Agenda Item 5.0

Report of the Administrative Committee

BRN Board Meeting | November 15-16, 2023

Administrative Committee
November 15-16, 2023

Table of Contents

5.1	Executive Officer report	**3**
5.2	**Information only:** 2022-2025 Strategic Plan and goal progression	**5**
5.3	**Information only:** 2018-2021 Strategic Plan and goal progression	**32**
5.4	**Information only:** Registered Nursing Fund Condition (presentation by DCA Budget Office)	**54**
5.5	**Information only:** Presentation by the National Council of State Nursing Boards (NCSBN) on E-notify	**57**
5.6	**Information only:** Presentation by the National Council of State Nursing Boards (NCSBN) on the Impact of COVID-19 Pandemic on Nursing Education: A National Study of Prelicensure RN Programs	**79**

Agenda Item 5.1

Executive Officer Report

BRN Board Meeting | November 15-16, 2023

BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 5.1
DATE: November 15-16, 2023

ACTION REQUESTED: Executive Officer Report

REQUESTED BY: Board

BACKGROUND: Presentation of the Executive Officer Report

NEXT STEP:

PERSON TO CONTACT:
Loretta Melby
Executive Officer
California Board of Registered Nursing
Loretta.Melby@dca.ca.gov

Agenda Item 5.2

Information Only: 2022-2025 Strategic Plan and Goal Progression

BRN Board Meeting | November 15-16, 2023

BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 5.2
DATE: November 15-16, 2023

ACTION REQUESTED: Update on the 2022-2025 Strategic Plan and goal progression

REQUESTED BY: Mary Fagan, Vice President

BACKGROUND: The Board will receive updates on the progress towards the goals identified in the Strategic Plan for 2022 to 2025.

NEXT STEP:

PERSON TO CONTACT:
Loretta Melby
Executive Officer
California Board of Registered Nursing
Loretta.Melby@dca.ca.gov

2022

GOAL PROGRESSION
2022 – 2025 STRATEGIC PLAN

(Current as of November 1, 2023)

GOAL 1: LICENSING

Goal 1: Licensing The Board promotes licensing standards to protect consumers and support access to the profession for qualified individuals.		
1.1	**Reduce license processing times to improve access and customer satisfaction.**	
Success Measure(s)		**Status**
A.	**California License by Examination: The license by exam process is reduced to within 2 weeks of graduation in California.**	**MET**
1. Completed Activities		**Month Year**
a.	Implemented automatic application closure when no fee is included with the BreEZe application within a set period of time. (Enlighten Licensing Project (ELP))	Jun 2021
b.	Streamlined application requirements by removing photo requirement. (ELP)	Jul 2021
c.	Licensing staff email deficiency notices to applicants.	Jul 2021
d.	Eliminated paper application from the BRN website which promotes a more efficient and expeditious application process via BreEZe. (ELP)	Jul 2021
e.	Deployed the California Graduate Nursing Program Director Portal (Portal) to allow Program Directors to electronically submit graduate education data which is then imported to the applicants BreEZe application. (ELP)	Oct 2021
f.	Updated BreEZe to allow the Enforcement Division to place and remove holds. (ELP)	Mar 2022
g.	Email notification sent to Program Directors every two (2) weeks to inform them of any pending approval request(s).	Nov 2022
h.	Streamlined the reasonable accommodation request process by removing the requirement that the nursing program submits specific documentation.	Jan 2023
i.	Implemented an automatic initial review and if deficiencies exist an email notification is sent; thereby, allowing staff to conduct their initial review once all documentation is received.	Oct 2023
2. Ongoing Activities		
a.	Automated email notification with status update details sent to applicants. (ELP)	
b.	To ensure accurate Board application processing time a milestone will be added based on graduation date	
c.	Automated email notification with deficiency(ies) to be sent to applicants at 30 days if program director has not entered education data in the portal	
d.	Continuing the reasonable accommodation request process improvement efforts by adding the applicant's request form to BreEZe and updating the Board's website.	
e.	Continuing with the reasonable accommodation request process improvement efforts, had initial discussions with National Council of State Nursing Boards (NCSBN) and the testing vendor, Pearson Vue, regarding the electronic submission of accommodation requests.	

f.	Identifying and implementing efficiencies to accurately reflect processing times, i.e., future graduation date.	
B.	**Verifications: Process has been automated and reduced to 24 hours for license records in BreEZe/1-2 weeks for license records outside of BreEZe.**	**MET**
1. Completed Activities		**Month Year**
a.	BRN's website was updated to include a statement regarding "Primary Source" data which explains that DCA's License Search reflects the BRN's primary source information.	May 2021
b.	Identified streamlined processes allowing documents received via the mail or microfilm to be searchable by staff and attached to the BreEZe record more expeditiously.	Nov 2021
c.	Requests and payment of fees for APRN certification verification and international license verification requests available online.	Feb 2022
d.	Effective March 10, 2022, License Verifications are completed through NURSYS®.	Mar 2022
e.	BreEZe interface was updated to include, but not limited to, delinquent and 8-year renewal license types allowing these records to be included in the NURSYS® daily interface.	Oct 2022
2. Ongoing Activities		
a.	Working with NCSBN to develop and implement data cleanup process to assist with verifying information prior to BreEZe is accessible through NURSYS®.	
b.	Implementing adding APRN licensing data to NURSYS® for license verification purposes.	
C.	**Advanced Practice: Completion of initial review of APRN application within 30 days and review of deficient applications is completed within 30 days of receipt of documents.**	
1. Completed Activities		**Month Year**
a.	Licensing staff email deficiency notices to applicants.	Jul 2021
b.	Identified streamlined processes allowing documents received via the mail or microfilm to be searchable by staff and attached to the BreEZe record more expeditiously.	Nov 2021
c.	The Board's sunset bill, AB 2684 (Berman, Chapter 413, Statutes of 2022), provided authority to combine the initial Certified Nurse Midwife (CNM) and Nurse Practitioner (NP) license applications with the CNM and NP furnishing number applications.	Jan 2022
d.	Executed a contract with National Clearinghouse to improve the transmission and receipt of transcripts.	Feb 2022
e.	Expanded the California Graduate Nursing Program Director Portal (Portal) to allow Program Directors of Nurse Practitioner (NP) and Certified Nurse Midwife (CNM) programs to electronically submit NP, NP Furnishing, CNM and CNM Furnishing education data which is then imported to the applicants BreEZe application. (ELP)	Mar 2022
f.	Updated BreEZe to allow the Enforcement Division to place and remove holds. (ELP)	Mar 2022

g.	Implemented automatic application closure when no fee is included with the BreEZe application within a set period of time. (ELP)	Mar 2022
h.	Eliminated paper application from the BRN website which promotes a more efficient and expeditious application process via BreEZe. (ELP)	Jun 2022
i.	Executed contract with Parchment to improve the transmission and receipt of transcripts.	Oct 2022
j.	Combined CNM and NP license applications with the CNM and NP furnishing number applications.	Jan 2023
k.	Streamlined the APRN application processes to ensure all processes/procedures adhere to the NPA which promotes a more efficient and expeditious application review process.	May 2023
l.	The Board voted during the May 2023 Board meeting to remove Method Three pathway for licensure for qualifying APRN applicants.	May 2023
m.	The Board voted during the May 2023 Board meeting to only accept electronic submission of transcripts (excluding international applicants).	May 2023
n.	Implemented initial phase of an auto issuance of Public Health Nurse (PHN) certification for California graduates.	Oct 2023
o.	Expanded the Portal to allow Program Directors of PHN programs to electronically submit education data which is then imported to the applicants BreEZe application.	Oct 2023
p.	Streamlined the process for the approval of Schedule II when advanced pharmacology content is verified during the furnishing application review.	Oct 2023
2. Ongoing Activities		
a.	Continuous expansion of the Portal to allow Program Directors of Clinical Nurse Specialist (CNS) programs to electronically submit education data which is then imported to the applicants BreEZe application.	
b.	Continue process for automated email notification with status update details sent to applicants. (ELP)	
c.	Improving the combined CNM/CNMF and NP/NPF license application process.	
d.	Ongoing continuous quality improvements efforts and website enhancements to increase efficiency with the APRN additional document submission process.	
e.	Streamlining the out-of-state PHN certification process.	
D.	**Out-of-State License by Examination: Reduce processing time down to 4-8 weeks.**	
1. Completed Activities		**Month Year**
a.	Streamlined application requirements by removing photo requirement. (ELP)	Jul 2021
b.	Licensing staff email deficiency notices to applicants.	Jul 2021
c.	Eliminated paper application from the BRN website which promotes a more efficient and expeditious application process via BreEZe. (ELP)	Jul 2021
d.	Identified streamlined processes allowing documents received via the mail to be searchable by staff and attached to the BreEZe record more expeditiously.	Nov 2021
e.	Identified streamlined processes allowing documents received via the mail or microfilm to be searchable by staff and attached to the BreEZe record more expeditiously.	Nov 2021

f.	Executed a contract with National Clearinghouse to improve the transmission and receipt of transcripts.	Feb 2022
g.	Updated BreEZe to allow the Enforcement Division to place and remove holds. (ELP)	Mar 2022
h.	Implemented automatic application closure when no fee is included with the BreEZe application within a set period of time. (ELP)	Mar 2022
i.	Executed contract with Parchment to improve the transmission and receipt of transcripts.	Oct 2022
j.	The Board voted during the May 2023 Board meeting to remove Method Three pathway for licensure for qualifying APRN applicants.	May 2023
k.	Approval of California Code of Regulations (CCR), title 16, section 1410.5 on August 18, 2023.	Aug 2023
2. Ongoing Activities		
a.	Automated email notification with status update details sent to applicants. (ELP)	
b.	Working with DCA to implement new professional license portability provisions within the Federal Servicemembers Civil Relief Act (SCRA).	

Goal 1: Licensing The Board promotes licensing standards to protect consumers and support access to the profession for qualified individuals.		
1.2	**Enhance stakeholder accessibility to and communication with the BRN to improve customer satisfaction.**	
Success Measure(s)		**Status**
A.	**Significant reduction of repeat callers (volume cut by 25%).**	
1. Completed Activities		**Month Year**
a.	Initiated a protocol for nursing registries, hospitals, and traveling nursing companies to obtain weekly application status(es).	Jan 2021
b.	The "Contact Us" page on the BRN website was enhanced to improve ease of completion.	Nov 2021
c.	Cross trained Public Information Unit staff to perform some licensing activities, including but not limited to endorsement applications, to address the callers at the initial point of contact.	Jan 2022
2. Ongoing Activities		
a.	Licensing management and staff responding to general licensing emails received from external stakeholders and initiated a target date of one (1) to four (4) business days for responses.	
b.	Continue quality improvement efforts to inform applicants and licensees if compliant with the fingerprint submission requirement.	
c.	Ongoing continuous quality improvements efforts and website enhancements to provide transparent communication and to improve efficiency with the application requirements for all licensing types.	

Goal 1: Licensing The Board promotes licensing standards to protect consumers and support access to the profession for qualified individuals.		
1.3	**Analyze and ensure fees are reasonable and align with other states/boards to ensure BRN fiscal solvency while ensuring affordability to applicants and licensees.**	
Success Measure(s)		**Status**
A.	**Identification and implementation of appropriate fees.**	
1. Completed Activities		**Month Year**
a.	The Board's sunset bill, AB 2684 (Berman, Chapter 413, Statutes of 2022), removed the minimum fee range for all licensing fees.	Jan 2022
b.	Fees charged for Continuing Approval Visits for prelicensure nursing education programs were removed by the Board's sunset bill thereby reducing the cost to prelicensure nursing programs by $15,000.	Jan 2022
c.	Effective March 10, 2022, License Verifications are completed through NURSYS®. The $30 fee is paid to NURSYS® which eliminated the $100 fee previously paid to the BRN.	Mar 2022
d.	NP/NPF combined application does not require a fee for the furnishing license thereby reducing the initial application cost by $400.	Jan 2023
e.	CNM/CNMF combined application does not require a fee for the furnishing license thereby reducing the initial application cost by $400.	Jan 2023
f.	BRN removed fees for all curriculum changes to a prelicensure nursing education program except for substantive changes defined in 16 CCR 1432 thereby reducing the cost to all programs by $2,500 for each curriculum change request.	Jan 2023
2. Ongoing Activities		
a.	Continue partnership with DCA's Budget Office to monitor and assess BRN's fund condition.	
b.	Presenting of information and training on fund condition to the Board by DCA's Budget Office during quarterly Board meetings.	
c.	Implementing BreEZe fix to remove NPF and NMF renewal fees.	
d.	Continue partnership with DCA to implement the PHN fee waiver for certification and recertification (SB 72 Budget Act of 2023).	
e.	Continue evaluating process improvements and enhancements to ensure the current fee is aligned with the workload for the specified activity.	
f.	Continue its efforts to update fees in CCR 1417 to align with statute and to ensure the current fee is aligned with the workload for the specified activity.	

Goal 1: Licensing The Board promotes licensing standards to protect consumers and support access to the profession for qualified individuals.		
1.4	**Improve the process for licensing by endorsement to make it more timely and cost effective while maintaining low application fees.**	
Success Measure(s)		**Status**
A.	**Processing times within 4-8 weeks of receipt of all documents.**	
1. Completed Activities		**Month Year**
a.	Streamlined application requirements by removing photo requirement. (ELP)	Jul 2021
b.	Licensing staff email deficiency notices to applicants.	Jul 2021
c.	Eliminated paper application from the BRN website which promotes a more efficient and expeditious application process via BreEZe. (ELP)	Jul 2021
d.	Identified streamlined processes allowing documents received via the mail or microfilm to be searchable by staff and attached to the BreEZe record more expeditiously.	Nov 2021
e.	Cross trained Public Information Unit staff to perform some licensing activities, including but not limited to endorsement applications, to address the callers at the initial point of contact.	Jan 2022
f.	Executed a contract with National Clearinghouse to improve the transmission and receipt of transcripts.	Feb 2022
g.	Updated BreEZe to allow the Enforcement Division to place and remove holds. (ELP)	Mar 2022
h.	Implemented automatic application closure when no fee is included with the BreEZe application within a set period of time. (ELP)	Mar 2022
i.	Executed contract with Parchment to improve the transmission and receipt of transcripts.	Oct 2022
j.	Enhanced BreEZe to allow for applicants and licensees to pay miscellaneous fees (e.g. fingerprint fees)	Jan 2023
k.	The Board voted during the May 2023 Board meeting to remove Method Three pathway for licensure for qualifying APRN applicants.	May 2023
l.	Approval of CCR, title 16, section 1410.5 on August 18, 2023	Aug 2023
m.	Implemented an automatic initial review and if deficiencies exist an email notification is sent; thereby, allowing staff to conduct their initial review once all documentation is received.	Oct 2023
n.	DCA executed contract with Horne, LLP for licensing application processing services and BRN onboarded contracted staff.	Oct 2023
2. Ongoing Activities		
a.	Continue monitoring and assessment of licensing by endorsement processing times.	
b.	Automated email notification with status update details sent to applicants. (ELP)	

GOAL 2: ENFORCEMENT

Goal 2: Enforcement The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.		
2.1	**Align the enforcement processing times with the Board's efforts to ensure safe nurses continue to practice.**	
Success Measure(s)		**Status**
A.	**Reduction of processing times with sixty percent (60%) of cases meeting or exceeding the CPEI 540-day goal currently not being met.**	
1. Completed Activities		**Month Year**
a.	Eliminated paper case processing in several areas, including but not limited to, electronic complaint processing, electronic investigative cases, transmittals to the Attorney General's Office, Expert Consultants and created the Central Enforcement File.	Dec 2021
b.	Executed a Memorandum of Understanding (MOU) between the Superior Court of California, County of Los Angeles and BRN to improve the receipt of court documents.	Jun 2022
c.	Developed and implemented new marketing materials to inform a greater number of RNs of the Intervention Program.	Nov 2022
2. Ongoing Activities		
a.	Partnered with the Organizational Improvement Office (OIO) to map out the process of the Enforcement Division and the Investigation Section to identify areas in which efficiencies can be achieved.	
b.	Continue Division of Investigation (DOI) pilot.	
c.	Continue quality improvement efforts to identify and address processing delays related to the intake, triage and investigation of complaints.	
d.	Continue quality improvement efforts to eliminate paper case processing.	

Goal 2: Enforcement		
The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.		
2.2	**Review the Board's approach to discipline to make sure it is evidence-based and effective to protect the public.**	
Success Measure(s)		**Status**
A.	**Uniform in our approach, with regards to other healing arts boards.**	
1. Completed Activities		**Month Year**
a.	Hired the two vacant Enforcement Deputy Chief positions which allows BRN to begin the process of reviewing the Board's approach to discipline.	Apr 2022
b.	Established a pilot process where Executive Management attends all IECs to provide guidance and identify efficiencies.	Apr 2022
c.	Initiated using BreEZe for assigning and tracking cases for job placement and course assignments for probationers.	Sep 2022
d.	Coordinated with DCA for a third-party citation fine and cost recovery.	Oct 2023
e.	Developed an Intervention Evaluation Committee Member guide which included retraining of existing and training of new Intervention Evaluation Committee (IEC) members.	Dec 2022
f.	Hired the vacant Enforcement Nursing Education Consultant (NEC) which allows BRN to continue to review the realignment of the employment approvals and modifications process and the course assignments and approvals process.	Jul 2023
2. Ongoing Activities		
a.	Continue partnership with DCA on the implementation for a third-party citation fine and cost recovery.	
b.	Continue the realignment of the probation employment approval and modification of employment processes.	
c.	Continue the realignment of the probations course approvals and modification of course approval processes.	

GOAL 3: CONTINUING EDUCATION

Goal 3: Continuing Education The Board establishes continuing education standards to ensure ongoing nursing competency and promote public safety.		
3.1	**Increase audits of RNs and education providers to ensure compliance with continuing education requirements.**	
Success Measure(s)		**Status**
A.	**Complete RN audits per Comprehensive Plan for Approving and Disapproving Continuing Education Opportunities.**	
1. Completed Activities		**Month Year**
a.	Hired a Retired Annuitant (RA) NEC to begin streamlining the RN audit process to ensure alignment with the Comprehensive Plan for Approving and Disapproving Continuing Education Opportunities. RA NEC resigned, and a new RA NEC was hired.	Aug 2022 Jun 2023
b.	Redirected a staff member who was returned from the contract tracing assignment to work with the RA NEC to streamline the RN audit process and ensure alignment with the Comprehensive Plan for Approving and Disapproving Continuing Education Opportunities.	Aug 2022
2. Ongoing Activities		
a.	Executive Leadership Team continues to look at the organizational structure to ensure optimal effectiveness and efficiency.	
b.	Partnering with DCA's Office of Information Services (OIS) to research the development of an IT tool to maintain CE provider and course data.	
c.	Review and updating the website to for transparency of the CE requirements.	
B.	**Complete CEP audits per Comprehensive Plan for Approving and Disapproving Continuing Education Opportunities.**	
1. Completed Activities		
a.	Hired a RA NEC to begin streamlining the RN audit process to ensure alignment with the Comprehensive Plan for Approving and Disapproving Continuing Education Opportunities. RA NEC resigned, and a new RA NEC was hired.	Aug 2022 Jun 2023
b.	Approval of CCR, title 16, sections 1450 and 1456 by OAL on August 12, 2022.	Aug 2022
2. Ongoing Activities		
a.	Executive Leadership Team continues to look at the organizational structure to ensure optimal effectiveness and efficiency.	
b.	Partnering with OIO to map out the process of the Continuing Education Provider (CEP) audit process.	

Goal 3: Continuing Education		
The Board establishes continuing education standards to ensure ongoing nursing competency and promote public safety.		
3.2	Analyze, and update if needed, ways to improve the continuing education reporting process to streamline and improve customer service.	
Success Measure(s)		**Status**
A.	**CE reporting consistent with Comprehensive Plan for Approving and Disapproving Continuing Education Opportunities.**	
1. Completed Activities		**Month Year**
a.	Hired a RA NEC to begin developing the CEP audit process and ensure alignment with the Comprehensive Plan for Approving and Disapproving Continuing Education Opportunities. RA NEC resigned, and a new RA NEC was hired.	Aug 2022 Jun 2023
2. Ongoing Activities		
a.	Updating the Continuing Education request and approval process to include, but not limited to, integrating the form submitted by the continuing education provider for course approval into BreEZe.	
b.	Partnering with DCA's Office of Information Services (OIS) to research the development of an IT tool to maintain CE provider and course data.	
c.	Executive Leadership Team continues to look at the organizational structure to ensure optimal effectiveness and efficiency.	
d.	Partnering with OIO to map out the process of the CEP audit process.	

GOAL 4: EDUCATIONAL OVERSIGHT

Goal 4: Educational Oversight		
The Board establishes nursing education standards to ensure the quality of education and consumer protection.		
4.1	**Align educational oversight activities with national accreditation programs to identify and reduce any redundancies.**	
Success Measure(s)		**Status**
A.	**Visits conducted in collaboration with accreditors.**	**MET**
1. Completed Activities		**Month Year**
a.	Conducted the first joint Continuing Approval Visit (CAV) with accreditors to increase efficiencies.	Sep 2021
b.	Implemented new policies and procedures to align with accreditation processes, where appropriate (i.e., allowing nursing programs to submit the accreditors report and supplement any missing information with an addendum thereby minimizing the workload of the Dean or Director).	Jan 2022
c.	Faculty approvals available on the DCA License Search page.	Mar 2022
d.	Data migration of existing faculty approvals completed in August 2022.	Aug 2022
2. Ongoing Activities		
a.	Staff is reviewing the faculty approval process to streamline, data collection to track growth and recession by region, and creating a faculty resource for academia.	
b.	Continue the development of the uniform methods required per the Board's sunset bill, which includes, but is not limited to, meeting with three nursing accrediting agencies.	
c.	Ongoing continuous quality improvements efforts, form(s) revisions, and website enhancements to provide transparent communication and to improve efficiency with the CAV.	
d.	Continue partnership with the California Community Colleges Chancellors Office (CCCCO) leadership regarding community college nursing program oversite.	
e.	Continue partnership with the Bureau of Private and Postsecondary Education (BPPE) leadership regarding private college and university oversite.	

Goal 4: Educational Oversight		
The Board establishes nursing education standards to ensure the quality of education and consumer protection.		
4.2	**Support regional consortiums to promote equitable clinical placements and reduce clinical impaction.**	
Success Measure(s)		**Status**
A.	**Regional data accessible on website for public and Board use.**	
1. Completed Activities		**Month Year**
a.	The Board's sunset bill, AB 2684 (Berman, Chapter 413, Statutes of 2022) prohibits the Board from considering nursing workforce issues, including those identified under BPC section 2717 as factors for purposes of enrollment increase considerations. This conflicts with CSA Audit 2019-120 Recommendation 2 issued to the Board.	Jan 2022
b.	The Board's sunset bill, AB 2684 (Berman, Chapter 413, Statutes of 2022) amended BPC Section 2786(c) to read: (3)(A) The board shall annually collect, analyze, and report information related to the number of clinical placement slots that are available and the location of those clinical placement slots within the state, including, but not limited to, information concerning the total number of placement slots a clinical facility can accommodate and how many slots the programs that use the facility will need. (B) The board shall utilize data from available regional or individual institution databases. (C) The board shall place the annual report on its internet website.	Jan 2022
c.	Updated CCR, title 16, sections 1432 to require the EDP-I-01 for any new campus location(s).	Oct 2022
d.	Developed and implemented a regional data tool that reflects Board actions of enrollment increase requests to inform the Board when making evidence-based decisions and increase transparency to the public.	Nov 2022
2. Ongoing Activities		
a.	Continue implementation activities for amended BPC Section 2786(c)(3)(A-C) and CSA Report 2019-120 recommendations 6, 7 and 9.	
b.	Collaborate with DCA's OIS to develop a prelicensure nursing program enrollment dashboard that displays, on the BRN website, the Board actions on requests for enrollment increases.	

4.3	Continue to assess and report on workforce needs and the availability of clinical	
Success Measure(s)		**Status**
A.	**Regional data accessible on website for public and Board use.**	
1. Completed Activities		**Month Year**
a.	The contract for the University of California, San Francisco (UCSF) was extended and updated to include regional analysis as a contract deliverable.	Aug 2021
b.	Nursing Education and Workforce Advisory Committee (NEWAC) restructure approved during the November 2021 Board meeting with the Charter approved during the May 2022 Board meeting.	May 2022
c.	Approval of CCR, title 16, section 1427 by OAL on October 14, 2022.	Oct 2022
d.	Discussed during the February 2023 Board meeting the requirements of BPC 2717 in which the Board shall develop a plan to address regional areas of shortage identified by its nursing workforce forecast.	Feb 2023
e.	During the December 2022 and March 2023 meetings, NEWAC created the following subcommittees: 1) Simulation Standards, 2) Workforce Survey, 3) Clinical Placement and Impaction, 4) Cultural Competency, Diversity Pathway to Nursing, 5) Theory Practice Gap and New Grad Orientation, 6) Workforce Retention, 7) Curriculum Standards and Guidelines, and 8) Faculty. These subcommittees will assist NEWAC in the assessment and reporting of workforce needs and the availability of clinical placement sites to the Board.	Mar 2023
f.	Posted the "California Board of Registered Nursing 2020 Survey of Registered Nurses" report, dated May 1, 2023, to the BRN website and a presentation by University of California, San Francisco on the analysis of nursing workforce was given during the May 2023, Board meeting.	May 2023
g.	The contract for the University of California, San Francisco (UCSF) was extended.	Sep 2023
2. Ongoing Activities		
a.	In partnership with DCA's OIS a clinical placement technological tool was developed and is in the testing phase. This tool that will compile and aggregate facility and school specific information and compare data with HCAI's (formerly OSHPD), list of health care facilities.	
b.	Continue to work towards compliance with the requirements of BPC 2717 in which the Board shall develop a plan to address regional areas of shortage identified by its nursing workforce forecast.	
c.	Continue collaboration with DCA's OIS to implement an interactive map displaying information, including but not limited to, student enrollment numbers, faculty resources, and nursing workforce.	
d.	Continuous quality improvement efforts to enhance the Board's website to make nursing workforce data easily accessible.	

Goal 4: Educational Oversight The Board establishes nursing education standards to ensure the quality of education and consumer protection.		
4.4	**Evaluate educational requirements and initiate evidence-based revisions as appropriate.**	
Success Measure(s)		**Status**
A.	**16 CCR 1426 is current and is evidence based to ensure preparation of the applicant and meet the mission of the Board.**	
1. Completed Activities		**Month Year**
a.	The Board's request to add language to AB 2684 (Berman, Chapter 413, Statutes of 2022) regarding 500-hour direct patient care requirement was successful. BPC 2756(a)(2) was added to state: An approved school of nursing or nursing program shall meet a minimum of 500 direct patient care clinical hours in a board-approved clinical setting with a minimum of 30 hours of supervised direct patient care clinical hours dedicated to each nursing area specified by the board.	Jan 2022
b.	Implemented second look process on any faculty approval request submitted by the Board approved Program Directors to ensure all information has been reviewed prior to denying a request for faculty approval	Aug 2022
c.	Enhanced the Board's website to include nursing program's tuition and enrollment numbers.	Apr 2023
d.	All Board-approved prelicensure nursing programs are in compliance with the updated 500-hour direct patient care requirement delineated in BPC 2786(a)(2).	Aug 2023
e.	All Board-approved prelicensure nursing programs are in compliance with the updated implicit bias graduation requirement delineated in BPC 2786(f)(1).	Aug 2023
2. Ongoing Activities		
a.	Initial rulemaking package to update CCR, title 16, section 1426 to remove the requirement for 75 percent of clinical hours to be completed in direct patient care in a specified nursing content area is under review by DCA Legal.	

GOAL 5: LAWS AND REGULATIONS

Goal 5: Laws and Regulations		
The Board enforces the laws within its purview, establishes regulations and advocates for legislation to effectively carry out its mission.		
5.1	**Ensure all stakeholder voices are heard and given equal consideration for better informed policies.**	
Success Measure(s)		**Status**
A.	**Increased stakeholder engagements.**	
1. Completed Activities		**Month Year**
a.	Held public Interested Parties Meetings to solicit comments on regulatory language that the NPAC was recommending to the Board.	Jul 2021 Oct 2021
b.	Reviewed and restructured the membership composition of non-legislative advisory committees to include a public member.	May 2022
c.	The Board's Executive Officer (EO) and staff attended California Organization of Associate Degree Nursing (COADN) and California Association of Colleges of Nursing (CACN) joint conference in Monterey in October 2022.	Oct 2022
d.	Board voted during the November 2022 meeting to create a Certified Registered Nurse Anesthetist Advisory Committee (CRNAAC).	Nov 2022
e.	Board voted during the November 2022 meeting to create a Created a Clinical Nurse Specialist Advisory Committee (CNSAC).	Nov 2022
f.	Conducted an in-depth training in January 2023, including but not limited to, the Recommended Guidelines for Disciplinary Orders and Conditions of Probation (Disciplinary Guidelines) through a joint NPAC and NMAC public meeting.	Jan 2023
g.	EO attended NCSBN Executive Officer Orientation meeting in Chicago in January 2023.	Jan 2023
h.	EO and staff attended COADN spring conference in Palm Springs in March 2023.	Mar 2023
i.	EO and Board President attended 2023 NCSBN Midyear Meeting Executive Leadership and President Forum in Seattle in March 2023.	Mar 2023
j.	EO and staff attended CACN spring conference in Long Beach in April 2023.	Apr 2023
k.	EO appointed CRNA members to the CRNAAC and CNS members to the CNSAC.	May 2023
l.	Implemented a process to email a reminder to the Deans and Directors via the ListServ on Board and Committee meeting days.	Jun 2023
m.	Held a public NEWAC interested parties meeting to solicit comments on issues pertinent to registered nursing education and/or workforce on June 15, 2023.	Jun 2023
o.	Chief of Legislative Affairs attended Congressional Nursing Workforce Summit in Fresno.	Jun 2023
n.	EO and Board President attended 2023 NCSBN Annual Meeting in Chicago in August 2023.	Aug 2023

p.	Initiated an email notification process to notify appropriate external stakeholders when a webcast of a meeting is available on the BRN website.	Sep 2023
q.	EO and staff attended the COADN and CACN joint conference in Monterey in October 2023.	Oct 2023
2. Ongoing Activities		
a.	Continue the WebEx platform for all public meetings to allow for greater public participation.	
b.	DCA and BRN staff, including but not limited to, DCA Regulations Attorney, Board Legal Counsel, Executive Officer, Chief of Legislative Affairs, attend Board meetings, stakeholder meetings and taskforce meetings to provide information.	
c.	Continue public member recruitment for CRNAAC.	
d.	Continue outreach and onboarding activities for advisory committee members, as appropriate.	

Goal 5: Laws and Regulations		
The Board enforces the laws within its purview, establishes regulations and advocates for legislation to effectively carry out its mission.		
5.2	**Review statutes and advocate for updates or new statutes as appropriate to ensure they are current and based on evidence and best practices.**	
Success Measure(s)		**Status**
A.	**Established policies and procedures with a monitoring and reevaluation component.**	
1. Completed Activities		**Month Year**
a.	Hired and initiated the on-boarding of the new Chief of Legislative Affairs to lead this endeavor and the change agent for the organization.	May 2022
b.	Provided technical assistance and proposed language for a variety of other pending bills impacting the BRN or its licensees.	May 2022
c.	Submitted legislative proposal for code clean up to the Senate Business and Professions Committee.	Jan 2023
d.	Provided technical assistance and proposed language for inclusion in a legislative bill creating a retired license (AB 633 (Patterson)).	April 2023
e.	Provided technical assistance and proposed language for a variety of other pending bills impacting the BRN or its licensees.	May 2023
2. Ongoing Activities		
a.	Continue enhanced partnership with DCA to include regular meetings on bill impact and implementation plans; identification of outdated statutes requiring repeal; and advocate for updates to existing or new statutes.	
b.	Continue developing policies and procedures to ensure statutes and regulations are current and based on evidence and best practices.	
c.	Working with DCA to implement new professional license portability provisions within the Federal Servicemembers Civil Relief Act (SCRA).	
d.	Continue partnership with DCA, via the EO and DCA's Executive Leadership and Legal Division, to implement the PHN fee waiver for certification and recertification (SB 72 Budget Act of 2023).	
e.	Continue partnership with DCA, via the EO and DCA's Executive Leadership and Legal Division, to implement the provisions of BPC 870 requiring expedited licensure for applicants who provide abortions and can demonstrate their intent to do so as delineated in statute.	

Goal 5: Laws and Regulations		
The Board enforces the laws within its purview, establishes regulations and advocates for legislation to effectively carry out its mission.		
5.3	**Review regulations and revise as necessary to ensure currency and alignment with best practices and evidence.**	
Success Measure(s)		**Status**
A.	**Enhanced regulation process to clear backlogs and prevent future backlogs.**	
1. Completed Activities		**Month Year**
a.	Approval of CCR, title 16, section 1480 on December 23, 2021.	Dec 2021
b.	Approval of CCR, title 16, section 1484 on February 8, 2022.	Feb 2022
c.	Hired and initiated the on-boarding of the new Chief of Legislative Affairs to lead this endeavor and the change agent for the organization.	May 2022
d.	Approval of CCR, title 16, section 1486 on August 8, 2022.	Aug 2022
e.	Approval of CCR, title 16, sections 1450 and 1456 on August 12, 2022.	Aug 2022
f.	Approval of CCR, title 16, section 1427 on October 14, 2022.	Oct 2022
g.	Approval of CCR, title 16, sections 1423 and 1432 on October 18, 2022.	Oct 2022
h.	Established a ListServ for regulations packages.	Dec 2022
i.	Approval of CCR, title 16 section 1452 on December 14, 2022.	Dec 2022
j.	Approval of CCR, title 16 section 1426 on December 19, 2022.	Dec 2022
k.	Approval of CCR, title 16, sections 1480, 1481, 1482.3, 1482.4, and 1487 on December 23, 2022.	Dec 2022
l.	Conducted an in-depth training in January 2023, including but not limited to, the Disciplinary Guidelines through a joint NPAC and NMAC public meeting.	Jan 2023
m.	Provided technical assistance and proposed language for inclusion in a legislative bill creating a retired license (AB 633 (Patterson)).	April 2023
n.	Approval of CCR, title 16, section 1410.5 on August 18, 2023.	Aug 2023
o.	Approval of Change without Regulatory Effect (Section 100) to update CCR, title 16, section 1463 on October 18, 2023.	Oct 2023
2. Ongoing Activities		
a.	The Board is continuing its efforts to address the backlog of regulations along with the current regulation packages.	
b.	Enhanced partnership with DCA to include regular meetings on bill impact and implementation plans; identification of outdated statutes requiring repeal; and advocate for updates to existing or new statutes.	
c.	Developing policies and procedures to enhance bill analyses processes.	
d.	Developing, repairing, and fostering relationships with Legislators, legislative staff, and external stakeholders.	
e.	Established regular meetings with the Board President and/or Chair of the Legislative Committee and Board staff.	
f.	Initial rulemaking package to update CCR, title 16, section 1452 to clarify that the implicit bias training requirement is not eligible for an exemption is under review by Office of Administrative Law.	

	Initial rulemaking package to update CCR, title 16, section 1426 to remove the
h.	

GOAL 6: ORGANIZATIONAL DEVLOPMENT

Goal 6: Organizational Development		
The Board strives to build an excellent organization through effective and responsible Board governance, leadership, management.		
6.1	**Assess dialogue with stakeholders to increase transparency.**	
Success Measure(s)		**Status**
A.	**Numbers and ratings for customer service survey improved.**	
1. Completed Activities		**Month Year**
a.	Conducted BRN All Staff meeting in June 2022.	Jun 2022
b.	Established an internal SharePoint site to improve efficiency of the review and record keeping process for media inquiries.	Sep 2022
c.	Conducted BRN All Staff meeting in November 2022.	Nov 2022
d.	Conducted BRN All Staff meeting in May 2023.	May 2023
2. Ongoing Activities		
a.	Continue media campaign to increase engagement through social media utilizing Facebook, Instagram, and LinkedIn.	
b.	Increase transparency by encouraging individuals to sign up for the BRN ListServ.	
c.	Engage with various stakeholders regarding the Enforcement processes.	
d.	Pro-actively communicate with media to share Board updates (e.g. AB 890)	
e.	Developing outreach to encourage individuals to use Livescan technology when submitting their fingerprints for an endorsement application. The use of Livescan technology can reduce the processing time for endorsement applications.	
f.	Continuous quality improvement efforts to enhance and increase the accessibility of the Board's website.	

Goal 6: Organizational Development		
The Board strives to build an excellent organization through effective and responsible Board governance, leadership, management.		
6.2	**Identify and implement opportunities to improve practices and communication with Board Members to ensure the highest level of meeting preparation and transparency.**	
Success Measure(s)		**Status**
A.	**Numbers and ratings for customer service survey improved.**	
1. Completed Activities		**Month Year**
a.	Restructured the Committee and Board meeting formats so that the Board meetings focus on decision making and education while the Committee meetings concentrate on the matters being presented to the Committees.	Jan 2022
b.	Established a procedure to include a standing agenda item to report information to the Board on advisory committee activities and Board activities to the advisory committees.	Nov 2022
2. Ongoing Activities		
a.	Continue posting materials in advance of meetings and in formats more accessible to the public.	
b.	Meetings with BRN liaisons and committee chairs are scheduled as appropriate.	
c.	Provide educational presentations and tools to Board members as appropriate.	
d.	Reviewing and enhancing BRN Board member onboarding and continued training processes to support DCA's Board Member Orientation Training (BMOT).	

Goal 6: Organizational Development		
The Board strives to build an excellent organization through effective and responsible Board governance, leadership, management.		
6.3	**Provide ongoing continuing education for Board Members to increase their effectiveness in serving as a Board Member.**	
Success Measure(s)		**Status**
A.	**Provide informational sessions at Board meetings.**	
1. Completed Activities		**Month Year**
a.	Provided training during the January 13, 2022, Board meeting on how to research a legislative bill using LegInfo.com.	Jan 2022
b.	Presentation on the role and scope of the RN in aesthetic medicine during the May 18-19, 2022, Board meeting.	May 2022
c.	Implemented and trained Board Members on new discipline voting platform processes.	Jun 2022
d.	Presentation by HCAI on scholarship and loan repayment programs for nursing students during the February 15-16, 2023, Board meeting.	Feb 2023
e.	Presentation by EO on United States Pharmacopeia (USP chapters 795 and 797) regarding compounding standards during the February 15-16, 2023, Board meeting	Feb 2023
f.	Presentation by BRN's Chief of Legislative Affairs on the legislative process during the March 16, 2023, Board meeting.	Mar 2023
g.	Presentation by the BRN's Chief of the Enforcement Division on the Disciplinary Guidelines during the March 16, 2023, Board meeting.	Mar 2023
h.	Presentation by University of California, San Francisco on analysis of nursing workforce conducted pursuant to BPC section 2717 during the May 17, 2023, Board meeting.	May 2023
i.	Presentation by Surani Kwan with Sutter Health on employment for Nurse Practitioners with the 103-distinction during the June 29, 2023, Nursing Practice Committee meeting.	June 2023
j.	Presentation by NCSBN on the new nursing shortage report during the August 24-25, 2023, Board Meeting.	Aug 2023
k.	Presentation by the CDA Internal Audit Office on the State Leadership Accountability Act (SLAA) during the August 24-25, 2023, Board Meeting.	Aug 2023
l.	Presentation by EO on IV Hydration during the August 24-25, 2023, Board Meeting	Aug 2023
2. Ongoing Activities		
a.	Information and training on fund condition presented to Board by DCA's Budget Office during quarterly Board meetings.	
b.	Information and training on the nursing profession presented to Board during quarterly Board meetings as appropriate.	
c.	Updating the on-boarding materials and general information for Board Members.	
d.	Continuous quality improvement efforts to provide BRN process training and tools at Board meetings.	

GOAL 7: OUTREACH

Goal 7: Outreach The Board informs and educates consumers, licensees, and stakeholders about the practice and regulation of the profession.		
7.1	**Create, implement, and evaluate a comprehensive outreach plan to build and maintain relationships and support licensees and consumers while carrying out the Board's mission.**	
Success Measure(s)		**Status**
A.	**Numbers and ratings for customer service survey improved.**	
1. Completed Activities		**Month Year**
a.	Developed and implemented new marketing materials to inform a greater number of RNs of the Intervention Program.	Nov 2022
b.	Developed and implemented new outreach materials to inform a greater number of individuals and grow the visibility of the expert practice consultant opportunity.	Mar 2023
c.	Purchased Hootsuite software to create more engaging social media content and increase visibility.	Oct 2023
2. Ongoing Activities		
a.	Developing policies and procedures to implement and evaluate a comprehensive outreach plan.	
b.	Continuous quality improvement efforts on outreach and marketing efforts, including but not limited to, grow participation in the Intervention Program, grow the visibility of the expert practice consultant opportunity and recruit and retain Intervention Evaluation Committee (IEC) members.	
c.	Continue media campaign to increase engagement through social media utilizing Facebook, Instagram, and LinkedIn.	
d.	Increase transparency by encouraging individuals to sign up for the BRN ListServ.	
e.	Collaborate with CDPH to provide outreach and facilitate relationship with CDPH licensees and facilities.	
f.	Collaborate with NCSBN and Executive Officers of Boards of Nursing in all jurisdictions.	
g.	DCA and BRN staff, including but not limited to, Executive Officer, Board Legal Counsel, Assistant Executive Officer, Chief of Legislative Affairs, Chief of Enforcement, Chief of Licensing, NECs, attend Board meetings, stakeholder meetings and taskforce meetings to provide information.	

Agenda Item 5.3

Information Only: 2018-2021 Strategic Plan and Goal Progression

BRN Board Meeting | November 15-16, 2023

BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 5.3
DATE: November 15-16, 2023

ACTION REQUESTED: Update on the Board prior Strategic Plan 2018-2021

REQUESTED BY: Mary Fagan, Vice President

BACKGROUND: The Board receives an annual report on the Strategic Plan for 2018 to 2021 that provide updates on the areas in which the Board has not met its goal.

NEXT STEP:

PERSON TO CONTACT:
Loretta Melby
Executive Officer
California Board of Registered Nursing
Loretta.Melby@dca.ca.gov

Strategic Plan
2018-2021
Goal Progression

November 2023

GOAL 1: LICENSING

Goal 1: Licensing *The Board promotes licensing standards to protect consumers and allow access to the profession.*		
1.1	**Identify additional staffing needs in technology, call center, and other areas to address staffing shortage resources.**	**Status** **MET**
Activities		
a.	In Fiscal Year (FY) 2019/2020 with Budget Change Proposal (BCP) 1111-003-BCP-2019-GB, the BRN requested and was subsequently approved for Limited-Term and permanent funded positions to address deficiencies within the Licensing Division, the Enforcement Division, and the Board Operations and Consumer Services Division. Positions were created and staff were hired/trained to improve customer service, reduce processing timeframes, and increase efficiencies.	
b.	In March 2021, the BRN launched a new telephone system that provides a call back feature so that callers do not have to wait on hold without losing their place in the queue. This technology also allows the BRN to use data from the system to identify trends in calls and training needs and best practices of the Public Information Unit (PIU) staff.	
c.	Automated processes throughout the Licensing Division which allowed for the redirection of staffing to areas in which automation was not possible.	
Comment(s): Further advancements will continue the Board's efforts and successes achieved thus far.		

Goal 1: Licensing *The Board promotes licensing standards to protect consumers and allow access to the profession.*		
1.2	**Provide and use additional technology, informational resources regarding all application process within the call center to keep stakeholders better informed, reduce application timeline, and staff workload.**	**Status** **MET**
Activities		
a.	The ability to submit applications and pay for services online was expanded to include, but is not limited to, name changes, out of state license verification requests, NCLEX results, and transcripts copies.	
b.	The Department of Consumer Affairs (DCA) License Search Page was updated to include if the licensee was licensed in California by either examination or endorsement which may assist with other states in their verification process.	
c.	A Temporary License (TL) information button was added to the BRN's website which takes potential applicants to the TL page which provides information on how to apply for a TL and other pertinent information.	
d.	Through collaboration with DCA, the BRN launched the Application Status and Details webpage on the BRN's website. This new webpage provides applicants and licensees detailed information and the progression of their initial and renewal applications, including any items that are deficient.	
e.	The BRN expanded its use of the BreEZe system functionality with deficiencies statements being created and new notifications methods via BreEZe and the Application Status and Details page.	
f.	The Licensing Program now sends deficiency notices to applicants via email address, if available, versus the United States Postal Service (USPS). This allows the applicant to receive the notice faster and may be a cost savings.	
g.	The BRN, in collaboration with DCA and the contracted IT vendor, developed a new secure application portal available to Program Directors (PD) of all approved California Nursing Programs. The PD will enter their student's graduation information into the portal. Upon submission by the PD, the verified data will be uploaded into BreEZe and the exam eligibility will be transmitted to Pearson Vue for issuance of the Authorization to Test (ATT). This process eliminates the need for submission and review of individual school transcripts and allows students to schedule their NCLEX date. The sooner a graduate can take the NCLEX after completing a nursing program, in general, results in higher pass rates. In October 2021, the first approved California Nursing Program successfully utilized the new portal and the PD expressed how easy it was to verify, validate, and upload the student's information.	
Comment(s): Prior to BCP 1111-003-BCP-2019-GB, PIU did not reside in the Board Operations and Consumer Services Division as this division was created through this BCP. Although not PIU does not reside in the Licensing Division, PIU staff assist callers with mostly licensing questions. As efforts to reduce processing timeframes continue within the Licensing Division, this will reduce the need for callers to contact the BRN. Additionally, PIU staff are being trained on licensing activities to assist the callers at the initial point of contact to minimize the need for subsequent return calls to the BRN.		

Goal 1: Licensing *The Board promotes licensing standards to protect consumers and allow access to the profession.*		
1.3	**Improve communication with licensees and stakeholders to provide education regarding new applicant and renewal processes to include fingerprinting.**	**Status** **MET**
Activities		
a.	The Board included fingerprint requirement information in the Fall and Summer 2019 BRN Report publications.	
b.	The Board updated its website to include additional information regarding fingerprint submission for both applicants and licensees.	
Comment(s): The Board will continue the campaigns to educate and inform the applicants and licensees about the fingerprint requirement of registered nurses. The Board could initiate an effort to request the approved California nursing programs ensure students receive information about the fingerprint requirement more than once prior to graduation.		

GOAL 2: ENFORCEMENT

Goal 2: Enforcement ***The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.***		
2.1	**Develop and implement presentations by staff and/or Board members to better communicate with stakeholders regarding licensing and disciplinary matters.**	**Status** **MET**
Activities		
a.	A Student/Applicant Enforcement Overview webcast was presented in 2018. To incorporate revisions associated to AB 2138, this webcast was revised and posted to the BRN's website on May 1, 2020.	
b.	The Licensee Enforcement Overview webcast was presented on July 18, 2019.	
c.	Additional presentations have been created and tailored dependent on the organization or facility and the focus of the request.	
Comment(s): These activities are ongoing efforts with stakeholders.		

Goal 2: Enforcement ***The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.***		
2.2	**Partner with stakeholders to improve outreach, education, training and communication to licensees regarding the enforcement process.**	**Status** **MET**
Activities		
a.	Created a general "Speaker Request Form" which is accessible on the BRN website.	
b.	In collaboration with the DCA's Office of Public Affairs, updated flyers and brochures and created a video for the Intervention Program.	
c.	A social media campaign was released on BRN social medial platforms, including but not limited to, Facebook, Twitter, LinkedIn, providing information about Intervention Program, Intervention Evaluation Committee Recruitment, and Expert Practice Consultant Recruitment.	
d.	BRN management presented to multiple organizations and facilities statewide on all aspects of Enforcement, Intervention and Investigations.	
e.	BRN managers and Maximus staff attended several nurse support groups to serve as resources to group facilitators and attendees regarding Board processes.	
Comment(s): These activities are ongoing efforts with stakeholders.		

Goal 2: Enforcement ***The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.***		
2.3	**Identify and advocate for additional staffing to meet timeline goals for processing complaints.**	**Status** **MET**
Activities		
a.	The BRN received new positions through the BCP process in FYs 2016/2017, 2018/2019 and 2019/2020 to address program areas including but not limited to complaint processing.	
b.	The Enforcement Division continues to identify and implement process improvement changes to reduce processing timeframes and increase efficiencies.	
Comment(s): The BRN will continue to hire, develop, and retain staff.		

Goal 2: Enforcement ***The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.***		
2.4	**Involve nursing education consultants earlier during the enforcement process in order to use nursing expertise in assessing a complaint.**	**Status** **MET**
Activities		
a.	A Nursing Education Consultant (NEC) position was allocated to the Enforcement Division for this purpose; however, this position is vacant. The Enforcement Division has access to the other NECs and Supervising NECs for consultation in accessing a complaint.	
b.	NECs are involved, as appropriate, in the assessment of a complaint as they possess general nursing knowledge.	
Comment(s): The Enforcement Division has adequate resources utilizing the NECs and Expert Practice Consultants for nursing expertise.		

Goal 2: Enforcement ***The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.***		
2.5	**Update the BRN discipline procedures to be understandable, communicate the seriousness and specific guidelines with which substance abuse is disciplined, and emphasize the need for RNs to have, read and understand the Nursing Practice Act especially regarding the duty to be a patient advocate and to follow the Act regarding scope of practice in all patient care settings.**	**Status** **MET**
Activities		
a.	The Disciplinary Guidelines (DGs) were revised during the 2018-2021 Strategic Plan timeframe; however, have not been officially adopted by the Board or the regulations promogulated.	
b.	To make discipline procedures understandable and available various webinars and outreach efforts have been conducted and videos developed and posted to communicate the seriousness and specific guidelines with which substance abuse is disciplined, and emphasize the need for RNs to have, read and understand the Nursing Practice Act.	
c.	Updated the complaint processes and procedures to improve efficiency and effectiveness to both internal and external stakeholders. For example, making the process of filing a complaint more informative to the complainant and the intake process timelier.	
Comment(s): The official adoption of the DGs is a component of this goal; however, updating the discipline procedures to be understandable, communicating the seriousness and specific guidelines with which substance abuse is disciplined, and emphasizing the need for RNs to have, read and understand the Nursing Practice Act was satisfied with the activities outlined above**.**		

Goal 2: Enforcement ***The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.***		
2.6	**Participate in the study due January 1, 2019 pursuant to SB 799 regarding how complaints are reported to the BRN.**	**Status** **MET**
Activities		
a.	The BRN conducted the research and submitted the SB 799 report to the legislature on or before January 1, 2019.	
Comment(s):		

Goal 2: Enforcement ***The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.***		
2.7	**Increase awareness of the Intervention Program and behavioral health in order to assist those who have substance abuse and impairment issues to get them back to the workforce sooner and protect the public.**	**Status** **MET**
Activities		
a.	In collaboration with the DCA's Office of Public Affairs, updated flyers and brochures and created a video for the Intervention Program.	
b.	A social media campaign was released on BRN social medial platforms, including but not limited to, Facebook, Twitter, LinkedIn, providing information about the Intervention Program, Intervention Evaluation Committee Recruitment, and Expert Practice Consultant Recruitment.	
c.	Developed and delivered an in-service training of the Intervention Program to all BRN staff.	
Comment(s): These activities are ongoing efforts.		

Goal 2: Enforcement ***The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.***		
2.8	**Verify terms and conditions of probation orders have been completed and obtain confirmation that rehabilitation has been accomplished to expedite the early termination process for appropriate petitioners.**	**Status** **MET**
Activities		
a.	Updated the early termination process to eliminate "Discipline Days" which previously mandated that probationers appeared before the Board. The current process when a probationer is compliant is that the early termination is approved and processed in house; however, if there is a violation, the probationer will present their case before an Administrative Law Judge (ALJ). The ALJ will provide the Board with a Proposed Decision which will be voted on by the Board Members.	
Comment(s):		

Goal 2: Enforcement ***The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.***		
2.9	**Implement processes to shorten the cycle times from investigation to resolution of cases with special focus on prioritized critical cases to minimize patient harm and enhance consumer protection. This may include working with DOI and the AG's offices to shorten their timelines.**	**Status** **MET**
Activities		
a.	Through the Division of Investigation (DOI) and the BRN pilot program, BRN Investigations now retains some quality of care cases. This pilot is set to end on December 31, 2021. The BRN anticipates this pilot will be extended and may be expanded to include additional case types.	
b.	The BRN, Attorney General Office (AGO), and DOI implemented the electronic transfer of cases to reduce case processing timeframes.	
c.	The Enforcement Division's Discipline Unit updated procedures to include preliminary settlement terms for cases at the time they are transmitted to the AGO which may expedite the settlement negotiations for resolution.	
Comment(s): These activities are ongoing efforts.		

Goal 2: Enforcement ***The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.***		
2.10	**Review the timelines to reduce term limits for tolled probationers for surrender to resolve the tolled term expeditiously.**	**Status** **MET**
Activities		
a.	The BRN worked with the AGO to include language in the DGs, to reduce or eliminate prolonged probation for tolled probationers. The DGs have not yet been officially adopted.	
b.	**The BRN implemented procedures to conduct 6-month reviews protocols which can result in voluntary surrender actions or petition for early terminations or modifications of probation.**	
Comment(s): The official adoption of the DGs is a component of this goal; however, the review of timelines to reduce term limits for tolled probationers for surrender to resolve the tolled term expeditiously was satisfied with the 6-month reviews.		

GOAL 3: CONTINUING EDUCATION

Goal 3: Continuing Education *The Board promotes licensing standards to protect consumers and allow access to the profession.*		
3.1	**Increase RN renewal auditing percentages for increased consumer protection.**	**Status** **MET**
Activities		
a.	Through the strategic plan timeframe, there were increase in RN audits; however, the increases were not consistent.	
b.	Completed activity with Goal 3.1 Success Measure A in the 2022-2025 Strategic Plan.	
Comment(s): The infrastructure of the Continuing Education Unit continues to be developed with a goal of implementation in 2023.		

Goal 3: Continuing Education *The Board promotes licensing standards to protect consumers and allow access to the profession.*		
3.2	**Establish a regular schedule of continuing education provider audits to take place for increased consumer protection and comply with the 5 year audit requirement.**	**Status** **MET**
Activities		
a.	Retained subject matter expert to consult with the design and implementation of the continuing education provided audits process.	
b.	Completed activity with Goal 3.1 Success Measure B in the 2022-2025 Strategic Plan.	
Comment(s): The infrastructure of the Continuing Education Unit continues to be developed with a goal of implementation in 2023.		

Goal 3: Continuing Education *The Board promotes licensing standards to protect consumers and allow access to the profession.*		
3.3	**Evaluate the quality of existing CE credits being issued by provider by topic to monitor relevancy to the nursing profession.**	**Status** **MET**
Activities		
a.	The required report was submitted to the Legislature in 2019 and 2020.	
b.	Completed activity with Goal 3.1 Success Measure B in the 2022-2025 Strategic Plan.	
Comment(s): The infrastructure of the Continuing Education Unit continues to be developed with a goal of implementation in 2023.		

Goal 3: Continuing Education *The Board promotes licensing standards to protect consumers and allow access to the profession.*		
3.4	**Identify and advocate for additional staffing needs in technology, Nursing Education Consultant, and other areas to meet the auditing goals.**	**Status** **MET**
Activities		
a.	The BRN received new positions through the BCP process in FY 2018/2019 and the infrastructure of the Continuing Education Unit continues to be developed with a goal of implementation in 2023.	
b.	Researching technology solutions to assist with the continuing education provider and/or RN audit component.	
c	Completed activity with Goal 3.1 and 3.2 Success Measure A in the 2022-2025 Strategic Plan.	
Comment(s):		

Goal 3: Continuing Education *The Board promotes licensing standards to protect consumers and allow access to the profession.*		
3.5	**Support subcommittee's efforts to work with staff and Board members to analyze and plan the program and provide the required report to the legislature in 2019 and 2020.**	**Status** **MET**
Activities		
a.	The required report was submitted to the Legislature in 2019 and 2020.	
Comment(s):		

Goal 3: Continuing Education *The Board promotes licensing standards to protect consumers and allow access to the profession.*		
3.6	**Evaluate need for a designated CE unit within the staff organization of the Board. If established, monitor the designated CE unit for consistency, knowledge, and meeting audit goals.**	**Status** **MET**
Activities		
a.	A designated Continuing Education Unit was established, and the infrastructure is being developed and implemented under the new BRN leadership.	
Comment(s): The BRN will continue to hire, develop, and retain staff.		

Goal 3: Continuing Education *The Board promotes licensing standards to protect consumers and allow access to the profession.*		
3.7	**Explore options for the Board to become a CE provider for information that can only be provided by the BRN such as how discipline occurs; how to access the Intervention Program, understanding the Nursing Practice Act, scope of practice, consequences of violating the act, and substance abuse and impairment.**	**Status** **MET**
Activities		
a.	The option for the BRN to become a CE provider was researched; however, due to other efficiencies implemented, resources, and priorities this is no longer a viable solution.	
Comment(s):		

GOAL 4: EDUCATIONAL OVERSIGHT

Goal 4: Educational Oversight *The Board advances higher education standards to increase the quality of education and ensure consumer protection.*		
4.1	**Produce a report to the stakeholder regarding the future of nursing programs in California regarding the clinical displacements and cost of nursing education to bring awareness and address access.**	**Status** **MET**
Activities		
a.	The BRN in response to the California State Audit (CSA) 2019-120 Recommendation 9, will publish a report on its website annually with clinical placement data.	
b.	With enrollment increases and request of new programs, BRN staff inform Board/Committee Members on clinical displacement, the costs of the nursing education, and the impact the request will have on the geographical region of the nursing program.	
c.	This activity is deferred to the implementation of the CSA Audit 2019-120, Recommendation 7.	
Comment(s):		

Goal 4: Educational Oversight *The Board advances higher education standards to increase the quality of education and ensure consumer protection.*		
4.2	**Review existing models in clinical placements to establish a statewide model of best practices.**	**Status** **MET**
Activities		
a.	The BRN researched the feasibility of a statewide consortium to reduce the possibility of clinical displacement.	
Comment(s): The BRN continues to identify means of reducing clinical displacements; however, based on research best practices suggest regional solutions are more feasible.		

Goal 4: Educational Oversight *The Board advances higher education standards to increase the quality of education and ensure consumer protection..*		
4.3	**Encourage every nursing program to belong to an online clinical placement consortium to provide students with consistent expectations of educational opportunities and access to clinical sites.**	**Status** **MET**
Activities		
a.	The BRN encourages the participation of clinical placement consortium; however, currently there is no mandate for participation nor is an online clinical placement consortium available in every geographical region.	
Comment(s):		

Goal 4: Educational Oversight *The Board advances higher education standards to increase the quality of education and ensure consumer protection.*		
4.4	**Lead what should be taught in nursing programs to fulfil the needs of the community.**	**Status** **MET**
Activities		
a.	Encouraged nursing programs and clinical partners to create collaborative relationships to provide various learning opportunities for students.	
b.	NECs educate and work with the nursing programs on the various opportunities to obtain clinical placements within communities outside of a hospital setting.	
c.	BRN staff met with nursing leaders to discuss the future of the profession and practice of nursing.	
Comment(s):		

Goal 4: Educational Oversight *The Board advances higher education standards to increase the quality of education and ensure consumer protection..*		
4.5	**Review and evaluate the clinical displacements taking place geographically for access for educational opportunities and to increase quality and access to care for a broader community of consumers.**	**Status** **MET**
Activities		
a.	With enrollment increases and request of new programs, BRN staff inform Board/Committee Members on clinical displacement, the costs of the nursing education, and the impact the request will have on the geographical region of the nursing program.	
b.	BRN collects and utilizes data which assists in determining if California has the appropriate number of nurses in the future. This includes, but is not limited to, information gained from the 2018 Regional Nursing Summits, the raw data in which the University of California, San Francisco (UCSF) collects on behalf of BRN, and information collected from pre-licensure nursing programs through their “written plan for evaluation of the total program” that includes, among other things, evaluation of the performance of the school’s graduates in meeting community needs.	
c.	The BRN publishes various reports on its website reflecting clinical needs and displacement concerns and it launched the BRN School Survey Interactive Data Portal which displays data about nursing schools programs and their students and faculty.	
Comment(s): DCA’s website contains an Open Data Portal which shows licensing statistics by county as well as an interactive map which displays the distribution of DCA’s active licensee population across all 58 California counties. The map also shows the annual change in the active licensee population from year to year for each of these counites.		

Goal 4: Educational Oversight *The Board advances higher education standards to increase the quality of education and ensure consumer protection.*		
4.6	**Analyze trends in nursing education and practice to best meet the demands of the changing health care environment.**	**Status** **MET**
Activities		
a.	BRN collects and utilizes data which assists in determining if California has the appropriate number of nurses in the future. This includes, but is not limited to, information gained from the 2018 Regional Nursing Summits, the raw data in which the UCSF collects on behalf of BRN, and information collected from pre-licensure nursing programs through their "written plan for evaluation of the total program" that includes, among other things, evaluation of the performance of the school's graduates in meeting community needs.	
Comment(s): DCA's website contains an Open Data Portal which shows licensing statistics by county as well as an interactive map which displays the distribution of DCA's active licensee population across all 58 California counties. The map also shows the annual change in the active licensee population from year to year for each of these counites.		

GOAL 5: LAWS AND REGULATIONS

Goal 5: Laws and Regulations *The Board ensures that statutes, regulations, policies and procedures strengthen and support their mandate and mission.*		
5.1	**Identify personnel need for hiring a Board legislative analyst position to assist in the promulgation of legislation to amplify the mission of the Board.**	**Status** **MET**
Activities		
a.	The BRN established a position and hired a full-time permanent Legislative/Regulation Analyst.	
b.	The BRN established a position and hired a full-time permanent Regulation Analyst.	
Comment(s):		

Goal 5: Laws and Regulations *The Board ensures that statutes, regulations, policies and procedures strengthen and support their mandate and mission.*		
5.2	**Identify personnel need for hiring a Board attorney position to draft regulations to proactively educate and engage stakeholders and legislators while maintaining continuity, to protect public safety.**	**Status** **MET**
Activities		
a.	The BRN works in close partnership with the DCA new Regulation Unit for the development and promulgation of regulations.	
Comment(s): As of November 2, 2021, the Board has four (4) regulatory package at the Office of Administrative Law and several other regulatory packages in various other stages of development.		

Goal 5: Laws and Regulations *The Board ensures that statutes, regulations, policies and procedures strengthen and support their mandate and mission.*		
5.3	**Identify additional staffing needs in technology, call center, and other areas to address staffing shortage resources.**	**Status** **MET**
Activities		
a.	The BRN is leveraging all available technology to automate processes to reduce processing timeframes, improve customer service and increase efficiencies.	
Comment(s): The BRN will continue to hire, develop, and retain staff.		

Goal 5: Laws and Regulations *The Board ensures that statutes, regulations, policies and procedures strengthen and support their mandate and mission.*		
5.4	**Provide consistent education to staff regarding legislation for consistent answers to stakeholder questions.**	**Status** **MET**
Activities		
a.	The BRN ensures that as laws and regulations are implemented all program areas are informed and trained as appropriate to better serve our internal and external stakeholder.	
b.	Discuss legislative matters during management meetings with the expectation that items discussed are shared with staff and implemented into training as appropriate.	
c.	Implemented quarterly legislative meeting with NECs.	
Comment(s): These activities are ongoing efforts with staff and stakeholders.		

Goal 5: Laws and Regulations *The Board ensures that statutes, regulations, policies and procedures strengthen and support their mandate and mission.*		
5.5	**Review relevancy of current laws and regulations to be in line with current consumer needs.**	**Status** **MET**
Activities		
a.	The BRN utilizes the two Legislative and Regulatory Analyst positions in collaboration with management to identify approaches to meet consumer needs through statute(s) and/or regulation(s).	
Comment(s): These activities are ongoing efforts with staff and stakeholders.		

Goal 5: Laws and Regulations *The Board ensures that statutes, regulations, policies and procedures strengthen and support their mandate and mission.*		
5.6	**Explore legislative solutions for timely responses to subpoenas for records for public protection and to reduce costs of investigations.**	**Status** **MET**
Activities		
a.	The BRN continues to work with the AGO to respond to subpoenas timely and to receive requested documents timely, with or without a subpoena.	
b.	The BRN continues to identify and implement continuous quality improvements to reduce costs.	
c.	The BRN continues to explore legislative opportunities to strengthen the Board's authority to obtain records.	
d.	Obtained delegative authority from the Director of the Director of the Department of Consumer of Affairs for the Assistant Executive Officer and Chief of Investigative to sign investigative subpoenas.	
Comment(s): These activities are ongoing efforts.		

GOAL 6: ORGANIZATIONAL DEVELOPMENT

Goal 6: Organizational Development *The Board builds an excellent organization through proper Board governance, effective leadership and responsible management.*		
6.1	**Improve staff and management development and training to improve customer service internally and externally.**	**Status** **MET**
Activities		
a.	The BRN reinitiated the all staff training presentations by staff.	
b.	The BRN attends training offered through SOLID and outside approved training vendors and on-the-job training.	
c.	Training was conducted for PIU staff on initial review of endorsement applications to assist with callers at the initial point of contact to minimize the need for subsequent calls to the BRN. Future training on additional licensing activities to improve customer service, reduce processing timeframes and increase efficiencies are in development and will be scheduled as appropriate.	
d.	Utilized the daily manager meetings as a forum to collaborate on cross division issues and designed recommendations and implementation strategies.	
Comment(s): These activities are ongoing efforts.		

Goal 6: Organizational Development *The Board builds an excellent organization through proper Board governance, effective leadership and responsible management.*		
6.2	**Analyze, evaluate, and procure as needed additional resources, staff, technology, and training to improve customer service, operations, and communications.**	**Status** **Met**
Activities		
a.	To improve processing timelines and reduce errors, the BRN, in collaboration with DCA, contracted with a consultant for specific IT and BreEZe system enhancements.	
b.	The BRN volunteered to be the first board within DCA to participate in the DCA Enlighten Licensing Project. This project brings together licensing and IT subject matter experts from DCA boards and bureaus to identify ways to streamline licensing processes, both internally and externally, for greater efficiencies.	
c.	Through collaboration with DCA, the BRN launched the Application Status and Details webpage on the BRN's website. This new webpage provides applicants and licensees detailed information and the progression of their initial and renewal applications, including any items that are deficient.	
d.	The BRN added a TL Information button to the BRN website. The button takes potential applicants to the TL page that provides information on how to apply for a TL and other pertinent information.	
e.	The BRN, in collaboration with DCA and the contracted IT vendor, developed a new secure application portal available to Program Directors (PD) of all approved California Nursing Programs. The PD will enter their student's graduation information into the portal. Upon submission by the PD, the verified data will be uploaded into BreEZe and the exam eligibility will be transmitted to Pearson Vue for issuance of the Authorization to Test. This process eliminates the need for submission and review of individual school transcripts and allows students to schedule their NCLEX date.	
Comment(s):		

Goal 6: Organizational Development *The Board builds an excellent organization through proper Board governance, effective leadership and responsible management.*		
6.3	**Provide leadership training to managers to expand skills and improve performance.**	**Status** **MET**
Activities		
a.	The BRN conducts daily Executive Management meetings.	
b.	The BRN reinitiated the all staff training presentations by staff.	
c.	The BRN participates in leadership and managerial training opportunities provided by DCA directorate and SOLID.	
Comment(s): These activities are ongoing efforts.		

Goal 6: Organizational Development *The Board builds an excellent organization through proper Board governance, effective leadership and responsible management.*		
6.4	**Evaluate current committee structure to assure that it is meeting current Board's needs to assume efficiencies and public protection.**	**Status** **MET**
Activities		
a.	The Board reinitiated the process of annual review of non-statutory advisory committees.	
b.	The Board reinitiated the process of annual review of the charter of the Board's standing committee structure and composition.	
c.	The Board ensures compliance with all laws and regulations regarding public meetings.	
Comment(s): These activities are ongoing efforts.		

Goal 6: Organizational Development *The Board builds an excellent organization through proper Board governance, effective leadership and responsible management.*		
6.5	**Establish periodic trainings for Board members during meetings to help them better understand Board business processes.**	**Status** **MET**
Activities		
a.	All Board Members attend DCA's BMOT training within one (1) year of appointment and one (1) year of reappointment.	
b.	The BRN is reinitiating and redesigning the onboarding of Board Members.	
c.	All Board Members attend all required trainings, including but not limited to, Ethics and Precenting Sexual Harassment.	
Comment(s): These activities are ongoing efforts.		

GOAL 7: COMMUNICATION AND PUBLIC EDUCATION

Goal 7: Communication and Public Education *The Board informs consumers, licensees and stakeholders about the practice and regulation of the profession.*		
7.1	**Improve communication with licensees and stakeholder to provide education regarding new processes and improvements.**	**Status** **MET**
Activities		
a.	The BRN publishes the BRN Report publication to inspire, education, inform and engage its readers.	
b.	The BRN utilizes its ListServ to send communication to recipients.	
c.	The BRN updates its website regularly and consistently.	
d.	The BRN staff attends and/or presents at seminars and workshops as appropriate.	
e.	The Board and BRN staff collaborate and partners with internal and external stakeholders to foster relationships to advance the profession of nursing.	
f.	The BRN established and enhanced its social media presence to include but not limited to, Facebook, Twitter, and LinkedIn.	
Comment(s): These activities are ongoing efforts.		

Goal 7: Communication and Public Education *The Board informs consumers, licensees and stakeholders about the practice and regulation of the profession.*		
7.2	**Establish a process to collect email addresses and mobile numbers for text messaging from all licensees for better ability to improve communication.**	**Status** **MET**
Activities		
a.	The BRN provides opportunities for applicants and licensees to provide their email addresses and mobile numbers on applications, in their BreEZe account and/or if they contact the BRN.	
Comment(s): These activities are ongoing efforts.		

Goal 7: Communication and Public Education *The Board informs consumers, licensees and stakeholders about the practice and regulation of the profession.*		
7.3	**Develop and implement a communication plan for licensees and consumers to improve communication, awareness, transparency, and keep stakeholders better informed.**	**Status** **MET**
Activities		
a.	The BRN publishes the BRN Report publication to inspire, education, inform and engage its readers.	
b.	The BRN utilizes its ListServ to send communication to recipients.	
c.	The BRN updates the website regularly and consistently.	
d.	The BRN staff attends and/or presents at seminars and workshops as appropriate.	
e.	The Board and BRN staff collaborate and partners with internal and external stakeholders to foster relationships to advance the profession of nursing.	
f.	The BRN established and enhanced its social media presence to include but not limited to, Facebook, Twitter, and LinkedIn.	
Comment(s):		

Goal 7: Communication and Public Education *The Board informs consumers, licensees and stakeholders about the practice and regulation of the profession.*		
7.4	**Improve visibility of the Board in all geographic regions of the State of California to allow consumers better access to the Board and better communication with the Board.**	**Status** **MET**
Activities		
a.	The Board meetings were being held throughout California; however, with COVID-19, the meetings are now being held in a virtual platform for all to participate in.	
b.	All Board, Committee, and Advisory Meetings are webcasted and currently being held on a virtual platform which allows for greater public participation.	
c.	The email address of the BRN's Executive Team is listed on the website allowing the public direct access to the team and increased communication opportunities.	
Comment(s):		

Goal 7: Communication and Public Education *The Board informs consumers, licensees and stakeholders about the practice and regulation of the profession.*		
7.5	**Increase participation in the nurse week campaign to acknowledge nurse contributions in the State of California.**	**Status** **MET**
Activities		
a.	Increased our social media campaigns to acknowledge the contributions of nurses in California during nurse week and throughout the year.	
b.	Redesigned the BRN Report with the focus to inspire, engage, inform and educate its reader regarding the profession of nursing. This BRN publication will be released throughout the year and will contain information on nurses' week.	
Comment(s): These activities are ongoing efforts.		

Goal 7: Communication and Public Education *The Board informs consumers, licensees and stakeholders about the practice and regulation of the profession.*		
7.6	**Identify the need for each outreach coordinator to increase the ethnic diversity of the nursing profession.**	**Status** **MET**
Activities		
a.	Launched a Diversity and Men in Nursing campaign.	
b.	Published "Diversity of California's Nursing Workforce Chartbook, 2018"	
Comment(s):		

Agenda Item 5.4

Information Only: Registered Nursing Fund Condition (Presentation by DCA Budget Office)

BRN Board Meeting | November 15-16, 2023

BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 5.4
DATE: November 15-16, 2023

ACTION REQUESTED: Fund condition report

REQUESTED BY: Board

BACKGROUND: Presentation on the condition of the Board of Registered Nursing Fund

NEXT STEP:

PERSON TO CONTACT:
Matthew Yeates
Deputy Chief, Consumer Services and Board Operations Division
California Board of Registered Nursing
Matthew.Yeates@dca.ca.gov

0761 - Board of Registered Nursing Fund Analysis of Fund Condition
(Dollars in Thousands)

Prepared on 11.6.2023

2023 Budget Act W FM3 Projections	PY 2022-23	CY 2023-24	BY 2024-25	BY +1 2025-26	BY +2 2026-27
BEGINNING BALANCE	$ 55,941	$ 77,062	$ 26,990	$ 69,748	$ 81,694
Prior Year Adjustment	$ 349	$ -	$ -	$ -	$ -
Adjusted Beginning Balance	$ 56,290	$ 77,062	$ 26,990	$ 69,748	$ 81,694
REVENUES, TRANSFERS AND OTHER ADJUSTMENTS					
Revenues					
4121200 - Delinquent fees	$ 833	$ 831	$ 1,120	$ 1,120	$ 1,120
4127400 - Renewal fees	$ 49,584	$ 50,845	$ 48,593	$ 48,593	$ 48,593
4129200 - Other regulatory fees	$ 628	$ 627	$ 2,215	$ 2,215	$ 2,215
4129400 - Other regulatory licenses and permits	$ 28,062	$ 25,505	$ 26,304	$ 26,304	$ 26,304
4143500 - Miscellaneous Services to the Public	$ 10	$ 12	$ -	$ -	$ -
4150500 - Interest Income from Interfund Loans	$ -	$ -	$ -	$ -	$ -
4163000 - Income from surplus money investments	$ 1,740	$ 1,250	$ 584	$ 1,207	$ 1,358
4160400 - Sale of Fixed Assets		$ -	$ -	$ -	$ -
4170400 - Capital Assest Sales Proceeds	$ 7	$ -	$ -	$ -	$ -
4171100 - Other Revenue Cost Recoveries	$ 2	$ 1	$ -	$ -	$ -
4171400 - Escheat of unclaimed checks and warrants	$ 18	$ 8	$ -	$ -	$ -
4172500 - Miscellaneous revenues	$ 298	$ 318	$ -	$ -	$ -
Totals, Revenues	$ 81,182	$ 79,397	$ 78,816	$ 79,439	$ 79,590
Loan from/to the Board of Registered Nursing Fund (0761) to/from the General Fund (0001) per Item 1111-011-0761, Budget Act of 2020	$ -	$ -	$ 30,223	$ -	$ -
Loan to GF per CS 13.40, Budget Act of 2023	$ -	$ -65,000	$ -	$ -	$ -
Operating Transfers To General Fund 0001 (AB84)	$ -	$ -	$ -	$ -	$ -
Totals, Transfers and Other Adjustments	$ -	$ -65,000	$ 30,223	$ 0	$ 0
TOTALS, REVENUES, TRANSFERS AND OTHER ADJUSTMENTS	$ 81,182	$ 14,397	$ 109,039	$ 79,439	$ 79,590
TOTAL RESOURCES	$ 137,472	$ 91,459	$ 136,029	$ 149,187	$ 161,284
Expenditures:					
1111 Department of Consumer Affairs Regulatory Boards, Bureaus, Divisions (State Operations)	$ 55,385	$ 60,400	$ 62,212	$ 64,078	$ 66,001
9892 Supplemental Pension Payments (State Operations)	$ 654	$ 654	$ 654	$ -	$ -
9900 Statewide General Administrative Expenditures (Pro Rata) (State Operations)	$ 4,371	$ 3,415	$ 3,415	$ 3,415	$ 3,415
TOTALS, EXPENDITURES AND EXPENDITURE ADJUSTMENTS	$ 60,410	$ 64,469	$ 66,281	$ 67,493	$ 69,416
FUND BALANCE					
Reserve for economic uncertainties	$ 77,062	$ 26,990	$ 69,748	$ 81,694	$ 91,868
Months in Reserve	14.3	4.9	12.4	14.1	15.4

NOTES:
1. Assumes workload and revenue projections are realized in BY +1 and ongoing.
2. Expenditure growth projected at 3% beginning BY +1.

Agenda Item 5.5

Information Only: Presentation by the National Council of State Nursing Boards on E-Notify

BRN Board Meeting | November 15-16, 2023

BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 5.5
DATE: November 15-16, 2023

ACTION REQUESTED: Presentation by the National Council of State Nursing Boards (NCSBN) on E-Notify

REQUESTED BY: Board

BACKGROUND: Nursys e-Notify is a free, convenient way for nurses to keep up-to-date with their professional licenses. They can receive license expiration reminders, status updates and track their nurse license verifications for endorsement via email or text.

This service also allows institutions to receive automated license and discipline notifications of their enrolled RNs, LPN/VNs, and Advanced Practice nurses from participating boards of nursing.

Jason Schwartz, NCSBN will provide a presentation on their e-Notify.

NEXT STEP:

PERSON TO CONTACT:
Loretta Melby
Executive Officer
California Board of Registered Nursing
Loretta.Melby@dca.ca.gov

NCSBN
Leading Regulatory Excellence

Nursys e-Notify

Jason A. Schwartz, MS
Director of Outreach, NCSBN

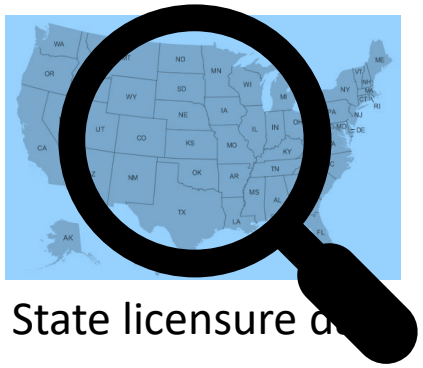
Agenda

- Welcome
- **Nursys e-Notify for Institutions**
- Nursys e-Notify for Individuals
- NCSBN ID

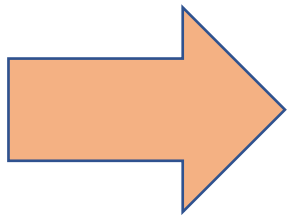
Nursys e-Notify for Institutions

Nursys e-Notify for Institutions

- Free service of NCSBN provided to more than 13,000 healthcare organizations, employers, academic programs, etc.
- Automated delivery of current and accurate nurse licensure data from all U.S. Boards of Nursing
- Flexible and configurable

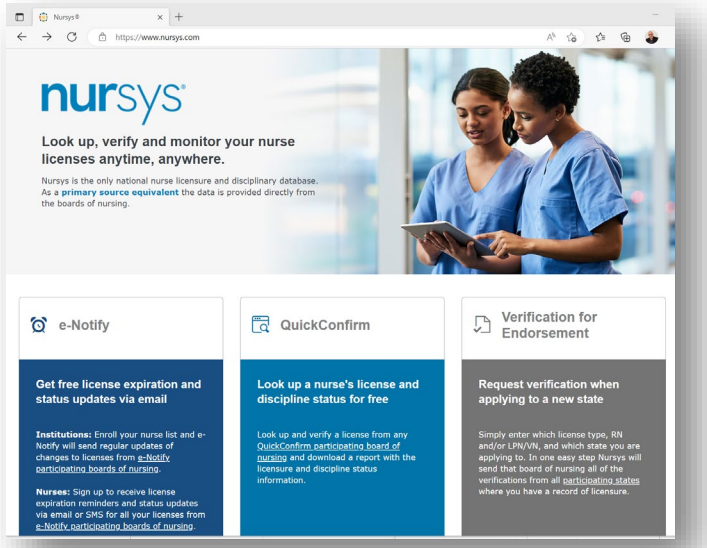


State licensure d



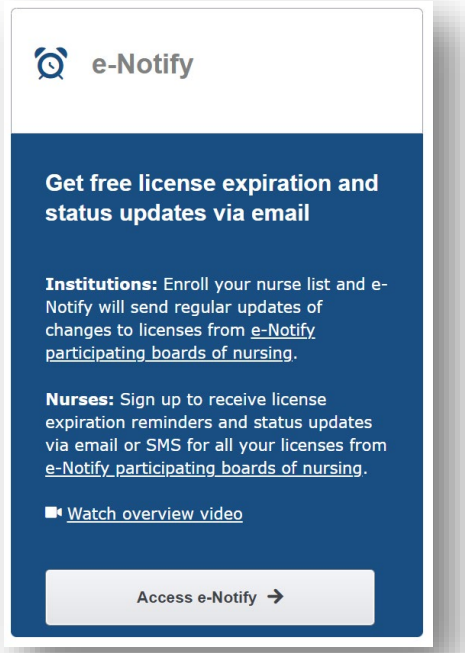
Your organization

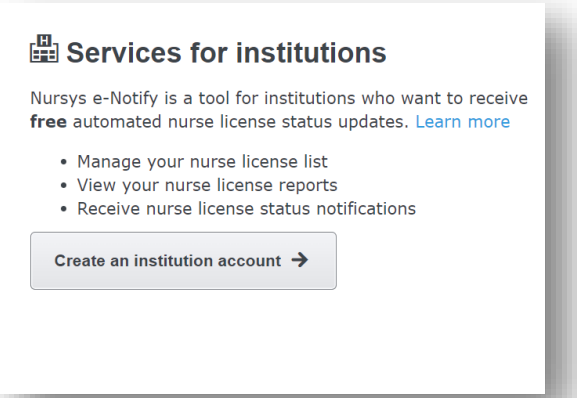
How do organizations enroll?



1. Go to nursys.com

2. Click on "Access e-Notify."





3. Select "Create an institution account."

Flexible enrollment options

“Enroll a Nurse”

- NCSBN web interface
- Manual entry of licenses
- One license at a time
- Designed for up to 100 licenses but supports any number

Typical user: Medical office or small clinic

Spreadsheet

- NCSBN web interface
- Supports upload of MS Excel
- Multiple licenses at a time
- Designed for up to 20,000 licenses but supports any number

Typical user: Hospital

API

- Automated solution
- Designed for more than 1000 licenses but supports any number
- Technical setup required

Typical user: Large hospital or hospital network

What information is needed?

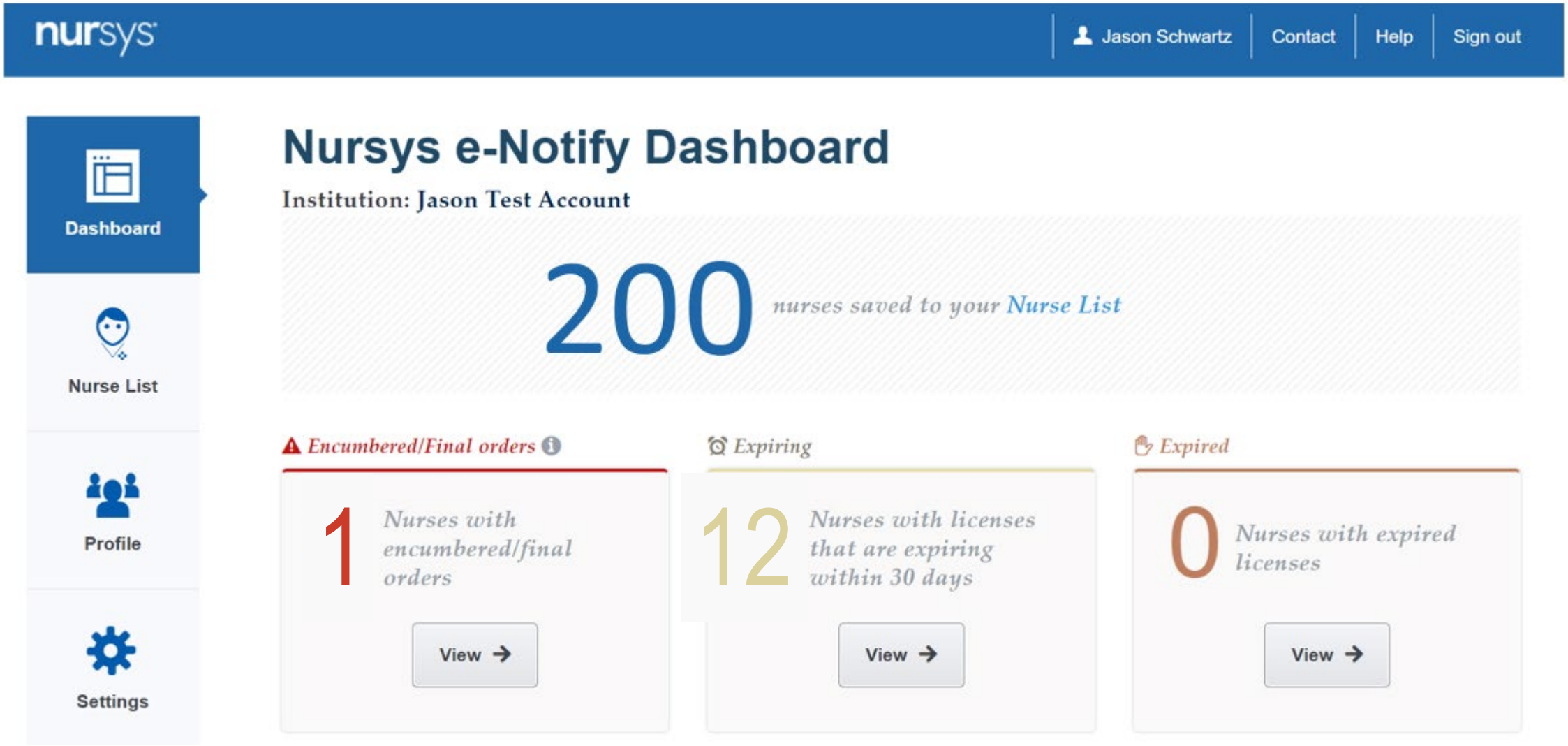
- Standard demographic info: *Name, Jurisdiction, License, etc.*
- Validation info: *YOB, Last four SSN**

	A	B	C	D	E	F	G	H	I	J	K	L
1	A	OH	31415926	RN	robertsmith@cure.com	1234 Roslyn Blvd		Canton	OH	1986		1955
2	A	OH	27182818	PN	jameslebron@akronhealth.org	1300 Hamilton Ave	Apt. 23	Akron	OH	2016		1989
3	A	OH	98765432	RN	edelacruz@buckeyehealth.com	55 Pete Rose Dr.		Cincinnati	OH	2023		2004
4	A	KY	8675309	RN	edelacruz@buckeyehealth.com	31 E. Ogden Ave		Louisville	KY	2023		2004

What do you get?

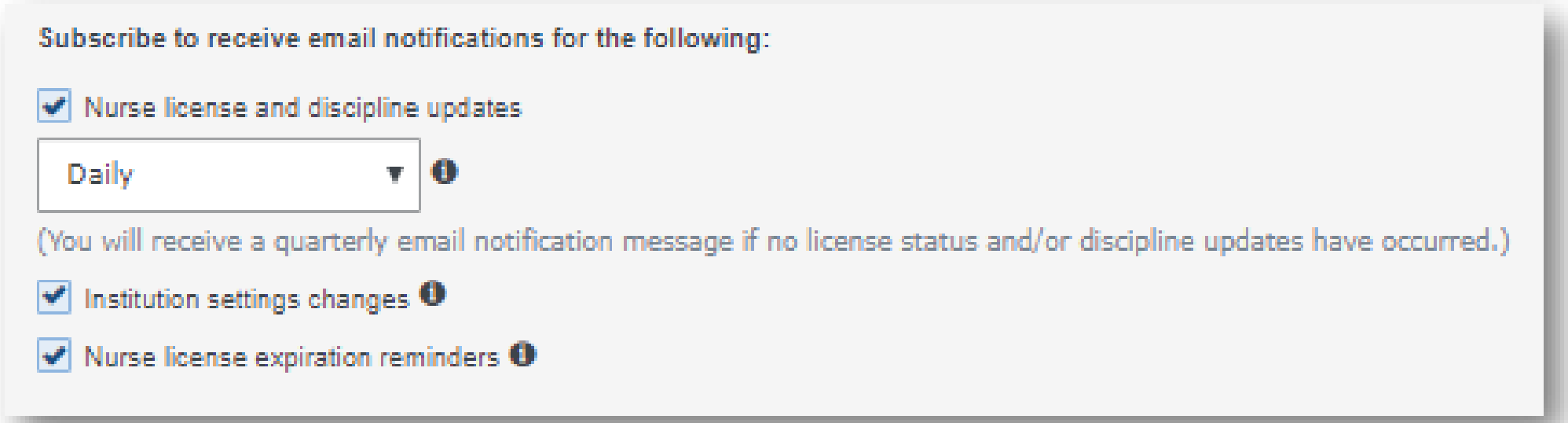
- Current and accurate data…AUTOMATED!
  - Licensure status changes
  - Renewal reminders
  - Disciplinary action notifications from all jurisdictions where the nurse holds a license!

- Accessible through **dashboard**, web-based "Nurse List," or email reporting

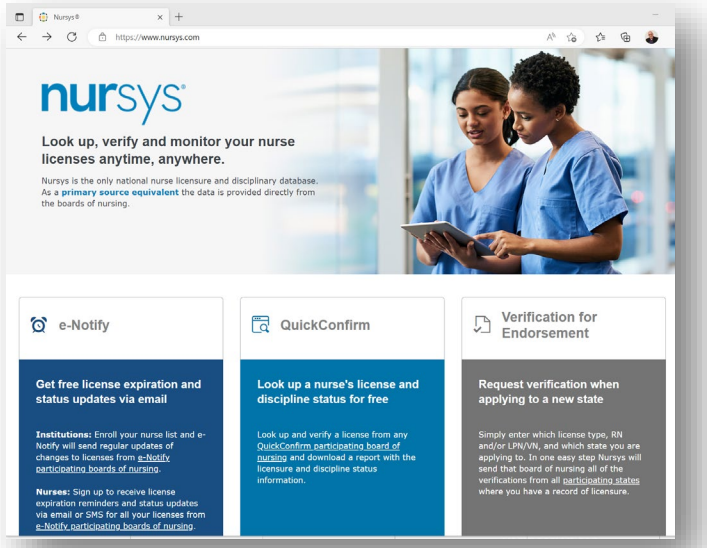

nursys
Jason Schwartz
Contact
Help
Sign out
Dashboard
Nurse List
Profile
Settings
Nursys e-Notify Dashboard
Institution: Jason Test Account
200
nurses saved to your Nurse List
Encumbered/Final orders
1
Nurses with encumbered/final orders
View
Expiring
12
Nurses with licenses that are expiring within 30 days
View
Expired
0
Nurses with expired licenses
View

Flexibility

You control what you see and how often

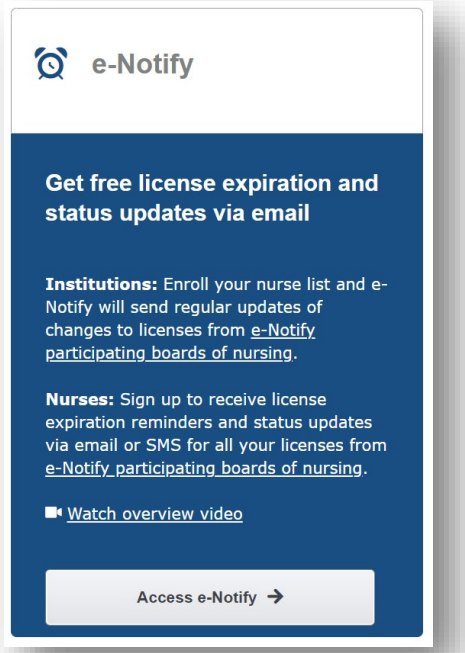


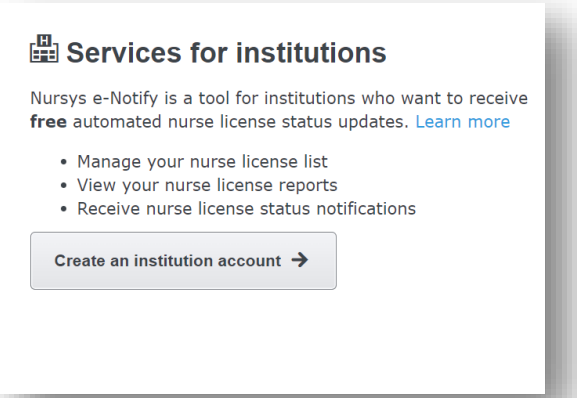
Remind me…how do I sign up?



1. Go to nursys.com

2. Click on "Access e-Notify."





3. Select "Create an institution account."

Need assistance?

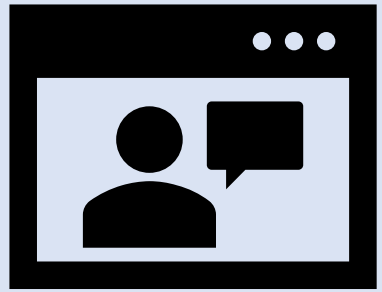
General support

- Getting started?
- Which enrollment option is right for your organization?
- General questions to help get you started

Jason A. Schwartz
Director of Outreach
Email:
jschwartz@ncsbn.org

Technical support

- Technology troubleshooting
- Contact the NCSBN technical team
- Email: NursysENotify@ncsbn.org

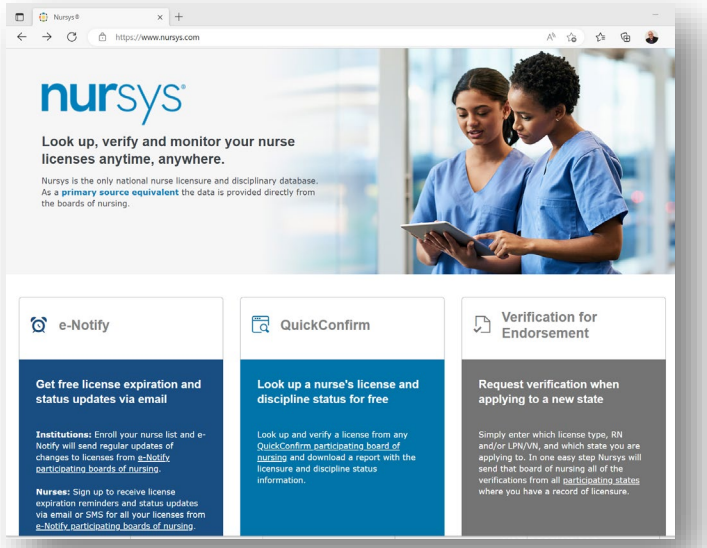


Nursys e-Notify for Individuals

Nursys e-Notify for Individuals

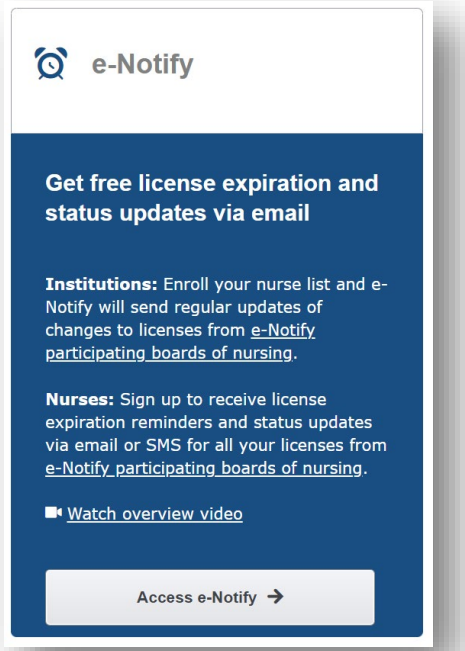
- Free service of NCSBN used by more than ONE MILLION nurses!
- Automated delivery of current and accurate data relating to YOUR nursing license(s)
  - Protection against fraud and identity theft
  - Helpful renewal reminders and other status updates

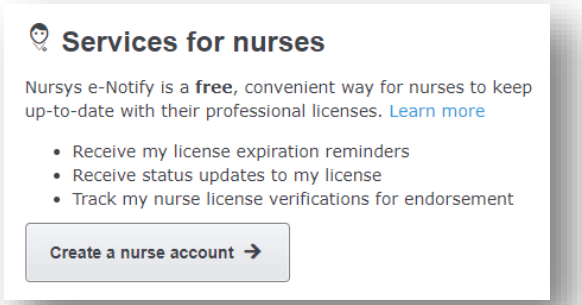
How do I sign up?



1. Go to nursys.com

2. Click on "Access e-Notify."



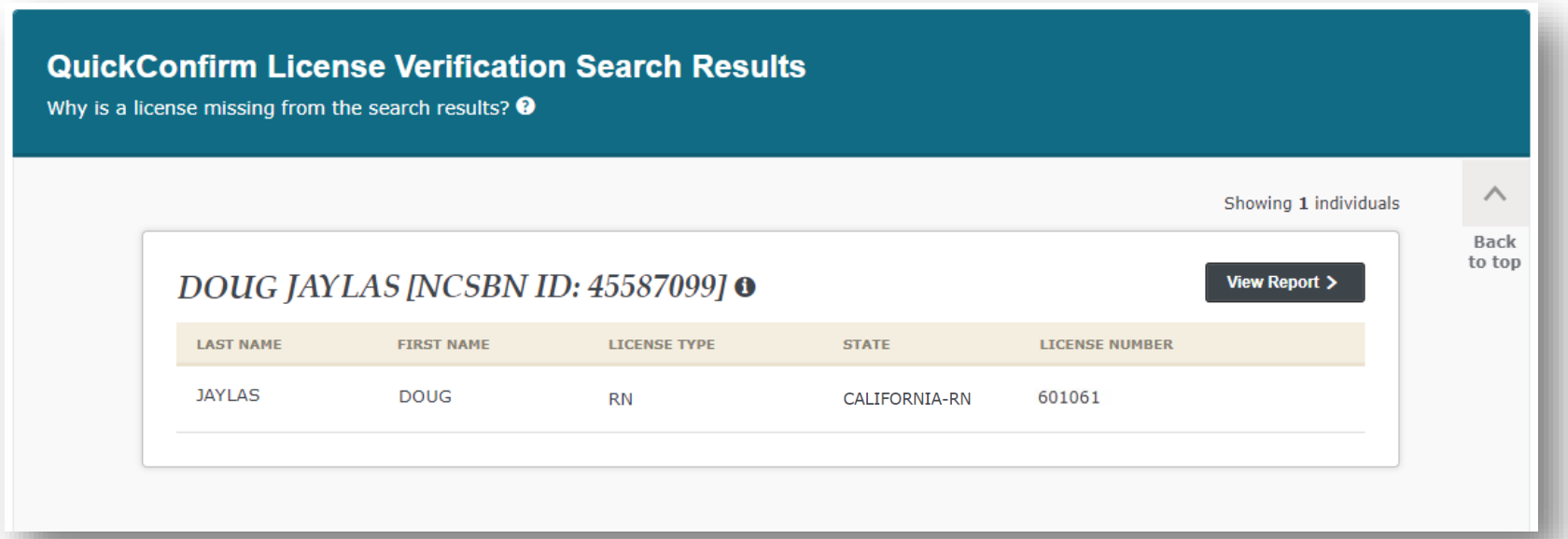


3. Select "Create a nurse account."

NCSBN ID

What is the NCSBN ID?

- Unique nurse identifier held by all nurses licensed in U.S.
- Assigned by NCSBN and available through Nursys



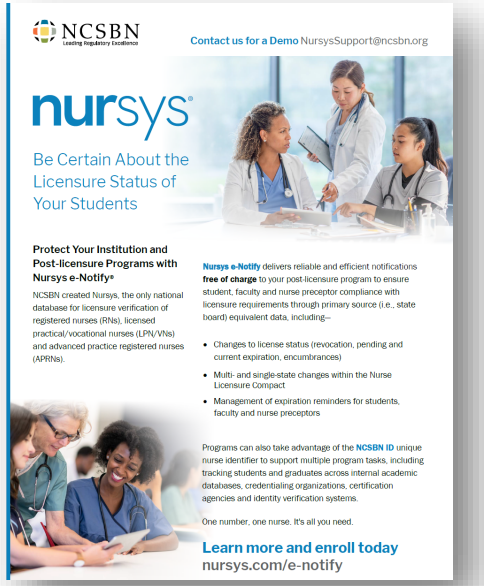
- Linked to ALL licenses a nurse holds or has held

Benefits of the NCSBN ID

- The only unique nurse identifier all nurses already have
- Will never expire or be reassigned
- Easiest way to positively ID a nurse in database lookups
- Facilitates interoperability across data systems
- Allows for documentation of nurse contributions through patient care continuum
- Supports exchange of research data sets without need for PII
- Free of charge

Flyers available on request

E-Notify for Employers



E-Notify for Post-Licensure Programs

E-Notify for Individual Nurses

NCSBN ID

THANK YOU, CALIFORNIA!

Jason A. Schwartz, MS
Director of Outreach
National Council of State Boards of Nursing
Email: jschwartz@ncsbn.org
Phone: (312) 805-6238

Agenda Item 5.6

Information Only: Presentation by the National Council of State Nursing Boards on the Impact of COVID-19 Pandemic on Nursing Education: A National Study of Prelicensure RN Programs

BRN Board Meeting | November 15-16, 2023

BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 5.6
DATE: November 15-16, 2023

ACTION REQUESTED: Presentation by the National Council of State Nursing Boards (NCSBN) on the Impact of COVID-19 Pandemic on Nursing Education: A National Study of Prelicensure RN Programs

REQUESTED BY: Board

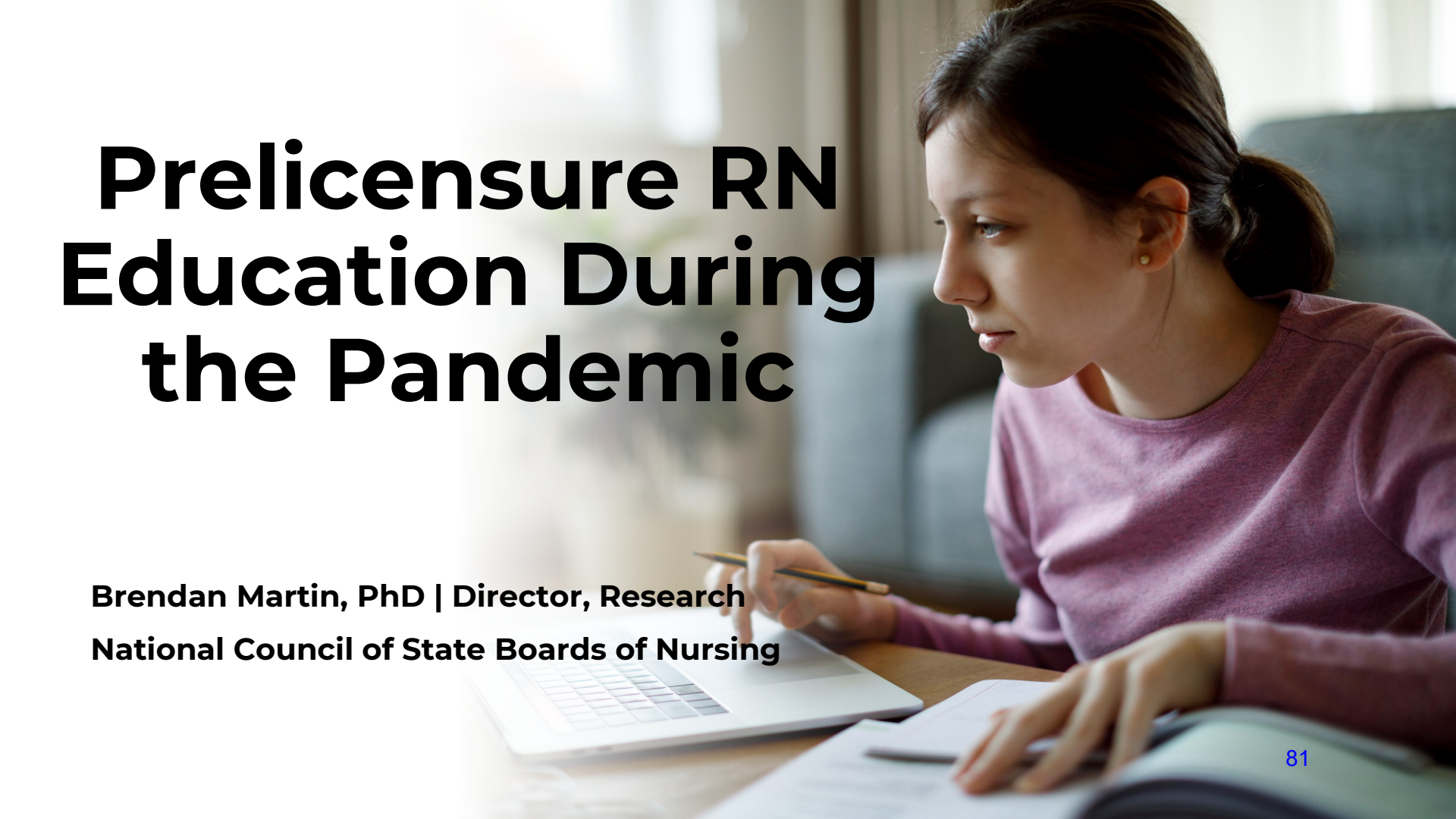
BACKGROUND: April 2023 issue of Journal of Nursing Regulation (JNR) explored the impact of the COVID-19 pandemic through a variety of articles covering topics such as the role of interstate compacts, innovations in academic/clinical partnerships and examining burnout and stress affecting nurses because of working through the crisis.

Brenden Martin, PhD, Director of Research, NCSBN will provide a presentation on Prelicensure RN Education During the Pandemic covering Assessing the Impact of the COVID-19 Pandemic on Nursing Education: A National Study of Prelicensure RN Programs.

NEXT STEP:

PERSON TO CONTACT:
Loretta Melby
Executive Officer
California Board of Registered Nursing
Loretta.Melby@dca.ca.gov

Prelicensure RN Education During the Pandemic



Brendan Martin, PhD | Director, Research

National Council of State Boards of Nursing

Agenda

- Background
- Methodology
- Results
- Questions/Comments

COVID-19 Research Agenda

- April 2020 – April 2023
- 10+ applied studies
- Every level of nursing

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2022 National Nursing Workforce Survey

The largest, most comprehensive and rigorous evaluation of the nursing workforce since the pandemic.

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Purpose of Study

To assess the impact of institutional, academic, and demographic characteristics on prelicensure nursing students' academic, initial postgraduation, and early career outcomes during the COVID-19 pandemic.

Prelicensure RN Education

- **51** programs
- **27** U.S. states
- **1,100+** participants

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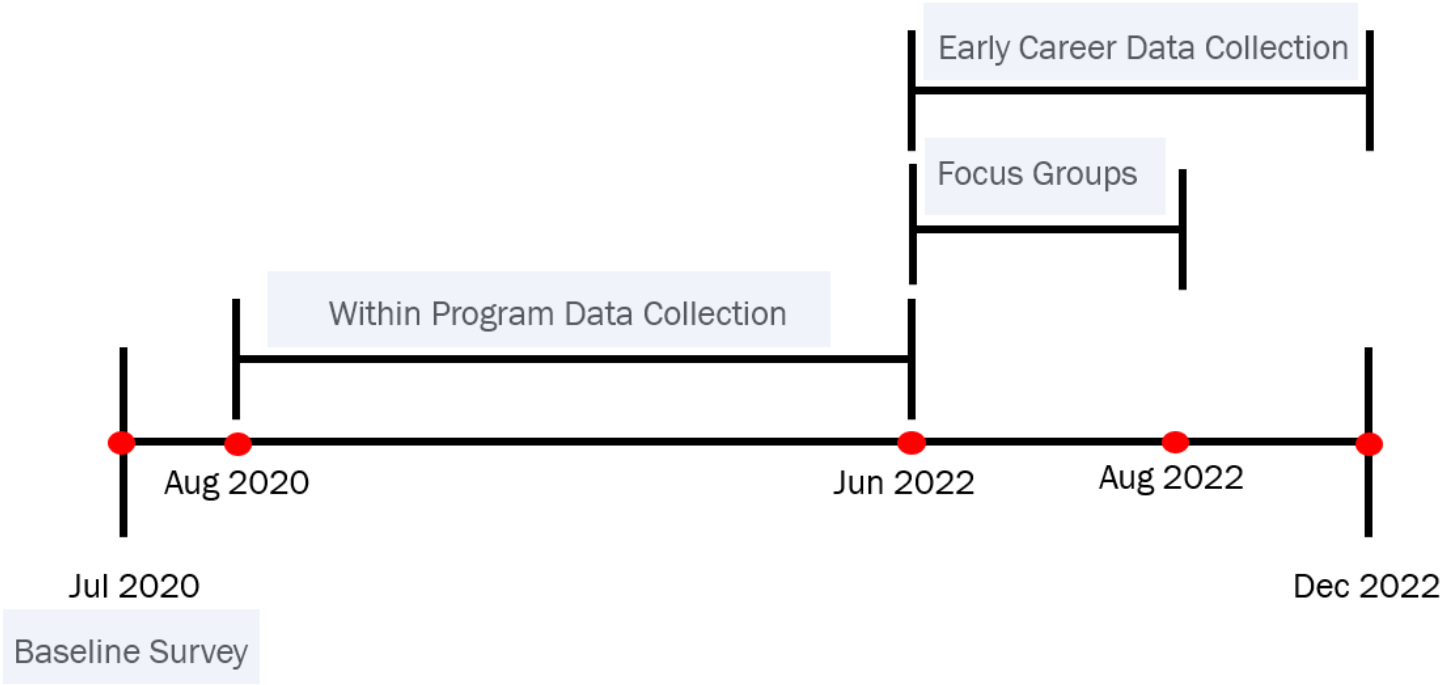
NCSBN

Study Timeline



Mixed Methods Approach

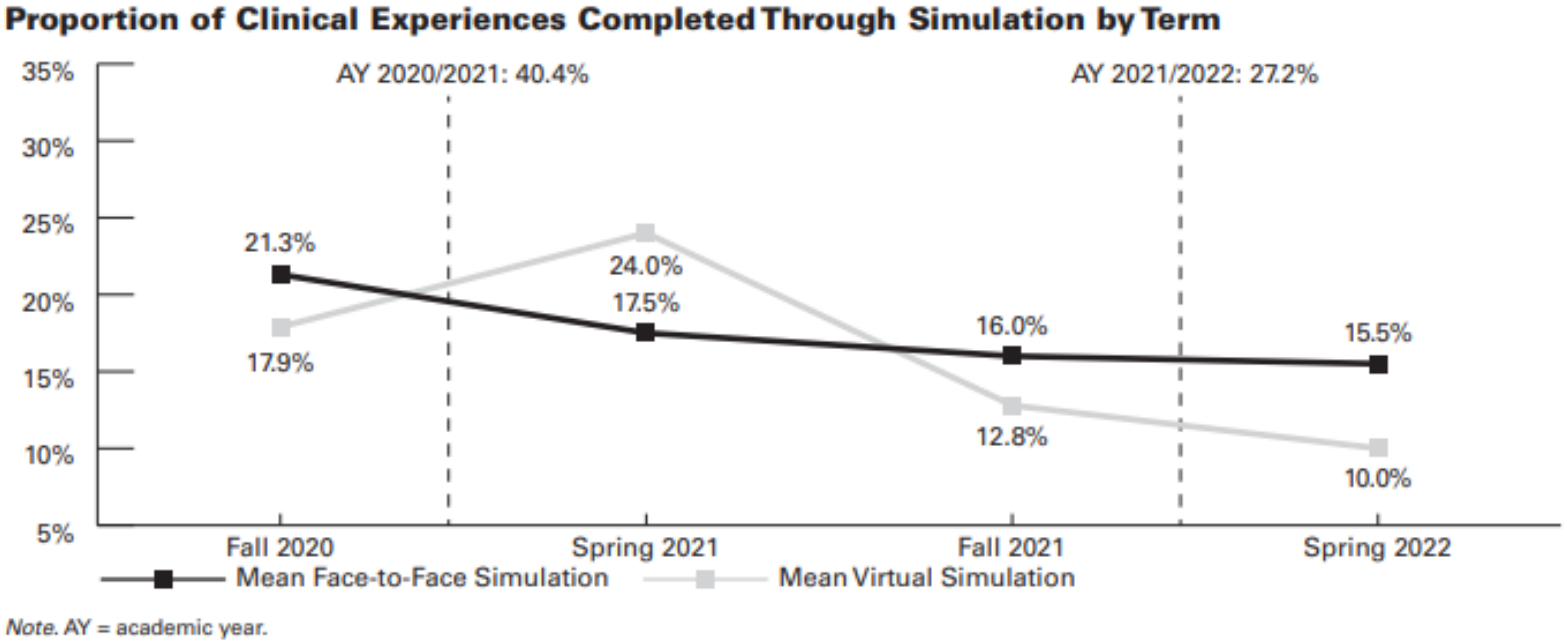
- **Methods:** Survey; Focus Groups
- **Data Collection:** Qualtrics, Zoom
- **Survey Analysis:** Detailed descriptive; graphical depiction of summary trends; non-parametric; Generalized Estimating Equation (GEE) models

Assessing the Impact of the COVID-19 Pandemic on Nursing Education: A National Study of Prelicensure RN Programs

https://doi.org/10.1016/S2155-8256(23)00041-8

Martin, B., Kaminski-Ozturk, N., Smiley, R., Spector, N., Silvestre, J., Bowles, W., & Alexander, M. (2023). Assessing the impact of the COVID-19 pandemic on nursing education: A national study of prelicensure RN programs. *Journal of Nursing Regulation*, *14*(1), S1-S67.

A Shifting Landscape Part 1



Note. AY = academic year.

Clinical Results

Clinical Learning Environment Comparison Survey (CLECS) 2.0 Results

Characteristics	CLECS 2.0 Sum Score
Age	1.01 (0.16)
Sex	
Female *(Ref)*	86.14 (1.22)
Male	93.42 (3.38)
Hispanic	
Hispanic	85.40 (2.92)
Non-Hispanic *(Ref)*	87.07 (1.25)
Race	
White *(Ref)*	87.00 (1.26)
Non-White	85.16 (2.82)
Pell Grant Status	
Yes	87.82 (1.86)
No *(Ref)*	86.21 (1.47)
Course Modality	
Virtual simulation *(Ref)*	76.32 (1.64)
In-person clinical placement	91.14 (1.13)***
Face-to-face simulation	89.31 (1.37)***
Term	
Fall 2020 *(Ref)*	80.73 (1.75)
Spring 2021	85.06 (1.57)*

Characteristics	CLECS 2.0 Sum Score
Fall 2021	90.96 (2.20)***
Spring 2022	95.42 (1.63)***
Clinical Rotation	
Adult medical surgical	84.76 (1.54)***
Advanced medical surgical *(Ref)*	93.39 (2.02)
Pediatrics	88.22 (2.49)
Community	81.67 (3.35)**
Maternal-newborn	89.31 (2.40)
Mental health	87.05 (2.26)*
Fundamentals	85.00 (1.76)***
Region	
Urban *(Ref)*	82.76 (1.95)
Suburban	91.14 (1.85)**
Rural	87.42 (2.10)
Other	81.50 (7.53)
Program Type	
BSN *(Ref)*	84.83 (1.48)
ADN	88.81 (1.78)
Years in Operation (*Unit* = 10)	1.13 (0.50)

Clinical Results

Creighton Competency Evaluation Instrument (CCEI) Results by Student Characteristics

Student Characteristics	CCEI Sum Score
Age	1.09 (0.03)**
Sex	
Female *(Ref)*	19.87 (0.23)
Male	19.14 (0.66)
Hispanic	
Hispanic	19.43 (0.61)
Non-Hispanic *(Ref)*	19.83 (0.23)
Race	
White *(Ref)*	20.04 (0.22)
Non-White	17.52 (0.77)**
Pell Grant Status	
Yes	19.95 (0.40)
No *(Ref)*	19.77 (0.26)
Course Modality	
Virtual simulation *(ref)*	17.62 (1.17)
In person clinical placement	19.84 (0.75)
Face-to-face simulation	20.28 (0.35)*
Term	
Fall 2020 *(Ref)*	20.85 (0.62)
Spring 2021	20.13 (0.52)
Fall 2021	20.24 (0.64)
Spring 2022	18.37 (1.13)*
Clinical Rotation	
Adult medical surgical *(ref)*	20.32 (0.25)
Advanced medical surgical	21.78 (0.24)***
Pediatrics	20.33 (0.54)
Community[a]	-
Maternal-newborn	21.58 (0.24)***
Mental	19.09 (0.67)
Fundamentals	19.64 (0.75)
Region	
Urban *(Ref)*	18.56 (0.44)
Suburban	19.93 (0.30)**
Rural	20.65 (0.26)***
Other	22.20 (0.20)***
Program Type	
BSN *(Ref)*	19.04 (0.31)
ADN	20.73 (0.24)***
Years in Operation (*Unit* = 10)	1.28 (0.12)*

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Clinical Results

Program Comparisons on Standardized Examination Scores

Faculty Outcomes	In-Program Scores	*p*	NCLEX Scores	*p*
Program type				
BSN	56.3% (39.2%–67.6%)	.47	89.5% (80.4%–92.7%)	.50
ADN	52.2% (42.9%–70.8%)		88.5% (83.3%–91.3%)	
Region				
Urban	66.7% (31.2%–82.5%)		88.0% (80.3%–92.5%)	
Suburban	50.3% (44.8%–59.4%)	.85	88.3% (82.3%–93.1%)	.57
Rural	52.0% (39.8%–59.0%)		91.1% (88.5%–92.7%)	
Difficulty Arranging Clinical Rotations				
Similar level of difficulty	52.2% (44.4%–77.9%)		88.3% (82.3%–92.7%)	
Somewhat more difficult	62.5% (48.4%–66.7%)	.18	88.5% (86.1%–92.7%)	.97
Much more difficult	38.1% (0.0%–52.0%)		85.1% (78.1%–94.9%)	
Resources for Virtual Simulation				
Maintaining same levels prior	52.2% (39.2%–66.7%)		90.9% (75.9%–93.1%)	
No	39.8% (38.1%–52.0%)	.03	87.5% (80.4%–90.7%)	.51
Yes	82.9% (63.0%–86.7%)		89.1% (83.1%–93.1%)	
Initial Simulation (F) Increase				
<15%	59.0% (39.2%–67.7%)	.49	90.9% (84.6%–92.7%)	.18
≥15%	50.3% (44.8%–70.5%)		88.5% (81.5%–91.3%)	
Initial Virtual Simulation Increase				
<14%	59.0% (38.1%–67.6%)	.31	89.9% (83.3%–92.7%)	.50
≥14%	52.1% (45.2%–77.9%)		88.7% (83.1%–92.5%)	
Initial Online Lecture Increase				
<61%	54.4% (39.8%–82.5%)	.21	90.8% (87.1%–92.9%)	.08
≥61%	53.8% (42.9%–66.7%)		87.7% (81.5%–91.3%)	
Mean Simulation (F) Increase				
<12.5%	39.8% (38.1%–59.0%)	.04	88.5% (80.0%–92.7%)	.34
≥12.5%	63.0% (45.2%–86.7%)		87.5% (83.3%–93.1%)	
Mean Virtual Simulation Increase				
<20%	66.7% (39.8%–86.7%)	.05	87.5% (75.9%–92.5%)	.25
≥20%	45.2% (39.2%–59.0%)		88.5% (80.3%–93.1%)	
Mean Online Lecture Increase				
<46.25%	54.1% (39.2%–62.5%)	.23	88.7% (83.3%–92.7%)	.47
≥46.25%	63.0% (45.2%–67.6%)		90.2% (84.6%–92.5%)	

Clinical Results

Program Comparisons on Aggregate First-Time NCLEX Pass Rates

Program Characteristics	First-Time NCLEX Pass Rate		*p*
	<80%	≥80%	
Program Type			
BSN	6 (21.4%)	22 (78.6%)	.24
ADN	2 (9.5%)	19 (90.5%)	
Region			
Urban	6 (26.1%)	17 (73.9%)	
Suburban	2 (12.5%)	14 (87.5%)	.31
Rural	0 (0%)	10 (100%)	
Difficulty Arranging Clinical Rotations			
Similar level of difficulty	1 (25.0%)	3 (75.0%)	
Somewhat more difficult	5 (22.7%)	17 (77.3%)	.42
Much more difficult	2 (10.0%)	18 (90.0%)	
Resources for Virtual Simulation			
Maintaining the same levels	2 (16.7%)	10 (83.3%)	
No	2 (28.6%)	5 (71.4%)	.66
Yes	4 (14.8%)	23 (85.2%)	
In-Program Scoresa	62.5% (38.1%–63.0%)	52.2% (42.9%–70.8%)	.38
Years in Operation	65 (43–76)	54 (37–58)	.21
Full-time Faculty	24 (13–40)	11 (8–22)	.11
Required Clinical Hours	630 (150–675)	697 (550–750)	.07
Fall 2020 Student Enrollment	37 (20–109)	54 (30–97)	.40
Proportion of White Students	75.0% (63.0%–84.0%)	60.0% (36.5%–82.0%)	.06
Proportion of Female Students	80.0% (78.0%–90.0%)	88.0% (83.5%–92.5%)	.20
Initial Simulation (F) Increase	25.0% (15.5%–25.0%)	34.0% (20.0%–50.0%)	.07
Initial Virtual Simulation Increase	20.0% (15.0%–35.0%)	9.0% (0%–19.5%)	.04

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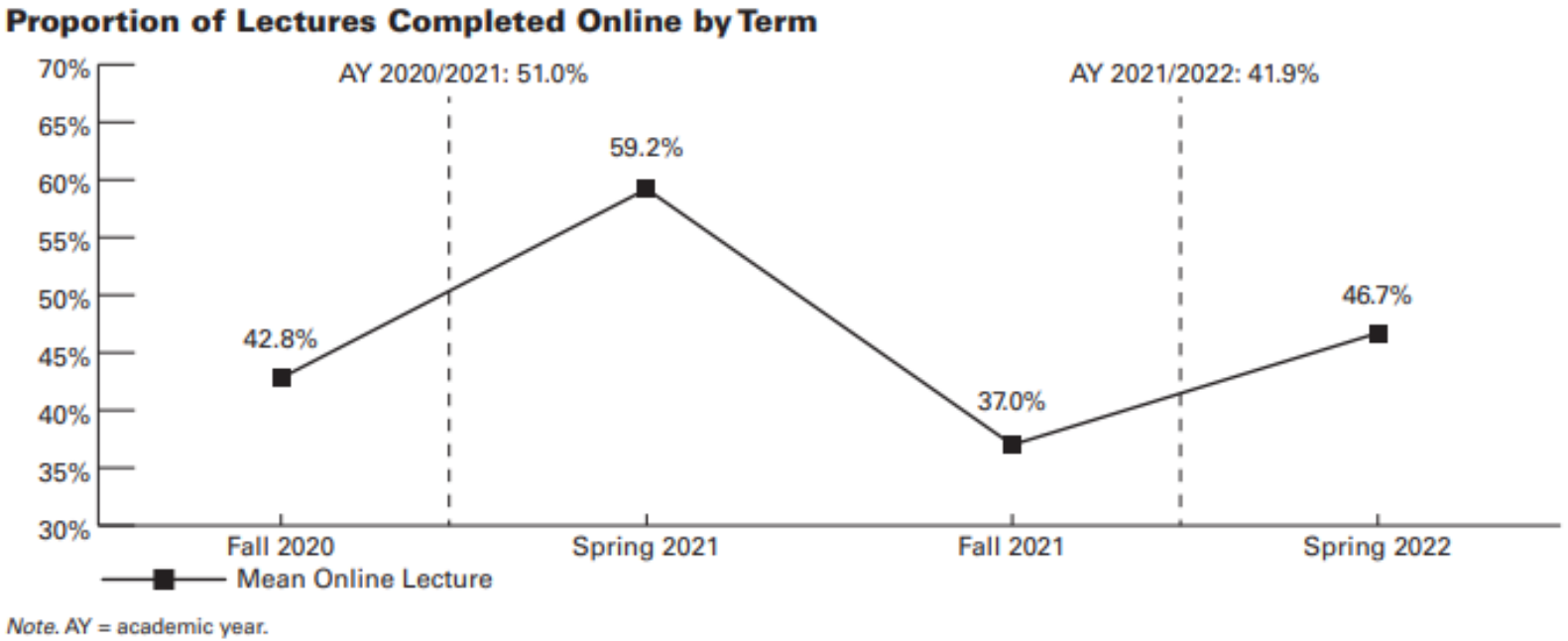
A Shifting Landscape Part 2



Note. AY = academic year.

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Lecture Results

Students' Cognitive, Affective, and Psychomotor (CAP) Perceived Learning Scale Results

Characteristics	Cognitive	Affective	Psychomotor	Sum
Age (*Unit* = 1)	1.06 (0.03)*	1.03 (0.03)	1.08 (0.03)**	1.17 (0.08)*
Sex				
Female *(Ref)*	12.07 (0.18)	12.89 (0.20)	12.86 (0.20)	37.82 (0.51)
Male	12.47 (0.52)	13.53 (0.74)	12.93 (0.53)	38.93 (1.63)
Hispanic				
Hispanic	12.38 (0.49)	13.16 (0.53)	13.18 (0.51)	38.72 (1.37)
Non-Hispanic *(Ref)*	12.08 (0.18)	12.90 (0.21)	12.81 (0.20)	37.79 (0.51)
Race				
White *(Ref)*	12.11 (0.46)	12.92 (0.21)	12.88 (0.21)	37.91 (0.53)
Non-white	11.99 (0.19)	12.85 (0.42)	12.57 (0.49)	37.40 (1.13)
Pell Grant Status				
Yes	12.63 (0.31)*	13.31 (0.34)	13.63 (0.26)**	39.57 (0.78)**
No *(Ref)*	11.84 (0.20)	12.73 (0.23)	12.44 (0.25)	37.01 (0.59)
Course Modality				
Online *(Ref)*	11.60 (0.27)	12.13 (0.30)	11.46 (0.36)	35.19 (0.76)
In person	12.14 (0.26)	13.44 (0.27)***	13.33 (0.27)***	38.91 (0.66)***
Hybrid	12.39 (0.23)**	13.05 (0.27)**	13.38 (0.23)***	38.82 (0.63)***

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Lecture Results

Student Course Engagement Questionnaire Modified (SCEQ-M) Results

Characteristics	Applied	Goal-Oriented	Self-Disciplined	Interactive	Sum
Age	1.06 (0.02)***	1.01 (0.02)	1.13 (0.04)**	1.10 (0.04)**	1.67 (0.34)**
Sex					
Female *(Ref)*	12.46 (0.14)	22.12 (0.17)	22.96 (0.31)	19.50 (0.26)	93.68 (0.92)
Male	12.53 (0.47)	21.75 (0.58)	22.71 (0.87)	20.03 (0.72)	93.51 (2.99)
Hispanic					
Hispanic	12.41 (0.50)	21.63 (0.50)	23.20 (0.85)	19.61 (0.62)	93.28 (2.70)
Non-Hispanic *(Ref)*	12.47 (0.14)	22.16 (0.17)	22.91 (0.31)	19.56 (0.27)	93.78 (0.92)
Race					
White *(Ref)*	12.21 (0.38)	22.19 (0.18)	23.00 (0.31)	19.62 (0.27)	93.98 (0.95)
Non-White	12.47 (0.15)	21.45 (0.43)	22.38 (0.77)	18.92 (0.67)	91.07 (2.40)
Pell Grant Status					
Yes	12.69 (0.23)	22.06 (0.30)	23.62 (0.51)	20.17 (0.41)	95.39 (1.59)
No *(Ref)*	12.34 (0.17)	22.11 (0.20)	22.58 (0.34)	19.24 (0.30)	92.80 (1.03)
Course Modality					
Online *(Ref)*	12.32 (0.23)	22.09 (0.24)	22.26 (0.39)	18.62 (0.37)	91.56 (1.24)
In person	12.50 (0.20)	22.28 (0.24)	23.04 (0.43)	19.95 (0.42)**	94.73 (1.31)**
Hybrid	12.48 (0.17)	21.93 (0.24)	23.25 (0.37)*	19.79 (0.29)**	94.06 (1.16)

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Lecture Results

Program Comparisons on Standardized Examination Scores

Faculty Outcomes	In-Program Scores	*p*	NCLEX Scores	*p*
Program type				
BSN	56.3% (39.2%–67.6%)	.47	89.5% (80.4%–92.7%)	.50
ADN	52.2% (42.9%–70.8%)		88.5% (83.3%–91.3%)	
Region				
Urban	66.7% (31.2%–82.5%)		88.0% (80.3%–92.5%)	
Suburban	50.3% (44.8%–59.4%)	.85	88.3% (82.3%–93.1%)	.57
Rural	52.0% (39.8%–59.0%)		91.1% (88.5%–92.7%)	
Difficulty Arranging Clinical Rotations				
Similar level of difficulty	52.2% (44.4%–77.9%)		88.3% (82.3%–92.7%)	
Somewhat more difficult	62.5% (48.4%–66.7%)	.18	88.5% (86.1%–92.7%)	.97
Much more difficult	38.1% (0.0%–52.0%)		85.1% (78.1%–94.9%)	
Resources for Virtual Simulation				
Maintaining same levels prior	52.2% (39.2%–66.7%)		90.9% (75.9%–93.1%)	
No	39.8% (38.1%–52.0%)	.03	87.5% (80.4%–90.7%)	.51
Yes	82.9% (63.0%–86.7%)		89.1% (83.1%–93.1%)	
Initial Simulation (F) Increase				
<15%	59.0% (39.2%–67.7%)	.49	90.9% (84.6%–92.7%)	.18
≥15%	50.3% (44.8%–70.5%)		88.5% (81.5%–91.3%)	
Initial Virtual Simulation Increase				
<14%	59.0% (38.1%–67.6%)	.31	89.9% (83.3%–92.7%)	.50
≥14%	52.1% (45.2%–77.9%)		88.7% (83.1%–92.5%)	
Initial Online Lecture Increase				
<61%	54.4% (39.8%–82.5%)	.21	90.8% (87.1%–92.9%)	.08
≥61%	53.8% (42.9%–66.7%)		87.7% (81.5%–91.3%)	
Mean Simulation (F) Increase				
<12.5%	39.8% (38.1%–59.0%)	.04	88.5% (80.0%–92.7%)	.34
≥12.5%	63.0% (45.2%–86.7%)		87.5% (83.3%–93.1%)	
Mean Virtual Simulation Increase				
<20%	66.7% (39.8%–86.7%)	.05	87.5% (75.9%–92.5%)	.25
≥20%	45.2% (39.2%–59.0%)		88.5% (80.3%–93.1%)	
Mean Online Lecture Increase				
<46.25%	54.1% (39.2%–62.5%)	.23	88.7% (83.3%–92.7%)	.47
≥46.25%	63.0% (45.2%–67.6%)		90.2% (84.6%–92.5%)	

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Lecture Results

Faculty Outcomes	In-Program Scores	*p*	NCLEX Scores	*p*
Total Clinical Courses Changed				
<50%	56.3% (39.2%–77.9%)	.43	90.8% (80.3%–92.7%)	.28
≥50%	58.7% (44.8%–67.2%)		87.9% (81.6%–93.1%)	
Total Didactic Courses Changed				
<37.5%	48.6% (39.5%–74.4%)	.27	92.6% (86.1%–94.2%)	.003
≥37.5%	62.8% (45.6%–67.2%)		86.7% (78.7%–89.9%)	

Workforce Pipeline

- Clinical preparedness of new nurse graduates
- Practice and diagnostic proficient of early career nurses

Clinical Results

New Nurse Graduate Performance Survey Results by Program Characteristics

Program Characteristics	Clinical Knowledge	Technical Skills	Critical Thinking	Communication	Professionalism	Management of Responsibilities
Program Type						
BSN	3.84 (0.07)	4.86 (0.09)	4.66 (0.09)	4.72 (0.08)	5.10 (0.07)	4.59 (0.09)
ADN	3.97 (0.08)	4.95 (0.09)	4.90 (0.09)	4.88 (0.11)	5.19 (0.08)	4.84 (0.09)
School Region						
Urban	3.87 (0.09)	4.80 (0.13)	4.66 (0.12)	4.64 (0.10)	5.03 (0.09)	4.52 (0.13)
Suburban	3.90 (0.08)	4.92 (0.10)	4.74(0.10)	4.79 (0.10)	5.19 (0.08)	4.71 (0.11)
Rural	3.92 (0.09)	5.02 (0.08)	4.95 (0.09)	5.02 (0.11)	5.29 (0.09)	4.96 (0.08)**
Years in Operation						
<54 y	3.87 (0.07)	4.88 (0.09)	4.79 (0.08)	4.74 (0.08)	5.13 (0.07)	4.67 (0.09)
≥54 y	3.93 (0.07)	4.93 (0.07)	4.68 (0.08)	4.87 (0.08)	5.17 (0.07)	4.72 (0.10)
Initial Simulation (F) Increase						
<15%	4.01 (0.08)	5.06 (0.08)	4.86 (0.09)	4.98 (0.09)	5.27 (0.08)	4.86 (0.09)
≥15%	3.82 (0.07)	4.78 (0.09)*	4.69 (0.09)	4.65 (0.08)**	5.05 (0.07)*	4.56 (0.10)*
Initial Virtual Simulation Increase						
<14%	3.86 (0.06)	4.81 (0.10)	4.68 (0.10)	4.78 (0.09)	5.12 (0.08)	4.63 (0.11)
≥14%	3.92 (0.06)	4.98 (0.08)	4.84 (0.08)	4.79 (0.09)	5.16 (0.06)	4.73 (0.09)
Initial Online Lecture Increase						
<61%	3.86 (0.07)	4.90 (0.08)	4.76 (0.09)	4.81 (0.07)	5.13 (0.06)	4.67 (0.09)
≥61%	3.95 (0.08)	4.90 (0.10)	4.76 (0.10)	4.74 (0.11)	5.17 (0.09)	4.70 (0.11)
Mean Simulation (F) Increase						
<12.5%	3.84 (0.07)	5.01 (0.08)	4.83 (0.09)	4.84 (0.09)	5.17 (0.07)	4.76 (0.10)
≥12.5%	3.92 (0.09)	4.81 (0.12)	4.75 (0.10)	4.70 (0.10)	5.16 (0.08)	4.63 (0.12)
Mean Virtual Simulation Increase						
<20%	3.83 (0.09)	5.00 (0.08)	4.90 (0.08)	4.83 (0.10)	5.22 (0.07)	4.85 (0.08)
≥20%	3.93 (0.07)	4.79 (0.12)	4.65 (0.12)*	4.69 (0.09)	5.09 (0.08)	4.51 (0.13)*
Mean Online Lecture Increase						
<46.25%	3.91 (0.07)	5.05 (0.07)	4.89 (0.07)	4.99 (0.08)	5.27 (0.07)	4.88 (0.07)
≥46.25%	3.87 (0.09)	4.71 (0.12)*	4.70 (0.11)	4.66 (0.10)*	5.07 (0.09)	4.54 (0.12)*
Total Clinical Courses D						
<50%	3.91 (0.08)	5.08 (0.08)	4.83 (0.11)	4.94 (0.09)	5.24 (0.07)	4.78 (0.11)
≥50%	3.87 (0.07)	4.81 (0.09)*	4.74 (0.08)	4.70 (0.08)*	5.10 (0.07)	4.64 (0.09)
Total Didactic Courses D						
<37.5%	4.00 (0.07)	5.07 (0.08)	4.91 (0.09)	4.94 (0.08)	5.26 (0.07)	4.82 (0.09)
≥37.5%	3.79 (0.08)*	4.72 (0.11)**	4.64(0.10)*	4.66 (0.09)*	5.02 (0.08)*	4.57 (0.11)

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Lecture Results

New Nurse Graduate Performance Survey Results by Program Characteristics

Program Characteristics	Clinical Knowledge	Technical Skills	Critical Thinking	Communication	Professionalism	Management of Responsibilities
Program Type						
BSN	3.84 (0.07)	4.86 (0.09)	4.66 (0.09)	4.72 (0.08)	5.10 (0.07)	4.59 (0.09)
ADN	3.97 (0.08)	4.95 (0.09)	4.90 (0.09)	4.88 (0.11)	5.19 (0.08)	4.84 (0.09)
School Region						
Urban	3.87 (0.09)	4.80 (0.13)	4.66 (0.12)	4.64 (0.10)	5.03 (0.09)	4.52 (0.13)
Suburban	3.90 (0.08)	4.92 (0.10)	4.74(0.10)	4.79 (0.10)	5.19 (0.08)	4.71 (0.11)
Rural	3.92 (0.09)	5.02 (0.08)	4.95 (0.09)	5.02 (0.11)	5.29 (0.09)	4.96 (0.08)**
Years in Operation						
<54 y	3.87 (0.07)	4.88 (0.09)	4.79 (0.08)	4.74 (0.08)	5.13 (0.07)	4.67 (0.09)
≥54 y	3.93 (0.07)	4.93 (0.07)	4.68 (0.08)	4.87 (0.08)	5.17 (0.07)	4.72 (0.10)
Initial Simulation (F) Increase						
<15%	4.01 (0.08)	5.06 (0.08)	4.86 (0.09)	4.98 (0.09)	5.27 (0.08)	4.86 (0.09)
≥15%	3.82 (0.07)	4.78 (0.09)*	4.69 (0.09)	4.65 (0.08)**	5.05 (0.07)*	4.56 (0.10)*
Initial Virtual Simulation Increase						
<14%	3.86 (0.06)	4.81 (0.10)	4.68 (0.10)	4.78 (0.09)	5.12 (0.08)	4.63 (0.11)
≥14%	3.92 (0.06)	4.98 (0.08)	4.84 (0.08)	4.79 (0.09)	5.16 (0.06)	4.73 (0.09)
Initial Online Lecture Increase						
<61%	3.86 (0.07)	4.90 (0.08)	4.76 (0.09)	4.81 (0.07)	5.13 (0.06)	4.67 (0.09)
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≥12.5%	3.92 (0.09)	4.81 (0.12)	4.75 (0.10)	4.70 (0.10)	5.16 (0.08)	4.63 (0.12)
Mean Virtual Simulation Increase						
<20%	3.83 (0.09)	5.00 (0.08)	4.90 (0.08)	4.83 (0.10)	5.22 (0.07)	4.85 (0.08)
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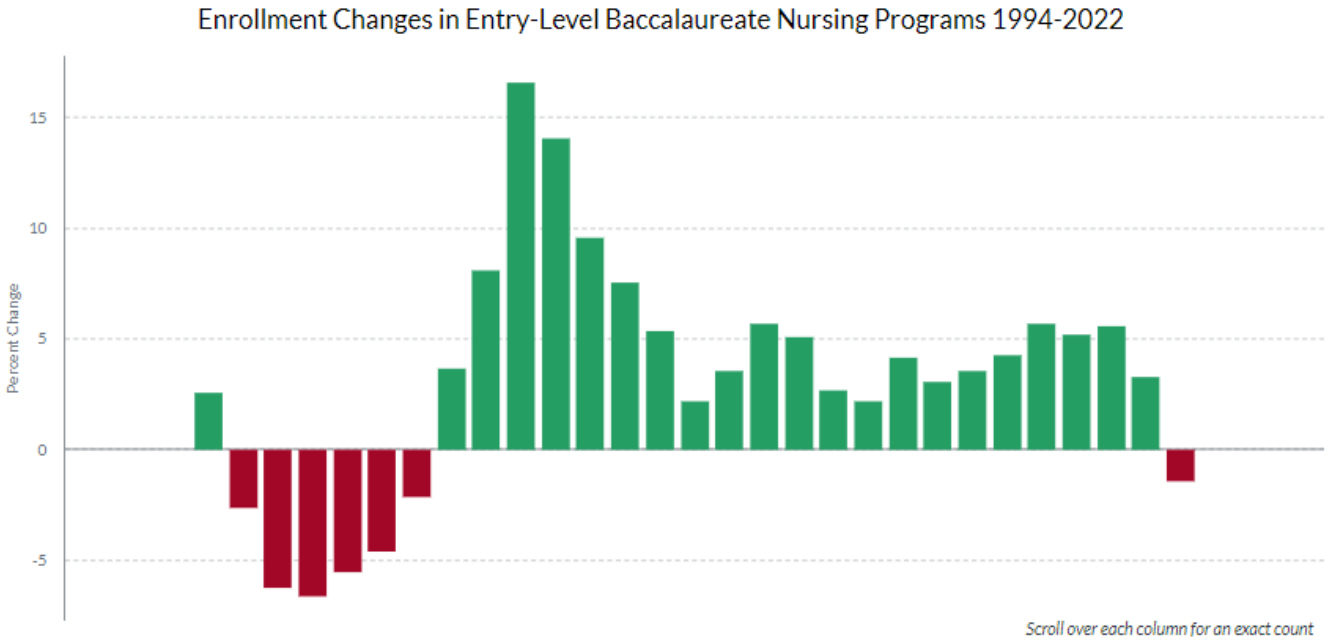

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Burnout among academic nursing faculty

https://doi.org/10.1016/j.profnurs.2023.06.001

Zangaro, G. A., Rosseter, R., Trautman, D., & Leaver, C. (2023). Burnout among academic nursing faculty. *Journal of Professional Nursing*, *48*, 54-59.

Key Takeaways

1) The effects of the pandemic are widespread and multiple.

2) Shifts to virtual clinical simulation and online lecture delivery had a deleterious effect on student outcomes.

3) There was good adherence to evidence-based guidelines for face-to-face simulation.

Questions/Comments