

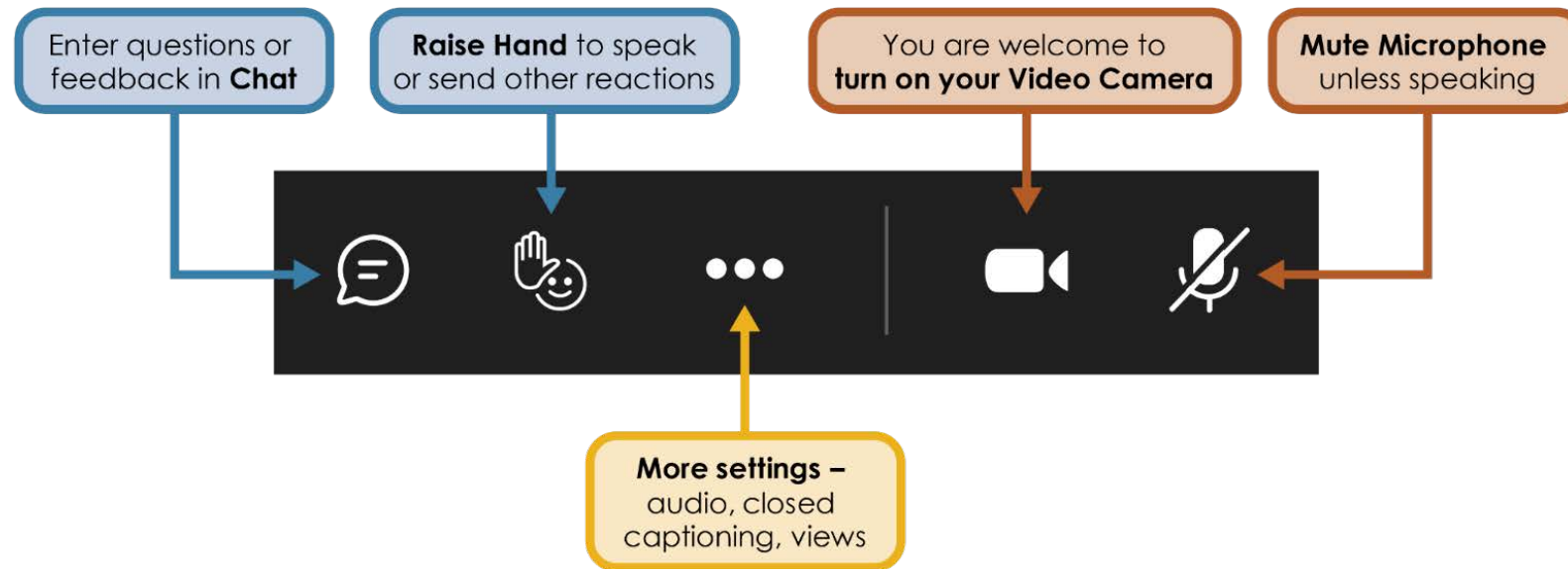


# **SB 5582: Nurse Administrator Requirements Rule**

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.

# 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.**”

# Previous Workshops

2 workshops were held on **Dec. 5** and **Dec. 12**

**Shared information, research, and data** regarding nurse administrator qualifications for baccalaureate nursing education programs.

**Solicited feedback** from the public on considerations and experience needed for baccalaureate nurse administrators to be successful.



# Overarching Themes

- **Barriers to Doctoral Education:**
  - Cost and lack of support for CTC.
  - Limited financial aid options for non-teaching administrators.
- **Mentorship and Exceptions:**
  - Positive feedback on mentorship-based exceptions.
  - Calls for structured programs to support doctoral completion.
- **Leadership Qualifications:**
  - Emphasis on academic, administrative, and leadership competencies.
- **Diversity and Equity:**
  - Concerns about higher degrees reducing workforce diversity.
  - Advocacy for inclusive pathways for underrepresented groups.

# Summary of Feedback



**Retain Doctoral Requirement:** Many participants agreed that doctoral education ensures program rigor and parity with other disciplines.



**Challenges with Doctoral Pathways:** Barriers such as cost, time, and institutional support were highlighted, especially for community college administrators.



**Support for Exceptions:** Strong interest in formalizing and enhancing exception processes, including mentorship and progress tracking.



**Key Qualifications:** Agreement on the importance of administrative and leadership experience.

# Notable Quotes

*Retaining the doctoral degree aligns with advancing nursing as a profession and ensuring parity with other disciplines.”*

*“Structured exceptions and mentorship provide a bridge to meet high standards while addressing barriers.”*

*“If we want high-quality education, we must support leaders in achieving doctoral degrees while addressing barriers.”*



# Changes to Draft Rule Language

Based on the feedback from interested parties, we've updated the draft rule language for WAC 246-840-517 by:

- Renumbering sections
- Reorganizing content flow for clarity
- Adding labels and additional wording for clarity
- Decreasing the comprehensive plan to two-years
- Clarifying that the comprehensive plan is to be done by the college or university
- Adding an exception to the comprehensive plan requirement for nurse administrators who've been in their role for two years or more.

## Baccalaureate and Graduate Nursing Education Programs

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

### *Educational Qualifications*

(a) Graduate degree in nursing;

(i) Degree must be from a program accredited by a national nursing education accreditation body recognized by the U.S. Department of Education.; **and**

(b) Doctoral degree in nursing, health, or a related education field;

(i) Degree must be from a college or university accredited by a national accrediting body recognized by the U.S. Department of Education; **or**

(c) 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

## ***Experiential Requirements***

(d) 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;

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

(f) 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.

## ***Exceptions for Educational and Experiential Qualifications for Baccalaureate Program Nurse Administrators***

(4) The board may grant an exception to any or all the requirements in sections (3) (b), (c), (d), (e), (f), if the following conditions are met:

(a) The educational institution, parent institution, postsecondary educational institution, or governing entity provides a written comprehensive plan to support the nurse administrator's success in the role. This plan shall be submitted to the board for approval within thirty (30) days of hire.

(b) The plan must address the nurse administrator's areas of exception as it relates to sections (3) (b), (c), (d), (e) or (f).

(c) The plan must include strategies such as ongoing mentorship by a qualified nurse administrator who meets or exceeds the qualifications in sections (3) (a), (b), (c), (d), (e), or (f), mentorship at the academic institution, structured professional development, and additional education to address gaps in teaching methods, curriculum development, and nursing administrative experience.

## ***Exceptions for Educational and Experiential Qualifications for Baccalaureate Program Nurse Administrators (Continued)***

(d) An evaluation of both the comprehensive plan and the performance of the nurse administrator must occur each year for a two-year period. The evaluation should involve input from the nurse administrator, mentors, nursing faculty, and administrative peers.

(e) An actionable development plan must be submitted to the board each year for two years based on the data and analysis of the comprehensive plan and performance review of the nurse administrator.

(f) If the current nurse administrator has been serving in the role for two years the comprehensive plan is waived.



**Feedback/Comments**

# Next Steps

- Finalize draft rule language and share with interested parties.
- Email questions and comments to [WABONRules@doh.wa.gov](mailto:WABONRules@doh.wa.gov)
- Subscribe to GovDelivery to receive the latest rulemaking updates!
- Visit the Rules in Progress on our website at [www.nursing.wa.gov](http://www.nursing.wa.gov)