NURSING EDUCATION & WORKFORCE ADVISORY COMMITTEE (NEWAC) MEETING

AGENDA AND TELECONFERENCE SITES

<table>
<thead>
<tr>
<th>Department of Consumer Affairs/Board of Registered Nursing Headquarters</th>
<th>Samuel Merritt University</th>
</tr>
</thead>
<tbody>
<tr>
<td>1625 North Market Blvd., Hearing Room #102</td>
<td>3100 Summit Street, Room #3466</td>
</tr>
<tr>
<td>Sacramento, CA  95834</td>
<td>Oakland, CA  94609</td>
</tr>
<tr>
<td>Phone: (916) 574-7600</td>
<td></td>
</tr>
<tr>
<td>United Nurses Association of California</td>
<td></td>
</tr>
<tr>
<td>Union of Health Care Professionals</td>
<td></td>
</tr>
<tr>
<td>955 Overland Ct. Suite 130</td>
<td></td>
</tr>
<tr>
<td>San Dimas, CA  91773</td>
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February 12, 2018
10:00 am - 2:00 pm

1.0 Call to Order/Roll Call/Establishment of a Quorum/Approval of Minutes
   1.1 Vote on Whether to Approve Minutes of October 12, 2017

2.0 Executive Officer Report
   2.1 Report on BRN Current Initiatives

3.0 Report of Nursing Education Issues
   3.1 Report on BRN Clinical Displacement Survey of Nursing Education Programs
   3.2 Report of April 24, 2017 NEWAC Education Subgroup Meeting
   3.3 Clinical Simulation Update and Findings
   3.4 Report on BRN Annual School Survey

4.0 Report on APRN Report
   4.1 Report on BRN 2016 Advanced Practice Registered Nurse Survey and Forecasting Report of RNs in California
   4.2 Intervention and Probation Program Presentation

5.0 California Directors of Public Health Nursing
   5.1 Discuss and review changes to Public Health Nursing certificate qualifications and requirements

6.0 Public Comment for Items Not on the Agenda

7.0 Adjournment
NOTICE:
All times are approximate and subject to change. Items may be taken out of order to maintain a quorum, accommodate a speaker, or for convenience. The meeting may be canceled without notice. For verification of the meeting, call (916) 574-7600 or access the Board’s Web site www rnn ca gov. Action may be taken on any item listed on this agenda, including information only items. Public comments will be taken on agenda items at the time the item is heard. Total time allocated for public comment may be limited.

The meeting is accessible to the physically disabled. A person who needs a disability-related accommodation or modification in order to participate in the meeting may make a request by contacting the Administration Unit at (916) 574-7600 or e-mail webmasterbrn@ dca ca gov or send a written request to the Board of Registered Nursing office at 1747 N. Market #150, Sacramento, CA 95834. (Hearing impaired: California Relay Service: TDD phone # (800) 326-2297). Providing your request at least five (5) business days before the meeting will help to ensure the availability of the requested accommodation.

Board members who are not members of this committee may attend meetings as observers only, and may not participate or vote.
Welcome to the Survey

The California Board of Registered Nursing (BRN) is asking you to complete this survey to collect data regarding the clinical displacement experiences of BRN approved pre-licensure nursing education programs. It is hoped that the collection of specific data on clinical displacement, for which we have heard a variety of anecdotal information, will assist in gaining a better understanding of what is transpiring across the state in regards to this issue.

For the purposes of this survey, “displacement” is defined as your pre-licensure nursing education program students being replaced at a clinical facility previously used by your pre-licensure nursing education program, whether for a shift, unit, entire placement, or facility allowing fewer students and/or preceptorships, without being offered a feasible alternative.

The data collected will be provided to the BRN Nursing Education and Workforce Advisory Committee (NEWAC) to assist in identifying solutions. The survey is anonymous. Identifiable individual results will not be available to the BRN. You will have the opportunity to add comments at the end of the survey.

Thank you for taking the time to participate in this important survey. The BRN appreciates your sharing your experiences with us in an ongoing effort to work together on critical nursing education issues.
Background Information

* 1. What type(s) of pre-licensure program(s) does your school offer? (Check all that apply)
   - [ ] ADN
   - [ ] BSN
   - [ ] ELM

* 2. Does your institution have multiple campuses?
   - [ ] No
   - [ ] Yes. If yes, how many?

* 3. Were there changes in the number of clinical placements for academic year 2016-2017 from the previous academic year (2015-2016) for your pre-licensure nursing education program?
   - [ ] Increase
   - [ ] Decrease
   - [ ] No Change

* 4. As of today, what is the total number of students enrolled in the entire program?
   
https://www.surveymonkey.com/r/BRN_Clinical_Displacement2018
5. As of today, what is the total number of students approved for the current admission cycle?

<table>
<thead>
<tr>
<th>Total Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADN</td>
</tr>
<tr>
<td>BSN</td>
</tr>
<tr>
<td>ELM</td>
</tr>
</tbody>
</table>

6. Has your institution received a grant funding that contributes to change in enrollment pattern?
   - [ ] No
   - [ ] Yes. If yes, how many students did enrollment increase by?

7. Rank the top five specialties that are in greatest demand for clinical education placement in your institution, presenting limitations for you to accommodate the number of pre-licensure placements?

   1. Medical/surgical/telemetry
   2. Obstetrics (including post-partum and newborn nursery)
   3. Pediatrics
   4. Psych/mental health
   5. Geriatrics
*8. Rank the top five clinical specialties/types of units in your institution that have opportunity for further clinical placements (or expansion) on selected days or hours/shifts that could provide additional pre-licensure RN clinical education capacity?

1. Medical/ surgical/telemetry
2. Obstetrics (including post-partum and newborn nursery)
3. Pediatrics
4. Psych/mental health
5. Geriatrics
6. Critical care/ intensive care unit (ICU)
7. Community health (pre-licensure students only)
<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>8.</td>
<td>NICU</td>
</tr>
<tr>
<td>9.</td>
<td>ED</td>
</tr>
<tr>
<td>10.</td>
<td>Long-term care/post-acute care</td>
</tr>
<tr>
<td>11.</td>
<td>Sub-acute care</td>
</tr>
<tr>
<td>12.</td>
<td>Ambulatory care/clinic</td>
</tr>
<tr>
<td>13.</td>
<td>Other</td>
</tr>
<tr>
<td>14.</td>
<td>None, no options for expansion</td>
</tr>
</tbody>
</table>

Powered by [SurveyMonkey](https://www.surveymonkey.com)

See how easy it is to [create a survey](https://www.surveymonkey.com).
Clinical Displacements

The following question sets are in reference to the clinical displacement (i.e. unit, shift, entire placement, or facility allowing fewer students and/or preceptorships) that you experienced in the last academic year (2016-2017). Please choose the best answer that applies to each number of applicable displacements.

* 9. Has your pre-licensure nursing program experienced any displacement (i.e. unit, shift, entire placement, or facility allowing fewer students and/or preceptorships) from any clinical facility in the last academic year (2016-2017), without being offered a feasible alternative?

○ No
○ Yes
Consortium or Organized Groups

The following questions are regarding a consortium or organized group in your area used to match clinical facility placements with students in the pre-licensure educational programs.

* 10. Are there consortiums or other organized groups in your area to match or maintain clinical placements between pre-licensure educational programs and clinical facilities?

○ No
○ Yes
The following questions are regarding a consortium or organized group in your area used to match clinical facility placements with students in the pre-licensure educational programs.

* 11. Is your pre-licensure program a member of this consortium or organized group?
   - [ ] No
   - [ ] Yes

Please provide us further details: If yes, what is the name of the consortium? / If no, why not?

Powered by

SurveyMonkey

See how easy it is to create a survey.
Consortium or Organized Group

The following questions are regarding a consortium or organized group in your area used to match clinical facility placements with students in the pre-licensure educational programs.

* 12. How does a pre-licensure education program become a member of the consortium or organized group? (Check all that apply):

☐ Complete an application/paperwork
☐ Pay a fee
☐ Meet certain requirements (please explain in comment box)
☐ By invitation (please explain in comment box)
☐ I don't know
☐ Other (please explain in comment box)

If you selected certain requirements, by invitation, or other, please explain in the comment box below:


* 13. Please describe what you are satisfied with about the consortium group:


* 14. Please describe what you would like to see changed or improved about the consortium group:


https://www.surveymonkey.com/r/BRN_Clinical_Displacement2018
* 15. Are you satisfied with the clinical placement process of the consortium or group?

- [ ] Not at all satisfied
- [ ] Somewhat dissatisfied
- [ ] Somewhat satisfied
- [ ] Very satisfied
16. Please provide any helpful suggestions/solutions regarding the clinical placement/displacement issue that you think would be helpful to the work of the BRN's Nursing Education and Workforce Advisory Committee (NEWAC).
Thank you for participating in this survey. The California Board of Registered Nursing appreciates your valuable input.

If you have any questions about this survey, please contact Susan Engle at Susan.Engle@dca.ca.gov

https://www.surveymonkey.com/r/BRN_Clinical_Displacement2018
Joseph Morris, RN, MSN, PhD
Executive Officer
Board of Registered Nursing (BRN)
1747 N. Market Blvd., Suite 150
Sacramento, CA 95834
(916) 322-3350
Web Address: www.rn.ca.gov
The Board of Registered Nursing protects and advocates for the health and safety of the public by ensuring the highest quality registered nurses in the State of California.
Protection of the Public

- Setting RN Educational Standards
- Approving California Nursing Programs
- Evaluating Licensure Applications
- Issuing and Renewing Licenses
- Issuing Certificates
Protection of the Public

- Enforcing the Nursing Practice Act
- Providing a confidential Intervention Program
- Operating a 24 hour Online Licensure Verification System
Board Members & Staff

* **4 Public Members:**
  * 2 Public Members – appointed by the Governor
  * 2 Public Members – one each appointed by Senate and Assembly

* **5 RN’s – Appointed by Governor:**
  * 2 Direct Practice
  * 1 Advanced Practice
  * 1 Educator
  * 1 Administrator
Approximately 180 Staff

- Administration (19 Managers/Supervisors)
- Decision & Appeals
- Nursing Education Consultants (11 NECs)
- Renewals & Support
- Licensing
- Discipline
- Intervention
- Compliant Intake
- Probation
- Investigation
Board Committees

- Administration
- Education/Licensing
- Nursing Practice
- Legislative
- Intervention/Discipline
- Nurse Midwifery
- Advance Practice Registered Nursing
# Licensee Status Report

**As of November 1, 2017**

<table>
<thead>
<tr>
<th>Description</th>
<th>Active</th>
<th>Inactive</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
<td>424,289</td>
<td>12,775</td>
<td>437,064</td>
</tr>
<tr>
<td>Clinical Nurse Specialists</td>
<td>3,513</td>
<td>93</td>
<td>3,606</td>
</tr>
<tr>
<td>Nurse Anesthetists</td>
<td>2,407</td>
<td>43</td>
<td>2,450</td>
</tr>
<tr>
<td>Nurse-Midwives</td>
<td>1,293</td>
<td>35</td>
<td>1,328</td>
</tr>
<tr>
<td>Nurse-Midwife Furnishing</td>
<td>978</td>
<td>11</td>
<td>989</td>
</tr>
<tr>
<td>Nurse Practitioners</td>
<td>24,061</td>
<td>153</td>
<td>24,214</td>
</tr>
<tr>
<td>Nurse Practitioner Furnishing</td>
<td>20,204</td>
<td>328</td>
<td>20,532</td>
</tr>
<tr>
<td>Psychiatric/Mental Health</td>
<td>316</td>
<td>6</td>
<td>322</td>
</tr>
<tr>
<td>Public Health Nurse</td>
<td>60,533</td>
<td>1,116</td>
<td>61,649</td>
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<tr>
<td>Continuing Education Providers</td>
<td>2,969</td>
<td>-</td>
<td>2,969</td>
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## Enforcement Data

<table>
<thead>
<tr>
<th>Description</th>
<th>FY 15/16</th>
<th>VS</th>
<th>FY 16/17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Complaints received</td>
<td>7,757</td>
<td></td>
<td>9,358</td>
</tr>
<tr>
<td><strong>Licensee Disciplinary Actions:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revocation</td>
<td>429</td>
<td></td>
<td>236</td>
</tr>
<tr>
<td>Probation</td>
<td>576</td>
<td></td>
<td>401</td>
</tr>
<tr>
<td>Suspension then Probation</td>
<td>6</td>
<td></td>
<td>5</td>
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<tr>
<td>License Surrendered</td>
<td>214</td>
<td></td>
<td>239</td>
</tr>
<tr>
<td>Public Reprimand</td>
<td>183</td>
<td></td>
<td>195</td>
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<tr>
<td>Other Decisions</td>
<td>9</td>
<td></td>
<td>6</td>
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<tr>
<td><strong>Total Disciplinary Actions</strong></td>
<td>1,417</td>
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<td>1,082</td>
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## Enforcement Data

<table>
<thead>
<tr>
<th>Description</th>
<th>FY 15/16</th>
<th>VS</th>
<th>FY 16/17</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Probation</strong>*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>357</td>
<td></td>
<td>365</td>
</tr>
<tr>
<td>Female</td>
<td>865</td>
<td></td>
<td>816</td>
</tr>
<tr>
<td>Chemical Dependency</td>
<td>805</td>
<td></td>
<td>739</td>
</tr>
<tr>
<td>Mental Health</td>
<td>9</td>
<td></td>
<td>10</td>
</tr>
<tr>
<td>Probationers subject to Random testing</td>
<td>577</td>
<td></td>
<td>595</td>
</tr>
<tr>
<td>Practice</td>
<td>286</td>
<td></td>
<td>288</td>
</tr>
<tr>
<td>North</td>
<td>508</td>
<td></td>
<td>487</td>
</tr>
<tr>
<td>South</td>
<td>709</td>
<td></td>
<td>689</td>
</tr>
<tr>
<td><strong>Intervention</strong>*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Participants</td>
<td></td>
<td></td>
<td>354</td>
</tr>
<tr>
<td>Interventions</td>
<td>2,173 completions</td>
<td></td>
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</tr>
</tbody>
</table>

*Enforcement and Intervention managers will provide the most current data*
CURRENT INITIATIVES

Updating & Refining Internal Business Practices

• BRN Green Initiative
• Customer Service Survey
• New BRN Annual Report
• NEWAC (Simulation Project)
• Clinical Displacement Survey
• Staffing Matters (Hiring, scheduling, etc.)
• Implementing Technology (i.e. Cloud Licensing and Enforcement)
• Working on revising the CEU process
• Meeting with Legislature/Community Partners
• Updated website (i.e. career opportunities)
• Fast track pilot with Attorney General’s Office
• Increasing Intervention and Probation Outreach efforts
The California Intervention and Probation Program

Helping Health Professionals Recover from Substance Use Disorders
Introduction

Don Henry Walker
Board of Registered Nursing,
Intervention Program Manager
Legislative Intent

• Identify nurses affected by SUD/mental illness
• Rehabilitate nurses so they can return to safe nursing practice
• Achieve through an alternative-to-discipline approach
What is the Intervention Program

- A program for RNs who are suffering from substance use disorders and/or mental illness
- A voluntary and confidential monitoring program, which provides ongoing support and case management
  - Current Participants: 354
  - Monthly Referals: 98
  - Successful Completions: 2,173
Intervention Program

Goal

- To protect the public
- Increase participation and awareness
- To return nurses to safe nursing practice, through intervention and rehabilitation
Most healthcare professionals do not self-refer

They may rationalize the consequences of the drug use. The professional’s role as caregiver is enmeshed with the professional’s ego and drug use and its effects are minimized.
Program Referral

**Two types of referrals**

**Self:** RN contacts Maximus to request admission.

**Board:** A complaint is filed with the BRN, who then informs RN of program opportunity. RN contacts Maximus to request admission.
Introduction

Elizabeth Elias
Board of Registered Nursing,
Program Manager
Probation Program Role

• Ensure consumer protection
• Enforce compliance as outlined in a disciplinary order
• Provide probationers the tools to comply
• Take additional disciplinary action if necessary due to:
  • Violations of the probationary order
  • Violations of the NPA
Probation Program Staff

* Shannon Silberling, Enforcement Chief Discipline, Probation and Intervention
* Elizabeth Elias, Probation Program Manager
* Contact: Elizabeth.Elias@dca.ca.gov
* 11 Probation Monitors
* 3 Support Staff
Conditions of Probation - Standard

Standard conditions appear in all disciplinary orders for RNs placed on probation, as outlined in the Disciplinary Guidelines.

California Code of Regulations section 1444.5
Conditions of Probation – Standard

Each Probationer is required to:
* Obey all laws
* Comply with the Board’s Probation Program
* Report in Person
* Residency or Practice Outside of State
* Submit Written Reports
* Function as a Registered Nurse
  * RN must work for a minimum of 24 hours per week for six consecutive months
Conditions of Probation - Standard

- Employment Approval and Reporting Requirements
- Supervision
- Employment Limitations
- Complete a Nursing Course(s)
- Cost Recovery
- Violation of Probation
- License Surrender
Optional conditions are ordered in a disciplinary order due to the nature and circumstances of the particular violation that placed the RN’s license on probation, as outlined in the Disciplinary Guidelines.

Examples:
* Substance Use
* Mental Health
* Convictions of Theft/Violence/Etc.
Conditions of Probation – Optional

* Physical Examination
* Participate in Treatment/Rehabilitation Program for Chemical Dependence
* Abstain From Use of Psychotropic Mood-Altering Drugs Including Alcohol
Conditions of Probation – Optional

* Submit to Tests and Samples
* Mental Health Examination
* Therapy or Counseling Program
* Actual Suspension of License
Compliance with Probation Orders

Failure to comply with the probationary order may result in additional action taken against the RN license. The additional disciplinary action can include but is not limited to:

* Cease Practice
* Surrender
* Revocation
* Extension of Probation
Probation Program Demographics of Active Probationers as of 1/31/2018

* Female RNs – 773
* Male RNs – 341

* Advanced Practice RNs – 108

* Northern CA - 461
* Southern CA - 645
Probation Program Statistics as of 1/31/2018

• Total Probationers: 1501
  • Active - 1114
  • Tolled - 387
• Of Active Cases:
  • Chemical Dependency – 673
  • Practice – 285
  • Mental Health – 12
  • Conviction – 144

• Cases Pending Additional Disciplinary Action – 117
# Probation Program Closures

**7/1/2017 through 1/31/2018**

<table>
<thead>
<tr>
<th></th>
<th>FY 16/17</th>
<th>FY 17/18* (Fiscal year has not ended)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revoked</td>
<td>17</td>
<td>23</td>
</tr>
<tr>
<td>Surrendered</td>
<td>93</td>
<td>40</td>
</tr>
<tr>
<td>Early Termination</td>
<td>59</td>
<td>66</td>
</tr>
<tr>
<td>Successful Completion</td>
<td>197</td>
<td>129</td>
</tr>
</tbody>
</table>
Probation Program Trend

- FY 2012/13: 363 (383) 357
- FY 2013/14: 505 357
- FY 2014/15: 707 388
- FY 2015/16: 785 404
- FY 2016/17: 771 434

Legend:
- Blue: Probations (Non-Substance Use Disorder)
- Light Blue: Probations (Substance Use Disorder)
For more information about the Enforcement Unit please visit:

http://www.rn.ca.gov/
Agenda Item: Discuss/review changes to PHN certificate qualifications and requirements

Requested by: California Directors of Public Health Nursing

Background: Preparing public health nurses to implement population-based interventions is crucial to addressing the health needs of communities, especially those that are most vulnerable. Nursing students need to learn skills and competencies that go beyond the illness-focused acute care skills in order to be successful in population-focused nursing roles.

A set of qualifications and requirements are already in place that must be met by Registered Nurses to obtain a Public Health Nurse Certificate. Additionally, there are several important ways to support the adequate preparation of public health nursing students: 1) assuring students receive instruction from qualified faculty with experience in public health nursing, 2) clearly defining appropriate public health settings and experiences for clinical rotations, and 3) assuring consistent and adequate standards in preparing all students in bachelor’s programs with the core principles of public health nursing practice.

Through strong collaboration between academia, practice, and the BRN, together we can find ways to ensure that California’s future public health nurses deliver safe and competent population-level care to communities across California.