

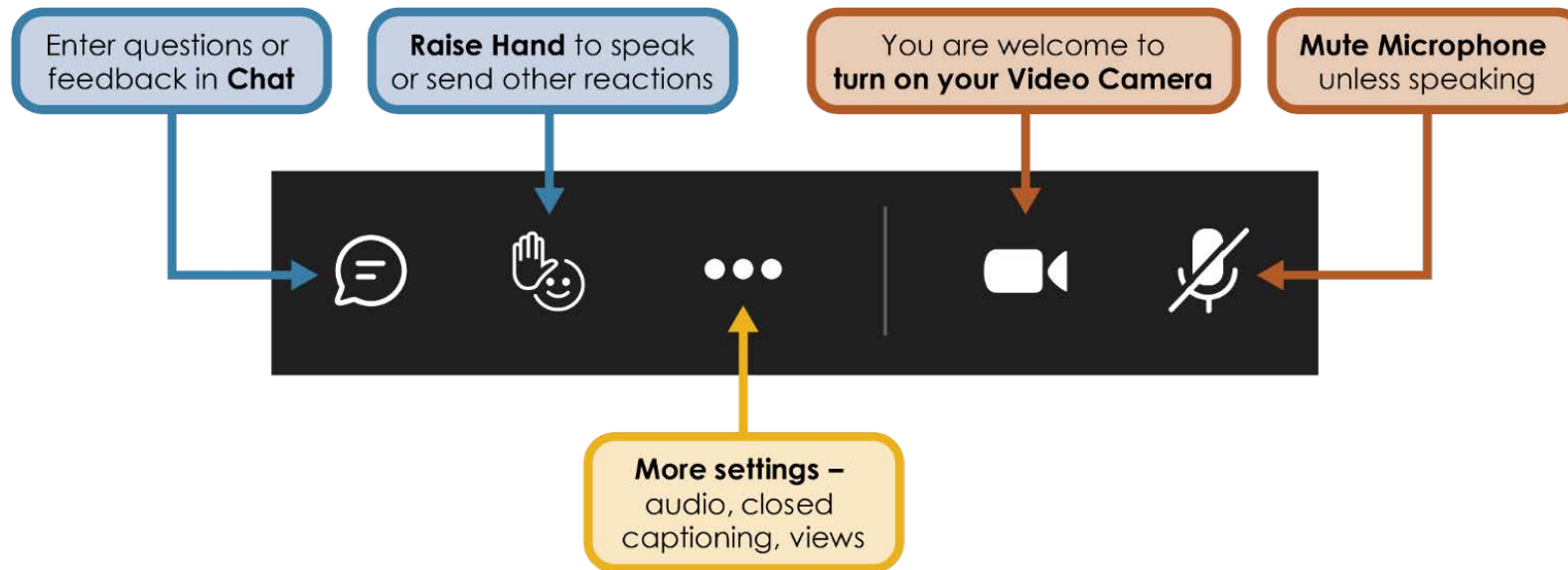


SB 5582: Nurse Administrator Requirements Rule

Jessilyn Dagum, Policy Analyst

Gerianne Babbo, Ed.D., MN, RN, Director for Nursing Education

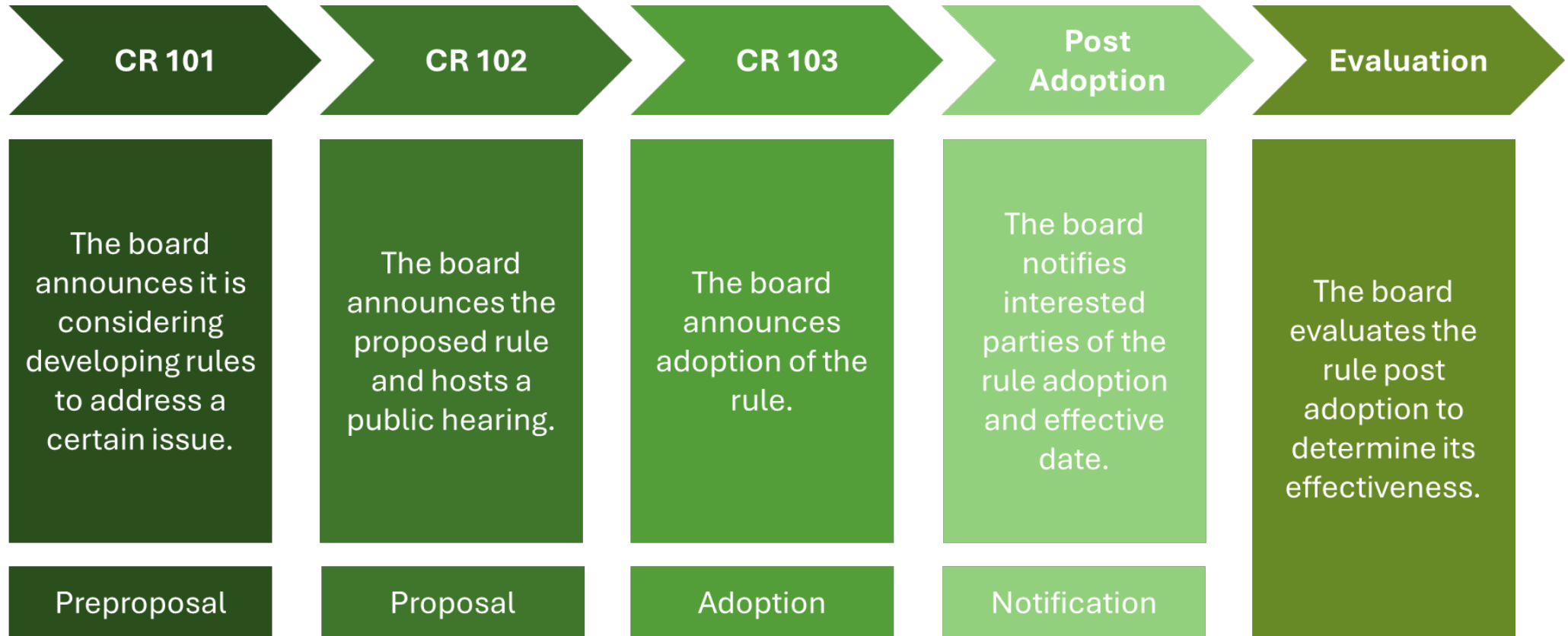
Zoom Features We Will Use Today



Meeting Reminders

- Be mindful and respectful of all those in attendance.
- Please raise your hand to speak and staff will call on you to share.
 - State your name before speaking.
 - Speak clearly and audibly.
 - Keep your mic muted unless asked to share.
- Please be mindful of the time and allow others the opportunity to speak.
- Please stay on topic.

Rulemaking Process



Background: E2SSB 5582

The board is considering amendments to education and experience requirements for nurse administrators of baccalaureate nursing education programs in response to Engrossed Second Substitute Senate Bill (E2SSB) 5582 (Chapter 126, Laws of 2023) codified as RCW 18.79.150.

II. Eliminate Bottlenecks In Nurse Training, Section 7

- The board **“may grant approval to baccalaureate nursing education programs where the nurse administrator holds a graduate degree with a major in nursing and has sufficient experience as a registered nurse but does not hold a doctoral degree.”**



Purpose

- **Share information, research, and data** regarding nurse administrator qualifications for baccalaureate nursing education programs.
- **Solicit feedback** from the public on considerations and experience needed for baccalaureate nurse administrators to be successful.



Nursing Education Rates

- Nursing is the nation's largest healthcare profession, with nearly 4.7 million registered nurses (RNs) nationwide.
- Of all licensed RNs, 89% are employed in nursing.
- 17.4% of the nation's registered nurses held a master's degree.
- **2.7% of the nation's registered nurses held a doctoral degree.**

AACN References

- National Council of State Boards of Nursing. (2024). [Active RN Licenses](#).
- Smiley, R.A., Allgeyer, R.L., Shobo, Y., Lyons, K.C., Letourneau, R., Zhong, E., Kaminski-Ozturk, N., & Alexander, M. (April 2023). [The 2022 National Nursing Workforce Survey](#). *Journal of Nursing Regulation*, 14(1), Supplement (S1-S90).



National Council of State Boards of Nursing (NCSBN) - Member Board Web Survey

- Survey Title: Academic and Experiential Qualifications of BSN Nurse Administrator
- Survey Conducted: January 25, 2024 – February 8, 2024
- Response Rate: 70% (43/61 Boards)

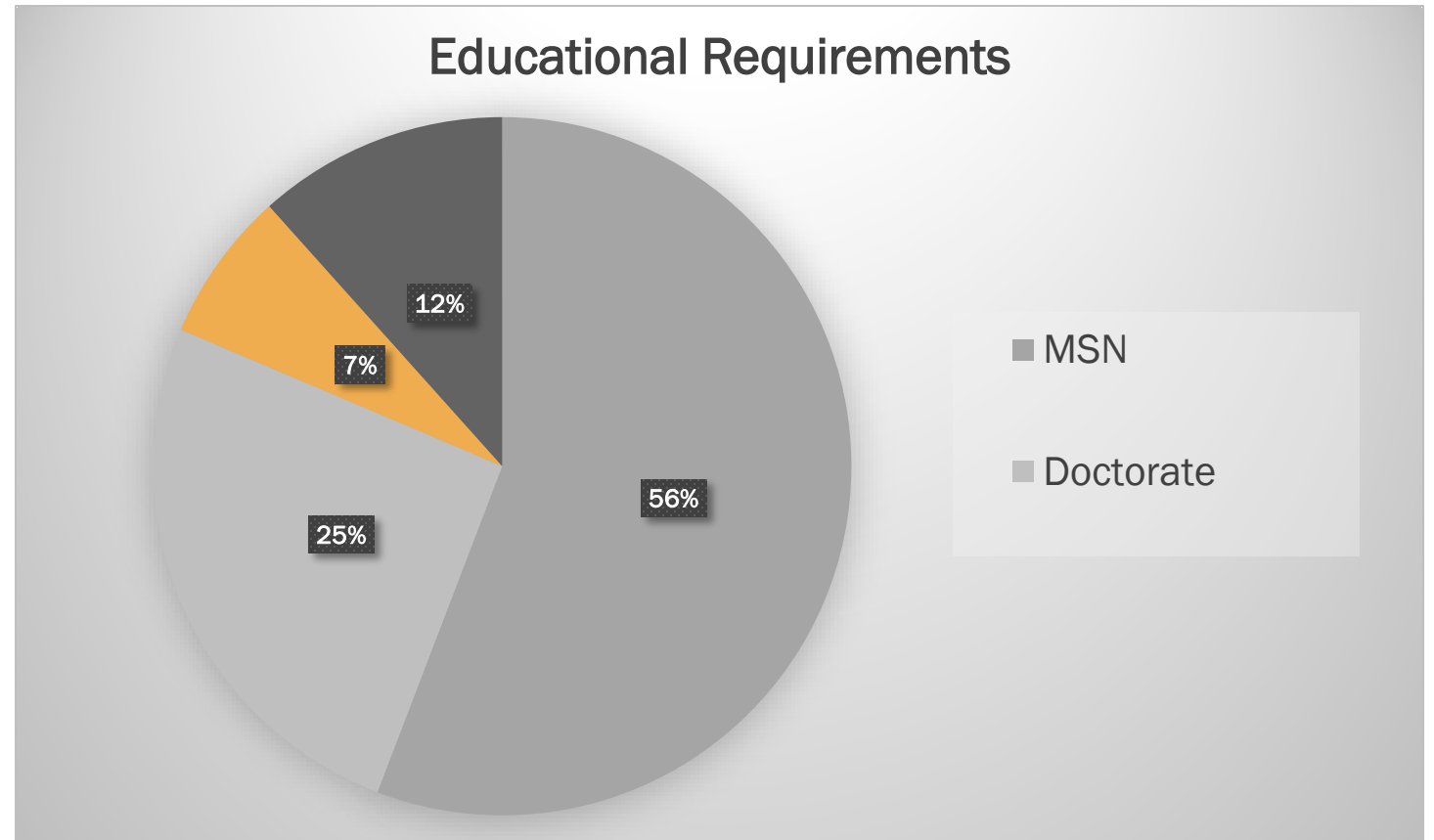


Washington State Board of Nursing
12/2/2024

Question 1

What are the educational requirements for a baccalaureate program nurse administrator, both for generic and RN-BSN programs per your state education regulations?

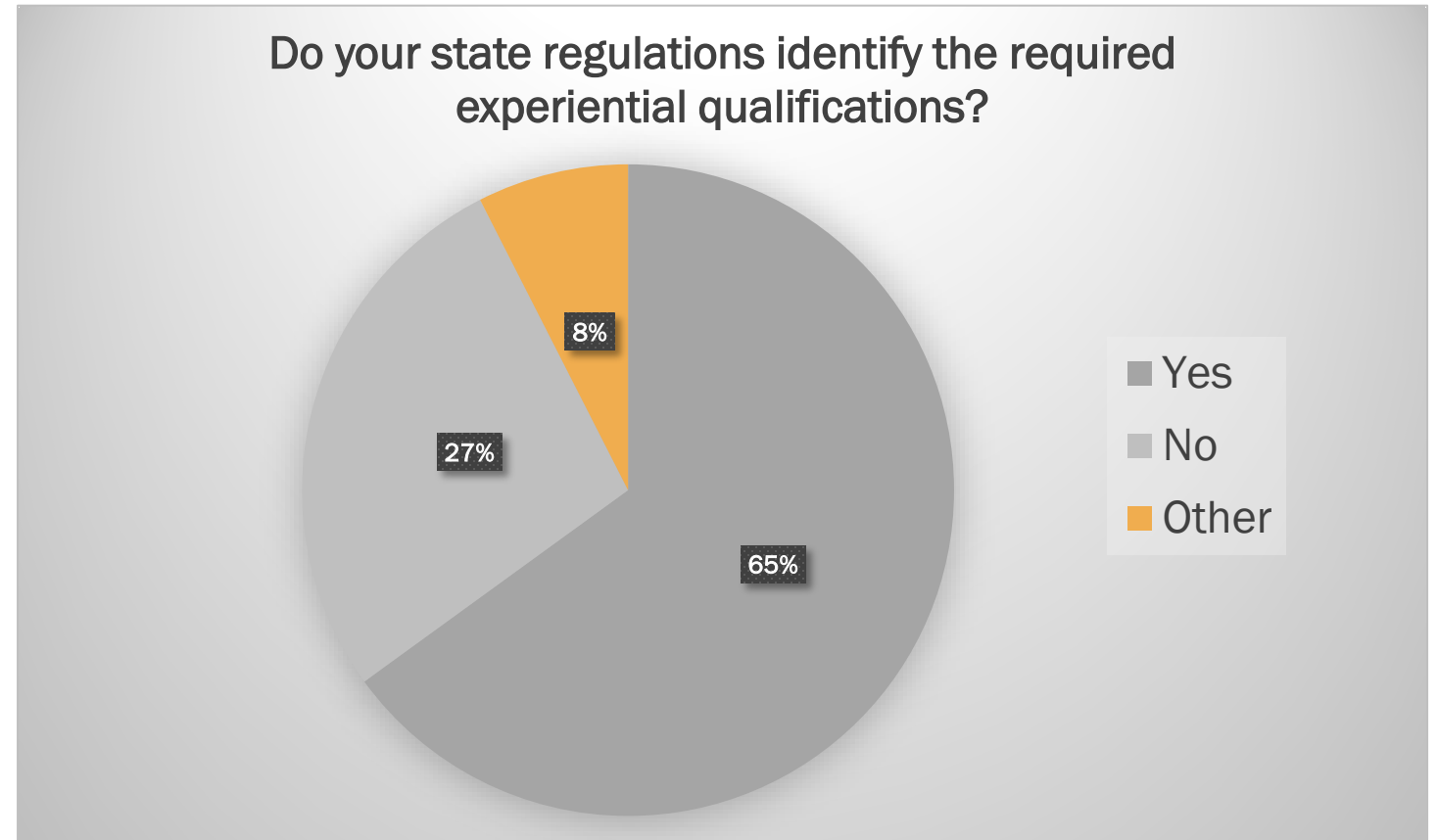
Degree Required (N=43)	Responses
MSN	24
Doctorate	11
Per Accrediting Body	3
N/A	5



Question 2

Do your state regulations identify the required experiential qualifications of a baccalaureate program nurse administrator?

Identified Experiential Qualifications (N=43)	Response
Yes	26
No	11
Other	3
No Response	3



Question 3

If the answer to question #2 is affirmative, please specify the experiential qualifications mandated by the state for a baccalaureate program nurse administrator.

Specified Qualifications	Response
Knowledge of Nursing Practice	1
2 Years RN Practice	2
2 Years Nursing Practice	3
4 Years Nursing Practice	1
5 Years RN Practice	3
5 Years Nursing Practice	3
Experience teaching and knowledge of nursing curriculum	9
1 Year Experience Teaching and knowledge of nursing curriculum	1
2 Years Experience teaching and knowledge of nursing curriculum	4
3 Years Experience teaching and knowledge of nursing curriculum	3
5 Years Experience teaching and knowledge of nursing curriculum	1
Experience in Nursing Practice	5
Experience in Administration	2
Requirements of Accrediting Body	2

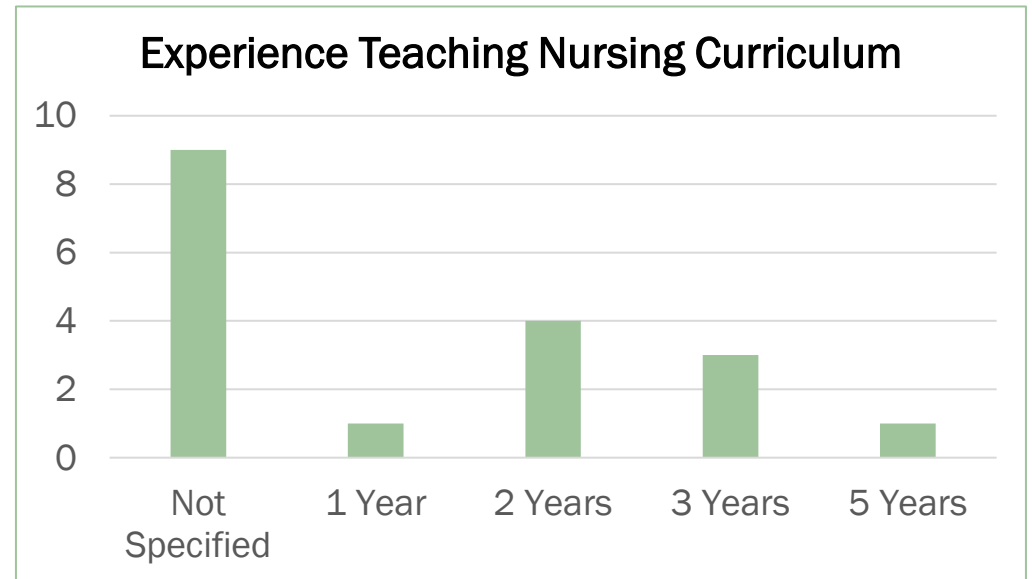
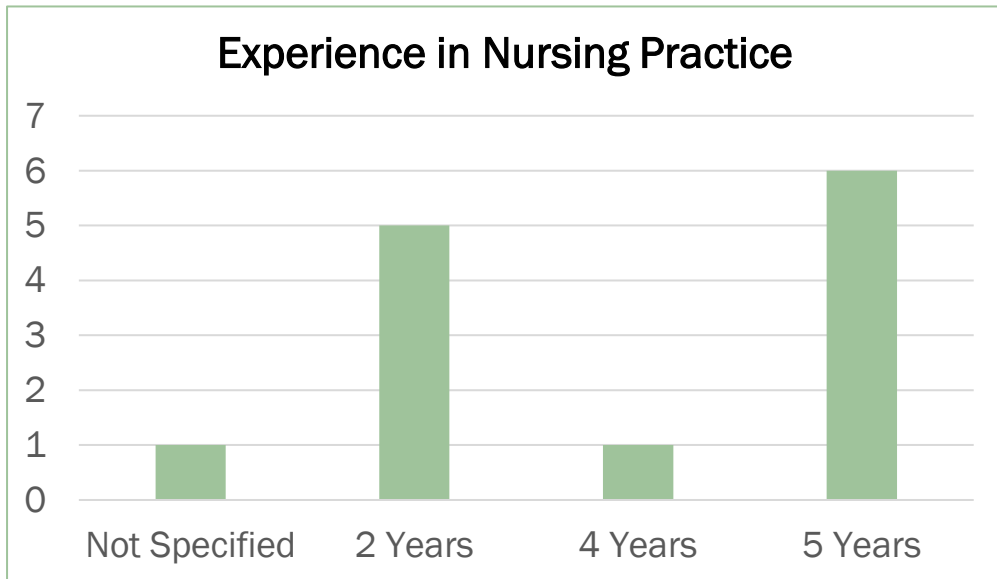


Data collected from NCSBN Member Board Web Survey: Academic and Experiential Qualifications of BSN NA

Conducted January 25, 2024 – February 8, 2024

Experience in Nursing Practice	Years
Not Specified	1
2 Years	5
4 Years	1
5 Years	6

Experience teaching and knowledge of nursing curriculum	Years
Not Specified	9
1 Year	1
2 Years	4
3 Years	3
5 Years	1



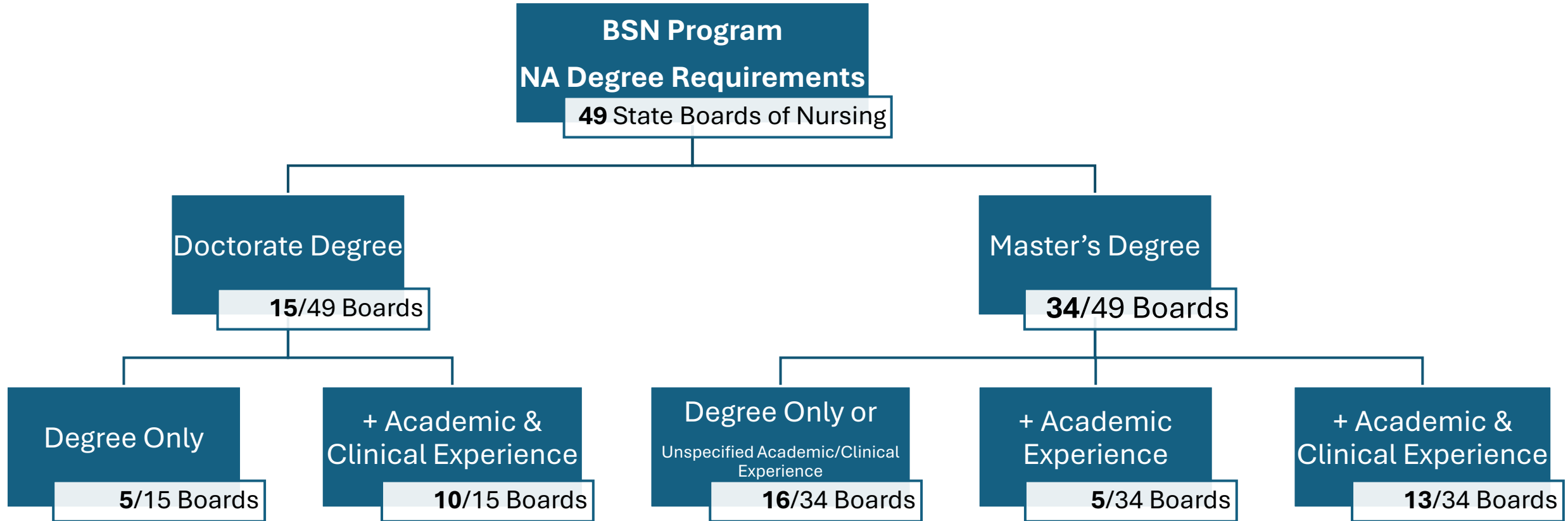
WABON Independent Survey of National NA Requirements (2024)

Methodology:

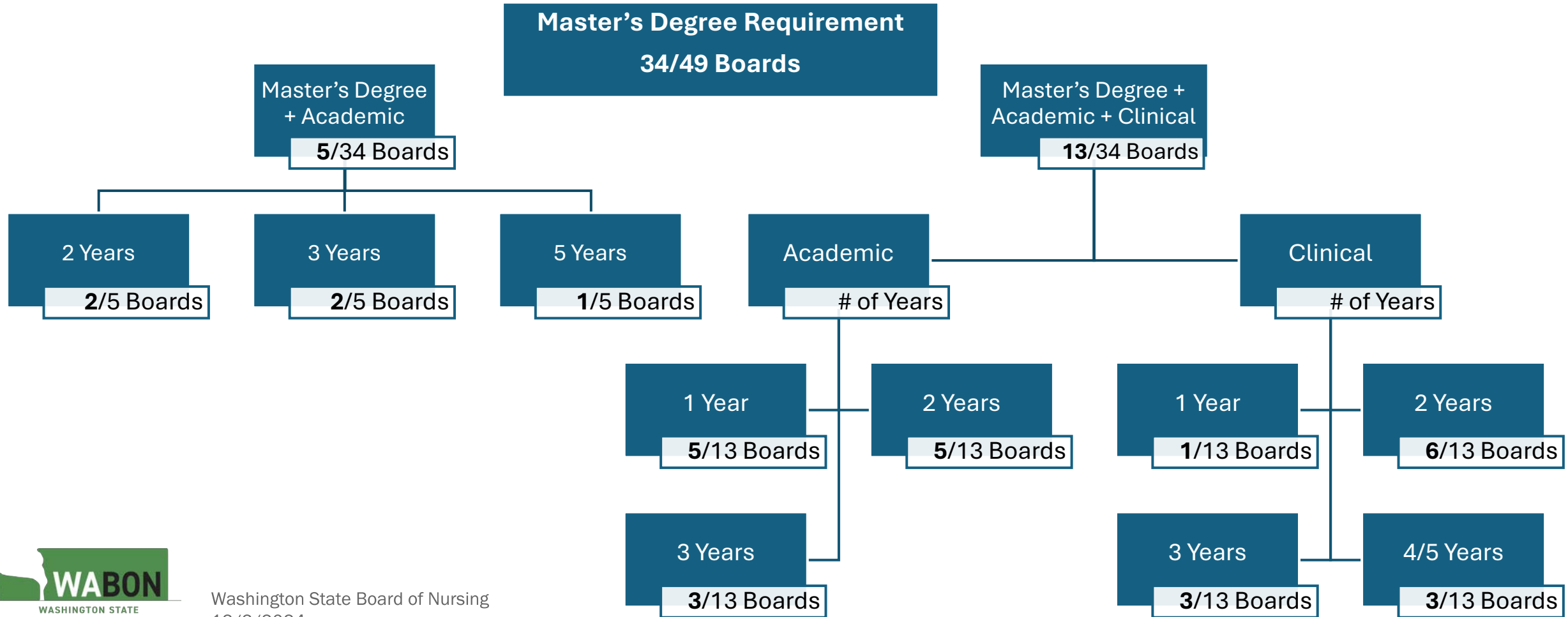
- Baccalaureate nurse administrator degree requirements reviewed for 49 state boards of nursing assessed whether the state board of nursing required:
 - Required MN/MSN;
 - Required Doctorate in nursing/nursing education;
 - Number of years of nursing education experience;
 - Number of years of clinical experience; and
 - Number of years of leadership experience in nursing



WABON Independent Survey of National NA Requirements (2024)



WABON Independent Survey of National NA Requirements (2024)



NCSBN Nursing Education Approval Guidelines

Program Director Quality Indicators

Quality Indicators	Evidence
The program director of an RN program is doctorally prepared and has a degree in nursing.	Literature, Qualitative 5- Year Site Visit Study, Quantitative 5-Year Annual Report Study



Washington State Board of Nursing
12/2/2024

National Council State Boards of Nursing. (2020). *Nursing Education Approval Guidelines*. https://www.ncsbn.org/public-files/Guidelines_for_Prelicensure_Nursing_Program_Approval_FINAL.pdf

“The nurse educator is responsible for promoting and maintaining optimum standards of both nursing education and of nursing practice in any settings where planned learning activities occur.”

- Provision 7.2

**American Nurses Association. (2015).
*Code of ethics for nurses with
interpretive statements.***



**The Community College Baccalaureates 2005
E2SHB 1794**

Current Rule WAC 246-840-517 (3)

Baccalaureate and Graduate Nursing Education Programs

(3) In a nursing education program offering baccalaureate or graduate degrees in nursing, the nurse administrator must have:

(a) A minimum of a graduate degree with a major in nursing, from a nursing education program accredited by a national nursing education accreditation body recognized by the United States Department of Education and a doctoral degree either in nursing or a health or related educational field from a college or university accredited by a national accrediting body recognized by the United States Department of Education; or

(b) A doctoral degree in nursing from a college or university accredited by a national nursing accrediting body recognized by the United States Department of Education; and



Current Rule WAC 246-840-517 (3) Continued

Experiential Qualifications

(c) Preparation in education that includes teaching adults, adult learning theory, teaching methods, curriculum development, and curriculum evaluation, or two years of teaching experience in nursing education that demonstrates this type of preparation;

(d) Preparation or experience in nursing administration or educational administration; and

(e) At least five years of experience as a registered nurse including two years of experience in nursing education at or above the highest level of the nursing education program the nurse administrator will be administering

Current Rule WAC 246-840-517 (3) Continued

The commission may grant an exception to the experience in nursing education requirement if the program can demonstrate that two academic years of ongoing educational consultation is provided to the nurse administrator by a person who meets or exceeds nurse administrator qualifications identified in this subsection.



Question #1

Would removing a doctorate degree requirement negatively impact the BSN equivalency across nursing programs?

Question #2

Is an exception process accessible?

Question #3

Should completion of a doctorate degree be required within an established timeframe?

Question #4

What qualifications are key to success in this role (leadership, clinical experience, academic experience, degree)?

Question #5

What level of detail is helpful in defining administrator qualifications in WAC?

Would more details support programs in finding a qualified administrator and reduce turnover?

Next Steps

- Additional Rule Workshops
 - Thursday, December 12, 2024, at 12:00-1:30pm
- Email comments to WABONRules@doh.wa.gov
- Develop draft rule language based on feedback

Questions?

WABONRules@doh.wa.gov