



FRIDAY HUDDLE

Convene • Connect • Collaborate

A gathering of Oregon nursing workforce leaders to offer timely updates and share insights from peers and stakeholders.



NURSE WORKFORCE

AI Integration & Virtual Nursing Models: Participants discussed emerging care models that pair patients with a bedside RN, patient care technician, and virtual nurse responsible for follow-up care, discharge planning, and administrative coordination. While attendees expressed curiosity and optimism about innovation, many also emphasized the importance of maintaining human-centered nursing care and thoughtful implementation of AI technologies.

Retention, Workplace Culture & Bullying: Huddlers focused on the distinction between a “nursing shortage” and a retention crisis. Participants emphasized that Oregon has nurses, but many are leaving workplaces due to bullying, unhealthy leadership environments, poor onboarding, and unsupportive cultures. Attendees reflected on the continued presence of “nurses eat their young” behaviors, discussing how incivility, exclusion, and lack of mentorship continue to drive nurses away from practice settings. There is a need for stronger leadership development and healthier workplace cultures rooted in curiosity, mentorship, and psychological safety. Participants highlighted the importance of “just culture” principles, respectful communication, and creating environments where nurses feel supported while continuing to learn and grow throughout their careers.

NURSE EDUCATION

Nurse Faculty Recruitment & Retention Initiative: OCN’s statewide initiative, focused on improving recruitment and retention of nurse faculty across Oregon, aims to develop resources or programming that could better support faculty onboarding, mentorship, and long-term success in nursing education roles. Educators described receiving little or no formal onboarding when entering teaching roles, often being expected to “already know” how to teach simply because they were experienced clinicians. Participants shared that new faculty are frequently hired immediately before courses begin, with minimal mentorship or preparation despite the complexity of nursing education, evaluation, accreditation, and student support responsibilities.

Preparing Students for Real-World Practice: Educators reflected on the importance of helping students navigate the realities of healthcare culture while modeling healthier professional behaviors, like teaching students to approach mistakes and differences with curiosity rather than criticism, reinforcing supportive learning environments, and encouraging nurses to remain lifelong learners.

RESOURCES

Samaritan/MultiCare Merger Feedback: OHA and Samaritan are accepting feedback on the affiliation between Samaritan Health and MultiCare. To share your input, you can [call](#), [email](#), or [register for an upcoming town hall](#).

Healthy Work Environments in Action Webinar: [Join NWONL](#) on June 16th to explore the implementation and impact of the AACN Healthy Work Environments (HWE.)

Pathfinder Training Comes to Newport: This year over 100 people from local, state, and national institutions will gather in Newport to [work together in a simulated disaster](#) exercise.



NEXT FRIDAY HUDDLE:

Friday, May 22nd, at 8:00 a.m.

OregonCenterForNursing.org

[REGISTER HERE ▶](#)

