



Nursing Education and Workforce Advisory Committee Meeting

MEETING MATERIALS

September 12, 2024

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Agenda Item 2.0

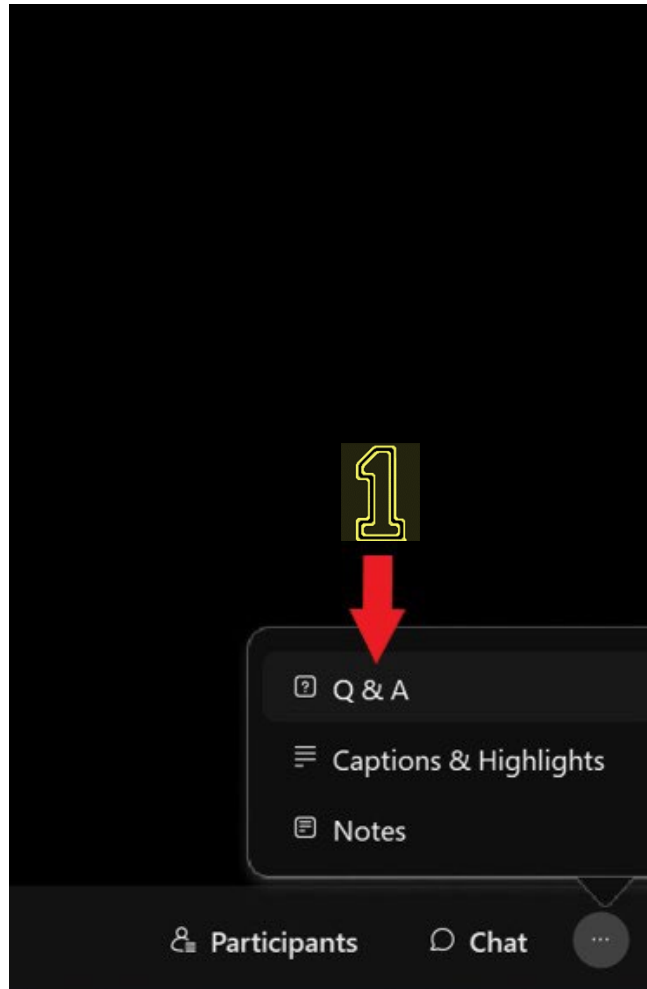
General instructions for the format of a teleconference meeting

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | September 12, 2024

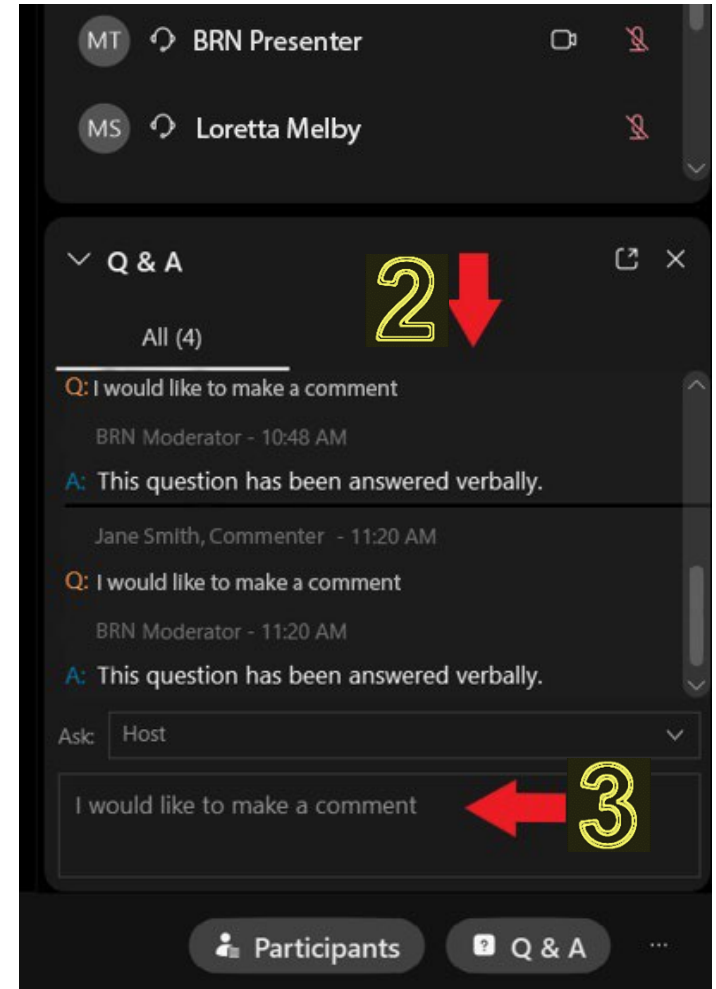
Participating During a Public Comment Period

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 | September 12, 2024

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

Date: March 7, 2024

Start Time: 11:00 am

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

Members of the public may attend in person and hear, observe, and participate in the meeting at the following location:
1747 North Market Blvd., Ste. 190
Sacramento, CA 95834

*A member of the Board’s staff will be present at the primary physical meeting location. All committee members will participate remotely and will not be present at the primary physical meeting location.

11:01 am

1.0

Call to Order/Roll Call/Establishment of a Quorum

Garrett Chan called the meeting to order at 11:01 am. Quorum established at 11:03 am.

NEWAC Members:

Garrett Chan, PhD, RN, APRN, FAEN, FPCN, FCNS, FNAP, FAAN - Chair
Jeannine Graves, MPA, BSN, RN, OCN, CNOR – Vice Chair - Late
Barbara Barney-Knox, MBA, MA, BSN, RN
Hazel Torres, MN, DNP, RN
Jacqueline Bowman
Joanne Spetz, PhD
Kathy Hughes, RN - Absent
Kim Quang Dâu, MS, CNM, FACNM, WHNP
Jennifer Xiong-Moua - Absent
Sagie De Guzman, PhD, A-CNS, ANP-C - Absent
Sandra Miller, MBA
Carmen Comsti
Tammy Vant Hul, PhD, RN, ACNP, CNE
Tanya Altmann, PhD, RN
Wendy Hansbrough, PhD, RN, CNE

**BRN Staff
Representatives:**

Loretta Melby, RN, MSN, Executive Officer
Reza Pejuhesh, DCA Legal Affairs Division, Attorney

11:10 am

3.0

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

Public Comment for Agenda Item 3.0:

Jade Cruz, Nursing Professional Development Specialist at Center for Nursing Excellence at UCLA Health: Stated that she coordinates student placement and learning opportunities and mentors for Unity and Diversity Professional Governance Council for DEI for Department of Nursing. She values DEI to deliver culturally competent and incredible care to support generations of nurses through clinical placement at UCLA health.

Loretta Melby: Explained that California Code of Regulations (CCR) section 1426 covers nursing curriculum education. She said nursing programs will not be impeded by the BRN if nursing programs choose to offer DEI content and is supported by law.

Garrett Chan: Directed commenter to agenda item 5.

No public comment in Sacramento.

11:17 am

4.0

Review and vote on whether to approve previous meeting minutes

4.1 September 28, 2023

Discussion:

Garrett Chan presented this agenda item and asked for any member discussions.

Kim Dau: State that she was marked as absent, but she said she was present just a little late to the meeting.

Hazel Torres: Stated that she was absent in September but would like her DNP credentials added to her name.

Motion: **Tanya Altmann:** Motioned to approve the September 28, 2023, meeting minutes as amended.

Second: **Carmen Comsti**

Public Comment for Agenda Item 4.0:

No public comment in Sacramento or WebEx.

Vote	TA	TVH	JG	SDG	KQD	HT	BBK	GC	KH	JB	CC	JS	SM	JXM	WH
	Y	Y	Y	AB	Y	Y	Y	Y	AB	Y	Y	Y	Y	AB	Y
<u>Key:</u> Yes: Y No: N Abstain: A Absent for Vote: AB															

Motion Passed

11:23 am

5.0

Discussion and possible action: Regarding areas of focus and assignment of NEWAC members to the following subcommittees: 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 presented this agenda item and explained there is a chart in the meeting materials and if there are two members who made first choice for a subcommittee then they would be appointed to that subcommittee prior to further discussion for additional appointments. He then began discussion with Workforce Retention with Hazel Torres, Barbara Barney-Knox, and Carmen Comsti stating their interest as their first choice.

Loretta Melby: Stated there is already a Workforce Retention subcommittee where Joanne Spetz and Hazel Torres are assigned. Clarification was made that the subcommittee is Workforce Survey. She suggested adding Workforce Retention to that sub-committee for Joanne Spetz and Hazel Torres.

Hazel Torres: Stated that she supports that suggestion.

Garrett Chan: Asked Barbara Barney-Knox and Carmen Comsti their thoughts since this committee was their first choice.

Carmen Comsti: Stated that she would like to be on the Workforce sub-committee since she is labor but sees how this could join together.

Tanya Altmann: Asked how many subcommittees there are since 10 people responded and there are only six subcommittees.

Joanne Spetz: Stated that there is more than the workforce survey and sees how there could be two subcommittees.

Loretta Melby: Explained there are 16 members in NEWAC so there can be no more than eight subcommittees with two members each.

Wendy Hansbrough: Stated that the chart shows six subcommittees and doesn't understand how there are eight.

Garrett Chan: Explained that there is a Simulation and Workforce Surveys but if that committee is joined with Workforce Retention, then there would only be seven subcommittees.

Reza Pejuhesh: Explained how many members could be on a subcommittee but if more than two then they would have to comply with the Bagley-Keene Act.

Garrett Chan: Explained how he and Sandra Miller conducted their work on the Simulation Standards Subcommittee to give an idea to the other members on how to conduct their subcommittees going forward.

Joanne Spetz: Provided information about how she and Hazel Torres conducted their work on the Workforce Survey subcommittee.

Hazel Torres: Stated email work was their method of communication but Joanne Spetz did most of the heavy lifting. She said they were focused on workforce survey. She further stated that she would like more direction and guidance on what the subcommittees work should be focused on.

Garrett Chan: Suggested listening to the meeting held on June 15, 2023, that was open for public comments and discussion. He also states that the materials from the September 2023 meeting may provide information.

Wendy Hansbrough: Stated she has not served on a subcommittee before and asked if Kathy Hughes had, but she is not present at this meeting. She would like direction for how to proceed.

Garrett Chan: Asked all members to go back to all minutes from previous meetings to look for information that could fit within the various subcommittees. Each subcommittee may speak with interested parties who have been working in the fields of interest. He further explained that he and Sandra Miller met with many different people and subject matter experts and interested parties and did the work over a period of time.

Barbara Barney-Knox: Stated that most of the group has real jobs and does not have time to go through the meeting minutes since she is serving on four to five other boards and committees outside her regular job. She would like any way to simplify the work that would be helpful.

Loretta Melby: Explained that Barbara Barney-Knox and Joanne Spetz could meet with herself and Reza to go over past information from other meetings.

Garrett Chan: Stated that he will put his notes together from previous meetings and send to BRN staff to be used when communicating with the subcommittee members.

Tanya Altmann: Asked if there is an expected timeline for this work project.

Loretta Melby: Explained that timeframes would be set by members in NEWAC and if there are questions or issues, then they should be brought back to NEWAC.

Carmen Comsti: Asked when the next NEWAC meeting is and when would staff need to know about an agenda item.

Loretta Melby: Explained that an email can be sent to the NEWAC email inbox at any time. She further explained that agendas are posted 10 days in advance of the upcoming meeting and it takes a few weeks to develop it and route for approval. She further stated that the next NEWAC meeting is scheduled for September 12, 2024 and the goal is to create the agenda eight weeks prior to the meeting, per Government Code, for all the reviews including NEWAC Chair and Vice Chair, BRN legal, BRN EO and give sufficient time for staff to completed and post.

Wendy Hansbrough: Asked about the NEWAC email.

Garrett Chan: Stated that it is BRN.NEWAC@dca.ca.gov and that McCaulie Feusahrens uses this email to communicate with NEWAC members.

1st Motion: Joanne Spetz: Motioned to sunset Workforce Survey subcommittee

Second: Hazel Torres

Joanne Spetz withdrew motion based on Garrett Chan's amended motion.

2nd Motion: Garrett Chan: Motioned to appoint Kathy Hughes and Wendy Hansbrough to Theory, Practice Gap and New Grad

Second: Wendy Hansbrough

Garrett Chan withdrew this motion and made an amended motion.

3rd Motion: Garrett Chan: Motioned to make the following appointments:

- Clinical Placement and Impaction: Joanne Spetz and Barbara Barney Knox
- 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
- Faculty: Tammy Vant Hul and Tanya Altmann

Second: Tanya Altmann

Public Comment for Agenda Item 5.0:

Jade Cruz, Nursing Professional Development Specialist at Center for Nursing Excellence at UCLA Health: She recommends DEI concepts be integrated into the curriculum for all nursing students to maximize learning opportunities and prepare them for transition to practice. This will empower the workforce and profession to create an impact on the future of healthcare in California.

No public comment in Sacramento.

Vote	TA	TVH	JG	SDG	KQD	HT	BBK	GC	KH	JB	CC	JS	SM	JXM	WH
	Y	Y	Y	AB	Y	Y	Y	Y	AB	Y	Y	Y	Y	Y	Y
<u>Key:</u> Yes: Y No: N Abstain: A Absent for Vote: AB															

Motion Passed

12:23 pm

6.0

Discussion and possible action: Regarding the proposed draft regulatory language for simulation standards.

Discussion:

Garrett Chan presented this agenda item.

Wendy Hansbrough: Stated she supports having standards for simulation. Further stated that there are many references to INACSL (International Nursing Association for Clinical Simulation and Learning) standards and wondered how this might work with those seeking society re-simulation in healthcare accreditation of their simulation activities. She’s interested in how much additional work is needed as she’s seeking accreditation now.

Garrett Chan: Directed the members to subsection (b)(1) of the proposed language and asked if that was helpful.

Wendy Hansbrough: Stated it was.

Loretta Melby: Explained simulation history at the BRN including regulations codes, statutes, and COVID changes. She further explained the regulation approval process that takes about two years to complete.

Garrett Chan: Stated that the legislature has tasked NEWAC to study and recommend standards for simulated clinical experiences.

Loretta Melby: Explained that recommending standards does not mean creating regulations.

Garrett Chan: Stated that he and Sandra Miller heard from experts that simulation is not done well and has a negative effect on individuals who don’t go through simulation according to the standards. There is a lot of literature about PTSD from learners when simulation is not done appropriately. He further stated that he and Sandra are bringing this based on public input.

Reza Pejuhesh: Asked how the language was drafted and if NCSBN model rules were carried from other sources or original language that was drafted.

Garrett Chan: Explained that they heard from experts and it was agreed that the proposed language was right for California.

Carmen Comsti: Appreciates the subcommittee's work and wants to make sure that if this is adopted by BRN they can be enforced adequately. She asked if subsection (b)(1) requires the BRN to find the information or how is this done. She also referred to subsection (c) and asked what is an organizing framework because it isn't clear. She also asked about subsection (f) and specifically what does "have" adequate facilities mean. She further asked about subsection (l) and who collects student evaluations and what are they used for. She stated that additional language should be considered to add for the NECs to be able to raise issues they may find in simulation.

Garrett Chan: Thanked Carmen Comsti for her comments. He asked if subsection (b)(1) could be done in program approval.

Loretta Melby: Stated that this would have to be added to initial and ongoing prelicensure program approval or if standalone could affect all other license types. She also explained that students coming from out of state or internationally would be affected by any regulatory changes.

Garrett Chan: Stated that these are important and valid comments; however, he thinks NEWAC should make the decision to move forward and then the language can go through the Administrative Procedure Act where they can continue it can refined and clarified.

Carmen Comsti: Asked to clarify the intent as it would be helpful if moved forward to the BRN.

Garrett Chan: Explained that there are two questions: 1) what are the proposed regulations and attempt of the regulations in terms of public safety; and 2) the approval process in other parts of Article 3, Title 16, Division 14, that are not reviewed by the Board when they're looking at endorsement. He further explained that the organizing framework is language from INACSL standard language. He stated that has no recommendation to make and would like to listen to what the public says.

Loretta Melby: Stated that the Executive Officer has the authority in the statute to create uniform methods for evaluation of the nursing program and continuing approval. She shared Business and Professions Code (BPC) section 2736 language and stated that out-of-state nursing education must match the in-state education.

Garrett Chan: Asked about CCR section 1427 which speaks to clinical facilities and that the appropriateness is evaluated by the BRN when looking at the application for endorsement.

Loretta Melby: Explained how nursing programs outside of California are initially evaluated to determine if education meets California curriculum standards in order to issue a school approval

code in Breeze. She stated the endorsement process into California is different from all other states.

Garrett Chan: Stated that his overarching concern from the public is that students are being harmed in California. He is open to whether a regulatory change is made or another process, so students are not being harmed.

Loretta Melby: Explained that it is under the purview of the BRN and something that needs to be addressed. She stated the legislators said standards would be established in state schools for use of simulation but not that regulations are created. She further explained that recommendations can be published, and academic institutions can be encouraged to follow the standards put out by the board.

Garrett Chan: Stated that there is no enforcement for this.

Loretta Melby: Agreed but stated that the BRN has limited enforcement abilities within academia and explained the review and approval process for the programs. She further explained that the Board can remove approval but has not done so in recent history and there is no ability to fine or take any other measure of enforcement. She explained that the language from AB 2288, made the recommendation that said the substitute clinical practice hour is not in direct patient care that are simulation experiences are based on best practices published by the INACSL and learning the NCSBN Society for Simulation Healthcare or equivalent standards approved by the Board that does allow for greater flexibility of our schools and review process while maintaining that everybody reaches for the evidence based standards.

Garrett Chan: Stated that he is concerned about the programs that do not follow the recommended standards, the bad actors.

Tanya Altmann: Stated that regulations may not be the way but for programs that use simulation as part of their clinical hours should demonstrate it is following a set organizing framework such as these and leave it like that.

Loretta Melby: Explained that there is no way for the BRN to enforce that.

Garrett Chan: Stated the public comment was taken prior to considering a motion.

Reza Pejuhesh: Stated that public comment would be needed if a motion was made.

Garrett Chan: Asked Sandra Miller if she had anything else to say. Garrett Chan made a motion.

Carmen Comsti: Asked if the proposed regulation moves forward to the Nursing Practice Committee, what happens if an out of state program has simulation but doesn't meet this proposal if it's passed.

Loretta Melby: Stated that if a school does not meet the requirement in California, a deficiency notice would be sent and the applicant would have to remediate any deficiency, as is the current process for any applicant endorsing into California who does not meet California's curriculum requirement. She further stated that she would give the same explanations as were given to NEWAC.

Garrett Chan: Asked if the language could be written in a way that would not make it more prohibitive for out of state schools.

Loretta Melby: Stated that it would be part of the regulatory process.

Garrett Chan: Stated that he would like to amend the motion for future amendments to reduce barriers that Carmen Comsti brought forward. He also raised a concern that he thought several members' terms were coming to an end and Loretta Melby said each member is eligible for a second term of four years unless they say otherwise. He further explained that he is concerned about the PTSD and programmatic stress that students are experiencing that's well documented in the literature and he thinks the language can continue to be refined but is unsure of the motion.

Loretta Melby: Suggested the motion could be to recommend to the board that they work on regulatory language for simulation with a focus to reduce public harm as created by inappropriate simulation.

Garrett Chan: Stated that he would like to use the proposed language as the starting point.

Loretta Melby: Explained that she needs evidence to support every line in the proposed regulation for the Office of Administrative Law.

Reza Pejuhesh: Explained that the motion is to recommend moving this proposed text forward to the Nursing Practice Committee as a starting point for further discussion and consideration to include amendments to address the endorsement issue discussed.

Motion: **Garrett Chan:** Motioned to move the proposed regulations to the next step, the Nursing Practice Committee.

Second: **Sandra Miller**

Amended Motion: **Garrett Chan:** Motioned to recommend moving this proposed text forward to the Nursing Practice Committee as a starting point for further discussion and consideration to include amendments to address the endorsement issue discussed.

Second: Sandra Miller

1:16 pm

Public Comment for Agenda Item 6.0:

Marie Gilbert, Director at Central California Center for Excellence in Nursing and longtime simulation educator: Thank everyone for the robust discussion. She said what’s reassuring is that everyone has not been on the same page for a long time, so it is important to do what’s right for students and faculty which is to support them within the program to get necessary resources. The push for regulations that come from the simulation community that is increasingly concerned about the damage in effect that simulation is causing for students and the detrimental effect despite the board strongly promoting healthcare simulation standards and NCSBN simulation standards. There may need to be another approach but whatever can be done to ensure first an understanding of the dramatic progression in simulation in the last 20 years. She said there is a simulation code of ethics that people may not be aware were published in 2023. She thinks California has made a lot of progress in the last two to three years and is something every state board is grappling with. She spoke about Washington state improvements and changes.

Jocelyn Ludlow, Simulation Director and associate professor UC Irvine: Stated that she’s from Washington state and many states allow simulation as direct patient hours and she is concerned if California is going in that direction. She thinks we need to look at curriculum differently and national trends. She said about 80% of states have regulation similar to what many accreditation requirements are for nursing programs.

Loretta Melby: Explained that the 50% simulation hours recommended and used nationally.

Indiana McClellan, Southwest Community College: They have equipment, resources, but if there’s not a regulation or standards set forth is a concern. She’s concerned about reduced direct patient care hours without regulation. She spoke about psychological safety being paramount for students. Loretta Melby read CCR section 1424(d). If there is an issue with lack of resources, you should contact your NEC. She said the BRN does not approve academic institutions there are other agencies responsible for this.

No public comment in Sacramento.

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

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

Motion Passed

1:49 pm

7.0

Adjournment: Garrett Chan, Chair, adjourned the meeting at 1:49 pm.

Submitted by:

Accepted by:

McCaulie Feusahrens

Chief
Licensing Division
California Board of Registered Nursing

**Garrett Chan, PhD, RN, APRN, FAEN, FPCN,
FCNS, FNAP, FAAN**
Chair
Nurse Education and Workforce Advisory Committee

Loretta Melby, MSN, RN
Executive Officer
California Board of Registered Nursing



Agenda Item 5.0

Discussion and possible action: Regarding meeting dates for 2025.

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | September 12, 2024

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

AGENDA ITEM: 5.0

DATE: September 12, 2024

ACTION REQUESTED: Discussion and Possible Action: Regarding meeting dates for 2025

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

BACKGROUND:

The NEWAC will meet twice per year. Meetings will be open to the public and adhere to the Bagley Keene Open Meeting Act requirements. Special meetings may be held at such times as the Board may elect, or on the call of the Board President or the Executive Officer.

A proposed schedule is included in the meeting materials.

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

BRN Board, Committee, and Advisory Committee Meetings in 2025

January 16, 2025	Advisory Committees Clinical Nurse Specialist Advisory Committee (CNSAC) Certified Registered Nurse Anesthetist Advisory Committee (CRNAAC)
January 22, 2025	Board Committee Meetings Nursing Practice Committee Education/Licensing Committee Enforcement/Intervention Committee Legislative Committee
February 26-27, 2025	Board Meeting
March 3, 2025	Advisory Committee Nursing Education and Workforce Advisory Committee (NEWAC)
March 2025	Advisory Committees Nurse-Midwifery Advisory Committee (NMAC) Nurse Practitioner Advisory Committee (NPAC)
April 23, 2025	Board Committee Meetings Nursing Practice Committee Education/Licensing Committee Enforcement/Intervention Committee Legislative Committee
May 21-22, 2025	Board Meeting
June 2025	No Scheduled Meetings
July 10, 2025	Board Committee Meetings Nursing Practice Committee Education/Licensing Committee Enforcement/Intervention Committee Legislative Committee
August 14, 2025	Advisory Committees Clinical Nurse Specialist Advisory Committee (CNSAC) Certified Registered Nurse Anesthetist Advisory Committee (CRNAAC)
August 20-21, 2025	Board Meeting
September 11, 2025	Advisory Committee Nursing Education and Workforce Advisory Committee (NEWAC)
September 2025	Advisory Committees Nurse-Midwifery Advisory Committee (NMAC) Nurse Practitioner Advisory Committee (NPAC)
October 22, 2025	Board Committee Meetings Nursing Practice Committee Education/Licensing Committee Enforcement/Intervention Committee Legislative Committee
November 19-20, 2025	Board Meeting
December 2025	No Scheduled Meetings



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 | September 12, 2024

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

AGENDA ITEM: 6.0

DATE: September 12, 2024

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 and Barbara Barney-Knox
- 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

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.

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | September 12, 2024

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

AGENDA ITEM: 6.0

DATE: September 12, 2024

ACTION REQUESTED: **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.

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

BACKGROUND:

On August 13, 2024, the BRN and NEWAC received a letter from Kimberly C. Long, DHA, MSN, FNP, RN, FACHE, Chief Executive Officer (CEO) of the Association of California Nurse Leaders (ACNL), on behalf of the QUAD Council. The QUAD Council consists of the following individuals and organizations:

- Kimberly C. Long. CEO, ACNL
- Kimberly Perris. President, California Association of Colleges of Nursing (CACN)/Evangeline Fangonil-Gagalang, President Elect, CACN
- Ena Trevathan, President, California Organization of Associate Degree Nursing (COADN), South
- Sandra Melton, President, COADN, North
- Marketa Houskova, Executive Director, American Nurses Association, California (ANA/C)

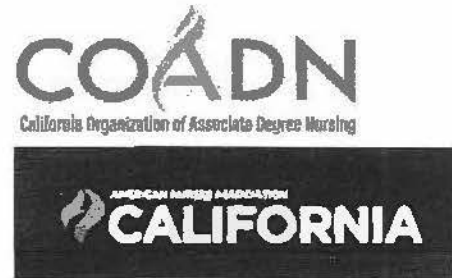
The QUAD Council requests the committee evaluate and develop an action plan to address and resolve the concerns mentioned in the letter. This letter is included in these materials following this AIS on page 24.

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



August 2, 2024

Nursing Education and Workforce Advisory Council (NEWAC)
Attn: Dr. Garrett Chan, Chair
Senate Business, Professions, and Economic Development Committee

Dear Dr. Chan and members of the Advisory Council:

This letter is submitted to the council to re-emphasize for NEWAC and the California Board of Registered Nursing (BRN), significant concerns regarding the BRN and recommendations for resolution. This letter reflects the collective perspective of the QUAD Council. The QUAD Council currently represents the California Association of Colleges of Nursing (CACN), the California Organization of Associate Degree Nursing (COADN) North and South Regions, the American Nurses Association/California (ANA/C) and the Association of California Nurse Leaders (ACNL).

These issues have previously been submitted to the Oversight Committee, some of which were either fully or partially addressed during the Sunset Hearings. It is indeed rewarding to know that there is interest in addressing the issues being encountered by nursing education programs in California. We look forward to continue working collaboratively to address problems that inhibit the effectiveness and efficiency of educating the current and future nurses in California.

There were many issues presented at the hearings and, to provide focus, we, as a collective, would like to narrow these issues to four priority concerns that, if adequately addressed, could have the largest impact on relieving California's nursing education programs of unnecessary and cumbersome regulations and oversight, and allowing them to do what they do best—educate nurses and improve collaboration with the service industry to provide the nurses needed to care for the residents of California.

Concern 1: Unnecessary and redundant oversight of nursing education programs which inhibit innovation, flexibility and program management.

The BRN currently has regulations that require a nurse educator to be in the clinical workforce, for the designated content area, in the last 5 years and must be an in-state licensee or approved by the BRN. There should be standards, but looking only to recent clinical practice is short-

sighted.

Resolution

The BRN should put processes in place to pave the way to work collaboratively with academia and practice leaders in finding solutions to critical issues rather than putting additional regulation in place that exacerbate an already critical issue.

Concern #2: BRN Nursing Education Consultant (NEC) Inconsistency of interpretation and application of regulations and requirements.

The Nursing Education Consultants are inconsistent in their interpretation and application of regulations and requirements. This occurs between and within organizations. It also varies from year to year.

Resolution

The BRN should ensure that NEC's are consistent in their understanding, interpretation and application of regulations and requirements and that their application is based on the specific regulation and desired program quality and outcomes. They should also ensure that there are not inappropriate delays in approvals related to inconsequential issues, such as information being provided on newly released documents versus assuring that all of the key information is present.

In addition, the BRN should endeavor to provide an unbiased appeals process that is focused on the goal of getting the issues resolved in a manner that facilitates forward movement and getting the approval requirements completed.

Concern #3: High BRN fees for certification and nursing education, as well as transparency in the rationale for increased fees.

Currently, the BRN charges for curriculum changes, as the health care industry and nursing changes so rapidly, especially with the use of AI, schools need to constantly make revisions. The current BRN fee structure for substantive curricular changes (\$2500-\$5000) encourages programs to maintain stagnant curricula, not fostering the necessary innovation needed to align with health care practice (BPC section 2786.5(a)(3)). In addition, the exorbitant fee, \$300.00 for initial certification and \$125.00 for renewal for PHN presents a barrier for nurses who have met the requirement for PHN certification but may not have additional funds to cover the certification fee.

Resolution

The BRN should work collaboratively with academia to develop an appropriate fee structure that will address any BRN related expenses but also take into consideration the current financial status of our academia institutions and nursing program allocations.

Concern #4: In a recent statewide survey of California nursing deans/directors, 78% indicated that rules and regulatory requirements decreased their effectiveness as a nursing program Deans and Directors.

While finding faculty is difficult and challenging, finding a dean or director, who has longevity in academia and the qualifications that meet both the BRN and Academia requirements is becoming increasingly challenging. This put further strain on academia to spread thin its current staff in covering duties typically managed by the dean/director.

These problem areas are consistent with and validated by key themes that emerged from earlier Regional Summit work (2018) to the Joint Sunset Review Oversight Committee (March 3, 2021). There were three themes identified:

- Reduce restrictive or redundant statutes, policies, or BRN operating procedures. Issues such as redundant statutes, policies, and BRN operating procedures were noted in the areas of faculty, clinical site, and program approval processes.
- Create consistency within the BRN. BRN inconsistencies were noted in the areas of clinical site requirements, clinical placements, major curriculum change requests, and program expansion determination.
- Modernize statutes and regulations to meet the changing educational and practice landscape. Attention must be given to robust research indicating quality outcomes in nontraditional clinical experiences. Statutes and regulations for simulation needed for clinical practice must be modernized.

Our collective organizations continue to work collaboratively to improve nursing education, assure consumer protection, and remove obstacles to licensure. Together, we have identified changes needed in BRN structures and processes to achieve these goals. We know that statewide nursing and primary care shortages across the state have existed intermittently for decades. We desire to work as a collective to resolve these concerns for the betterment of the current and future nursing profession and most importantly, the betterment of our community.

We appreciate the opportunity to meet for a more in-depth and productive discussion. Please feel free to contact us if you have any questions.

Respectfully submitted,

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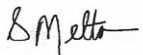
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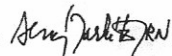
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