



Nursing Education and Workforce Advisory Committee Meeting

SUPPLEMENTAL MATERIALS

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | December 8, 2022

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Agenda Item 2.0

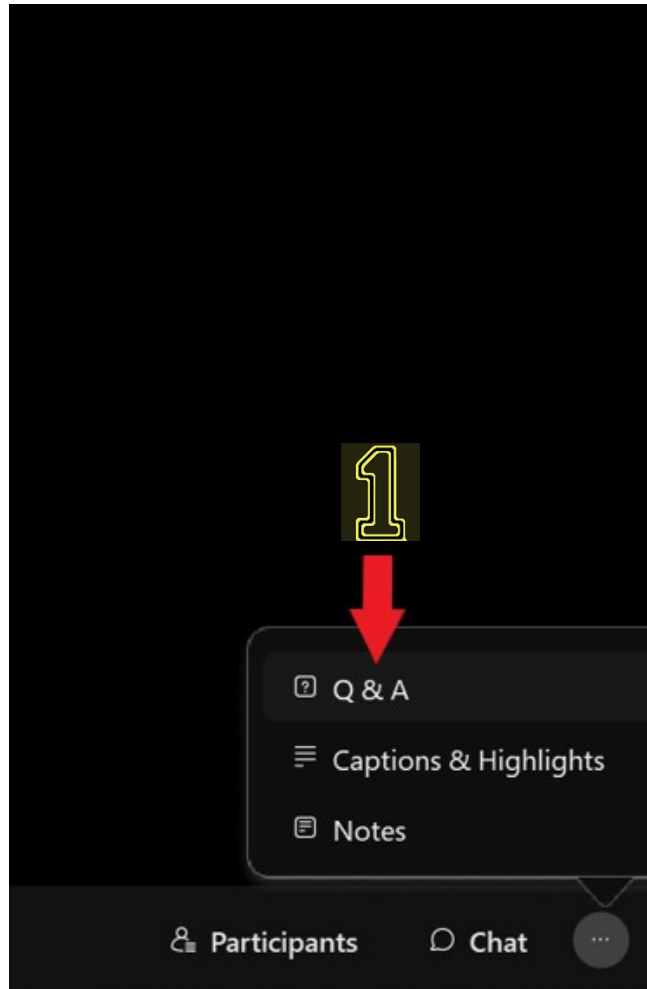
General instructions for the format of a teleconference meeting

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | December 8, 2022

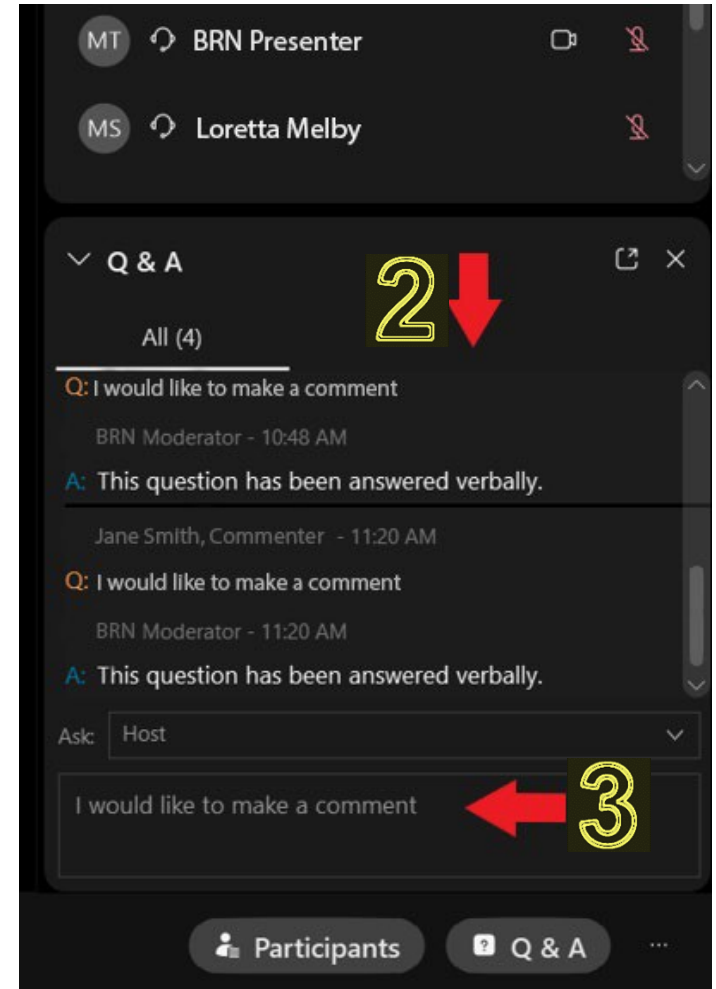
Participating During a Public Comment Period

If you would like to make a public comment:

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



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



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

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



Agenda Item 4.0

Review and vote on whether to approve previous meeting minutes

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | December 8, 2022

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

DRAFT

DATE: July 28, 2022

START TIME: 11:04 am

LOCATION: **NOTE:** A physical meeting location was not provided pursuant to the provisions of Government Code section 11133 (added by Assembly Bill No. 361 (Rivas), Reg. Sess. 2021-2022).

11:04 am

1.0

Call to Order/Roll Call/Establishment of a Quorum

Loretta Melby, EO, called the meeting to order at 11:04 am. Quorum established at 11:13 am.

**Nursing Education
and Workforce
Advisory Committee
Members:**

Tanya Altmann, PhD, RN
Tammy Vant Hul, PhD, RN, ACNP, CNE
Jeannine Graves, MPA, BSN, RN, OCN, CNOR
Sagie De Guzman, PhD, A-CNS, ANP-C
Kim Quang Dâu, MS, CNM, FACNM, WHNP
Hazel Torres, MN, RN
Barbara Barney-Knox, MBA, MA, BSN, RN – confirmed attendance
Garrett Chan, PhD, RN, APRN, FAEN, FPCN, FCNS, FNAP, FAAN
Kathy Hughes
Jacqueline Bowman
Saskia Kim
Caryn Rizell
Joanne Spetz, PhD
Sandra Miller, MBA

Absent:

Barbara Barney-Knox
Jacqueline Bowman
Caryn Rizell

**BRN Staff
Representatives:**

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

11:15 am

3.0

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

**Public Comment for
Agenda Item 3.0:**

No public comments.

11:17 am

4.0

Welcome and Introductions

Discussion: Loretta Melby opened the agenda item. All members present introduced themselves and gave a brief statement about their professional background.

Garrett Chan: Asked about orientation that was previously done when he was a member of NEWAC.

Loretta Melby: Explained that the last Board Member Orientation Training offered by the Department of Consumer Affairs is scheduled for October 12, 2022, and the information on how to register was included in the appointment letter sent to each committee member.

Public Comment for Agenda Item 4.0: No public comments.

11:28 am

5.0

Discussion and Possible Action: Regarding election of Chair and Vice Chair positions.

1st Discussion: Loretta Melby opened the agenda item and asked for a volunteer to chair the committee.

Garrett Chan: Volunteered for the Chair position.

Loretta Melby: Asked for a motion to accept Garrett Chan as Chair of the committee.

1st Motion: **Tanya Altmann:** Motioned to accept Garrett Chan as Chair of the committee.

1st Second: **Jeannine Graves**

Vote:

Vote	TA	TVH	JG	SDG	KQD	HT	BBK	GC	KH	JB	SK	CR	JS	SM
	Y	Y	Y	Y	Y	Y	AB	Y	Y	AB	Y	AB	Y	Y

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

Motion Passed

2nd Discussion: Loretta Melby asked for volunteers for Vice Chair.

Jeannine Graves: Volunteered for the Vice Chair position.

2nd Motion: **Garrett Chan:** Motioned to accept Jeannine Graves as Vice Chair of the committee.

2nd Second: **Hazel Torres**

Public Comment for Agenda Item 5.0: No public comment

Vote:

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

Motion Passed

11:37 am

6.0 Discussion and Possible Action: Regarding meeting dates for 2023.

Discussion: Garrett Chan opened the agenda item and thanked the Board of Registered Nursing and committee members for the opportunity to serve as Chair and to work with all the members on this important committee.

Loretta Melby: Explained the process to conduct the meetings and establish subcommittees.

Joanne Spetz: Explained that in the past NEWAC has given input to the RN surveys. Further explained that Committee input would need to happen prior to September.

Loretta Melby: Stated that this could be agendized in March to provide recommendations to the Board.

Joanne Spetz: Explained that they can do their best to do that, but they don't always have all the data analyzed by March or input from the survey participants. She said the survey is long and if the committee would like to add questions, then items should be considered for deletion.

Garrett Chan: Stated that it might be helpful to talk conceptually about trends and issues versus specific survey questions and leave drafting survey questions up to Joanne and her team.

Joanne Spetz: Stated that would work.

Loretta Melby: Explained that NCSBN may have specific questions they are looking for nationwide input on and this could also be brought up.

Garrett Chan: Said there are a lot of conferences in March that could create difficulty selecting a meeting date.

There was a brief discussion to try to obtain meeting dates.

Reza Pejuhesh: Stated that Board staff could coordinate dates using Doodle, if needed.

Motion: **Garrett Chan:** Motioned to accept March and September as months for NEWAC meetings with the Committee liaison to coordinate meeting dates with committee members.

Second: **Tanya Altmann**

Public Comment for No public comment.
Agenda Item 6.0:

Vote:

Vote	TA	TVH	JG	SDG	KQD	HT	BBK	GC	KH	JB	SK	CR	JS	SM
	Y	Y	Y	Y	Y	Y	AB	Y	Y	AB	Y	AB	Y	Y

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

Motion Passed

11:55 am

7.0

Discussion and Possible Action: Regarding the draft regulatory language pertaining to California Code of Regulations, title 16, section 1410.5, regarding course requirements in natural sciences (anatomy, physiology, and microbiology courses with a laboratory component) for endorsement applicants.

Discussion: Loretta Melby opened the agenda item and introduced Heather Hoganson, DCA Regulations Attorney.

Garrett Chan: Asked Heather if the regulatory process is under the Administrative Procedures Act (APA).

Heather Hoganson: Explained that the regulatory process falls within the APA beginning with section 11340. She further explained that the Board follows the Bagley-Keene Open Meeting Act as well when conducting board and committee meetings to discuss regulations.

Loretta Melby: Provided additional context that was brought up at a recent Board meeting.

Heather Hoganson: Read Government Code section 11349 of the APA to provide further guidance.

Hazel Torres: Asked if the proposal is to remove the requirement for clarity.

Garrett Chan: Stated that endorsement applicants will not have to retake any of the courses for the lab requirement if they were previously taken with or without a lab requirement.

Loretta Melby: Provided further background information.

Garrett Chan: Thanked Loretta Melby for the additional background for the group and asked if they have any questions or comments.

Jeannine Graves: Stated that nurses need the foundation of anatomy, physiology, and microbiology along with the labs to integrate into practice to be successful. She agrees with everything Loretta said but is not sure the answer is to lower California's

standards. She said NCSBN looks to California as a leader before making decisions.

Loretta Melby: Asked Jeannine Graves if she believes two years of work experience without any errors shows a nurse can practice safely even though their coursework did not include any labs.

Garrett Chan: Asked if nurses who do not have labs provide worse nursing care. He asked if there is any data about this.

Loretta Melby: Explained that there isn't any data. Arizona is discussed as a state that does not require labs with pre-requisite coursework.

Garrett Chan and Loretta Melby discussed military partners.

Kathy Hughes: Asked how many out of state nurses this applies to, and what the language referring to "more than two years" experience means exactly. She also asked about the Nurse Licensure Compact and the education differences.

Loretta Melby: Explained that the Board is not currently looking at the Compact and voted to oppose it. She also said the Board consists largely of relatively newer members, and its position on this issue could conceivably change in the future. She said part of the Board's strategic plan includes evaluating pros and cons of the Compact. As she looks more into this, she realizes that education is not the same from state to state. She said there is a temporary license that can be obtained in California where an applicant could take a course to clear a deficiency.

Saskia Kim: Agreed with Garrett when he was talking about the connection of labs to patient safety, and it is important to look at that. She asked who verifies the two-year good standing time period – the applicant or the Board.

Loretta Melby: Stated that the Board uses Nursys® to verify a license in another state.

Saskia Kim: Asked if this verification is a moment in time or, if the nurse has been licensed for 10 years, does the Board look at the entire time period.

Loretta Melby: Stated that the Board looks back seven (7) years per AB 2138 (BPC Section 480: Stats. 2018, Ch. 995, Sec. 4). She said the board does not establish competence; it is the responsibility of the industry employing this workforce to establish it.

Garrett Chan: Reminded members of the time remaining in the meeting.

Saskia Kim: Asked about the language in subdivision (a) about proof of successful completion in two areas, and that they should be changed to mirror each other (1410(a)(1) and 1410(b)).

Joanne Spetz: Appreciates all the comments. She wants to make sure the language is clear and appropriate. She appreciates this type of change because not all labs are created equal. She said years of practice would be more valuable than sending an experienced nurse back to complete a lab just to check a box.

Hazel Torres: Stated that we do not want to widen the theory-practice gap any more than it already is. She said competency validation falls upon workforce employers to ensure safety. She asked if practicing for two years is actual practice or simply licensure for two years.

Loretta Melby: Asked Heather to make note of Saskia's technical change and proof of practice.

Sagie De Guzman: Appreciates all the comments. He does not think a nurse should have to retake a course if they've been practicing more than two years but wants to know what the time requirement is.

Garrett Chan: Asked if Sagie is not in agreement with the language change.

Sagie De Guzman: Stated that he is not in agreement.

Garrett Chan: Asked if they need to make a motion on this.

Loretta Melby: Stated they could decide not to make a motion, and this is information only.

Reza Pejuhesh: Provided an explanation of options.

Kathy Hughes: Explained that we could move technical changes from Saskia as well as changing language "more than two years" to read "at least two years."

Additional discussion as to whether there should be a combined motion of technical changes and support/oppose the package or just technical changes. Also, discussion about public comment for this agenda item. It was agreed to take two motions and one public comment.

1st Motion: **Kathy Hughes:** Motioned to make the technical changes suggested by Saskia Kim to change "proof of already successfully completing" in section 1410(b) to "proof of successful completion" and change "more than two years" in section 1410(b) to read "at least two years."

1st Second: Joanne Spetz

Public Comment for Agenda Item 7.0: No public comments.

Vote:

Vote	TA	TVH	JG	SDG	KQD	HT	BBK	GC	KH	JB	SK	CR	JS	SM
	Y	Y	Y	Y	Y	Y	AB	Y	Y	AB	Y	AB	Y	Y

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

Motion Passed

2nd Motion: Joanne Spetz: Motioned to support the regulatory proposal with the technical changes from the first motion.

2nd Second: Hazel Torres

Vote:

Vote	TA	TVH	JG	SDG	KQD	HT	BBK	GC	KH	JB	SK	CR	JS	SM
	Y	Y	Y	Y	Y	Y	AB	Y	Y	AB	Y	AB	Y	Y

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

Motion Passed

1:15 pm

8.0

Adjournment: Garrett Chan, Chair, adjourned the meeting at 1:15 pm.

Submitted by:

Accepted by:

McCaulie Feusahrens

Chief of Licensing
Licensing Division

California Board of Registered Nursing

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

Chair
Nursing Education and Workforce Advisory
Committee

Loretta Melby, MSN, RN

Executive Officer
California Board of Registered Nursing



Agenda Item 5.0

Discussion and possible action: Regarding confirmation of meeting dates for 2023

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | December 8, 2022

Board, Committee, and Advisory Committee Meetings in 2023

JANUARY 2023	Board Committee Meetings Nursing Practice Committee Education/Licensing Committee Enforcement/Intervention Committee Legislative Committee
FEBRUARY 2023	Board Meeting
MARCH 2023	Advisory Committees
March 7, 2022	Nurse Midwifery Advisory Committee (NMAC) Nurse Practitioner Advisory Committee (NPAC)
March 30, 2022	Nursing Education and Workforce Advisory Committee (NEWAC)
APRIL 2023	Board Committee Meetings Nursing Practice Committee Education/Licensing Committee Enforcement/Intervention Committee Legislative Committee
MAY 2023	Board Meeting
JUNE 2023	Board Committee Meetings Nursing Practice Committee Education/Licensing Committee Enforcement/Intervention Committee Legislative Committee
JULY 2021	No Scheduled Meeting
AUGUST 2023	Board Meeting
SEPTEMBER 2023	Advisory Committees
September 12, 2022	Nurse Midwifery Advisory Committee (NMAC) Nurse Practitioner Advisory Committee (NPAC)
September 28, 2022	Nursing Education and Workforce Advisory Committee (NEWAC)
OCTOBER 2023	Board Committee Meetings Nursing Practice Committee Education/Licensing Committee Enforcement/Intervention Committee Legislative Committee
NOVEMBER 2023	Board Meeting
DECEMBER 2023	No Scheduled Meeting



Agenda Item 6.0

Information only: Regarding the requirement that the NEWAC “dedicate a minimum of one meeting each towards nursing education issues and nursing workforce issues” (AB 2684, § 10; Reg. Sess. 2021-2022); determination of the format and focus of the March 2023 meeting

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | December 8, 2022

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

AGENDA ITEM: 6.0

DATE: December 8, 2022

ACTION REQUESTED: **Information only:** Regarding the requirement that the NEWAC “dedicate a minimum of one meeting each towards nursing education issues and nursing workforce issues” (AB 2684, § 10; Reg. Sess. 2021-2022); determination of the format and focus of the March 2023 meeting

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

BACKGROUND:

AB 2684 requires the NEWAC to dedicate a minimum of one meeting each towards nursing education issues and nursing workforce issues. The NEWAC will discuss this requirement and how to ensure future meetings meet this mandate. Additionally, members will discuss the format and focus of the March 2023 meeting.

RESOURCES:

[AB 2684, § 10; Reg. Sess. 2021-2022](#)

BPC section 2785.6.

There is created within the jurisdiction of the board a Nursing Education and Workforce Advisory Committee, which shall solicit input from approved nursing programs and members of the nursing and health care professions to study and recommend nursing education standards and solutions to workforce issues to the board.

(a) The committee shall be comprised of the following:

(1) One nursing program director representative of a statewide association for associate’s degrees in nursing programs.

(2) One nursing program director representative of a statewide association representing bachelor’s degrees in nursing programs.

(3) One California Community Colleges Chancellor’s Office representative.

(4) One California State University Office of the Chancellor representative.

(5) One currently practicing registered nurse representative.

(6) Two currently practicing advanced practice registered nurse representatives.

(7) Two registered nurse employer representatives in nursing service administration.

(8) One professional nursing organization representative.

(9) Three nursing union organization representatives.

(10) One public representative.

(11) One Health Workforce Development Division representative.

(12) One board research vendor.

(13) Any other members representing an organization in the nursing education or workforce field that the board determines is necessary for the work of the committee and is not listed under this subdivision.

vacancies shall be filled for the unexpired term. No person shall serve more than two consecutive terms except for the representatives from organizations.

(2) (A) The initial appointments for the education representatives shall be for the following terms:

(i) One Nursing Program Director who is a member of a statewide association for associate's degrees in nursing programs shall serve three years.

(ii) One nursing program director who is a member of a statewide association representing bachelor's degrees in nursing programs shall serve a term of two years.

(iii) One California Community Colleges Chancellor's Office representative shall serve a term of four years.

(B) The initial appointments for the workforce representatives shall be for the following terms:

(i) One practicing registered nurse representative shall serve a term of four years.

(ii) One of the two practicing advanced practice registered nurse representatives shall serve a term of three years and the other shall serve a term of two years.

(C) The initial appointments for the employer representatives shall be for the following terms:

(i) One of the two registered nurse employer representatives shall serve a term of three years and the other shall serve a term of four years.

(ii) One professional nursing organization representative shall serve a term of two years.

(D) The public member shall serve a term of four years.

(c) The committee shall meet a minimum of two times per year and shall appoint officers annually.

(d) (1) The committee shall dedicate a minimum of one meeting each towards nursing education issues and nursing workforce issues.

(2) The committee may establish subcommittees to study issues specific to education, workforce, or any other topic relevant to the purpose of the committee.

(e) The committee may refer information and recommendations to the board or other committees of the board.

(f) (1) The board may implement, interpret, or make specific this section by means of a charter, or other similar document, approved by the board.

(2) The board may revise the charter, or other similar document, developed pursuant to this section, as necessary. The development or revision of the charter, or other similar document, shall be exempt from the requirements of the Administrative Procedure Act (Chapter 3.5 (commencing with Section 11340) of Part 1 of Title 2 of the Government Code).

(g) The committee shall study and recommend standards for simulated clinical experiences based on the best practices published by the International Nursing Association for Clinical Simulation and Learning, the National Council of State Boards of Nursing, the Society for Simulation in Healthcare, or equivalent standards.

(Emphasis added.)

NEXT STEPS:

FISCAL IMPACT, IF ANY: None

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



Agenda Item 7.0

Discussion and possible action: Regarding the formation of subcommittees and development of action plans for the 2023 NEWAC meeting dates

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | December 8, 2022

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

AGENDA ITEM: 7.0

DATE: December 8, 2022

ACTION REQUESTED: **Discussion and possible action:** Regarding the formation of subcommittees and development of action plans for 2023 NEWAC meeting dates.

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

BACKGROUND:

The NEWAC will discuss formation of subcommittees to address different topics and development of action plans for the 2023 meeting dates.

RESOURCES:

NEXT STEPS:

FISCAL IMPACT, IF ANY: None

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