



SACRAMENTO
STATE

California State University, Sacramento
School of Nursing

6000 J Street • Folsom Hall 1002 • MS 6096 • Sacramento, CA 95819
T 916-278-4106 • F 916-278-6311 • www.csus.edu/hhs/nrs

January 2, 2025

Loretta Melby, RN, MSN,
Executive Office, Ca Board of Registered Nursing,

Ms. Melby,

I am writing this letter in response to the Arizona College of Nursing's petition to open a nursing program satellite campus in the Sacramento region. I strongly object to any new school being approved for the region as I do not believe there is the infrastructure to support this. I have spoken with Carol Velas, Director of Nursing Regulatory Affairs, and registered my concerns directly with them. I believe my experience in the region positions me to speak to our local issues.

I have been teaching nursing in Sacramento since 2001 and, after 3 years serving as the Associate Chair, have been the Chairperson/Director of the Sacramento State School of Nursing since August 2015. I maintained a clinical practice until June 2023, I have been an active member of the local Sacramento Academic-Clinical Alliance for Nursing Education (SACANE) group for 13 years, and I also served as the Chair of the SACANE Directors group for 7 years. SACANE membership represents all local clinical agencies and nursing programs with active clinical rotations. Since 2016, I have also served on the Nursing Education Workforce Advisory Committee for the Board of Nursing.

My objections can be categorized into four main areas:

1. Sacramento is not a nursing shortage area.
2. Clinical sites are at a premium.
3. Clinical displacement happens for reasons other than student rotations and should be factored into decisions to open new programs.
4. There is a faculty shortage in the area.

1. When speaking with the Director of Nursing Regulatory Affairs for the Arizona College of Nursing, their rationale for choosing Sacramento was it being a shortage area. According to the University of California, San Francisco website <https://rnworkforce.ucsf.edu/forecasting> where results of surveys about nursing forecasting, demand, supply, and education are reported, "Substantial shortages are projected for the San Francisco, Central Valley, and Central Coast regions, while surpluses may emerge in the Sacramento and Los Angeles regions." This data is confirmed by the Department of Health Care Access and information <https://data.chhs.ca.gov/dataset/registered-nurse-shortage-areas-in-california> where [RN Area ID 22](#), which covers Sacramento/Elk Grove, is identified as not being an RN Shortage Area. Per their data, the target ratio is 943 and the current ratio is 1080.1. Immediately following the COVID pandemic, there was a slight shift in local demand which is now leveling out as evidenced by local Register Nurse job postings and expediency of new graduate hiring. Furthermore, if in existence, a workforce need combined with a clinical site shortage in an area suggests the need to recruit nurses to the area and not to open new programs.

In Sacramento, and nationwide, there are more applications (not necessarily applicants) than admissions to nursing programs. However, the reasons students are turned away are the same as why new programs should not be approved; there is insufficient infrastructure in the region (both faculty and clinical sites).

2. There are currently at least 14 nursing schools placing student in the Sacramento region and at least one new school (Northstate) approved for enrollment. The University of the Pacific was recently approved for an enrollment increase and Samuel Merritt is requesting increases both of which will further impact Sacramento clinical sites. At many of the other existing schools such as Sacramento State, the Los Rio Community Colleges, and the University of California, Davis leadership is encouraging growth in programs; growth which is not happening due to lack of clinical sites.

This past summer 2024 was the first time I had such significant decreases in clinical allocations that I had to reach out to a number of students to inform them they could not continue enrollment in fall and progress to graduation. I submitted examples of the clinical agency decreases in student acceptances to you, Ms. Melby, and my NEC, Ms. Daugherty, at the time of receipt as evidence of current clinical placement issues and displacement. For the fall semester, the Sacramento State nursing programs' requests for two advanced medical-surgical placements we have historically had at a local Kaiser and at Dignity were denied. We "scrounged" to find placements so those 16 students could progress to on-time graduation. None of our requests to other local agencies for two extra spots were approved. According to the BRN 2022-23 Schools Survey, 73% of all Greater Sacramento programs were denied a clinical placement, 55% of the programs were allowed placements with fewer students, and only 18% were offered an alternative placement (<https://www.rn.ca.gov/forms/rnsurvey201718.shtml>). The survey also reports that, across all programs in the region, 252 students were impacted with 41 placements denied.

Since that date, the University of Pacific in Sacramento has been approved for an enrollment increase despite my letter of objection and the aforementioned e-mail proof of clinical agency decreases. As of writing this letter, I am still awaiting approval of some clinical placements for spring 2025 which we have historically used.

Concerns about clinical placements is an ongoing discussion amongst the SACANE nursing program director members and the clinical agency members. Many agency members voiced concerns about the safety for both staff and patients when having students 24/7 on patient care units. It impacts the learning environment also. A number of clinical agency representatives stated that they now do systemwide clinical agreements. These systemwide agreements enable a school, or expanding school, to demonstrate collaboration with a clinical agency and suggest that it is an agreement for clinical placements. It is not. All of the agency representatives present at the 6-10-2024 SACANE joint meeting stated they were at capacity and were unable to take any new clinical rotations.

Ms. Velas, from Arizona College of Nursing, communicated with me about their plan to submit a Feasibility Study for a BSN program in Sacramento. They claim to have procured clinical sites and mentioned that, per our EDP-P-18s, "the only clinical setting we would share with CSU-Sacramento is SETA for pediatrics". As this is not a site we are currently using, I question their source of information and the validity of their claim "to ensure other students are not being displaced". As we know, there is inconsistencies in the data provided in the EDP-P-18s and inconsistencies in who is signing on behalf of the agencies (whether they were signed by agency personnel doing placements or higher leadership without sufficient knowledge of current clinical use, understanding of displacement, and data to make an informed decision not to sign). Furthermore, I have yet to receive the "clinical impactation survey" they said they were sending to gather information for the BRN approval process.

A frequently reported concern with new graduate nurses is their lack of “soft skills”. Soft skills are personal attributes that are necessary to succeed in any work environment, including nursing. Hard skills of nursing are clinical competencies essential to performing tasks. The number one soft skill required for nurses is communication. This is a skill that would be hard to hone if the student completes all of their clinical experiences on night shift where there tends to be less opportunity to practice these skills with patients, families, and other members of the healthcare team including physicians and nursing leadership. Yet when the topic of a shortage of clinical placements is raised, often it is assumed that nursing programs are rejecting night shifts. Many programs use and or request to use evening and night shifts for at least some of their clinical rotations but not all. Use of night shifts is not the answer to a lack of clinical sites.

3. There are a number of other factors that influence availability of clinical placements. Since the COVID pandemic, many local hospitals have begun or increased their new graduate hiring and, thus, their new graduate residency programs. Seasoned nurses retired and the nurses now senior on the units are few and being utilized for new graduate mentoring. It negates patient safety to have a new nurse oversee a nursing student and it is not fair to the new nurse who has yet developed the expertise needed. Spring 2024, Sacramento State nursing was denied for two full clinical sections where we have historically had clinical rotations; fall 2024 we were denied one of the placements; currently we are awaiting approval/denial of one placement all at a local Dignity hospital. We have also lost fall placements at Kaiser South Sacramento. At Dignity, we were not displaced by another school but by a new graduate residency program. Luckily, another agency opened two clinical rotations (being clear it was temporary) so that our students could progress towards graduation.

Hospitals also close units, or decrease the number of students they are willing to take, due to events such as change in leadership, high numbers of inexperienced nurses, low census numbers, renovations, etc. on the unit. Agencies expect clinical faculty to be on site and overseeing students during certain types of rotations. Schools are not funded to provide on-site clinical supervision to only 2-3 students so when a clinical agency cannot take the full clinical group, often the result is the whole rotation being displaced. According to [Trends in Nursing Education: Spring 2024 Findings](#), released by Core Higher Education Group, “78% of respondents said that sites are limiting the number of students per placement site in our 2024 survey compared to 39% in 2022” (pg. 12): they further comment on the increased cost to schools.

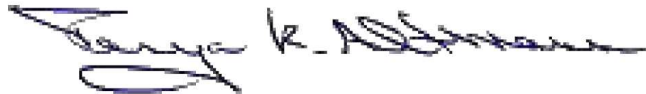
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It is unclear where new schools would get sufficient faculty but it is clear that existing schools would be impacted. Given the Board of Registered Nursing requirement that faculty be approved in their specialty, at minimum, a new school would need 4-5 faculty to cover theory and enough faculty to cover clinical rotations. I was not told of the enrollment numbers planned by Arizona College of Nursing. Assuming it is in the range of 40 students/semester and clinical group sizes of 10 students (which is more than I am seeing agencies approve currently) they will need at least 16 faculty to cover all content and semesters.

I understand a board decision cannot be based on future plans of existing schools. However, for the reasons articulated, I do not support the approval of any new school for the Sacramento region. If clinical sites were available, expansion of existing nursing programs would be more practical and feasible than opening up new, or satellite, programs in the Sacramento region. The current programs have the infrastructure already established and would need to add less faculty. The lack of their growth demonstrates impaction in the region and a lack of infrastructure for new programs to open.

If you have any question, please do not hesitate to contact me.

Sincerely,

A handwritten signature in blue ink that reads "Tanya K. Altmann". The signature is fluid and cursive, with the first name being the most prominent.

Tanya K. Altmann, PhD, RN

*Tanya K. Altmann PhD, RN
Chair & Professor, CSUS School of Nursing,
California State University, Sacramento,
6000 J Street, Sacramento, CA 95819-6096,
Phone: (916) 278-1504 Email: altmannk@csus.edu (aka: kristi@csus.edu)*



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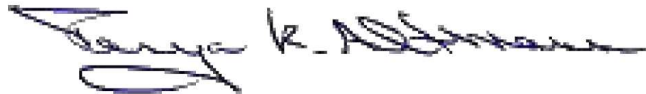
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6000 J Street, Sacramento, CA 95819-6096,
Phone: (916) 278-1504 Email: altmannk@csus.edu (aka: kristi@csus.edu)

January 15, 2025

Dr. Mary Ann McCarthy, EdD, MSN, RN, PHN
Nursing Education Consultant
California Board of Registered Nursing
1747 North Market Blvd, Suite 150
Sacramento, CA 95834

RE: Response to Pacific Union College's Concern Notice Regarding Enrollment Increase
Unitek College Concord Campus (Concord, CA)

Dear Dr. McCarthy,

We would like to respond and provide an update regarding the email submitted to the California Board of Registered Nursing by Dean Kimberly Dunker from Pacific Union College on December 30, 2024, regarding potential displacement concerns about our proposed enrollment increase of one additional cohort of 40 students for the BSN program at our Concord campus.

Our initial email to Dean Dunker was sent on August 28, 2024, where we first shared information about our proposed enrollment increase. We followed up on August 29, 2024, to schedule a meeting based on her availability. We followed up again on December 18, 2024, to let Dean Dunker know we were available to connect after the holiday break on January 6, 2025. Once we received the email from Dean Dunker on December 30, 2024, Janet Stotts, MBA, MSN, RN, Regional Dean, reached out on January 6, 2025.

Update: We had a very positive meeting with Dean Dunker on January 9, 2025, where we addressed all questions and concerns regarding our proposed enrollment increase. Currently, we share one clinical facility with Pacific Union College, and we assured Dean Dunker that if displacement ever occurs, we are committed to working with her to find the best solution. Additionally, we explained that the increased enrollment will have minimal impact on clinical rotations due to the reduced number of clinical hours in our new curriculum.

We also proactively reached out to Providence Santa Rosa to express our willingness to accommodate and collaborate with any nursing program, and they confirmed they will continue to support equitable student placement for all nursing program partners.


We have provided an updated summary of our communications with nearby BRN-approved nursing programs, including our recent conversations with Pacific Union College. Additionally, we have attached copies of our email correspondence with Pacific Union College for reference.

Thank you for your continued support and we are always open to collaborating with our neighboring nursing programs to remain a positive part of the community.

Sincerely,



Abdel Yosef, PhD, RN, CNE
Provost and Chief Academic Officer
Direct: 949-236-4135 | Email: ayosef@unitek.com



From: [Janet Stotts](#)
To: [Kimberly N. Dunker](#); [Joellen Sutterfield](#)
Cc: [Alexus Yaum](#)
Subject: Re: Unitek College Concord Campus BSN Program Reach Out to Pacific Union College
Date: Monday, January 6, 2025 7:15:30 PM
Attachments: [image003.png](#)
[image005.png](#)
[image007.png](#)
[image002.png](#)

Thank-you so much for your quick reply. I will check the calendar and send you a meeting request tomorrow. I look forward to speaking with you.

Best Regards,
Janet

Get [Outlook for iOS](#)

From: Kimberly N. Dunker <kdunker@puc.edu>
Sent: Monday, January 6, 2025 7:13:20 PM
To: Janet Stotts <JStotts@unitekcollege.edu>; Joellen Sutterfield <JSutterfield@unitek.com>
Cc: Alexus Yaum <AYaum@unitek.com>
Subject: Re: Unitek College Concord Campus BSN Program Reach Out to Pacific Union College

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Thank you for reaching out.

I have some time on Wed afternoon or Thursday afternoon this week.

I could also make some time next Thursday to avoid the possibility of the Jury duty.

Kimberly N. Dunker DNP, RN

Kimberly Dunker DNP, MSN, RN, CNE, CNEcl
Dean of Nursing, Health Science, EMS & Global Health
(707) 965-7640
kdunker@puc.edu

LEARN WITH PURPOSE. RISE IN FAITH. SERVE WITH LOVE.



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Through your words, actions and choices in any given moment, you can help end violence...one green dot at a time.

What's your green dot?

RESPECT

Recognize that every opinion is valuable.
Express and receive feedback without making it personal.
Stop collusion, direct the issue back to the owner
Practice authentic listening
Encourage discussion of ideas and issues, not people
Celebrate each other's successes
Treat others as you wish to be treated
University of Kansas school of nursing.

"Our Energy is contagious"

"Pick your Battles"

"Stop Global Whining"

"Most people are not out to irritate you; they just don't know. They need Love, Prayer, and Support".
-Christine Cashen

From: Janet Stotts <JStotts@unitekcollege.edu>

Date: Monday, January 6, 2025 at 6:38 PM

To: Kimberly N. Dunker <kdunker@puc.edu>, Joellen Sutterfield <JSutterfield@unitek.com>

Cc: Alexis Yaum <AYaum@unitek.com>, Kimberly.Knight@dca.ca.gov <Kimberly.Knight@dca.ca.gov>, McCarthy, Mary Ann@DCA <Mary.Ann.McCarthy@dca.ca.gov>

Subject: RE: Unitek College Concord Campus BSN Program Reach Out to Pacific Union College

EXTERNAL - This email originated from **outside of PUC!** Do not click links, open attachments, or reply unless you recognize the sender's email address and know the content is safe!

Dr. Dunker,

I would like to take this opportunity to introduce myself, my name is Janet Stotts and I am the Regional Dean for the BSN program for Unitek College's California campuses. I would like to set up a Team's meeting to discuss the concerns you have in regard to our Concord campus enrollment increase plans. I understand you are concerned about how the enrollment increase will impact the area.

I would be happy to share with you our new curriculum and how it will minimally impact the clinical site needs. As I understand it, we are both currently utilizing Providence Hospital Santa Rosa and with our planned increase falling under the new curriculum I think you will be surprised to see we will require very little additional clinical site utilization.

I am officially on "stand-by" for jury duty the next few days, but I would be happy to get your availability to schedule a meeting where our team can address your concerns and answer your questions. Please provide me with some availability and we can get something on the books soon. I look forward to meeting with you.

Best Regards,

Janet Stotts MBA, MSN, RN

Regional Dean—California Campuses

661-203-5605 | JStotts@UnitekCollege.edu | 333 Palmer Dr Suite 110 | Bakersfield, CA 93309



From: Kimberly N. Dunker <kdunker@puc.edu>

Sent: Monday, December 30, 2024 8:00 AM

To: Joellen Sutterfield <JSutterfield@unitek.com>

Cc: Alexis Yaum <AYaum@unitek.com>; Janet Stotts <JStotts@unitekcollege.edu>; Kimberly.Knight@dca.ca.gov; McCarthy, Mary Ann@DCA <Mary.Ann.McCarthy@dca.ca.gov>

Subject: Re: Unitek College Concord Campus BSN Program Reach Out to Pacific Union College

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Hi Joellen,

You tried to connect back in September and **did not** follow up and you are trying to connect over

the holiday break? If you were genuinely interested in connecting, you would have followed up immediately when I responded right away. I have let the BRN know that we are concerned about the enrollment increase and the impact in our area. I appreciate you doing what the BRN asked to contact me, but your follow-up time is not professional nor is it genuine. It does tell me that you really are only contacting me because it was advised not because you truly care about sharing clinical space.

Regards,

Kimberly N. Sheo Dunker DNP, RN

Kimberly Dunker DNP, MSN, RN, CNE, CNEcl
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Through your words, actions and choices in any given moment, you can help end violence...one green dot at a time.

What's your green dot?

RESPECT

Recognize that every opinion is valuable.
Express and receive feedback without making it personal.
Stop collusion, direct the issue back to the owner
Practice authentic listening
Encourage discussion of ideas and issues, not people
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Dear Dean Dunker,

Happy Holidays!

I know we tired to connect a few months ago. Time has flown. We are excited that we will be applying for the increase we shared then for the one cohort for our Concord Campus BSN Program in January.

We are reaching out to make ourselves available to connect after the break or if you are available this Friday. I can endeavor to be extremely flexible my cell phone is 510-673-0962. We have our holiday break after Friday Dec 20th returning January 6th.

Providence in Santa Rosa takes our Concord students we have so many that live and work in this area. We will be continuing with them for capstone and other opportunities as they have open available non-displacement shifts that they currently work with us on. They ensure no schools are displaced as do we. Feel free to call my cell or email a good time to connect.

Wishing you a wonderful holiday season and new year. Thank you for all you do for the nurses of today and tomorrow and the profession.

In Deepest Gratitude,
Joellen and The Team at Unitek College

Joellen Sutterfield

Vice President
Clinical Education Management
510-896-7567 Main
UnitekLearning.com

From: Joellen Sutterfield <JSutterfield@unitek.com>
Sent: Thursday, August 29, 2024 8:23 AM
To: Kimberly N. Dunker <kdunker@puc.edu>
Cc: Janet Stotts <JStotts@unitekcollege.edu>; Alexis Yaum <AYaum@unitek.com>
Subject: Re: Unitek College Concord Campus BSN Program Reach Out to Pacific Union College

Good Morning Dean Dunker

We'd love to connect and share more information. If you can offer a few times after Labor Day that work for your robust schedule we can make ourselves available.

In Gratitude

Joellen and the Unitek Team

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From: Kimberly N. Dunker <kdunker@puc.edu>
Sent: Wednesday, August 28, 2024 10:51:55 PM
To: Joellen Sutterfield <JSutterfield@unitek.com>
Cc: Janet Stotts <JStotts@unitekcollege.edu>; Alexis Yaum <AYaum@unitek.com>
Subject: Re: Unitek College Concord Campus BSN Program Reach Out to Pacific Union College

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Thank you, Ms. Joellen Sutterfield,

I appreciate you reaching out to me. It would be helpful if you could share with me the EDP-18s or the sites that you plan to use for your program.

It would be helpful if you could send me your request for the program/enrollment increase for this area.

Take Care and thank you so much for letting us know of the upcoming plans.

Kimberly N. Dunker DNP, RN

Kimberly Dunker DNP, MSN, RN, CNE, CNEcl
Dean of Nursing, Health Science, EMS & Global Health
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Through your words, actions and choices in any given moment, you can help end violence...one green dot at a time.

What's your green dot?

RESPECT

Recognize that every opinion is valuable.
Express and receive feedback without making it personal.
Stop collusion, direct the issue back to the owner
Practice authentic listening
Encourage discussion of ideas and issues, not people
Celebrate each other's successes
Treat others as you wish to be treated
University of Kansas school of nursing.

"Our Energy is contagious"

"Pick your Battles"

"Stop Global Whining"

"Most people are not out to irritate you; they just don't know. They need Love, Prayer, and Support".
-Christine Cashen

From: Joellen Sutterfield <JSutterfield@unitek.com>

Date: Wednesday, August 28, 2024 at 8:22 PM

To: Kimberly N. Dunker <kdunker@puc.edu>

Cc: Janet Stotts <JStotts@unitekcollege.edu>, Alexis Yaum <AYaum@unitek.com>

Subject: Unitek College Concord Campus BSN Program Reach Out to Pacific Union College

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Kimberly Dunker
Dean of Nursing and Health Sciences
Pacific Union College

Dear Dr. Dunker,

I am reaching out to follow up on a voice message left for you, aiming to briefly discuss a new process recommended by the Board of Registered Nursing (BRN). The recommended best practice is for programs who are seeking to expand enrollments within their nursing programs to contact and connect with schools within their regions to ensure non-displacement and to offer an opportunity for connecting and collaboration. Myself and our Regional Dean Janet Stotts, would love to make ourselves available to discuss our Unitek College Concord Campus BSN Program, please let us know a few available times and we look forward to meeting.

In May 2024 at the Greater Bay Area Health Impact Collaborative, we did introduce our newly approved National BSN Curriculum, which features reduced clinical hours and integrates Watson Caring Science principles and theory. The approval of this BSN curriculum adjustment is what will enable us to leverage existing clinical partnerships and shifts without displacing other programs, and thereby accommodate additional Unitek College VN students that wish to become RNs at the Concord campus.

Please note that throughout our history, Unitek College has prioritized collaboration in partnerships with academia and practice, and for the last decade has ensured no programs or nursing students were displaced. We will not displace any programs, and we will remain dedicated to fostering relationships with nursing programs and schools in the Bay Area and elevating the profession in general and eagerly anticipate any discussions and to connect.

We would also like to extend an invitation to the Unitek Learning National Virtual Conference, it is a great opportunity to network, we invite you to join us. This complimentary event offers valuable nursing professional development opportunities, Watson Caring Science Sessions, Faculty training segments, networking and includes live and recorded sessions with available contact hours. Attached is a flyer with registration details that you can share with your team. Once registered the sessions are good for up to a year to view if you are unable to make the day of event. We hope your robust schedule allows you to attend.

Thank you for your dedication to nurturing the future generation of nurses and for your ongoing efforts in advancing this noble profession that serves our communities.

In Deepest Gratitude, Joellen

Joellen Sutterfield

Vice President

Clinical Education Management

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Summary of Collaboration with Other Nursing Programs



Active and Ongoing Collaboration Since August 2024

School Name	Miles from Unitek Concord	Date Contacted	Contact Method	Contact Name	Title	Feedback on Expansion Plans	Date of Collaboration	Collaboration
Samuel Merritt University - Oakland (BSN, ELM)	20.1	8/20/2024	VM, Sent Email	Steven Rush	Dean of Nursing	No Concerns	9/24/2024 11/7/2024	September 24, 2024, Joellen Sutterfield (Unitek) met with Marie Gilbert (Director of the Central California Center for Excellence in Nursing) and Julie Kyriazis, the Program Director for Samuel Merritt University's BSN program in Oakland, Sacramento, and Fresno. The discussion focused on assisting with Fresno while sharing Unitek's plans to increase Concord BSN enrollment. Joellen assured them there would be no displacement of clinical placements. She also noted plans to reconnect with Dr. Rush and Dr. Sullivan Ward from Samuel Merritt University (SMU) since SMU intends to increase enrollment across three locations. November 7, 2024, Joellen Sutterfield (Unitek) met with Dr. Rush and Dr. Sullivan Ward (SMU), who expressed support for Unitek's enrollment increase and shared their own growth plans across four programs. Both institutions agreed on the importance of avoiding clinical displacement and maintaining collaboration, as we have successfully done in the past. SMU and Unitek are both members of the consortium and will attend the next Health Impact consortium meeting.
Samuel Merritt University - San Francisco Peninsula (BSN)	47.8	8/20/2024	VM, Sent Email	Steven Rush	Dean of Nursing	No Concerns	11/7/2024	November 7, 2024, Joellen Sutterfield (Unitek) met with Dr. Rush and Dr. Sullivan Ward (SMU), who expressed support for Unitek's enrollment increase and shared their own growth plans across four programs. Both institutions agreed on the importance of avoiding clinical displacement and maintaining collaboration, as we have successfully done in the past. SMU and Unitek are both members of the consortium and will attend the next Health Impact consortium meeting.
Los Medanos College (ADN)	13.7	8/28/2024	VM, Sent Email	Maryanne Hicks	Associate Dean	No Concerns	9/11/2024	September 11, 2024, Janet Stotts and Joellen Sutterfield (Unitek) met with Ms. Maryanne Hicks (Los Medanos). Ms. Hicks expressed gratitude for the connection, conveyed her confidence that the program information reviewed would not result in displacement, and appreciated the ongoing collaboration between the institutions.
Napa Valley College (ADN)	32.1	8/28/2024	Spoke, Sent Email	Karen Canepa	Director of Nursing	No Concerns	8/28/2024	August 28, 2024, Joellen Sutterfield (Unitek) discussed Unitek's utilization of Providence Hospital with Ms. Karen Canepa (Napa Valley College), who expressed support for the enrollment increase, after the assurance of no displacements.
Ohlone College (ADN)	41.1	8/28/2024	VM, Sent Email	Carrie Dameron	Director of RN Program	No Concerns	9/2/2024	September 2, 2024, Ms. Carrie Dameron (Ohlone College) acknowledged receipt of Unitek's email and voicemail.
Xavier College (ADN)	54.6	8/28/2024	Spoke, Sent Email	Elvira Miller	Program Director for the Associate of Science in Nursing (ASN) & VN Programs	No Concerns	8/28/2024	August 28, 2024, Joellen Sutterfield (Unitek) spoke with Ms. Elvira Miller (Xavier College) and there were no concerns regarding Unitek's plans to increase. She also shared her own plans of an enrollment increase in the future.
The Valley Foundation School of Nursing at San Jose State University (BSN)	54.9	8/28/2024	Spoke, Sent Email	Lisa Rauch	Interim Director of Nursing	No Concerns	8/28/2024	August 28, 2024, Joellen Sutterfield (Unitek) spoke with Ms. Lisa Rauch (SJSU) regarding clinical and program concerns. Unitek was able to reassure that there would be no displacement.
Evergreen Valley College (ADN)	58.7	8/28/2024	Spoke, Sent Email	Shara Crary	Dean of Nursing and Allied Health	No Concerns	8/28/2024	August 28, 2024, Joellen Sutterfield (Unitek) spoke with Ms. Shara Crary (Evergreen Valley College) and received support for Unitek's planned enrollment increase.
Gurnick Academy of Medical Arts - Concord (BSN)	0	8/30/2024	VM, Sent Email	Samantha Manlosa Sanchez	Dean of Nursing	No Concerns	10/24/2024	October 24, 2024, Abdel Yosef (Unitek) met with Ms. Samantha Manlosa Sanchez (Gurnick) at the CACN/COADN Joint Fall Conference where she expressed support for Unitek's enrollment increase.
Chamberlain University - Rancho Cordova (BSN)	78.7	10/28/2024	Email	Rene Clymer-Engelhart	Program Director, and Campus President, Sacramento Campus	No Concerns	11/21/2024	October 28, 2024, Chamberlain notified Unitek of their intent to submit a feasibility study to the BRN for a proposed BSN program in Richmond, CA, seeking feedback on the campus. In a meeting on November 21, 2024, between Joellen Sutterfield (Unitek), Rene Clymer-Engelhart, and Jennifer Bussen (Chamberlain), Unitek expressed support for Chamberlain's proposed program and in turn, shared plans to increase enrollment at the Concord campus. Chamberlain stated they will take a neutral stance on all programs, and Unitek assured they have not displaced any programs and will continue that legacy. Joellen invited Chamberlain to the Concord HealthImpact Consortium to meet other practice and education partners, and Ms. Clymer-Engelhart extended an invitation to Unitek to join the Sacramento Consortia, where she serves as chair.
Dominican University of California (BSN)	37.5	8/30/2024 12/18/2024	Sent Email	Kenneth Frost	Interim Dean	No Concerns	12/18/2024	August 30, 2024, Joellen Sutterfield (Unitek) left a voicemail and followed up with an email to share Unitek's plans to increase enrollment at the Concord campus; no response. December 18, 2024, Joellen Sutterfield followed up with a phone call and was able to connect with Dr. Kenneth Frost (Dominican University), who expressed he was thankful for the information provided, as he will share it with his team. He also congratulated Unitek for the hard work and thanked Unitek for the call and reassurance.
College of San Mateo (ADN)	52.2	8/30/2024 12/18/2024	VM, Sent Email	Melinda Nguyen	Nursing Program Director	No Concerns	12/18/2024	August 30, 2024, Joellen Sutterfield (Unitek) left a voicemail and followed up with an email to share Unitek's plans to increase enrollment at the Concord campus; no response. December 18, 2024, Joellen Sutterfield followed up with a phone call and was able to connect with Ms. Melinda Nguyen (College of San Mateo), who was grateful for the call and had no concerns. Unitek invited her to the next consortium meeting.
Sonoma State University (BSN)	54.1	8/30/2024 12/18/2024	Spoke, Sent Email	Anna Valdez	Director of Pre-Licensure Program, Professor	No Concerns	8/30/2024	August 30, 2024, Ms. Anna Valdez (Sonoma State University) responded to Unitek's email requesting a meeting to discuss the proposed increase. December 18, 2024, Joellen Sutterfield (Unitek) followed up with Ms. Valdez via email to schedule a meeting as requested and Ms. Valdez shared she would be happy to have her and her team meet with Unitek, however, she does not see any reason to not support Unitek's proposed enrollment, as long as it does not affect her student placements.
University of San Francisco - (BSN, ELM)	31.3	8/30/2024 12/18/2024	VM, Sent Email	Eileen Fry-Bowers	Dean, School of Nursing and Health Professions	No Concerns	12/19/2024	August 30, 2024, Joellen Sutterfield (Unitek) left a voicemail and followed up with an email to share Unitek's plans to increase enrollment at the Concord campus; no response. December 18, 2024, Joellen Sutterfield followed up with another email and voicemail. December 19, 2024, Ms. Eileen Fry-Bowers (USF) responded via email acknowledging she received Unitek's email regarding the proposed enrollment increase. She was appreciative that we provided information of how Unitek's curriculum will utilize existing historical placements. She stated she will confer with her team and reach out if there are any concerns.
College of Marin (ADN)	38.2	8/30/2024	Spoke, Sent Email	Alicia Bright	Director, Registered Nursing Program	Concerns Addressed	9/15/2024	September 15, 2024, Joellen Sutterfield (Unitek) met with Ms. Alicia Bright (College of Marin) to address her concerns of possible displacement. Unitek shared that our new curriculum requires fewer clinical hours and allows us to utilize existing historical clinical rotations for the enrollment increase in Concord, which assures we will not displace other programs.
Pacific Union College - Napa (ADN)	30.3	8/28/2024 12/18/2024	VM, Sent Email	Kimberly Dunker	Dean of Nursing and Health Sciences, Professor of Nursing	Concerns Addressed	1/9/2025	August 28, 2024, Ms. Kimberly Dunker (Pacific Union College) responded to Unitek's email requesting a meeting to discuss the proposed increase. Joellen Sutterfield and Janet Stotts (Unitek) is in the process of scheduling a meeting. Sent a follow up email and left a voicemail on December 18, 2024. January 9, 2025, Joellen Sutterfield and Janet Stotts (Unitek) met with Kimberly Dunker (Pacific Union College) and shared program details and sincerely apologized for any oversight in our previous attempts to connect. During our discussion, we addressed all questions regarding our proposed enrollment increase.
Pacific Union College - Angwin (ADN)	60.3	8/28/2024 12/18/2024	VM, Sent Email	Kimberly Dunker	Dean of Nursing and Health Sciences, Professor of Nursing	Concerns Addressed	1/9/2025	August 28, 2024, Ms. Kimberly Dunker (Pacific Union College) responded to Unitek's email requesting a meeting to discuss the proposed increase. Joellen Sutterfield and Janet Stotts (Unitek) is in the process of scheduling a meeting. Sent a follow up email and left a voicemail on December 18, 2024. January 9, 2025, Joellen Sutterfield and Janet Stotts (Unitek) met with Kimberly Dunker (Pacific Union College) and shared program details and sincerely apologized for any oversight in our previous attempts to connect. During our discussion, we addressed all questions regarding our proposed enrollment increase.
San Joaquin Delta College (ADN)	56.9	8/30/2024 12/18/2024	VM, Sent Email	Lisa Lucchesi Gerry Hinayon	Dean, Health and Fitness Director of Health Sciences	Meeting Scheduled, Collaboration in Progress	12/18/2024 12/20/2024	August 30, 2024, Joellen Sutterfield (Unitek) left a voicemail and followed up with an email to share Unitek's plans to increase enrollment at the Concord campus; no response. December 18, 2024, Joellen Sutterfield followed up with another email and voicemail. She connected with an admin who took down Ms. Sutterfield's contact information and will relay it to Ms. Lisa Lucchesi (SJDC). December 20, 2024, Ms. Lisa Lucchesi (SJDC) responded via email requesting a meeting to learn more about the proposed increase and she wants to ensure there won't be any disruptions to clinical placements. January 2, 2025, Joellen Sutterfield sent a calendar invite for January 9th. (Update 1/9/2025 - this meeting was rescheduled for January 16th)
San Francisco State University (BSN, ELM)	35.9	8/30/2024 12/18/2024	VM, Sent Email	Elaine Musselman	Associate Director of the School of Nursing	Acknowledged, Collaboration in Progress	12/18/2024	August 30, 2024, Joellen Sutterfield (Unitek) left a voicemail and followed up with an email to share Unitek's plans to increase enrollment at the Concord campus; no response. December 18, 2024, Joellen Sutterfield followed up with another email and voicemail. She connected with an admin who took a written message and will relay the message to Ms. Elaine Musselman (SFSU).

Summary of Collaboration with Other Nursing Programs

Active and Ongoing Collaboration Since August 2024								
School Name	Miles from Unitek Concord	Date Contacted	Contact Method	Contact Name	Title	Feedback on Expansion Plans	Date of Collaboration	Collaboration
California State University, East Bay (BSN)	33.6	8/30/2024 12/18/2024	VM, Sent Email	Monika Eckfield	Chief Nurse Administrator	Acknowledged, Collaboration in Progress	12/19/2024	<p>August 30, 2024, Joellen Sutterfield (Unitek) left a voicemail and followed up with an email to share Unitek's plans to increase enrollment at the Concord campus; no response.</p> <p>December 18, 2024, Joellen Sutterfield followed up with another email and voicemail.</p> <p>December 19, 2024, Ms. Monika Eckfield (CSU East Bay) responded to Unitek's email regarding the proposed enrollment increase requesting a meeting as she would like to hear more about Unitek's expansion, clinical hours, and curricular plans. Joellen Sutterfield will set up a meeting.</p>

Nursing Programs Pending Response Since August 2024								
School Name	Miles from Unitek Concord	Date Contacted	Contact Method	Contact Name	Title	Support for Expansion Plans	Date Responded	Communications
Contra Costa College (ADN)	21.2	8/28/2024 12/18/2024	VM, Sent Email	Ashley Phillips	Dean, Athletics, Allied Health and Career Education	Awaiting Response	N/A	<p>August 28, 2024, Joellen Sutterfield (Unitek) left a voicemail and followed up with an email to share Unitek's plans to increase enrollment at the Concord campus; no response.</p> <p>December 18, 2024, Joellen Sutterfield followed up with another email and voicemail.</p>
Merritt College (ADN)	22	8/28/2024 12/18/2024	VM, Sent Email	Dawn Williams	Program Director	Awaiting Response	N/A	<p>August 28, 2024, Joellen Sutterfield (Unitek) left a voicemail and followed up with an email to share Unitek's plans to increase enrollment at the Concord campus; no response.</p> <p>December 18, 2024, Joellen Sutterfield followed up with another email and voicemail.</p>
City College of San Francisco (ADN)	33.7	8/28/2024 12/18/2024	VM Full, Sent Email	Joyce Coffey	Associate Dean of Nursing	Awaiting Response	N/A	<p>August 28, 2024, Joellen Sutterfield (Unitek) left a voicemail and followed up with an email to share Unitek's plans to increase enrollment at the Concord campus; no response.</p> <p>December 18, 2024, Joellen Sutterfield followed up with another email and voicemail.</p>
Chabot College (ADN)	36.7	8/28/2024 12/18/2024	VM, Sent Email	Tami Washington	Director for Nursing Program	Awaiting Response	N/A	<p>August 28, 2024, Joellen Sutterfield (Unitek) left a voicemail and followed up with an email to share Unitek's plans to increase enrollment at the Concord campus; no response.</p> <p>December 18, 2024, Joellen Sutterfield followed up with another email and voicemail.</p>
De Anza College (ADN)	58.8	8/28/2024 12/18/2024	VM Full, Sent Email	Rana Marinas	Interim Director	Awaiting Response	N/A	<p>August 28, 2024, Joellen Sutterfield (Unitek) left a voicemail and followed up with an email to share Unitek's plans to increase enrollment at the Concord campus; no response.</p> <p>December 18, 2024, Joellen Sutterfield followed up with another email and voicemail.</p>
Mission College (ADN)	50.4	8/28/2024 12/18/2024	VM, Sent Email	Carol Hartman	Director of RN Program	Awaiting Response	N/A	<p>August 28, 2024, Joellen Sutterfield (Unitek) left a voicemail and followed up with an email to share Unitek's plans to increase enrollment at the Concord campus; no response.</p> <p>December 18, 2024, Joellen Sutterfield followed up with another email and voicemail.</p>
Solano Community College (ADN)	22.4	8/30/2024 12/18/2024	VM, Sent Email	Sheila Hudson	Dean, School of Health Sciences	Awaiting Response	N/A	<p>August 30, 2024, Joellen Sutterfield (Unitek) left a voicemail and followed up with an email to share Unitek's plans to increase enrollment at the Concord campus; no response.</p> <p>December 18, 2024, Joellen Sutterfield followed up with another email and voicemail.</p>
University of California, San Francisco (ELM)	32.6	8/30/2024 12/18/2024	VM, Sent Email	Catherine Waters	Interim Dean, School of Nursing	Awaiting Response	N/A	<p>August 30, 2024, Joellen Sutterfield (Unitek) left a voicemail and followed up with an email to share Unitek's plans to increase enrollment at the Concord campus; no response.</p> <p>December 18, 2024, Joellen Sutterfield followed up with another email and voicemail.</p>