



Agenda Item 8.0

Report of the Education/Licensing Committee

BRN Board Meeting | August 20-21, 2025

Report of the Education/Licensing Committee August 20-21, 2025

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Agenda Item 8.1

**Discussion and Possible Action Regarding ELC
Recommendations to the Board on Agenda Items
Presented at the June 17, 2025, Committee Meeting**

BRN Board Meeting | August 20-21, 2025

**BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary**

AGENDA ITEM: 8.1
DATE: August 20-21, 2025

ACTION REQUESTED: Discussion and possible action regarding Education/Licensing Committee (ELC) recommendations to the Board on agenda items presented at the June 17, 2025, committee meeting

REQUESTED BY: Jovita Dominguez, BSN, RN, Chair, Education/Licensing Committee

BACKGROUND:

Regarding ELC recommendations to the Board on items presented at the June 17, 2025, meeting of the ELC (a copy of the June 17, 2025 ELC meeting agenda is available [here](#)).

Actions under consideration include:

- Approval of the proposed curriculum revisions and clinical facilities and to acknowledge the receipt of program progress reports;
- Continuing approval of approved nursing programs: Prelicensure nursing programs and Advanced practice nurse practitioner nursing programs;
- Recommended actions on prelicensure programs in non-compliance;
- Approval of the request to move campus location in San Diego, California
- Approval of the enrollment increase for an approved prelicensure nursing program
- Initial approval of new prelicensure nursing programs(s)
- Acceptance of a feasibility study for new prelicensure nursing program(s)

ELC June 17, 2025		
Agenda Items and Descriptions		Motions and Votes
4.1	<p>Discussion and possible action regarding whether to recommend approval of the proposed curriculum revisions and clinical facilities and to acknowledge the receipt of program progress reports. Schools are identified within the meeting materials in tables titled Prelicensure Curriculum Changes, Progress Reports, and Clinical Agency or Facility Approvals</p> <p>Note: See tables within the materials for full lists of curriculum revisions, progress reports and clinical facility approvals.</p>	<p>Recommend approval of the proposed curriculum revisions and clinical facilities and to acknowledge the receipt of program progress reports</p> <p><u>ELC Vote:</u> Jovita Dominguez – Yes Dolores Trujillo – Yes Patricia Wynne – Yes</p>

ELC June 17, 2025		
Agenda Items and Descriptions		Motions and Votes
4.2	<p>Discussion and possible action regarding whether to recommend continuing approval of approved nursing programs</p> <p>Prelicensure nursing programs</p> <p>4.2.1 College of San Mateo, Associate Degree Nursing Program</p> <p>4.2.2 College of the Sequoias, Associate Degree Nursing Program</p> <p>4.2.3 Cuesta College, Associate Degree Nursing Program</p> <p>Advanced practice nurse practitioner nursing programs</p> <p>4.2.5 West Coast University, Family, Adult Gerontology Acute, Adult Gerontology Primary, and Psychiatric Mental Health Nurse Practitioner Programs (continuing approval)</p> <p>4.2.6 University of St. Augustine for Health Sciences, Family, Adult Gerontology Primary, and Psychiatric Mental Health Nurse Practitioner Programs (initial approval)</p>	<p>Recommend continuing approval of prelicensure programs and continuing approval of an advance practice (nurse practitioner) nursing program.</p> <p><u>ELC Vote:</u> Jovita Dominguez – Yes Dolores Trujillo – Yes Patricia Wynne – Yes</p>
5.1	<p>Discussion and possible action regarding prelicensure nursing programs in non-compliance</p> <p>5.1.1 Merritt College Associate Degree Nursing Program (two years with non-compliances following a BRN continuing approval visit)</p> <p>5.1.2 Cabrillo College, Associate Degree Nursing Program (program with non-compliances following a BRN continuing approval visit)</p> <p>5.1.3 Imperial Valley College, Associate Degree Nursing Program (program with non-compliances following a BRN continuing approval visit)</p>	<p>Recommend deferring taking action on the continuing approval status for Merritt College</p> <p>Recommend return to ELC quarterly until areas of non-compliances are cleared</p> <p><u>ELC Vote:</u> Jovita Dominguez – Yes Dolores Trujillo – Yes Patricia Wynne – Yes</p> <p>Recommend deferring taking action on the continuing approval status</p> <p>Recommend returning to ELC in one year with quarterly reports to the assigned NEC</p> <p><u>ELC Vote:</u> Jovita Dominguez – Yes Dolores Trujillo – Yes Patricia Wynne – Yes</p>

ELC June 17, 2025			
Agenda Items and Descriptions			Motions and Votes
5.2	Discussion and possible action regarding a request to move campus location in San Diego, California		
	5.2.1	National University, Baccalaureate Degree Nursing Program	<p>Recommend acceptance of the request to move campus location in San Diego, California, for National University, Baccalaureate Degree Nursing Program.</p> <p><u>ELC Vote:</u> Jovita Dominguez – Yes Dolores Trujillo – Yes Patricia Wynne – Yes</p>
5.3	Discussion and possible action regarding a request for an enrollment increase for an approved prelicensure nursing program		
	5.3.1	<p>REGION 4 Northern San Joaquin Valley</p> <p>Samuel Merritt University, Baccalaureate Degree and Entry Level Master's Degree Nursing Programs (enrollment increase)</p>	<p>Recommend acceptance of the enrollment increase for an approved prelicensure nursing program Samuel Merritt University, Baccalaureate Degree and Entry Level Master's Degree Nursing Programs at the Sacramento campus with clinical sites only in Region 4. If clinical sites are not available in Region 4 then the program will revert back to the previously approved enrollment number for the Sacramento campus. Pending the receipt of the documents to demonstrate the no clinical displacement will occur at the clinical facilities they chose to move forward with.</p> <p>Enrollment pattern:</p> <p>ELM program, 72 students in the spring and 48 students in the fall for an annual enrollment of 120 students (increase of 24 students in the spring).</p> <p>ABSN program, 48 students three times a year for an annual enrollment of 144 students (increase of 48 students, adding a summer enrollment).</p> <p><u>ELC Vote:</u> Jovita Dominguez – Yes Dolores Trujillo – Yes Patricia Wynne – Yes</p>

ELC June 17, 2025			
Agenda Items and Descriptions			Motions and Votes
	5.3.2	<p>REGION 8 Los Angeles</p> <p>Citrus College, Associate Degree Nursing Program (enrollment increase)</p>	<p>Recommend acceptance of the enrollment increase for an approved prelicensure nursing program Citrus College, Associate Degree Nursing Program.</p> <p>Enrollment Pattern: 60 students twice a year. Increasing by 90 students annually bringing the enrollment from 30 to 120 students by increasing the enrollment number and adding a second cohort.</p> <p><u>ELC Vote:</u> Jovita Dominguez – Yes Dolores Trujillo – Yes Patricia Wynne – Yes</p>
	5.3.3	<p>REGION 8 Los Angeles</p> <p>Marsha Fuerst School of Nursing, Associate Degree Nursing Program (enrollment increase)</p>	<p>Program contacted BRN and asked to be removed from the ELC agenda on June 17, 2025.</p> <p><u>No Vote</u></p>
	5.3.4	<p>REGION 1 Northern California</p> <p>Simpson University, Baccalaureate Degree Nursing Program (enrollment increase)</p>	<p>Recommend acceptance of the enrollment increase for an approved prelicensure nursing program Simpson University Baccalaureate Degree Nursing Program</p> <p>Enrollment Pattern: 45 students twice a year. Increasing by 36 students annually bringing the enrollment from 56 to 90 students annually</p> <p><u>ELC Vote:</u> Jovita Dominguez – Yes Dolores Trujillo – Yes Patricia Wynne – Yes</p>
5.4	Discussion and possible action regarding a request to grant initial approval of a new prelicensure nursing program		
	5.4.1	<p>REGION 3 San Francisco Bay</p> <p>Gurnick Academy of Medical Arts, Baccalaureate Degree Nursing Program (secondary site San Jose)</p>	<p>Recommend granting initial approval of a secondary campus in San Jose requested by Gurnick Academy of Medical Arts, Baccalaureate Degree Nursing Program with an enrollment pattern that differs from their previously approved enrollment pattern different from their feasibility study</p> <p>Enrollment Pattern: September 2025 enroll 56 students (28 generic and 28 advanced placement) for a total of 56 new BSN students for the year. For 2026 and ongoing, every January, enroll 56 students (28 generic and 28 advanced placement students) and each May and September, enroll 28 new generic students for a total annual enrollment of 112 students.</p> <p><u>ELC Vote:</u> Jovita Dominguez – Yes Dolores Trujillo – Yes Patricia Wynne – Yes</p>

ELC June 17, 2025			
Agenda Items and Descriptions			Motions and Votes
5.5	Discussion and possible action regarding a request to accept a feasibility study for new prelicensure nursing programs		
	5.5.1	REGION 3 San Francisco Bay Unitek College, Baccalaureate Degree Nursing Program (secondary site San Jose)	Recommend acceptance of the feasibility study for a new prelicensure nursing program secondary campus in San Jose requested by Unitek College, Baccalaureate Degree Nursing Program Enrollment Pattern: 40 students, three (3) times a year for an annual enrollment of 120 students. <u>ELC Vote:</u> Jovita Dominguez – Yes Dolores Trujillo – Yes Patricia Wynne – Yes
	5.5.2	REGION 7 Inland Empire California Nurses Educational Institute, Associate Degree Nursing Program	Recommend acceptance of the feasibility study for a new prelicensure nursing program requested by California Nurses Educational Institute, Associate Degree Nursing Program Enrollment Pattern: 40 generic students each spring and 50 advanced placement students each summer for an annual enrollment of 90 students. <u>ELC Vote:</u> Jovita Dominguez – Yes Dolores Trujillo – Yes Patricia Wynne – Yes

The webcast of the June 17, 2025, ELC meeting can be viewed [here](#).

NEXT STEP:

Notify Program of Board Action

PERSON TO CONTACT:

Mary Ann McCarthy, EdD, MSN, RN, PHN
Supervising Nursing Education Consultant



Addendum

Additional information from Samuel Merritt University (SMU)

Please note that the materials included in this section were requested during the prior ELC meeting held on June 17, 2025. The remaining SMU material reviewed by the ELC (pages 57-66) are provided for review only and are part of Agenda Item 8.1.

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ACADEMIC COLLABORTATION FORM

When selecting a new clinical agency or facility for student placement, the program shall take into consideration the impact that an additional group of students would have on students of other nursing programs already assigned to the agency or facility. Programs should include information on how approved nursing programs collaborate and coordinate with other approved nursing programs, or regional planning consortiums that utilize the same clinical facility.

Information from the Facility						Information from the School(s)	
Clinical Facility Site	Nursing programs already assigned to the agency/facility	Facility Impact Assessment (Y/N)	Number of Students	Days/Hours	Units	Academic response to facility information	If impact, collaboration efforts with school
Dignity Health: St. Joseph's Hospital	Samuel Merritt University	N	10 – 20	Saturday/Sunday 0700 – 1900	Med/Surg	N/A	
	San Joaquin Delta Community College	N	8 – 16	Two weekdays 0700 – 1500	Med/Surg		No official stance has been communicated regarding the program's growth. We discussed that additional clinical placement data may be shared in the upcoming weeks when the final information is available.
	California State University, Stanislaus (Stockton Campus)	N	10 – 20	One weekday 0700 – 1900	Med/Surg	No response	
San Joaquin General Hospital	Samuel Merritt University	N	10	Saturday/Sunday 0700 – 1900	Med/Surg	N/A	
	Xavier	N	10	One weekday 0700 – 1500	Med/Surg	No response	
	San Joaquin Delta Community College	N	8	Two weekdays 0700 – 1500	Med/Surg		No official stance has been communicated regarding the program's growth. We discussed that additional clinical placement data may be shared in the upcoming weeks when the final information is available.

	California State University, Stanislaus (Stockton Campus)	N	10	One weekday 0700 – 1900	Med/Surg	No response	
Dameron Hospital	Samuel Merritt University	N	12	Saturday/Sunday 0700 – 1900	Med/Surg, Telemetry, ICU ED	N/A	
	San Joaquin Delta Community College	N	8	Two days a week 0700 – 1900	Med/Surg		No official stance has been communicated regarding the program's growth. We discussed that additional clinical placement data may be shared in the upcoming weeks when the final information is available.
Mercy Medical Center – Merced	Samuel Merritt University	N	16	Two days a week 0700 - 1900	Med/Surg Obstetrics	N/A	
	Fresno City College Madera Community College	N	16	Two days a week 0700 – 1900	Med/Surg	Not impacted	We met with Dr. Sonia Duarte and Ms. Visveshwara, both of whom expressed their support for the expansion efforts in Sacramento and Region 4. Currently, they are utilizing Mercy Merced Medical Center and are considering Madera Regional Hospital as an additional site. We plan to coordinate efforts to support placements at Madera Regional Hospital. There will be no displacement of existing students at the site.
	Merced College	N	10	Two days a week 0700 – 1900	Med/Surg	Not impacted	Met on 6/27 and is supportive of the program expansion. Also, we will work with Jennifer Holt to determine clinical placements at Mercy Medical Center.



For Review Only – Part of Agenda Item 8.1

Prior ELC Materials – June 17, 2025

Please note that the materials included in this section are from the prior ELC meeting held on June 17, 2025. These pages (14-119) are provided for review only and are part of Agenda Item 8.1.

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**BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary**

AGENDA ITEM: 4.1
DATE: June 17, 2025

ACTION REQUESTED: Discussion and possible action regarding whether to recommend approval of the proposed curriculum revisions and clinical facilities and to acknowledge the receipt of program progress reports

Schools are identified within the meeting materials in tables titled Prelicensure Curriculum Changes, Progress Reports, and Clinical Agency or Facility Approvals

REQUESTED BY: Mary Ann McCarthy, Supervising Nursing Education Consultant

BACKGROUND: Curriculum of a nursing program shall meet the requirements set forth in [16 CCR § 1426](#) and shall be approved by the Board. Additionally, any revised curriculum shall be approved by the Board prior to its implementation. According to Board policy, Nursing Education Consultants (NEC) may review curriculum changes that do not significantly alter philosophy, objectives, or content and programs can implement, as needed, prior to Board approval. These requests are then reported to the Education/Licensing Committee and the Board for approval.

In accordance with [16 CCR § 1427](#) a nursing program shall not utilize any agency or facility for clinical experience without prior approval by the Board. Each program must submit evidence that it has complied with the requirements set forth by the board and shall only assign students to facilities that can provide the experiences necessary to meet the program's written objectives for student clinical learning experiences.

The NECs review all curriculum changes, progress reports and clinical agency and facility approvals. Upon review, the NEC assist nursing education programs in eliminating education barriers and course or content redundancies and support efforts in the development and use of effective instructional methods and delivery models. These requests are reported to the Education/Licensing Committee and the Board for approval.

A list of schools who have submitted Curriculum changes, Program Progress Reports, and Clinical Agency or Facility Approvals, that have been reviewed for implementation by the NECs, are in your materials packet. These are consent agenda items.

NEXT STEP: Place on Board Agenda.

PERSON TO CONTACT: Mary Ann McCarthy, EdD, MSN, RN, PHN
Supervising Nursing Education Consultant

Prelicensure Curriculum Changes
Education/Licensing Committee
June 17, 2025

SCHOOL NAME	APPROVED BY NEC	Date	FULL COMPLIANCE REPORT
ELM (alpha a-z)			
BSN (alpha a-z)			
Gurnick Academy of Medical Arts	K. Daugherty	05/22/25	<p>Program Request - Update Content Required for Licensure (CRL) to correct a few noted typos and inaccuracies. No changes in the total content required for licensure units, other degree units, or total graduation units, course content, or sequencing.</p> <p>Rationale - Routine form review for BSN program San Jose new campus request and use of the same curriculum used at the Concord campus.</p> <p>Enrollment Pattern - enroll 3x a year (January-56, May-28 and September-28) for a total annual enrollment of 112 students.</p> <p>Current enrollment - 241</p> <p>Accredited - No</p> <p>First CAV BRN Visit - 6/24-25/2024</p> <p>NCLEX Pass Rates Last 2 Years</p> <p>2022-23=87.76%</p> <p>2023-24=78.57%</p> <p>Attrition Per BRN Survey Past 2 years</p> <p>2022-23=9.8%</p> <p>2023-24=9.9%</p> <p>Consortium - Yes, Centralized Clinical Placement System (CCPS)</p> <p>Matriculation/Concurrent Collaborative Enrollment Agreements - No</p> <p>Total Program Cost - \$143, 200</p> <p>Program in Compliance with BRN regulations</p>
Sonoma State University	K. Daugherty	05/22/2025	<p>Program Request - As a result of joint BRN/Commission on Collegiate Nursing Education (CCNE) accreditation visit the program updated the curriculum forms to show the required minimum of 500 direct</p>

Prelicensure Curriculum Changes
Education/Licensing Committee
June 17, 2025

			<p>supervised patient care clinical data. Additionally, they updated current course numbering, course titling, other degree and graduation courses requirements consistent with catalog, nursing website, and course syllabi. No changes in total number of nursing content required for licensure or graduation unit requirements.</p> <p>Rationale for Request -Updated forms to be consistent with current regulatory requirements and the program website, syllabi and college catalog.</p> <p>Enrollment Pattern - enroll 1x a year-Fall 24 new students</p> <p>Current Enrollment - 42 students</p> <p>Accredited - CCNE</p> <p>Last Accreditation Visit - November 2024</p> <p>This was a joint visit with CCNE</p> <p>NCLEX Pass Rate the Last 2 years</p> <p>2022-2023=100%</p> <p>2023-2024=100%</p> <p>Attrition Per BRN Survey Past 2 Years</p> <p>2022-2023=0%</p> <p>2023-24=0%</p> <p>Consortium - No</p> <p>Matriculation or Concurrent Enrollment With - No</p> <p>Total Program Cost - \$34,525</p> <p>Program is in Compliance with BRN regulations</p>
ADN (alpha a-z)			
Allan Hancock College	M. Bauz	03/19/2025	<p>Program Request – update course numbering and naming on curriculum</p> <p>Rationale for Revision – Compliance with the provisions of the California Education Code (Title 5) and the common course numbering).</p> <p>Enrollment pattern – 50 students, 1x per year, Spring only</p> <p>Current Enrollment – 50 students</p> <p>Accredited – No</p>

Prelicensure Curriculum Changes
Education/Licensing Committee
June 17, 2025

			<p>Last CAV – 11/9-10/2022</p> <p>NCLEX-RN Pass Rates for Past 2 Years:</p> <p>2022-2023=85.29%</p> <p>2023-2024=97.83%</p> <p>Attrition Per Annual School Survey for Past 2 Years:</p> <p>2022-2023 = 3.1%</p> <p>2023-2024 = 0.0%</p> <p>Consortium – No</p> <p>Matriculation Agreements with CSU Channel Island</p> <p>Concurrent Enrollments – No</p> <p>Total Cost of Program - \$3,726</p> <p>Program is in Compliance with BRN Regulations</p>
Lassen Community College	M. Bauz	05/22/2025	<p>Program Request – update course numbering and naming on curriculum</p> <p>Rationale for Revision – Compliance with the provisions of the California Education Code (Title 5) and the common course numbering).</p> <p>Enrollment Pattern – 30 students every two years (even years), with an additional 10 LVN to RN students starting year 2 of the program.</p> <p>Current Enrollment – 34</p> <p>Accredited – No</p> <p>Last CAV – 07-13-2023</p> <p>NCLEX – New Program – 1st graduating class December 2025</p> <p>Attrition – No stats on attrition rates at this time.</p> <p>Consortium - member of the Far North Regional Consortium.</p> <p>Concurrent Enrollments – No</p> <p>Total Cost of Program - \$5,899</p> <p>Program is in Compliance with BRN Regulations</p>
Lemoore College (Previously West Hills)	M. Bauz	03/25/2025	<p>Program Request – update course numbering and naming on curriculum</p> <p>Rationale for Revision – Compliance with the provisions of the California Education Code (Title 5) and the common course</p>

Prelicensure Curriculum Changes
Education/Licensing Committee
June 17, 2025

			<p>numbering).</p> <p>Enrollment Pattern – 1x per year. 24 traditional in Fall and 10 LVN-RN summer Bridge Program.</p> <p>Current Enrollment – 56</p> <p>Accredited – No</p> <p>Last CAV - 09/13-14/2022</p> <p>NCLEX-RN Pass Rates for Past 2 Years:</p> <p>2022-2023=89.13%</p> <p>2023-2024=94.44%</p> <p>Attrition Per Annual School Survey for Past 2 Years:</p> <p>2022-2023 = 8.6%</p> <p>2023-2024 = 9.3%</p> <p>Consortium – Yes, San Joaquin Valley Nursing Education Consortium</p> <p>Concurrent Enrollments – No</p> <p>Total Cost of Program -\$7,449</p> <p>Program is in Compliance with BRN Regulations</p>
Los Medanos College	K. Daugherty	05/022/25	<p>Program Request - effective Summer 2025 updated curriculum forms to show increase in the LVN to RN Transition course units and update the other degree requirement showing acceptable courses and decrease in units. Additionally, update curriculum forms for the ASN-BSN LMC/CSU East Bay concurrent collaborative enrollment pathway. Total Content Required for Licensure units for generic ASN program unchanged; degree graduation units change from 77-84 units to 77-81 units.</p> <p>Rationale for request – LVN to RN Transition course unit increase to enhance preparation for advanced placement students.</p> <p>Enrollment Pattern 1x per year - Fall semester; 32 generic ASN first semester and 16 LVN to RN advanced placements students.</p> <p>Current enrollment - 76 students</p> <p>Accredited - No</p> <p>Last CAV - 5/11-12/2022</p> <p>NCLEX for Past 2 Years</p> <p>2022-23=91.3%</p>

Prelicensure Curriculum Changes
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			<p>2023-2024=96.0% Attrition per Annual School Survey Past 2 Years 2022-2023=2.5% 2023-24=2.8% Consortium - Yes, Bay Area Community College Consortium, Centralized Clinical Placement System (CCPS) and Kaiser Permanente My Clinical Exchange. Matriculation/Collaborative Agreements - Yes, CSU East Bay traditional non-current enrollment RN to BSN and LMC/CSUEB Concurrent Collaborative ASN to BSN Total Cost of Program - \$6,864 Program in Compliance with RN Regulations</p>
Madera Community College	M. Bauz	05/21/2025	<p>Program Request – update course numbering and naming on curriculum Rationale for Revision – Compliance with the provisions of the California Education Code (Title 5) and the common course numbering). Enrollment Pattern – 15 students admitted only 1x/year in the summer. Current Enrollment – 15 LVNs. LVN to RN Bridge Program only. Accredited – No Last CAV - 09/29-30/2020 NCLEX-RN Pass Rates for Past 2 Years: 2022-2023=100% 2023-2024=100% Attrition Per Annual School Survey for Past 2 Years: 2022-2023 = 20.0% 2023-2024 = 26.7% Consortium – Yes, San Joaquin Valley Nursing Education Consortium Concurrent Enrollments – No Total Cost of Program - \$6,840 Program is in Compliance with BRN Regulations</p>
Mt. San Antonio College	H. Hunter	03/28/2025	<p>Program Request – update course numbering and naming on</p>

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			<p>curriculum forms to reflect the approved 2024 curriculum change. Rationale for Revision – Updated forms to be consistent with current regulatory requirements and the program website, syllabi and college catalog. Enrollment Pattern – 60 students, 2x a year Current Enrollment – 228 Accredited By - ACEN Last Accreditation Visit – Fall 2023 This was a joint visit with ACEN NCLEX-RN Pass Rates For Past 2 Years 2022-23 = 88.70% 2023-24 = 96.49% Attrition Per Annual School Survey For Past 2 Years: 2022-23 =5.2% 2023-24 = 4.3% Consortium - Yes Matriculation Agreements - No Concurrent Enrollments – No Total Cost of Program. \$4432.00-Residents. \$16,570-Non-Residents Program is in Compliance with BRN Regulations</p>
Shasta College	M. Bauz	05/23/2025	<p>Program Request – update course numbering and naming on curriculum Rationale for Revision – Compliance with the provisions of the California Education Code (Title 5) and the common course numbering). Enrollment Pattern – 30 student Fall and Spring Current Enrollment – 120 Accredited – No Last CAV - 04/25-26/2023 NCLEX-RN Pass Rates for Past 2 Years: 2022-2023 88.14% 2023-2024 93.22%</p>

Prelicensure Curriculum Changes
Education/Licensing Committee
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			Attrition Per Annual School Survey for Past 2 Years: 2022-2023 = 11.7% 2023-2024 = 8.2% Consortium – Yes Concurrent Enrollments – No Total Cost of Program - \$8,145.95 Program is in Compliance with BRN Regulations
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PROGRESS REPORTS
Education/Licensing Committee
June 17, 2025

SCHOOL NAME	APPROVED BY NEC	DATE APPROVED	PROGRESS REPORT Brief Summary
Clinical Concerns Reported from Programs			
Faculty Concerns Reported from Programs			
Feasibility Abandonment			
Healthcare Career College	MA. McCarthy	05/26/2025	Healthcare Career College has abandoned a second application for a new prelicensure registered nursing program. Second ADN program letter of intent was received 06/30/2023. October 2024 an extension was granted until June 2025. Requirements specified in 16 CCR 1421, document EDP-I-01, was not completed, including the receipt of payment or submission of the Feasibility study. After one year's time the application is deemed to have been abandoned.
California Career Institute	MA. McCarthy	05/26/2025	California Career Institute has abandoned a second application for a new prelicensure registered nursing program. Second ADN program letter of intent was received 07/11/2022. Extension was granted until July 2025. Requirements specified in 16 CCR 1421, document EDP-I-01, was not completed. After one year's time the application is deemed to have been abandoned.
Feasibility Extension Request			
Honor Health Sciences	MJ. Rosenblatt	05/08/2025	Honor Health Sciences is requested a one-year extension for submitting the initial feasibility study to May 2026. The program is working with BPPE for designation as a degree granting institution.
Marsha Fuerst School of Nursing	D. Shipp	04/14/2025	Marsha Fuerst is requesting an extension of their request for additional campus Feasibility study until June 2026 to allow additional time to seek alternate site and collaborate with programs in that respective

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SCHOOL NAME	APPROVED BY NEC	DATE APPROVED	PROGRESS REPORT Brief Summary
			area.
National Career College	M. Bauz	04/28/2025	National Career College (NCC) is requesting a one-year extension for submitting a revised Feasibility Study. NCC has hired a new consultant to assist with the revisions and is requesting an extension until August 2026.
Summit College	MA. McCarthy	05/26/2025	Summit College is requesting a one-year extension for submitting a revised Feasibility Study. Additional time to finalize critical component of the feasibility. The extension request is until July 2026.
Initial Self-Study Extension Request			
Southern California Health Institute (SOCHI)	L. Kennelly	05/15/2025	SOCHI is requesting a 1-year extension to complete submission of initial self-study documents and submit for a program director. Extension is until May 2026.
ELM (alpha A-Z)			
BSN (alpha A-Z)			
Arizona College	M. Johnson	04/10/2025	The parent company for Arizona College of Nursing, Sentinel Peak Colleges LLC (SPC), has entered into a Membership Interest Purchase Agreement with Searchlight Capital Partners. SPC will continue to hold the majority of the voting and economic interests, retaining approximately 52%, with the expected date of May 16, 2025.
William Jessup University	K. Daugherty	05/23/2025	BSN program's school website is using the shorter "Jessup University" for marketing purposes. William Jessup University remains the legal name of the school.
ADN (alpha A-Z)			
Carrington College Sacramento	K. Daugherty	03/26/2025	Carrington College notified that effective March 31, 2025, Carrington College's Board of Governors has selected Nick Gomez, PhD, MBA as President of Carrington College. M. Charles, former Carrington president (2019-3.30.2025) will remain with Carrington College as Executive VP of Campus Operations.

PROGRESS REPORTS
Education/Licensing Committee
June 17, 2025

SCHOOL NAME	APPROVED BY NEC	DATE APPROVED	PROGRESS REPORT Brief Summary
Los Angeles City College	M. Johnson	05/13/2025	Progress report from previous routine continuing approval visit November 2024 areas of non-compliance for CCR 1424 Administration and Organization of the Nursing Program, in two resource related subsections. Program is still in non-compliance with the two resource related subsections and are currently working to address them. One student worker hired and another currently under review to assist with reallocation of space. New Simulation Technician to start May 2025. Open lab hours are now available to students. Two full-time faculty positions remain unfilled at this time, one adjunct faculty in interview process, and Program Director in interim status to be re-evaluated summer of 2025.
APRN (alpha A-Z)			
CSU Stanislaus	M. Johnson	04/10/2025	CSU Stanislaus MSN FNP program has submitted a curriculum revision with implementation for Fall 2025, to align with the Commission on Collegiate Nursing Education (CCNE) accreditation requirements, National Organization of Nurse Practitioner Faculties (NONPF) competencies, and National Task Force (NTF) Standards. Clinical practicum hours increased to 825 hours without increasing number of semesters students are at clinical sites. A summer semester included to optimize course distribution and student learning outcomes. Total Curriculum Plan has been updated to reflect changes.
Sonoma State University	K. Daugherty	05/25/2025	SSU FNP program updated BRN curriculum forms to document MSN-FNP degree option. Post Master's Certificate FNP program currently on paused.
University of California Davis (UCD)	K. Daugherty	00/00/2025	UCD DNP-FNP program has updated BRN NP curriculum forms to as part of initial CCNE. BRN accreditation site visit review to be consistent with college catalog, program website, and course syllabi. Total units for graduation 133 units with 26 units of 780 supervised direct patient care clinical hours.
West Coast University	MA. McCarthy	05/19/2025	Notice of intent to start a Psych Mental Health Nurse Practitioner (PMHNP) track in 2021. This track was reviewed on a joint continuing

PROGRESS REPORTS
Education/Licensing Committee
June 17, 2025

SCHOOL NAME	APPROVED BY NEC	DATE APPROVED	PROGRESS REPORT Brief Summary
			approval visit with CCNE in March of 2024. PMHNP and all WCU NP programs are in Compliance with BRN Regulations

CLINICAL AGENCY OR FACILITY APPROVALS
Education/Licensing Committee
June 17, 2025

SCHOOL NAME	APPROVED BY NEC	DATE APPROVED	CLINICAL SETTING Name of Facility, Type of Facility → details if not obvious (Acute/Non-Acute), Average Daily Census (ADC), Content Areas (MS/O/C/PMH/G)
ELM (alpha a-z)			
University of Pacific	K. Daugherty	04/29/2025	Capitol Post Acute Care SNF, LTC, ADC-118, MS,G
			Mountain Manor Rehab Center, LTC, ADC-40, MS,G
BSN (alpha a-z)			
Angeles College	M. Johnson	05/12/2025	Providence Holy Cross Medical Center, Acute, ADC 20-40, MS/G
CNI College	D. Shipp	04/28/2025	Bayview Hospice, Non-Acute, ADC 100, MS/G
National University	MA. McCarthy	04/28/2025	The Playground Learning Center, Non-Healthcare, Out rotation only. ADC – 12, C
Samuel Merritt University	MA. McCarthy	06/03/2025	Marshall Medical Center, Acute, ADC-20, MS-G-O Mercy Medical Center Merced, Acute, ADC-45, MS-O-C-G.
Unitek College	MA. McCarthy	04/05/2025	Walton Pediatrics Medical Association, Clinic, ADC – 36, C
West Coast University	MA. McCarthy	05/14/2025	Loma Linda Post Acute, Long-Term Care, ADC 78, MS-G York Healthcare & Wellness Centre, Long-Term Care, ADC 107, MS-G Granada Hills Care Center, Long-Term Care, ADC 48, MS-G
West Coast University	MA. McCarthy	05/29/2025	Oncology Institute of Hope and Innovation, Non-Acute, ADC-15 MS-G
ADN (alpha a-z)			
Butte College	K. Daugherty	04/28/2025	Paradise Medical Group Chico Pediatrics, Clinic, ADC-40, C
College of San Mateo	L. Kennelly	03/21/2025	Kaiser Permanente Redwood City, Acute, ADC – 20, MS/G Sequoia Hospital, Acute, ADC – 20, MS/O/G Zuckerberg San Francisco General, Acute, ADC – 158, MS/C/G
College of San Mateo	L. Kennelly	04/01/2025	California Pacific Medical Center – Davies Campus, Acute/Long Term Care, ADC – 40, MS/G
Cuesta College	L. Kennelly	04/08/2025	San Luis Post Acute Center, Long Term Care, ADC – 40, G
Los Angeles Harbor College	M. Johnson	05/14/2025	Alamitos Belmont Rehabilitation Hospital, Non-Acute, Long-Term Care, ADC 87, MS/G
Marsha Fuerst School of Nursing	D. Shipp	04/08/2025	Kaiser Permanente – Riverside, Acute, ADC 8-180, MS/O/G
Marsha Fuerst School of Nursing	D. Shipp	04/11/2025	Whittier Hospital Medical Center, Acute, ADC 8-24, MS/O/C/G

CLINICAL AGENCY OR FACILITY APPROVALS
Education/Licensing Committee
June 17, 2025

SCHOOL NAME	APPROVED BY NEC	DATE APPROVED	CLINICAL SETTING Name of Facility, Type of Facility → details if not obvious (Acute/Non-Acute), Average Daily Census (ADC), Content Areas (MS/O/C/PMH/G)
Marsha Fuerst School of Nursing	D. Shipp	04/14/2025	Kaiser Permanente South Bay, Acute, ADC 3-20, MS/O/C/G Rady Children's Hospital, Acute, ADC 40, C
Merced Community College	M. Bauz	02/19/2025	John C. Fremont Healthcare District, Acute, Long-Term, Clinic, ADC 8-80, MS/G
Merced Community College	M. Bauz	04/03/2025	Valley Children's Hospital, Acute, Clinic, ADC 10-164, C
Moorpark College	M. Johnson	03/18/2025	Aspen Surgery Center, Ambulatory Care, ADC-10, MS/C/G
Palo Verde College	M. Johnson	04/01/2025	Desert Children's Ambulatory Care, ADC- 20, C

**BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary**

AGENDA ITEM: 4.2

DATE: June 17, 2025

ACTION REQUESTED: Discussion and possible action regarding whether to recommend continuing approval of approved Prelicensure nursing programs and Advanced practice nurse practitioner nursing programs

REQUESTED BY: Mary Ann McCarthy, Supervising Nursing Education Consultant

BACKGROUND: The [California Business and Professions Code \(BPC\) section 2785](#) requires the Board to prepare and maintain a list of Board-approved nursing schools in California whose graduates, if they have the other necessary qualifications, shall be eligible to apply for a license to practice nursing in this state. Additionally, BPC sections [2786.2](#) and [2788](#) and the [California Code of Regulations section 1483.1](#), require the Board to inspect all Board-approved nursing schools and written reports of the visits to be made to the Board, which shall subsequently approve those nursing schools that meet the requirements provided by the Board.

The Nursing Education Consultants (NEC) conduct comprehensive program and interim approval visits and provide ongoing consultation to proposed and currently approved pre-licensure and advanced practice nursing education programs ensuring approved programs prepare safe competent registered nurses and advanced practice nurses.

The NECs have received and reviewed all documentation from program listed in Agenda Item 4.2. Information on these requests is on the lists provided in your materials packet. These programs have met all Board rules and regulations related to the requests and are consent agenda items.

NEXT STEP: Place on Board Agenda.

PERSON TO CONTACT: Mary Ann McCarthy, EdD, MSN, RN, PHN
Supervising Nursing Education Consultant

Prelicensure Continuing Approval Visit Consent Agenda Items
Education/Licensing Committee
June 17, 2025

SCHOOL NAME	APPROVED BY NEC	VISIT DATES	FULL COMPLIANCE REPORT
ELM (alpha a-z)			
BSN (alpha a-z)			
ADN (alpha a-z)			
College of San Mateo	L. Kennelly	02/04/2025	<p>Enrollment Pattern – 50 students x once a year in fall. Current Enrollment - 95 students Accredited By – This visit was an initial accreditation visit with Accreditation Commission for Education in Nursing (ACEN) Last Accreditation Visit – N/A Was this visit a joint visit with the BRN - Yes NCLEX-RN pass Rates For Past 5 Years 2019-20 = 86.36% 2020-21 = 93.75% 2021-22 = 92.45% 2022-23 = 84.31% 2023-24 = 94.92% Attrition Per Annual School Survey For Past 5 Years: 2019-20 = 6.0% 2020-21 = 0.0% 2021-22 = 15.4% 2022-23 = 2.0% 2023-24 = 6.1% Consortium – No Matriculation and/or Concurrent Enrollment With – Concurrent enrollment with San Francisco State University in process. Total Cost Of Program – \$8,000 Program is in Compliance with BRN Regulations</p>
College of the Sequoias	L. Kennelly	03/17/2025	<p>Enrollment Pattern – 90 students twice a year and 20 students every other year for year-round program only.</p>

			<p>Current Enrollment - 200</p> <p>Accredited By – Initial Joint visit with ACEN</p> <p>Last Accreditation Visit – N/A</p> <p>Was this visit a joint visit with the BRN - Yes</p> <p>NCLEX-RN Pass Rates For Past 5 Years</p> <p>2019-20 = 94.30%</p> <p>2020-21 = 87.85%</p> <p>2021-22 = 87.00%</p> <p>2022-23 = 95.10%</p> <p>2023-24 = 86.90%</p> <p>Attrition Per Annual School Survey For Past 5 Years:</p> <p>2019-20 = 5.8%</p> <p>2020-21 = 4.1%</p> <p>2021-22 = 2.8%</p> <p>2022-23 = 4.4%</p> <p>2023-24 = 1.7%</p> <p>Consortium – Yes, Central San Joaquin Valley Clinical Education Collaborative</p> <p>Matriculation and/or Concurrent Enrollment With – Yes, Matriculation Agreement with University of Phoenix.</p> <p>Total Cost Of Program – \$6,094.41</p> <p>Program is in Compliance with BRN Regulations</p>
Contra Costa College	D. Shipp	02/18/2025	<p>Enrollment Pattern – 40 students every Fall and 8 advanced placement students every year, Annual enrollment of 48</p> <p>Current Enrollment - 72</p> <p>Accredited By – N/A</p> <p>Last Accreditation Visit – N/A</p> <p>Was this visit a joint visit with the BRN - No</p> <p>NCLEX-RN Pass Rates For Past 5 Years</p> <p>2019-20 = 90.5%</p> <p>2020-21 = 82.5%</p> <p>2021-22 = 83.3%</p> <p>2022-23 = 86%</p> <p>2023-24 = 94.29%</p> <p>Attrition Per Annual School Survey For Past 5 Years:</p> <p>2018-19 = 2.2%</p> <p>%2019-20 = 24.5%</p> <p>2020-21 = 30 %</p>

			2021-22 = 0.0% 2022-23 = 3.9% Consortium – No Matriculation and/or Concurrent Enrollment - No Total Cost Of Program – \$3,438 Program is in Compliance with BRN Regulations
Cuesta College	L. Kennelly	04/08/2025	Enrollment Pattern – 46 students every fall, 34 every spring. Current Enrollment - 114 students Accredited By – Not accredited Last Accreditation Visit – Fall 2019 Was this visit a joint visit with the BRN - No NCLEX-RN Pass Rates For Past 5 Years 2019-20 = 97.30% 2020-21 = 93.18% 2021-22 = 97.56% 2022-23 = 95.74% 2023-24 = 100% Attrition Per Annual School Survey For Past 5 Years: 2019-20 = 8.2% 2020-21 = 6.1% 2021-22 = 8.9% 2022-23 = 6.3% 2023-24 = 0% Consortium – Yes, South Central Coast Regional Consortium (SCCRC) Matriculation and/or Concurrent Enrollment With – Yes, matriculation agreement with CSU Monterey Bay Total Cost Of Program – \$5,728 Program is in Compliance with BRN Regulations

Nurse Practitioner Continuing Approval Visit Consent Agenda Items
Education/Licensing Committee
June 17, 2025

SCHOOL NAME	APPROVED BY NEC	VISIT DATES	FULL COMPLIANCE REPORT
APRN (alpha a-z)			
West Coast University	MA. McCarthy	05/19/2025	<p>Date of this joint visit – March 2024</p> <p>NP Programs Offered – FNP, AGACNP, AGPCNP, PMHNP</p> <p>Current Enrollment Pattern in both Masters and post masters certifications is 6 times per year</p> <p>Current Enrollment–FNP-375, AGACNP-67, AGPCNP-183, PMHNP-254</p> <p>Accredited By – CCNE through December 2029</p> <p>Last Accreditation Visit – MSN 11/2011 Post Certificate 03/2014</p> <p>Total Cost Of Program – \$43-\$48K depending on track</p> <p>Program is in Compliance with BRN Regulations</p>

Family/individual across the lifespan (FNP)

Adult-gerontology, primary care or acute care (AGPCNP and APACNP)

Neonatal (NNP)

Pediatrics, primary care or acute care (PNP-PC and PNP-AC)

Women's health/gender-related (WHNP)

Psychiatric-Mental Health across the lifespan (PMHNP)

Nurse Practitioner INITIAL Approval Visit Consent Agenda Items
Education/Licensing Committee
June 17, 2025

SCHOOL NAME	APPROVED BY NEC	VISIT DATES	FULL COMPLIANCE REPORT
APRN (alpha a-z)			
University of St. Augustine of Health Sciences	MA. McCarthy	12/04/2024	<p>Initial BRN Approval Visit – 12-04-2024</p> <p>NP Programs Offered – AGPNP, PMHNP, FNP</p> <p>Enrollment Patterns</p> <p>FNP – 25 students 3 times a year, annual enrollment 45 students</p> <p>PMHNP – 9 students 3 times a year, annual enrollment 27 students</p> <p>AGPCNP – 5 students 3 times a year, annual enrollment 15 students</p> <p>Current Enrollment –AGPNP - 0, PMHNP - 12, FNP- 29</p> <p>Accredited By – CCNE</p> <p>Last Accreditation Visit – Fall 2023</p> <p>Total Cost Of Program – AGPNP – \$44,065, PMHNP - \$44,065, FNP- \$43,220.</p> <p>Program is in Compliance with BRN Regulations</p>

**BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary**

AGENDA ITEM: 5.1
DATE: June 17, 2025

ACTION REQUESTED: Discussion and possible action regarding prelicensure nursing programs in non-compliance

REQUESTED BY: Mary Ann McCarthy, Supervising Nursing Education Consultant

BACKGROUND: The Board shall prepare and maintain a list of Board-approved nursing schools in California whose graduates, if they have the other necessary qualifications, shall be eligible to apply for a license to practice nursing in this state. The Executive Officer delegates the Board inspection of all California nursing schools and written reports of the visits to the assigned Nursing Education Consultant (NEC). At conclusion of the comprehensive program review, these reports are presented by the NEC to the Board, which shall subsequently approve those nursing schools that meet the requirements provided by the Board.

Upon receiving the report, if the Board determines that any Board-approved nursing school is not maintaining the standard required by the Board, a written notice specifying the non-compliance(s) shall be immediately given to the nursing school. If the non-compliance(s) are not corrected within a reasonable time, the Board may remove the approval for the nursing school and provide written notice of this Board action.

[California Code of Regulations section 1423.2](#) specifies:

(a) After review of evidence of non-compliance with Article 3 and lack of demonstrated corrective actions to remove noncompliance, the Board may take action to:

- (1) Deny approval of a nursing program; or
- (2) Revoke approval from a nursing program; or
- (3) Place a nursing program on a warning status with intent to revoke approval; or
- (4) Revoke approval when a program has been on a warning status for one year and the program fails to show substantive corrective changes.

(b) The Board shall provide specific requirements for correction of noncompliance findings and a return date for review of the program's approval status.

NEXT STEP: Place on Board Agenda.

PERSON TO CONTACT: Mary Ann McCarthy, EdD, MSN, RN, PHN
Supervising Nursing Education Consultant

BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary

AGENDA ITEM: 5.1.1

DATE: June 17, 2025

ACTION REQUESTED: Discussion and possible action regarding prelicensure nursing programs in non-compliance.
Merritt College Associate Degree Nursing Program (two years with non-compliances following a BRN continuing approval visit)

REQUESTED BY: Heather Hunter RN, MSN, Nursing Education Consultant

BACKGROUND: In August 2023 the Board deferred taking action on the Continuing Approval of Merritt College Associate Degree Nursing Program located in Oakland within Alameda County due to one (1) area of non-compliance and seven (7) related non-compliances from their February 2023 Continuing Approval Visit (CAV). The program came back in front of the Board in August of 2024 and again in April 2025 with continued non-compliances. Per the Board motion the program is to return quarterly to the ELC until the program is in full compliance. Since the original CAV the program has come into compliance with two areas of non-compliance.

The program has an annual enrollment approval for 40 students in the Fall, but due to the lack of faculty, resources, and multiple challenges, the program voluntarily held their enrollment in the Fall of 2023 and enrolled only 25 students in Fall of 2024. The program has made the decision again to voluntarily hold enrollment for Fall of 2025 due to lack of resources, the resignation of their program director and assistant program director and to focus on their non-compliances. Current enrollment is 21.

Report on remaining progress to clear non-compliance in the following areas:

- 1424(d) The program shall have sufficient resources including faculty.

Related non-compliances:

- 1424(b)(1) The nursing program shall have a written plan for evaluation of the total program,
- 1424(g) Faculty members shall have the primary responsibility for developing policies and procedures, planning, organizing, implementing, and evaluating all aspects of the program.
- 1424(h) The faculty shall be adequate in type and number.
- 1425.1(a) Each faculty member shall assume responsibility and accountability for instruction, evaluation of students, and planning and implementing curriculum content.
- 1426(a) The curriculum of a nursing program shall be that set forth in this section and shall be approved by the board. Any revised curriculum shall be approved by the board prior to its implementation.

Currently the program is still in non-compliance with the regulations that were reported to the Board in April 2025. The program has hired a curriculum consultant who is currently working with the faculty on the curriculum review and update. The curriculum consultant started April 14, 2025, and is contracted until December 31, 2025. The program submitted a phased schedule for completing their curriculum review and update that they state will be completed by December 31, 2025. The program does not have a detailed dated timeline for the ELC currently for their phased curriculum review, update and implementation date. The program reported that their total program evaluation would also be completed by December 2025 and a detailed timeline for the development of their total program

evaluation would not be available until June 2, 2025.

The program reported that they have posted two new faculty positions for positions needed by Fall of 2025 but have not interviewed nor hired any candidates at this time. The program did state, "We have received one applicant to fill these positions, so the President worked with HR to increase the salary range. The Dean of Division III, Monica Ambalal, is working with our academic senate president and HR to form a hiring committee during the week of May 26-30, 2025." The program reported that their program director and assistant program director (psych content expert) will be retiring at the end of Spring (June 2025) and they will be posting for two additional full time instructor positions to fill their program director and assistant program director positions. There is no information on the timeline for these positions to be posted to be filled.

The NEC is working closely and has met with the program director, assistant program director, and the program's leadership to ensure the current students in their program are able to complete the program without delays or having to transfer to another program to complete their education due to lack of faculty/program leadership. The program has decided to hold admissions for the fall of 2025.

Cost of the program = \$8500

NCLEX Pass Rates

2019-2020 = 100%
2020-2021 = 95.65%
2021-2022 = 77.78%
2022-2023 = 88.24%
2023-2024 = 89.47%

Attrition rate per annual survey

2019-2020 = 27.3%
2020-2021 = 39.4%
2021-2022 = 12.8%
2022-2023 = 20%
2023-2024 = 32%

NEXT STEP:

Place on Board agenda.

PERSON TO CONTACT:

Heather Hunter RN, MSN
Nursing Education Consultant

One Year Review of Report of Findings
Deferred CAV Status
Executive Summary
May 21, 2025
Prepared by Dawn Williams, Program Director

Merritt College Response to Continuing Approval Visit Report of Findings/Non-Compliances

This Executive Summary serves as an overall update to the non-compliances identified by BRN Nursing Education Consultants in 2023.

Outstanding Non-Compliances
Updated as of May 2025

The most recent changes are listed below.

Ongoing and of Key Importance:

Faculty Improvement – Our administration worked to create two new posted positions that are currently available to the public until June 20, 2025. The positions are for faculty specialties in psychiatrics and pediatrics, and in order to receive a larger pool of applicants, we adjusted the requested language to invite a broader range of interests. The positions are not grant allocated and will be supported with Fund 1 through the college. Both our chancellor and president of the college are committed to the new positions. We have received one applicant to fill these positions, so the President worked with HR to increase the salary range. The Dean of Division III, Monica Ambalal, is working with our academic senate president and HR to form a hiring committee during the week of May 26 – 30, 2025. The hires will remain confidential between the hiring committee and commensurate to district process. HR has recently approved two additional positions to replace the program director (Dawn Williams) and assistant program director (Lynn Bratchett) who have recently submitted their retirement requests to conclude at the end of the Spring 2025 semester.

Total Evaluation Plan – The Program Evaluation Plan will be submitted with the assistance of our nursing faculty – including Diana Barrios (Maternity Content Expert), Iona Henderson (Med-Surg Content Expert) and Monica Mofidi (Med-Surg), along with our part timers who will be offered stipends for their support: (Randy Shields, Dr. Elena Todorova, Tracy Perron, Donna Ervin, Raufat Ikhara and Khadijah Robinson). Our curriculum consultant, Dr. Emily Herbert provided through NurseTim, the program director, and Curriculum Committee lead Nghiem Thai will also be part of the process. This plan should culminate and be submitted prior to the end of the consultant's contract in December 2025. A detailed timeline will be determined at the 6/2/2025 meeting.

Curriculum Revision – The college has committed to support a curriculum consultant, provided through the NurseTim corporation, named Dr. Emily Herbert (DNP, APRN, FNP-C, CNE) to direct and support the work of the faculty to update, recraft and ensure relevance of curriculum and the total program evaluation plan. The NurseTim contract was approved by the PCCD (Peralta Community College District) on 4/14/2025 and it is active until 12/31/2025.

The curriculum planning will unfold in four phases:

Phase I: Program Review

- Timeline: Start date to be mutually agreed upon; completed by December 31, 2025
- Delivery: Virtual
- Scope:
 - Review curriculum, syllabi, handbooks, accreditation reports, and BRN documentation
 - Focus on gaps/overlaps, clinical judgment, instructional quality, recruitment, access for part-time students, and NCLEX® readiness
- Deliverable: A written report with program strengths, challenges, improvement recommendations, and curriculum revision suggestions

Phase II: Curriculum Planning

- Timeline: Start date to be mutually agreed upon; completed by December 31, 2025
- Delivery: Virtual
- Scope:
 - Establish ADN curriculum goals, outcomes, and alignment with QSEN, BRN, and accreditor standards
 - Design up to 10-course curriculum with detailed course structures and credit allocations
 - Discuss program entry, progression, and facility/equipment needs
- Deliverable: A curriculum development plan with measurable outcomes, course structure, and a course creation action plan

Phase III: Curriculum Development

- Course Development
 - theory/lab courses
 - practicum/clinical courses
- Timeline: Start date to be mutually agreed upon; completed by December 31, 2025
- Delivery: Virtual
- Scope:
 - Project Lead coordinates between course developers and college stakeholders
 - Ensure alignment with curriculum standards and consistency across courses

- Course developers produce syllabi including descriptions, outcomes, textbooks, outlines, and assessments
- Deliverables:
 - Course syllabi using Merritt templates
 - Curriculum becomes property of Merritt College

Phase IV: Curriculum Implementation Workshop

- Timeline: To be determined in collaboration with consultant
- Duration & Delivery: Two-day (12-hour) workshop, virtual or on-campus
- Scope & Agenda:
 - Day 1: Next Generation NCLEX® (NGN) & Clinical Judgment
 - Morning:
 - Overview of NGN and Clinical Judgment Measurement Model (NCJMM)
 - Evidence-based rationale for NGN
 - Strategies to support safe, effective practice
 - Afternoon:
 - NGN item types and blueprinting to NCLEX® test plan and QSEN
 - Writing reliable NGN test items
 - Exam quality and testing policies
 - Day 2: Teaching Strategies & Course Prep
 - Review of best practices in active learning, planning, and assessment
 - Working sessions:
 - Course-specific breakout work with consultant
 - Develop first-unit lesson plans and assessment strategies (45 min per course team)
- Deliverable: Customizable faculty development workshop with practical outputs supporting NGN integration and course delivery readiness

Meetings with Nursing Faculty and Curriculum Committee Lead, Nghiem Thai
Meetings Held on 4/28/2025, 5/5/2025, 5/12/2025

- CurriQuNET Accounts created for Nursing faculty
- Faculty agreed to create a course modification proposal in CurriQunet for one of the NURS classes assigned to each professor
- Instructors are reviewing existing CORs, beginning in May 2025

Grant Support and Program Expansion – Through the assistance of Dean Monica Ambalal, Merritt College Nursing was awarded \$1.15M through the “Rebuilding Nursing Infrastructure” (RNI) grant offered through the CCCO to expand nursing education and increase enrollment in nursing shortage areas. Key deliverables include hiring a Simulation Laboratory Coordinator and Clinical Coordinator, funding professional development, providing stipends for curriculum assessment, technology updates, and mentorship opportunities for new faculty. There are no exact deliverables required by the grantee through the language and scope of the initial FOA, and the premise of the grant centers on compliance for the Merritt College Nursing program. The RNI grant is

based on a two-year cycle, and the dean embedded funding to support the grant to ensure its maintenance. Since we received this award, we are eligible to apply for a second cycle of grant funding for the fiscal years of 2027 – 2029.

Response to Non-Compliances

1424 (d) - Sufficient Resources

- The nursing program was provided funding through college Strong Workforce Funds to hire and secure a consultant provided through NurseTim
- The nursing program has secured a \$1.15M grant awarded by the Chancellor's Office of the CCC
- The president of Merritt College has been authorized to hire four full-time faculty in Nursing
- The Dean of Allied Health has been meeting bi-weekly in Spring 2025 with the program director and assistant program director to maintain regular communication centering on compliance issues; the VPI of Merritt College has also been in attendance to provide support and communicate with the president and chancellor of PCCD the ongoing needs in the Nursing area
- The Merritt College Curriculum Committee was made aware of the Nursing program update at the meeting held on 3/27/2025 and is prepared to support the faculty by providing office hours and instructing faculty completing required revisions

1424 (f) - Assistant Director Responsibilities

- The Assistant Director's role has been updated to include 50% administrative duties, enhancing program leadership and continuity.

1424 (g) & (h) - Faculty Responsibilities and Adequacy

- Nursing faculty is being supported by our Curriculum Committee to complete needed COR updates
- The Dean of Allied Health has received five part-time applications from HR which may be used to support our Nursing program, provided they meet BRN standards
- A full-time Medical-Surgical instructor was hired in 2024; Pediatrics instruction currently relies on part-time faculty, with two full-time hires planned for Fall 2025.

1424 (b)(1) - Total Program Evaluation

- With the support of our Curriculum Committee and the consultant from NurseTim, we plan to have a total evaluation plan prepared by Spring 2026. A new evaluation plan will address attrition rates and include remediation strategies to support student success. Increased faculty hiring will enhance student support.

1425.1 & 1426 - Faculty Responsibilities & Curriculum Updates

- The Curriculum Committee lead has met with the Nursing faculty three times in Spring 2025 to assist with minor updates to CORs in relative expert areas
- Dr. Emily Herbert met with our Nursing Faculty and curriculum lead twice in the Spring 2025 semester to address needed work on course edits
- The nursing faculty hosted a 2-hour workshop (11/21/2024) to address deficiencies in the Nursing curriculum and prepare for the upcoming curriculum updates
- An additional course was created to address a two-unit deficit and has been approved for Fall 2024 implementation.
- Faculty are revising curriculum, integrating simulation training, electronic health records, and refining course content.

Immediate Goals

- Hire 2-4 additional faculty members to support program implementation (in progress)
- Deliver a completed, approved curriculum and Total Program Evaluation (in progress)
- Continue graduating competent, safe, and skilled nurses.

Merritt College remains committed to strengthening its nursing program and ensuring compliance with BRN standards while addressing the growing demand for nurses in the Bay Area.

**BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary**

AGENDA ITEM: 5.1.2

DATE: June 17, 2025

ACTION REQUESTED: Discussion and possible action regarding prelicensure nursing programs in non-compliance.
Cabrillo College Associate Degree Nursing Program (non-compliances following a BRN continuing approval visit)

REQUESTED BY: Mary Jane Rosenblatt Supervising Nursing Education Consultant

BACKGROUND: Cabrillo College Associate Degree Nursing program had a routinely planned Continuing Approval Visit (CAV) on February 19, 2025. The program is not accredited. Last BRN approval was Spring 2023, in response to the program having two consecutive years of annual NCLEX pass rates less than 75%.

Enrollment pattern: 32 students twice a year for an annual enrollment 64 students. Total enrollment is 112 students.

During the February 2025 visit, Cabrillo was found to be in non-compliance with three (3) BRN Regulations:

- CCR 1424 Administration and Organization of the Nursing Program,
- CCR 1425 Faculty Qualifications
- CCR 1425.1 Faculty Responsibilities.

Non-compliances pending review to clear

CCR 1425. Faculty--Qualifications and Changes.

- Progress: Position descriptions revised and going through the institutional approval process with finalization expected June 2025.

CCR 1425.1. Faculty Responsibilities

- Progress: Curriculum planning added as a standing agenda item to all faculty meetings, and a dedicated curriculum development workshop in May 2025. Revised curriculum submitted to institutional curriculum committee in Fall 2025 and prepared for submission to the BRN for implementation in Fall 2026.

CCR 1425.1(b): Each faculty member shall participate in an orientation program.

- Progress: Program is actively working on developing an orientation manual as well as a defined process.

CCR 1425.1(d): Each faculty member shall be clinically competent in the nursing area in which he or she teaches.

- Progress: Two faculty were identified needing evidence of direct patient care experience; one has submitted evidence of clinical recency, and the other has proceeded with retirement at the completion of the Spring 2025 semester.

NCLEX pass rates

Attrition rate per annual school survey

2019-2020 = 75.81%

2019-2020 = 1.4%

2020-2021 = 71.21%

2020-2021 = 2.8%

2021-2022 = 64.79%

2021-2022 = 4.3%

2022-2023 = 93.84%

2022-2023 = 5.3%

2023-2024 = 84.09%

2023-2024 = 5.9%

Total cost of program \$10,183.00

NEXT STEP: Place on Board agenda.

PERSON TO CONTACT: Mary Jane Rosenblatt RN MSN NEA-BC
Supervising Nursing Education Consultant



Cabrillo College 6500 Soquel Dr.
Aptos CA 95003

April 29, 2025

MaryJane Rosenblatt, RN, MSN, NEA-BC, PHN Supervising Nursing Education Consultant
California Board of Registered Nursing

Dear Dr. Rosenblatt:

The Cabrillo College Nursing Program appreciates the Board of Registered Nursing's thoughtful review and feedback following the recent continuing approval visit. We recognize the importance of maintaining full compliance with all regulatory requirements to ensure the highest standards of nursing education. We have carefully reviewed the areas of non-compliance and recommendations identified in the report and respectfully submit the following responses, including corrective actions taken and plans for ongoing quality improvement.

Areas of Non-Compliance

Job Descriptions

§ 1420. Definitions.

(h) "Director" means the registered nurse administrator or faculty member who meets the qualifications of section 1425(a) and has the authority and responsibility to administer the program. The director coordinates and directs all activities in developing, implementing, and managing a nursing program, including its fiscal planning.

(c) "Assistant Director" means a registered nurse administrator or faculty member who meets the qualifications of section 1425(b) and is designated by the director to assist in the administration of the program and perform the functions of the director when needed.

The current position descriptions for the program director and assistant program director do not meet the requirements found in § 1420. Definitions. Updated position descriptions and practice shall be developed with the support of Cabrillo College leadership.

Response: The Cabrillo College Nursing Program acknowledges the concern regarding the current position descriptions for the Nursing Program Director and Assistant Director. In response, we are actively collaborating with Cabrillo College Human

Resources and the Dean of Health, Athletics, Wellness, and Kinesiology to update these descriptions to align fully with the requirements outlined in § 1420 of the Board of Registered Nursing regulations.

Draft revisions of both the Director and Assistant Director job descriptions were submitted to Human Resources on April 15, 2025. These drafts were developed to ensure compliance with § 1420 while remaining consistent with Cabrillo College's current faculty collective bargaining agreement. We anticipate continued review and revision cycles through the end of May 2025 and expect to provide finalized, compliant position descriptions for BRN review by June 2025.

In addition, Cabrillo College leadership carefully evaluated the option of converting the Director role to a fully administrative (non-faculty) position to further support program compliance and operational needs. After a thorough analysis of the potential impacts, including financial considerations and programmatic sustainability, we determined that maintaining the Director position within the faculty group offers the most effective balance of leadership continuity, program responsiveness, and fiscal stewardship at this time.

We remain fully committed to completing these revisions and ensuring both the position descriptions and program practices are aligned with BRN regulatory requirements.

Curriculum

§1425.1. Faculty Responsibilities. (a) Each faculty member shall assume responsibility and accountability for instruction, evaluation of students, and planning and implementing curriculum content.

Faculty could not articulate the impetus or planning, and implementation of a curriculum change that is planned to begin Fall semester, 2026. This curriculum shall reflect increasing complexity, which requires re-evaluation of including specialty content in the first semester.

Response: The Cabrillo College Nursing Program recognizes the importance of ensuring that nursing faculty fully engage in, articulate, and assume responsibility for the planning and implementation of curriculum revisions, as required by § 1425.1.

To address this requirement, the program has integrated curriculum planning discussions as a standing agenda item at all faculty meetings throughout the 2024–2025 academic year. These discussions have focused on aligning curriculum revision efforts with the principles of increasing complexity, as well as re-evaluating the appropriate sequencing of specialty content, particularly in the first semester, to better support student learning outcomes.

To formalize and advance this work, the program will be holding a dedicated curriculum development workshop at the end of May 2025. During this workshop, faculty will collaboratively establish a comprehensive curriculum framework that meets both internal institutional standards and BRN requirements. Faculty will also begin drafting updated Course Outlines of Record (CORs) over the summer months.

The anticipated timeline for the next steps is as follows:

- Updated course outline of record (CORs) will be submitted to Cabrillo College's institutional curriculum committee at the beginning of the Fall 2025 semester.
- Following local approval processes, the revised curriculum and supporting materials will be submitted to the BRN for review by the end of the Fall 2025 semester.
- Full implementation of the revised curriculum is scheduled for Fall 2026.

We are actively working to ensure that faculty remain involved in every stage of the curriculum revision process and that the final product reflects an intentional, faculty-led design that meets all regulatory expectations for increasing complexity and program quality.

Clinical Recency

§ 1425. Faculty--Qualifications and Changes.

2) Direct patient care experience within the previous five (5) years in the nursing area to which he or she is assigned, which can be met by:

- (A) One (1) year's continuous, full-time or its equivalent experience providing direct patient care as a registered nurse in the designated nursing area; or
- (B) One (1) academic year of registered nurse level clinical teaching experience in the designated nursing area or its equivalent that demonstrates clinical competency

§ 1420. Definitions.

(d) "Clinically competent" means that the nursing program faculty member possesses and exercises the degree of learning, skill, care and experience ordinarily possessed and exercised by staff level registered nurses of the nursing area to which the faculty member is assigned.

Presently, not all Instructor level faculty have recent direct patient care that meets the requirements above. A plan for remediation to remedy recent direct patient care shall be developed.

Response: The Cabrillo College Nursing Program recognizes the importance of documenting direct patient care experience for faculty in accordance with § 1425 and § 1420.

During the site visit, two faculty members were identified as lacking documented evidence of recent direct patient care experience in their assigned nursing areas. Upon further review, Cabrillo College was able to provide appropriate documentation confirming that one of the faculty members does meet the clinical recency requirements.

The second faculty member identified is scheduled to retire at the conclusion of the Spring 2025 semester. As a result, Cabrillo College anticipates full compliance with the clinical recency requirements no later than May 31, 2025.

Moving forward, the Nursing Program is also implementing additional internal procedures to ensure that verification of clinical recency is systematically reviewed and documented for all faculty members assigned to clinical instruction. These measures will include annual audits of clinical experience records and reinforcement of clinical competency expectations during the faculty evaluation and assignment process.

Cabrillo College remains dedicated to maintaining a faculty body that is clinically competent and fully compliant with BRN regulations.

Recommendations

Administration and Organization

§ 1424. (d) Administration and Organization of the Nursing Program. (d) The program shall have sufficient resources, including faculty, library, staff and support services, physical space and equipment, including technology, to achieve the program's objectives.

Proceed with recruitment and filling vacated faculty positions as planned retirements approach to assure adequate staffing to resume full approved total enrollment of 140 students.

The Cabrillo College Nursing Program appreciates the Board's recommendation regarding proactive faculty recruitment and staffing to maintain adequate resources and support full program enrollment of 140 students.

At present, the Nursing Program is fully staffed to meet current instructional and clinical needs. To ensure continued stability, the Program Director meets regularly with the Division Dean in one-on-one sessions to discuss faculty workload, anticipated retirements, and future staffing strategies. These meetings enable the early identification of potential vacancies and facilitate collaborative planning to initiate timely recruitment processes.

In preparation for anticipated faculty retirements, the program is actively developing strategies to maintain instructional continuity, including succession planning, building a robust pool of associate faculty, and professional development for current associate faculty members interested in future full-time positions. We remain committed to ensuring sufficient staffing to support full program enrollment, maintain educational quality, and uphold compliance with § 1424(d).

The Cabrillo College Nursing Program will continue to closely monitor staffing needs and proactively engage with college leadership to maintain the necessary resources for student success.

Faculty Orientation

1425.1(b) Each faculty member shall participate in an orientation program, including, but not limited to, the program's curriculum, policies and procedures, strategies for teaching, and student supervision and evaluation.

Faculty could not articulate the orientation program that was described in the self-study; review of the orientation process as written shall be included in faculty meetings in preparation for onboarding.

Response: The Cabrillo College Nursing Program recognizes the importance of strengthening the program's faculty orientation process to ensure alignment with § 1425.1(b).

As part of her assigned duties, the Assistant Director has developed a comprehensive Faculty Handbook designed to support new and continuing faculty. The handbook includes detailed information regarding the Nursing Program's curriculum, faculty roles and responsibilities, relevant Board of Registered Nursing regulations, departmental policies and procedures, teaching and learning strategies, student support resources, and emergency and safety protocols. This resource is designed to provide faculty with clear and consistent guidance, promoting a strong understanding of program expectations.

In addition, the Program Director and Assistant Director are actively refining the overall new faculty orientation process. Planned improvements include formalizing orientation sessions during faculty meetings, reviewing the orientation process annually, and implementing a mentorship model that pairs newly hired instructors with experienced faculty members. This approach will provide new faculty with both structured onboarding materials and personalized support as they transition into their teaching roles.

The Cabrillo College Nursing Program will continue to prioritize measures to ensure that all faculty members are well-prepared to support student learning and uphold program quality.

Thank you for the opportunity to provide this information. We remain committed to continuous improvement and transparency, and we appreciate the Board's ongoing partnership in supporting high-quality nursing education at Cabrillo College.

Sincerely,

A handwritten signature in black ink that reads "J. Holm RN". The signature is written in a cursive, flowing style.

Jennifer Holm, DNP, RN, PHN Director of Nursing
1 (831) 479-6121
jeholm@cabrillo.edu

BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary

AGENDA ITEM: 5.3.1

DATE: June 17, 2025

ACTION REQUESTED: Discussion and possible action regarding prelicensure nursing programs in non-compliance. Imperial Valley College Associate Degree Nursing Program (non-compliances following a BRN continuing approval visit)

REQUESTED BY: Donna Shipp, Nursing Education Consultant

BACKGROUND: Imperial Valley College (IVC) had a routinely scheduled continuing approval visit (CAV) on April 9, 2025. IVC Nursing Program is not accredited. Program's last CAV was in Fall 2019, and it was not a joint visit. The program was found to be in non-compliance in the following two (2) regulations, and three (3) subsections.

CCR 1424 Administration and Organization of the program

(d) The program shall have sufficient resources, including faculty, library, staff and support services, physical space...

(f) The program shall have a board-approved assistant director who is knowledgeable and current regarding the program...

(b) Each faculty member shall participate in an orientation program, including, but not limited to, the program's curriculum, policies and procedures, strategies for teaching, and student supervision and evaluation.

The Board approved an enrollment increase approval in 2024, with the first new cohort to be enrolled in January 2025. The program enrolled the first cohort of 20 students. Students voiced concern related to down time while in simulation and skills lab, the availability of tutors and lack of adequate seating in classrooms, bathroom facilities, and campus space for use at designated break times. The program has confirmed the Fall 2025 cohort will have two (2) separate sessions; day and evening and address the resource concerns voiced above moving forward.

The program has had a total of four assistant directors since 2020. The current assistant director has completed one semester in the role and will continue to transition in the administrative role as the primary assistant director and will attend nursing leadership and faculty development opportunities moving forward. Additionally, the assistant director's job description will be reviewed for revision.

All faculty will continue to participate in the institutional orientation practice held once a year during convocation and the nursing program will add to its ongoing orientation and training with specific Certified Nurse Educator based trainings. Trainings will be focused on primary roles and processes and will have an orientation manual specific to each role.

The program's response to the non-compliance is in the executive summary.

NCLEX Pass Rates
2019-2020 = 100%
2020-2021 = 93.33%
2021-2022 = 92.86%
2022-2023 = 100%
2023-2024 = 95.16%

Attrition rate per annual survey
2019-2020 = 17.8%
2020-2021 = 0.0%
2021-2022 = 0.0%
2022-2023 = 1.1%
2023-2024 = 3.5%

Cost of the program = \$10,242

NEXT STEP:

Place on Board agenda.

PERSON TO CONTACT:

Donna Shipp MSN, PHN, RN
Nursing Education Consultant

May 19, 2025

From: Daniel Ortiz Jr, DNP, MBA/MSN, RN, PHN, CDP, CHSE

Associate Dean of Nursing and Allied Health at Imperial Valley College

To: Donna Shipp MSN, PHN, RN

Nursing Education Consultant

California Board of Registered Nursing

RE: Response to Areas of Non-Compliances

Hello NEC Shipp,

On behalf of Imperial Valley College's Registered Nursing Program, I am writing this notice and response to areas of non-compliance following our Continuous Approval Visit held on April 9, 2025. For each of the three areas identified as needing action, I would like to present the Licensing Committee and Board our actual and projected plans to rectify all areas of non-compliance.

- 1424(d) The program shall have sufficient resources, including faculty, library, staff and support services, physical space and equipment, including technology, to achieve the program's objectives.
 - o Action: Screening of Fall '25 enrollment patterns will follow 30 students per section as was approved in our 2024 enrollment increase. This will also allow sufficient use of classroom, skills, and computer resources.
 - o The auditorium will be reserved for Nursing & Allied Health courses first and offered for general instruction when available.
 - o Plan: Enrollment patterns moving forward will follow a maximum of 30 students per course. The approved enrollment increase will realize a separate evening cohort option with 30 students enrolled for a total enrollment of 60 students per semester. By offering evening enrollment options, RN program students will experience sufficient resources as stipulated in 1424(d).
 - o Process: Every semester, eligible RN program applicants will be offered an opportunity to select their preferred cohort; traditional day program or our added evening program. Both courses will be staffed by BRN approved faculty who meet the required content approval.
- 1424(f) The program shall have a board-approved assistant director who is knowledgeable and current regarding the program and the policies and

procedures by which it is administered, and who is delegated the authority to perform the director's duties in the director's absence.

- Action: The RN program has had a total of four assistant directors since 2020. The current assistant director has completed one semester in this role and will continue to transition in the administrative role as the primary assistant director while efforts to support and train additional faculty in this role moving forward. For Fall '25 forward, the RN program assistant director will solely focus on the RN program versus previous assignments that saw the RN program assistant director facilitating actions in other department programs such as Vocational Nurse, Certified Nurses Aide/Home Health Aide, and Medical Assistant programs. Additionally, PERKINS funding has been requested to support the assistant director conducting activities during intersession (Summer and Winter semesters). This supports the limitation of the current release time of 6 units per semester.
 - Plan: The current assistant director will be scheduled to attend nursing leadership & faculty development opportunities such as but not limited to: California Organization of Associate Degree Nurses / Organization of Associate Degree Nurses, Association of California Nurse Leaders, Association of California Community College Administrators, the National League for Nursing, the American Association of Colleges of Nursing, the American Organization for Nursing Leadership, the Association for Leadership Science in Nursing as well as regional consortium training and alignment opportunities. Additional faculty who express an interest in the role of assistant director will also be invited to attend leadership and development opportunities.
 - The assistant director's job description in addition to other pertinent job descriptions will be reviewed for revision as many have not been updated to current processes in over five years.
 - The assistant director will have a more hands-on role in scheduling RN courses and provide active feedback in future scheduling plans.
 - Process: The assistant director will continue to transition in the role with a focus on future sustainability. Over the past five years, the nursing program has increased the number of BRN approved assistant directors of one at a time, to over four faculty. The intent of increasing assistant directors is to two-fold; 1) to ensure sustainability and 2) to increase the number of faculty who are familiar with the operations of the RN program. For Fall '25, the RN program will continue to have one primarily assigned assistant director with a second full-time faculty mentored in the administrative role.
- 1425(b) Each faculty member shall participate in an orientation program, including, but not limited to, the program's curriculum, policies and procedures, strategies for teaching, and student supervision and evaluation.
- Action: All faculty will continue to participate in the institutional orientation practice held once a year during convocation. The RN program however, will add to it's ongoing orientation and training with specific Certified Nurse Educator based trainings. Trainings will be focused on primary roles and

- processes such as, Nursing Learning Center Tutor; Clinical Instructor, Content Specific material.
 - Plan: During the start of each semester, the nursing program will host an orientation and training day that follows the institutions union contract for service (all faculty are eligible for work activities during the Spring and Fall semester as per their union contract. All communications and activities in between semesters are reserved for extra duty compensation).
 - Process: The nursing program will develop an orientation manual specific to each role. The nursing program will prepare an orientation activity for on-boarding into the nursing department to include but not limited to; lecture-based instruction, clinical instruction, or by way of incidental learning by way of nursing learning center.
- Recommendations
 - During our visit, our program was recommended to request all nursing learning center tutors be BRN approved in case of incidental learning. While this process was in play, many of the recently hired faculty were not processed for BRN approval. Following our Continuous Approval Visit, the majority of our recently hired faculty were processed for BRN approval in one or more content areas. This approval process was planned for these members; however, was not implemented as our Nursing Learning Center was considered an “in-addition to” learning resources that serves all of the department’s students including; Vocational Nursing, Advanced Placement VN-to-RN, Certified Nurses Aide/Home Health Aide, and Medical Assistant students. Our Nursing Learning Center tutors have been hired to meet the students’ learning needs with intentional practices versus the previous experience of referring learners to tutoring only when failing grades were encountered. Additionally, the Nursing Learning Center has begun to support efforts in “growing our own” future nurse educators. Since our program implemented this intentional work, our success and outcomes have significantly improved to find over 80% success & completion across all disciplines.

Following a detailed review of the Consultant’s Approval Report, our program has taken the findings seriously and we commit to the successful completion of our program’s students through rigorous and planned course work. We commit to resolving all areas of non-compliance in a swift and efficient manner.

Daniel G. Ortiz, Jr., Associate Dean of Nursing & Allied Health will represent Imperial Valley College at the Education / Licensing Committee on June 26th, 2025 as well as the Board meeting on August 20-21, 2025. During both of these meetings, our current assistant director, Julie Kunath has been invited to join the session.

I would like to extend a heartfelt thank you to our Nursing Education Consultant on her assistance, support, and guidance during this necessary visit. Should you have any areas that require a response, please do not hesitate to contact me at 760-355-6493 or via email at daniel.ortiz@imperial.edu.

Warmest Regards,



Daniel G. Ortiz, Jr.
DNP, MBA/MSN, RN, PHN, CDP, CHSE
Associate Dean of Nursing & Allied Health
Imperial Valley College | School of Nursing
380 East Aten Road
Imperial, CA 92251
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BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary

AGENDA ITEM: 5.2.1

DATE: June 17, 2025

ACTION REQUESTED: Discussion and possible action regarding a request to move campus location in San Diego California
National University Baccalaureate Degree Nursing Program

REQUESTED BY: Mary Ann McCarthy, Supervising Nursing Education Consultant

BACKGROUND: National University Baccalaureate Degree Nursing Program has three locations, Los Angeles, Fresno, and San Diego, CA. The program is requesting a substantive change of the location of their San Diego campus. The move is from 16875 West Bernardo Drive, Rancho Bernardo, CA to relocate to National University Headquarters, 9388 Lightwave Ave., San Diego, CA, 92123. The move is 16 miles (20 min by automobile) from the previous location and is planned for Fall 2025.

The program is accredited by Commission on Collegiate Nursing Education (CCNE) and the last accreditation visit was in 2020. Last BRN continuing approval visit (CAV) was in December 2019-January 2020 (prior to starting joint visits). The program was found to be in non-compliance and brought into compliance after the CAV.

Enrollment patterns

San Diego (Rancho Bernardo): BSN enrollment in January, April, July, and October

BSN enrollment is 50 student four times/year = 200 annually

February LVN Advanced placement is 20 students once/year = 20 annually

Los Angeles: April and October

20 students twice/year = 40 annually

Fresno: April and October

20 students twice/year = 40 annually

Total enrollment is 300 students annually.

Cost of the program = \$65,181

NCLEX Pass Rates

2019-2020 = 88.85%

2020-2021 = 89.96%

2021-2022 = 79.92%

2022-2023 = 75.77%

2023-2024 = 91.42%

Attrition rates per annual school survey

2018-2019 = 0.4%

2019-2020 = 2.3%

2020-2021 = 0.4%

2021-2022 = 1.4%

2022-2023 = 2%

The new site is bigger and houses National University Headquarters. A virtual visit was made to evaluate planned space for student needs. Clinical sites, faculty, and impact to the community and other nursing programs remain unchanged. Another virtual visit will be made when property is ready for students.

NEXT STEP: Place on Board agenda.

PERSON TO CONTACT: Mary Ann McCarthy EdD MSN RN PHN
Supervising Nursing Education Consultant

Carol Ann Friedman, DNP, MSN, RN Director, National
University BSN Program February 16, 2025

This letter is to officially notify the Board of Registered Nursing (BRN) that the National University (NU) BSN Program at the Rancho Bernardo (RB) campus, 16875 West Bernardo Drive, Rancho Bernardo, CA plans to relocate to National University Headquarters, 9388 Lightwave Ave., San Diego, CA, 92123. The targeted move date is Summer or Fall 2025.

The reason for the move is that the space where the BSN program currently is occupying is leased. The new location, The Spectrum Campus, is owned by NU. The decision was based on a cost analysis that would benefit the University's finances, allowing additional resources to be allocated to the nursing program. The Spectrum Campus was at capacity before the pandemic, but space became available since many NU programs have moved fully online. Additionally, having all NU programs based at the Spectrum Campus offers easier access to services than the satellite RB campus. At the Spectrum Campus, nursing is housed physically closer to the main building that has student services. They are the following:

1. Veterans Center
2. Military Advisors
3. Student Accessibility Services (including Accommodated Testing Services)
4. Academic and Financial Assistance Advisors
5. Registrar's Office
6. Library
7. Facilities

The relocation to the new campus has no disadvantages compared with the prior space. The Spectrum campus is more a centralized population center of San Diego where the majority of our students live. Students have access to the same number of parking spaces as with the RB campus. The parking lots are close to all the buildings. The Spectrum Campus buildings are safe, and students have access to a cafeteria that serves all the building tenants. Students lose nothing due to the move but enjoy a more modern building configuration and better electrical access for their electronics both in study rooms and in the classrooms. This also improves the electrical supply to the high-fidelity simulation equipment. They will now have newly designed classroom space that has improved support for the use of electronic equipment at student desks in the classrooms. The simulation lab will be newly built providing the necessary equipment to manage effective simulation practice. There will be updated camera recording provided during simulations, with two cameras instead of one in the rooms, which provides better views of the activities in the simulations. In summary, there are no disadvantages to the move but there are many benefits

the students from the move. We will start building out the Spectrum Campus to maintain the necessary required classroom, lab, and simulation/skills lab we currently have in the Rancho Bernardo Campus.

Lastly, we will not be requesting any new clinical sites based on this move. Additionally, we are aware that all nursing schools in the San Diego area are impacted, thus there will not be competition for student enrollment.

The only change entailed in this move is the space changes. There are no anticipated changes in enrollment, no curricular changes, no changes to the number or frequency of student admissions, and no changes to clinical placements.

Sincerely yours,

Carol Ann Friedman, DNP, RN

Carol Ann Friedman, DNP, MSN, RN
Academic Director, BSN Programs
School of Health Professions

**BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary**

AGENDA ITEM: 5.3.1

DATE: June 17, 2025

ACTION REQUESTED: Discussion and possible action regarding a request for an enrollment increase for an approved prelicensure nursing program Samuel Merritt University Entry Level Masters and Baccalaureate Degree Nursing Program (enrollment increase)

REQUESTED BY: Mary Ann McCarthy Supervising Nursing Education Consultant

BACKGROUND: Samuel Merritt University Baccalaureate, Accelerated Baccalaureate, and Entry Level Masters Nursing Programs are on four (4) campuses in four (4) cities; Oakland, Sacramento, and Francisco Peninsula, and Fresno. The programs are accredited by the Commission on Collegiate Nursing Education (CCNE) through Fall 2030 and regionally accredited through Western Association of Schools and Colleges (WASC) through Spring 2031. The last Continuing Approval Visit (CAV) was in March 2017, with the program findings in compliance with BRN rules and regulations. Samuel Merritt came in front of the Board in Feb 2025 where an enrollment increase request was approved for the Oakland Campus and denied for the Sacramento Campus. In May 2025 the Board changed the denial for the Sacramento Campus enrollment increase and deferred taking action on that request to allow them to find an area with clinical sites to accommodate the growth request with less impact to other nursing programs. Samuel Merritt is asking for an approval to the Sacramento Campus enrollment increase request with a specification that all clinicals will occur in region 4 which includes the following counties: San Joaquin, Stanislaus, Merced, Amador, Calaveras, Tuolumne, Mariposa, Madera, Mono, and Alpine.

Current enrollment pattern ELM

- Oakland Campus (1996) = 48 students once (1) a year for an annual enrollment 48 students.
 - Sacramento Campus (2002) = 48 students once (1) a year for annual enrollment 48 students.
- Total ELM enrollment = 96 students.

Current enrollment pattern BSN

- Oakland Campus (1997) = 76 students twice (2) a year for an annual enrollment 152 students.
- Total BSN enrollment = 152 students.

Current enrollment pattern ABSN

- Oakland Campus (2005) = 48 students twice (2) a year for an annual enrollment 96 students.
- San Francisco Peninsula Campus (2006) = 48 students four (4) times per year for an annual enrollment 192 students.
- Sacramento Campus (2007) = 48 students twice (2) a year for an annual enrollment 96 students.

Total ABSN enrollment = 384 students.

Enrollment pattern request:

ELM Sacramento Campus = 72 students in the spring and 48 students in the fall for an annual enrollment increase from 96 students to 120 students (increase of 24 students in the spring).

ABSN Sacramento Campus = 48 students three times a year for an annual enrollment increase from 96 students to 144 students (increase of 48 students, adding a summer enrollment).

Total Sacramento Campus enrollment increase = 72 students.

Resources

A hiring plan has been submitted demonstrating allocation of funding an additional 15 instructors for the Sacramento Campus. SMU is now submitting faculty for BRN approval.

Clinical Sites

Due to clinical impaction in the Sacramento area, SMU has moved the clinical sites for this enrollment increase to Region 4 (Northern San Joaquin Valley). The program currently has clinical site approvals for two (2) acute care medical centers. They also have three (3) in progress and 10 upcoming meetings with more clinical partners.

SMU has been a participant in discussions with the Central San Joaquin Valley Clinical Education Consortium. Although this consortium does not directly oversee Region 4, several counties overlap with areas where clinical experiences are offered through institutions such as Fresno City College and Merced College.

Annual NCLEX Pass Rates

BSN

2019 - 2020 = 93.4%
2020 - 2021 = 84.9%
2021 - 2022 = 85.5%
2022 - 2023 = 82.1%
2023 - 2024 = 84.0%

ELM

2019 - 2020 = 86.4%
2020 - 2021 = 82.5%
2021 - 2022 = 80.6%
2022 - 2023 = 78.4%
2023 - 2024 = 87.7%

Current Attrition Rate Per Annual School Survey

BSN/ELM (pre-licensure)

2019-2020 = 4.1%
2020-2021 = 3.1%
2021-2022 = 1.5%
2022-2023 = 2.6%
2023-2024 = 3.9%

Total Program Costs: BSN \$126,500, ABSN \$98,000, ELM \$193,500

NEXT STEP:

Place on Board Agenda

PERSON TO CONTACT:

Mary Ann McCarthy EdD MSN RN PHN
Supervising Nursing Education Consultant

5.3.1 Samuel Merritt University – Enrollment Increase

Samuel Merritt University (SMU) is requesting an enrollment increase for two (2) programs Sacramento (Region 1); however, they are using clinical sites in Region 4. Their proposed enrollment pattern request is below:

ELM Sacramento Campus = 72 students in the spring and 48 students in the fall for an annual enrollment increase from 96 students to 120 students (increase of 24 students in the spring).

ABSN Sacramento Campus = 48 students three times a year for an annual enrollment increase from 96 students to 144 students (increase of 48 students, adding a summer enrollment).

Total Sacramento Campus enrollment increase = 72 students.

Other programs presented:

There are zero (0) other programs requesting enrollment increase(s), new campus(es), or new program(s) within Region 4.

Currently approved:

SMU offers several an ELM and an ABSN program at their Sacramento Campus

- Sacramento Campus (2002) = 48 students once (1) a year for annual enrollment 48 students.
Sacramento Campus (2007) = 48 students twice (2) a year for an annual enrollment 96 students.

Total Sacramento Campus enrollment = 144 students.

SMU's growth over the past six years reflects two (2) enrollment increases (72 students annually in Region 3) and one (1) new campus location in Fresno (96 students annually to Region 6).

Additionally, SMU came forward to the Board in February 2025 for enrollment increases for their Sacramento Campus (Region 1) and this was denied. During the May 2025 Board meeting, SMU's action was changed from denied to deferred in order to look for alternate site(s) with less clinical impact.

Note: The enrollment increase in 2022 was to teach out 15 students from Holy Names University and did not add additional students to this region.

Nursing Program Information					Board Meeting Information				
School	Program Type	City	County	Region	Meeting Date	Request Type	Enrollment Increase Request	Action	Adjustment
Samuel Merritt University	BSN - Private	Oakland	Alameda	3	June-22	Enrollment Increase	15 student 2022, teachout Holy Names University,*no i	Approved	None
Samuel Merritt University	BSN - Private	Fresno	Fresno	6	May-24	New Campus	96 annually	Approved	None
Samuel Merritt University	BSN - Private	Oakland	Alameda	3	February-25	Enrollment Increase	from 176 to 248 annually, increase 72	Approved	None
Samuel Merritt University	BSN - Private	Sacramento	Sacramento	1	February-25	Enrollment Increase	from 96 to 144 annually, increase 48	Denied	None
Samuel Merritt University	ELM - Private	Sacramento	Sacramento	1	February-25	Enrollment Increase	from 96 to 120 annually, increase 24	Denied	None

Region 4 Data 2018-2025

Enrollment decisions for Region 4 have resulted in the growth of 264 new students through the approval of 10 enrollment increases (234 students annually), and one (1) new program (30 students annually).

Nursing Program Information					Board Meeting Information				
School	Program Type	City	County	Region	Meeting Date	Request Type	Enrollment Increase Request	Action	Adjustment
CSU Stanislaus	BSN	Turlock	Stanislaus	4	February-18	Enrollment Increase	from 30 to 40 annually, increase 10	Approved	None
San Joaquin Delta College	ADN	Stockton	San Joaquin	4	November-19	Enrollment Increase	from 20 to 40 fast track, increase 20 x 2 years only*	Approved	None
Xavier College	ADN - Private	Stockton	San Joaquin	4	September-19	New Program	30 annually	Approved	None
Xavier College	ADN - Private	Stockton	San Joaquin	4	June-19	Feasibility	30 annually	Approved	None
San Joaquin Delta College	ADN	Stockton	San Joaquin	4	November-21	Enrollment Increase	from 80 to 120 annually, increase 40 permanent*	Approved	None
Pacific Union College	ADN - Private	Sonora	Tuolumne	4	February-23	Enrollment Increase	from 108 to 126 annually, increase 18	Approved	None
Merced College	ADN	Merced	Merced	4	May-23	Enrollment Increase	from 60 to 130 annually, increase 70	Approved	None
San Joaquin Delta College	ADN	Stockton	San Joaquin	4	May-23	Enrollment Increase	from 120 to 140 annually, increase 20	Approved	None
San Joaquin Delta College	ADN	Stockton	San Joaquin	4	November-23	Enrollment Increase	from 140 to 150 annually, increase 10 (FAST/HOPE)	Approved	None
Pacific Union College	ADN - Private	Sonora	Tuolumne	4	November-23	Enrollment Increase	from 124 to 160 annually, increase 36	Approved	None
CSU Stanislaus	BSN	Turlock	Stanislaus	4	November-24	Enrollment Increase	from 60 to 80, increase 20	Approved	None
Xavier College	ADN - Private	Stockton	San Joaquin	4	February-25	Enrollment Increase	from 30 to 40 annually, increase 10	Approved	None

Substantive Change Request for Enrollment Increase of the Sacramento ABSN and ELMSN Programs with Clinical Experiences in Region 4

In accordance with California Business and Professions Code Section 2786.2, Samuel Merritt University (SMU) proposes an enrollment expansion for its Accelerated Bachelor of Science in Nursing (ABSN) and Entry-Level Master of Science in Nursing (ELMSN) programs, effective Spring 2026 and Summer 2026, respectively. This proposal requests an increase of 48 additional ABSN students at the Sacramento campus, beginning with the Summer 2026 cohort. Currently, the Sacramento site admits 96 ABSN students annually. Additionally, SMU seeks to expand the ELMSN program at the same campus by adding 24 students to the Spring 2026 cohort, raising the total annual ELMSN enrollment from 48 to 72 students. All clinical experiences for the additional 24 ELMSN students and the additional 48 ABSN students would occur in region 4 which includes the following counties: San Joaquin, Stanislaus, Merced, Amador, Calaveras, Tuolumne, Mariposa, Madera, Mono, and Alpine.

Facilities and Faculty (Cal. Bus. & Prof. Code Section 2786.2(F)(i))
SMU is well-prepared to support the additional ELMSN and ABSN enrollments at the Sacramento campus with clinical experiences in region 4. The university has established a solid infrastructure with adequate facilities, trained faculty, clinical rotations, and learning resources. Also, SMU has allocated funding for 15 new full-time faculty positions for the 2025-2026 academic year, and these positions will be posted upon approval from the Board of Registered Nursing (BRN) to meet the clinical and instructional needs. The ABSN program has four full-time Program Co-Directors to ensure compliance with standards, manage curriculum, enforce policies, and support students. The ELMSN program is managed by a full-time Program Director who similarly oversees accreditation, curriculum integrity, policy enforcement, and student support. All program directors at SMU have 100% release time dedicated to administration and do not have teaching responsibilities.

At the Sacramento campus, there is a sufficient number of qualified faculty members to meet the expected student and faculty outcomes. Each faculty member is academically and experientially prepared for their assigned teaching areas, with content experts in each of the five BRN-designated discipline areas overseeing the hiring and assessment of new faculty members' clinical expertise. If additional clinical experience is needed, the content expert develops and supervises a remediation plan for the faculty member. These content experts also organize faculty meetings within their specific disciplines to ensure consistent alignment and effectiveness in teaching and clinical practice across both campuses.

BRN approval has been obtained for all required faculty currently teaching in both the ABSN and ELMSN programs at the Sacramento campus. Most adjunct faculty members hold at least a master's degree; those without a graduate degree are qualified for clinical teaching assignments based on their experience with oversight by a graduate prepared faculty. Faculty assignments, covering both theory and clinical responsibilities for full-time and part-time faculty, are outlined in the faculty table, with BRN-approved

categories indicated. Additionally, EDP-11 documents provide details on specific faculty teaching assignments by course for the ABSN and ELMSN programs at the Sacramento campus.

Table 1: Total number of new faculty and non-faculty positions

Total number of new faculty positions	Total number of new non-faculty positions
<ul style="list-style-type: none"> 15 faculty 	<ul style="list-style-type: none"> 1 CCT 1 NCLEX Support 1 Student Support

The CoN also has Nurse Educators and Health Education Systems, Inc. (HESI) consultants who meet with faculty and students to offer further assistance. Also, the CoN utilizes EXXAT as a repository for course competencies, clinical hour and skills tracking, and clinical agency compliance. Faculty receive workload credit for course management, enabling them to make regular visits to all clinical sites, which enhances support for adjunct faculty and improves retention.

Adequacy of Resources (Cal. Bus. & Prof. Code Section 2786.2(F)(i))
Given SMU's strong operating cash flow and access to financial resources, the university is well-positioned to make the necessary investments in assets and cover start-up costs. There is sufficient funding to support and sustain the proposed increased enrollment. These include faculty and support staff salaries, skills lab supplies and equipment, student services, and all other services currently available to our students across all campuses. Currently, we maintain a healthy waitlist in the Sacramento campus.

How the Proposed Change Will Affect Clinical Facilities Utilized in Region 4 (Cal. Bus. & Prof. Code Section 2786.2(F)(ii))

SMU has developed a comprehensive clinical strategy and communication plan to effectively integrate the proposed ABSN and ELMSN student cohorts in Sacramento, ensuring seamless coordination of didactic instruction and clinical placements within Region 4. SMU remains committed to fostering collaboration with all nursing education programs, both public and private institutions. This strategy includes the use of evening and weekend clinical shifts to preserve existing student rotations, prevent displacement, promote equity, and ensure high-quality clinical learning experiences for all nursing students.

The CoN has secured confirmation from several hospitals and healthcare providers in Region 4 to support the increased ABSN and ELMSN student enrollment without disrupting current student schedules. These clinical placements are designed to ensure no disruption to current student academic schedules.

- **Marshall Medical Center:** Marshall Medical Center has committed to providing a solid number of clinical placements to accommodate the expanded enrollment in Med/Surg 1 and 2 courses. These placements will take place at the main hospital campus in Placerville, which features 111 inpatient beds and a variety of inpatient

units, including the Birth Center, Cancer Care, Cardiology, Gastroenterology, OB/GYN, Pediatrics, and Urology. Students will also benefit from access to the hospital's extensive network of specialty outpatient clinics. For clinical rotations, MCA1 and MCA2 students are expected to be placed in the Surgical Unit, Intensive Care Unit, Respiratory Care, and Cardiac Services. Marshall Medical Center will offer both morning and evening (8-hour) shifts, with instructors present on-site.

- Sutter Amador: SMU holds an affiliation agreement with Sutter Health facilities and will be able to place students in one-on-one senior preceptorships at the Sutter Amador location.
- Mercy Medical Center Merced: Mercy Medical Center Merced has agreed to provide a substantial number of clinical placements to support the expanded capacity of Med/Surg 1 and 2 courses. These placements will take place at the main hospital campus in Merced, a 186-bed facility, and will include a variety of inpatient units such as the 20-bed Intensive Care Unit (ICU), Family Birth Center, Pediatric Unit, Surgical Center, Cardiac Services, Cancer Center, Orthopedic Services, Rehabilitation Services, and Stroke Center. Mercy Medical Center will offer both morning and evening (8-hour) shifts, with instructors present on-site to support student learning.
- John C. Freemont Healthcare System: We have a standing meeting on May 28th to solidify a new affiliation agreement and placement of students in Med/Surg 1 and 2 clinicals.
- Region 4 Clinical Placements: Multiple critical care access hospitals and healthcare facilities have been contacted to accommodate clinical rotations for ABSN and ELMSN students, particularly in med/surg, pediatrics, obstetrics, and psych/mental health areas. Currently, we are scheduling follow-up meetings with various facilities to determine additional clinical sites.
- Consortium collaboration: SMU has been an active participant in the Central San Joaquin Valley Clinical Education Consortium (CSJVCEC). Although this consortium does not directly oversee Region 4, several counties overlap with areas where clinical experiences are offered through institutions such as Fresno City College and Merced College. The consortium plays a key role in facilitating collaboration among member schools to secure clinical placements, thereby supporting increased enrollment in SMU's ABSN and ELMSN programs at the Sacramento campus. This proposal was presented at the CSJVCEC April meeting to ensure alignment with clinical placement planning and to confirm that the addition of new cohorts will not displace nursing students from other member institutions. Beyond consortium meetings, SMU has also engaged individually with Nursing Directors through emails and voicemails. As a result, meetings have been held with several directors, including Dr. Gerry Hinayon at San Joaquin Delta College, to discuss clinical placement opportunities for our students. While a few concerns were raised by member institutions, SMU remains committed to collaborative problem-solving and has received encouraging feedback supporting the planned enrollment growth.
- The CoN CCT will focus on securing clinical placements in Region 4 for Sacramento-based students. The CCT will also be responsible for identifying new clinical sites, maintaining current clinical contracts, and ensuring that student and faculty health records and compliance documentation are up-to-date across all

campuses. An on-site campus operations manager will collaborate closely with the ABSN and ELMSN Program Directors and administrative staff to promote student success by coordinating efforts among CoN faculty, staff, and Student Affairs. In addition, three new positions, pending BRN approval, will be established: a Clinical Coordination Technician (CCT), an NCLEX Support Specialist, and a Student Support Coordinator.

The Sacramento campus has classroom seating capacity for the increase in cohort size for the ABSN and ELMSN programs and a simulation center available to students, multiple clinical skills labs, standardized patient rooms, and additional lab/simulation storage space. The campus is designed to accommodate all teaching and learning methodologies, with classrooms equipped for both in-person and remote learning.

Furthermore, preceptors are utilized for the final synthesis course in prelicensure programs, with the clinical coordination team managing preceptor placements in the N190L/N594L Senior Synthesis course. Preceptors, who are required to have a minimum of a BSN and one year of clinical experience, work closely with students, and students follow the preceptor's schedule, which may include any shift. Preceptors receive orientation materials, and course faculty maintain close communication with them throughout the course. While preceptor input is considered for student performance, midterm and final evaluations are completed by faculty members.

The CoN is committed to collaborating with clinical partners in Region 4 to expand placement opportunities in alignment with growing enrollment. All placements will be coordinated to ensure that existing nursing students are not displaced from their scheduled clinical experiences.

The Reason for the Change

The proposed increase in enrollment for the ABSN and ELMSN programs at SMU is a response to the critical and growing demand for registered nurses, particularly in the Sacramento area and surrounding rural communities. This expansion is driven by the ongoing shortage of healthcare professionals and the escalating healthcare needs of diverse and underserved populations. By enlarging cohort sizes, SMU aims to prepare more culturally competent, practice ready nurses to serve in both acute care and community-based settings, including rural healthcare environments where workforce shortages are most severe. This initiative underscores SMU's continued leadership in nursing education and its commitment to addressing healthcare disparities by equipping graduates with the skills needed to meet evolving challenges across all regions, especially those with limited access to care.

In addition, SMU has the infrastructure and resources in place to support this enrollment growth without compromising the quality of education or clinical experiences. With its established clinical partnerships, faculty expertise, and comprehensive educational resources, including simulation labs and advanced clinical training tools, SMU is well-

positioned to accommodate the additional students. The expansion aligns with the institution's mission to provide high-quality nursing education while addressing critical workforce needs and improving patient care outcomes in the communities it serves.

Impact on the Education of Students Currently Enrolled in the Program
The proposed increase of 48 ABSN and 24 ELMSN students in the Sacramento campus will not affect current students. All students will have unrestricted access to classrooms and labs without scheduling conflicts, and additional sections for both didactic and clinical courses will be added to maintain SMU's current taxonomy policies.

No Change to the Approved Curriculum
The BRN-approved ABSN and ELMSN curricula, consisting of three 15-week semesters, remains unchanged by this request for enrollment increase. The curriculum meets the BRN requirement for direct patient care hours across all programs. Beginning in 2022, the CoN initiated a significant curriculum change, incorporating competency-based education into all pre-licensure program tracks. This change aligns with the New Essentials for Baccalaureate Nursing, ensuring practice-ready graduates through Competency-Based Education.

Additional Resources

- Since 1984, Samuel Merritt College has operated as a separately incorporated non-profit entity, with Samuel Merritt Hospital as its sole member. The college changed its name from Samuel Merritt College of Nursing to Samuel Merritt College in 1989, and in 1992, Merritt Peralta Medical Center and Providence Hospital merged to become Summit Medical Center. In 1999, Alta Bates Summit Medical Center was created from a merger with Alta Bates Medical Center, an affiliate of Sutter Health, one of California's largest healthcare systems. After 23 years of operating under this governance, SMU separated from Sutter Health through a disaffiliation agreement in 2021, allowing SMU to focus on growth and becoming a premier health sciences institution. SMU's independence was approved by WSCUC in December 2021, with subsequent visits confirming its governance and administrative changes.
- Campus Leadership - The organizational structure of the College of Nursing has evolved and now includes a dean (Program Director), two associate deans (Assistant Directors), one assistant dean (Enrollment and Growth Initiatives) and a Program Administrator position. Additionally, there are multiple level coordinators to support the various program offerings: two for ABSN and one for ELMSN-FNP (University, Academic Affairs, and College of Nursing Organizational Charts).
- The CoN operates across four campuses: Oakland, San Mateo, Sacramento, and Fresno, with the proposed enrollment increases slated for the Sacramento campus with clinicals in Region 4.
- According to the BRN website, SMU reported strong NCLEX-RN first-time pass rates for the 2023–2024 academic year. The BSN program achieved a pass rate of 85.85% with 410 candidates, while the ELMSN program reported an 87.67% pass rate with 73 candidates. These results demonstrate the university's ongoing commitment to preparing nursing graduates for licensure and clinical practice, in full

compliance with 16 CCR § 1431, which requires nursing programs to maintain a minimum 75% pass rate for first-time candidates on the licensing examination.

- SMU's prelicensure programs continue to monitor NCLEX-RN® pass rates closely and have implemented various interventions to enhance first-time pass rates. For students who do not pass on their first attempt, SMU analyzes data and offers additional support through university services and targeted remediation. Notable changes include aligning the New Essentials for Competency-Based Education with the New Next Generation Test Plan, reviewing course exams in alignment with HESI content exams and the NCLEX-RN® Test Plan, and adopting E360 for additional remediation. At-risk students are paired with alumni or peer tutors, and the HESI Dashboard is utilized to review predictor scores and identify those who may need extra support. These combined efforts are focused on ensuring improved student success and higher first-time pass rates on the NCLEX-RN®.

Summary

The increasing demand for SMU's ABSN and ELMSN programs has led to a formal request to expand enrollment and accommodate more qualified applicants. During the 2023–2024 academic year, a substantial number of qualified candidates were denied admission due to limited program capacity. Specifically, 63% of ABSN applicants for the August cohort, 53% for the November cohort, and 86% of ELMSN-FNP applicants for the Sacramento campus were not admitted despite meeting eligibility criteria. In response, SMU has taken proactive steps to support enrollment growth at the Sacramento campus by enhancing physical infrastructure, securing additional clinical placements, and expanding faculty resources. The campus is fully equipped with state-of-the-art simulation labs, administrative offices, and sufficient space to support the planned expansion.

SMU's faculty is composed of experienced full-time and part-time instructors, with plans in place to hire an additional 15 instructors for the Sacramento expansion. A Faculty Pool has been established to ensure adequate coverage for all clinical and didactic needs, and recruitment efforts for new faculty members will begin well in advance of the course start dates. We have several EDP-P-18 Clinical Facility Authorization forms and are actively acquiring additional forms to support the proposed enrollment increase. SMU will continue to collaborate with local nursing program directors and participate in regional consortiums to ensure equitable access to clinical sites.

SMU's leadership and academic support teams are well-established to guide and assist both current and incoming students. The campus operations personnel are fully equipped to support the new cohorts with access to learning resources, NCLEX preparation, and program support services. Financial resources have been secured to cover the investments required for increased enrollment, ensuring the long-term sustainability of this expansion. SMU remains committed to providing a supportive and equitable learning environment for all students, aligning with our mission to address the growing healthcare needs of the community.

**BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary**

AGENDA ITEM: 5.3.2

DATE: June 17, 2025

ACTION REQUESTED: Discussion and possible action regarding a request for an enrollment increase for an approved prelicensure nursing program Citrus College Associate Degree Nursing Program (enrollment increase)

REQUESTED BY: Donna Shipp, Nursing Education Consultant

BACKGROUND: Citrus College Associate Degree Nursing Program located in Glendora; California is here for a substantive change request. The program is requesting an enrollment increase to address the nursing shortage, have a stronger community impact, and have long-term sustainability and growth. Citrus College is not accredited. The program's last Continuing Approval visit was September 2022, and the program was found in full compliance.

Current enrollment pattern: 30 students annually

Requested enrollment pattern 60 students twice a year for an annual enrollment of 120 students.

"The program plans to support the additional teaching assignments through the adjunct faculty hire and is planning to hire two full-time tenure track faculty in spring 2027 to start in fall 2027 academic year". The program director reports four community colleges in surrounding area, ranging from seven to 18 miles to the east and 15 miles to the west. In the attached executive summary, the program director has included a summary of the collaboration that occurred with each of those institutions. Per the program director, during this collaboration there "did not find any potential risk of displacement".

NCLEX Pass Rates	Attrition rate
2019-2020 = 93.5%	2019-2020 = 5.0%
2020-2021 = 84.2%	2020-2021 = 8.8%
2021-2022 = 93.3%	2021-2022 = 12.1%
2022-2023 = 93.8%	2022-2023 = 0.0%
2023-2024 = 100%	2023-2024 = 7.7%

Cost of the program \$4,318

NEXT STEP: Place on Board agenda.

PERSON TO CONTACT: Donna Shipp MSN, PHN, RN
Nursing Education Consultant

5.3.2 Citrus College – Enrollment Increase

Citrus College is a PRGRAM located in Glendora, CA within Los Angeles County (Region 8). Citrus College is requesting approval to enroll 60 students twice a year, which will increase their annual enrollment from 30 to 120 students annually. Adding an additional 90 students annually to Region 8.

Other programs presented:

There is one (1) other program requesting enrollment increase(s), new campus(es), or new program(s) within Region 8.

1) Marsha Fuerst School of Nursing is requesting an enrollment increase for both their Glendale Campus and West Covina Campus with an enrollment pattern outlined below:

- Glendale: 60 students three times per year for an annual enrollment of 180 students.
- West Covina: 60 students three times per year for an annual enrollment 180 students.

Currently approved:

The program was initially approved to enroll 30 students per year for an annual enrollment of 30 students. Citrus College has not requested an enrollment increase in last six years.

Region 8 data 2018-2025

Enrollment decisions for Region 8 have resulted in the growth of 1,702 new students with the approval of 19 enrollment increases (931 students annually), two (2) new campuses (225 students annually), four (5) new programs (432 students annually), and four (1) approved feasibility studies (72 students annually).

Two (2) requests for enrollment increases in Region 8 were denied: Stanbridge University (20 students annually) and American Career College (ACC) (100 enrollments) (120 TOTAL denied). One (1) request for enrollment increase in Region 8 was deferred: ACC (54 enrollments); however, this request was later approved by the Board during the November 2020 meeting. One (1) feasibility study request in Region 8 was deferred: Homestead Schools (90 enrollments).

Nursing Program Information					Board Meeting Information				
School	Program	City	County	Request	Meeting Date	Request Type	Enrollment Increase Request	Action	Adjustment
American Career College	ADN - Private	Los Angeles	Los Angeles	8	January-18	Enrollment Increase	1 time enrollment increase to absorb 2 Shepherd University students	Approved	None
Glendale Community College	ADN	Glendale	Los Angeles	8	January-18	Enrollment Increase	1 time enrollment increase to absorb 4 Shepherd University students	Approved	None
American Career College	ADN - Private	Los Angeles	Los Angeles	8	November-18	Enrollment Increase	Defer enrollment pattern change return to Board after regional summit meetings. Enrollment request from 66 to 120 annually, increase 54.	Deferred Action	None
Glendale Community College	ADN	Glendale	Los Angeles	8	November-18	Enrollment Increase	from 30 to 60 annually, increase 30	Approved	None
Stanbridge University	ADN - Private	Alhambra	Los Angeles	8	November-19	New Campus	30 annually	Approved	None
Chamberlain University-Irwindale	BSN - Private	Irwindale	Los Angeles	8	November-19	Feasibility	120 annually	Approved	None
West Coast Ultrasound	ADN - Private	Los Angeles	Los Angeles	8	September-19	Feasibility	30 annually	Approved	None
Angeles College	BSN - Private	Los Angeles	Los Angeles	8	September-19	Feasibility	60 annually	Approved	None
Angeles College	BSN - Private	Los Angeles	Los Angeles	8	November-20	New Program	60 annually	Approved	None
American Career College	ADN - Private	Los Angeles	Los Angeles	8	November-20	Enrollment Increase	from 66 to 150 annually, increase 84	Approved	None
Stanbridge University	BSN - Private	Alhambra	Los Angeles	8	November-21	Enrollment Increase	from 140 to 160 annually, increase 20	Approved	None
Mt St Mary's University	BSN - Private	Los Angeles	Los Angeles	8	August-21	Enrollment Increase	from 38 to 160 annually, absorbing ADN teachout.0 increase	Approved	None
West Coast Ultrasound	ADN - Private	Los Angeles	Los Angeles	8	May-21	New Program	30 annually	Approved	None
Chamberlain University-Irwindale	BSN - Private	Irwindale	Los Angeles	8	February-21	New Program	120 annually	Approved	None
Charles Drew University	ELM - Private	Los Angeles	Los Angeles	8	February-21	Enrollment Increase	from 60 to 80 annually, increase 20	Approved	None
Charles Drew University	BSN - Private	Los Angeles	Los Angeles	8	February-21	Enrollment Increase	80 annually	Approved	None
Marsha Fuerst SON - Glendale	ADN - Private	West Covina	Los Angeles	8	May-22	New Campus	135 annually	Approved	None
Angeles College	BSN - Private	Los Angeles	Los Angeles	8	May-22	Enrollment Increase	from 60 to 120 annually, increase 60	Approved	None
American Career College	ADN - Private	Los Angeles	Los Angeles	8	May-22	Enrollment Increase	from 150 to 170 annually, increase 10 x 2 years only*	Approved	None
UCLA	BSN	Los Angeles	Los Angeles	8	February-23	Enrollment Increase	from 56 to 63 annually, increase 13	Approved	None
Stanbridge University	ADN - Private	Los Angeles	Los Angeles	8	February-23	Enrollment Increase	restart ADN track 20 students, increase 20	Denied	None
American Career College	ADN - Private	Los Angeles	Los Angeles	8	February-23	Enrollment Increase	From 150 to 250 annually, increase 100	Denied	None
CSU Northridge	BSN	Northridge	Los Angeles	8	May-23	Enrollment Increase	from 80 to 120 annually, increase 40	Approved	None
American Career College	ADN - Private	Los Angeles	Los Angeles	8	August-23	Enrollment Increase	from 150 to 170 for 2024 only , increase 20	Approved	Yes
High Desert Medical College	ADN - Private	Lancaster	Los Angeles	8	August-23	Feasibility	30 students annually in 2024; 50 students annually in 2025	Approved	None
Western University of Health Sciences	ELM - Private	Pomona	Los Angeles	8	November-23	Enrollment Increase	from 70 to 100 annually, increase 30	Approved	None
High Desert Medical College	ADN - Private	Lancaster	Los Angeles	8	November-23	New Program	30 students annually in 2024; 50 students annually in 2025 (30 generic/20 LYN to RN)	Approved	None
Homestead Schools	ADN - Private	Torrance	Los Angeles	8	November-23	Feasibility	30 annually	Deferred	None
West Coast University	BSN - Private	North Hollywood	Los Angeles	8	November-23	Enrollment Increase	from 500 to 360 annually, increase 460	Approved	Yes
Pasadena City College	ADN	Pasadena	Los Angeles	8	August-24	Enrollment Increase	from 160 to 180 annually, increase 20	Approved	None
American Career College	BSN - Private	Los Angeles	Los Angeles	8	November-24	Enrollment Increase	from 150 to 170, increase 20	Approved	None
Pepperdine University	BSN - Private	Malibu/Calabasas	Los Angeles	8	November-24	Feasibility	80 annually	Approved	Yes
Pepperdine University	ELM - Private	Malibu/Calabasas	Los Angeles	8	November-24	Feasibility	32 annually	Approved	None
Southern California Health Institute	ADN - Private	Hollywood	Los Angeles	8	November-24	Feasibility	72 annually	Approved	Yes
Chamberlain University-Irwindale	BSN - Private	Irwindale	Los Angeles	8	January-25	Enrollment Increase	from 150 to 180 annually, increase 30	Approved	Yes
Career Care Institute	ADN - Private	Lancaster	Los Angeles	8	January-25	Enrollment Increase	from 58 to 96 annually, increase 64	Approved	Yes
Pepperdine University	BSN - Private	Malibu/Calabasas	Los Angeles	8	May-25	New Program	80 annually	Approved	None
Pepperdine University	ELM - Private	Malibu/Calabasas	Los Angeles	8	May-25	New Program	32 annually	Approved	None

To: Ms. Donna Shipp MSN, PHN, RN
Nursing Education Consultant
California Board of Registered Nursing

From: Dr. Salima Allahbachayo, DNP, FNP-BC, RN
Director of Health Sciences, ADN Program Director

Date: March 31, 2025

Subject: Request for Approval to Increase Enrollment in Citrus College ADN Program

Introduction

This executive summary requests an approval to increase enrollment in the Associate Degree Nursing Program at Citrus College.

The healthcare industry faces a critical shortage of registered nurses, a need projected to exacerbate in the coming years. Our program has demonstrated its capacity to produce highly trained and skilled nurses who meet the healthcare needs of our community. However, the current enrollment level limits our ability to address the growing demand for qualified nursing professionals. This report outlines the rationales for increasing enrollment, the proposed expansion, and the expected outcomes.

Rationales for Enrollment Increase

1. Growing Nursing Shortage

The COVID-19 pandemic has reshaped the healthcare system regarding its needs, operations, and outcomes, with its main effect on the nursing workforce. The nursing shortage was already a long-standing issue and has been further exacerbated in the last few years.

In addition, the data reported by the Board of Registered Nursing showed that in 2021, 64,300 students applied for the available 16,600 spots in the Associate, Bachelor, and Master of Nursing programs, 55% of which were at private institutions. (Buchanan & Munis, 2023. Tired of the Waiting lists for California's Public Universities, Nursing Students increasingly turn to expensive private programs).

2. Citrus College ADN Program Background

Citrus College is in the city of Glendora in the foothills of the San Gabriel Mountains, approximately twenty-five miles northeast of metropolitan Los Angeles. The college has the distinction of being the oldest community college in Los Angeles County and the fifth oldest in California. The college is accredited by the Accrediting Commission for Community and Junior Colleges (ACCJC) of the Western Association of Schools and Colleges (WASC).

Citrus college offer Associate Degree in Nursing (ADN) program on its single campus located in the city of Glendora. The ADN program was approved in 2007 by the Board of Registered Nursing (BRN) to admit 24 Generic and 12 Advanced Placement (AP) students annually. The program continued with this cohort size until 2012 when all clinical sites decreased their faculty-to-student ratio from 12:1/clinical group to 10:1/clinical group. This decrease in clinical group size affected Citrus College ADN program enrollment and it dropped from 24 and 12 students per clinical group to 20 and 10 students per respectively bringing the program enrollment to 30 students/annually. The program has been admitting 30 students each year from 2012 till now. The program's last Continuing Approval Visit (CAV) took place in 2022. Based on the consistent admission of 30 students, the board revised the approved admission pattern for the program as 30 students/year.

The program cost for the Generic track is \$4,318 and \$3,094 for the Advanced Placement track. The program administration consistently explores funding opportunities for these students which has resulted in consistently supporting at least \$600 saving per student towards the program cost mentioned above.

The program receives an average of 423 nursing applications each year. Of these applications, only 30 applicants for both the tracks (Generic and Advanced Placement...) are selected and an average of 91.4% are turned away each year despite meeting all eligible criteria. The total and qualified applications received each year for the last five years are provided in the table below.

	2020	2021	2022	2023	2024
Total number of applicants	306	501	472	493	345
Total number of qualified applicants	275	456	428	435	316
Total number of qualified applicants turned away	245 (89%)	426 (93%)	398 (92%)	405 (93%)	286 (90%)

3. Program Success and Demand

The nursing program at Citrus College has demonstrated strong program retention and graduation rates, and positive post-graduation employment outcomes. Our graduates are highly sought after by local healthcare employers, which underscores the effectiveness of our curriculum and the preparedness of our students. Program retention, graduation, and NCLEX first-time pass rates for the last five years are provided below.

	2020	2021	2022	2023	2024
Program Retention Rate	91%	95%	84%	88%	88%

The retention rate for the current cohort is 92% thus far.

	2020	2021	2022	2023	2024
Program Graduation Rate	95%	100%	96.6%	100%	93.3%

	2020	2021	2022	2023	2024
NCLEX-RN First-Time Pass Rates	93.1%	84.2%	93.3%	93.8%	100%

Proposed Enrollment Expansion

1. Target Enrollment Expansion

Citrus college ADN program requests approval from the BRN to increase the enrollment capacity from 30 to 60 students and increase the frequency of admission from annual to twice a year. It will allow the program to admit 120 students each academic year.

2. Program Capacity and Institutional Readiness

Our nursing program is well-positioned to accommodate an increase in enrollment. We have evaluated our physical facility, current faculty, and clinical placements and have identified the necessary adjustments to accommodate additional students.

With sufficient resources, faculty members, and clinical placements, the program confident in increasing enrollment without compromising the quality of education. We have already assessed available resources and are prepared to expand to accommodate additional students.

A. Physical Facilities

For theory classes, the program will utilize bigger classrooms/lecture halls to accommodate 60 students. The college currently has six lecture halls with a 65-147 occupancy capacity. The college leadership has committed to prioritizing nursing program needs and will schedule nursing classes in those lecture halls.

Currently, the skills lab is in the Professional Center (PC), Room # 230 has a five-bedded hospital setting. PC 225 is a three-unit hospital-style simulation room containing three high-fidelity mannequins (two adults and one pediatric). The current skills and simulation labs accommodate 30-35 students.

The college leadership has committed to transforming an existing computer room (PC 212) and a classroom into a skills lab. It will provide a total of fourteen (14) bedded hospital setting skills lab with adequate workspace for students to practice skills.

B. Faculty Assignments

The program currently has four full-time faculty dedicated to teaching in the ADN program. One faculty member in this group has 50% reassigned time as a skills lab coordinator. The program plans to support the additional teaching assignments through the adjunct faculty hire and is planning to hire two full-time tenure track faculty in spring 2027 to start in fall 2027 academic year.

C. Clinical Placements

One of the most important pillars in supporting increased enrollment in the nursing program is the accessibility of the clinical sites. Adequate clinical site availability is imperative for enrolled program students as these students are required to complete a set number of clinical hours in assigned direct patient care areas per BRN regulations. Citrus College ADN program has strong and long-standing ties with its current clinical partners. These partners include but are not limited to, Pomona Valley Hospital Medical Center, Emanate Health, Kindred San Gabriel Valley, and San Antonio Regional Hospital. All the above mentioned facilities are in support of the enrollment increase.

Citrus college program director has been in her current position since 2015. She understands and has personally witnessed and experienced the struggles and displacements schools experienced amid the COVID pandemic and various school requesting enrollment increase. This personal experience has particularly helped the program director be empathetic, understanding, and mindful of her neighboring institutions when making such request. The program director also has a strong collegial relationship with neighboring nursing schools and reached out to the following RN program leadership. While working on this project, the program director contacted the following nursing programs and individually discussed the enrollment increase project and its potential impact on clinical placement.

There are four community colleges surrounding Citrus College with the distance ranging from seven (7) to eighteen (18) miles eastbound and fifteen (15) miles westbound.

Mt San Antonio College is in Walnut, California, seven (7) miles east and closest to Citrus College. Both colleges currently share multiple clinical facilities including Pomona Valley, San Antonio Regional and, Corona Regional hospitals. The program directors of the two programs met in early March to discuss any potential clinical displacement that this additional enrollment increase may cause to Mt. San Antonio nursing students. The names and the clinical rotation details of each of the shared hospitals were discussed at length and no potential risk of displacement was identified.

Chaffey community college is approximately eighteen (18) miles east of Citrus College, located in the city of Rancho Cucamonga. Citrus college and Chaffey college currently share two acute care hospitals (San Antonio Regional hospital and Pomona Valley Hospital Medical Center). Both program directors met to discuss clinical placements and did not find any potential risk for displacement because of this enrollment increase.

Pasadena City College is approximately fifteen (15) miles west of Citrus College. The two program directors met and identified no clinical site that are mutually shared by the two programs.

Lastly, RioHondo College is a community college located in Whittier approximately fifteen (15) miles west of Citrus College. The two colleges share Emanate Health facility which has a total of three hospitals. The two program directors met and discussed potential clinical displacement for Rio Hondo nursing students and did not find any potential risk.

3. Retention and success matrix

Our nursing program has consistently demonstrated strong retention rates, with a graduation rate above the national average for similar programs. This success is due to our comprehensive student support services, including but not limited to academic advising through a dedicated nursing counselor, tutoring services provided by a registered nurse, wellness and mental health resources. Our retention strategies have proven effective in supporting current students, and we will expand these resources to accommodate the increased enrollment.

Expected Outcomes

1. Addressing the Nursing Shortage

By increasing enrollment, we will directly contribute to alleviating the local and national nursing shortage. Graduates from our program will be well-equipped to meet the growing demands of healthcare systems regionally.

2. Stronger Community Impact

Increasing enrollment will enable us to provide a larger, well-trained nursing workforce to serve the needs of our community, particularly in areas that experience the greatest challenges in accessing healthcare.

3. Long-term Sustainability and Growth

Expanding enrollment will help our program grow and continue offering high-quality education while contributing to the healthcare workforce for years to come.

Conclusion

The proposed increase in nursing program enrollment will address critical healthcare workforce needs, enhance the quality of care in our region, and provide more opportunities for aspiring nurses. We respectfully request the BRN's approval to proceed with this initiative, which will strengthen our nursing program, meet the growing demand for skilled nurses, and ultimately improve healthcare delivery in our community. We look forward to the Board's support and collaboration in making this expansion a reality.

BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary

AGENDA ITEM: 5.3.3

DATE: June 17, 2025

ACTION REQUESTED: Discussion and possible action regarding a request for an enrollment increase for an approved prelicensure nursing Program
Marsha Fuerst School of Nursing Associate Degree Nursing Program (enrollment increase)

REQUESTED BY: Donna Shipp Nursing Education Consultant

BACKGROUND: Marsha Fuerst School of Nursing (MFSON) has campus sites located in Glendale, San Diego, Bakersfield, West Covina and Riverside. MFSON is requesting an enrollment increase at two of their five campuses (Glendale and West Covina in Region 8) to address the nursing workforce challenges. This program is not accredited. Last Continuing Approval Visit was Fall 2021 and the program was found to be in full BRN compliance. This was not a joint visit.

Current enrollment pattern:

Glendale (2016): 45 students three times per year, annual enrollment of 135

San Diego (2019): 45 students three times per year, annual enrollment of 135

Bakersfield (2021): 45 students three times per year, annual enrollment of 135

West Covina (2022): 45 students three times per year, annual enrollment 135

Riverside (2023): 45 students three times per year, annual enrollment 135

Annual enrollment of all five campuses would total 675 students

Requested enrollment pattern:

Glendale and West Covina campuses to increase each campus by 15 students, three times per year, which would be an annual enrollment increase of 45 students at Glendale and 45 student increase at West Covina, yielding an annual increase of 90 students between the two campuses.

Glendale (2016): 60 students three times per year, annual enrollment of 180

West Covina (2022): 60 students three times per year, annual enrollment 180

Annual enrollment of all five campuses would total 765 students

Cost of the program = \$79,831.00

NCLEX Pass Rates

2019-2020 = 88.0%

2020-2021 = 91.3%

2021-2022 = 92.52%

2022-2023 = 85.16%

2023-2024 = 91.4%

Attrition rate per annual survey

2019-2020 = 13.1%

2020-2021 = 16.7%

2021-2022 = 30.8%

2022-2023 = 20.7%

2023-2024 = 16.2%

The program has developed a hiring plan that includes hiring additional faculty as well as current adjunct faculty verbalizing their interest in taking on additional assignments. MFSON reported the use of Centralized Clinical Placement System (CCPS) and my Clinical Exchange to identify available clinical placements within facilities they are already approved to use with existing students. The Program director also submitted a spreadsheet of the 34 schools that the program either emailed, phoned or both, advising of the desire to increase enrollment at the two campuses. Three community colleges and one private school organization supported shared that they supported the growth. MFSON also stated they identified and plan to utilize only available clinical slots and maintaining open, ongoing dialogue with regional partners to guarantee that no existing nursing programs will experience displacement.

NEXT STEP: Place on Board agenda.

PERSON TO CONTACT: Donna Shipp, MSN, PHN, RN
Nursing Education Consultant

5.3.3 Marsha Fuerst School of Nursing – Enrollment Increase

Marsha Fuerst School of Nursing has five campuses throughout California. Two campuses are in Region 8 (Glendale and West Covina), one campus is in Region 10 (San Diego), one campus is located in Region 6 (Bakersfield) and one campus is located in Region 7 (Riverside). MFSON had requested a new campus in Region 1 (Citrus Heights); however, it was deferred and the program is currently considering an alternate region. MFSON is requesting an enrollment increase for the Glendale Campus and the West Covina Campus, both in Region 8, with an enrollment pattern outlined below:

- Glendale: 60 students three times per year for an annual enrollment of 180 students.
- West Covina: 60 students three times per year for an annual enrollment of 180 students.

Other programs presented:

There is one (1) other program requesting enrollment increase(s), new campus(es), or new program(s) within Region 8.

- 1) Citrus College is requesting approval to enroll 60 students twice a year, which will increase their annual enrollment from 30 to 120 students annually.

Currently approved:

The program's current enrollment is below:

- Glendale (2016): 45 students three times per year, annual enrollment of 135
- San Diego (2019): 45 students three times per year, annual enrollment of 135
- Bakersfield (2021): 45 students three times per year, annual enrollment of 135
- West Covina (2022): 45 students three times per year, annual enrollment 135
- Riverside (2023): 45 students three times per year, annual enrollment 135
 - Annual enrollment of all five campuses would total 675 students

Since 2019, MFSON has received approval for four (4) new campuses totaling 495 students in the following regions: San Diego (Region 10) - 90 students; Bakersfield (Region 6) - 135 students; West Covina (Region 8) - 135 students; and Riverside (Region 7) - 135 students. MFSON was also approved for an enrollment increase of 45 students in San Diego (Region 10) at the existing San Diego campus, yielding an annual enrollment of 135 which aligns with annual enrollment of all five (5) campuses.

Additionally, MFSON came forward the Board in May and August 2024 for a new campus request in Citrus Heights (Region 1) and this was deferred to look for an alternate site with less clinical impaction. MFSON enrollment changes since 2019, total 540 additional students throughout four (4) different regions.

Nursing Program Information					Board Meeting Information			
School	Program Ty	City	County	Regi	Meeting Dat	Request Type	Enrollment Increase Request	Action
Marsha Fuerst SON - Glendale Career College	ADN - Private	San Diego	San Diego	10	September-19	New Campus	90 annually	Approved
Marsha Fuerst SON - Glendale Carr	ADN - Private	Bakersfield	Kern	6	May-21	New Campus	135 annually	Approved
Marsha Fuerst SON - Glendale Carr	ADN - Private	San Diego	San Diego	10	May-21	Enrollment Increase	from 90 to 135 annually, increase 45	Approved
Marsha Fuerst SON - Glendale Carr	ADN - Private	West Covina	Los Angeles	8	May-22	New Campus	135 annually	Approved
Marsha Fuerst SON - Glendale Carr	ADN - Private	Riverside	Riverside	7	February-23	New Campus	135 annually	Approved
Marsha Fuerst School of Nursing	ADN - Private	Citrus Heights	Sacramento	1	May-24	New Campus	135 annually	Deferred
Marsha Fuerst School of Nursing	ADN - Private	Citrus Heights	Sacramento	1	August-24	New Campus	135 annually	Deferred

Region 8 Data 2019-2025

Enrollment decisions for Region 8 have resulted in the growth of 1,702 new students with the approval of 17 enrollment increases (883 students annually), two (2) new campuses (225 students annually), four (4) new programs (320 students annually), and four (4) approved feasibility studies (274 students annually).

Two (2) requests for enrollment increases in Region 8 were denied: Stanbridge University (20 students annually) and American Career College (ACC) (100 enrollments) (120 TOTAL denied). One (1) request for enrollment increase in Regional 8 was deferred: ACC (54 enrollments); however, this request was later approved by the Board during the November 2020 meeting.

School	Program	City	County	Reg	Meeting Date	Request Type	Enrollment Increase Request	Action	Adjustm
American Career College	ADN - Private	Los Angeles	Los Angeles	8	January-18	Enrollment Increase	1 time enrollment increase to absorb 2 Shepherd University students	Approved	None
Glendale Community College	ADN	Glendale	Los Angeles	8	January-18	Enrollment Increase	1 time enrollment increase to absorb 4 Shepherd University students	Approved	None
American Career College	ADN - Private	Los Angeles	Los Angeles	8	November-18	Enrollment Increase	Defer enrollment pattern change return to Board after regional summit meetings. Enrollment request from 66 to 120 annually, increase 54.	Deferred Ac	None
Glendale Community College	ADN	Glendale	Los Angeles	8	November-18	Enrollment Increase	from 30 to 60 annually, increase 30	Approved	None
Stanbridge University	ADN - Private	Alhambra	Los Angeles	8	November-19	New Campus	90 annually	Approved	None
Chamberlain University	BSN - Private	Irwindale	Los Angeles	8	November-19	Feasibility	120 annually	Approved	None
West Coast Ultrasound	ADN - Private	Los Angeles	Los Angeles	8	September-19	Feasibility	90 annually	Approved	None
Angeles College	BSN - Private	Los Angeles	Los Angeles	8	September-19	Feasibility	60 annually	Approved	None
Angeles College	BSN - Private	Los Angeles	Los Angeles	8	November-20	New Program	60 annually	Approved	None
American Career College	ADN - Private	Los Angeles	Los Angeles	8	November-20	Enrollment Increase	from 66 to 150 annually, increase 84	Approved	None
Stanbridge University	BSN - Private	Alhambra	Los Angeles	8	November-21	Enrollment Increase	from 140 to 160 annually, increase 20	Approved	None
Mt St Mary's University	BSN - Private	Los Angeles	Los Angeles	8	August-21	Enrollment Increase	from 98 to 160 annually, absorbing ADN teachout, 0 increase	Approved	None
West Coast Ultrasound	ADN - Private	Los Angeles	Los Angeles	8	May-21	New Program	90 annually	Approved	None
Chamberlain University	BSN - Private	Irwindale	Los Angeles	8	February-21	New Program	120 annually	Approved	None
Charles Drew University	ELM - Private	Los Angeles	Los Angeles	8	February-21	Enrollment Increase	from 60 to 80 annually, increase 20	Approved	None
Charles Drew University	BSN - Private	Los Angeles	Los Angeles	8	February-21	Enrollment Increase	80 annually	Approved	None
Marsha Fuerst SDN - Glendale	ADN - Private	West Covina	Los Angeles	8	May-22	New Campus	135 annually	Approved	None
Angeles College	BSN - Private	Los Angeles	Los Angeles	8	May-22	Enrollment Increase	from 60 to 120 annually, increase 60	Approved	None
American Career College	ADN - Private	Los Angeles	Los Angeles	8	May-22	Enrollment Increase	from 150 to 170 annually, increase 10 x 2 years only*	Approved	None
UCLA	BSN	Los Angeles	Los Angeles	8	February-23	Enrollment Increase	from 56 to 69 annually, increase 13	Approved	None
Stanbridge University	ADN - Private	Los Angeles	Los Angeles	8	February-23	Enrollment Increase	restart ADN track 20 students, increase 20	Denied	None
American Career College	ADN - Private	Los Angeles	Los Angeles	8	February-23	Enrollment Increase	From 150 to 250 annually, increase 100	Denied	None
CSU Northridge	BSN	Northridge	Los Angeles	8	May-23	Enrollment Increase	from 80 to 120 annually, increase 40	Approved	None
American Career College	ADN - Private	Los Angeles	Los Angeles	8	August-23	Enrollment Increase	from 150 to 170 for 2024 only , increase 20	Approved	Yes
High Desert Medical College	ADN - Private	Lancaster	Los Angeles	8	August-23	Feasibility	30 students annually in 2024; 50 students annually in 2025	Approved	None
Western University of Health Sciences	ELM - Private	Pomona	Los Angeles	8	November-23	Enrollment Increase	from 70 to 100 annually, increase 30	Approved	None
High Desert Medical College	ADN - Private	Lancaster	Los Angeles	8	November-23	New Program	30 students annually in 2024; 50 students annually in 2025 (30 generic/20 LVN to RN)	Approved	None
Homestead Schools	ADN - Private	Torrance	Los Angeles	8	November-23	Feasibility	90 annually	Deferred	None
West Coast University	BSN - Private	North Hollywood	Los Angeles	8	November-23	Enrollment Increase	from 500 to 960 annually, increase 460	Approved	Yes
Pasadena City College	ADN	Pasadena	Los Angeles	8	August-24	Enrollment Increase	from 160 to 180 annually, increase 20	Approved	None
American Career College	BSN - Private	Los Angeles	Los Angeles	8	November-24	Enrollment Increase	from 150 to 170, increase 20	Approved	None
Pepperdine University	BSN - Private	Malibu/Calabasas	Los Angeles	8	November-24	Feasibility	80 annually	Approved	Yes
Pepperdine University	ELM - Private	Malibu/Calabasas	Los Angeles	8	November-24	Feasibility	32 annually	Approved	None
Southern California Health Institute	ADN - Private	Hollywood	Los Angeles	8	November-24	Feasibility	72 annually	Approved	Yes

Description of Institution: Marsha Fuerst School of Nursing

Success Education Colleges serves as the parent organization for three educational brands: North-West College, Glendale Career College, and Nevada Career Institute. Within these, the Marsha Fuerst School of Nursing (MFSON) offers an Associate Degree in Nursing (ADN) program across all five campuses: Glendale, San Diego, Bakersfield, West Covina, and Riverside. The College is accredited by The Accrediting Bureau of Health Education Schools (ABHES). Additionally, MFSON provides an approved Commission on Collegiate Nursing Education (CCNE) accredited RN to BSN completion program.

The California Board of Registered Nursing (BRN) initially approved Glendale Career College's ADN program in June 2016, now operating under MFSON following a minor curriculum change. Dr. Gloria Blatti serves as the founding Executive Dean and Program Director of MFSON, with her primary office located at the Glendale campus. Dr. Blatti has held her leadership role since the school's inception in 2015. Each of the five campuses employs dedicated Deans and Assistant Deans who meet weekly with Dr. Blatti. These regular meetings focus on addressing administrative concerns, student support services, and tracking important metrics such as student attrition, retention, and NCLEX pass rates. Notably, the most recent BRN approval visit conducted in the fall of 2021 found MFSON fully compliant, with no areas identified for improvement.

Accreditation History and Success

MFSON has consistently demonstrated educational excellence since its initial approval in 2016. For the period from July 2023 to June 2024, MFSON campuses achieved an NCLEX pass rate of 91.4%. This success is supported by a comprehensive Kaplan NCLEX preparation course integrated into the curriculum, preparing students effectively for licensure exams.

The California BRN approved Glendale Career College's Associate Degree (now MFSON per minor curriculum change) in Nursing in 2016. During the nine years of introducing our various MFSON's ADN campuses, we have maintained a present NCLEX pass rate 91.4% for the year July 1st, 2023 through June 30th 2024. Our retention rate for all campuses was reviewed and reported to the BRN as required for a progress report for the new secondary locations. Total attrition for MFSON for the years July 1, 2023 through June 30th, 2024 is 16%; and on-time completion rate is 88%.

Program outcomes, including completion rates, admissions criteria, attrition, and student success, are routinely evaluated by the Evaluation Committee, chaired by faculty members and supervised by the Executive Committee. Feedback from recent graduates and partner hospitals remains highly positive, affirming that MFSON graduates effectively meet expectations for competent entry-level registered nurses. MFSON is dedicated to maintaining and enhancing the educational quality and strategies necessary to address ongoing healthcare workforce needs.

Type of Nursing program including proposal

MFSON is approved for 45 ADN students three times per year at all five campuses for an annual enrollment of 675 students with the campus enrolling 135 students per year/at West Covina and 135 students at the Glendale campus. The Marsha Fuerst School of Nursing (MFSON) is requesting to increase our present enrollment of 45 students, three times per year to 60 students three times per year at both of these campuses. In this process, MFSON employed transparent communication methods, engaging participating nursing programs and the Los Angeles Academic Practice Consortium through emails and zoom calls. This collaborative dialogue assured stakeholders (other nursing programs) that existing clinical rotations would not be displaced by the proposed enrollment increase utilizing only available clinicals slots within existing clinical partnerships.

The curriculum and admission criteria at MFSON Glendale and West Covina will be the same curriculum as the other campuses. This program is provided in a 16-week semester, over six semesters. The total units for licensure and conferring of the Associate Degree in Nursing is 76 units. Nursing units include 27 units in theory and 18 units in clinical. There are 6 units in Communication and 23 units in Science for a total of 74 units. The NCLEX review adds 2 units for a total of 76 units.

Need for Increase of Registered Nurses

[The Health Resources and Services Administration](#) (HRSA) projects a continued shortage of registered nurses (RNs) in the U.S. through 2037. By 2027, the RN workforce is expected to meet only 90% of demand, resulting in a 10% shortfall. By 2037, the supply is projected to reach 3.34 million full-time equivalent (FTE) RNs, while demand will rise to 3.54 million, leaving a 6% shortage, or approximately 208,000 FTEs.

Nursing workforce challenges manifest differently across states. California is the most populous state and has long grappled with nurse staffing shortfalls, partly due to its stringent hospital staffing ratio laws (which increase demand) and the challenge of expanding education capacity. Latest projections continue to show a significant RN shortage in California through the next decade. HRSA's 2022–2037 forecast ranks California among the states with the largest RN deficits – by 2037, California is projected to be about 18% below the RN demand (an 18% shortage) [bhw.hrsa.gov](#), corresponding to roughly 65,000 fewer RNs (FTE) than needed [bhw.hrsa.gov](#). In terms of raw numbers, California's sheer size means its shortfall (tens of thousands of nurses) is by far the largest in the nation in absolute terms.

According to the [Community College League of California](#), California currently ranks 40th in the nation in registered nurses per capita, with an urgent need in Los Angeles County. And as detailed by Lightcast research, 6,454 job openings for Registered Nurses in Los Angeles County are projected to be available each year through 2035. Los Angeles County will continue to face a supply gap of nearly 1,100 unfilled Registered Nursing positions annually.

Applicant Pool and sustainability of enrollment

Currently, the Associate Degree Nursing (ADN) program receives approximately 375-400 applications each semester. Of these applicants, the ADN Program Admissions Review Committee presently accepts 45 qualified students per semester. The substantial number of applicants consistently exceeds available slots, indicating a significant unmet demand for nursing education. In response to this demand and to better serve the community's healthcare needs, we propose increasing our enrollment capacity by 15 students per Cohort/per semester (Glendale and West Covina) for a total of 45 additional students per campus in any given year. This will allow us to admit and educate additional qualified candidates each semester at MFSON.

Student Resources

MFSON provides on campus student support services including Admission and Records, Student Advisement, Financial Aid, and Career Service assistance. Moodle, our Learning Management System is updated regularly to provide continuous up to date access to course resources, assignments, and grading. Students are provided with instructions for accessing the Learning Management System during the program orientation process and complete an online module to ensure student understanding and mobility with the system. Online resources provided to all students include Microsoft 365 Suite, nursing publisher resources (Davis, Lippincott, and Elsevier), and Kaplan to support student learning. Students are also provided uniforms, personal fundamental skills bags, and all textbook resources throughout the program. These services and resources are routinely reviewed by the faculty and students using direct feedback and anonymous surveys.

Both campuses are identical with a Nursing Education Resource Specialist (NERS) who is available daily for student consult. An established student mentor program and tutoring services are available to monitor and support student progress. Faculty mentors are in place for 1:1 and group review of content and concepts as needed or requested by the students. Students can receive targeted assistance to help them overcome academic challenges and achieve their educational goals. Early alert systems during weeks 4, 8 and 12 within the 16-week term have been implemented to encourage strong communication between faculty and students.

Marsha Fuerst School of Nursing (MFSON) provides comprehensive on-campus support:

Glendale Campus: is approximately 10,000 square feet per floor with two floors in total which amounts to 20,000 square feet. This campus has a total of 5 Classrooms that can hold a maximum of 80-90 students.

Classrooms: Each classroom contains modular tables and chairs that can be moved to suit lecture or study groups. Each classroom is equipped with audio visual equipment including an overhead LED projector and screen. Adequate electrical outlets are available for students with laptops. Whiteboards, markers and audio-visual connection equipment are always available to faculty and students. Scheduling of didactic classes begins from 07:00 and ends by 21:30, Monday through Saturday, which allows for course schedules to be adjusted to room availability. This also improves the options for student scheduling and life/work/school balance.

Low Fidelity Skills Lab: This area contains five simulation areas, student seating and all necessary supplies to educate students for the fundamental nursing skills to be practiced in the clinical setting. Students are provided with an individual skills supply bag for use in the lab and can take their equipment home for continued practice. The skills lab is fully stocked with all supplies for student use, training equipment/simulation aids to facilitate a safe environment for all students to develop the dexterity necessary to be safe in the clinical setting. Faculty are present to help students in the skills lab setting and open labs are offered as needed or upon student request.

High Fidelity Skills Lab: Glendale contains 5 beds with high fidelity manikins which represent the lifespan continuum of all patient populations (including neonates, pediatrics and men and women). Simulation specialists are utilized to run formative and summative simulations to encourage the development of clinical judgment throughout all course work. Mobile headwalls, remotely controlled monitors, various biomedical devices, dressing carts, EMR computer access, are among the equipment that is available for use in creating a realistic environment to promote safe and effective student learning. This room can run two simulations simultaneously or open the room for a multiple patient simulation, for example a birthing mother and newborn, two pediatric patients, or two adult patients. There are a variety of mannequins of different gender, age, and fidelity.

There is a Skills Nursing Lab in addition to a simulation lab which consists of a total of 9 beds. The College has built and acquired high-fidelity mannequins to be placed in the simulation laboratory that provide the nursing students with real-life experiences in various required skills check.

West Covina Campus: is similar with approximately 10,000 square feet. It has 4 classrooms for didactic teaching, a low fidelity skills lab, and a high-fidelity simulation lab. Each classroom seats a minimum of 40 students, with the largest classroom seating 50 students. The classrooms have noise cancelling partitions which may be opened to allow combination of classrooms, thus allowing for larger classroom spaces. Classrooms can be used individually or as a combined class to seat up to 75-82 students comfortably. Scheduling of didactic classes begins from 07:00 and ends by 19:30, Monday through Friday, which allows for course schedules to be adjusted to

room availability. This also improves the options for student scheduling and life/work/school balance. Our low fidelity skills lab can sit 12 students comfortably, which will allow us to conduct skills labs for 60 students (12 students, 5 times per week), with two additional days available, should skills need to be offered on the weekends. Our high-fidelity simulation lab can comfortably run a full simulation with a debrief room available adjacent from the simulation lab.

Library

There is a library resource area with resources texts and access to a computer and a printer for students to access the online EBSCO-Host database that supports the nursing program with online journals for information required for assignments and care planning. EBSCO can be accessed from home as well as campus. Students are supported with online resources provided by EBSCO Host, which provides the students with locating all types of information they may need for research and study purposes. Students are encouraged to use the Learning Resource System during class time, as well as other times outside of their class time.

Faculty Hiring Plan

Our faculty at both the West Covina and the Glendale campuses continue to grow both in size and experience. We have many faculty that continue to transition from Assistant Instructor to Instructor level. Our senior faculty are eager to mentor assistant instructor faculty which supports advancement of education and experience leading to growth within our organization. Additionally, we have had very little faculty turnover, which reflects the dedication that our faculty have to our students and to growing the curriculum and student experience at MFSON. This stability has been directly reflected in our current pass rates for students completing the program at the MFSON.

The hiring plan for nursing faculty in Los Angeles emphasizes compliance with California Board of Registered Nursing (BRN) qualifications, including an active California RN license, a master's or higher degree in nursing, recent clinical practice, and relevant teaching experience or educational training. Given the regional shortage of nursing faculty, with a current statewide vacancy rate of nearly 10%, proactive recruitment and retention strategies are crucial.

Effective recruitment strategies involve leveraging local academic and healthcare networks, engaging professional associations, using targeted job boards, and emphasizing diversity through partnerships with minority-serving organizations. Faculty retention has not been a concern for either site as there has been minimal turnover and continuous faculty growth from within the program. To support new hires and reduce turnover, structured onboarding programs, comprehensive mentorship, manageable workloads, recognition initiatives, and clear career advancement pathways are utilized.

Finally, MFSON proactively plans for future faculty growth in alignment with anticipated program expansions, engage in succession planning, and establish collaborative partnerships within the local educational community. Implementing this comprehensive approach positions nursing programs to effectively meet the critical need for qualified nurse educators and support regional healthcare demands.

To support the planned expansion of our Associate Degree in Nursing (ADN) program, we are initiating a hiring plan to recruit additional faculty members. Specifically, we aim to hire two new faculty members specializing in medical-surgical nursing and two additional faculty members for each of the program's specialty areas, which include pediatrics, obstetrics, and mental health for each campus. The hiring plan for these two campuses are identical which will include:

West Covina: 8 new adjunct faculty will be hired and supported by our seasoned Content Experts in all of the five content areas of nursing.

Glendale: 8 new adjunct faculty will be hired and supported by our seasoned Content Experts in all of the five content areas of nursing.

Our existing faculty have all expressed interest to increase their scheduled hours by taking on additional assignments to meet the needs of our new proposal.

Budget projections

The college and the Marsha Fuerst School of Nursing have been financially secure with a balanced operating budget for the past 13 years. The Colleges assets exceed \$10,000,000.00 The tuition is \$79,831.00, which includes tuition, fees, books, supplies and uniforms. Our RN to BSN program is 7,500 in total.

Evidence of availability of clinical placements

Marsha Fuerst School of Nursing (MFSON) was intentional and collaborative in the pursuit of clinical placement to support the proposed enrollment increase. MFSON secured evidence of clinical placement and secured and confirmed available clinical rotations. through existing clinical partnerships with Kaiser Permanente – Los Angeles Medical Center and across Prime Healthcare i.e., Centinela Hospital Medical Center, St. Francis Medical Center, San Dimas Community Hospital and Montclair Hospital Medical Center (all within 50 miles of the MFSON Glendale and West Covina campuses). Using collaborative methodology, MFSON informed participating nursing programs and the Los Angeles Academic Practice Consortium participants that occupy existing clinical rotations across the above-mentioned facilities by communicating through email, and telephone conference calls to facilitate collaborative dialogue, gain insightful feedback and to provide reassurance that no displacement of existing clinical schedules would result from this modest increase in enrollment.

The strategic plan and execution involved to identify availability of clinical placements included the following steps:

1. Conducted meetings with clinical partner leadership to discuss support for proposed enrollment increases
2. Assessed clinical data from CCPS and my Clinical Exchange
3. Reviewed and confirmed clinical availability grid and clinical placement calendar (CCPS)
4. Identified evidence of clinical availability
5. Proposed 2025 clinical placement rotations at Kaiser LAMC, Centinela Hospital Medical Center, St. Francis Medical Center, San Dimas Community Hospital and Montclair Hospital Medical Center
6. Execution of Los Angeles Regional schools contact list and sharing of resources
7. Outreach conducted to all CCPS participating schools
8. Conducted meetings with participating schools (support was received 3 community colleges and one private school organization)
9. Proposed clinical placements were determined by the steps outlined above

MFSON collected precise data direct from the Centralized Clinical Placement System that hosts clinical scheduling for Kaiser Permanente – Los Angeles Medical Center. By accessing the CCPS Availability Grid and clinical placement calendar for KP-LAMC, MFSON Clinical Team identified available clinical placements across all areas of practice including specialty areas i.e., Pediatrics, OB and Mental Health. Supported by KP-LAMC Education Leadership, clinical requests have been submitted that will provide placement of both MFSON-GCC and MFSON-WC students for the Fall 2025 clinical cycle. Clinical placements are confirmed with no displacement of existing and participating nursing programs occurred. Both Prime Healthcare and Kaiser Permanente – Los Angeles Medical Center provided a “Letters of Support” and both continue to collaborate with MFSON to provide available clinical space when additional rotations are needed.

MFSON will primarily focus clinical placements in Beginning, Intermediate and Advance Medical Surgical across four Prime Healthcare Acute Hospitals including but not limited to San Dimas Community Hospital, Montclair Hospital Medical Center, St. Francis Medical Center, and Centinela Medical Center. MFSON will primarily utilize Prime hospitals and Kaiser Permanente (KP) LAMC to place students in specialty areas including but not limited to Pediatrics, Obstetrical and Mental Health. Furthermore, placements for Glendale students will be focused at KP LAMC, Centinela Hospital Medical Center, and St. Francis Hospital. Our West Covina clinical placement will be focused at KP LAMC, San Dimas Community Hospital, and Montclair Hospitals. In the event we need additional placements we will utilize our recently approved KP Downey Medical Center, KP South Bay Medical Center, AHMC-Whittier Hospital, KP Riverside, and San Bernardino Community Hospital.

In addition, MFSON collaborated directly with Prime Healthcare and their Education Leadership to receive active nursing school clinical placement data from My Clinical Exchange results, detailing existing clinical rotations across the above-mentioned hospitals i.e. Availability at Prime Hospitals and Proposed Enrollment Increase. By accessing this data directly from the Director of Education-Region I CA, MFSON Clinical Team identified available clinical placement for both MFSON-GCC and MFSON-WC students for the Fall 2025 clinical cycle. Clinical placements are confirmed with no displacement of existing and participating nursing programs occurred. Prime Healthcare provided a “Letter of Support” and continues to collaborate with MFSON to provide available clinical space when additional rotations are needed.

Marsha Fuerst School of Nursing (MFSON) commenced a collaborative approach with nursing schools and clinical partners to capture and confirm the “evidence of availability of clinical placements”. MFSON aims to ensure that no nursing program is adversely impacted by the proposed increase in enrollment. By confirming availability of clinical rotations direct from CCPS and My Clinical Exchange, working in collaboration with hospital leadership and education departments, and reaching out to all schools that participate at KP-LAMC and Prime Healthcare hospitals mentioned above, MFSON has demonstrated our willingness and commitment to proactively review clinical schedules. With the guidance of education leadership and digital automation reports, MFSON was able to avoid any conflicts or displacement of existing and participating schools and their historical clinical schedules.

Throughout this process, MFSON has confirmed and verified existing schedules, notified participating schools of the enrollment proposal, and sought feedback to address potential concerns.

In summary, the meticulous approach and active collaboration employed by MFSON underscore our absolute commitment to expanding enrollment responsibly. By carefully identifying and utilizing only available clinical slots and maintaining open, ongoing dialogue with regional partners, MFSON guarantees that no existing nursing programs will experience displacement. This collaborative and transparent strategy proves sustainable growth, fosters community trust, and positions MFSON as a conscientious leader in addressing Los Angeles County's nursing workforce needs.

**BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary**

AGENDA ITEM: 5.3.4

DATE: June 17, 2025

ACTION REQUESTED: Discussion and possible action regarding a request for an enrollment increase for an approved prelicensure nursing program
Simpson University Baccalaureate Degree Nursing Program (enrollment increase)

REQUESTED BY: Grace Clerk, Nursing Education Consultant

BACKGROUND: Simpson University Baccalaureate Degree Nursing Program is located in Redding California in Shasta County (Region 1). The program is requesting an enrollment increase from 54 students to 90 students annually. The increase in enrollment will allow for broader admissions, which will enhance diversity and inclusivity in the enrollment process.

The program is accredited by Commission on Collegiate Nursing Education (CCNE) and their last accreditation visit was in 2020. Initial BRN approval was in 2009 and their last BRN continuing approval visit (CAV) was in 2019. During that CAV, the program was found to have three (3) non-compliances which they have since brought into compliance.

Current enrollment pattern: 27 students twice (2) a year for an annual enrollment of 56 students. There are currently 121 students enrolled.

Requested enrollment pattern: The proposed enrollment increase is 45 students twice (2) a year for a total of 90 students annually (increase of 36 students annually).

NCLEX Pass Rates
2019-2020 = 100.00%
2020-2021 = 90.30%
2021-2022 = 91.30%
2022-2023 = 95.00%
2023-2024 = 100.00%

Attrition rate per annual school survey
2019-2020 = 15.4%
2020-2021 = 12%
2021-2022 = 4.3%
2022-2023 = 1.9%
2023-2024 = 0.00%

Cost of the program = \$ 112,250

The program has documented their communication and collaboration with surrounding pre-licensure nursing programs related to this enrollment increase in their executive summary showing that Shasta College, Institute of Technology, and CSU Chico support the requested growth. The program also participates and collaborates with the regional clinical master schedule committee. Program existing clinical sites will be sufficient to support an increase in enrollment. In review of the substantive change documents Simpson University has adequate resources to support this request.

NEXT STEP: Place on Board agenda

PERSON TO CONTACT: Grace Clerk, MSN, AGNP, RN
Nursing Education Consultant

5.3.4 Simpson University – Enrollment Increase

Simpson University is located in Redding on the northern border of California in Shasta County (Region 1). The program is requesting an enrollment increase from 54 students to 90 students annually (increase of 36 students annually). Their proposed enrollment pattern is 45 students twice (2) a year, in the Fall and Spring, for a total annual enrollment of 90 students.

Other programs presented:

There are zero (0) other programs requesting enrollment increase(s), new campus(es), or new program(s) within Region 1.

Currently approved:

Simpson university enrolls 27 students twice (2) a year, 54 students annually. Simpson University has not requested an enrollment increase in the last 5 years.

Region 1 Data 2018 – 2025:

Enrollment decisions for Region 1 have resulted in the growth of 267 new students through the approval of five (5) enrollment increases (203 students annually), one (1) new campus (160 annually) and four (4) new programs (250 students annually).

One (1) request for enrollment increases were denied: Samuel Merritt University (72 students annually (48 BSN and 24 ELM)); however, this action was changed to deferred during the May 2025 Board meeting. Two (2) requests for new campuses were deferred and both requests were from Marsha Fuerst School of Nursing (135 annually). One (1) feasibility study request was deferred: Arizona College of Nursing (144 enrollments).

Nursing Program Information					Board Meeting Information				
School	Program Type	City	County	Region	Meeting Date	Request Type	Enrollment Increase Request	Action	Adjustment
Sacramento City College	ADN	Sacramento	Sacramento	1	November-19	Enrollment Increase	from 120 to 130 annually, increase 10 x 2 years only*	Approved	None
University of the Pacific	ELM - Private	Sacramento	Sacramento	1	November-21	New Program	80 annually	Approved	None
Unitek College	BSN - Private	Sacramento	Sacramento	1	November-21	New Campus	160 annually	Approved	None
Sacramento City College	ADN	Sacramento	Sacramento	1	November-21	Enrollment Increase	from 120 to 130 annually, increase 10 permanent*	Approved	None
William Jessup University	BSN - Private	Rocklin	Placer	1	May-21	Feasibility	60 annually	Approved	None
University of the Pacific	ELM - Private	Sacramento	Sacramento	1	May-21	Feasibility	64 annually	Approved	None
William Jessup University	BSN - Private	Rocklin	Placer	1	August-22	New Program	60 annually	Approved	None
Chamberlain University	BSN - Private	Rancho Cordova	Sacramento	1	August-22	Enrollment Increase	from 135 to 180 in 2023, 240 in 2024, increase 105	Approved	None
Lassen Community College	ADN	Susanville	Lassen	1	February-23	Feasibility	40 every TWO years	Approved	None
Butte College	ADN	Oroville	Butte	1	May-23	Enrollment Increase	from 120 to 168 annually, increase 48	Approved	None
Lassen Community College	ADN	Susanville	Lassen	1	November-23	New Program	40 every TWO years	Approved	None
California Northstate University	BSN - Private	Rancho Cordova	Sacramento	1	November-23	Feasibility	90 annually	Approved	None
California Northstate University	BSN - Private	Rancho Cordova	Sacramento	1	May-24	New Program	90 annually	Approved	None
Marsha Fuerst School of Nursing	ADN - Private	Citrus Heights	Sacramento	1	May-24	New Campus	135 annually	Deferred	None
Marsha Fuerst School of Nursing	ADN - Private	Citrus Heights	Sacramento	1	August-24	New Campus	135 annually	Deferred	None
University of the Pacific	ELM - Private	Sacramento	Sacramento	1	November-24	Enrollment Increase	from 80 to 120, increase 40	Approved	Yes
Samuel Merritt University	BSN - Private	Sacramento	Sacramento	1	February-25	Enrollment Increase	from 96 to 144 annually, increase 48	Denied	None
Samuel Merritt University	ELM - Private	Sacramento	Sacramento	1	February-25	Enrollment Increase	from 96 to 120 annually, increase 24	Denied	None
Arizona College of Nursing	BSN - Private	Rancho Cordova	Sacramento	1	May-25	Feasibility	144 annually	Deferred	None



Executive Summary
Simpson University School of Nursing
2024-2025 Proposal for Enrollment Increased to 45 Students Per Cohort
Respectfully Submitted by the School of Nursing Faculty

Simpson University's School of Nursing (SON) is requesting an increase in enrollment from 27 to 45 students per admission cycle, starting Fall 2025. This annual increase of 36 Bachelor of Science in Nursing (BSN) graduates aligns with the National Academy of Medicine's (NAM) "The Future of Nursing 2020-2030" recommendations, which emphasize improving social determinants of health (SDOH), health equity, and patient outcomes. Although NAM (formerly IOM) recommended increasing BSN-prepared nurses to 80% by 2020, the workforce continues to fall below 70%. BSN programs provide comprehensive education with a focus on leadership, public health, evidence-based practice, and health policy. Simpson University (SU) is committed to investing in its BSN program to meet these national healthcare needs, including those of rural northern California.

Reason for Proposed Change

The U.S. continues to face a significant nursing shortage, in part due to high turnover among novice nurses (up to 18% in many areas) and the aging baby boomer population. The Bureau of Labor Statistics projects RN employment will grow by 6% from 2023 to 2032, with nearly 2 million new RNs needed by 2033 due to simultaneous job growth and retirements. Without proactive measures, this shortage will negatively impact patient care and healthcare outcomes.

Simpson University currently admits 27 nursing students each fall and spring semester. Increasing enrollment to 45 students per term will allow SU to produce up to 90 BSN graduates annually, addressing local and national workforce shortages. Furthermore, employers highly seek SU graduates, and local nursing schools such as Shasta College and the Institute of Technology, support this expansion.

Table 1. Letters of Support-Nursing Programs Less Than 50-miles

LETTERS OF SUPPORT FOR SIMPSON UNIVERSITY SCHOOL OF NURSING Enrollment Increase						
Facility & Date Contacted	School of Nursing	Acute Care Hospital	Clinic	Mental Health Facility	Supportive- Date Responded	Notes (all facilities contacted via email)
Nursing Programs <50 Miles						
Shasta College: ADN Program Tracy Holt-PD 11-20-2024	X				YES 11-20-2024	Collaborative efforts between both parties on a variety of issues- great

						relationship. Letter provided.
Institute of Technology (IOT): LVN Program Cheryl Arnold-DON 11-20-2024	X				YES 12-02-2024	Seeking an affiliation agreement with SU- great relationship. Letter provided.

Table 2. Letters of Support-Programs More Than 50-miles and Other Local Facilities

LETTERS OF SUPPORT FOR SIMPSON UNIVERSITY SCHOOL OF NURSING Enrollment Increase						
Facility Contacted & Date	School of Nursing	Acute Care Hospital	Clinic	Mental Health Facility	Supportive-Date Responded	Notes (all facilities contacted via email or in person)
Nursing Programs >50 Miles, Local Hospitals, Local Clinics, Other Local Facilities						
CSU, Chico: BSN Program Fay Brown-PD 11-20-2024	X				YES 04-25-2025	75 miles away. No response to email- good relationship- emailed again. Spoke at CACN conference. In support if no new clinical spots requested. No letter.

Enrollment Demand and Resources

Over the past six years, the SON has turned away an average of 25% of its qualified applicants (see. This is mainly due to receiving more applicants than available seats. In addition, students who need to repeat a failed course occupy seat availability of incoming cohorts. Finally, a holistic admissions process is being explored to enhance diversity and inclusivity. With this improvement, the SON expects even more qualified applicants and would need expanded enrollment to accommodate these candidates.

Effects of Proposed Change

Increasing enrollment will resolve many of the above-described issues faced by the SON and the community. No additional clinical spots are being requested with this increase. Shasta College (ADN) is the only RN program within a 50-mile radius and no students will be displaced. The SON will use a rotating schedule between current clinical facility slots and the simulation lab to meet regulated clinical hours. This change will not directly affect or alter the approved curriculum. It will not affect clinical facility utilization. Increasing simulation will enhance critical thinking and clinical judgement by allowing students to learn in a safe, structured environment. The resources to support an increase in enrollment, including clinical schedules, simulation rotations, faculty, facilities, budget, and SU administrative support, are described below.

About Simpson University

SU is a private, non-profit liberal arts institution in Redding, California, with 40 full-time faculty, 1 part-time faculty, 60 adjunct faculty, and 97 full-time staff. Established in 1921 as Simpson Bible Institute, SU has grown to offer 18 undergraduate majors, four adult studies programs, six graduate programs, and three administrative certificates. The university, accredited by WASC since 1969, was reaffirmed in 2025 for an additional 8-year term. SU serves a diverse student body, with 48% female and 52% male students. Thirty-three percent are first-generation college students, and 46% receive Pell Grants. SU is classified as a Hispanic-Serving Institution (HSI), with over 28% of students identifying as ethnically non-white.

School of Nursing Overview

The SON offers two BSN tracks: Traditional Undergraduate (TUG) and RN-BSN. SU earned an 8-year reaccreditation through WASC in February 2024. The SON program has been accredited by the Commission on Collegiate Nursing Education (CCNE) since 2015. The program meets all CCNE standards and received commendations with a 10-year reaccreditation in 2020.

- RN-BSN Track: Established in 2007, this program has graduated 173 BSN-prepared nurses. In 2019, it transitioned to a hybrid 12-month curriculum to remain competitive in the marketplace.
- Traditional Undergraduate (TUG) BSN Program: Approved in 2009, this program currently enrolls 121 students and has graduated 439 nurses. In response to demand, SU built a Science and Nursing Building in 2014 and now seeks to expand enrollment further.

Compliance with BRN Considerations

Adequacy of Resources

Besides financial support, the SON has secured faculty resources to support enrollment expansion, including:

- Faculty & Staff:
 - Three additional full-time nursing faculty (hired)
 - One full-time RN Simulation Coordinator (hired)
 - Two additional full-time Sim Lab RN instructors (pending hire)
 - One additional part-time Sim Lab RN instructor (hired)
 - Two additional part-time Skills Lab RN instructors (hired)
 - Two additional full-time simulation technicians (pending hire)
 - Continued use of adjunct faculty as needed

Faculty will be hired incrementally as enrollment grows with each successive cohort.

Clinical Placements

The SON has long-term partnerships with several local healthcare agencies to ensure adequate clinical placements for SU students. Participation and collaboration with the regional clinical master schedule committee ensures compliance with CCR regulation 1427(d). The SON is not seeking additional clinical facility slots. The SON will utilize the state-of-the-art simulation center and existing clinical facility slots to meet regulated clinical hours for the students. Students will rotate between the clinical facility slots and the simulation center until CCR regulation 2786(a)2 is met. No students will be displaced by this plan.

Support for SON Faculty and Staff

The School of Nursing (SON) faculty and staff receive full support by SU administration in physical space, supplies, and resources to ensure a safe and effective increase in enrollment. Faculty development is a priority, with administration approving resources and funding conference attendance every two years. Each fall semester begins with a full day workshop and proceeds with two monthly meetings during fall and spring to assess program needs. Two full-day retreats at the end of each academic year provide for review, evaluation, and adjustment in the curriculum as needed.

Physical Space and Facilities

The SON is housed in the Science and Nursing Building at Simpson University, providing ample space for students and faculty. The 16,548-square-foot facility, occupied in 2014, includes three classrooms, two skills labs with twelve hospital beds, a simulation center with four pods and a 4-bed nursing suite, eleven offices, a faculty resource room, lounge, and ample storage. Classrooms are equipped with modern technology, and the SON has priority scheduling of three rooms seating 48, 45, and 45 students.

Skills Laboratories and Simulation Center. The two skills labs allow students to practice fundamental nursing skills, including health assessment and problem-solving, supported by mid-fidelity manikins. A functional ADA-compliant bathroom aids in transfer skill training. The Simulation Center consists of four pods and a 4-bed nursing suite with high-fidelity mannequins. A \$500,000 grant from the Fletcher-Jones Foundation in 2024 funds four additional high-fidelity mannequins. The center supports simulation-based learning to enhance critical thinking and clinical judgment.

Computer Lab and Office Space. A computer lab with 51 stations supports computer-based exams and serves as a backup for students. Faculty and staff offices are located on the second floor, providing individual workspaces, modern equipment, and university-funded office furniture. Empty offices are available for future faculty expansion.

Non-Instructional Space and Equipment. The student lounge offers study areas, temporary locker use, wireless internet, and essential amenities. The faculty lounge/conference room includes kitchen appliances and a first-aid kit. Additional meeting spaces support SON activities, and larger campus facilities accommodate special events. A strategic space allocation plan ensures classrooms and labs meet the needs of increased enrollment, including priority scheduling and planned modular wall extensions.

Financial Support and Budget. The SON budget is managed through the finance department and overseen by the program director. Additional course fees support clinical instruction, supplies, and simulation. A \$500,000 grant supports simulation upgrades, and partnerships with healthcare providers will contribute to facility upkeep. SU administration remains committed to financial sustainability and faculty support. Currently SU has a DOE composite score of 2.2.

Administrative and Clinical Support. The SON has full backing from SU administration, including the Board of Trustees, university president, provost, and finance and operations officers. Support includes faculty hiring, training, student resources, and modernization of the simulation lab and classrooms. Funding and staffing the simulation lab ensures no additional clinical slots are required. Simulation usage remains within regulatory standards, supplementing hands-on clinical experience without compromising academic rigor.

Program Outcomes and Compliance

SON maintains high first-time pass rates at 96% over 5 years. Graduation rates average 93%. Attrition rates average just above 7%. Employment rates average between 95%-

100%, demonstrating program effectiveness. The nursing program remains in good standing with the Board of Registered Nursing (BRN) and maintains accreditation through WASC and CCNE. Compliance with all regulations is actively monitored, with immediate adjustments made as required. No verified complaints from students or faculty have been reported. The SU administration and SON remain dedicated to ensuring student success, program excellence, and continued support for faculty, staff, and clinical partnerships. The focus is on building up the SON to address local and national healthcare needs.

Conclusion

Increasing enrollment at Simpson University's School of Nursing aligns with national healthcare goals, addresses the nursing shortage, and meets employer demand for BSN-prepared nurses. With strong community support, adequate faculty and facilities, and a commitment to program excellence, SU is well-positioned to expand its nursing program and further contribute to the future of nursing.

BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary

AGENDA ITEM: 5.4.1

DATE: June 17, 2025

ACTION REQUESTED: Discussion and possible action regarding a request to grant initial approval of a new prelicensure nursing program
Gurnick Academy of Medical Arts Baccalaureate Degree Nursing Program (initial self-study)

REQUESTED BY: Katie Daugherty, Nursing Education Consultant

BACKGROUND: Gurnick Academy Medical Arts (GAMA) Concord Baccalaureate Degree Nursing program is requesting a secondary campus in San Jose within Santa Clara County (Region 3). Gurnick's San Jose campus is 60 miles from Gurnick's approved BSN program in Concord. The San Jose campus address is 1641 North First Street, San Jose California 95112. The San Jose new campus BSN program feasibility study was approved at the February 2025 Board meeting with the requested Enrollment Pattern: 2025: In June enroll 56 students (28 generic and 28 advanced placement) and in September enroll 28 generic students for a total of 84 new BSN students for the year. 2026 and ongoing: Every January, enroll 56 students (28 generic and 28 advanced placement students) and, each May and September enroll 28 new generic students for a total annual enrollment of 112 students a year.

Gurnick has asked to alter their enrollment request to: September 2025 - 56 students for 2025 instead of the approved 84 students due to a later start date. Starting in 2026 and forward enrollment will be three (3) times a year. January 56 students, May 28 students, and September 28 students for an annual enrollment 112 students.

Description of the Institution: GAMA is a private for-profit LLC, and academic institution with six (6) California campus locations in Concord, Fresno, Modesto, Sacramento, San Jose, and Van Nuys. Each campus has a Campus Director and campus level management and staff supporting campus level operations and instruction. Total student enrollment at the San Jose campus is 676 students. The San Jose campus LVN program has a current enrollment of 114 students.

GAMA already has two (2) BRN approved programs - ADN Fresno Campus (total enrollment 157) and BSN Concord Campus (enrollment of 241 students). Both programs enroll three (3) times a year for a total annual enrollment of 112 new students at each campus. Both programs are in compliance with Board regulations.

Accreditation Status: All GAMA campuses are accredited by the Accrediting Bureau of Health Education Schools (ABHES) until Spring 2028 with next on-site visit in Fall 2027. All six campuses are Bureau of Private Postsecondary Education (BPPE) approved and BBPE will add the San Jose BSN program once BRN approved. CCNE accreditation for the BSN program planned for 2026-2027.

Geographic Description: Santa Clara County (Region 3) has a population of nearly 2 million and the city of San Jose a population of 1 million people. The sixty (60) miles travel time distance between the Gurnick Concord and the San Jose campuses may be an hour or more due to heavy traffic congestion. Gurnick moved its formerly located San Mateo corporate offices and instructional programs to the new San Jose campus location in December 2023.

Resources: The San Jose campus was established in December 2023 and is housed in a two-story building with 40,000 square feet of physical space with nine (9) didactic classrooms, six (6) skills and simulation lab areas, three (3) conference rooms, ample faculty and staff offices, a plan to hire 12 full

time and 30 part time faculty. A total of eight (8) additional program administrative/operational support staff will be hired to assist with program operations and implementation. This includes one (1) full time faculty support staff, one (1) full time clinical coordinator, two (2) full time IT technicians, two (2) full time simulation/skills lab technicians and two (2) administrative/faculty support staff. The nursing program offices, workspaces, classrooms, skills and simulation labs, and library/study spaces have state of the art required equipment and supplies that meet BRN requirements. Sufficient library and support services, IT technology, student financial aid resources, clinical facilities/clinical placements and required curriculum to support the annual enrollment of 112 BSN students at the San Jose campus is evidenced.

Total Program Cost: Generic BSN - \$143,200 LVN to BSN advanced placement - \$105,815

Curriculum: The San Jose campus BSN curriculum will be the same as the Concord BSN program. The traditional/generic BSN program consists of eight 15-week semesters (32 months) and four semesters (15 months) for the LVN to BSN Advanced Placement track after completion of prerequisite courses. Nursing instruction/testing is delivered in-person in a face-to-face format.

Clinical Facilities: Gurnick San Jose has obtained a total of 44 BRN EDP-P-18 Clinical Facility Authorization Forms to support instruction in all five specialty areas. These sites offer a range of acute care, skilled nursing/rehab, ambulatory, clinic, and other outpatient learning experiences. This includes seven (7) acute care facilities offering placements in more than one specialty area. Placement availability by specialty area includes MS and Geriatrics-(27), OB-(12), Peds-(9), and PMH-(5) sites. Required signed written clinical agreements meeting CCR 1427 regulations have been obtained. Program reports 40 of the planned clinical placements are arranged with each individual clinical site, and four (4) are arranged using the regional Centralized Clinical Placement System (CCPS). GAMA is committed to use clinical sites on days and shift times available when the 13 existing programs are not using clinical sites.

Communication and Collaboration efforts resulted in only five (5) of the 13 (eight (8) ASN and five (5) BSN/ELM) responses back to Gurnick's three different requests. GAMA program executive summary indicates one (1) ASN program expressed concern with possible displacement-no specifics identified; one (1) ASN to willing to collaborate and will discuss collaboration details later. Three (3) BSN/ELM) responded back with one (1) of three (3) BSN responders providing a neutral acknowledgement of the GAMA email notification, one (1) expressed general-overall concern of potential displacement or possible disruption of existing partnerships and one (1) agreed to meet and met with Gurnick to discuss placements in more detail.

Concord's current BSN enrollment is 241 students.

In June 2024, the first continuing approval visit was done with no areas of non-compliance.

The self-study documentation and virtual site visit conducted on June 4 and 5, 2025, validated sufficient resources to launch the programs and includes physical spaces, appropriate faculty and staff hiring plans, adequate equipment, supplies, student support services, and adequate type and number of clinical placements.

NCLEX Pass Rates (Concord campus)

2020-2021=70%

2021-2022=87.76%

2023-2024=78.57%

Attrition Rate per annual survey (Concord campus)

2021-2022-7.5%

2022-2023-9.8%

2023-2024-9.9%

NEXT STEP:

Place on Board agenda.

PERSON TO CONTACT:

Katie Daugherty, MN, RN
Nursing Education Consultant

5.4.1 Gurnick Academy of Medical Arts San Jose - Initial Self-Study for a New Campus

Gurnick Academy of Medical Arts (GAMA) Concord BSN program is requesting a new campus located in San Jose within Santa Clara County (Region 3). The enrollment pattern request for 2025 and 2026 forward is below:

For 2025: In September 2025 enroll 56 students (28 generic and 28 advanced placement) for a total of 56 new BSN students for the year.

For 2026 and ongoing: Every January, enroll 56 students (28 generic and 28 advanced placement students) and each May and September enroll 28 new generic students for a total annual enrollment of 112 students a year.

Other programs presented:

There is one (1) other program requesting a new campus within Region 3.

- 1) Unitek College is requesting a new campus in San Jose with an enrollment pattern request of 40 students, three (3) times a year for an annual enrollment of 120 students.

Currently approved:

GAMA has two (2) BRN approved programs: ADN Fresno Campus and BSN Concord Campus. Both programs enroll three (3) times a year for a total annual enrollment of 112 new students at each campus.

GAMA has been approved for one (1) new program (112 students annually) and two (2) requests for new campuses (224 students annually) in last six (6) years.

Nursing Program Information					Board Meeting Information				
School	Program Type	City	County	Region	Meeting Date	Request Type	Enrollment Increase Request	Action	Adjustment
Gurnick Academy	ADN - Private	Fresno	Fresno	6	February-18	New Program	112 annually	Approved	None
Gurnick Academy	BSN - Private	Concord	Contra Costa	3	September-19	New Campus	112 annually	Approved	None
Gurnick Academy	BSN - Private	San Jose	Santa Clara	3	January-25	New Campus	112 annually	Approved	None

Region 3 data 2018-2025

Enrollment decisions for Region 3 has resulted in the growth of 801 new students through the approval of six (6) enrollment increases (169 students annually), three (3) new campuses (344 students annually), one (1) new program (100 students annually), and two (2) feasibility studies (188 students annually).

One (1) request for a feasibility study in Region 3 was deferred: Medical Career College (48 enrollments); however, this was later approved in November 2024.

Note: The enrollment increase in 2022 was to teach out 15 students from Holy Names University and did not add additional students to this region.

Nursing Program Information					Board Meeting Information				
School	Program Type	City	County	Region	Meeting Date	Request Type	Enrollment Increase Request	Action	Adjustment
Gurnick Academy	BSN - Private	Concord	Contra Costa	3	September-19	New Campus	112 annually	Approved	None
Unitek College	BSN - Private	Concord	Contra Costa	3	November-20	New Campus	120 annually	Approved	None
Samuel Merritt University	BSN - Private	Oakland	Alameda	3	June-22	Enrollment Increase	15 student 2022, teachout Holy Names University,*no i	Approved	None
Los Medanos College	ADN	Pittsburg	Contra Costa	3	May-24	Enrollment Increase	from 40 to 48 annually, increase of 8	Approved	None
College of Marin	ADN	Kentfield	Marin	3	May-24	Enrollment Increase	from 43 to 52 annually, increase 9	Approved	None
Unitek College (Fremont Campus)	BSN - Private	Fremont	Alameda	3	August-24	Enrollment Increase	from 160 to 200 annually, increase 40	Approved	None
Medical Career College	ADN - Private	Fremont	Alameda	3	August-24	Feasibility	24 annually in 2025 and 48 annually in 2026	Deferred	
Medical Career College	ADN - Private	Fremont	Alameda	3	November-24	Feasibility	48 annually	Approved	None
Quest Nursing Education Center	BSN - Private	Oakland	Alameda	3	November-24	Feasibility	140 annually	Approved	Yes
Saint Mary's College of California	BSN - Private	Moraga	Contra Costa	3	November-24	Feasibility	100 annually	Approved	None
Samuel Merritt University	BSN - Private	Oakland	Alameda	3	January-25	Enrollment Increase	from 176 to 248annually, increase 72	Approved	None
Unitek College	BSN - Private	Concord	Contra Costa	3	January-25	Enrollment Increase	from 120 to 160 annually, increase 40	Approved	None
Gurnick Academy	BSN - Private	San Jose	Santa Clara	3	January-25	New Campus	112 annually	Approved	None
Saint Mary's College of California	BSN - Private	Moraga	Contra Costa	3	May-25	New Program	100 annually	Approved	None

Gurnick Academy of Medical Arts (GAMA) – Concord BSN Degree Program Request for a New Campus in San Jose Self-Study Executive Summary

Proposed Program: Gurnick Academy of Medical Arts Concord Campus BSN Degree Program is requesting a new campus in San Jose, California (Region 3). Gurnick Concord submitted the required updated Letter of Intent and feasibility study to the board in October/November 2024. The required self-study submitted documentation, and evidence was submitted in April-May 2025 to show full compliance with all board statutes, rules, and regulations of BPC 2715, 2786, 2788 and CCR 1418-1432 and required feasibility and self-study related communication and collaboration with the existing nursing programs within the 50-mile radius of the San Jose campus to prevent any clinical displacement. The approved Concord BSN Program is located 60 miles from the San Jose Campus with travel time between the 2 campuses as much as an hour or more due to heavy traffic. The Concord BSN Program was initially approved in September 2019. The program enrolls new students 3x per year (January, May, September) for a total of 112 students a year. The current total Concord BSN Program enrollment is 241 students. The San Jose campus has a total enrollment of 676 students for all programs offered.

Request:

- Add a new campus BSN Program location in San Jose with an effective start date of September 2025 instead of June 2025 since feasibility study approval occurred in February 2025.
- Change approved 2025 enrollment to 1x time in September 2025 instead of 2x (June & September 2025). This change decreases the total 2025 enrollment to 56 new BSN students instead of 84 new students.
- From 2026 forward, the San Jose Campus will enroll new students 3x a year (January 56 students-28 LVN To RN, 28 generic, May-28 generic, September-28 generic). Total annual enrollment will be 112 students a year.
- The first cohort of 28 LVN to BSN AP students admitted in September 2025 will graduate in December 2026. The first generic BSN track of 28 students admitted in September 2025 will graduate in April 2028.

The San Jose campus BSN Program will implement the same organizational, operational, leadership, curriculum structures, processes, and instructional delivery methods already successfully implemented for the existing approved Concord Campus BSN Program. GAMA Dean of Nursing and program director for the Concord and Fresno Campus programs will also be the San Jose Campus Program Director. The San Jose campus has provided the required evidence showing the same equivalent levels of program resources and budget support, physical space, IT support, faculty and staff, same curriculum, and sufficient clinical sites in all 5 specialty areas to support program instructions, students, faculty and staff, as currently exist with the Concord BSN Program.

The first BRN Continuing approval visit for the Concord Campus was completed in June 2024 with no areas of non-compliance and recommendation were promptly addressed. The continuing approval by consent agenda was granted in November 2024. The next continuing approval visit will be in 2029. CCNE voluntary accreditation is in progress and intent is to schedule the site visit between 2026-2027.

Summary of Concord BSN Program Outcomes: The annual BSN NCLEX Pass Rates for 2020-21= No testers; 2021-2022=70% (35/50), 2022-23=87.76% (86/98), 2023-24=78.57% (55/70), for 2024-2025 July-September 2024 = 95.24% (20/21), October 2024-December 2024 = 88.88% (8/9), January-March 2025 = 85.71% (12/14). The Concord BSN Program continues to implement rigorous NCLEX improvement activities initiated in 2021 including use of the full ATI complete package of exams, study and remediation resources and faculty development/training activities. The Attrition Rate data per the BRN Annual School Survey for 2020-2021=0%, 2021-2022=7.5%, 2022-2023=9.8%, 2023-2024=9.9%. The Graduate Employment Data for 2021-2022 is 88%, 2022-2023 - 86%, 2023-2024 - 91%.

Institutional/Program Description: Gurnick Academy of Medical Arts is a private, for-profit LLC academic institution with campuses in California, Arizona, Florida, and Nevada. GAMA offers diplomas, associates, baccalaureate, and graduate programs with a total of six (6) CA nursing programs [Nursing Programs](#). GAMA Chief Executive Officer is Mr. Konstantin Gourji, MBA (owner), and Dr. Revzina, EdD, FNP, RN, Chief Academic Officer (CAO). The Dean of Nursing, Ms. Manlosa Sanchez, MSN/Ed, RN is the program director for the ASN and BSN Concord Campus programs and the planned director for the new San Jose Campus. The total institutional enrollment for all six California campuses is 3,156 students.

VN Programs are offered at 5 GAMA Campuses (San Jose, Concord, Modesto, Fresno, Sacramento) and represent about 1,397 students of the more than 3,000 total number of students enrolled at all six GAMA campuses. The VN program student enrollment at the Concord Campus is 282. The total VN student enrollment at the San Jose campus is 114. The total San Jose campus student enrollment for all programs is 676. NCLEX-PN Pass Rates for the five campuses range from 86%-92% for calendar year 2024. All GAMA VN programs are in full compliance with the California BVNPT regulations.

The GAMA Associate Degree Nursing Program (approved in February 2018) enrolls a total of 112 students a year (3x a year, 4 cohorts). The current ASN total student enrollment is 157. The ASN program is in full compliance with the BRN regulations. The NCLEX Pass Rates for the ASN in Fresno for the past 2 years 2022-2023=77.78%, and for 2023-2024=92.9% and these rates comply with the BRN regulations. The first BRN site visit was done in January-February 2023 to address the two consecutive years of low NCLEX pass rates for 2021 (70.33%) and in 2022 (63.55%) that were less than 75% per CCR 1431 regulation. Only the low NCLEX pass rates were identified as an area of non-compliance during the 2023 Fresno program site visit. Fresno program, leadership, faculty/staff, and students worked diligently to increase the pass rate by completing ongoing comprehensive program assessments and consistently initiating detailed action plans. The ASN program was granted continuing approval in November 2023.

Accreditation Status: GAMA is accredited by [ABHES](#) (Accrediting Bureau of Health Education Schools) since December 2009. All six campuses are accredited until February 2028 including the six nursing programs. The next ABHES on-site visit is in Fall 2027. All GAMA campuses and its six nursing programs are also approved by the California Bureau for Private Postsecondary Education (BPPE).

Geographic Area: The GAMA San Jose campus in Santa Clara County was established in December 2023 when Gurnick moved all the former San Mateo campus programs and corporate offices to the new San Jose campus. Santa Clara County has a population of 1,936,259 and has the largest land area in the northern region of California. San Jose is located 38 miles from the southern shore of San Francisco Bay, nestled in the southern part of the SF Bay Area. The San Francisco bay area generally includes the counties of San Mateo, Santa Clara, Scotts Valley in Santa Cruz County, and the western edge of Alameda County. The city of San Jose has a population of 1,013,240. The county's number of people 65 years and over has steadily increased for the past ten years from 11.1% in 2010 to 14.5% in 2021. The top leading causes of death in Santa Clara County are cancer 24%, heart disease 21%, all other causes 24%, stroke 6%, unintentional injuries 5%, and chronic lower respiratory diseases 4%.

Communication/Collaboration with Existing Schools: As part of the feasibility and self-study submission phases, the program director reached out by email to the 13 approved pre-licensure RN programs within the 50-mile radius (8 ADN, 5 BSN with 2 ELM) regarding the plan 2025 start of the new San Jose Campus program as much as three times. To date, Gurnick has received a total of 5 responses back. [Communication with Other Schools](#). Two ADN (1-discouraged the addition of a new program and 1 unable to schedule discussions to address concerns yet). Three (3) responses received from BSN/MSN programs (1 BSN-neutral, 1 BSN/MSN-concerned of clinical saturation and disruption of established partnerships, 1 BSN/MSN willing to collaborate and no specific displacement identified). The program director will continue to reach out after submission of the Executive Summary as evidence of continuing efforts to ensure no displacement of existing nursing programs occurs. Based on the facility verifications and facility authorizations obtained, the San Jose campus would be scheduling clinical placements on days and shift times that are not currently used by existing programs.

For Region 3 2019-2025, the BRN statewide student enrollment data indicates a total growth of 801 new students [Statewide Nursing Student Enrollment Data](#). This includes Gurnick Academy San Jose in the 3 new campuses (344 new students), and 6 enrollment increases (169 students), and 3 feasibility studies (288 students).

Purpose/Rationale for the BSN Program at a New Campus: The rationale for the new campus location of GAMA San Jose is to increase the number of BSN graduates in Region 3. Occupational employment projections for the San Jose-Sunnyvale-Santa Clara Metropolitan statistical area for 2020-2030 showed a 23,640 projected yearly employment estimate needed for registered nurses and 14,640 RN job openings (California Employment

Development Department, 2024). A reported 5,880 nurses exited from the workforce and 5,540 transferred to another occupation. The required entry level of education for nurses is bachelor's degree as reported in the 2020-2030 Occupational Employment Projections in this region. RN employment projections indicate the need for 6% growth for registered nurse employment projections as reported by the Bureau of Labor Statistics [RN Employment Projections 2023-33](#). Furthermore, the American Association of Colleges of Nursing (AACN) reiterates that both the public and private sectors support the need of BSN-prepared nurses. HealthImpact (2020), surveyed a total of 3,058 nurses who were newly licensed RNs in California between September 2019 and August 2020. The lack of a BSN degree was reported as a reason for difficulty finding employment by newly licensed RNs (31.5%) who are not yet employed. Respondents to the HealthImpact (2020) survey, expressed interest in academic progression to advance their career with 57.8% planning to enroll in the next 1-3 years and 44.5% plans to enroll in 4-6 years, 13.8% indicated to enroll in the next 7-10 years, and 20% indicated to pursue a higher degree as a long-term goal. The California Employment Development Department (EDD) indicates a projection of 358,900 registered nurse jobs in California by 2030, totaling 389,600 jobs (Spetz et al., 2024).

Program Description and Potential Applicant Pool: The proposed San Jose BSN program will offer two BSN degree tracks. The generic BSN degree track is 32 months, 8 semesters in length. The LVN To BSN Advanced Placement is 15 months, 4 semesters in length after completing or transferring the required pre-requisite general education, science and LVN coursework for BSN program admission. The BSN degree tracks require 120 units (+5 units for LVN to BSN AP). GAMA admissions staff has compiled a sizable list of interested BSN applicants since 2023 (2,562) [BSN Program Interests and Applications](#). The program expects twice the number of qualified applicants in each of the 3 admission cycles at the San Jose campus. Admission criteria for the program will meet the BSN Admission Requirement [BSN Admission Requirements](#).

Program Costs: Tuition Program Cost for the Generic BSN Program is \$143,200. Program cost for the LVN To BSN track is \$105,815. Title IV funding is available for all BSN tracks. GAMA LVN program graduates are granted \$19,000 to cover BSN program costs.

Program Curriculum: The San Jose BSN curriculum will be the same as the currently approved Concord BSN degree tracks curriculum (120 units). Each semester is 15 weeks in length on both tracks. Both BSN tracks require completion of a total of 51 units of nursing (Theory 33 units, Clinical 18 units), 6 units of communication courses, and 21 units of required science courses. The total content required for licensure is 78 units and other degree requirements 42 units. The [BSN Curriculum - Generic and Advanced Placement Pathways](#) is in compliance with the CA BPC Code, Section 2725 and 16 CCR §1426. The program meets the minimum of 500 direct patient care clinical hours in a board-approved clinical setting with a minimum of 30 hours of supervised direct patient care for each nursing area specified by the board. The curriculum includes the required program implicit bias training and PHN certification coursework to meet the graduation requirement.

Program Resources-San Jose Campus Facility: The [San Jose Campus](#) is in a 40,000-

square-foot two-floor professional building minutes from the San Jose Mineta International Airport. The campus has a surround courtyard and outdoor patio of green lawn for community breaks and student activities. The general education and prerequisite courses are conducted via online learning while the didactic nursing course instruction and testing are done in person face to face at the campus. The [Classrooms Skills and Simulation Learning Center](#) are technologically advanced with Wi-Fi capability and a professionally curated digital library with an online librarian. The first floor houses the administrative and program leadership offices, faculty offices and workrooms, 3 conference rooms, gym, employee lounge, main lobby with 2 reception areas, and additional space for expansion. Included on the first floor are the Program Director, Assistant Directors, Clinical Coordinator, and NCLEX and Student Retention Coordinator have assigned private offices to perform their job duties. The offices designated for the campus director, assistant campus director, admissions representatives, [Student Services](#), [Career Services](#), [Financial Aid](#) are furnished with the necessary equipment and technology. The campus has 12 BSN faculty workstations furnished with the necessary supplies and equipment to support the faculty's essential functions. This campus has 3 conference rooms for individual faculty-student sessions, advising, remediation, and private one to one and group meetings. The second floor houses the 9 classrooms, IT Room, testing room, private lactation room, student lounge with a quiet area for studying, and ADA compliant restrooms as outlined in the [San Jose Campus Layout](#). Included on the second floor are the 2 Skills Labs And Simulation Learning Center (SLC). The entire skills lab houses 8 beds with static manikins, a variety of hospital equipment and supplies, and storage to simulate clinical settings for adult, OB & newborn, and pediatric, psych/mental health patient care [Classrooms Skills and Simulation Learning Center](#). The SLC offers 4 patient rooms, divided into specialties with computer and camera integration for debriefing, and a nursing station. All simulation suites have mounted computer monitors tethered to the simulator tablets to allow projection of hemodynamic monitoring, breakaway ICU doors, and all the required equipment and supplies.

Faculty and Staff: Ms. Manlosa Sanchez is the program director, and 1 of the 2 planned Assistant Directors for the San Jose campus has been onboarded for 2025 start with 100% administrative time and 12-month employment. The program will hire twelve (12) full-time faculty with 12-month employment and thirty (30) part-time faculty upon approval of the self-study and as the students advance in the program. Qualified faculty will be hired including the required content experts for medical-surgical, maternal, and newborn, pediatric, gerontology, and mental health nursing. Additionally, the program will have 8 full-time administrative support staff for student services, clinical outreach, 2 simulation technicians, faculty support, administrative support, and 2 IT support.

Program Budget/Finances: The San Jose Campus program budget will use the same budget model and the same equivalent levels of funding as the BSN Program at the Concord campus that ensure that the San Jose Campus program is self-sustaining using revenues from tuition and fees [BSN Budget 2025-2029](#) . The budget includes the program-specific revenue, costs, and expenditures over the next five years. Since the start of the BSN program in Concord there has not been a budget deficit. GAMA has additional funding sources immediately available to cover unexpected expense emergencies or make additional purchases needed to support student learning, instruction, and operations. The

institution is approved to offer federal grants and loans, and other state and financial assistance. The budget explicitly defines the amount of money annually accumulated by program-specific and anticipates that the program maintains a positive net contribution (back-up funds each academic year). The program director works closely with the campus financial team to establish, monitor, and manage all aspects of the budget to address any potential needs of deficits. The BSN program at the San Jose Campus is financially self-supporting starting at the fiscal year of 2026-2027.

Clinical Placements: Gurnick Academy submitted 44 Clinical Facility Authorization forms in the self-study and anticipates additional clinical facility agreements and authorizations forms. Of the 44 clinical facilities, there are adequate types and numbers of clinical placements in the five specialty areas - Medical Surgical 27, Obstetrics 12, Pediatrics 8, Geriatrics 27, and Mental Health 5. See information in the link provided [BSN San Jose List of Clinical Facilities](#). There are 44 signed facility affiliation agreements in compliance with CCR 1427(a)(b)(c)(d). The BSN program already participates in the Centralized Clinical Placement System [CCPS](#) for student clinical placement that cover 4 of the 44 facilities. The other 40 of the 44 facility sites arranged/scheduled clinical placements individually with each nursing program.

The San Jose campus will have the same full range of student program participation opportunities as the Concord Campus program and will adhere to the same procedures and processes, NCLEX passing standards, and board notifications processes to meet the CCR 1428-1432.

Conclusion: The comprehensive self-study provides evidence to establish a BSN program for the new campus in San Jose. The new campus location provides the required leadership and resources to implement the 2 BSN tracks and support an annual enrollment of 112 students. Gurnick will continue its ongoing communication and collaboration with the 13 existing schools. Although some concerns or reservations were expressed there is no concrete evidence that the San Jose campus BSN program will be displacing the existing programs. Gurnick will continue to reach out to these existing programs. Through its well positioned additional campus and financial resources, the San Jose campus is primed to implement the BSN program in this location. Clinical placements for the San Jose campus are adequate to place the 112 new BSN students at 7 acute care hospitals, and 37 outpatient and skilled nursing and rehabilitation centers. Gurnick Academy demonstrates respect and collaboration with clinical agencies and existing schools by not displacing nursing students from other programs since operating its nursing programs. Gurnick Academy's ASN and BSN Programs are in full compliance with the BRN rules and regulations, and GAMA has provided the required evidence of compliance for the new San Jose Campus to start a total of 56 students in September 2025 and from 2026 forward maintain a total annual enrollment of 112 a year at the San Jose Campus.

Submitted by: Samantha Manlosa Sanchez, MSN/Ed, RN, Program Director/Dean of Nursing

**BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary**

AGENDA ITEM: 5.5.1

DATE: June 17, 2025

ACTION REQUESTED: Discussion and possible action regarding a request to accept a feasibility study for new prelicensure nursing program Unitek College, Baccalaureate Degree Nursing Program (secondary site San Jose)

REQUESTED BY: Mary Ann McCarthy, Supervising Nursing Education Consultant

BACKGROUND: In 2007, the BRN approved Unitek College, Fremont Campus ADN program (LVN-RN). In February 2019, the BRN approved the Fremont Campus nursing program to offer the Baccalaureate Degree in Nursing (BSN) and discontinue the Associate Degree Program. Unitek now has four (4) campus locations: 1) Fremont, approved 2019, with a current annual enrollment of 160, 2) Bakersfield, approved 2019, with a current annual enrollment of 200 and an additional approval of 125 students annually tied to a partnership with Community Health System, 3) Concord, approved in 2020, with a current annual enrollment of 160 and 4) Sacramento, approved 2021, with a current annual enrollment of 120.

Unitek College has submitted a feasibility requesting approval of an alternate prelicensure BSN program at the San Jose campus. San Jose is in Santa Clara County, Region 3.

Accreditation Status

The program is accredited by the Commission on Collegiate Nursing Education (CCNE) since 2014 and is in good standing through 2029. All campuses are institutionally accredited by ACCSC and remain in good standing with both institutional and programmatic accreditors.

Geographic Description

San Jose is in Santa Clara County. It is the largest city in Northern California and the third-largest city in the state, 13th largest city in the U.S., with a population of approximately 1 million residents

Enrollment Request

40 students, three (3) times a year for an annual enrollment of 120 students.

Resources

Existing campus operations personnel and regional/corporate teams are thoroughly prepared and ready to support the proposed BSN program. San Jose students will have the same resources as the other existing Unitek programs

Curriculum

Identical curriculum to the current BRN-approved BSN curriculum and meets the minimum requirement of 500-hours direct patient care. The program is three (3) years, 120 units.

Budget and tuition:

Budget submitted to show adequate funding for BSN in San Jose.

Clinical sites

Unitek has obtained forty (40) completed EDP-I-01 Facility Verification Forms from healthcare facilities from whom Unitek has clinical affiliation agreements with and have agreed to provide clinical placements for students in the proposed program.

Three (3) full-time, and 23 part-time/per diem nursing instructors will be hired for the proposed BSN Program. Faculty recruitment will start 3-4 months before courses begin, with new hires onboarded and trained at least two months in advance.

Regional Nursing Programs

There are 16 existing BRN-approved pre-licensure nursing programs within 53 miles of the Unitek San Jose campus, comprising of 10 ADN, five (5) BSN, and one (1) ELM programs, including Unitek's BSN program at the main Fremont campus. Additionally, there is one (1) program, Gurnick Academy of Medical Arts, which received BRN approval for its feasibility study to establish a BSN program at its nearby San Jose campus in February 2025. Unitek started outreach to nursing program directors in February 2025 regarding the proposed BSN program. As of the date of this application, Unitek has already communicated directly with Gavilan College, Evergreen Valley College (EVC), and Samuel Merritt University (SMU), who were supportive of Unitek's initiative and had no concerns about displacement. Additionally, they plan to announce the proposed BSN program at the next Health Impact Greater Bay Area Academic Practice Partnership (GBAAPP) consortium meeting, as another opportunity to engage with other nursing programs

Programmatic NCLEX annual pass rates*

2020-21 = New program

No graduates until 2021-22

2021-22 = 84.11%

2022-23 = 81.16%

2023-24 = 88.25%

2024-25 = 85.84%

Attrition Rates per annual school survey

2019-2020 = 14.5%

2020-2021 = 3.8%

2021-2022 = 2.8%

2022-2023 = 7.3%

2023-2024 = 9%

*Individual campus pass rates not available from NCSBN/Pearson Vue

Total Program Costs: \$152,714

BRN staff has reviewed the feasibility study and has worked with the program to clarify any issues and has determined that this feasibility study is complete and complies with requirements specified in the "Instructions for institutions seeking approval of new prelicensure registered nursing program or addition of a new campus or location for a currently approved nursing program" (EDP-I-01).

NEXT STEP:

Place on Board Agenda

PERSON TO CONTACT:

Mary Ann McCarthy, EdD MSN RN PHN
Supervising Nursing Education Consultant

5.5.2 Unitek College – Feasibility Study for a New Campus

Unitek College is requesting a secondary site (San Jose) for a BSN program. San Jose is in Santa Clara County, Region 3. Enrollment Request: 40 students, three (3) times a year for an annual enrollment of 120 students.

Other programs presented:

There is one (1) other program requesting a new campus within Region 3.

1) Gurnick Academy of Medical Arts is requesting a new campus in San Jose with the requested enrollment pattern below:

- For 2025: In September 2025 enroll 56 students (28 generic and 28 advanced placement) for a total of 56 new BSN students for the year.
- For 2026 and ongoing: Every January, enroll 56 students (28 generic and 28 advanced placement students) and each May and September enroll 28 new generic students for a total annual enrollment of 112 students a year.

Unitek's growth over the past five years reflects three (3) new campuses and five (5) enrollment increases:

- Bakersfield campus approved in 2019 with an enrollment of 40 students three (3) times per year, for a total annual enrollment of 120 students.
 - In 2022, an enrollment increase of 80 students annually was approved for the Bakersfield campus with two hospital partners in Kern County (total 200 students annually).
 - In 2023, an enrollment increase of 75 students annually was approved with hospital partners Community Medical Center in Fresno (total 275 students annually).
- Concord campus approved in 2020 with an enrollment of 40 students three (3) times per year, for a total annual enrollment of 120 students.
- Sacramento campus approved in 2021 with an enrollment of 40 students three (3) times per year, for a total annual enrollment of 120 students.
- Fremont campus was originally approved with an enrollment of 40 students four (4) times per year, for a total annual enrollment of 160 students.
 - In February 2024, approved for an enrollment increase to restart the ADN track for 25 students twice (2) a year, for a total annual enrollment of 50 students to directly support Community Health System in Fresno.
 - In August 2024, approved for an enrollment increase of 40 students annually in their BSN program.
- Concord campus approved for an enrollment increase of 40 students annually in February 2025

Nursing Program Information					Board Meeting Information				
School	Program Ty	City	County	Regi	Meeting Da	Request Type	Enrollment Increase Request	Action	Adjustm
Unitek College	BSN - Private	Bakersfield	Kern	6	September-19	New Campus	120 annually	Approved	None
Unitek College	BSN - Private	Concord	Contra Costa	3	November-20	New Campus	120 annually	Approved	None
Unitek College	BSN - Private	Sacramento	Sacramento	1	November-21	New Campus	160 annually	Approved	None
Unitek College	ADN - Private	Bakersfield	Kern	6	November-22	Enrollment Increase	from, 120 to 200 annually, increase 80	Approved	None
Unitek College	BSN - Private	Bakersfield	Kern	6	August-23	Enrollment Increase	from 200 to 275 annually, increase 75 for 3 years	Approved	None
Unitek College	ADN - Private	Fremont	Frenso	6	February-24	Enrollment Increase	from 0 to 50 annually, increase 50	Approved	None
Unitek College (Fremont Campus)	BSN - Private	Fremont	Alameda	3	August-24	Enrollment Increase	from 160 to 200 annually, increase 40	Approved	None
Unitek College	BSN - Private	Concord	Contra Costa	3	February-25	Enrollment Increase	from 120 to 160 annually, increase 40	Approved	None

Region 3 Data 2018-2024

Enrollment decisions for Region 3 have resulted in the growth of 801 new students through the approval of six (6) enrollment increases (169 students annually), three (3) new campuses (344 students annually), one (1) new program (100 students annually), and two (2) feasibility studies (188 students annually).

One (1) request for a feasibility study in Region 3 was deferred: Medical Career College (48 enrollments); however, this was later approved in November 2024.

Note: The enrollment increase in 2022 was to teach out 15 students from Holy Names University and did not add additional students to this region.

Nursing Program Information					Board Meeting Information					
School	Program Type	City	County	Regi	Meeting Date	Request Type	Enrollment Increase Request	Action	Adjustm	Comments
Gurnick Academy	BSN - Private	Conord	Contra Costa	3	September-19	New Campus	112 annually	Approved	None	
Unitek College	BSN - Private	Concord	Contra Costa	3	November-20	New Campus	120 annually	Approved	None	
Samuel Merritt University	BSN - Private	Oakland	Alameda	3	June-22	Enrollment Increase	15 student 2022, teachout Holy Names University,*no i	Approved	None	
Los Medanos College	ADN	Pittsburg	Contra Costa	3	May-24	Enrollment Increase	from 40 to 48 annually, increase of 8	Approved	None	from 40 (32 ADN + 8 LVN-RN) to 48 annually (32 ADN + 16 LVN-RN). increase of 8
College of Marin	ADN	Kentfield	Marin	3	May-24	Enrollment Increase	from 43 to 52 annually, increase 9	Approved	None	
Unitek College (Fremont Campus)	BSN - Private	Fremont	Alameda	3	August-24	Enrollment Increase	from 160 to 200 annually, increase 40	Approved	None	
Medical Career College	ADN - Private	Fremont	Alameda	3	August-24	Feasibility	24 annually in 2025 and 48 annually in 2026	Deferred		Request to look at a different area to start new program. Deferred during the June 2024 ELC meeting.
Medical Career College	ADN - Private	Fremont	Alameda	3	November-24	Feasibility	48 annually	Approved	None	
Quest Nursing Education Center	BSN - Private	Oakland	Alameda	3	November-24	Feasibility	140 annually	Approved	Yes	requested 240
Saint Mary's College of California	BSN - Private	Moraga	Contra Costa	3	November-24	Feasibility	100 annually	Approved	None	
Samuel Merritt University	BSN - Private	Oakland	Alameda	3	January-25	Enrollment Increase	from 176 to 248annually, increase 72	Approved	None	from 128 to 152 annually, increase 24 for BSN from 48 to 96 annually. increase of 48 for ABSN
Unitek College	BSN - Private	Concord	Contra Costa	3	February-25	Enrollment Increase	from 120 to 160 annually, increase 40	Approved	None	
Gurnick Academy	BSN - Private	San Jose	Santa Clara	3	January-25	New Campus	112 annually	Approved	None	2025: In June enroll 56 students (28 generic and 28 advanced placement) and in September enroll 28
Saint Mary's College of California	BSN - Private	Moraga	Contra Costa	3	May-25	New Program	100 annually	Approved	None	
Arizona College of Nursing	BSN - Private	Rancho Cordova	Sacramento	3	May-25	Feasibility	144 annually	Deferred	None	

Unitek College – Addition of a New Campus in San Jose, CA for the Currently Approved Pre-Licensure BSN Program (June 9, 2025)

Unitek College (Unitek) is seeking approval for the addition of a new location for the currently approved prelicensure baccalaureate degree in nursing (BSN) program. The new location for the BSN program will be at Unitek's San Jose campus, located at 6800 Santa Teresa Blvd., San Jose, CA, in Santa Clara County. The program is planning to admit three cohorts per year, each consisting of 40 students, for a total annual enrollment of 120 students. The intended start date is Fall/Winter 2025.

The BSN program is identical to the current BRN approved BSN curriculum and meets the minimum requirement of 500-hours direct patient care. The program is 3 years, 120 units (53 general education, 67 core nursing), with an optional Community Health clinical course (2 units, 96 direct patient care hours). Unitek submitted a Continuing Approval Visit Crosswalk to Accreditation Visits and a CCNE Continuous Improvement Progress Report (CIPR) in October 2024.

The existing San Jose campus is 28,000 square feet and currently hosts a vocational nursing (VN) program with 345 students and a medical assisting (MA) program with 104 students, supported by dedicated faculty, facilities, and academic support services, and is student-ready for a BSN program. Unitek has secured an additional 12,000 square feet for expansion of the San Jose campus to support the additional student population, construction will commence after BRN approval is granted for this feasibility study. Expansion plans for the BSN program include a Simulation and Virtual Reality Center, Active Learning Classroom, Computer Testing Rooms, Pediatric, Obstetrics, and Medical Surgical ICU labs, to enhance hands-on training and student learning experiences, bringing the total campus size to 40,000 square feet. In 2024, the NCLEX-PN first-time pass rate for all Unitek's VN programs was 87.3%. Unitek's NCLEX-RN first-time pass rate for the BSN program reached 88% for 2023/2024.

In a recent study conducted by Georgetown University's Center on Education and the Workforce, Unitek earned national recognition, was ranked #2 and #3 for 10-year return on student investment among 4,600 ranked colleges¹. Unitek was also certified as a "Great Place to Work" in 2024, reflecting Unitek's commitment to fostering a positive work environment, employee satisfaction, and a strong organizational culture.

Overview of San Jose, CA comprehensive feasibility study has been prepared and submitted, including research of the geographic region, demographics, median household income, education levels, and population. San Jose is in Santa Clara County. It is the largest city in Northern California and the third-largest city in the state, 13th largest city in the U.S., with a population of approximately 1 million residents². Based on research, a

¹ Georgetown University Center on Education and the Workforce. (2022). Analysis of data from the US Department of Education, College Scorecard, 2009–22.

² U.S. Census Bureau. Metropolitan and Micropolitan Statistical Areas Population Totals: 2020-2024. Retrieved from <https://www.census.gov/data/tables/time-series/demo/popest/2020s-total-metro-and-micro-statistical-areas.html#v2024>.

significant portion of the San Jose population is rapidly aging, with 15.3% of residents aged 65 and older³.

Clinical Facilities Planned for Learning Experiences: Unitek has secured 40 clinical affiliation agreements and 40 completed EDP-I-01 Facility Verification Forms, ensuring ample clinical learning opportunities for students. Among these agreements, 10 are with acute care hospitals, which provide advanced medical-surgical training. Five (5) of these also offer specialty maternal-newborn nursing experiences in acute care settings, supported by six (6) additional community-based organizations. Unitek has secured a total of eight (8) facilities that offer specialty pediatric education: one (1) is an acute care facility, two (2) are pediatric sub-acute facilities, one (1) is an acute care pediatric behavioral health facility, and three (3) are pediatric clinics and community-based pediatric organizations. Additional clinical facilities include two (2) acute care mental health hospitals, five (5) behavioral health clinical facilities, and 10 skilled nursing and post-acute care facilities used for Fundamentals and Adult Health courses. Several of these sites can also be utilized for the program's final capstone precepted courses. CCPS and My Clinical Exchange systems to honor historical placements and ensure quality and equity in clinical learning experiences.

Collaboration and Coordination Efforts with Existing RN Programs: There are 16 existing BRN-approved pre-licensure nursing programs within 50 miles of the Unitek San Jose campus, comprising of 10 ADN, 5 BSN, and 1 ELM program, not including Unitek's BSN program at the main Fremont campus. The outreach included Gurnick Academy of Medical Arts, who recently received BRN approval in February 2025 for its feasibility study to establish a BSN program in San Jose, CA.

Unitek began planning and started outreach to all 17 nursing program directors in February 2025 regarding the addition of the proposed BSN program at our San Jose campus and, to date, have communicated directly with 9 of them. Through open communication and reassurance, Unitek has confirmed with these nursing programs that the BSN program will not displace any existing students and will remain available to collaborate if any concerns arise. Unitek will continue to reach out to the remaining nursing programs to ensure all concerns are fully addressed.

Unitek's philosophy and approach have always prioritized supporting and respecting all nursing education programs while ensuring no negative impact or clinical displacement of students, particularly at public and community colleges. Unitek is committed to establishing and maintaining strong relationships with neighboring programs and is recognized for building rapport and fostering collaboration.

The table below summarizes Unitek's active and ongoing collaboration with the 17 nursing programs:

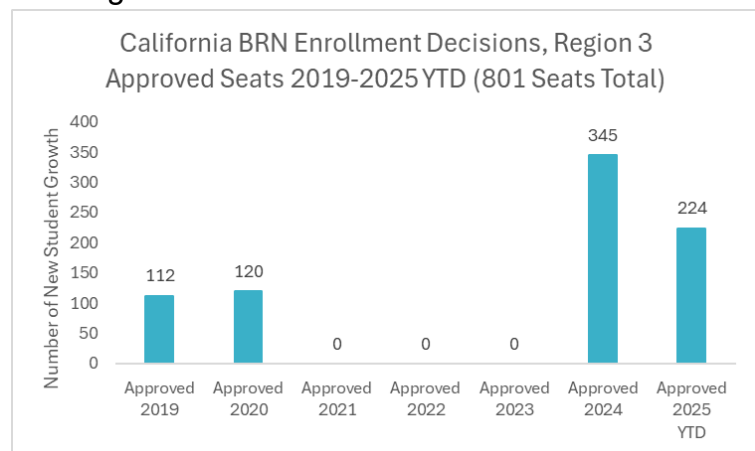
³ U.S. Census Bureau. American Community Survey 1-Year Estimates: Demographic and Housing Estimates, 2023 (Table DP05). Retrieved from <https://data.census.gov/table/ACSDP1Y2023.DP05?q=DP05&g=310XX00US41940>.

	School Name	Program	Miles from Unitek San Jose	Contact Name	Title	Date of Outreach	Date of Collaboration	Outcome of Collaboration
1	Cabrillo College	ADN	39.5	Jennifer Holm	Dir. of Nursing	5/7/25 5/9/25	5/12/25	No Concerns
2	College of San Mateo	ADN	43.1	Melinda Nguyen	Nursing Program Dir.	5/7/25	5/7/25	No Concerns
3	Evergreen Valley College	ADN	7.9	Shara Crary	Dean of Nursing and Allied Health	3/12/25	3/12/25	No Concerns
4	Gavilan College	ADN	25.7	Enna Trevathan	Assoc. Dean of Nursing and Allied Health	3/10/25	3/14/25	No Concerns
5	Hartnell College	ADN	50.5	Belinda Saechao-Jimmeye	Program Coordinator	5/7/25 5/9/25	5/13/25	No Concerns
6	Mission College	ADN	19.7	Carol Hartman	Dir. of RN Program	5/7/25 5/9/25	5/19/25	Concerns Addressed
7	Samuel Merritt University - San Francisco Peninsula	BSN	40.6	Steven Rush	Dean of Nursing	3/7/25	3/19/25	No Concerns
8	Samuel Merritt University - Oakland	BSN, ELM	53.2	Steven Rush	Dean of Nursing	3/7/25	3/19/25	No Concerns
9	California State University, East Bay	BSN	38.9	Monika Eckfield	Chief Nurse Administrator	3/14/25 5/7/25 5/9/25	N/A	Awaiting Response, Collaboration Efforts in Progress
10	Chabot College	ADN	37.8	Tami Washington	Dir. for Nursing Program	3/14/25 5/7/25 5/9/25	N/A	Awaiting Response, Collaboration Efforts in Progress
11	De Anza College	ADN	19.1	Rana Marinas	Interim Dir.	3/14/25 5/7/25 5/9/25 5/15/25 6/5/25	Meeting Scheduled 6/13/25	Collaboration Efforts in Progress
12	Gurnick Academy of Medical Arts - San Jose	Proposed BSN**	14.6	Samantha Manlosa Sanchez	Dean of Nursing	3/7/25 5/16/25 6/4/25	N/A	Awaiting Response, Collaboration Efforts in Progress
13	Gurnick Academy of Medical Arts - Concord	BSN	61.1	Samantha Manlosa Sanchez	Dean of Nursing	3/7/25 5/16/25 6/4/25	N/A	Awaiting Response, Collaboration Efforts in Progress
14	Merritt College	ADN	53.1	Dawn Williams	Program Dir.	5/7/25 5/9/25	N/A	Awaiting Response, Collaboration Efforts in Progress
15	Ohlone College	ADN	27.3	Carrie Dameron	Dir. of RN Program	5/7/25 5/9/25	N/A	Awaiting Response, Collaboration Efforts in Progress
16	The Valley Foundation School of Nursing at San Jose State University	BSN	12.8	Lisa Rauch	Dir. of Nursing	5/7/25 5/9/25 6/4/25	N/A	Awaiting Response, Collaboration Efforts in Progress
16 Schools Located Within 50 Miles of Unitek San Jose		16 BRN Approved Nursing Programs						
**Gurnick Academy of Medical Arts - San Jose (BSN) Feasibility Approved by BRN February 2025								

Additionally, Unitek plans to announce the addition of the BSN program at the San Jose campus at the Health Impact Greater Bay Area Academic Practice Partnership (GBAAP) consortium meeting on June 16, 2025, as another opportunity to engage with other nursing programs.

Nursing Education Programs in Region 3 and BRN Enrollment Decisions

Santa Clara County is classified as Region 3 by the California Department of Consumer Affairs (DCA). Between 2019-2024, 801 seats were added. However, only 25% of the seats (200 seats) are located within 50 miles of Unitek's San Jose Campus. There were no new seats added in Region 3 for 2 years between 2021-2023. In 2024-2025 currently, the BRN approved



569 seats, however, only 35% (200) are within a 50-mile radius, and only 152 seats are within 25 miles.

Student Population/Applicant Pool: Traditionally, a significant portion of the BSN program's advanced placement students have been alumni from Unitek's VN and Associate of Science in Vocational Nursing (ASVN) programs. Unitek forecasts an increase in the number of VN and ASVN graduates seeking entry into the BSN program in 2025 and beyond. The number of BVNPT-approved VN cohorts at the San Jose campus increased from 7 cohorts to 12 cohorts (36 students per cohort), between 2019 to 2025, an increase of 180 students, annually. The number of VN graduates at the San Jose campus increased by 30% (207 to 269) between 2019-2024 and is projected to increase. Between 2019-2024, ASVN enrollment has increased year over year, has more than doubled, reaching 441 graduates in 2024.

Sustainability of Enrollment: The BSN program will provide a needed pathway for Unitek's VN and ASVN graduates to pursue RN licensure. A recent survey conducted among Unitek's VN current students and graduates at the San Jose campus, between January 2023 and March 2025, demonstrated they have a strong desire and intent to enroll in an RN program to elevate their education and scope of practice. Of the 82 responses:

- 97.57% (80 of 82) have "seriously considered pursuing additional nursing education at some point in the past 12 months"
- 98.78% (81 of 82) would "like to become an RN"
- 90.24% (74 of 82) indicated they would apply for a pre-licensure BSN program

The number of Unitek VN graduates represents a substantial pool of potential applicants for a BSN program at the San Jose campus. There is a high potential for students to remain in the community after graduation. Between June 2023 to March 2025, out of 415 graduates: 45% (186) are working in Santa Clara County, with 113 graduates employed in the city San Jose. Unitek's San Jose VN graduate employment rate in 2024 was 89.45% (195 out of 218 licensed graduates).

Distinct Applicant Pools (San Jose vs. Fremont Students): Students enrolled in the BSN program at Unitek's San Jose and Fremont campuses represent geographically distinct populations. They live in different areas, serve different communities and healthcare systems:



Campus	Residence	Graduates & Current Students
San Jose VN	Santa Clara County, South Bay Region	837 graduates and current students, between June 2023 to February 2025: <ul style="list-style-type: none"> • 565 (68%) live in Santa Clara County

Campus	Residence	Graduates & Current Students
		<ul style="list-style-type: none"> Of those residing in Santa Clara County, 396 (70%) live in San Jose 3 (0.4%) live in Alameda County
Fremont VN	Alameda County, Southwestern East Bay Region	<ul style="list-style-type: none"> More than 50% (222) live in Alameda County

Internal data from past marketing campaigns and other Unitek campuses allowed the Marketing team to project strong enrollment potential for the BSN program in San Jose and the surrounding area.

Physical Facility: The current San Jose campus occupies approximately 28,000 square feet and is student-ready for the BSN program. An expansion is planned, upon BRN approval of this feasibility study, to secure an additional 12,000 square feet, bringing the total campus size to 40,000 square feet. Unitek will invest in 6,030 square feet for a Simulation Center, which will include a Virtual Reality learning room, Active Learning Center, 2 Medical-Surgical Intensive Care Unit, Pediatric, and Obstetrics simulation labs, and 2 patient rooms. Expansion will also include a basic skills lab (8 beds), and 2 Testing Rooms.

Program Director and Faculty: A full-time Assistant Program Director (Dean), 3 full-time, and 23 part-time/per diem nursing instructors will be hired for the BSN Program. Faculty recruitment will start 3 to 4 months before courses begin, with new hires onboarded and trained at least two months in advance. Unitek also has 107 general education faculty available and a BSN faculty pool of BRN-approved instructors to provide on-call coverage as needed.

Campus Leadership: The Academic Department is led by Abdel Yosef, PhD, RN, CNE, Provost & Chief Academic Officer, Dean of Nursing. The BSN programs at Concord, Bakersfield, Fremont, and Sacramento campuses are supported by a Regional Dean, Janet Stotts, MBA, MSN, RN, who provides leadership for Assistant Program Directors (Deans) at each campus. Shevonne Scott, MSN, RN, CNE, National Dean, provides oversight of the BSN program nationwide. Xiomara Perez, DNP, MSN-Ed, RN, Regional Dean of Online Nursing, manages all online nursing and general education courses. Kimarie Jeffreys, DNP, MHA, RN, VP Nursing Academic Services, oversees students enrolled through partnerships with Sierra View, Kaweah Health, and Community Health System.

Academic Administration and NCLEX Support: Academic support will mirror services available to BSN students at our existing campuses, including a dedicated NCLEX success support team (Licensure Success Director, NCLEX Success Specialists, and Licensure Coaches), Clinical Coordinator, Administrative Assistant, Simulation Technologist, Wellness Coach/Counselor (Mental Health), Test Proctor, Faculty Development Specialists, Programmatic Trainer and Faculty Success Coach. Unitek ensures personnel are scaled accordingly to ensure sufficient resources for the growing student population.

Campus Operations: Existing campus operations personnel and regional/corporate teams are thoroughly prepared and ready to support the BSN program. This dedicated staff includes a Campus Director, Admissions, Financial Aid, Registrar, Career Services, and IT Help Desk.

Student Support Resources: Students in the BSN program at the San Jose campus will have access to the same resources as existing BSN students at all Unitek campuses, including ATI, EthicsPoint, Student Wellness Coaching, Brainfuse Tutoring. They'll also benefit from an online library with a full-time librarian and extensive academic resources.

Budget: Unitek is well-positioned to launch and sustain a high-quality BSN program. The institution remains dedicated to providing the resources and infrastructure necessary to support faculty, curriculum development, and student achievement. A five-year budget has been provided.

Cost of the Program: The total cost for students without prior college experience is \$152,714, covering tuition, registration, books and supplies, lab fees, program fees, and technology fees. However, with scholarships, discounts, grants, and credit-earning opportunities, the cost can be reduced to as low as \$55,500. Additionally, federal financial aid through the Title IV program will be available for those who qualify.

History of Institution: Unitek operates under the Unitek Learning umbrella of educational institutions. There are seven Unitek campuses in California, with the main campus located in Fremont, California. Unitek entered nursing education in 2004 with its Vocational Nursing (VN) program. In 2007, Unitek established an LVN-to-RN program, followed by a RN-to-BSN degree completion program in 2011. In 2016, the California Board of Registered Nursing (BRN) approved a major curriculum change, allowing Unitek to offer an Associate Degree in Nursing (ADN) program. In 2019, the BRN approved another major curriculum change, transitioning the ADN program to the current pre-licensure BSN program. The BSN program earned full accreditation from the Commission on Collegiate Nursing Education (CCNE) in 2014 and is in good standing through 2029.

Unitek added its BRN-approved BSN program to alternate/secondary campuses in Bakersfield (2019), Concord (2020), and Sacramento (2021). In 2022 and 2023, Unitek's Bakersfield campus partnered with healthcare organizations in rural education deserts, leading to enrollment increases for the BSN program to support Kaweah Health (Visalia), Sierra View (Porterville), and Community Health System (Fresno). Unitek's Fremont main campus partnered with Community Health System in Fresno to offer an ADN track, approved in February 2024. Since the initial BRN approval of the BSN program at the Fremont main campus, enrollment remained unchanged until an additional 40 students per year were approved August 2024 for the Fremont campus and in February 2025 for the Concord campus to support VN graduates from both campuses.

Unitek also has three additional campuses in San Jose, South San Francisco, and Hayward offering VN and Medical Assisting (MA) programs. All campuses are institutionally accredited by ACCSC and remain in good standing with both institutional and programmatic accreditors.

BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary

AGENDA ITEM: 5.5.2

DATE: June 17, 2025

ACTION REQUESTED: Discussion and possible action regarding a request to accept a feasibility study for new prelicensure nursing program
California Nurses Educational Institute Associate Degree Nursing Program

REQUESTED BY: Mary Jane Rosenblatt, Supervising Nursing Education Consultant

BACKGROUND: California Nurses Educational Institute (CNEI) submitted a feasibility study for a new Associate Degree in Nursing (ADN) program in Rancho Mirage, California. The physical address is 72769 Dinah Shore Dr., Rancho Mirage, CA

Requested enrollment pattern: 40 generic students each spring and 50 advanced placement students each summer for an annual enrollment of 90 students.

Geographic description

CNEI is in Palm Desert is in southern California in the Coachella Valley area of Riverside County, south of Palm Springs and just west of Indian Wells in Region 7.

Description of the institution

CNEI is a non-profit educational institution established in 1976 as a continuing education provider for RNs located in Oakland. The school expanded in 1984 and relocated to the Palm Springs area in the Coachella Valley of Southern California. In 1992, CNEI further expanded to conduct healthcare careers including a pre-licensure LVN and Psychiatric technician programs.

Accreditation Status

The school is accredited by Council on Occupational Education. Bureau for Private Postsecondary Education (BPPE) approval pending as of August 2024 awaiting BRN approval of this new program.

Resources

Increased student resources initiated by the school to add a prelicensure nursing program. Expansion of the existing campus to 15,000 square feet and hiring of faculty that meet BRN requirements in all content areas. Equipment for simulation and skills have been added to include prelicensure RN learning. The purchase of platforms to support theory in a virtual model with a timeline for full integration has begun and is on track for mid-2026. Student support personnel will be expanded from existing staff. A five-year profit and loss projection includes these resources.

Curriculum

The CNEI ADN program is structured as a four-semester program, completed over two academic years. Each semester consists of 16 weeks of instruction, with a total of 65 semester credit units required for graduation. The program is designed to provide a comprehensive foundation in nursing theory, clinical practice, and professional development.

Required curriculum is planned to be delivered in a hybrid model with theory in a virtual delivery with skills, simulation and clinical to be in person.

Clinical facilities

During the process of the initial feasibility study, CNEI contacted 10 acute care facilities to confirm support of this program.

Cost of the program

- Generic AND – \$60,000
- LVN-RN Advanced Placement – \$30,000

Regional Nursing Programs

CNEI has reached out to the existing programs within a 50-mile radius and the Inland Empire Health Education Consortium. CNEI has indicated willingness to cooperate with programs and facilities for summer rotations to minimize impact. The program has joined the consortium with membership fees and attended meetings since September 2024.

The table below includes communication with other nursing programs regarding the request to open a new program in this region.

Prelicensure Programs contacted by CNEI			
School	Date of contact	Method	Response
College of the Desert Sarah Fry and Michelle French	9/16/2024	e-mail	Positive – uses IEHEC
Copper Mountain College Heidi Stiemsma	9/11/2024 1/10/2025	e-mail	Positive – uses IEHEC
San Joaquin Valley College Martha Keough	2/19/2025	In person meeting	Will continue to be creative
CSU San Bernardino Evangeline Gagalang	8/17/2025	e-mail	Positive
Inland Empire Health Education Consortium (IEHEC) Chair Michelle Pearson-LoGuidice Cal Baptist	9/19/2024 11/21/2024 3/20/2025	In-person meeting attendance	Introduction of CNEI to all members of consortium

BRN staff has reviewed the feasibility study and has worked with the program to clarify any issues and has determined that this feasibility study is complete and complies with requirements specified in the “Instructions for institutions seeking approval of new prelicensure registered nursing program or addition of a new campus or location for a currently approved nursing program” (EDP-I-01).

NEXT STEP:

Place on Board Agenda

PERSON TO CONTACT:

Mary Jane Rosenblatt, RN, MSN, NEA-BC, PHN
Supervising Nursing Education Consultant

5.5.2 California Nurses Educational Institution - Feasibility Study

California Nurses Educational Institute (CNEI) is presenting a feasibility study to start a new ADN program in Rancho Mirage, California on the southwest corner of Riverside County (Region 7). The proposed enrollment request is 40 generic and 50 advance placement students twice a year, for an annual enrollment of 90 students.

Other programs presented:

There are no (0) other programs requesting enrollment increase(s), new campus(es), or new program(s) within Region 7.

Region 7 Data 2020-2025

Enrollment decisions for Region 7 has resulted in the growth of new 2,030 students with approval of 13 enrollment increases (958 students annually), five (5) new campuses (732 students annually), and four (4) new programs (350 students annually).

One (1) request for enrollment increase in Region 7 was deferred: California Baptist University (32 enrollments) which was later approved in February 2019.

Nursing Program Information					Board Meeting Information				
School	Program Type	City	County	Region	Meeting Date	Request Type	Enrollment Increase Request	Action	Adjustment
Arizona College	BSN - Private	Ontario	San Bernardino	7	November-20	Feasibility	120 annually	Approved	None
CSU San Bernardino	BSN	Palm Desert	Riverside	7	April-20	Enrollment Increase	from 114 to 132, increase 18	Approved	None
Arizona College	BSN - Private	Ontario	San Bernardino	7	November-21	New Program	120 annually	Approved	None
American Career College	ADN - Private	Ontario	San Bernardino	7	November-21	New Campus	125 annually	Approved	None
Stanbridge University	BSN - Private	Riverside	Riverside	7	May-21	New Campus	160 annually	Approved	None
Palo Verde College	ADN	Blythe	Riverside	7	February-21	Feasibility	20 annually	Approved	None
Concordia University	BSN - Private	Ontario	San Bernardino	7	November-22	New Campus	216 annually	Approved	None
Palo Verde College	ADN	Blythe	Riverside	7	November-22	New Program	20 annually	Approved	None
San Joaquin Valley College	ADN - Private	Rancho Mirage	Riverside	7	August-22	New Campus	96 annually	Approved	None
Loma Linda University	BSN - Private	Loma Linda	San Bernardino	7	August-22	Enrollment Increase	from 168 to 210, increase 42	Approved	None
College of the Desert	ADN	Palm Desert	Riverside	7	August-22	Enrollment increase	from 120 to 200, increase 80	Approved	None
Riverside City College	ADN	Riverside	Riverside	7	February-23	Enrollment Increase	from 180 to 260 annually, increase of 80	Approved	None
Marsha Fuerst SON - Glendale Care	ADN - Private	Riverside	Riverside	7	February-23	New Campus	135 annually	Approved	None
San Joaquin Valley College	ADN - Private	Ontario	Riverside	7	May-23	Enrollment Increase	from 36 students to 102 annually, increase 66	Approved	None
San Joaquin Valley College	ADN - Private	Rancho Mirage	Riverside	7	May-23	Enrollment Increase	from 96 students to 102 annually, increase 6	Approved	None
American Career College	ADN - Private	Ontario	Riverside	7	August-23	Enrollment Increase	from 125 to 155 for 2024 only , increase 30	Approved	None
United Nursing College	ADN - Private	Murrieta	Riverside	7	August-23	Feasibility	90 annually	Approved	None
Westcliff University	BSN - Private	Corona	Riverside	7	August-23	Feasibility	80 annually	Approved	None
United Nursing College	ADN - Private	Murrieta	Riverside	7	November-23	New Program	120 annually	Approved	None
West Coast University	BSN - Private	Ontario	Riverside	7	November-23	Enrollment Increase	from 500 to 960 annually, increase 460	Approved	Yes
Loma Linda University	BSN - Private	San Bernardino	San Bernardino	7	May-24	Enrollment Increase	from 200 to 275 annually, increase 75	Approved	None
Loma Linda University	ELM - Private	San Bernardino	San Bernardino	7	May-24	Enrollment Increase	from 10 to 25 annually (winter), increase 15	Approved	None
Mt. San Jacinto College	ADN	Menifee Valley	Riverside	7	May-24	Enrollment Increase	from 48 to 72 annually, increase 24	Approved	None
American Career College	BSN - Private	Ontario	Ontario	7	November-24	Enrollment Increase	from 125 to 155, increase 30	Approved	None
Westcliff	BSN - Private	Corona	Riverside	7	May-25	New Program	120 annually	Approved	None
Westcliff	ELM - Private	Corona	Riverside	7	May-25	New Program	40 annually	Approved	None

California Nurses Educational Institute (CNEI)

Feasibility Study – Executive Summary Shawn P. Gentry Ph.D. Candidate, MSN, RN

Proposed Program: California Nurses Educational Institute proposes a new prelicensure nursing program to begin instruction in the Spring 2026:

- Associate of Science in Nursing (ADN). The ADN program will have pathways for traditional students and advanced placement students.

Letter of Intent:

A letter of intent for the creation of a new, pre-licensure, Associate Degree in Nursing Program was submitted by California Nurses Educational Institute (CNEI) on October 04, 2023, was acknowledged and accepted by the California Board of Registered Nursing (BRN). In accordance with Section 2786.5(a)(1) of the Nurse Practice Act, an approval fee of \$40,000 was submitted by CNEI and the application fee was accepted by BRN.

Description of the Institution:

CNEI is a private institution founded in 1976 under the leadership of Mr. Raymond Villanueva, Chief Executive Officer. It operates from a dedicated 15,000-square-foot campus in Rancho Mirage, CA, equipped with a simulation center with ICU suite, high-fidelity simulators, instructional classrooms, computer classroom, and nursing skills laboratories. CNEI currently offers programs including Vocational Nursing (LVN), Certified Nursing Assistant (CNA), Certified Home Health Aide, Pharmacy Technician, and online Alcohol, Drug, and Abuse Counseling.

Accreditation Status:

California Nurses Educational Institute (CNEI) holds institutional accreditation through the Council on Occupational Education (COE), covering all approved programs. CNEI received COE approval for the Associate Degree in Nursing (ADN) program on August 8, 2024. In compliance with Title 5, California Code of Regulations (5 CCR) section 71105(a), CNEI submitted its full accreditation plan as part of its application to BPPE (Bureau for Private Postsecondary Education) for Provisional Approval offer a degree-granting registered nursing program, received provision August 2024. Additionally, CNEI is approved by the U.S. Department of Education to participate in federal financial aid programs.

Geographic Area and Need for Program in Southeastern Region of California:

California Nurses Educational Institute (CNEI) is located in Rancho Mirage, situated in the heart of the Coachella Valley in southeastern Riverside County. Riverside County spans over 7,300 square miles, making it one of the largest counties in California. The

Coachella Valley encompasses numerous cities, including Palm Springs, Cathedral City, Indio, Palm Desert, Coachella, and La Quinta, and is home to a diverse population with complex healthcare needs. As of 2024, the Coachella Valley has a population of approximately 455,584, with projected growth of 2.1% by 2027, increasing the population to 465,151 (DHCD, 2023). This growth is driven by an influx of retirees, working-class families, and underserved minority populations. Many communities in the eastern portion of the valley, such as Coachella and Mecca, experience healthcare access barriers and lack of proximity to educational institutions offering RN licensure pathways. CNEI's location provides a strategic opportunity to serve this diverse and expanding population. With limited access to pre-licensure ADN programs in the region, especially in underserved areas, the proposed program would directly address a gap in educational and healthcare equity.

Economic Growth: Projected Local Growth

The Coachella Valley has experienced substantial economic and demographic growth in recent years. Cities such as Palm Desert, La Quinta, and Indio have seen steady expansion in residential development, healthcare infrastructure, and commercial services. This local growth is largely driven by the influx of retirees, expanding tourism, and increased demand for healthcare services. The Coachella Valley Economic Partnership (CVEP, 2023) highlights strong local investments in healthcare, with expansions in hospitals, clinics, and long-term care facilities. The region also continues to attract new residents and working families seeking affordable housing and quality of life. These factors position the Coachella Valley as a prime location for the establishment of an Associate Degree in Nursing program to meet workforce demands and serve the growing population.

Economic Growth: Projected Regional Growth

Riverside County, which includes the Coachella Valley, is among the fastest-growing regions in California. Between 2018 and 2022, the county experienced a population increase of 4.1%, significantly outpacing the state average of 1.2% (Rivcoed, 2025). Projections estimate a 20% population increase countywide by 2037, compared to just 8.4% statewide. This projected regional growth is fueled by the county's strategic location, expanding industries, and diverse labor force. As the region continues to grow, healthcare infrastructure and workforce needs will expand in parallel. Establishing additional nursing education programs is vital to meeting the future demand for healthcare services across Riverside County and surrounding areas.

Healthcare Needs in Community:

Community Health Needs Assessments (CHNA) from both Eisenhower Health and Desert Healthcare District (2022) underscore multiple regional health concerns, including high rates of chronic disease, mental health issues, and limited access to care. Nearly 24.4% of Coachella Valley residents are over the age of 65, far exceeding the 15.3% countywide average. Cities like Rancho Mirage and Palm Desert have some of the highest median ages in the region, increasing demand for long-term and geriatric care. The CHNA also highlights stark disparities in healthcare access in working-class and rural communities. Lower-income cities like Coachella and Indio experience

language barriers, lack of insurance coverage, and fewer medical providers. Many residents in these areas speak Spanish or Indigenous languages like Purépecha, creating an urgent need for bilingual and culturally competent healthcare professionals. These indicators demonstrate a sustained and growing need for registered nurses who are trained in chronic disease management, cultural competence, mental health support, and preventive care practices.

Nursing Workforce Needs:

The need for registered nurses (RNs) continues to grow at local, state, and national levels. Stopgap staffing strategies—such as travel nurses, mandatory overtime, and high nurse-to-patient ratios—have become widespread but are not sustainable for quality care. In the Coachella Valley and surrounding areas, this underscores an urgent need to expand the nursing workforce. According to the BRN Dashboard (2022–2023), 36.8% of RN applicants in the Inland Empire and 69.6% statewide were denied program entry due to limited capacity. The U.S. Bureau of Labor Statistics (2023) projects a 6% growth in RN jobs by 2033, while HRSA forecasts a 10% RN shortage in California by 2027. Nationally, a shortfall of over 500,000 RNs is expected by 2030 (Spetz, 2024). The Coachella Valley—specifically Palm Springs, Rancho Mirage, Indio, and surrounding cities—has been designated an RN Shortage Area (CHHS, 2023), where limited RN program access contributes to provider staffing challenges. Expanding ADN programs, especially in underserved regions, is critical to reversing these trends and supporting a sustainable healthcare workforce.

Program Description:

California Nurses Educational Institute (CNEI) will offer multiple pre-licensure pathways leading to an Associate of Science Degree in Nursing (ADN). These include the traditional Generic ADN pathway, the Advanced Placement LVN-to-RN pathway, and a 30-unit LVN-to-RN non-degree option. The total program cost for students enrolled in the Generic ADN pathway is \$60,000. Tuition for Advanced Placement students will be determined based on the semester of entry and is estimated at approximately \$30,000. CNEI offers a “CNEI Continuation Discount” of \$7,900 for alumni who have successfully completed the LVN program at California Nurses Educational Institute and enroll in the Advanced Placement LVN-to-RN pathway. This discount not only supports and rewards CNEI graduates pursuing further education but also ensures that the total tuition cost aligns with the traditional ADN pathway. The ADN program curriculum will include coursework in medical-surgical nursing, obstetrics, pediatrics, geriatrics, and mental health. CNEI anticipates launching the first Generic ADN cohort in Spring 2026 and the first LVN-to-RN Advanced Placement cohort in Summer 2026. CNEI respectfully requests approval from the California Board of Registered Nursing (BRN) to enroll up to 90 students per academic year across two cohort starts: 40 students in the Generic ADN pathway beginning each spring semester and 50 students in the Advanced Placement LVN-to-RN pathway beginning each summer semester. The ADN program is designed to prepare students for successful completion of the NCLEX-RN and to enter the workforce as competent, entry-level registered nurses.

Applicant Pool and Sustainability of Enrollment:

California Nurses Educational Institute (CNEI) anticipates a strong and sustainable applicant pool for its proposed Associate Degree in Nursing (ADN) program, based on historical trends and existing pipelines. The primary applicant sources will include graduates of CNEI's current allied health programs—such as the Licensed Vocational Nursing (LVN) and Certified Nursing Assistant (CNA) programs—as well as prospective students from regional high schools and the broader community.

CNEI's long-standing partnerships and visibility within the Coachella Valley region provide access to a large graduating student population. Combined, Coachella Valley Unified School District, Desert Sands Unified School District, and Palm Springs Unified School District produce approximately 61,405 high school graduates annually, with a graduation rate of 90.7%. CNEI has also historically enrolled students from the Imperial Valley region, further strengthening its regional reach and recruitment pipeline.

Enrollment data from CNEI's existing programs demonstrates consistent demand for nursing education. The institution continues to receive a growing number of qualified applicants, many of whom are not placed due to program capacity limits at other regional institutions. These unmet demands present a strong opportunity for CNEI to fill a critical need with its new ADN program. CNEI already has a pool of qualified applicants—many of whom reside in Riverside County—ready to enroll upon program approval. These students are likely to contribute directly to the local healthcare workforce after graduation. CNEI plans to accept students into the ADN program twice per academic year and has implemented a robust marketing and recruitment strategy to support ongoing enrollment. Led by a dedicated Marketing Director and Nursing Recruiter, the outreach plan includes partnerships with local high schools, career fairs, social media campaigns, and targeted advertising throughout Riverside and Imperial Counties. These efforts will ensure a steady pipeline of qualified candidates and the long-term sustainability of the ADN program. CNEI also acknowledges and supports the contributions of other institutions dedicated to healthcare education in the region and is committed to collaborative growth in addressing the local nursing workforce shortage.

CCR1426 Compliance:

In accordance with California Code of Regulations (CCR) Section 1426, the Associate Degree in Nursing (ADN) program at California Nurses Educational Institute (CNEI) is a four-semester program designed to be completed over two academic years. Each semester consists of 15 weeks of instruction, and students must complete a total of 65 semester credit units to graduate. The program provides a comprehensive foundation in nursing theory, hands-on clinical practice, and professional development to prepare graduates for entry-level registered nursing practice. Of the 65 required units, 37 are dedicated to core nursing courses, including 19 units of nursing theory and 18 units of supervised clinical training. An additional 28 units are comprised of general education and prerequisite coursework, ensuring students gain the foundational knowledge necessary for success in both academic and clinical settings. [ADN Pathways Grid](#)

Budget Projection:

CNEI presents the proposed budget for the initial launch of the Associate Degree in Nursing (ADN) program at CNEI, along with a five-year financial projection that demonstrates the program's long-term fiscal sustainability. The projected budget reflects the institution's capacity to build and maintain financial reserves to support and sustain the program over time. [Pro-forma 5 year](#)

Resources:

California Nurses Educational Institute (CNEI) has expanded its 15,000-square-foot Rancho Mirage campus to accommodate the launch of its Associate Degree in Nursing (ADN) program. In 2022, CNEI doubled its physical space, reaffirming its commitment to high-quality nursing education. The ADN program will operate alongside existing allied health programs, utilizing shared simulation labs, skills labs, and classrooms. The program uses a hybrid model—Zoom-based didactic instruction and on-campus clinical skills training in small groups. Facilities include 6 instructional classrooms, multiple skills labs with hospital beds and manikins, simulation lab rooms (with an ICU suite), a computer lab, and a Disability Accommodation Center (DAC). The infrastructure fully supports ADN objectives with no new construction required. CNEI's simulation tools include high- and medium-fidelity manikins (e.g., CAE Apollo, Laerdal SimJR, Gaumard NOELLE) and IV task trainers. Additional equipment, such as MamaAnne and SimBaby manikins and the Anatomage Virtual Cadaver Table, will be integrated by 2026.

The program will be led by a BRN-approved Director (Shawn Gentry, MSN, RN) and an Assistant Director (pending), with faculty covering all BRN-required specialties. Assistant Instructors and Clinical Teaching Assistants will receive mentorship to ensure instructional consistency. Student support services include admissions staff, academic coaching, financial aid counselors, career services, and tutoring. Advisement is embedded across academic and clinical settings to support student success. To enhance learning, CNEI integrates technology platforms such as Perlego® (digital library), ATI (NCLEX prep), Swift River, Canvas LMS, TracPrac (clinical tracking), aPlus+ (attendance), and Complio (compliance). Communication is facilitated through Outlook and BeeTexting, while the RGM system supports student record management. Tools like Kahoot!, Picmonic, and pending the Anatomage Table to further promote interactive learning and clinical reasoning.

Clinical Placement and Affiliation Agreements:

(CNEI) is an active member of the Inland Empire Healthcare Education Consortium and is committed to ensuring adequate, equitable clinical placement through collaboration with local and regional healthcare partners. CNEI has secured twenty-one clinical affiliation agreements [EPD-I-01 RN Clinical Sites](#) each accompanied by a signed EDP-I-01 form, to fully support the clinical hour requirements of the RN curriculum as outlined in California Code of Regulations (CCR) Section 1427. These agreements include a diverse range of clinical sites, ensuring that students receive hands-on training in all required specialty areas, including obstetrics, pediatrics, medical-surgical, geriatrics, and mental health.

CNEI has communicated to clinical partners its flexibility in offering non-traditional clinical schedules, including evenings, nights, weekends, and summer cohorts, to minimize scheduling conflicts with other schools. Advanced Placement LVN-RN students will begin in the summer semester—a time when fewer programs are in session—helping to ensure clinical site availability. In cases where overlap may occur with neighboring private institutions, such as maternity and pediatric rotations, CNEI will work cooperatively to avoid displacement of existing students. CNEI has maternity and pediatric simulators that will be utilized during this term as well.

To promote cooperation and transparency, CNEI has formally notified program directors within a 50-mile radius of its intent to launch a pre-licensure ADN program. The Program Director also held a direct conversation with Dr. Daniel Ortiz of Imperial Valley College—located approximately 100 miles from CNEI’s campus—to reaffirm that CNEI has no intent to displace students in the Imperial Valley should future clinical opportunities become available in that region. For example, if opportunities at Pioneer Memorial Hospital arise during the summer, these would be reserved for CNEI LVN alumni who reside in Imperial County that may register for the LVN-RN pathway. Additionally, Fundamentals terms for generic ADN students will be conducted entirely on campus to avoid occupying LVN-level clinical slots or interfering with placements needed by other nursing schools.

Responses from neighboring institutions have been positive, and all communication reflects a shared commitment to expanding access to quality nursing education while protecting the clinical placements of existing students. Through these efforts, CNEI reinforces its role as a collaborative, ethical, and community-focused partner in developing a sustainable and competent nursing workforce. [Communication with Local Schools & IEHEC](#)

Conclusion:

The approval of California Nurses Educational Institute’s (CNEI) Associate Degree in Nursing (ADN) program represents a vital step toward addressing the critical nursing shortage in Riverside County and the Coachella Valley. By expanding access to registered nursing education—especially for qualified students who are routinely turned away due to capacity limits—CNEI will help strengthen the regional healthcare workforce. This program will not only produce well-prepared, culturally competent RNs but also promote equitable access to care across the Coachella Valley. CNEI’s strong institutional foundation, proven history in allied health education, and strategic planning reflect its readiness to implement a high-quality ADN program. We respectfully request that this Feasibility Study be approved for placement on the Board’s agenda, with consideration to authorize annual enrollment of 40 generic ADN students each spring and 50 advanced placement students each summer, totaling 90 students per year. CNEI is committed to meeting California’s healthcare needs and looks forward to the opportunity to complete the next step in the approval process. We thank each of you for your time and consideration.

References:

[References](#)



Agenda Item 8.2

Information Only: NCLEX Update

BRN Board Meeting | August 20-21, 2025

BOARD OF REGISTERED NURSING
Education/Licensing Committee
Agenda Item Summary

AGENDA ITEM: 8.2
DATE: August 20-21, 2025

ACTION REQUESTED: Information Only: NCLEX Pass Rate Updates

REQUESTED BY: Katie Daugherty, Nursing Education Consultant

BACKGROUND: The Board of Registered Nursing receives quarterly reports from the National Council of State Boards of Nursing (NCSBN) about the NCLEX-RN test results by quarter and with an annual perspective. The following tables show this information for the last 12 months and by each quarter.

Table 1. NCLEX RESULTS—FIRST TIME CANDIDATES

July 1, 2024-June 30, 2025 */**/+

JURISDICTION	TOTAL TAKING TEST	PERCENT PASSED (%)
California	15,886	90.19
United States & Territories	189,334	88.27

+Note: Previous year rates-7.1.23-6.30.24 CA (14,596-93.94%); National rate (186,860-92.19%) per 7.1.24 report.

Table 2. CALIFORNIA NCLEX RESULTS—FIRST TIME CANDIDATES

By Quarters and Year July 1, 2024-June 30, 2025*/**/^+

7/01/24- 9/30/24*/**		10/01/24- 12/31/24/**		1/01/25 3/31/25*/**		4/01/25- 6/30/25*/**+		7/01/24- 6/30/25*/**+	
# tested	% pass	# tested	% pass	# tested	% pass	# tested	% pass	# tested	% pass
5,210	91.84.	2,176	87.50	4,606	89.60	3,894	90.19	15,886	90.19

Note: National rate 4.1.25-6.30.25 (68,092-89.09%). +For past reported year/quarter 4.1.24-6.30.24-CA rate (3,722-93.55%); National rate (66,360-92.72%) per 7.1.24 report.

*CA 7.1.24-6.30.25 includes (4), (2), (3) and (1) re-entry" candidates tested.

*Report pass rates based on April 1, 2023, Test Plan and the Passing Standard of 0.00 logits. A logit is a unit of measurement to report relative differences between candidate ability estimates and exam item difficulties. **The detailed 2023 NCLEX-RN Test Plan is available on the NCSBN website at www.ncsbn.org. The 2023 Test Plan will remain effective through March 31, 2026, along with the NCLEX-RN Passing Standard of 0.00 logits instituted April 1, 2013. + is previous year/quarter data.

Data Source: NCSBN/Pearson VUE quarterly and rolling 12 months reports. Data reflects the most up-to-date and accurate numbers at the time the report was generated 7.8.25.

Numbers in subsequent reports may vary/change based on NCSBN/Pearson VUE and or member board submitted corrections and the date the report generated.

The NCSBN 2023 NCLEX-RN Test Plan effective April 1, 2023, until March 31, 2026, includes the addition of Clinical Judgment as an integrated processes reflecting the NCSBN Nursing Clinical Judgement Measurement Model-NCJMM domains. 2023 NCLEX-RN Plan and Passing Standard detailed information available at https://www.ncsbn.org/public-files/2023_RN_Test%20Plan_English_FINAL.pdf . The Passing Standard link <https://www.ncsbn.org/exams/before-the-exam/passing-standard.page#:~:text=PN%20Passing%20Standard>

The 2023 NGN NCLEX-RN exam consists of a minimum of 85 questions/items; a minimum total of 70 scored test items plus (15) unscored pretest items and a maximum of 150 test items; this is a maximum total of 135 scored items plus (15) unscored pretest items. Exam length remains at 5 hours (with more time allowed if exam accommodations approved). The NGN NCLEX RN exam includes (3) cases studies (18 test questions), clinical judgment standalone and knowledge test items, and new item types. Examples of questions/item types include highlighting, cloze-pull down menu, matrix grid, extended multiple response, trend questions/item, extended drag and drop including bow-tie type questions. NGN NCLEX-RN exam will use partial credit scoring (polytomous) instead of the former dichotomous correct or incorrect question scoring. NCSBN current resources links <https://www.nclex.com/faqs.page> <https://www.nclex.com/next-generation-nclex.page>

Available April 2025 NCSBN published 2024 RN Practice Analysis Report. <https://www.ncsbn.org/exams-research/2024-rn-practice-analysis-linking-the-nclexrn-examination-to-practice>

Nursing Education Consultants (NECs) monitor the NCLEX quarterly and annual pass rates of their assigned programs. If a program's annual first-time candidate pass rate is below 75% for the annual period (July 1-June 30), the NEC emails the program written notice of non-compliance (per CCR 1431). The program submits a detailed written report identifying the specific factors contributing to the substandard annual pass rate and describing the specific plan and corrective actions to improve the annual rate. The NEC summarizes a program's NCLEX assessment and improvement plans in the ELC/Board meeting materials per the 3/16 Licensing Examination Passing Standard EDP-I-29 document. If a second consecutive year of annual pass rates <75% occurs, a continuing approval visit is scheduled within six months. Approval visit findings are presented to the ELC and full Board meetings with school representative(s) present as specified in the current BRN Prelicensure Program Directors' Handbook, Section 10.

NEXT STEP: Continue to monitor results.

PERSON TO CONTACT: Katie Daugherty, MN, RN
Nursing Education Consultant

California Board of Registered Nursing
Table 3. NCLEX-RN Pass Rates First-Time Candidates
Comparison of National U.S. Educated and CA Educated Pass Rates
By Degree Type
Academic Year July 1, 2024-June 30, 2025

Academic Year July 1-June 30^	July-Sept^ #Tested % Pass^	Oct-Dec^ #Tested % Pass^	Jan-Mar^ #Tested % Pass^	April-June^/+ #Tested %Pass
National/US-Educated: All degree types*	50,644 (89.1)	17,699 (82.2)	52,894 (88.3)	68,092 (89.0)
CA-Educated: All degree types*	5,206 (91.8)	2,176 (87.5)	4,605 (89.6)	3,894 (90.1)
National-Associate Degree Rates*	21,398 (88.1)	7,843 (81.5)	25,528 (88.4)	32,060 (88.0)
CA-Associate Degree rates*	2,064 (93.0)	555 (90.4)	2,304 (91.8)	1,463 (91.6)
National BSN+ELM rates*	28,424 (90.2)	9,432 (83.5)	26,585 (88.5)	35,009 (90.3)
CA-BSN+ELM rates*	3,137 (91.0)	1,619 (86.5)	2,298 (87.3)	2,430 (89.3)

*National rate for All Degree types includes four categories of results: Diploma, AD, BSN+ELM, and Special Codes. Use of the Special Codes category may vary from state to state. In CA, the Special Codes category is commonly used for re-entry candidates such as eight-year retake candidates wishing to reinstate an expired license per CCR 1419.3(b). The CA aggregate rate for all degree types include AD, BSN+ELM, and Special Codes but no diploma program rates since there are no diploma programs in CA. CA rates by specific degree type exclude special code counts since these are not reported by specific degree type. *CA rates include the specific results for the Associate degree or the combined BSN+ELM degree categories. NCSBN does not currently

report ELM rates as its own separate category. ^Note: Quarter to quarter reports reflect the most up-to-date and accurate numbers at the time the report generated. The 4.1.25-6.30.25 pass rates are based on NCSBN report generated 7.8.25.

Rates may vary from quarter to quarter based on changes or corrections submitted after initial quarterly data report was released and when each report is generated. Previous annual periods: 7.1.23-9.30.23 Quarterly aggregated National rate (51,200-90.6%) and CA rate (4,747-93.3%) per 10.2.23 report. 10.1.23-12.31.23 National rate (17,301-88.6%) and CA rate (1,716-92%) per 1.2.24 report. The 1.1.24-3.31.24 National rate (51,946-94.1%) and CA rate (4,386-95.6%) per 4.2.24 report. The 4.1.24-6.30.24 National rate (66,359-92.7%) and CA rate (3,722-93.5%) per 7.1.24 report.

As of April 1, 2023, through March 31, 2026, the 2023 RN Test Plan, and the new Next Generation NCLEX (NGN) RN exam is effective. The NGN RN exam Passing Standard remains at 0.00 logits (since 2013) and the exam length continues to be 5 hours. Effective April 1, 2023, to the present each exam candidate takes a minimum of 85 test questions (70 scored and 15 unscored pretest questions). The maximum number of test questions an exam candidate takes is 150 questions (135 scored questions and 15 unscored pretest questions/items). Each NGN RN NCLEX RN exam will include question types such as case study items (18 test questions), stand alone and trend alternate format questions/items. Every exam has three case studies and candidates answer 6 clinical judgment questions about each case study. These new Clinical Judgment case study exam questions explicitly and more precisely measure the exam candidate's ability to make appropriate clinical judgments/decisions in relation to the six domains/layers of the NCSBN Clinical Judgment Measurement Model (NCJMM). NCSBN NCJMM domains include recognizing cues, analyzing cues, prioritizing hypotheses, generating solutions, taking action, and evaluating outcomes. Each exam candidate may answer a range of stand-alone questions ranging from 52 to 117 knowledge questions depending on exam length. The 2023 NGN NCLEX RN exam continues to be a computer adaptive test (CAT) except for 18 case studies questions that are static, not adaptive exam questions. New NGN exam scoring includes three types of partial credit scoring rules/methods instead of the former correct or incorrect scoring method.

Source: National Council of State Boards/Pearson VUE Quarterly Pass Rate Reports and NCSBN Examination publications. For more information about the NCSBN 2023 NCLEX-RN Test Plan and Next Generation NCLEX (NGN) examination launched April 1, 2023, please access available information at https://www.ncsbn.org/public-files/2023_RN_Test%20Plan_English_FINAL.pdf.

NCLEX-RN 2023 Passing Standard information available at <https://www.ncsbn.org/exams/before-the-exam/passing-standard.page> . NCSBN current resources links <https://www.nclex.com/faqs.page> <https://www.nclex.com/next-generation-nclex.page>

April 2025 NCSBN publication of the 2024 RN Practice Analysis now available: <https://www.ncsbn.org/exams-research/2024-rn-practice-analysis-linking-the-nclexrn-examination-to-practice>



Agenda Item 8.3

Information Only: Licensing Update

BRN Board Meeting | August 20-21, 2025

BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 8.3
DATE: August 20-21, 2025

ACTION REQUESTED: Information Only: Licensing Program Update

REQUESTED BY: Jovita Dominguez, BSN, RN, Chair, Education/Licensing Committee

LICENSING UPDATE:

Application Processing

As of July 29, 2025, the licensing evaluators are currently processing the review of:

- US exam and endorsement applications received in July,
- International exam and endorsement applications received in July, and
- APRN applications received in July.

Licensing continues to work to streamline efforts and reduce processing times for all applications. Weekly meetings are held with DCA's Office of Information Services (OIS) to work on updates to BreEZe and other technological platforms to allow for greater efficacy. Additionally, licensing staff are reaching out to applicants who turned in incomplete applications, via email or phone, to inform them of the documents that are required for licensure and to provide assistance in completing their application.

The BRN is collaborating with OIS to implement the new Enterprise Reporting and Analytics System (ERAS), a reporting and workload management tool designed to give management insights into key areas such as application flow, workload distribution among evaluators, and performance metrics. This system will support managers in monitoring team performance and promoting overall team success.

Additionally, a collaborative effort between the Education and Licensing programs is underway, in which the Licensing team, in consultation with the Nursing Education Consultants, is now managing the review and approval of nursing faculty applications. The clinical teaching assistant application process has been streamlined to allow for immediate issuance, and the assistant instructor application is currently being evaluated for similar streamlining for RNs initially licensed by the Board with a baccalaureate degree or higher. These streamlining efforts aim to enhance response times and allow greater focus on instructor applications. Furthermore, new reporting capabilities will be developed and provide the Board with accurate faculty data, tracking regional increases and decreases across California.

Statistics

The BRN utilizes custom reports, via QBIRT, to identify areas of improvement in processes, predict workflow fluctuations, and to assign application workload to staff. The following information is gathered from the DCA Annual Report and a custom BRN Licensing Performance Measures Report.

The custom BRN Licensing Performance Measures Report utilizes initial review and deficiency dates, entered by staff on each application, to determine the processing time for an application from the received postmark date of the application.

In reviewing this data a few factors should be considered:

1. Data entry errors
 - BRN licensing management runs quarterly performance measures reports and makes every effort to validate data entered by staff to identify and fix any data entry errors.
2. Applications made deficient for three (3) years/Applications expired in error.
 - At times applicants' education may be deficient in required nursing courses. In these circumstances, Licensing Program staff will make the applicant deficient in the required nursing coursework and allow three years for the coursework to be completed without requiring an additional fee or submission of previously submitted documents. In these

instances, application expiration dates must be extended to allow for completion of the deficiency. Instances occur where the application expires in error and must be reopened for processing. When this occurs the application postmark date, deficiency and initial review dates may not match original application dates and will cause discrepancies in data.

3. Dishonored check process

- If BRN receives a dishonored check from an applicant, application processing ceases. Once fees are received to cover the dishonored check, a new postmark date is added to the application record. This creates an issue with the calculation of processing time as the postmark date will be after the initial review and deficiency dates which causes a negative number to appear on the reports. Licensing Program staff do not adjust dates related to a dishonored check clearance.

The Average Processing Time for Approved Applications table was created to provide more information on the processing time in days for each application type. This table captures the processing time in days for Exam, Endorsement and Advanced Practice applications and breaks out the application type California, US or International:

- Exam applications: Receipt of an application to approval for exam minus the deficiency period.
- Endorsement and Advanced Practice applications: Receipt of an application to licensure minus the deficiency period.

Average Processing Time for Approved Applications				
Application Type	Fiscal Year 20221-2022	Fiscal Year 2022-2023	Fiscal Year 2023-2024	Fiscal Year 2024-2025
RN Exam				
California	37	29	28	26
US	31	14	11	15
International	66	69	20	22
RN Endorsement				
US	69	44	26	36
International	64	58	22	14
Certifications				
Clinical Nurse Specialists	5	3	3	5
Nurse Practitioner	12	4	5	3
Nurse Practitioner Furnishing	13	6	15	19
Nurse Anesthetist	8	3	14	14
Nurse Midwife	10	10	4	2
Nurse Midwife Furnishing	15	7	5	5
Public Health Nurse	41	9	12	15
Psychiatric Mental Health Nurse	17	9	3	5

The Licensing Applications Received table provides the total number of applications the BRN received by fiscal year:

Licensing Applications Received				
Application Type	Fiscal Year 2021-2022	Fiscal Year 2022-2023	Fiscal Year 2023-2024	Fiscal Year 2024-2025
Exams	19,679	20,628	21,418	23,578
Endorsement	38,490	37,629	30,267	29,927
Repeat/Reapply	7,978	11,144	6,851	8,053
Advanced Practice	11,527	14,564	16,519	19,009
Total	77,674	83,965	75,055	80,567

The Additional Request Received table provides the total number of out-going verifications, aka out of state verification, and Inactive to Active requests the BRN received by fiscal year:

Additional Requests Received				
Request Type	Fiscal Year 2021-2022	Fiscal Year 2022-2023	Fiscal Year 2023-2024	Fiscal Year 2024-2025
Out of State Verification	14,409	3,690	3,688	3,688
Inactive to Active	941	961	886	666
Total	15,350	4,651	4,574	4,354

NEXT STEP: Continue to monitor business processes, timeframe improvement and staff hiring.

PERSON TO CONTACT: Christina Sprigg, Deputy Chief
Licensing Program
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