 11/20/2025, effective 01/01/2026

BN 6-2025, amend filed 02/21/2025, effective 03/01/2025

BN 26-2021, amend filed 11/22/2021, effective 12/01/2021

BN 6-2021, adopt filed 06/21/2021, effective 07/01/2021

**851-031-0088****Registered Nurse First Assistant Registry**

- (1) RNs who become registered nurse first assistants (RNFA) by receiving additional certification through nationally recognized professional organization may be recognized by the Board through placement on the Board's RNFA registry.
- (2) To be placed on the Board's RNFA registry, the RN must submit a request and submit evidence of their current certification.

- (3) RNFA's placed on the registry will be removed upon expiration of their certification.
- (4) To maintain placement on the registry, the RN must submit documentation of current certification in a manner prescribed by the Board.

**Statutory/Other Authority:** ORS 678.150 & ORS 678.366

**Statutes/Other Implemented:** ORS 678.150 & ORS 678.366

**History:**

BN 6-2025, amend filed 02/21/2025, effective 03/01/2025

BN 6-2021, amend filed 06/21/2021, effective 07/01/2021

BN 1-2006, f. & cert. ef. 2-22-06

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## MEMORANDUM

To: Oregon Board of Nursing Members

From: Dr. Laura Blackhurst, PhD, RN, CNE, CNL, Policy Analyst, Nursing Education

Date: May 27<sup>th</sup>, 2026

Re: Proposed Revisions to OAR 851-062

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**Summary:** The proposed amendments to OAR 851-062, Standards for Certification of the Nursing Assistant and Medication Aide, represent Phase 2 of efforts to modernize the Nurse Practice Act following the passage of 2025 HB 3044. Phase 1 revisions took effect on January 1, 2026, after which Board staff conducted a continuous quality review of the newly implemented rules.

The proposed amendments in Phase 2 further clarify, refine, and operationalize Board processes. These updates are designed to ensure consistency with statutory authority, improve regulatory transparency, and support efficient certification pathways for nursing assistants and medication aides across Oregon.

Within OAR 851-062 the proposed amendments predominately focus on applying consistent terminology from Phase 1 HB 3044 revisions, and ensuring that this Division aligns with the larger updates to OAR 851-031, Licensure Requirements for Nurses.

### Rule Crosswalk (old → new):

| Rule Number / Topic                                                  | Impact                                                                                                                                                    |
|----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| 0050:<br>Initial Nursing Assistant (NA)<br>Certification Eligibility | The proposed changes modify terminology to align with Division 31, correct grammar, and add in specific military education as a pathway to certification. |

*Mission: The Oregon State Board of Nursing is committed to protecting the public through regulatory excellence and promoting the wellness of our nursing professionals.*

*Vision: A Safe and healthy Oregon promoted through a healthy and diverse nursing workforce.*



|                                             |                                                                                                                                                                                                                                                                                                                                      |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 0070:<br>Renewal of CNA Certification       | <p>The proposed changes modify terminology, correct grammar, and standardize titles throughout division.</p> <p>The requirement that renewal may be applied for before expiration of a current certificate has been added.</p> <p>Background check requirements, redundant with Division 1, have been removed from this section.</p> |
| 0071:<br>Reinstatement of CNA Certification | <p>Clarifies processes and terminology. The rule title has been modified to standardize titles throughout division.</p>                                                                                                                                                                                                              |
| 0075:<br>CNA Disciplinary Reinstatement     | <p>The rule title has been modified to standardize titles throughout division. Minor changes to terminology to ensure consistent language.</p>                                                                                                                                                                                       |
| 0080:<br>Oregon CMA Certification           | <p>The rule title has been modified to standardize titles throughout division. Corrected the certificate acronym.</p>                                                                                                                                                                                                                |
| 0090:<br>CMA Certification Eligibility      | <p>The rule title has been modified to standardize titles throughout division. Specific military training as a path to medication aide certification has been added.</p>                                                                                                                                                             |
| 0110:<br>Renewal of CMA Certification       | <p>The proposed changes mirror proposed edits to Rule 0070, to ensure consistent language and expectations with certification renewals.</p>                                                                                                                                                                                          |
| 0114:<br>Reinstatement of CMA Certification | <p>The proposed changes mirror proposed edits to Rule 0071, to ensure consistent language and expectations with certification reinstatements.</p>                                                                                                                                                                                    |
| 0116:<br>CMA Disciplinary Reinstatement     | <p>The proposed changes mirror proposed edits to Rule 0075, to ensure consistent language and expectations with disciplinary certification reinstatements.</p>                                                                                                                                                                       |

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## Board of Nursing

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### Board Action Requested:

I respectfully request the Board approve initiating the rulemaking process by providing notice and opportunity for public comment and holding an administrative rule hearing on the proposed amendments to OAR 851-062.

**M.S.C.** \_\_\_\_\_, \_\_\_\_\_ the Board (approves/does not approve) initiating the rulemaking process by providing notice and opportunity for public comment and holding an administrative rule hearing on the proposed amendments to OAR 851-062- 0050, 0070, 0071, 0075, 0080, 0090, 0110, 0114, 0116 as (presented/modified).

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**Division 62**

# **Standards for Certification of the Nursing Assistant and Medication Aide**

**851-062-0011****Name, Address and Employer of Record**

- (1) Name of Record:
  - (a) The current legal name of the Certified Nursing Assistant (CNA) or Certified Medication Aide (CMA) must be on file with the Board at all times and shall be considered the name of record.
  - (b) To change the name of record, the CNA or CMA must submit notification of change of name to the Board, accompanied by legal proof of that name change. Such proof must be in the form of official records reflecting the current name of legal record.
  - (c) The name of record must be the same name used for the performance of authorized duties.
- (2) Contact Information of Record:
  - (a) A CNA or CMA must keep current contact information on file with the Board at all times, including mailing address which shall be considered the address of record, primary phone contact number, and e-mail address.
  - (b) A Notice of Proposed Disciplinary Action sent to the CNA or CMA's address of record by certified mail or registered mail, is sufficient notice even if the CNA or CMA fails to respond to the postal service "return receipt" and never receives the Notice. Such mailing permits the Board to proceed with disciplinary action in the absence of a request for a hearing.
- (3) Employer of Record: Any CNA or CMA actively performing CNA or CMA authorized duties must report current employer(s) and employer's mailing address(es) to the Board. All employers, where the CNA or CMA is working within the authorized duties, must be reported. The CNA or CMA must update every change in employer and employer's mailing address to the Board no later than 30 days after the change.

**Statutory/Other Authority:** ORS 678.442

**Statutes/Other Implemented:** ORS 678.442

**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025

BN 29-2025, amend filed 11/20/2025, effective 11/20/2025

BN 5-2019, adopt filed 07/03/2019, effective 08/01/2019

**851-062-0012****CNA Registry**

In accordance with federal regulations, the Board maintains a CNA Registry. The Registry contains:

- (1) Identifying demographic information on each CNA;
- (2) Date of initial and most recent certification;
- (3) Board sanctions against a CNA certificate; and
- (4) Findings of resident abuse, neglect or misappropriation of resident property, made by the Department of Human Services against a CNA.

**Statutory/Other Authority:** ORS 678.442

**Statutes/Other Implemented:** ORS 678.442

**History:**

BN 5-2019, adopt filed 07/03/2019, effective 08/01/2019

**851-062-0020**

**Oregon CNA Certification**

- (1) An individual must have an active Oregon CNA certification and be listed on the Oregon CNA Registry before performing CNA authorized duties.
- (2) A student nursing assistant in a Board-approved training program may perform nursing assistant duties with appropriate supervision.
- (3) An unlicensed person who is performing tasks that have been delegated by a Registered Nurse according to OAR 851-047-0000 through OAR 851-047-0040 is exempt from the certification requirement.
- (4) Successful completion of a Board-approved nursing assistant training program and competency examination alone does not qualify an individual for Oregon CNA certification. All application requirements must be met before certification is issued.
- (5) An RN, LPN or student nurse must have active CNA certification before being identified as a CNA and performing CNA authorized duties.
- (6) An RN or LPN employed as a CNA must not perform duties outside of the CNA authorized duties while working as a CNA.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.442

**Statutes/Other Implemented:** ORS 678.440 & ORS 678.442

**History:**

BN 9-2025, amend filed 04/24/2025, effective 07/01/2025

BN 4-2023, f. 09-22-23; ef. 10-01-23

BN 5-2019, f. 07/03/2019; ef. 08/01/2019

BN 10-2010, f. & cert. ef. 6-25-10

BN 8-2008, f. & cert. ef. 11-26-08

BN 2-2004, f. 1-29-04, cert. ef. 2-12-04

BN 6-1999, f. & cert. ef. 7-8-99

**851-062-0050**

**Initial Nursing Assistant ~~(NA)~~ Certification Eligibility**

- (1) An individual may apply for initial NA certification by submitting a completed application, which includes:
  - (a) The Board's initial application form;
  - (b) Payment of all applicable fees described in OAR Chapter 851 Division 2;
  - (c) Proof of passing the Board-approved NA competency examination;
  - (d) Completion of a national fingerprint-~~based~~ ~~criminal history~~ background check as described in OAR 851-001-0115; and
  - (e) One of the following:
    - (A) Proof of completion, including date of completion of a nursing assistant training program approved by the Board or, for non-Oregon programs, by the appropriate agency in that state or U.S. territory; or
    - (B) A Joint Services transcript that shows evidence of completion of U.S. military training as an aeronautical medic, combat medic 68W, or medical training as a naval corpsman~~A Joint Services transcript and DD214 form~~; or
    - (C) Proof of an active RN, PN or Vocational Nurse (VN) license in good

- standing; or
- (D) Proof of current enrollment in a nursing education program approved by the Board or, for non-Oregon programs, by the appropriate agency in that state or U.S. territory.
- (2) For applicants with NA certification in another state or U.S. territory at the time of application, the active certification may be considered proof of completion of the Board-approved competency examination.
- (3) Incomplete applications expire 12 months after the initial submission date.

**Statutory/Other Authority:** ORS 678.440, ORS 678.442 & ORS 676.850

**Statutes/Other Implemented:** ORS 678.442 & ORS 676.850

**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025

BN 29-2025, amend filed 11/20/2025, effective 11/20/2025

BN 9-2025, amend filed 04/24/2025, effective 07/01/2025

BN 5-2021, amend filed 06/21/2021, effective 07/01/2021

BN 5-2019, amend filed 07/03/2019, effective 08/01/2019

BN 6-2014, f. 12-2-14, cert. ef. 1-1-15

BN 3-2014, f. 6-25-14, cert. ef. 8-1-14

BN 14-2013, f. 12-4-13, cert. ef. 1-1-14

BN 10-2010, f. & cert. ef. 6-25-10

BN 2-2004, f. 1-29-04, cert. ef. 2-12-04

BN 6-1999, f. & cert. ef. 7-8-99

**851-062-0054**

**Temporary Certification as a CNA for Spouses and Domestic Partners of Active Duty Armed Forces of the United States Stationed in Oregon**

- (1) A temporary certification to practice as a Certified Nursing Assistant (CNA) shall be issued to the spouse of active duty armed forces personnel when the following requirements are met:
  - (a) A completed application and payment of fee is received by the Board; and
  - (b) Submission of copy of the military orders assigning the active duty member to an assignment in Oregon; and
  - (c) The spouse holds a current certification as a CNA in another state; and
  - (d) The certificate is unencumbered and verified as active and current through processes defined by the Board.
- (2) The temporary certificate shall expire on the following date, whichever occurs first:
  - (a) Oregon is no longer the duty station of the active armed forces member; or
  - (b) The certificate in the state used to obtain a temporary certificate expires; or
  - (c) Two years after the issuance of the temporary certificate; or
  - (d) When no longer a spouse or domestic partner of an active duty armed forces member.
- (3) This temporary certificate is not renewable. If the dates in section two of this rule are exceeded and the spouse continues to practice in Oregon, the spouse must apply for an active Oregon certificate. This certificate must be obtained using the processes and fees established for permanent certification. Continuing to work in Oregon when the temporary certificate has expired will be considered practicing without a valid certificate and is subject to Board action.

**Statutory/Other Authority:** ORS 678.150, ORS 678.390 & ORS 678.440

**Statutes/Other Implemented:** ORS 678.150, ORS 678.390 & ORS 678.440

**History:**

BN 9-2025, amend filed 04/24/2025, effective 07/01/2025

BN 17-2019, adopt filed 11/23/2019, effective 01/01/2020

**851-062-0055****Competency Examination**

- (1) Exam Accommodations: A qualified applicant must be able to perform duties safely, without risk to the health and safety of others or themselves.
  - (a) An applicant with a disability who requests accommodation at the exam site must:
    - (A) Submit a fully completed accommodation request form provided by the Board; and
    - (B) Arrange for primary source documentation to be sent directly to the Board by the diagnosing provider or learning specialist that includes:
      - (i) Specific type of disability and confirmation of diagnosis; and
      - (ii) Type of diagnostic study or analysis used; and
      - (iii) Accommodation needed for testing related to the disability; and
      - (iv) Provider's original signature, official title and contact information.
  - (b) An applicant who has been ill or has a temporary restriction of activity must arrange for the healthcare provider to send the Board a medical release for full return to normal activity before taking the manual skills portion of the exam.
- (2) Exam Controls:
  - (a) Reference materials, including dictionaries, may not be used during testing.
  - (b) Language translation aids must not be used for exam purposes. This includes translators, documentation or electronic devices that translate one language to another.
  - (c) If a candidate decides not to complete the examination after receiving the knowledge test booklet or the skill test instructions, the attempt will be scored as a failure.
- (3) Examination results will be mailed or emailed to the applicant at the applicant's address of record and will not be released by telephone.
- (4) Failure to take the examination or to reschedule the examination in advance will result in re-examination fees unless the absence has been excused by the testing service.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.442

**Statutes/Other Implemented:** ORS 678.442

**History:**

BN 5-2019, amend filed 07/03/2019, effective 08/01/2019

BN 10-2010, f. & cert. ef. 6-25-10

BN 6-2005, f. & cert. ef. 6-30-05

BN 2-2004, f. 1-29-04, cert. ef. 2-12-04

**851-062-0061****CNA Limited Certificate for Governor Declared Emergency**

- (1) During an emergency declared by the Governor pursuant to ORS 401.165 and subject to terms and conditions that the Board may impose, the Board may issue a limited certificate to a nursing assistant authorized in another state or U.S. jurisdiction when the following requirements are met:
  - (a) A completed application (application fee waived) is received by the Board; and
  - (b) Using instructions provided by the Board, the applicant must arrange for primary source verification of the active unencumbered nursing assistant certification in another state or jurisdiction.
- (2) The limited certification shall expire on the following date, whichever occurs first:
  - (a) The Oregon Governor-Declared Emergency declaration expires; or
  - (b) The certification in the state or jurisdiction used to obtain the limited certification expires;

or

- (c) Two years after the issuance of the limited certification.
- (3) **Non-Renewable Limited Certification:** A limited certification is not renewable and expires based on whichever occurs first in OAR 851-062-0061(2). The individual must apply for permanent Oregon certification by endorsement in order to continue performing nursing assistant duties in Oregon. Continuing to work in Oregon after the limited certification has expired is considered practicing without a valid certification and is subject to Board action.
- (4) **Reinstatement of Limited Certification:** A previously issued expired limited certification may be reinstated if the following are true:
  - (a) A new state of emergency has been declared by the Governor; and
  - (b) The individual has not been issued permanent Oregon CNA certification by endorsement; and
  - (c) Holds active unencumbered nursing assistant certification in another state or U.S. jurisdiction.
  - (d) A qualified applicant must:
    - (A) Submit a completed reinstatement application (application fee waived) to the Board; and
    - (B) Using instructions provided by the Board, the applicant must arrange for primary source verification of the active unencumbered nursing assistant certification in another state or jurisdiction.

**Statutory/Other Authority:** ORS 401.165

**Statutes/Other Implemented:**

**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025

BN 29-2025, amend filed 11/20/2025, effective 11/20/2025

BN 4-2024; adopt filed 6/20/2024; permanent effective 07/01/2024

BN 8-2023; adopt filed 11/22/2023; temporary effective 01/01/2024 – 06/28/2024

**851-062-0070**

**Renewal of ~~C~~Nursing Assistant Certification**

- (1) An NA certificate is valid for two years from the date it is issued. Certificate holders must apply for renewal by 11:59 p.m. on the date of their license expiration to be considered timely.
- (2) The certificate holder may ~~re~~apply for renewal before the expiration of their certificate by submitting a completed application which includes:
  - (a) The Board's renewal application form;
  - (b) Payment of applicable fees in OAR Chapter 851 Division 2; and
  - ~~(c) — Completion of state records criminal background check as described in OAR 851-001-0115; and~~
  - ~~(d)~~(c) Every 48 months or every other renewal cycle, the applicant must attest to completion of two hours of cultural competency continuing education.
- (3) A renewal application may be submitted no more than 90 days before the expiration of the certificate.
- (4) Once a certificate has been expired for more than 90 days, an individual ~~must~~will need to apply for reinstatement as described in OAR 851-062-0071.
- (5) Incomplete applications expire 12 months after submission date.

**Statutory/Other Authority:** ORS 678.440, ORS 678.442 & ORS 676.850

**Statutes/Other Implemented:** ORS 678.442 & ORS 676.850

**History:**

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BN 9-2025, amend filed 04/24/2025, effective 07/01/2025  
 BN 4-2022, amend filed 02/18/2022, effective 03/01/2022  
 BN 5-2021, amend filed 06/21/2021, effective 07/01/2021  
 BN 5-2019, amend filed 07/03/2019, effective 08/01/2019  
 BN 6-2014, f. 12-2-14, cert. ef. 1-1-15  
 BN 10-2010, f. & cert. ef. 6-25-10  
 BN 4-2004, f. & cert. ef. 2-20-04  
 BN 2-2004, f. 1-29-04, cert. ef. 2-12-04  
 BN 6-1999, f. & cert. ef. 7-8-99

**851-062-0071****Reinstatement/activation of CNursing Assistant Certification**

- (1) An individual whose NA certification has been expired for more than 90 days but no more than two years may apply for reinstatement by submitting a completed application, which includes:
  - (a) The Board's reinstatement application form;
  - (b) Payment of the fee in OAR Chapter 851 Division 2;
  - (c) Completion of a national fingerprint-based ~~criminal~~ background check as described in OAR 851-001-0115; and
  - (d) Completion of two hours of cultural competency continuing education.
- (2) An individual whose Oregon CNA has been with an expired ~~NA certification~~ for over two years ~~must~~ apply for reinstatement by submitting a completed ~~ing the~~ application and passing the Board-approved competency examination.
- (3) Applicants who do not pass the examination are required to complete a training program prior to a retake.

**Statutory/Other Authority:** ORS 678.440, ORS 678.442 & ORS 676.850

**Statutes/Other Implemented:** ORS 678.442 & ORS 676.850

**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025  
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 BN 5-2021, amend filed 06/21/2021, effective 07/01/2021 BN  
 5-2019, adopt filed 07/03/2019, effective 08/01/2019

**851-062-0075****CNA Disciplinary Reinstatement of Nursing Assistant Certification**

- (1) An individual whose NA certification has been revoked or voluntarily surrendered is not eligible for reinstatement under OAR 851-062-0071 but may apply for disciplinary reinstatement.
- (2) An applicant for disciplinary reinstatement may submit a completed application which includes:
  - (a) The Board's disciplinary reinstatement application form;
  - (b) Payment of the fee in OAR Chapter 851 Division 2;
  - (c) Proof of completion of an NA training program following revocation or surrender;
  - (d) Passage of the Board approved competency exam after submission of application; and
  - (e) Completion of a national fingerprint-based ~~criminal~~ background check as described in OAR 851-001-0115.
- (3) An applicant under this rule is also subject to OAR 851-001-0015.
- (4) Incomplete applications expire 12 months after submission date.

**Statutory/Other Authority:** ORS 678.442 & ORS 676.850

**Statutes/Other Implemented:** ORS 678.442 & ORS 676.850

**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025  
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 BN 5-2021, amend filed 06/21/2021, effective 07/01/2021  
 BN 5-2019, amend filed 07/03/2019, effective 08/01/2019  
 BN 2-2004, f. 1-29-04, cert. ef. 2-12-04

**851-062-0080**

**Oregon CMA Medication Aide Certification**

A CMA must have a current Oregon CNMA certificate and be listed on the Oregon CNA Registry prior to performing medication aide duties.

**Statutory/Other Authority:** ORS 678.442

**Statutes/Other Implemented:** ORS 678.442 **History:**

BN 5-2019, amend filed 07/03/2019, effective 08/01/2019 BN  
 14-2013, f. 12-4-13, cert. ef. 1-1-14  
 BN 2-2004, f. 1-29-04, cert. ef. 2-12-04  
 BN 6-1999, f. & cert. ef. 7-8-99

**851-062-0090**

**Initial ~~C~~ Medication Aide Certification Eligibility**

- (1) An applicant may apply for Medication Aide certification by submitting a completed application, which includes:
  - (a) The Board's medication aide application form;
  - (b) Holding a current Oregon CNA certification;
  - (c) Payment of the fee in OAR Chapter 851 Division 2;
  - (d) Passing the Board-approved medication aide examination; and
  - (e) One of the following:
    - (A) Proof of completion of a medication aide training program approved by the Board, or, for non-Oregon programs, approved by the appropriate agency in that state or U.S. territory; or
    - (B) A Joint Services transcript that shows evidence of completion of U.S. military training as an aeronautical medic, combat medic 68W, or medical training as a naval corpsman; or
    - (B) A joint Services transcript and DD-214 form; or
    - (C) Proof of an active RN, PN or VN license in good standing; or;
    - (D) Proof of current enrollment in a nursing education program approved by the Board or, for non-Oregon programs, by the appropriate agency in that state or U.S. territory.
- (2) Incomplete applications expire 12 months after submission date.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.442

**Statutes/Other Implemented:** ORS 678.442

**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025  
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 BN 5-2019, amend filed 07/03/2019, effective 08/01/2019

BN 1-2012, f. 2-24-12, cert. ef. 4-1-12  
 BN 2-2004, f. 1-29-04, cert. ef. 2-12-04  
 BN 6-1999, f. & cert. ef. 7-8-99

**851-062-0100****CMA Examination**

- (1) The medication aide examination shall be administered and evaluated only by the Board or by a Board-approved entity.
- (2) Examination sites and dates shall be determined by the Board or a Board-approved entity.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.442

**Statutes/Other Implemented:** ORS 678.442

**History:**

BN 5-2019, amend filed 07/03/2019, effective 08/01/2019  
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 BN 10-2010, f. & cert. ef. 6-25-10  
 BN 2-2004, f. 1-29-04, cert. ef. 2-12-04  
 BN 6-1999, f. & cert. ef. 7-8-99

**851-062-0110****Renewal of ~~C~~Medication Aide Certification**

- (1) An MA certificate is valid for two years from the date it is issued. Certificate holders must apply for renewal by 11:59 p.m. on the date of their license expiration to be considered timely.
- (2) The certificate holder may ~~re~~apply before the expiration of their certificate by submitting a completed application which includes:
  - (a) The Board's renewal application form;
  - (b) Payment of applicable fees in OAR Chapter 851 Division 2; and
  - ~~(c) Completion of state records criminal background check as described in OAR 851-001-0115; and~~
  - ~~(d)~~(c) Attest to completion of eight hours of continuing education within the past two years related to medication aide authorized duties.
- (3) A renewal application may be submitted no more than 90 days before the expiration of the certificate.
- (4) Once a certificate has been expired for more than 90 days, an individual must~~will need to~~ apply for reinstatement as described in OAR 851-062-0114.
- (5) Incomplete applications expire 12 months after submission date.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.442

**Statutes/Other Implemented:** ORS 678.442

**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025  
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 BN 5-2019, amend filed 07/03/2019, effective 08/01/2019  
 BN 1-2012, f. 2-24-12, cert. ef. 4-1-12  
 BN 10-2010, f. & cert. ef. 6-25-10  
 BN 2-2004, f. 1-29-04, cert. ef. 2-12-04  
 BN 6-1999, f. & cert. ef. 7-8-99

**851-062-0114****Reinstatement of ~~C~~Medication Aide Certification**

- (1) An individual whose MA certification has been expired for more than 90 days but no more than two years may apply for reinstatement by submitting a completed application, which includes:
  - (a) The Board's reinstatement application form;
  - (b) Payment of the fee in OAR Chapter 851 Division 2;
  - (c) Completion of a national fingerprint-based ~~criminal~~ background check as described in OAR 851-001-0115; and
  - (d) Completion of two hours of cultural competency continuing education.
- (2) An individual with an expired MA certification for over two years can apply for reinstatement by completing the application and passing the Board-approved exam.
- (3) Applicants who do not pass the examination are required to complete a training program prior to a retake.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.442

**Statutes/Other Implemented:** ORS 678.442

**History:**

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BN 5-2019, adopt filed 07/03/2019, effective 08/01/2019

**851-062-0116****~~CMA~~ Disciplinary Reinstatement of Medication Aide Certification**

- (1) An individual whose MA certification has been revoked or voluntarily surrendered is not eligible for reinstatement under OAR 851-062-0071 but may apply for disciplinary reinstatement.
- (2) An applicant for disciplinary reinstatement may submit a completed application which includes:
  - (a) The Board's disciplinary reinstatement application form;
  - (b) Payment of the fee in OAR Chapter 851 Division 2;
  - (c) Proof of completion of an MA training program following revocation or surrender;
  - (d) Passage of the Board approved MA competency exam after submission of application; and
  - (e) Completion of a national fingerprint-based ~~criminal~~ background check as described in OAR 851-001-0115.
- (3) An applicant under this rule is also subject to OAR 851-001-0015.
- (4) Incomplete applications expire 12 months after submission date.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.442

**Statutes/Other Implemented:** ORS 678.442

**History:**

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**Division 62**

# **Standards for Certification of the Nursing Assistant and Medication Aide**

**851-062-0011****Name, Address and Employer of Record**

- (1) Name of Record:
  - (a) The current legal name of the Certified Nursing Assistant (CNA) or Certified Medication Aide (CMA) must be on file with the Board at all times and shall be considered the name of record.
  - (b) To change the name of record, the CNA or CMA must submit notification of change of name to the Board, accompanied by legal proof of that name change. Such proof must be in the form of official records reflecting the current name of legal record.
  - (c) The name of record must be the same name used for the performance of authorized duties.
- (2) Contact Information of Record:
  - (a) A CNA or CMA must keep current contact information on file with the Board at all times, including mailing address which shall be considered the address of record, primary phone contact number, and e-mail address.
  - (b) A Notice of Proposed Disciplinary Action sent to the CNA or CMA's address of record by certified mail or registered mail, is sufficient notice even if the CNA or CMA fails to respond to the postal service "return receipt" and never receives the Notice. Such mailing permits the Board to proceed with disciplinary action in the absence of a request for a hearing.
- (3) Employer of Record: Any CNA or CMA actively performing CNA or CMA authorized duties must report current employer(s) and employer's mailing address(es) to the Board. All employers, where the CNA or CMA is working within the authorized duties, must be reported. The CNA or CMA must update every change in employer and employer's mailing address to the Board no later than 30 days after the change.

**Statutory/Other Authority:** ORS 678.442

**Statutes/Other Implemented:** ORS 678.442

**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025

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BN 5-2019, adopt filed 07/03/2019, effective 08/01/2019

**851-062-0012****CNA Registry**

In accordance with federal regulations, the Board maintains a CNA Registry. The Registry contains:

- (1) Identifying demographic information on each CNA;
- (2) Date of initial and most recent certification;
- (3) Board sanctions against a CNA certificate; and
- (4) Findings of resident abuse, neglect or misappropriation of resident property, made by the Department of Human Services against a CNA.

**Statutory/Other Authority:** ORS 678.442

**Statutes/Other Implemented:** ORS 678.442

**History:**

BN 5-2019, adopt filed 07/03/2019, effective 08/01/2019

**851-062-0020**

**Oregon CNA Certification**

- (1) An individual must have an active Oregon CNA certification and be listed on the Oregon CNA Registry before performing CNA authorized duties.
- (2) A student nursing assistant in a Board-approved training program may perform nursing assistant duties with appropriate supervision.
- (3) An unlicensed person who is performing tasks that have been delegated by a Registered Nurse according to OAR 851-047-0000 through OAR 851-047-0040 is exempt from the certification requirement.
- (4) Successful completion of a Board-approved nursing assistant training program and competency examination alone does not qualify an individual for Oregon CNA certification. All application requirements must be met before certification is issued.
- (5) An RN, LPN or student nurse must have active CNA certification before being identified as a CNA and performing CNA authorized duties.
- (6) An RN or LPN employed as a CNA must not perform duties outside of the CNA authorized duties while working as a CNA.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.442

**Statutes/Other Implemented:** ORS 678.440 & ORS 678.442

**History:**

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BN 5-2019, f. 07/03/2019; ef. 08/01/2019

BN 10-2010, f. & cert. ef. 6-25-10

BN 8-2008, f. & cert. ef. 11-26-08

BN 2-2004, f. 1-29-04, cert. ef. 2-12-04

BN 6-1999, f. & cert. ef. 7-8-99

**851-062-0050**

**Initial Nursing Assistant Certification Eligibility**

- (1) An individual may apply for initial NA certification by submitting a completed application, which includes:
  - (a) The Board's initial application form;
  - (b) Payment of all applicable fees described in OAR Chapter 851 Division 2;
  - (c) Proof of passing the Board-approved NA competency examination;
  - (d) Completion of a national fingerprint-based background check as described in OAR 851-001-0115; and
  - (e) One of the following:
    - (A) Proof of completion, including date of completion of a nursing assistant training program approved by the Board or, for non-Oregon programs, by the appropriate agency in that state or U.S. territory; or
    - (B) A Joint Services transcript that shows evidence of completion of U.S. military training as an aeronautical medic, combat medic 68W, or medical training as a naval corpsman; or
    - (C) Proof of an active RN, PN or Vocational Nurse (VN) license in good

- standing; or
- (D) Proof of current enrollment in a nursing education program approved by the Board or, for non-Oregon programs, by the appropriate agency in that state or U.S. territory.
- (2) For applicants with NA certification in another state or U.S. territory at the time of application, the active certification may be considered proof of completion of the Board-approved competency examination.
- (3) Incomplete applications expire 12 months after the initial submission date.

**Statutory/Other Authority:** ORS 678.440, ORS 678.442 & ORS 676.850

**Statutes/Other Implemented:** ORS 678.442 & ORS 676.850

**History:**

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 BN 5-2019, amend filed 07/03/2019, effective 08/01/2019  
 BN 6-2014, f. 12-2-14, cert. ef. 1-1-15  
 BN 3-2014, f. 6-25-14, cert. ef. 8-1-14  
 BN 14-2013, f. 12-4-13, cert. ef. 1-1-14  
 BN 10-2010, f. & cert. ef. 6-25-10  
 BN 2-2004, f. 1-29-04, cert. ef. 2-12-04  
 BN 6-1999, f. & cert. ef. 7-8-99

**851-062-0054**

**Temporary Certification as a CNA for Spouses and Domestic Partners of Active Duty Armed Forces of the United States Stationed in Oregon**

- (1) A temporary certification to practice as a Certified Nursing Assistant (CNA) shall be issued to the spouse of active duty armed forces personnel when the following requirements are met:
  - (a) A completed application and payment of fee is received by the Board; and
  - (b) Submission of copy of the military orders assigning the active duty member to an assignment in Oregon; and
  - (c) The spouse holds a current certification as a CNA in another state; and
  - (d) The certificate is unencumbered and verified as active and current through processes defined by the Board.
- (2) The temporary certificate shall expire on the following date, whichever occurs first:
  - (a) Oregon is no longer the duty station of the active armed forces member; or
  - (b) The certificate in the state used to obtain a temporary certificate expires; or
  - (c) Two years after the issuance of the temporary certificate; or
  - (d) When no longer a spouse or domestic partner of an active duty armed forces member.
- (3) This temporary certificate is not renewable. If the dates in section two of this rule are exceeded and the spouse continues to practice in Oregon, the spouse must apply for an active Oregon certificate. This certificate must be obtained using the processes and fees established for permanent certification. Continuing to work in Oregon when the temporary certificate has expired will be considered practicing without a valid certificate and is subject to Board action.

**Statutory/Other Authority:** ORS 678.150, ORS 678.390 & ORS 678.440

**Statutes/Other Implemented:** ORS 678.150, ORS 678.390 & ORS 678.440

**History:**

BN 9-2025, amend filed 04/24/2025, effective 07/01/2025  
 BN 17-2019, adopt filed 11/23/2019, effective 01/01/2020

**851-062-0055****Competency Examination**

- (1) Exam Accommodations: A qualified applicant must be able to perform duties safely, without risk to the health and safety of others or themselves.
  - (a) An applicant with a disability who requests accommodation at the exam site must:
    - (A) Submit a fully completed accommodation request form provided by the Board; and
    - (B) Arrange for primary source documentation to be sent directly to the Board by the diagnosing provider or learning specialist that includes:
      - (i) Specific type of disability and confirmation of diagnosis; and
      - (ii) Type of diagnostic study or analysis used; and
      - (iii) Accommodation needed for testing related to the disability; and
      - (iv) Provider's original signature, official title and contact information.
  - (b) An applicant who has been ill or has a temporary restriction of activity must arrange for the healthcare provider to send the Board a medical release for full return to normal activity before taking the manual skills portion of the exam.
- (2) Exam Controls:
  - (a) Reference materials, including dictionaries, may not be used during testing.
  - (b) Language translation aids must not be used for exam purposes. This includes translators, documentation or electronic devices that translate one language to another.
  - (c) If a candidate decides not to complete the examination after receiving the knowledge test booklet or the skill test instructions, the attempt will be scored as a failure.
- (3) Examination results will be mailed or emailed to the applicant at the applicant's address of record and will not be released by telephone.
- (4) Failure to take the examination or to reschedule the examination in advance will result in re-examination fees unless the absence has been excused by the testing service.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.442

**Statutes/Other Implemented:** ORS 678.442

**History:**

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BN 6-2005, f. & cert. ef. 6-30-05

BN 2-2004, f. 1-29-04, cert. ef. 2-12-04

**851-062-0061****CNA Limited Certificate for Governor Declared Emergency**

- (1) During an emergency declared by the Governor pursuant to ORS 401.165 and subject to terms and conditions that the Board may impose, the Board may issue a limited certificate to a nursing assistant authorized in another state or U.S. jurisdiction when the following requirements are met:
  - (a) A completed application (application fee waived) is received by the Board; and
  - (b) Using instructions provided by the Board, the applicant must arrange for primary source verification of the active unencumbered nursing assistant certification in another state or jurisdiction.
- (2) The limited certification shall expire on the following date, whichever occurs first:
  - (a) The Oregon Governor-Declared Emergency declaration expires; or
  - (b) The certification in the state or jurisdiction used to obtain the limited certification expires; or

- (c) Two years after the issuance of the limited certification.
- (3) **Non-Renewable Limited Certification:** A limited certification is not renewable and expires based on whichever occurs first in OAR 851-062-0061(2). The individual must apply for permanent Oregon certification by endorsement in order to continue performing nursing assistant duties in Oregon. Continuing to work in Oregon after the limited certification has expired is considered practicing without a valid certification and is subject to Board action.
- (4) **Reinstatement of Limited Certification:** A previously issued expired limited certification may be reinstated if the following are true:
  - (a) A new state of emergency has been declared by the Governor; and
  - (b) The individual has not been issued permanent Oregon CNA certification by endorsement; and
  - (c) Holds active unencumbered nursing assistant certification in another state or U.S. jurisdiction.
  - (d) A qualified applicant must:
    - (A) Submit a completed reinstatement application (application fee waived) to the Board; and
    - (B) Using instructions provided by the Board, the applicant must arrange for primary source verification of the active unencumbered nursing assistant certification in another state or jurisdiction.

**Statutory/Other Authority:** ORS 401.165

**Statutes/Other Implemented:**

**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025

BN 29-2025, amend filed 11/20/2025, effective 11/20/2025

BN 4-2024; adopt filed 6/20/2024; permanent effective 07/01/2024

BN 8-2023; adopt filed 11/22/2023; temporary effective 01/01/2024 – 06/28/2024

**851-062-0070**

**Renewal of Nursing Assistant Certification**

- (1) An NA certificate is valid for two years from the date it is issued. Certificate holders must apply for renewal by 11:59 p.m. on the date of their license expiration to be considered timely.
- (2) The certificate holder may apply for renewal before the expiration of their certificate by submitting a completed application which includes:
  - (a) The Board's renewal application form;
  - (b) Payment of applicable fees in OAR Chapter 851 Division 2; and
  - (c) Every 48 months or every other renewal cycle, the applicant must attest to completion of two hours of cultural competency continuing education.
- (3) A renewal application may be submitted no more than 90 days before the expiration of the certificate.
- (4) Once a certificate has been expired for more than 90 days, an individual must apply for reinstatement as described in OAR 851-062-0071.
- (5) Incomplete applications expire 12 months after submission date.

**Statutory/Other Authority:** ORS 678.440, ORS 678.442 & ORS 676.850

**Statutes/Other Implemented:** ORS 678.442 & ORS 676.850

**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025

BN 29-2025, amend filed 11/20/2025, effective 11/20/2025

BN 9-2025, amend filed 04/24/2025, effective 07/01/2025

BN 4-2022, amend filed 02/18/2022, effective 03/01/2022

BN 5-2021, amend filed 06/21/2021, effective 07/01/2021  
 BN 5-2019, amend filed 07/03/2019, effective 08/01/2019  
 BN 6-2014, f. 12-2-14, cert. ef. 1-1-15  
 BN 10-2010, f. & cert. ef. 6-25-10  
 BN 4-2004, f. & cert. ef. 2-20-04  
 BN 2-2004, f. 1-29-04, cert. ef. 2-12-04  
 BN 6-1999, f. & cert. ef. 7-8-99

**851-062-0071****Reinstatement of Nursing Assistant Certification**

- (1) An individual whose NA certification has been expired for more than 90 days but no more than two years may apply for reinstatement by submitting a completed application, which includes:
  - (a) The Board's reinstatement application form;
  - (b) Payment of the fee in OAR Chapter 851 Division 2;
  - (c) Completion of a national fingerprint-based background check as described in OAR 851-001-0115; and
  - (d) Completion of two hours of cultural competency continuing education.
- (2) An individual whose Oregon CNA has been expired for over two years must apply for reinstatement by submitting a completed application and passing the Board-approved competency examination.
- (3) Applicants who do not pass the examination are required to complete a training program prior to a retake.

**Statutory/Other Authority:** ORS 678.440, ORS 678.442 & ORS 676.850

**Statutes/Other Implemented:** ORS 678.442 & ORS 676.850

**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025  
 BN 29-2025, amend filed 11/20/2025, effective 11/20/2025  
 BN 9-2025, amend filed 04/24/2025, effective 07/01/2025  
 BN 5-2021, amend filed 06/21/2021, effective 07/01/2021 BN  
 5-2019, adopt filed 07/03/2019, effective 08/01/2019

**851-062-0075****Disciplinary Reinstatement of Nursing Assistant Certification**

- (1) An individual whose NA certification has been revoked or voluntarily surrendered is not eligible for reinstatement under OAR 851-062-0071 but may apply for disciplinary reinstatement.
- (2) An applicant for disciplinary reinstatement may submit a completed application which includes:
  - (a) The Board's disciplinary reinstatement application form;
  - (b) Payment of the fee in OAR Chapter 851 Division 2;
  - (c) Proof of completion of an NA training program following revocation or surrender;
  - (d) Passage of the Board approved competency exam after submission of application; and
  - (e) Completion of a national fingerprint-based background check as described in OAR 851-001-0115.
- (3) An applicant under this rule is also subject to OAR 851-001-0015.
- (4) Incomplete applications expire 12 months after submission date.

**Statutory/Other Authority:** ORS 678.442 & ORS 676.850

**Statutes/Other Implemented:** ORS 678.442 & ORS 676.850

**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025  
 BN 29-2025, amend filed 11/20/2025, effective 11/20/2025  
 BN 9-2025, amend filed 04/24/2025, effective 07/01/2025  
 BN 5-2021, amend filed 06/21/2021, effective 07/01/2021  
 BN 5-2019, amend filed 07/03/2019, effective 08/01/2019  
 BN 2-2004, f. 1-29-04, cert. ef. 2-12-04

**851-062-0080****Oregon CMA Certification**

A CMA must have a current Oregon CNA certificate and be listed on the Oregon CNA Registry prior to performing medication aide duties.

**Statutory/Other Authority:** ORS 678.442

**Statutes/Other Implemented:** ORS 678.442 **History:**

BN 5-2019, amend filed 07/03/2019, effective 08/01/2019 BN  
 14-2013, f. 12-4-13, cert. ef. 1-1-14  
 BN 2-2004, f. 1-29-04, cert. ef. 2-12-04  
 BN 6-1999, f. & cert. ef. 7-8-99

**851-062-0090****Initial Medication Aide Certification Eligibility**

- (1) An applicant may apply for Medication Aide certification by submitting a completed application, which includes:
  - (a) The Board's medication aide application form;
  - (b) Holding a current Oregon CNA certification;
  - (c) Payment of the fee in OAR Chapter 851 Division 2;
  - (d) Passing the Board-approved medication aide examination; and
  - (e) One of the following:
    - (A) Proof of completion of a medication aide training program approved by the Board, or, for non-Oregon programs, approved by the appropriate agency in that state or U.S. territory; or
    - (B) A Joint Services transcript that shows evidence of completion of U.S. military training as an aeronautical medic, combat medic 68W, or medical training as a naval corpsman; or
    - (C) Proof of an active RN, PN or VN license in good standing; or
    - (D) Proof of current enrollment in a nursing education program approved by the Board or, for non-Oregon programs, by the appropriate agency in that state or U.S. territory.
- (2) Incomplete applications expire 12 months after submission date.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.442

**Statutes/Other Implemented:** ORS 678.442

**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025  
 BN 29-2025, amend filed 11/20/2025, effective 11/20/2025  
 BN 9-2025, amend filed 04/24/2025, effective 07/01/2025  
 BN 5-2019, amend filed 07/03/2019, effective 08/01/2019  
 BN 1-2012, f. 2-24-12, cert. ef. 4-1-12  
 BN 2-2004, f. 1-29-04, cert. ef. 2-12-04  
 BN 6-1999, f. & cert. ef. 7-8-99

**851-062-0100****CMA Examination**

- (1) The medication aide examination shall be administered and evaluated only by the Board or by a Board-approved entity.
- (2) Examination sites and dates shall be determined by the Board or a Board-approved entity.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.442**Statutes/Other Implemented:** ORS 678.442**History:**

BN 5-2019, amend filed 07/03/2019, effective 08/01/2019

BN 1-2013, f. 2-28-13, cert. ef. 4-1-13

BN 10-2010, f. &amp; cert. ef. 6-25-10

BN 2-2004, f. 1-29-04, cert. ef. 2-12-04

BN 6-1999, f. &amp; cert. ef. 7-8-99

**851-062-0110****Renewal of Medication Aide Certification**

- (1) An MA certificate is valid for two years from the date it is issued. Certificate holders must apply for renewal by 11:59 p.m. on the date of their license expiration to be considered timely.
- (2) The certificate holder may apply before the expiration of their certificate by submitting a completed application which includes:
  - (a) The Board's renewal application form;
  - (b) Payment of applicable fees in OAR Chapter 851 Division 2; and
  - (c) Attest to completion of eight hours of continuing education within the past two years related to medication aide authorized duties.
- (3) A renewal application may be submitted no more than 90 days before the expiration of the certificate.
- (4) Once a certificate has been expired for more than 90 days, an individual must apply for reinstatement as described in OAR 851-062-0114.
- (5) Incomplete applications expire 12 months after submission date.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.442**Statutes/Other Implemented:** ORS 678.442**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025

BN 29-2025, amend filed 11/20/2025, effective 11/20/2025

BN 9-2025, amend filed 04/24/2025, effective 07/01/2025

BN 5-2019, amend filed 07/03/2019, effective 08/01/2019

BN 1-2012, f. 2-24-12, cert. ef. 4-1-12

BN 10-2010, f. &amp; cert. ef. 6-25-10

BN 2-2004, f. 1-29-04, cert. ef. 2-12-04

BN 6-1999, f. &amp; cert. ef. 7-8-99

**851-062-0114****Reinstatement of Medication Aide Certification**

- (1) An individual whose MA certification has been expired for more than 90 days but no more than two years may apply for reinstatement by submitting a completed application, which includes:
  - (a) The Board's reinstatement application form;
  - (b) Payment of the fee in OAR Chapter 851 Division 2;
  - (c) Completion of a national fingerprint-based background check as described in OAR 851-001-0115; and
  - (d) Completion of two hours of cultural competency continuing education.
- (2) An individual with an expired MA certification for over two years can apply for reinstatement by completing the application and passing the Board-approved exam.
- (3) Applicants who do not pass the examination are required to complete a training program prior to a retake.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.442

**Statutes/Other Implemented:** ORS 678.442

**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025

BN 29-2025, amend filed 11/20/2025, effective 11/20/2025

BN 5-2019, adopt filed 07/03/2019, effective 08/01/2019

**851-062-0116****Disciplinary Reinstatement of Medication Aide Certification**

- (1) An individual whose MA certification has been revoked or voluntarily surrendered is not eligible for reinstatement under OAR 851-062-0071 but may apply for disciplinary reinstatement.
- (2) An applicant for disciplinary reinstatement may submit a completed application which includes:
  - (a) The Board's disciplinary reinstatement application form;
  - (b) Payment of the fee in OAR Chapter 851 Division 2;
  - (c) Proof of completion of an MA training program following revocation or surrender;
  - (d) Passage of the Board approved MA competency exam after submission of application; and
  - (e) Completion of a national fingerprint-based background check as described in OAR 851-001-0115.
- (3) An applicant under this rule is also subject to OAR 851-001-0015.
- (4) Incomplete applications expire 12 months after submission date.

**Statutory/Other Authority:** ORS 678.440 & ORS 678.442

**Statutes/Other Implemented:** ORS 678.442

**History:**

BN 33-2025, temporary amend filed 11/24/2025, effective 11/24/2025 through 12/31/2025

BN 29-2025, amend filed 11/20/2025, effective 11/20/2025

BN 5-2019, adopt filed 07/03/2019, effective 08/01/2019

*The official copy of an Oregon Administrative Rule is contained in the Administrative Order filed at the Archives Division, 800 Summer St. NE, Salem, Oregon 97310. Any discrepancies with the published version are satisfied in favor of the Administrative Order. The Oregon Administrative Rules and the Oregon Bulletin are copyrighted by the Oregon Secretary of State.*



# Oregon

Tina Kotek, Governor

**Board of Nursing**  
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## MEMORANDUM

To: Oregon State Board of Nursing Members

From: Philip Fox, Licensing Manager

Date: June 25<sup>th</sup>, 2026

Re: 851-031-0052, Exception to Rules

Applicant Marina Kandova has applied by endorsement to be licensed as a Registered Nurse in Oregon. They passed the NCLEX exam on 10/05/2007 and were initially licensed on 10/24/2007 in the state of Arizona, where they hold an active license. Applicant Kandova also holds an Advanced Practice license in the state of Arizona. According to the information provided on their NURSUS Report and supplied by applicant Kandova they were made eligible for NCLEX testing using education from The Secondary Medical School in Bukhara, Uzbekistan.

Applicant Kandova was able to provide a credential evaluation that originally was used by the Arizona State Board of Nursing to obtain their initial license. This credential evaluation met OAR 851-031-0039(2)(c)(B),(C) and (D), but was missing specific information regarding the program's accreditation or government approval to operate. In their exception request paperwork, applicant Kandova reported to the board they "Immigrated to the United States as a refugee in 2005 and have not returned to Uzbekistan for over 20 years" and reports not having family members or professional contacts who could assist in obtaining additional documentation to have a qualifying report generated.

Due to the challenge of obtaining a new credential evaluation, applicant Kandova is requesting an exception to OAR 851-031-0039(2)(c)(A) which states a credential evaluation for international nursing;

(c) A credential evaluation for graduates of international nursing education program that does not have an NCLEX® code, which includes:

(A) Confirmation of completion of a nursing education program approved by the appropriate regulatory body;

M.S.C. \_\_\_\_\_, \_\_\_\_\_ that based on the information presented, the Board (grants/ does not grant) Marina Kandova an exception to OAR 851-031-0039(2)(c)(A) (as presented/ modified).

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## MEMORANDUM

To: Oregon State Board of Nursing Members

From: Philip Fox, Licensing Manager

Date: June 25<sup>th</sup>, 2026

Re: 851-031-0052, Exception to Rules

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Applicant Ed Paez has applied by endorsement to be licensed as a Practical Nurse in Oregon. They passed the NCLEX on 11/01/2018 and were subsequently licensed in California on 11/01/2018. Based on information provided by applicant Paez, they completed a vocational nursing program from the Trinity School of Health and Allied Sciences on 12/14/2012.

Applicant Paez was unable to provide official, primary sourced transcripts of their education to Board Staff due to the program being closed. Applicant Paez supplied Board Staff with unofficial transcripts they retained after graduation. The information presented on the unofficial transcripts matches the applicant's NURSUS report. Board staff have received confirmation from the California Bureau for Private Postsecondary Education that this program was accredited at the time Paez attended and completed the program.

Due to the closure of this program, applicant Paez is requesting exception to OAR 851-031-0039(2)(a): An official transcript that includes the degree, certificate, or diploma awarded, the graduation date, and documentation of a clinical component as defined in OAR 851-006-0030.

M.S.C. \_\_\_\_\_, \_\_\_\_\_ that based on the information presented, the Board (grants/ does not grant) Ed Paez an exception to OAR 851-031-0039(2)(a) (as presented/ modified).

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## MEMORANDUM

To: Oregon State Board of Nursing Members

From: Dr. Laura Blackhurst, PhD, RN, CNE, CNL, Policy Analyst, Nursing Education

Date: June 8<sup>th</sup>, 2026

Re: Linn-Benton Community College - Nursing Program Continuing Approval Survey

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On March 18<sup>th</sup>-19<sup>th</sup>, 2026, Linn-Benton Community College's pre-licensure registered nursing program was surveyed to determine continued program approval per OAR 851-021-0015(3). This survey was conducted alongside a survey by the Accreditation Commission for Education in Nursing (ACEN), in order to grant initial accreditation.

The survey findings are attached: All standards for pre-licensure nursing education programs outlined in OAR 851-021 were found to be met.

Based on the survey findings, I am recommending the Board grant continued approval to Linn-Benton Community College's pre-licensure registered nursing program, with future surveys occurring in alignment with the accreditation survey cycle.

M.S.C. \_\_\_\_\_/\_\_\_\_\_ the Board grant continuing approval to Linn-Benton Community College's pre-licensure registered nursing program, with future surveys aligned with their national nursing accreditation cycle.

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## REPORT OF SURVEY VISIT

Linn-Benton Community College in Lebanon, OR.

Associate Degree Registered Nurse Program

March 18-19, 2026

### Purpose:

This survey was conducted per OAR 851-021-0015(3) to determine continued program approval, by OSBN Board staff Dr. Sarah Wickenhagen, Operations and Policy Analyst, Advanced Practice Nursing and Education, and Knico Van Winkle, Policy Coordinator. The visit was in conjunction with the Accreditation Commission for Education in Nursing (ACEN) site review. The following report considers all standards for approval as presented in OAR 851-021, which were evaluated as “met,” “partially met,” or “not met.”

### Context:

- Linn-Benton Community College (LBCC) was founded in 1966 in Albany, Oregon. The nursing program was established in 1970 and is located in a dedicated building for Health Occupations in Lebanon, Oregon. LBCC’s mission is “to cultivate an environment for success through inclusive education and community engagement”.
- LBCC is fully accredited by the NWCCU and has maintained continuous accreditation since 1972. They recently completed reaffirmation of accreditation and are entering their scheduled mid-cycle review in the Fall 2026.
- LBCC’s last OSBN survey was completed in May of 2022, by OSBN Policy Analyst, Dr. Tracy Thompson. All standards and outcomes were met, and it was approved until May of 2032.
- The program admits one cohort annually, with an approval capacity of 56 students. Recent cohorts include 40 students in 2026 and projected 45 students in 2027, reflecting thoughtful enrollment management aligned with available resources and clinical capacity.

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## Survey Findings:

ORS 678.360 requires that institutions submit a written report that includes an evaluation of physical facilities, clinical resources, courses of study, and qualifications of instructors.

### *Documents Reviewed Prior to Visit:*

- LBCC Website, including nursing program pages and publicly available student information
- LBCC Nursing Program Handbook
- LBCC Program Faculty Handbook and Policies
- ACEN Self-Study Report (Initial Accreditation Submission)
- Program of Study and curriculum plan
- Course Syllabi (didactic, clinical, simulation, and lab courses)
- Program policies and procedures, including progression, evaluation, and grievance processes
- Clinical evaluation tools and student assessment methods
- Faculty qualifications and curriculum vitae (CVs)
- Organizational charts (college and nursing program)
- Advisory committee materials and meeting minutes (as available)
- Student learning outcomes and program evaluation data
- Accreditation documentation (NWCCU and ACEN candidacy materials)
- Previous OSBN Survey Report (2022) and supporting documentation
- ACEN Site Visit Agenda and supporting materials

### *Interviews were conducted with the following individuals/groups:*

#### **University Leadership:**

Dr. Lisa Avery, LBCC President

Dr. Ann Buchele, Provost/Vice President of Academic Affairs

Dr. Rick Goranflo, Executive Dean of CTE/Health

Sheldon Flom, Finance/Business Officer

#### **Faculty Members:**

Briget Ferguson, MSN, RN, Clinical Coordinator

Caitlyn Terrell, MSN, RN, Dept. Chair

Danielle Drake, BSN, RN

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Emily Rose, MSN, RN  
Gwendy Beer, MSN, RN  
Hannah Barber, BSN, RN  
Jessica Crocker, BSN, RN  
Meagan Riley, MSN, RN  
Sarah Vincent, BSN, RN  
Tashia Abbott, MSN, RN  
Chris McGuire, ADN, RN, Clinical Instructor  
Myla Jordan, RN, Clinical Instructor  
Heidi Womack, BSN, RN, Skills  
Karin Wimer, ADN, RN, Skills

### Facility Representatives:

Deb Fell-Carlson, BSN, RN, MSPH, Faith Community Nurse  
Marcy Shanks, MSN, RN, MEd, Faith Community Nurse  
Tawni Pfaff, BSN, RN, Faith Community Outreach Liaison  
Misty Samord, BSN, RN SAGH Adm. Med Surge, CCU  
Jan Buhmann, MS, RN, Samaritan, Program Manager, Transition to Practice  
Jon Jones, Samaritan, Learning & Development Program Coordinator  
Katie Jensen, MEd, Samaritan, Program Manager, Workforce Development  
Megan Parker, BS, Samaritan, Program Manager, Learning Impact & Tech

### Students:

There were 20 students in attendance with approximately five first year students.

### *Physical Facilities:*

The LBCC Health Occupations Building in Lebanon provides a modern, well-equipped learning environment that supports student success and program outcomes. The facility appears to be newer construction and is thoughtfully designed to support nursing education, including:

- Dedicated classrooms and student study spaces promote both individual and collaborative learning.
- Simulation and skills laboratories equipped with current technology to support clinical skill development.

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- Faculty offices and administrative spaces located in close proximity, fostering accessibility, communication, and collaboration among faculty, leadership, and students.
- Samaritan Lebanon Community Hospital, which offers students exposure to acute care settings and supports the development of foundational clinical competencies.
- A community-based low-income housing site supported in part by faith-based nursing services, where students participate in outpatient and population focused care experiences.

### *Faculty:*

Faculty interviews reflected a highly qualified, engaged, and well-supported team committed to student success and program excellence. Faculty demonstrated appropriate academic preparation and clinical expertise aligned with their teaching assignments, contributing diverse clinical backgrounds and specialty experience that enhance a practice-relevant learning environment.

Faculty consistently described a collaborative and supportive culture, noting accessible leadership, strong communication, and collegial relationships among faculty, administration, and support staff. They reported having access to the instructional resources, simulation tools, and institutional support services necessary to effectively deliver the curriculum and promote strong student learning.

The institution's generous biennial professional development benefit further supports faculty growth and ongoing competency. Additionally, the program's use of RENEW grant funding has strengthened partnerships, enhanced program infrastructure, and supported innovative approaches to nursing education. This initiative has fostered deeper collaboration among faculty, staff, and community partners, reinforcing a cohesive and supportive program culture.

Faculty interviews reflected a highly qualified, engaged, and well supported team committed to student success and program excellence.

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## *Curriculum / Course of Study:*

The program demonstrates a strong commitment to access, student success, and regional workforce development. It serves a diverse student population, including many first-generation college students, and maintains a clear focus on preparing practice-ready graduates. Conversations with faculty emphasized thoughtful curriculum design, alignment between course outcomes and program competencies, and a structured progression that supports the development of clinical judgment and essential nursing skills. Faculty reported having the qualifications, resources, and institutional support needed to effectively deliver the curriculum, including professional development opportunities and access to simulation, skills labs, and instructional technologies.

## *Clinical and Simulation:*

The program demonstrates effective use of both clinical and simulation experiences to support the development of safe, competent, and practice-ready graduates. Clinical placements align with course objectives and provide students with exposure to diverse practice settings that reinforce foundational and advanced nursing competencies.

Faculty and students consistently described simulation as a well-integrated component of the curriculum, supported by appropriate equipment, instructional resources, and faculty expertise. Simulation activities are designed to promote clinical judgment, skill development, and the application of theoretical knowledge in a controlled learning environment.

The program continues to maximize available clinical partnerships and resources, including community-based opportunities that strengthen students' understanding of population health and outpatient care. Together, these clinical and simulation experiences contribute to strong readiness for practice and a well-rounded educational foundation.

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### *Overall adherence to OAR 851-021:*

The program remains consistent with findings from the 2022 OSBN survey, in which all standards were met, and program outcomes—including 2025 NCLEX results—reflected a 100% first-time pass rate.

### Summary:

LBCC continues to demonstrate a high-quality, well established nursing program with strong institutional support, positive student outcomes, and meaningful community engagement. The program reflects a clear commitment to preparing safe, competent, and practice-ready graduates. The LBCC nursing program is exceptional in its people, partnerships, and community integration.

The program's success is clearly reflective of a collective team-based effort, and specific recognition is warranted for program leadership and key contributors who support operations, clinical coordination, and student success.

Board staff support LBCCs ongoing efforts to obtain national accreditation through ACEN. The program demonstrates strong readiness and alignment with national standards. Board staff recognizes the significant work undertaken to advance quality, accountability, and continuous improvement.

### *Commendations:*

- Commendation 1-Strong leadership and team culture: The Nurse Administrator Dr. Heather Peacock and her faculty demonstrate a highly collaborative, student-centered environment grounded in sharing commitment and professionalism.
- Commendation 2-Faculty and staff excellence: Dedicated clinical coordinator Briget Ferguson, and administrative support specialist Tonia Benham.
- Commendation 3-Innovative community partnerships: Robust collaboration with Samaritan Health System, maximizing clinical placement opportunities.

*Mission: The Oregon State Board of Nursing is committed to protecting the public through regulatory excellence and promoting the wellness of our nursing professionals.*

*Vision: A Safe and healthy Oregon promoted through a healthy and diverse nursing workforce.*



# Oregon

Tina Kotek, Governor

## Board of Nursing

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### *Recommendations:*

- Recommendation 1-Evaluate opportunities to ensure students can meet full-time enrollment status, when feasible, to improve access to financial aid and reduce barriers to program completion.
- Recommendation 2-Consider increasing pharmacology to 2-3 credit hours to better align with contemporary practice expectations and support safe medication management.
- Recommendation 3-Explore summer or online course offerings (e.g. Pharmacology, Pathophysiology, Microbiology) to:
  - Improve program accessibility
  - Support student academic progression
  - Provide flexibility for non-traditional learners

Recommendations are intended as advisory to the nursing program and college. “Advisory” means that the recommendations, or alternative means to meet the same standard, are intended to be implemented but do not require a formal report to the Board.

### **Based on the findings, the surveyor recommends:**

That the Board grant continuing approval to the pre-licensure registered nursing program, with future surveys aligned with their national nursing accreditation cycle.

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# OREGON STATE BOARD OF NURSING

## 2024-2027 Strategic Plan 2026 Update



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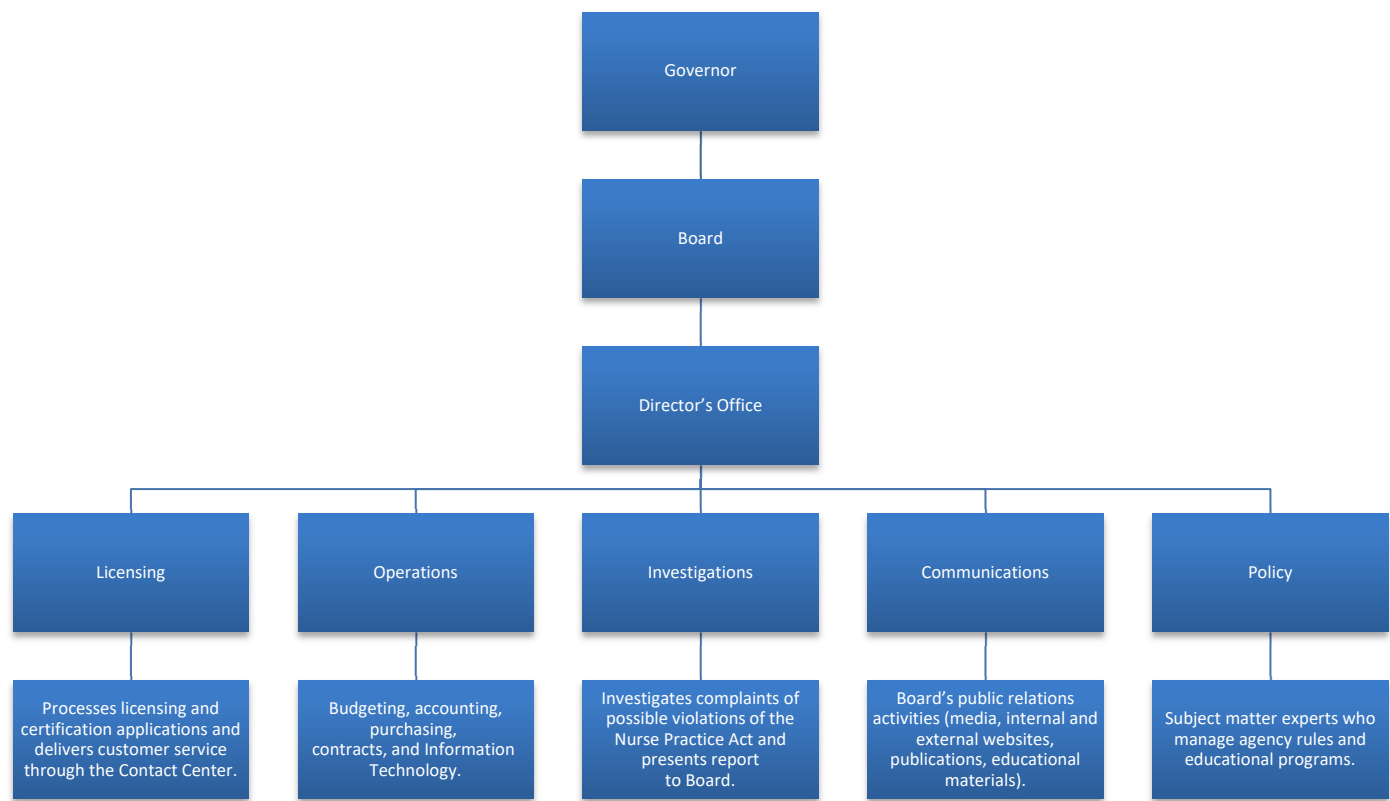
# INTRODUCTION

The Oregon State Board of Nursing presents this year’s progress on the 2024-27 Strategic Plan, highlighting key accomplishments and outlining goals for the 2025-2027 biennium.

## ABOUT OSBN

Established in 1911, the Oregon State Board of Nursing (OSBN) protects the public through regulatory excellence and promoting the wellness of nursing professionals. The OSBN is supported by a dedicated staff of approximately 65 individuals. These professionals are committed to providing customer service and play a vital role in assisting the Board as it fulfills its mission to protect the public. The OSBN agency is comprised of distinct work divisions, all collaboratively working to support the Board and carry out the responsibilities mandated by law.

The nine OSBN board members are appointed by the Governor and include: four registered nurses, one licensed practical nurse, one nurse practitioner, one certified nursing assistant, and two public members. They represent a variety of geographic locations and areas of nursing practice. The OSBN is an agency within Oregon state government.



## OSBN STRUCTURE

The Director's Office includes the Executive Director, Chief of Staff, Executive Assistant, Communications Manager, Human Resource Manager, and the policy division. This team, along with the managers of Investigations, Licensing, and Operations, oversees the organization's strategic direction and supports staff management and board operations.

The Communications Manager leads the Board's public relations initiative. Responsibilities include managing media relations, overseeing internal and external websites, producing monthly news bulletins, and coordinating the OSBN quarterly newsletter.

Policy Analysts serve as subject matter experts responsible for providing the Board with evidence-based information to inform decisions about the Nurse Practice Act (NPA). They draft rules to implement statutory changes and interpret the agency's NPA rules and regulations. Additionally, OSBN policy analysts respond to a range of inquiries regarding the NPA, deliver informational presentations, and conduct surveys of educational institutions to ensure ongoing compliance with applicable statutes and rules.

The Operations Department handles budgeting, accounting, purchasing, and contract management. It also leads the Information Technology team to meet all operational needs.

The Licensing Department provides customer service and processes applications. Their daily work ensures licenses and certificates are issued promptly to qualified individuals. It also houses our contact center for phone inquiries.

The Investigations Department reviews a large volume of complaints. Their primary responsibility is to investigate possible violations of the Nurse Practice Act and to present detailed reports to the Board.

The agency's significant growth and the upcoming 2027 budget review will allow us to expand the investigation department. As the number of licensees and certificate holders increases, we must add staff to meet demand and protect the public.

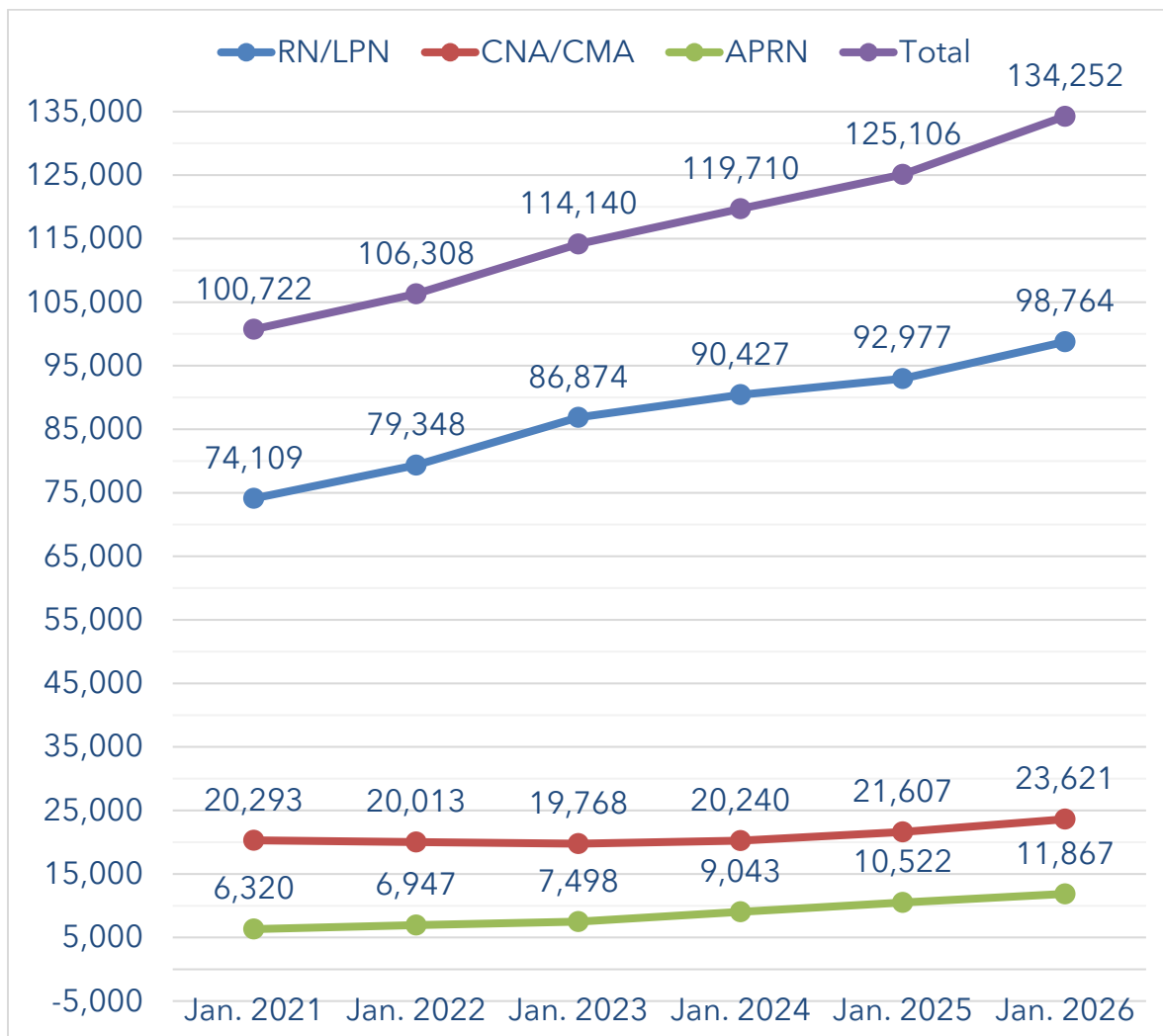


## GROWTH IN NUMBER OF POSITIONS

| Biennium  | Positions |
|-----------|-----------|
| 2025-2027 | 65        |
| 2023-2025 | 61        |
| 2021-2023 | 54        |
| 2019-2021 | 54        |
| 2017-2019 | 49        |

[GRAPH 1]

## LICENSEE & CERTIFICATE-HOLDER GROWTH



[GRAPH 2]

## MISSION, VISION, AND VALUES

---

|         |                                                                                                                                          |
|---------|------------------------------------------------------------------------------------------------------------------------------------------|
| Mission | The Oregon State Board of Nursing protects the public through regulatory excellence and promoting the wellness of nursing professionals. |
|---------|------------------------------------------------------------------------------------------------------------------------------------------|

---

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

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|        |                                                                    |
|--------|--------------------------------------------------------------------|
| Values | Innovation · Integrity · Stewardship<br>Simplicity · Collaboration |
|--------|--------------------------------------------------------------------|

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## OSBN STRATEGIC PLAN

The Oregon State Board of Nursing developed a comprehensive strategic plan for the years 2024 to 2027. This plan was designed to guide the organization's efforts and priorities over a four-year period, ensuring alignment with its mission and vision.

### Plan Approval and Reporting

In 2024, the Board officially approved the strategic plan. The following year, in 2025, a status report was shared to provide updates on the progress of each strategic imperative. Both the strategic plan and the status report are available on the organization's website.

### Current Update: Accomplishments and Opportunities

This update highlights accomplishments achieved through March 2026, as well as remaining opportunities within each strategic imperative. The focus is on evaluating progress and identifying areas for continued growth and development.

### Strategic Initiatives

The Strategic Plan centers on three core imperatives, each accompanied by distinct objectives and strategies. These imperatives are:

- Diversity, Equity, Inclusion, and Accessibility
- Customer Service and Communication
- Employee Retention and Recruitment

## STRATEGIC INITIATIVES



Diversity, Equity, Inclusion, and Accessibility



Customer Service and Communication



Employee Retention and Recruitment



## OSBN STRATEGIC PLAN PROGRESS

| Phase 1: Clarity                                                                                                                                                                                                                                                                                                                                                                                                                                            | Phase 2: Focus and Action                                                                                                                                                                                                                                                                                                             | Phase 3: Implement, Evaluate, and Measure                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• <b>Timeline:</b> Jan 2024 - June 2024</li> <li>• What environmental factors must we consider? What are the customer and partner's perceptions about the agency?</li> <li>• <b>Mission:</b> Our purpose is not just a statement anymore; it's a collective call to action that each one of us plays a crucial role in.</li> <li>• <b>Vision:</b> What is the ideal future state we are trying to create?</li> </ul> | <ul style="list-style-type: none"> <li>• <b>Timeline:</b> June 2024 - Dec 2025</li> <li>• <b>Priorities:</b> What must be accomplished over the planning horizon?</li> <li>• <b>Goals:</b> What collective action do we need to take to deliver on our priorities?</li> <li>• <b>Metrics:</b> How will we measure success?</li> </ul> | <ul style="list-style-type: none"> <li>• <b>Timeline:</b> Jan 2026 - Dec 2027</li> <li>• <b>Action Plan:</b> What actions need to be taken by teams to achieve plan priorities?</li> <li>• <b>Track Progress- How are we doing:</b> This is not just a question but a call for everyone on the leadership team to take responsibility, to ensure the success of our strategic plan.</li> <li>• <b>Report:</b> Communicate outcomes and advancements related to the plan's objectives.</li> </ul> |

We made significant progress in phases 1 and 2. In Phase 1, we updated the agency Mission to focus on regulatory excellence and support for nursing professionals' wellness. We also added a Vision statement to encourage and focus our work: "Promote a safe and healthy Oregon through a diverse and healthy nursing workforce."

In Phase 2, we clarified agency priorities, goals, and metrics by asking:

- What should we achieve during this planning period?
- What actions do we need to take together?
- How will success be measured?

We are currently in Phase 3. For each of our three strategic initiatives, we've outlined our progress based on four imperatives: overview, accomplishments, remaining opportunities, and data focus areas.

1. Overview: Outlines the imperative and the supporting strategies and objectives.
2. Accomplishments: Provides an overview of accomplishments from April 2024 to March 2026.
3. Remaining Opportunities: Defines remaining high priority action items to achieve the imperative.
4. Data Focus Areas: Outlines initial ideas and focus areas for data for Phase 3.

## STRATEGIC INITIATIVE 1: DIVERSITY, EQUITY, AND INCLUSION

### Imperative 1--Overview

#### Objective 1: Increase Access to OSBN Services

- Improve language access on customer service phones.
- Provide multiple pathways and languages to submit complaints.
- Review and update policies, procedures, and NPA with a DEI lens.

#### Objective 2: Increase Diversity of External Partners

- Promote diversity within the Board and collaborative partners on Rule Advisory Committees.

#### Objective 3: Recruiting and Hiring

- Add inclusive language on job postings with an intentional equity lens.
- Review, update, and monitor hiring processes, recruitment, interview procedures, and hiring outcomes.

### Imperative 2: Accomplishments

1. Implemented VID recruiter in the recruiting process.
2. Improved process to license international nurses: OSBN expanded credentialing services to accept international nurses and established a supporting process for those without SSN.
3. Improved use of inclusive language in recruiting process.
4. Developed style guide / working towards standardized language in communication and board reports.
5. Implemented access to ORBS on mobile devices.
6. Improved the accessibility of the Nurse Practice Act.
7. Developed a DEIA tool to review policies and procedures.

8. Improved reading/literacy level of external and internal documents.
9. Improved language access through the call center and investigation departments. Call center staff are trained to use language passports; the agency used language services 7 times last year. The focus this year is on proactively offering these services and updating website information.
10. Published guest articles in the Sentinel: the Oregon Black Nurses Association covered the Mini Nurse Academy in the August 2025 issue, and Linfield University School of Nursing wrote about their efforts regarding Disability in Education in the May 2026 issue.

### Imperative 3: Remaining Opportunities

- Improve language access on web-based complaint form.
- Educate public about OSBN through career fairs, professional associations, etc.

### Imperative 4: Data Focus Areas

- Continue to track data of interpretive services.
- Explore how to track Workday data on recruitment. DAS is creating a community in practice to discuss Workday data and OSBN Human Resources manager will engage in efforts.

## STRATEGIC INITIATIVE 2: CUSTOMER SERVICE AND COMMUNICATION

### Imperative 1--Overview

#### Objective 1: Improve Relationships with Customers

- Optimize Customer service.
  - Increase contact center phone hours.
  - Phone technology improvements, such as a call-back queue.
- Improve language access.
- Simplify complaint form and applications.

#### Objective 2: Become a Trauma-Informed Agency

- Ongoing training in trauma-informed practices.
- Ensure application questions are trauma-informed and free from stigmatizing language.

#### Objective 3: Focus on Key Performance Measures

- Application timeliness: Maintain performance on time from complete license application to license determination.
- Overall customer satisfaction (good & excellent): Target a 2% improvement each year.

### Imperative 2: Accomplishments

1. Expanded phone customer service support to daily operations.
2. Developed public facing “how-to” documents.
3. Revised application language to align with a trauma-informed approach.
4. Reduced application processing time to within three days of receiving the completed application.
5. Established customer service standards (such as, return contact within two days).

6. Established lunch and learn sessions.
7. Explored customer service tools available to OSBN.
8. Improved public-facing resource tools on website.
9. Met customer service key performance measures.
10. Implemented interpreter services support.

### Imperative 3: Remaining Opportunities

- Expanding customer service experience evaluation (such as customer call backs, surveys, etc.).
- Complete additional agency-wide trauma-informed training.
- These two remaining opportunities are where a good amount of work will be invested in 2027.

### Imperative 4: Data Focus Areas

- Key performance measures remain a focus.

---

#### Key Performance Measures

*The state implemented Key Performance Measures (KPMs) in 2001 to provide a measurement system based on legislative expectations, usefulness to managers and staff, and effectiveness and efficiency.*

*Three of the five OSBN KPMs are related to customer service:*

- 1. Customer Service: The OSBN phone lines were closed to the public for three years during the pandemic but reopened in January 2024 with the establishment of the contact center.*
  - 2. Timely Licensing: Measures the percentage of licensing applications processed within five business days. OSBN routinely meets this target and typically processes licensing applications within three days of submission.*
  - 3. Timely Resolution of Complaints: OSBN and other boards have faced ongoing challenges with this KPM. Since 2001, increased complexity in healthcare and stricter data protection requirements have made document collection for investigations significantly slower. What once took weeks now often takes months, and some documents are not received at all. In the 2027 legislative session, OSBN will propose changing the target from 120 days to 365 days to better reflect current realities.*
-

## STRATEGIC INITIATIVE 3: EMPLOYEE RECRUITMENT AND RETENTION

### Imperative 1--Overview

#### Objective 1: Improve Relationships with Customers

- Optimize Customer service.
- Identify opportunities to create growth and development pathways for staff and leaders.
- Identify areas of redundancy and inefficiency and streamline infrastructure.

#### Objective 2: Improve Recruitment and Retention

- Broaden recruiting strategies.
- Implement comprehensive onboarding and new employee training program.
- Design and implement a cross-training program.
- Develop pathways for staff and leader development based on needs assessment.

### Imperative 2: Accomplishments

1. Improved job postings with inclusive language.
2. Increased job postings on websites and social media.
3. Implemented VID recruiter in the recruiting process.
4. Adjusted interview processes to reduce potential for bias.
5. Completed pay equity analyses across the agency.
6. Implemented a new employee orientation plan.

7. Expanded cross training programs within departments across the agency.
8. Developed clear staff onboarding/offboarding processes.
9. Implemented monthly dedicated administrative time for all staff.
10. Managers received opportunity for emerging leader classes.
11. Added resources with educational materials and training opportunities to the newly developed intranet.
12. Continually update succession planning.

### Imperative 3: Remaining Opportunities

- Explore opportunities to increase diversity of OSBN applicants.

### Imperative 4: Data Focus Areas

- Continue to track staff cross-training numbers.
- Track staff training.
- Monitor retention metrics.
- Monitor application volumes.

## IT IMPROVEMENT PROJECTS

In addition to advancing the strategic plan, our IT department expanded the agency network, enhanced internal processes, and improved customer service.

### AGENCY REPORTING

- Utilized modern tools to extract data from ORBS and generate reports accessible to staff.
- Implemented Power BI dashboards for managers, enabling real-time data monitoring.
- Achieved greater efficiency and accuracy in ORBS-generated reports.
- Redesigned ORBS document templates to enhance security and reduce administrative workload.
- Improved computer security by eliminating reliance on Word macros.
- Minimized document errors and reduced manual editing requirements.

### SERVER AND CLOUD MIGRATION

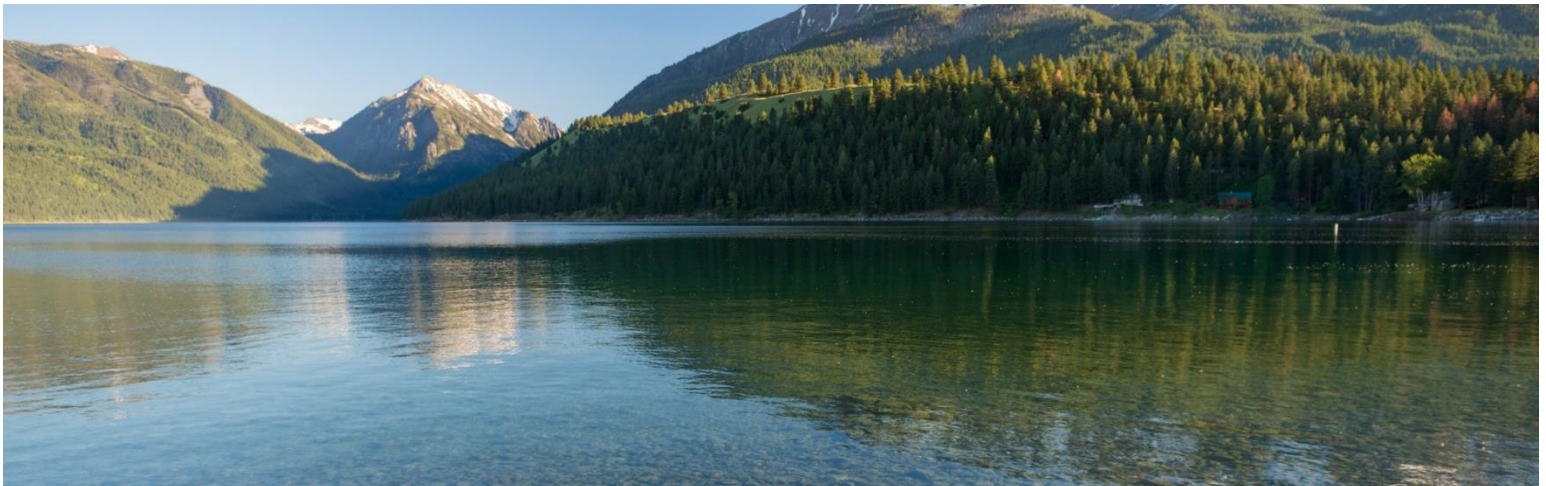
- Transferred data servers and web servers from local physical locations to Azure, and subsequently to DAS-managed servers in the cloud.
- Consolidated isolated systems and services by migrating to various DAS technology departments, resulting in improved endpoint support, server hosting, and security management.
- Desktop support is now provided collaboratively with DAS.

### FILE ORGANIZATION AND COLLABORATION

- Moved the on-premises CRM database licensing and investigations information to the state data center.
- Updated the IT ticketing system and call center lists.
- Established cloud resources for enhanced file and document storage, facilitating improved staff collaboration.
- Strengthened agency communication through email notifications for licenses, a monthly news bulletin, and Sentinel email distribution.

### TECHNOLOGY IMPROVEMENTS

- Converted the agency interview room and conference room into TEAMS rooms.
- The Board hosted meeting in the community after acquiring new remote hardware and implementing technology upgrades.
- Improved Wi-Fi connectivity throughout the building.





**Oregon State Board of Nursing**

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