



Nursing Education and Workforce Advisory Committee Meeting

MEETING MATERIALS

March 5, 2025

Table of Contents

2.0	General instructions for the format of a teleconference meeting	3
4.0	Review and vote on whether to approve previous meeting minutes	5
5.0	Discussion and possible action: Implementation of Senate Bill 1015 (Reg. Sess. 2023-2024) and how to address section 2785.6, subdivisions (h)(1)(A)-(F), of the Business and Professions Code	16
6.0	Discussion and possible action: Report from the seven NEWAC subcommittees: Simulation Standards; Clinical Placement and Impaction; Cultural Competency, Diversity, Pathway to Nursing; Theory Practice Gap and New Grad Orientation; Workforce Retention; Curriculum Standards and Guidelines; and Faculty.	18
7.0	Information only: Presentation from the National Council of State Boards of Nursing (NCSBN) on the Prelicensure Annual Report Core Data Survey	20
8.0	Discussion and possible action: Regarding discussion of the regional projections, potential survey content and data collection strategies for the 2024 RN Survey, and potential changes to the Annual Schools Survey	22
9.0	Information only: Acknowledgement of receipt of letters from Copper Mountain College and California Association of Colleges of Nursing (CACN) regarding various concerns; and scheduling of an additional NEWAC meeting to address issues raised	24



Agenda Item 2.0

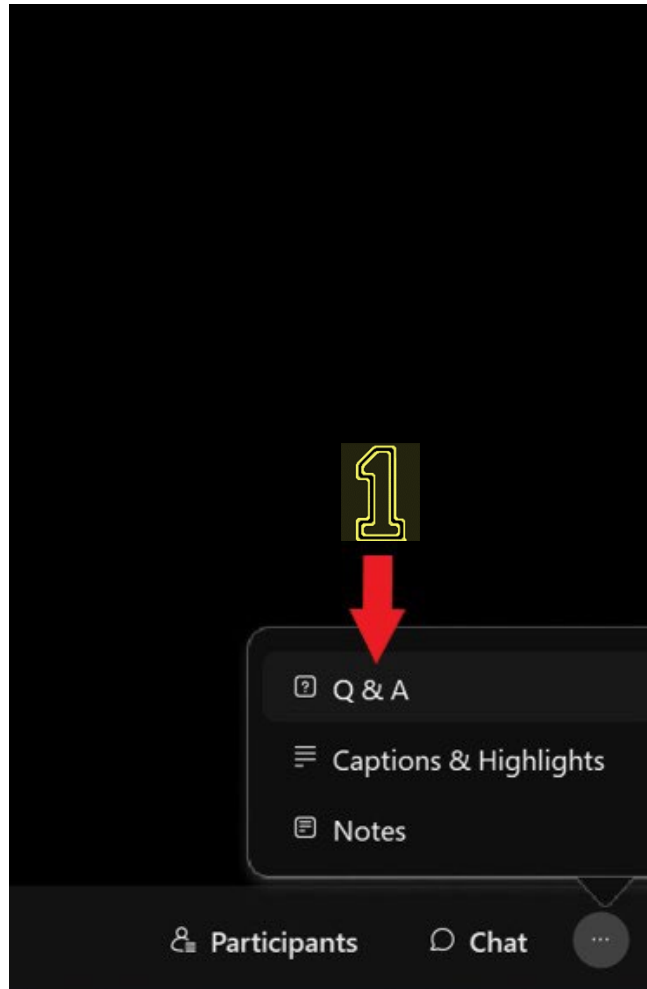
General instructions for the format of a teleconference meeting

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | March 5, 2025

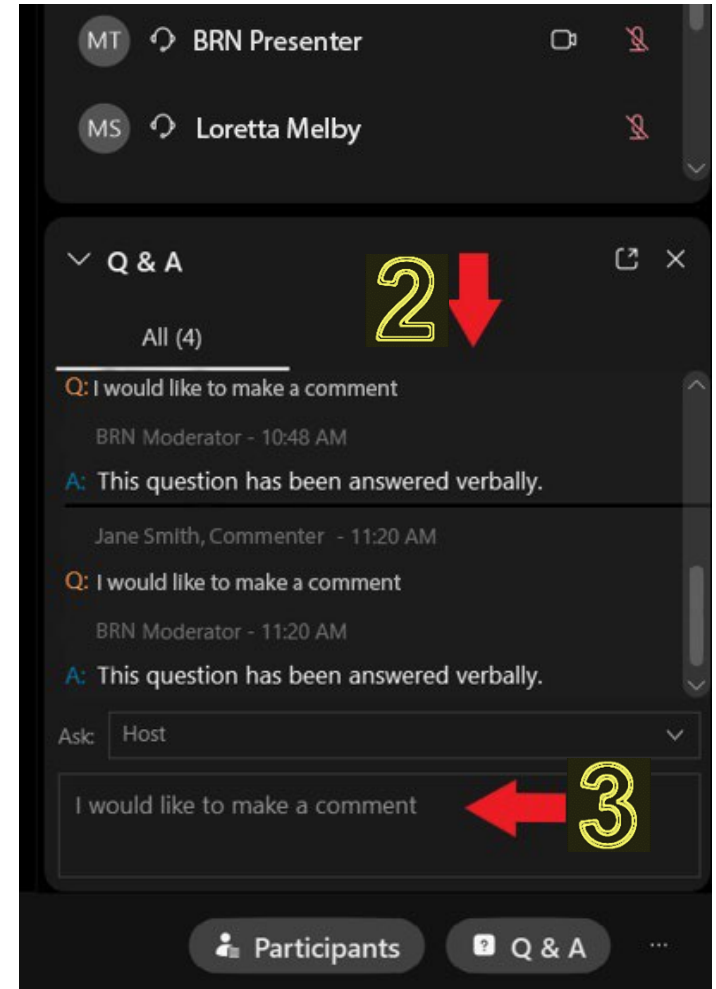
Participating During a Public Comment Period

If you would like to make a public comment:

1. Click on the 'Q & A' button at the lower right of your WebEx session (you may need to click the three dots (...) to find this option).



2. The 'Q & A' panel will appear.



3. In the 'Q & A' panel, type "I would like to make a comment". You will be identified by the name or moniker you used to join the WebEx session, your line will be opened (click the 'Unmute me' button), and you will have **two (2) minutes to provide comment**. Every effort is made to take comments in the order which they are requested.

NOTE: Please submit a new request for each agenda item on which you would like to comment.



Agenda Item 4.0

Review and vote on whether to approve previous meeting minutes

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | March 5, 2025

**BOARD OF REGISTERED NURSING
NURSING EDUCATION AND WORKFORCE ADVISORY COMMITTEE
COMMITTEE MEETING MINUTES**

Date: September 12, 2024

Start Time: 11:00 am

Location: The Board of Registered Nursing’s Nursing Education and Workforce Advisory Committee (NEWAC) held a public meeting in accordance with Government Code section 11123.5 that was accessible via a teleconference platform and at the primary physical meeting location indicated below.

1747 North Market Blvd., Ste. 190
Sacramento, CA 95834

11:10 am

1.0

Call to Order/Roll Call/Establishment of a Quorum

Garrett Chan called the meeting to order at 11:11 am. Quorum established at 11:14 am.

NEWAC Members:

Garrett Chan, PhD, RN, APRN, FAEN, FPCN, FCNS, FNAP, FAAN - Chair
Jeannine Graves, MPA, BSN, RN, OCN, CNOR – Vice Chair
Barbara Barney-Knox, MBA, MA, BSN, RN - attended meeting from approximately 12-1
Hazel Torres, -MN, RN, DNP - Absent
Jacqueline Bowman
Joanne Spetz, PhD - Absent
Kathy Hughes, RN
Jennifer Xiong-Moua - Absent
Sagie De Guzman, PhD, A-CNS, ANP-C
Sandra Miller, MBA - Absent
Carmen Comsti
Tammy Vant Hul, PhD, RN, ACNP, CNE
Tanya Altmann, PhD, RN
Wendy Hansbrough, PhD, RN, CNE
HCAI Member - Vacant

BRN Staff

Representatives:

Loretta Melby, RN, MSN, Executive Officer
Harry Skaletzky, DCA Legal Affairs Division, Attorney

11:20 am

3.0

Public comment for items not on the agenda; items for future agendas.

Public Comment for Agenda Item 3.0:

No public comments in any location.

11:22 am

4.0

Review and vote on whether to approve previous meeting minutes

4.1 March 7, 2024

Discussion: Garrett Chan asked if any committee members had any comments or questions. There were no questions or comments from the committee members.

Motion: **Garrett Chan:** Motioned to approve the meeting minutes for March 7, 2024.

Second: **Carmen Comsti**

Public Comment for Agenda Item 4.0: No public comments in any location.

Vote	TA	TVH	JG	SDG	HT	BBK	GC	KH	JB	CC	JS	SM	JX	WH
	Y	Y	Y	Y	AB	AB	Y	Y	Y	Y	AB	AB	AB	Y

Key: Yes: Y | No: N | Abstain: A | Absent for Vote: AB

Motion Passed

11:32 am

5.0

Discussion and possible action: Regarding meeting dates for 2025.

Discussion: Garrett Chan introduced this agenda item.

Discussion ensued regarding conflicts with the dates proposed. New dates were suggested, March 5, 2025, and September 10, 2025. Most members who spoke up were satisfied with the new proposed dates.

Sagie De Guzman asked if there are any restrictions on where the meeting is held. Loretta Melby explained the Bagley-Keene requirements. Advisory committee members can attend virtually so long as a public site is available and posted in the agenda. Loretta Melby added that members could attend from outside California. The attendance requirements are through November 2025.

Motion: **Garrett Chan:** Motioned to hold the NEWAC meetings on March 5, 2025, and September 10, 2025.

Second: **Sagie De Guzman**

Public Comment for Agenda Item 5.0: No public comments in any location.

Vote	TA	TVH	JG	SDG	HT	BBK	GC	KH	JB	CC	JS	SM	JX	WH

	Y	Y	Y	Y	AB	AB	Y	Y	Y	Y	AB	AB	AB	Y
<u>Key:</u> Yes: Y No: N Abstain: A Absent for Vote: AB														

Motion Passed

Agenda reordered to discuss item 7.0

11:43 am **7.0**

Discussion and possible action: Regarding the letter received by the QUAD Council dated August 2, 2024, regarding four concerns 1) oversight of nursing education programs; 2) Nursing Education Consultant roles and responsibilities; 3) fee changes and expectations regarding licenses and certification; and, 4) roles and responsibilities of assistant director and program director release time and succession planning, including discussion of nursing program regulations and statutes.

Discussion:

Garrett Chan presented this agenda item.

Sagie De Guzman asked what NEWAC can do about this. He said it looks like the Quad Council is asking to work with NEWAC. Garrett Chan said he would like the Quad Council to speak so the committee can hear the issues. Loretta Melby said there is a legislative staffer attending the meeting.

Kimberly Long, Quad Council, discussed the issues in the letter posted within the meeting materials. Garrett Chan said he is thankful to the public for bringing the issues to them, which is their purpose. He said some of these issues are persistent and spoke about the statewide meetings in 2018 with a report published in 2019. He asked Loretta Melby for her perspective and thoughts.

Loretta Melby said a lot of progress has been made for some issues. She spoke about redundant oversight of nursing programs which inhibit innovation, flexibility, and program management. She said the specific issue is the five-year recency requirement for an approved faculty member. She said California has one of the least restrictive faculty requirements in the nation. She spoke about clinical teaching assistants and their requirements. She said this position is one below accreditation standards and is a way to get a nurse into academia with a lower degree requirement that allows them to pursue and acquire the higher degrees as they move forward in academia. She said the California Community College Chancellor’s Office has updated their requirements to mirror BRN requirements which is a huge step forward. She said the five-year recency requirement comes from NCSBN and is evidence based. NCSBN put out a report in 2020 called Education Approval Guidelines and it was presented last month at a board meeting. There is a journal article with a landmark study on nursing education quality indicators that she thinks needs to be focused on as the committee looks at this. She said the board looks at public protection and can a nursing program appropriately educate the

student to successfully obtain licensure. The BRN comes in to review programs and ensure this can happen. The board looks at budget, resources, student involvement, faculty qualifications and involvement, whether clinical sites are utilized to ensure objectives are met, etc. She said the study's quality indicator, based on evidence, is that faculty hold a graduate degree. She explained that she incorrectly interpreted AB 2015 regarding faculty approval by the board and staff. She notified the legislative staff that this was done and how the board planned to address the issue. She provided training to the NECs and presented this at CACN and COADN this year letting them know that if a school holds an active accreditation, then they do not need to seek faculty approval by the California BRN, however, if the accreditation lapses, then the faculty would need to be approved by BRN. She explained that if the BRN approves the faculty member then they can continue with the approval and carry it to other positions at other institutions. The BRN looked to mirror the Commission on Teacher Credentialing. She spoke about the past process and the difficulties experienced by nursing program hiring. She said there is a bill going through the legislative process now to update the process that includes adding the faculty approval to the RN license. Garrett Chan added the statute is Business and Professions Code section 2786.2 for the nationally accredited programs which was passed in AB 2684 in 2022. Loretta Melby said the bill going through the legislature now is AB 2015 for faculty approval which does not include a fee to apply. She spoke about where the faculty approval information would be found. She spoke about the differences between accreditation and approval to include CCNE, ACEN, and NLN CNE.

Garrett Chan said this agenda item should end around 12:30 p.m. so agenda item 6.0 will have enough time for the sub-committees to report out. He appreciates all the information being provided and asks anyone who would like to provide more information to submit it to the NEWAC email address. Loretta Melby said the meeting ends at 2:00 pm and not 1:00 pm today. Garrett Chan asked for 45 minutes for agenda item 6.0.

Loretta Melby discussed NEC orientation and training to provide consistent information to decrease inconsistencies with interpretation of regulations, laws and/or policies. They continue to update processes and procedures to streamline the alignment with accrediting bodies which is a huge undertaking for the NECs. She appreciates any examples coming forward for this. She said the NECs are doing an amazing job and will continue to do that and asks for patience while changes are made.

Loretta Melby discussed fees for certification and nursing education. She said all fee floors were removed during most the recent sunset review process. She said fees for curricular changes were removed. The only fee remaining is the \$40,000 to start a new program and \$2,500 for a substantive change that is not a curriculum change. She said this could be for a new campus location or enrollment

increase. She said the PHN fee is being waived by HCAI which is paying for all renewal and initial PHN fees so there is no cost to the applicant or licensee. There is only an initial certification for the PHN. There is a bill, AB 2471, going through the process to remove the PHN renewal fee. Tammy Vant Hul stated she appreciates the new process to approve students to take the exam and get licensed. Loretta Melby said she gives credit to Jason Piccione from DCA for suggesting the fix.

Loretta Melby spoke about the statewide survey which is not complete yet. She said there is a lot of misinformation that needs to be cleared up within academia where BRN has been seen as a barrier previously. She hopes to show that BRN is not a barrier but public safety guardrails. She gave some examples of misinformation brought to her attention such as attendance requirements, which do not exist, but there is an issue involving 10-day last date of attendance, having to do with federal financial aid. She also gave an example of a 10-1 ratio requirement in clinical settings, but the BRN does not have a clinical setting ratio. There are qualifiers that say to look at needs of acuity, the patient, and what the hospital requests. Garrett Chan said it was a study that he did, and it is a published article, but he will go back to see if it can be shared. Loretta Melby said she would like to see the information to see how it might be resolved. She explained the various agencies who are involved and how the BRN cannot change their requirements. Garrett Chan encourages anyone who wants to bring this information to NEWAC to do so at their email address BRN.NEWAC@dca.ca.gov.

Carmen Comsti thanked the BRN for all the work they've done to resolve these issues. Kimberly Long stated she appreciates the conversation and the attention to the concerns during this meeting to address the issues.

Garrett Chan asked if a motion is needed for this. Loretta Melby said this could be information only and does not have to have a motion. Garrett Chan did not see anyone asking for action and moved for public comment.

Motion:

No motion made.

12:46 pm

**Public Comment for
Agenda Item 7.0:**

Judy Corless – Fully concurs with the letter sent by COADN and CACN. She said one of the concerns she's had during the last year is that a new school or new campus that meets all the requirements being turned down is really a disservice, and she knows that displacement is an issue and the number one reason, but now that clinicals have been reduced to 500 hours, she thinks this will level out. But it's hard to expect the schools to go to every school around and say we're going to add a program because it pits directors against each other and you wouldn't have Ralph's ask Albertson's if they can open down the street because they would say no. When a program has spent millions of dollars buying a building and is ready to go, to be told they must go to another city is really concerning

and something that needs to be looked at and speak with board members about. She understands clinical placement because she's out there trying to get clinicals for students all the time. She appreciates all the hard work and ability to comment.

Loretta Melby spoke about the BRN requirements, the state audit requirements, and the review process by the BRN to include deferring taking action to deny, allowing the program to come back to the board with additional information including considering a new location if there has been a negative impact or perceived negative impact to the schools around them. She said that's part of the public protection guardrails. If there are programs in the area that are having a difficult time getting clinical placements it behooves the board to not put another program there which would mean all the students enrolled in current programs would have more difficulty progressing and graduating. She gave the example of Westcliff University. She said the new program should be coming before the board before they invest a great deal of money to get approved. She further explained that a \$40,000 fee would not be required should the program seek a different location.

“NP Watching” – Thanked Garrett Chan for chairing this meeting. She spoke about the public comment process at MBC and BRN. She said moderator is respectful but thinks Loretta Melby has become defensive at the last board meeting and only wants the board and stakeholders to hear certain information and not what some of the nurses have experienced. She said some of the things going on in enforcement have been in respect to data and NCSBN recommendations, and that California specifically is not following their recommendations concerning enforcement. She appreciates Dr. Chan suggesting people speak up. Garrett Chan appreciates the comment and said enforcement is outside the scope of this particular committee. He said they welcome comments and looking for ways for people to feel like they belong and have a voice and will continue to work hard to accept any kind of feedback where they can do better. He said they are available at the NEWAC email address.

1:05 pm

6.0

Discussion and possible action: Report from the seven NEWAC subcommittees: Simulation Standards; Clinical Placement and Impaction; Cultural Competency, Diversity, Pathway to Nursing; Theory Practice Gap and New Grad Orientation; Workforce Retention; Curriculum Standards and Guidelines; and Faculty.

Discussion:

Garrett Chan said he reviewed all previous NEWAC meetings to find topics for the subcommittees to work on. He sent it to Loretta Melby and Reza Pejuhesh on May 24, 2024. He reviewed the March 7, 2024, meeting and found that he did not say the information should be disseminated to the committee, so it has not been done yet. He said there are many ideas for the subcommittees to work on. He asked for updates for each of the subcommittees.

Simulation Standards – Garrett Chan said Sandra Miller and he met with the public to discuss the issues around simulation standards

and nursing education. There have been great conversations with the public and subject matter experts and interested in the topic.

Clinical Placement and Impaction – No comments made.

Cultural Competency Diversity Pathway to Nursing – Jacqueline Bowman said she has not been able to meet with Jennifer Xiong-Moua outside this meeting. She said she received an email from folks on the committee to see if they were interested in getting some assistance on how they might do some of the work and she is very interested because she wants to do the right thing. Garrett Chan said his list has a variety of topics, but he also wants to address logistics too.

Theory Practice Gap and New Grad Orientation – Wendy Hansbrough said she and Kathy Hughes have not been able to connect as much as they would like but they have a plan. Wendy asked if their charge is to seek information from the public, such as schools of nursing and clinical sites that hire students to gain information from them on their perspective on this issue to identify any opportunities that they might suggest to improve the education of students and their preparation for practice. Garrett Chan agreed and said there are other things that have been brought forward in this particular area and it would then be up to the members to determine what are the priorities for them to recommend. Wendy Hansbrough said an approach they are considering is to get a handle on the current literature to gather evidence on the topic, which they've started. They also want to gather information from the public, which might involve a survey to ask about the existence and description of their entry-to-practice orientation programs, how complicated it is, how long it is, and perceptions of new grads' educational preparation for practice entry. She wants to get a large sample to make sure they are capturing statewide data. She wonders if they are on the right track. Garrett Chan said he isn't here to tell them what to do but defers to their expertise. He spoke about the information he found in his review of NEWAC meetings. He said there was a comment that suggested the following topics, understanding the various offerings for mentorship and transition to practice, understanding the standards for new grad programs and whether they're charged for participating in the programs. Wendy Hansbrough said the information is helpful. Wendy asked if they are free to publish any of their findings as that is helpful for their scholarship requirements for possible promotion. She will get approval from human subjects' protection committee to do it if they publish anything and get IRB approval. Loretta Melby said any information provided to the board is public and not protected so members can do what they need to do.

Workforce Retention – Carmen Comsti said Hazel Torres was sorry she couldn't make the meeting today. She said they've met several times and are currently reviewing existing data sources on workforce retention, Joanne Spetz's workforce forecast for nursing

as well as what other state agencies are doing, specifically Department of Healthcare Access and Information (HCAI). They are looking to see if there are any updates to Joanne's survey that could help the data collection process and to know what issues are related to workforce retention. Carmen said she and Hazel have discussed what is within the BRN scope, other agencies' scope and trying to hone down what NEWAC can look at in terms of recommendations to the board. They are focusing on suggestions for Joanne's nursing workforce forecast. Garrett Chan provided additional topics from his search to include understanding the moral stress and moral injury that leads to nurses leaving bedside or direct care and understanding how pre-licensure nurse training related to self-discipline, time management and advocacy and assertiveness training helps resilience in nursing. Carmen Comsti thanked Garrett Chan and said they were talking about moral distress and injury and whether they could make recommendations for the workforce forecast survey to capture additional information.

Curriculum Standards and Guidelines – Sagie De Guzman and Jeannine Graves met several times to brainstorm on what they're going to focus on. They met with Loretta Melby and discussed a lot of things regarding curriculum development. There are things to consider regarding updating policies and standards which will have local and international effects. They requested curriculum standards from 1990 to look at. He said they are looking at competency-based standards and how to approach it at the board via competency-based testing. They are also looking at AI integration into curriculum and faculty training. He was at the ICN conference in Germany, and they discussed AI issues. He said the public have a lot of ideas as well. He said EO Melby mentioned many things that are being updated already. He wondered whether the board would assess competence or would the schools. He said in Germany they have two phases to assess competency prior to becoming licensed. Jeannine Graves agreed with the summary provided. She is interested in faculty being trained in AI and that will be a big climb as well as resources needed. Garrett Chan said AI is a hot topic and exploring a statewide curriculum was a suggestion. He said they should reach out to Quad Council to see how they can help be part of the conversation. Loretta Melby said she dropped the ball on sending the statewide curriculum. She said she thought it came from the community colleges but not the board. She said there are no regulations for AI and no guiderails. The Governor gave an AI order and there are some bills in play about AI. She suggested The Little Hoover Commission that has a series on AI, not specifically for nursing. She suggested looking at where NCSBN is going and what they're doing because they are responsible for NCLEX. She said by 2026 the next gen NCLEX will be offered with the use of AI. She said BRN would not do a competency-based exam which has always been up to the nursing programs and healthcare facilities. BRN requires a clear background, passing the NCLEX and meeting education requirements. She said it would be a huge undertaking if the BRN is required to determine competency. She said best

practices can be disseminated by the BRN if not doing any regulations. Kathy Hughes asked a question about what practice-ready is when looking at competency-based education. She asked if that's the goal for new grads – practice-ready versus entry level. Garrett Chan said there's some literature that talks about varying levels or practice readiness that is more a continuum as opposed to a destination. He encourages every subcommittee to connect with CACN and COADN. He said that AACN came out with new essentials back in April 2022 which is competency based education. He said there are 252 sub-competencies. Wendy Hansbrough said they have a regional workforce group that has collectively agreed on competencies for new grads' entry-to-practice so there is a common expectation of what their students come out of school with and what they present with to the clinical site, recognizing that competency is a continuum.

Faculty – Tanya Altmann said she and Tammy Vant Hul met and they discussed some general ideas to do a survey of deans and directors to see what faculty issues are there and what suggestions they have. There is a joint meeting in the fall coming up, and they wanted to know if it was talked about there would it violate Bagley-Keene since there would be at least three NEWAC people there. She hasn't had an answer to that yet. They don't want to discuss but want to promote the survey at the meeting. Loretta Melby said one way sharing is fine in that setting. Tammy said they've met and laid groundwork. Garrett Chan appreciates their plans and gave additional topics from the public: clarify the qualifications to become BRN-approved nurse faculty in light of the regulations – conversation about that can help inform the information around faculty and explore factors related to faculty retention, preparation, credentialing, and salaries. Tammy said she attended Quad Council this week and they have a goal to look at what can be done for faculty salaries.

Garrett Chan gave information to Jacqueline Bowman for her subcommittee, he provided suggested topics as follows, understanding education equity for underrepresented minority groups and exploring different pathways to nursing: earn and learn and apprenticeships. Jacqueline asked if this information was in the minutes. Garrett said he looked at all of the meeting minutes and put content in the various subcommittees' topics. Garrett said he will make a motion that all of his notes go out to the committee members. Garrett asked for his notes to be given to the members. Loretta Melby said the information can be added to the meeting materials posted to the BRN's website.

Garrett Chan asked Jacqueline Bowman if she had a better sense of what is needed for their subcommittee. Jacqueline Bowman said she would review the previous NEWAC information. Garrett Chan pointed her to the summer of 2023 for the special session where people spoke about the various issues.

Sagie De Guzman asked how the NEWAC submits information to the board. Loretta Melby said the members can submit information to the NEWAC email and it will be reviewed by board staff and discussed with Garrett Chan and Jeanine Graves for possible agenda items. After discussed at NEWAC, information can be presented to the board at upcoming meetings.

Motion: No motion made.

- 1:52 pm **Public Comment for
Agenda Item 6.0:** Judy Corless – asked if faculty that teach simulation in programs be certified. Garrett Chan said the last NEWAC meeting in 2023 had some recommended regulations drafted including one faculty and the director of the simulation program be certified. The language isn't final though. Judy Corless appreciates the information.
- 1:59 pm **8.0** **Adjournment:** Garrett Chan, Chair, adjourned the meeting at 1:59 pm.

Submitted by:

Accepted by:

McCaulie Feusahrens

Chief of Licensing
Licensing Division

California Board of Registered Nursing

**Garrett Chan, PhD, RN, APRN, FAEN, FPCN,
FCNS, FNAP, FAAN**

Chair
Nursing Education and Workforce Advisory
Committee

Loretta Melby, MSN, RN

Executive Officer
California Board of Registered Nursing



Agenda Item 5.0

Discussion and possible action: Implementation of Senate Bill 1015 (Reg. Sess. 2023-2024) and how to address section 2785.6, subdivisions (h)(1)(A)-(F), of the Business and Professions Code

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | March 5, 2025

BOARD OF REGISTERED NURSING
Nursing Education and Workforce Advisory Committee Meeting
Agenda Item Summary

AGENDA ITEM: 5.0
DATE: March 5, 2025

ACTION REQUESTED: **Discussion and possible action:** Implementation of Senate Bill 1015 (Reg. Sess. 2023-2024) and how to address section 2785.6, subdivisions (h)(1)(A)-(F), of the Business and Professions Code

REQUESTED BY: Garrett Chan, PhD, RN, APRN, FAEN, FPCN, FCNS, FNAP, FAAN
Chair of the Nursing Education and Workforce Advisory Committee

BACKGROUND:

Senate Bill (SB) 1015 was approved by the Governor and filed with the Secretary of State on September 27, 2024. This bill, in part, added [Business and Professions Code \(BPC\) section 2785.6\(h\)\(1\)\(A\)-\(F\)](#) which states:

(h) (1) The committee shall study and recommend standards regarding how approved schools of nursing or nursing programs manage or coordinate clinical placements. The study shall include, at a minimum, all of the following topics:

- (A) How approved schools of nursing or nursing programs maintain clinical education standards.
- (B) The participation of approved schools of nursing or nursing programs in consortiums with other approved schools of nursing or nursing programs to manage or coordinate clinical placements.
- (C) The necessity and feasibility of a statewide consortium or regional consortiums under the regulatory oversight of the board to manage or coordinate clinical placements of approved schools of nursing or nursing programs.
- (D) Identifying and reporting violations of Section 2786.4.
- (E) Ensuring fair and equitable access to clinical placement among approved schools of nursing or nursing programs.
- (F) Identifying necessary information for the board to collect to ensure that approved schools of nursing and nursing programs comply with standards recommended by the committee.

Additionally, [BPC section 2785.6\(h\)\(2\)](#) requires the Board to submit a report detailing NEWAC's findings and recommendations to the Legislature.

RESOURCES:

SB 1015: https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240SB1015

BCP 2785.6:
https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=BPC§ionNum=2785.6.

NEXT STEPS:

FISCAL IMPACT, IF ANY: None

PERSON(S) TO CONTACT: McCaulie Feusahrens
Chief of the Licensing Division
California Board of Registered Nursing
mccaulie.feusahrens@dca.ca.gov



Agenda Item 6.0

Discussion and possible action: Report from the seven NEWAC subcommittees: Simulation Standards; Clinical Placement and Impaction; Cultural Competency, Diversity, Pathway to Nursing; Theory Practice Gap and New Grad Orientation; Workforce Retention; Curriculum Standards and Guidelines; and Faculty.

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | March 5, 2025

BOARD OF REGISTERED NURSING
Nursing Education and Workforce Advisory Committee Meeting
Agenda Item Summary

AGENDA ITEM: 6.0
DATE: March 5, 2025

ACTION REQUESTED: **Discussion and possible action:** Report from the seven NEWAC subcommittees: Simulation Standards; Clinical Placement and Impaction; Cultural Competency, Diversity, Pathway to Nursing; Theory Practice Gap and New Grad Orientation; Workforce Retention; Curriculum Standards and Guidelines; and Faculty.

REQUESTED BY: Garrett Chan, PhD, RN, APRN, FAEN, FPCN, FCNS, FNAP, FAAN
Chair of the Nursing Education and Workforce Advisory Committee

BACKGROUND:

The seven NEWAC subcommittees will provide updates on work conducted. The subcommittees and members are as follows:

- Simulation Standards: Sandra Miller and Garrett Chan
- Clinical Placement and Impaction: Joanne Spetz
- Cultural Competency, Diversity, Pathway to Nursing: Jacqueline Bowman and Jennifer Xiong-Moua
- Theory Practice Gap and New Grad Orientation: Kathy Hughes and Wendy Hansbrough
- Workforce Retention: Hazel Torres and Carmen Comsti
- Curriculum Standards and Guidelines: Jeannine Graves and Sagie De Guzman
- Faculty: Tanya Altmann and Tammy Vant Hul

RESOURCES:

NEXT STEPS:

FISCAL IMPACT, IF ANY: None

PERSON(S) TO CONTACT: McCaulie Feusahrens
Chief of the Licensing Division
California Board of Registered Nursing
mccaulie.feusahrens@dca.ca.gov



Agenda Item 7.0

Information only: Presentation from the National Council of State Boards of Nursing (NCSBN) on the Prelicensure Annual Report Core Data Survey

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | March 5, 2025

BOARD OF REGISTERED NURSING
Nursing Education and Workforce Advisory Committee Meeting
Agenda Item Summary

AGENDA ITEM: 7.0
DATE: March 5, 2025

ACTION REQUESTED: **Information only:** Presentation from the National Council of State Boards of Nursing (NCSBN) on the Prelicensure Annual Report Core Data Survey

REQUESTED BY: Garrett Chan, PhD, RN, APRN, FAEN, FPCN, FCNS, FNAP, FAAN
Chair of the Nursing Education and Workforce Advisory Committee

BACKGROUND:

Nancy Spector, Director of Nursing Education Policy at NCSBN will give a presentation on the Prelicensure Annual Report Core Data Survey.

RESOURCES:

NEXT STEPS:

FISCAL IMPACT, IF ANY: None

PERSON(S) TO CONTACT: McCaulie Feusahrens
Chief of the Licensing Division
California Board of Registered Nursing
mccaulie.feusahrens@dca.ca.gov



Agenda Item 8.0

Discussion and possible action: Regarding discussion of the regional projections, potential survey content and data collection strategies for the 2024 RN Survey, and potential changes to the Annual Schools Survey

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | March 5, 2025

BOARD OF REGISTERED NURSING
Nursing Education and Workforce Advisory Committee Meeting
Agenda Item Summary

AGENDA ITEM: 8.0
DATE: March 5, 2025

ACTION REQUESTED: **Discussion and possible action:** Regarding discussion of the regional projections, potential survey content and data collection strategies for the 2024 RN Survey, and potential changes to the Annual Schools Survey

REQUESTED BY: Joanne Spetz, PhD
Nursing Education and Workforce Advisory Committee member

BACKGROUND:

NEWAC members will discuss the regional projections, potential survey content and data collection strategies for the 2024 RN Survey, and potential changes to the Annual Schools Survey.

RESOURCES:

NEXT STEPS:

FISCAL IMPACT, IF ANY: None

PERSON(S) TO CONTACT: McCaulie Feusahrens
Chief of the Licensing Division
California Board of Registered Nursing
mccaulie.feusahrens@dca.ca.gov



Agenda Item 9.0

Information only: Acknowledgement of receipt of letters from Copper Mountain College and California Association of Colleges of Nursing (CACN) regarding various concerns; and scheduling of an additional NEWAC meeting to address issues raised

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | March 5, 2025

BOARD OF REGISTERED NURSING
Nursing Education and Workforce Advisory Committee Meeting
Agenda Item Summary

AGENDA ITEM: 9.0
DATE: March 5, 2025

ACTION REQUESTED: **Information only:** Acknowledgement of receipt of letters from Copper Mountain College and California Association of Colleges of Nursing (CACN) regarding various concerns; and scheduling of an additional NEWAC meeting to address issues raised

REQUESTED BY: Garrett Chan, PhD, RN, APRN, FAEN, FPCN, FCNS, FNAP, FAAN
Chair of the Nursing Education and Workforce Advisory Committee

BACKGROUND:

On January 31, 2025, the BRN and NEWAC received a letter from Daren Otten, President of Copper Mountain College, and on February 2, 2025, the BRN and NEWAC received a letter from Kimberly Perris, President of CACN, each detailing a number of concerns. These letters are included in these materials following this AIS on page 26.

The committee will acknowledge receipt of these letters and discuss the scheduling of an additional NEWAC meeting to address the issues raised.

RESOURCES:

NEXT STEPS:

FISCAL IMPACT, IF ANY: None

PERSON(S) TO CONTACT: McCaulie Feusahrens
Chief of the Licensing Division
California Board of Registered Nursing
mccaulie.feusahrens@dca.ca.gov

1/27/2025

RE: Concerns Regarding BRN Processes for Nursing Program Leadership

Dear Dr. Chan and Members of the Nursing Education and Workforce Advisory Council,

I am reaching out to express significant concerns regarding the processes and fairness of the California Board of Registered Nursing (BRN) in the recruitment, selection, and approval of RN Program Directors at the college level. As previously discussed in the September 12, 2024, NEWAC meeting (Agenda Item 7.0), these concerns—also raised by the QUAD Council—highlight systemic challenges, that inhibit program management such including the absence of a remediation process for Director candidates deemed ineligible. Also noted in the QUAD Council letter, we continue to see ongoing issues related to rule interpretation, communication, and professionalism between Nursing Education Consultants (NECs) and educational institutions.

The Urgency of Rural Nursing Education

California’s nursing shortage remains a pressing issue, particularly in rural areas like Joshua Tree, where Copper Mountain College (CMC) serves as a vital hub for RN and VN education. Many of our graduates remain in these underserved communities, helping to fill critical healthcare gaps. However, rural colleges face unique challenges in recruiting qualified faculty and administrators. The ability to act swiftly in hiring is crucial, yet current BRN practices create unnecessary barriers that hinder our efforts.

The passage of AB 2015 was a step in the right direction. By establishing a faculty database and allowing temporary faculty approvals with remediation plans, it streamlines faculty recruitment. However, it does not extend the same provisions to Nursing Directors and Assistant Directors. There remains no master list of qualified candidates, no equivalency process, no appeal mechanism, and no temporary approvals with remediation—critical elements that would help colleges like ours recruit qualified leadership.

Concern 1: Lack of Consistency and Remediation for Program Director Approvals

CMC was placed on deferred status by the BRN's Education and Licensing Committee last year, requiring quarterly reports to reach full compliance—primarily related to staffing. Since then, we have hired two tenure-track faculty members and transitioned our Nursing Director position to management, as recommended. However, we continue to face unnecessary roadblocks in obtaining BRN approval for our selected Director of Nursing and Health Sciences, as well as for an existing faculty member to serve as Assistant Director.

In rural areas, where the candidate pool is often small, and local elected governing boards, such as CMC's Board of Trustees, and the Human Resource Department that support them, must make reasonable hiring decisions based on California Code of Regulations, Title 16 § 1425. Our chosen candidate meets the intent of these qualifications, yet was denied approval. Notably, in my 10+ years of executive experience overseeing RN programs, I have never encountered a hire being denied until now.

The lack of a remediation pathway for Program Directors is especially troubling. Despite conflicting messages from the BRN, our NEC stated that remediation was not an option—yet later communication from the BRN Executive Director suggested otherwise. If remediation is indeed an option, it should be clear, standardized, and accessible.

We respectfully request that the BRN:

Establish a centralized database of pre-approved Nursing Directors and Assistant Directors.

Implement a transparent appeals process for denied approvals.

Clarify and codify a remediation pathway—just as AB 2015 did for faculty—so qualified often local candidate administrators are not arbitrarily excluded.

Concern 2: Communication, Professionalism, and a Culture of Fear

Attempts to seek clarity from the NEC regarding our situation have been met with delays, frustration, and a refusal to engage with senior college leadership. When our Vice President of Academic Services, Dr. Michael Reese, reached out for guidance, he received no response. In a later meeting, the NEC expressed visible frustration, stating that only the Nursing Director or Assistant Director should contact her—disregarding the delegated authority of college administration, from the publicly elected Copper Mountain Board of Trustees.

Further compounding the issue, my outreach to the BRN Executive Director initially went unanswered for three weeks. During this time, I began hearing disturbing rumors that questioning BRN processes could jeopardize our program and even impact our new hire's RN

license. These kinds of punitive implications—whether intentional or not—create a culture of fear and hinder open, constructive dialogue.

To ensure better collaboration, we urge the BRN to:

Require NECs to engage directly with campus leadership, including Deans and Vice Presidents.

Improve response times and transparency in decision-making.

Foster a culture of support, not intimidation, when colleges seek clarity on regulations and processes.

Closing:

I want to acknowledge that since raising these concerns, BRN leadership has been more responsive and willing to engage in productive discussions. I truly appreciate this shift and hope it leads to meaningful, long-term improvements in how we work together to support nursing education in California through updated regulation and if needed legislation.

I welcome the opportunity to further discuss these issues and collaborate on solutions that serve both the integrity of nursing education, and the urgent workforce needs of our communities.

Thank you for your time and consideration.

Sincerely,

Daren Otten

Daren M. Otten, Ed.D

Superintendent/President

Copper Mountain College

6162 Rotary Way | P.O. Box 1398

Joshua Tree, CA 92252

760-366-3791

Cc: CCC Chancellor, Sonya Christian

CCC Vice Chancellor Workforce and Economic Development, Anthony Cordova

CCCCEO Chair, Roger Schultz

CCLC CEO, Larry Galizio

Policy Committee Consultant, Assembly Committee on Business and Professions, Vincent Chee



February 1, 2025

Garrett K. Chan, PhD, RN, APRN, FAEN, FPCN, FCNS, FNAP, FAAN
Chair, Nursing Education and Workforce Advisory Committee
California Board of Registered Nursing

Re: Concerns related to the actions of the California Board of Registered Nursing regarding the Regulation of Nursing Education in the State

Dear Dr. Chan,

This letter is written to express continued concerns regarding the actions of the California Board of Registered Nursing (BRN) as they relate to the regulation of nursing education in the state and, more specifically, as they relate to the implementation of AB 2684 (Berman, 2021-2022). It represents the collective viewpoints of the members of the California Association of Colleges of Nursing (CACN), the professional association that inclusively represents all California baccalaureate, graduate and doctoral nursing education programs, including public and private schools. CACN's mission is to advance innovation, advocacy, and excellence in nursing education and practice with the vision of fostering implementation of evidence-based, transformational nursing education programs throughout the state. Our members are instrumental in assuring that the need for nurses in the state is met, now and in the future.

We believe that the BRN's current interpretation and implementation of the Nurse Practice Act and its accompanying regulations has a persistent and marked negative impact on the timely preparation of nurses for the state and adversely impacts nursing students, practicing nurses, clinical partners and ultimately, patient and community outcomes. We further believe that the BRN's understanding of what constitutes nursing education does not reflect current evidence, is outdated, and limits our ability to prepare a highly skilled workforce capable of adapting to a rapidly changing health care environment.

We look forward to working collaboratively to address concerns that inhibit the effective and efficient education of California registered and advanced practice nurses.

Issue 1:

The ongoing challenges in securing clinical placements for registered and advanced practice nursing students remains a substantial limiting factor in timely progression and graduation of these students.

(a) The BRN's strictly adheres to a defined threshold of 500 direct patient care hours, with a minimum of 30 hours per specialty (CA Bus. & Prof. Code. § 2786 (a)(2)). The accompanying implementation requires that concurrent education in theory and clinical practice shall be "in the following nursing areas: geriatrics, medical-surgical, mental health/psychiatric nursing, obstetrics, and pediatrics" (CA Code Reg. §1426(d)). Clinical placement and faculty qualification reporting documents utilized by the BRN also specify these five nursing areas – all of which are most readily associated with the acute care environment.

The delivery of health care and nursing care continues to undergo radical transformation (e.g., Telemedicine, Centers for Medicare & Medicaid Services "Acute Hospital Care At Home" program, etc.). Distinctions between acute care and community-based care have blurred substantially. Persistent use of the distinct specialty categories of geriatrics, medical-surgical, mental health/psychiatric nursing, obstetrics, and pediatrics limits innovation in nursing and the preparation of workforce capable of working in the evolving health care environment. Further, inconsistencies in interpretation by Nursing Education Consultants (NECs) of whether a clinical experience is "sufficiently" a specialty as opposed to community health creates confusion among and within programs. Lastly, strict adherence to the use of these specialty terms exacerbates the shortage of clinical placements as all schools vie for the limited acute care placements, especially in areas such as obstetrics and mental/psychiatric health.

Recommendation to resolve Issue 1(a):

Revise CA Code Reg. §1426(d) to redefine nursing care areas to address: Adult and aging, childhood and adolescence, reproduction and child-bearing, and behavioral health.

The National Council Licensure Examination for Registered Nurses (NCLEX-RN) requires the application of nursing knowledge across the life and health continuum and accreditation agencies have adopted a similar approach to nursing education (e.g., AACN Essentials). Therefore, schools have ample incentive to provide and ensure a broad set of clinical experiences for students. CACN's recommended language will stimulate and support educational innovation that can alleviate some clinical placement burden for acute care providers.

(b) The use of low-, medium- and high-fidelity simulation, including the use of virtual and augmented reality, remains a strong, evidence-based method for augmenting and/or

replacing direct care clinical hours required for nursing education. Ample evidence supports the use of these learning modalities and the majority of U.S. nursing regulatory boards allow the use of simulation to satisfy mandated clinical hours. Importantly, no evidence supports *any* specific minimum number of clinical hours associated with competency attainment in nursing education, while evidence provided by the National Council of State Boards of Nursing substantiates substitution up to fifty percent simulation in place of direct care hours.

Recommendation to resolve Issue 1(b):

Work with the legislature to revise CA Bus. & Prof. Code. § 2786 (a)(2) to allow schools to substitute simulation to meet up to 50 percent of the 500 direct care hour requirement for nursing specialty areas adult and aging, childhood and adolescence, reproduction and child-bearing, and behavioral health, if the school demonstrates alignment with simulation standards promulgated by the Society for Simulation in Healthcare (SSH) or the International Nursing Association of Clinical Simulation and Learning (INACSL).

(c) The process of review for approval for new or expansion of prelicensure programs is arbitrary and lacks consistent reason or rationale. The BRN routinely approves new programs or expansion of programs despite soundly documented concerns of clinical site impaction provided by regional programs and schools. The BRN places the responsibility of communicating with existing programs and schools with the new or expanding program, which is a direct conflict of interest. The new or expanding program has no incentive to be honest or transparent with regional counterparts. Moreover, out-of-state programs appear to have equal access to a limited state resource (clinical placements), which negatively impacts programs and schools that are supported by and committed to meeting the needs of the residents of California.

Recommendation to resolve Issue 1(c):

The prelicensure program approval process must be substantially overhauled to include a BRN assessment of the distribution of nursing educational slots as well as clinical placement capacity across regions within the state. Impaction thresholds informed by these data must be implemented. The BRN must publicly disclose the rationale for their decision, addressing each of the factors articulated in CA Bus. & Prof. Code. § 2786.2(b)(F).

(d) Out-of-state Nurse Practitioner (NP) programs are rapidly displacing in-state programs for clinical placements. There are 59 out-of-state programs now approved for clinical placement within California compared to the less than 30 BRN approved NP programs in the state. The BRN imposes substantial regulatory control and administrative burden on in-state programs while only requiring minimal administrative effort by the out-of-state programs. The process of procuring authorization for an out-of-state program to gain access to California clinical placements for both prelicensure and postlicensure APRN programs is *easier* than for in-state programs! Further, anecdotally, deans/directors report unscrupulous “pay to play” practices employed by some APRN

programs, which places California programs, especially public programs and their students at a significant disadvantage.

Recommendation to resolve Issue 1(d):

The BRN should hold all APRN programs, in-state and out-of-state, to the same regulatory and administrative standards and processes, including those for clinical placement.

Issue 2:

Administrative obligations imposed by antiquated BRN regulations and processes continue to substantially burden all programs and schools of nursing. Nursing program and school resources are best used to support students and faculty to ensure timely progression to degree attainment and licensure.

(a) The 30-unit LVN to RN option (16 CCR § 1429) is an outdated approach to nursing workforce development and not in the best interest of patient care or the licensed vocational nurse. Maintaining this option imposes an administrative burden on nursing programs and schools even though many report no substantial use of the program in many years. Importantly, this path provides *no* degree, not even an Associate Degree in Nursing (ADN) to the student and as a result, most other states do not recognize California's LVN 30 Unit Option and will not issue RN licenses to these LVNs, substantially limiting their future mobility and employment opportunities. In addition, most health care systems across the state and nationally require a degree in nursing in addition to licensure to obtain employment.

Decades of evidence demonstrates that patients benefit from care delivered by nurses who have earned a bachelor of science degree in nursing (BSN). The state legislature and Governor appear to agree with this assertion given their support for degree articulation agreements between associate degree of nursing (ADN) and BSN programs throughout the state.

Recommendation to resolve Issue 2(a):

Eliminate the 30-unit LVN to RN option (16 CCR § 1429). Incentivize programs and schools of nursing through funding mechanisms to voluntarily develop and administer LVN to ADN and LVN to BSN educational pathways.

(b) The EDP-P-18 BRN Clinical Placement form is administratively onerous and provides little actionable information to the BRN to justify its use. The form requires excessive specificity regarding placements causing confusion resulting in the collection of inconsistent and inaccurate data. In addition, the form requires time and effort by the clinical agency staff, over whom the BRN has no jurisdiction, frequently resulting in delays that penalize the nursing program or school.

Recommendation to resolve Issue 2(b)

Eliminate the EDP-P-18. Work with the CA Department of Health Care Access and Information (HCAI) to develop efficient and accurate reporting process to determine clinical placement usage across the state.

Issue 3:

The BRN has failed to implement, in both letter and spirit, the provisions of AB 2684 (Berman, 2021-2022), effective January 1, 2023.

(a) The BRN regulations and the Program Director Handbook continue to require approval of faculty by the BRN despite statutory language to the contrary in CA Business and Professions Code §2786.2(b)(1)(C). In fact, throughout the academic year 2023-2024 and into the current academic year, 2024-2025, the BRN continues to apply existing regulations, which conflict with AB 2684. The BRN has failed to provide timely guidance to deans and directors. No Program Director Handbook for the 2024-2025 Academic Year has been distributed. Further, while the BRN has finally acknowledged that under AB 2684, it is required to accept hiring decisions made by the approved program director of a nationally accredited program, it has not widely promulgated that determination and the BRN has continued to require completion of the EDP-P-02 forms for faculty – a BRN approval process.

For example, when a CACN member school questioned a BRN Nursing Education Consultant during a Fall 2024 continuing approval process (CAV), the dean/director was told that the school/program needed to *proactively* report to the BRN that they intended to rely on the provisions of AB 2684. Since the school/program had not completed this notification, they were still required to complete forms for all faculty, which required NEC review and approval of those faculty.

Further, deans/directors report substantial inconsistencies in the process for the joint BRN/accreditor site visit, that NECs are still requiring a full separate CAV self-study that conforms to prior standards that have now been nullified by sections 2786.2(b)(1)(B)(D), and continue to require oversight of faculty qualifications hired by nationally accredited programs.

Recommendation to resolve Issue 3(a):

The provisions of AB 2684 as codified in the CA Business and Professions Code § 2786.2(b)(1)(A)-(E) are clear and self-executing. The BRN must immediately notify all programs and schools of nursing of changes in process that will ensure that these programs and schools may benefit from the provisions of this law.

The BRN must act swiftly and without further delay and obfuscation to accept the self-study required by programmatic accreditors as a substitute for board self-study or data

collection if the statutory provisions are met and accept continuing accreditation decisions from accreditors.

Inefficient BRN operations, including conflicting and inconsistent interactions between schools/colleges of nursing and their assigned Nursing Education Consultants (NECs), negatively impact California nursing education programs.

We respectfully offer these concerns and needed actions, which we believe will have a major impact on resolving long-standing issues that have plagued the effective and efficient ability to educate and foster the supply of highly qualified nurses in California. We would be available anytime to expand upon and clarify what we have proposed.

Finally, on behalf of the California Association of Colleges of Nursing, Board of Directors, we thank the NEWAC for its dedication to improving nursing education and offer our ongoing support as California strives to provide the best healthcare and nursing services.

Respectfully,

Kimberly Perris

Kimberly Perris, DNP, RN, CNL, PHN
President, CACN