



# Nursing Education and Workforce Advisory Committee Meeting

## **MEETING MATERIALS**

March 7, 2024

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# Agenda Item 2.0

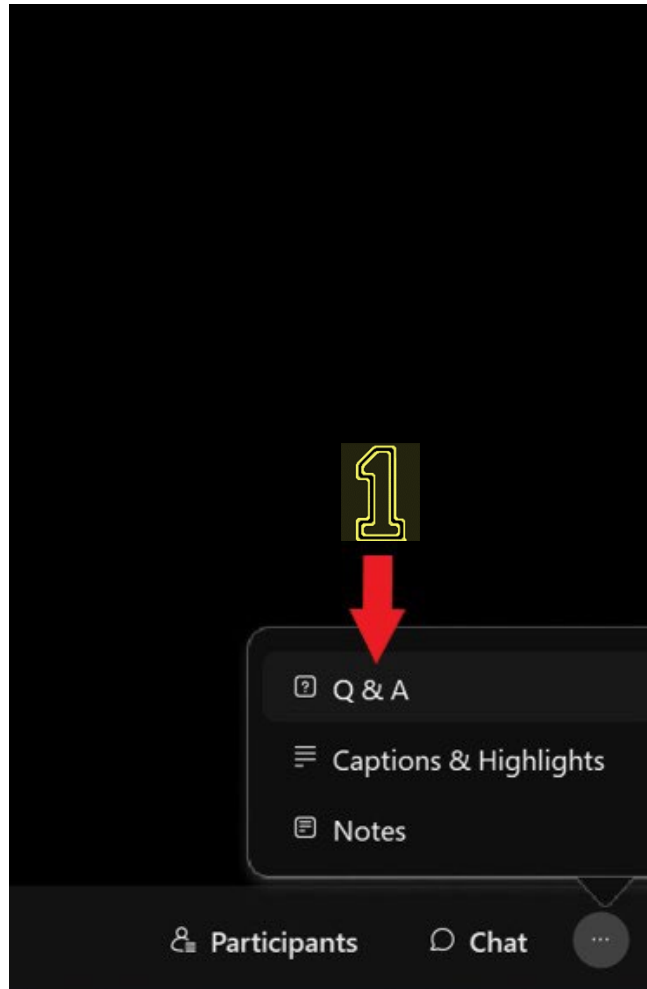
## **General instructions for the format of a teleconference meeting**

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | March 7, 2024

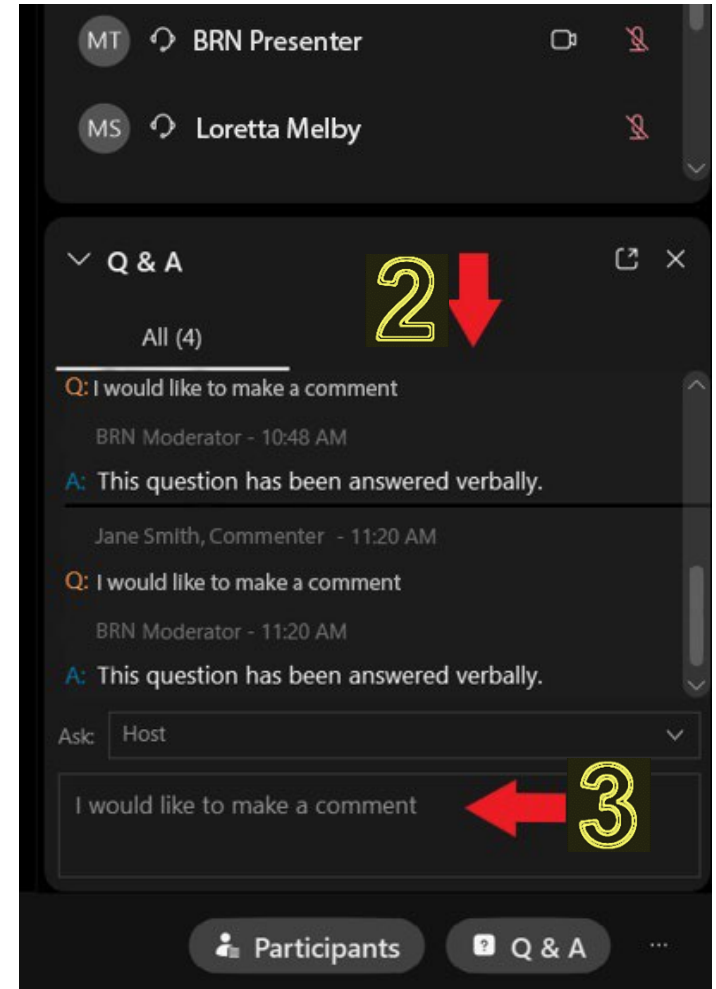
## Participating During a Public Comment Period

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 | March 7, 2024

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

**DATE:** September 28, 2023

**START TIME:** 11:06 am

**LOCATION:** A physical meeting location was not provided pursuant to the provisions of Government Code section 11133.

11:06 am      **1.0**

**Call to Order/Roll Call/Establishment of a Quorum**

Garrett Chan called the meeting to order at 11:06 am. Quorum established at 11:08 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 – Absent  
Hazel Torres, MN, RN – Absent  
Jacqueline Bowman  
Joanne Spetz, PhD – Absent  
Kathy Hughes, RN  
Kim Quang Dâu, MS, CNM, FACNM, WHNP – Absent  
Lynda Phan - Absent  
Sagie De Guzman, PhD, A-CNS, ANP-C  
Sandra Miller, MBA  
Carmen Comsti  
Tammy Vant Hul, PhD, RN, ACNP, CNE - Absent  
Tanya Altmann, PhD, RN  
Wendy Hansbrough, PhD, RN, CNE  
HCAI Member - Vacant

**BRN Staff Representatives:** Loretta Melby, RN, MSN, Executive Officer  
Reza Pejuhesh, DCA Legal Affairs Division, Attorney

11:11 am

**3.0**

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

**Discussion:** Garrett Chan introduced the item and read the statement from the agenda.

**Public Comment for Agenda Item 3.0:** No public comments.

11:13 am

**4.0**

**Review and vote on whether to approve previous meeting minutes**

**4.1** March 30, 2023

**4.2** June 15, 2023

**Discussion:** Garrett Chan introduced the item and asked for any committee comments or questions.

**Motion:** **Carmen Comsti:** Motioned to approve the March 30, 2023, and June 15, 2023, committee meeting minutes.

**Second:** **Tanya Altmann**

**Public Comment for Agenda Item 4.0:** No public comments.

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

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

11:20 am

**5.0**

**Discussion and possible action:** Regarding meeting dates for 2024

**Discussion:** Garrett Chan introduced the agenda item and explained that March 7, 2024, and September 12, 2024, are the proposed meeting dates for 2024.

**Sandra Miller:** Said the dates looked good to her.

**Wendy Hansbrough:** Explained that she did not know of any conflicts that would prevent having a quorum on those dates.

**Sagie De Guzman:** Asked why Thursdays are the days and proposed Wednesdays. He asked if it was a requirement for Thursdays. His Thursdays are filled for next year, but Wednesdays and Fridays are okay.

**Garrett Chan:** Stated there is no requirement for Thursday.

**Loretta Melby:** Explained that staff requested Thursdays due to getting materials ready for posting and there are only two Thursdays next year to meet but she can ask staff to reconsider.

**Tanya Altmann:** Asked if the meeting times will be the same.

**Loretta Melby:** Said the time is flexible, but she thought lunch time was preferred by the group.

**Wendy Hansbrough:** Said the times are good.

**Carmen Comsti:** Asked if there is a better time on Thursday for Sagie De Guzman.

**Loretta Melby:** Asked if an earlier start would be better.

**Sagie De Guzman:** Said his clinic starts at 9 am. He'll review his schedule to see if he can make it.

**Motion:** **Kathy Hughes:** Motioned to schedule 2024 meeting dates for March 7, 2024, and September 12, 2024.

**Second:** **Tanya Altmann**

**Public Comment for Agenda Item 5.0:** No public comment.

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

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

11:30 am

**6.0**

**Discussion and possible action:** Review and discussion of potential changes to the 2024 Registered Nurse Survey and process for seeking community feedback

**Discussion:**

Garrett Chan introduced the item and said the two subcommittee members are not present at this meeting, Hazel Torres and Joanne Spetz. He reviewed meeting minutes and his notes to discuss today and asked for Loretta Melby's assistance if possible. He further explained there is not much space to add more questions in the survey but if the committee would like more, then some would need to be removed.

**Loretta Melby:** Spoke with Liesel from UCSF who provided some information about the survey as did Hazel Torres. She read the information submitted to her from Joanne Spetz and Hazel Torres. One question is number 29 related to electronic health records. They want to replace it with another which has been correlated with physician burnout. The next question is Patient Safety Culture – the rating scale would be updated with verbiage and points grading.

**Wendy Hansbrough:** Asked where the information was in the materials.

**Loretta Melby:** Said she was told the information is in the materials on the website but was unable to locate it.

**Garrett Chan:** Said it was in the supplemental materials on page 44.

**Wendy Hansbrough:** Located the information and asked about the HRQ survey and if that is what is being adopted.

Loretta Melby and Wendy Hansbrough discussed what types of questions are being used and if this is all HRQ questions.



**Loretta Melby:** Said these particular questions are being used. She said UCSF does a tremendous job putting the survey questions together.

**Carmen Comsti:** Asked about EHR (Electronic Health Records) and whether a question was being removed.

**Loretta Melby:** Said the questions she read could be added to the survey without removing more questions. She went on to explain that the next question is Perceived Workload, from the NASA task workload index survey as adapted for nursing; responses can be compared with published data and can be compared by job title, work setting, region, burnout, and job satisfaction on a 20-point scale from low to high.

**Kathy Hughes:** Said she hasn't looked at all the questions and wondered if there are any about staffing or workload.

**Loretta Melby:** Said there are many workplace questions, but these are questions that had not been asked before.

**Kathy Hughes:** Asked if there are questions about staffing workload, breaks, and lunches.

**Loretta Melby:** Said those types of questions are not typically included.

**Garrett Chan:** Explained that question 66 on page 41 has some questions about staffing.

**Loretta Melby:** Explained that staffing type questions would be done by CDPH in Title 22.

**Wendy Hansbrough:** Said there are six domains in this index and is trying to figure out which one they selected because she thinks they probably only selected one of them. She does not see one about perceived workload.

**Carmen Comsti:** Said they might need to speak with Joann Spetz or Hazel Torres to ask them to weave in some nurse specific questions on perceived workload considering the questions are very generic.

**Garrett Chan:** Pointed the group to question 26 on page 34. He saw that Layla Chu from UCSF is an attendee at the meeting. He thought she might be able to answer some questions.

**Loretta Melby:** Said Layla Chu from UCSF is in the public and could be elevated but it would be up to her to give consent if she could answer specific questions.

**Garrett Chan:** Asked Layla Chu for her permission to ask some questions about the survey.

**Layla Chu:** Said she would do her best, but questions would probably be best answered by Joanne or Hazel.

**Garrett Chan:** Asked if she had any impressions based on the discussion thus far.

**Layla Chu:** Discussed question 26 verbiage.

**Loretta Melby:** Spoke about the verbiage being incomplete without discussing nursing ratio.

**Kathy Hughes:** Asked about staffing in general, not necessarily about ratio. She agrees with Carmen Comsti that these are good questions but does not see that these are nursing focused.

**Loretta Melby:** Reminded the group that staffing ratios and wages are not something BRN could ever address. Business and Professions Code section 2717 specifies the limits of the survey. She discussed UCSF surveys that say California should have a surplus of nursing workforce by 2029. She discussed the Board increasing enrollments and having nursing students graduate from California programs. She said nurses are leaving the profession, not their jobs. She discussed the survey being evidence based and having the ability to compare the surveys. These new questions drill down further. There could be a possibility of developing another survey to consider the issues the committee is asking about.

**Wendy Hansbrough:** Stated that she appreciates what Loretta Melby is saying about the survey but said these questions are from Just Culture and wonders if Just Culture is within the purview of the Board.

**Loretta Melby:** Said the board utilizes aspects of Just Culture in a lot of enforcement processes, and it was a recommendation from NCSBN that all boards should utilize it when evaluating incidents from nurses performing or not performing their jobs.

**Carmen Comsti:** Wanted to know about measuring moral injury or events specific to health care workers and what questions could be adopted to get more detailed information for the committee to consider.

**Loretta Melby:** Explained that these types of questions are outside the breadth of this workforce survey and touch on a lot of areas. She further explained that there was a call out for input to the survey and feedback was only received from one NEWAC member. Joanne Spetz had an agenda item at the NEWAC meeting six months ago and now the survey is final. This presentation is a formality to bring forward the completed survey questions. She

asked Layla for the timeline on this survey and Layla said they are aiming for January 2024.

**Carmen Comsti:** Thanked Loretta Melby for the explanation and said she would like to have another survey to address the types of issues brought up today within the scope of BRN's ability to look at. She thinks it would be important to look at moral injury and nurses' ability to do their jobs.

**Loretta Melby:** Said this is very important to look at as to why nurses are leaving the profession. There are more and more nurses graduating from nursing programs in California and becoming licensed as well as up to 40,000 nurses endorsing to California. There are more licensed nurses in California now, but we want to see what we can do to support them.

**Garrett Chan:** Stated that he reviewed what the committee has looked at but said the committee has not talked about resilience, racism, and discrimination in the workplace.

**Loretta Melby:** Provided an overview of the next to last question.

**Carmen Comsti:** Explained that she does not think the five-point scale works for this question because it could make the nurses filling it out feel worse about it or inadequate.

**Loretta Melby:** Said that is good feedback and it is not the intention of the survey to make anyone feel worse.

**Garrett Chan:** Explained that there are other short surveys that focus on the issues. He will not communicate with Joanne Spetz but will contact Layla Chu about the surveys that are available. He further explained that he published a research study on moral injury and distress of nurses in California. The first author is Candace Burton with a deep dive and look at suicidal ideation. He said this is a very important issue to him and appreciates Carmen bringing this up.

**Kathy Hughes:** Appreciates the comments but has a problem with this question and the survey answers. She said this seems more problematic than it was getting answers that would be helpful.

**Loretta Melby:** Presented the final question about racism and discrimination in the workplace. She said there are two versions of the same question from David R. Williams of Harvard. She thinks the intention is to choose one of the questions.

**Carmen Comsti:** Stated that she thinks these are generally good questions and she disclosed she did a lot of employment discrimination cases as an attorney representing workers. She doesn't think this captures all the protected categories but doesn't think this is trying to capture all of them. She doesn't want people

who read these to think these are the limits of potential discrimination within a workplace against nurses.

**Sagie De Guzman:** Said he's checking the website from Harvard and these two questions are all from everyday discrimination scale from David William that are validated and have excellent reliability.

**Tanya Altmann:** Stated that this is a long survey but she's generally in favor of the long version because it better teases out whether the discrimination is coming from colleagues or supervisors.

**Kim Dau:** Stated she also appreciates the comprehensive view with more information in the workplace that can be followed up on.

**Kathy Hughes:** Also likes the longer version better. She has a question about the information that is limited to the LGBTQ+ community.

**Carmen Comsti:** Agrees with Kathy and with the Harvard questions but specifies this is a narrow slice of discrimination and not equal to California protected categories.

**Loretta Melby:** Said this is great feedback and she will relay it to Joanne and Hazel.

**Garrett Chan:** Thanked the members for their deep thinking about these questions and issues.

**Tanya Altmann:** Said we would lose out if question 29 is removed about EHR.

Garrett and Loretta thanked Layla for her participation.

12:32 pm

**Public Comment for Agenda Item 6.0:**

**Saeng Dao:** Said she agrees with the question about moral injury and as a public person is going through a situation right now that has challenged her whole livelihood. Sometimes a survey is the only way to communicate, and you feel like no one is listening to you. You can write out a sensitive comment as a way to be heard even though it's hurtful.

12:37 pm

**7.0**

**Discussion and possible action:** Report from the Simulation Standards subcommittee

**Discussion:**

Garrett Chan is on the subcommittee with Sandra Miller and presented this agenda item.

**Loretta Melby:** Explained that the BRN has been silent on this issue. She discussed the changes made to the 75 percent direct patient care requirement during the BRN sunset process. She discussed California Code of Regulations, title 16, section 1426(g) as it relates to didactic and clinical training. Additionally, within

section 1426 there is no consistency from school to school. There is no standard of calculation for hours. The Board made a minimum standard of 500 direct patient hours. There is a minimum of at least 30 hours in each area. Anything greater than 500 hours can be in simulation.

**Garrett Chan:** Said this agenda item is very narrowly focused and Loretta Melby provided a great overview. He asked the members for their comments about what was provided by the subcommittee.

**Kim Dau:** Asked about the proposed regulations being included in the meeting materials.

**Loretta Melby:** Said the link was not made active and she is getting it addressed.

**Wendy Hansbrough:** Congratulated the subcommittee on looking at the standards. She asked if the regulations required that they be followed but not go through accreditation.

**Garrett Chan:** Explained that there is no requirement to go through accreditation. He said the literature from simulation research shows there is a lot of post-traumatic stress of students if simulation is not done correctly. If the program is accredited, then great, but the BRN should not require accreditation. The schools should adhere to the requirements.

**Wendy Hansbrough:** She explained about additional costs of accreditation – money and work. With schools having budgets cut she would not want schools to be required to become accredited.

**Loretta Melby:** Reiterated the BRN has no authority to require any of these recommendations. If the committee votes to accept the recommendations, they will only be recommendations. She explained the regulation process and timeline taking at least two years.

**Kathy Hughes:** Asked if the recommendation from the subcommittee is to create some kind of enforceable simulation standard.

**Garrett Chan:** Explained that the subcommittee did not want to speak for the advisory committee, but a motion could be that NEWAC accepts the first and second recommendations from the subcommittee and modifies the third recommendation to say that BRN should create regulations.

**Carmen Comsti:** Appreciates the attempt at trying to modify the last piece because she wouldn't want to vote on a motion adopting the proposed regulation without seeing it.

**Garrett Chan:** Said the comment is fair and someone could make a recommendation instead of adopting all of the recommendations, the third bullet point saying the BRN should start the process of creating regulations, and then once the link becomes active for the regulations, there can be more.

**Loretta Melby:** Explained that if NEWAC would like to develop regulations then the subcommittee could work with Board staff to write the regulatory language for simulation standards. That is a common thing that is done with NPAC and NMAC. If a subcommittee is working to develop regulatory language, any language would be brought to NEWAC for recommendations and then the Board.

**Kathy Hughes:** Asked if there is a consensus that the link to the last bullet point would direct the BRN to create regulations because we haven't heard from many people about that.

**Loretta Melby:** Stated that the motion can accept the information from this, but no motion is necessary since there is a robust discussion going on. This can also be given to the subcommittee for additional work. For this information to go forward to the Board a motion would need to be made.

**Garrett Chan:** Explained that these are the final recommendations from the subcommittee.

**Sandra Miller:** Agrees and said they heard the same responses over and over from the community.

**Garrett Chan:** Stated that he thinks responsive government hears things and then moves forward. Bullet points 1 and 2 are very clear from the public and point 3 can be further discussed.

**Sagie De Guzman:** Agrees that the proposed regulations need to be discussed by the NEWAC first.

**Loretta Melby:** Explained that a motion could be made to accept bullet points 1 and 2 to forward them to the Board. NEWAC could accept the recommendation to create regulations and then work with staff and DCA legal to develop and present regulatory language in the future to the Board.

**Reza Pejuhesh:** Said the regulation concept could be recommended to the Board for their consideration. The Board could send it back for the NEWAC to work on the language if they accept the recommendation. He suggests approving bullet points 1 and 2 and recommending to the Board that regulations be developed.

**Garrett Chan:** Asked what Tanya thought of Reza's suggestion.

**Tanya Altmann:** Stated that she is not comfortable with the regulations yet.

**Carmen Comsti:** Explained that she thinks this requires more discussion before a rulemaking package is recommended. She agrees with bullet points 1 and 2.

**Motion:** **Tanya Altmann:** Motioned to accept item one and two of the report and consider moving towards regulation at the next NEWAC meeting.

**Second:** **Carmen Comsti**

1:08 pm

**Public Comment for Agenda Item 7.0:**

**Kristine Kristoff:** She said when she was in her BSN program in 2014, they weren't doing enough clinical hours as they were required and contacted the BRN NEC who did an audit of her school. She said they were able to do simulation and the benefits for her as a student. She graduated as valedictorian and was chosen to do the commencement speech. She wholeheartedly thinks it had a lot to do with simulation every day that she ran through different scenarios and was able to run the sim lab for a lot of post-covid and finds it very valuable as a student and in the healthcare profession. She thinks a regulation should be put into place as a good learning option for working in a group team setting.

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

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

**Motion Passed**

1:15 pm

**8.0**

**Discussion and possible action:** Regarding accepting and assigning 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 opened this agenda item.

**Kim Dau:** Asked if the subcommittees were limited to prelicensure.

**Garrett Chan:** Said both pre-licensure and APRN have been discussed.

**Loretta Melby:** Asked which subcommittee and Garrett Chan said clinical placement.

**Loretta Melby:** Stated that the BRN only has authority over prelicensure.

**Kim Dau:** Asked if faculty meant recruitment and retention.

**Garrett Chan:** Reviewed minutes and notes said it's faculty workforce issues.

**Reza Pejuhesh:** Discussed whether APRN is within scope and explained that he doesn't think it is completely outside of purview if it affects patient safety.

**Kim Dau:** Explained that based on the last agenda item it could result in recommending regulation language.

**Garrett Chan:** Asked if an email could be sent to the committee members for their subcommittee choices (first, second, third) since there is only seven minutes left in the meeting.

**Loretta Melby:** Agreed and asked Reza if this could be done.

**Reza Pejuhesh:** Said that seems to be fine so long as there is no direct or indirect communication amongst the committee members.

**Garrett Chan:** Discussed changing the term "cultural competency" since there is no consensus about what the term should be.

**Kim Dau:** Asked that there be one-line descriptions for each subcommittee name as they could be interpreted in different ways.

**Loretta Melby:** Said she will review prior meeting information to clarify.

**Garrett Chan:** Said he and Jeannine Graves can review the materials as well, so multiple eyes take a look at it, but he is cautious about how much direction is given.

**Loretta Melby:** Explained that direction would not be given. The subcommittee members meet with herself, McCaulie and Reza to establish guidelines for the subcommittee to conduct its work and answer questions that subcommittee members may have.

1:29 pm      **Public Comment for  
Agenda Item 8.0:**      No public comment.

1:31 pm      **9.0**      **Adjournment:** Garrett Chan, Chair, adjourned the meeting at 1:31 pm.



**Submitted by:**

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**McCaulie Feusahrens**

Chief of Licensing  
Licensing Division  
California Board of Registered Nursing

**Accepted by:**

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

Chair  
Nursing Education and Workforce Advisory Committee

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**Loretta Melby, MSN, RN**

Executive Officer  
California Board of Registered Nursing



## Agenda Item 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**

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | March 7, 2024

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

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**AGENDA ITEM: 5.0**  
**DATE: March 7, 2024**

**ACTION REQUESTED:**      **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

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

**BACKGROUND:**

The members will discuss areas of focus and assign 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
- Faculty

To help with the discussion, an email was sent to committee members requesting their first, second and third choice preference for subcommittee membership. Preferences are reflected below for members who were able to respond to the email request:

Subcommittee	First Choice	Second Choice	Third Choice
Clinical Placement and Impaction	Joanne	Tammy Tanya Barbara Wendy	Hazel Carmen
Cultural Competency, Diversity, Pathway to Nursing	Jacqueline	Carmen Kathy	
Theory Practice Gap and New Grad Orientation	Kathy Wendy	Hazel Jacqueline	Jeannine
Workforce Retention	Hazel Barbara Carmen	Joanne	Jacqueline Kathy
Curriculum Standards and Guidelines		Jeannine	Tammy Tanya Barbara
Faculty	Tammy Jeannine Tanya		Joanne Wendy

**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](mailto:mccaulie.feusahrens@dca.ca.gov)



## Agenda Item 6.0

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

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | March 7, 2024

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

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**AGENDA ITEM:** 6.0  
**DATE:** March 7, 2024

**ACTION REQUESTED:**           **Discussion and possible action:** Report from the Simulation Standards subcommittee

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

**BACKGROUND:**

Pursuant to Business and Professions Code section 2785.6, subdivision (g), NEWAC was mandated to study and recommend standards for simulated clinical experiences based on the best practices published by the International Nursing Association for Clinical Simulation and Learning (INACSL), the National Council of State Boards of Nursing (NCSBN), the Society for Simulation in Healthcare (SSH), or equivalent standards.

On March 30, 2023, NEWAC approved the creation of a subcommittee to study and recommend standards for simulated clinical experiences. The subcommittee met with simulation experts from across California to evaluate the INACSL, NCSBN, and SSH standards. There was consensus that should the BRN create regulations, the regulations should be a modified version of the National Council of State Boards of Nursing Model Rules Language for Prelicensure RN Programs (2016).

The proposed regulatory language submitted by the subcommittee is included on the following page.

**RESOURCES:**

NCSBN model rules can be found on page 10 of this document: [https://www.ncsbn.org/public-files/16\\_Simulation\\_Guidelines.pdf](https://www.ncsbn.org/public-files/16_Simulation_Guidelines.pdf)

**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](mailto:mccaulie.feusahrens@dca.ca.gov)

**Section XXXX DEFINITIONS**

- (a) "Simulation" means a technique to replace or amplify real experiences with guided experiences that evoke or replicate substantial aspects of the real world in a fully interactive manner. (Gaba, 2004)
- (b) "Prebriefing" means a process which involves preparation and briefing (INACSL, 2021)
- (c) "Debriefing" means an activity that follows a simulation experience, is led by a facilitator, encourages participant's reflective thinking, and provides feedback regarding the participant's performance.
- (d) "Psychological Safety" means a feeling (explicit or implicit) within a simulation-based activity that participants are comfortable participating, speaking up, sharing thoughts, and asking for help as needed without concern for retribution or embarrassment. (Lioce et al., 2020)

**Section XXXX SIMULATION IN PRELICENSURE NURSING EDUCATION**

- (a) A prelicensure nursing education program ("program") may use simulation to meet the program objectives pursuant to the allowable hours defined in Business and Professions Code Section 2786. A program that uses simulation shall adhere to the standards set in this section.
- (b) If a program uses simulation, the program shall provide evidence of compliance to the Board of Nursing that these standards have been met.
- (1) If the program has received endorsement from the International Nursing Association for Clinical Simulation and Learning, or successor organization or accreditation from the Society of Simulation in Healthcare, or successor organization, , the BRN shall accept, without requiring additional documentation or action, INACSL endorsement or SSH accreditation as meeting any simulation requirements set forth by the BRN.
- (2) If the endorsement or accreditation lapses, or the program has not received endorsement or accreditation then the program must meet the requirements listed in subsections (c) through (l).
- (c) The program shall have an organizing framework that provides adequate fiscal, human, and material resources to support the simulation activities.
- (d) Simulation activities shall be managed by an individual who is academically and experientially qualified. The individual shall demonstrate continued expertise and competence in the use of simulation while managing the program.
- (e) There shall be a budget that will sustain the simulation activities and training of the faculty.
- (f) The program shall have appropriate facilities for conducting simulation. This shall include educational and technological resources and equipment to meet the intended objectives of the simulation.
- (g) Faculty involved in simulations, both didactic and clinical, shall have training in the use of simulation.
- (h) Faculty involved in simulations, both didactic and clinical, shall engage in on-going professional development in the use of simulation.
- (i) The program shall demonstrate that the simulation activities are linked to programmatic outcomes.
- (j) The program shall have written policies and procedures on the following:
- (1) Short-term and long-term plans for integrating simulation into the curriculum;
  - (2) Method of Prebriefing: Preparation and Briefing and debriefing each simulated activity;
  - (3) Establishing and maintaining psychological safety
  - (4) During and post-simulation processes for minimizing, mitigating, and intervening if strong negative emotional responses (e.g., post-traumatic stress and debilitating anxiety) occur. ; and
  - (5) Plan for orienting faculty to simulation.
- (k) The program shall develop criteria to evaluate the simulation activities.
- (l) Students shall evaluate the simulation experience on an ongoing basis.
- (3)The nursing education consultants shall receive education on simulation that includes, but is not limited to, national or international simulation standards, evaluation of simulation programs, and current best practices on simulation as a pedagogy.