



# Nursing Education and Workforce Advisory Committee Meeting

## **MEETING MATERIALS**

January 21, 2026

## Table of Contents

|            |   |           |
|------------|---|-----------|
| <b>2.0</b> | <b>General instructions for the format of a teleconference meeting</b>  | <b>3</b>  |
| <b>4.0</b> | <b>Review and vote on whether to approve previous meeting's minutes</b>   | <b>5</b>  |
| <b>5.0</b> | <b>Discussion and possible action:</b> Report from the Board of Registered Nursing's Executive Officer (EO) regarding updates on activities which may impact nursing education and/or workforce, including legislation, policy and procedure changes, regulatory updates, etc.  | <b>22</b> |
| <b>6.0</b> | <b>Discussion and possible action:</b> Report from the seven NEWAC subcommittees: Simulation Standards; Clinical Placement and Impaction; Cultural Competency, Diversity, Pathway to Nursing; Theory Practice Gap and New Grad Orientation; Workforce Retention; Curriculum Standards and Guidelines; and Faculty.  | <b>24</b> |
| <b>7.0</b> | <b>Discussion and possible action:</b> Requirements in Senate Bill 1015 for NEWAC to study and recommend standards regarding how approved schools of nursing or nursing programs manage or coordinate clinical placements, and to report to the Legislature; presentation by Garrett Chan on HealthImpact's receipt of grant funding from California Health Care Foundation to study clinical placements. | <b>26</b> |
| <b>8.0</b> | <b>Information only:</b> Presentation of the Accreditation Commission for Education in Nursing (ACEN) Joint Accreditation Continuing Approval Visit crosswalk that aims to minimize duplication, reduce the burden on nursing programs, and improve efficiency.   | <b>38</b> |



## Agenda Item 2.0

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

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | January 21, 2026

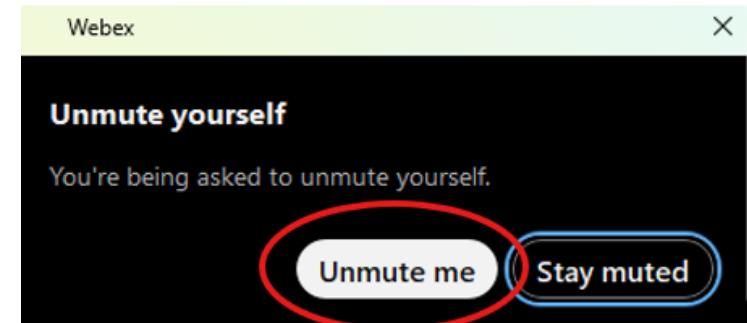
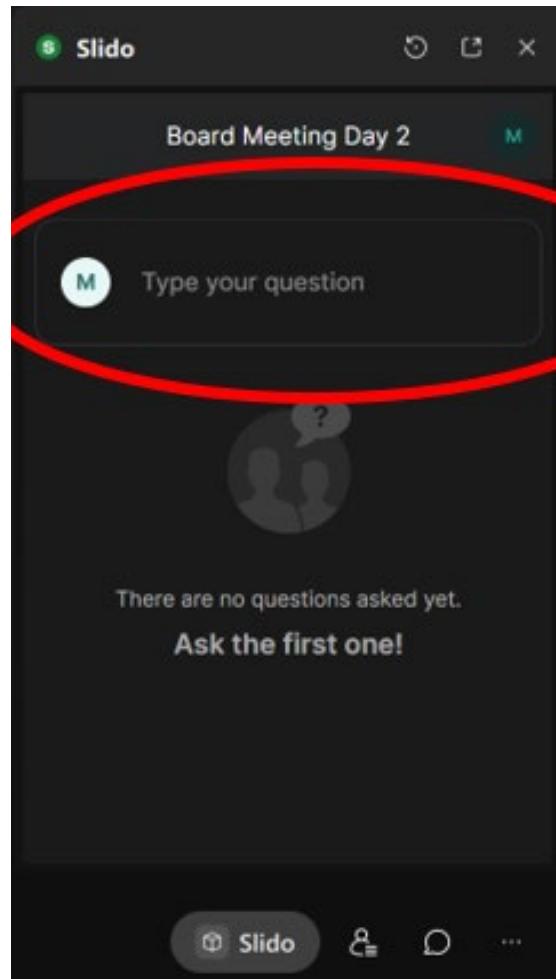
## Participating During a Public Comment Period

If you would like to make a public comment:



2. The 'Slido' panel will appear. (Your screen may look slightly different than pictured depending on Webex version.)

3. In the 'Slido' 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, and your line will be opened. On the "Unmute yourself" pop-up, click the **'Unmute me'** button (this may be hidden behind other open applications), and you will have **2 minutes** to provide comment. Every effort is made to take comments in the order which they are requested.





## Agenda Item 4.0

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

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | January 21, 2026

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

**Date:** September 10, 2025

**Start Time:** 11:00 a.m.

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

1747 North Market Blvd.  
Hearing Room, Room 186  
Sacramento, CA 95834

All committee members participated in the meeting from remote locations.

|            |                                   |  |
|------------|-----------------------------------|--|
| 11:06 a.m. | <b>1.0</b>                        | <b>Call to Order/Roll Call/Establishment of a Quorum</b><br>Garrett Chan called the meeting to order at 11:06 a.m. Quorum established at 11:10 a.m.  |
|            | <b>NEWAC Members:</b>             | Garrett Chan, PhD, RN, APRN, FAEN, FPCN, FCNS, FNAP, FAAN - Chair<br>Jeannine Graves, MPA, BSN, RN, OCN, CNOR – Vice Chair<br>Alice Benjamin, MSN, ACNS-BC, FNP-C, CEN CV-BC<br>Carmen Comsti<br>Hazel Torres, MN, RN, DNP<br>Jacqueline Bowman (absent)<br>Joanne Spetz, PhD<br>Judy Kornell, RN<br>Kathy Hughes, RN<br>Cheri Fortin for Anthony Cordova – College Chancellor's Office Member<br>Sagie De Guzman, PhD, A-CNS, ANP-C<br>Sandra Miller, MBA<br>Tammy Vant Hul, PhD, RN, ACNP, CNE<br>Tanya Altmann, PhD, RN<br>Wendy Hansbrough, PHN, RN, CNE<br>Chris Perry - HCAI Member (absent) |
|            | <b>BRN Staff Representatives:</b> | Loretta Melby, RN, MSN, Executive Officer<br>Ann Salisbury, DCA Legal Affairs Division, Attorney   |
| 11:12 a.m. | <b>3.0</b>                        | <b>Public comment for items not on the agenda; items for future agendas.</b>   |

**Discussion:** No comments or questions.

**Public Comment for  
Agenda Item 3.0:**

James Rockoff, Oceanside, CA: Explained he sent an email to the Board about removing a continuing education course from the accredited list of continuing education. He took a certificate course in energy medicine that is a 10-hour course offered online from authors Alegra Learning Solutions which is accredited as a provider at the American Nurses Association of California (ANAC). He said the BRN accepts the accreditation decisions of the ANAC. The course has some facts but teaches about a seven-layer aura, each layer with a different color. He said the layers are attached to chakras and each chakra is related to specific organs and mental states. It also teaches Reiki and foot reflexology have healing benefits beyond relaxation. He said nurses taking this course will waste most of their time. He is further convinced nurses may feel morally bound to share useless remedies with suffering patients. He sent a written complaint to the ANAC who failed to remove accreditation. He said the enforcement committee is informed but it says they may take years to act, and he would like to see action taken.

Loretta Melby said she has seen the emails from the commenter and has started to look into that process.

Crystal Alexander: Stated she attends an out-of-state accelerated BSN program and is asking about pediatric requirements. The clinical hours exceed California requirements, however, they follow theory. Her question is about concurrent theory and clinical training.

Loretta Melby explained that will be addressed when the agenda gets to pediatric curriculum.

11:19 a.m.

**4.0**

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

- 4.1** March 5, 2025
- 4.2** June 25, 2025

**Discussion:** No comments or questions.

**Motion:** **Tanya Altmann** Motion to approve March 5, 2025, and June 25, 2025, meeting minutes with any minor edits or non-substantive changes.

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

**Public Comment for  
Agenda Item 4.0:**

No public comments in any location.

|   | GC | JG | TA | TVH | CF | WH | SDG | AB | HT | JK | KH | JB | CC | CP | JS | SM |
|---|----|----|----|-----|----|----|-----|----|----|----|----|----|----|----|----|----|
|   | Y  | Y  | Y  | Y   | Y  | Y  | Y   | Y  | Y  | Y  | Y  | AB | Y  | AB | Y  | Y  |
| <b>Key:</b> Yes: Y   No: N   Abstain: A   Absent for Vote: AB |    |    |    |     |    |    |     |    |    |    |    |    |    |    |    |    |

**Motion Passed**

11:25 a.m.

**5.0**

**Discussion and possible action:** Regarding meeting dates for 2026

**Discussion:** Presented by Garrett Chan, Chair.

Joanne Spetz said she is 98% certain she will be unable to attend the January meeting due to a grant commitment.

Sandra Miller said she is unable to attend July.

Tanya Altmann said there is a faculty commitment in January and she believes Wendy Hansbrough will not be able to attend either.

Loretta Melby said there are meetings almost every month in 2026 and asked members to look at the proposed calendar in the meeting materials to see if there is a day near the January proposed date.

Cheri Fortin said January 21 and 28 works for her.

Tanya Altmann said January 14 or February 4.

Joanne Spetz said February 4 does not work but January 14 and 21 work.

Cheri Fortin said February 4 does not work.

Loretta Melby asked about January 14 as a possible date.

Garrett Chan said he is unable to do January 14 in person but if remote it can work.

Carmen Comsti said she cannot do January 14 due to a conflicting meeting.

Loretta Melby asked about the week of January 21.

Sagie DeGuzman said he is good with both proposed dates.

Loretta Melby asked if there are only two members with conflict on January 21.

Wendy Hansbrough said they will be involved in pre-instruction activities, and they will be swamped on January 14.

Loretta Melby discussed the issues more with Wendy Hansbrough for the January date. Tanya Altmann joined.

Sandra Miller said she cannot do the week of January 20-21.

Cheri Fortin said she cannot do January 20.

Loretta Melby said the meeting only needs to make quorum so not all members need to attend. If the 21<sup>st</sup> works for the majority, then that may be the date. She asked about the July date.

Joanne Spetz, Sandra Miller, and Judy Kornell have conflicts with the July date.

Loretta Melby asked if there are any dates near the proposed July date that might work.

Sandra Miller said 15 or 29 would work.

Loretta Melby asked the rest of the group about 15 or 29.

Hazel Torres prefers the 29<sup>th</sup>.

Loretta Melby asked if the 29<sup>th</sup> works for the majority of the committee. She said it looks like January 21 and July 29 work for the majority.

**Motion:** **Wendy Hansbrough** Motion to accept meeting dates for January 21, 2026, and July 29, 2026

**Second:** **Sagie DeGuzman**

**Public Comment for**

**Agenda Item 5.0:** No public comments in any location.

|  | GC  | JG | TA | TVH | CF | WH | SDG | AB | HT | JK | KH | JB | CC | CP | JS | SM |
|--|---|----|----|-----|----|----|-----|----|----|----|----|----|----|----|----|----|
|  | Y   | Y  | Y  | Y   | Y  | Y  | Y   | Y  | Y  | Y  | Y  | AB | Y  | AB | Y  | Y  |
|  | <u>Key:</u> Yes: Y   No: N   Abstain: A   Absent for Vote: AB |    |    |     |    |    |     |    |    |    |    |    |    |    |    |    |

**Motion Passed**

**Further Discussion:** Loretta Melby asked Ann Salisbury about counting Judy Kornell's vote since she is unable to come on camera due to technical issues.

Judy Kornell said she is still working on her camera and hopefully it will be resolved in about an hour.

Ann Salisbury said member Judy Kornell announced at the beginning of the meeting at roll call that she was having technical

issues with her camera, so it is okay to count her attendance and vote.

11:43 a.m.

**6.0**

**Discussion and possible action:** Regarding election of Chair and Vice Chair positions

**Discussion:** Presented by Garrett Chan, Chair.

Garrett Chan said both his and Jeanine Graves's appointments expire in May 2026. He said he would attend the January 2026 meeting but that would be his last as a member. He would like to transition new leadership before then. He said Jeanine Graves agreed to be the Vice Chair to transition the next Chair and Vice Chairs.

Loretta Melby explained that Garrett Chan and Jeanine Graves are eligible for reappointment next year. She also explained that there are several members whose terms expire next year. She said Jeanine Graves could be nominated for Vice Chair and be elected by the members. She spoke about the different scenarios where Garrett and Jeanine could be elected and how long they could serve based on their appointment dates. She also spoke about the members whose terms are expiring and if they should be elected to one of the positions. She explained that the elections are done annually for this and all committees. She said that Garrett said he would be interested in serving in a supportive role and transition which is acceptable. If Jeanine would like to remain in the Vice Chair role, she could self-nominate to do that. She opened the discussion for the Chair position.

Garrett Chan said he would like to finish this meeting as Chair and would like to know if the new Chair could start after today.

Loretta Melby said the motion could state that, but it has not been done at any other meetings. She said the new Chair could ask Garrett Chan to manage today's meeting if that is okay.

Garrett Chan said he prepared for the meeting today and would like to be able to finish this meeting.

Alice Benjamin asked if there is a document that spoke to the roles, responsibilities or time commitment for the chair role.

Loretta Melby explained the role of the chair who meets with BRN staff to set the agenda about a month before the NPAC meeting. Once the agenda is set, the chair assists with the preparation of materials if there is something that is specifically being requested. She said there is nothing additional that is done with the Board unless there is something that needs to be presented to the Board. The Chair would not have to attend the Board meeting in person and could present remotely. She said it requires an hour or so of time in advance of each meeting to coordinate with McCaulie.

Alice Benjamin said Vice Chair steps in if Chair is not available, so it is like a president elect.

Garrett Chan agrees with Loretta Melby, but he said as Chair he makes sure the information from one meeting gets preserved and moves forward to the next. He said subcommittees were created to do the work and help during the public meetings. In depth knowledge of the meeting minutes helps him give guidance to various members. He said it isn't in the charter, but he would encourage these added duties, so things run smoothly, and the members feel their work is supported.

Alice Benjamin asked if this is a two-year commitment.

Loretta Melby said it is one year. She spoke about appointment timeframes of members.

Alice Benjamin said she is sure there are more seasoned and qualified members for the Chair but is interested in the Vice Chair position as she is a junior member.

Sagie DeGuzman nominates Jeanine Graves for the Chair position.

Loretta Melby asked if Jeanine Graves would be interested in being the Chair.

Jeanine Graves asked to be bonded to Garrett Chan.

Sagie DeGuzman asked if she means as a mentor.

Jeanine Graves said yes as a mentor.

Garrett Chan has accepted the offer of being her mentor.

Jeanine Graves nominates Sagie DeGuzman for Vice Chair. She has worked with him on other subcommittees and said he would be fantastic in this role.

Alice Benjamin sees that Sagie DeGuzman is a more seasoned member and defers to him for Vice Chair and withdraws her nomination for herself. She said she is new and eager to learn.

Ann Salisbury asked if Sagie DeGuzman accepted the nomination.

Loretta Melby asked Sagie DeGuzman if he is willing to accept it.

Sagie DeGuzman said he is willing to accept Vice Chair if he can work with Jeanine Graves.

Loretta Melby said Jeanine Graves terms out in July, and he would be acting Chair at that meeting.

**Motion:** **Garrett Chan** Motion to approve Jeanine Graves as Chair and Sagie DeGuzman as Vice Chair upon the conclusion of this meeting.

**Second:** **Jeanine Graves**

**Public Comment for**

**Agenda Item 6.0:** No public comments in any location.

|  | GC | JG | TA | TVH | CF | WH | SDG | AB | HT | JK | KH | JB | CC | CP | JS | SM |
|--|----|----|----|-----|----|----|-----|----|----|----|----|----|----|----|----|----|
|  | Y  | Y  | Y  | Y   | Y  | Y  | Y   | Y  | Y  | Y  | Y  | AB | Y  | AB | Y  | Y  |

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

**Motion Passed**

12:05 p.m.

**7.0**

**Discussion and possible action:** Regarding assigning replacement member(s) to the Clinical Placement and Impaction subcommittee

**Discussion:** Presented by Garrett Chan, Chair, who explained that this was previously discussed in the last meeting; however, the absence of Sagie at the end of the meeting impacted quorum, so they need to vote today.

**Motion:** **Garrett Chan** Motion to replace Joanne Spetz until the end of his appointment on May 31, 2026, with himself on the Clinical Placement and Impaction subcommittee.

**Second:** **Judy Kornell**

**Further Discussion:** Hazel Torres asked if Garrett Chan can stay on the committee after May 2026.

Garrett Chan said no, a new member will need to be assigned to the subcommittee. Judy Kornell is the other member on the subcommittee. He said with his remaining time, he feels he can provide a lot of information and connect with his network in clinical placement consortia in California to get this subcommittee on a good standing.

Alice Benjamin asked a question about the pediatric nursing practice gap.

Loretta Melby said that is a different agenda item.

**Public Comment for**

**Agenda Item 7.0:**

Jean Dougherty, CHLA – She is on the collaborative partnerships team at CHLA and is interested in becoming a member of NEWAC and wonders how a call out would be done for new members.

Loretta Melby said a callout will be done to all RNs on the email list towards the May 2026 date recruiting for all positions to be filled.

|   | GC | JG | TA | TVH | CF | WH | SDG | AB | HT | JK | KH | JB | CC | CP | JS | SM |
|---|----|----|----|-----|----|----|-----|----|----|----|----|----|----|----|----|----|
|   | Y  | Y  | Y  | Y   | Y  | Y  | Y   | Y  | Y  | Y  | Y  | AB | Y  | AB | Y  | Y  |
| <b>Key:</b> Yes: Y   No: N   Abstain: A   Absent for Vote: AB |    |    |    |     |    |    |     |    |    |    |    |    |    |    |    |    |

**Motion Passed**

12:14 p.m.

**8.0**

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

**Discussion:** Simulation Standards:

Garrett Chan said he and Sandra Miller did a statewide engagement with people interested in simulation to talk about sim standards. This came before NEWAC and recommendations to create regulations as well as draft language was vetted through appropriate channels that went forward to the Nursing Practice Committee and to full board who voted to engage in the process.

Loretta Melby said the board voted to pursue writing regulations for sim standards. She said they would have to go through regulation or legislation process. She said this would be addressed in the sunset report and could have a legislative outcome. If not, then regulations could be pursued. She spoke about prelicensure programs being able to comply with a simulation requirement both in state and out of state.

Garrett Chan fully supports the process to do this. He said he wants to get on the record with comments made about psychological harms suffered by students because of poorly done simulation. While the standards protect the public, he wants to ensure students who are also the public will be psychologically safe and non-traumatic.

Clinical Placement and Impaction:

Judy Kornell said she doesn't have anything specific from the subcommittee except that everybody is trying to make sure they are being compliant with AB 1577.

Loretta Melby said AB 1577 does not require any changes for the BRN.

Cultural Competency, Diversity Pathways Nursing:

Jacqueline Bowman, who is absent, and a former member were assigned to this committee. Garrett Chan asked if Cheri Fortin might know anything about the committee update.

Cheri Fortin said she does not have an update for this subcommittee.

Theory Practice Gap and New Grad Orientation:  
Neither Kathy Hughes nor Wendy Hansbrough had any new information to report.

Workforce Retention:  
Hazel Torres said she has not been able to meet with Carmen Comsti since the last meeting.

Carmen Comsti said they are going to look at the nurse survey questions which is in process right now.

Curriculum Standards and Guidelines:  
Sagie DeGuzman said they don't have a current update but they discussed competency based education and AI integration in curriculum, which they are still working on this.

Jeanine Graves said this is a big change and they are sensitive to the new nurses coming out and accessing AI in electronic records.

Faculty:  
Tanya Altmann said they created a survey and have been going back and forth with BRN on fine tuning the language. They did an update of some language and integrated most of what was recommended by BRN and sent it back with some questions about things they weren't keen on integrating. They sent it to BRN and are awaiting response. They hope to present at the joint conference of all directors and schools of nursing in early October to launch the survey and encourage directors to do it. They have been approved to do that even though there is one other committee presenting and they don't want to violate Bagley-Keene.

**Public Comment for  
Agenda Item 8.0:**

Jenny Hernandez, Supervising PHN with San Bernadino Department of Public Health, union steward with Teamsters Local 1932 – She spoke about advocacy for nurses and would like to point out some things for workforce retention and isn't sure if this is applicable. She's working with employers to create more mental health interventions for nurses. She also thinks something being overlooked is the PTSD for nurses who are leaving nursing because of this, and resources are not there. The intervention program is there but may not be addressing the causes for nurses to get into the program. She said some hospitals are creating lavender teams that can quickly respond to some of these stressful moments on the job for nurses. She wondered if the board could create something for nurses who have PTSD and could improve workforce retention. She also asked about enforcement of nurse-to-patient ratios that puts additional stress on nurses and retention in the workforce. She said public health does not have any ratios and she would like to see if that can be looked at to help retain nurses. She also would

like to see legislation that says a nurse is a human being, not AI. She asked if dispensing medications could be revamped for the scope of practice for nurses. She said public health nurses are being used to prepare medications and dispense large doses of medications which is dangerous for the community when there are pharmacists. She said some employers with minimal funds are abusing the nurse's scope of practice.

Loretta Melby said staffing ratios are outside the BRN jurisdiction and fall under Title 22 with CDPH. The BRN is limited to licensing, enforcement, education, and scope of practice of the RN that is addressed in the Nursing Practice Act. She said the Intervention Program is something the BRN offers for mental health. If there is any legislation that is brought then that could live within the Nursing Practice Act with the Intervention Program. There is currently no statutory authority to deal with mental health so no regulations could be created. She said if a legislator would offer a bill that goes through the legislative session, then the BRN could look at it. She said BPC section 2725.1 says notwithstanding any other provision of law a registered nurse may dispense drugs or devices upon an order by a licensed physician or surgeon or an order by a certified nurse midwife, nurse practitioner, or physician assistant. She spoke about section B in the same subsection that says no clinic shall employ a RN to perform dispensing duties exclusively, no RN shall dispense drugs in a pharmacy, keep a pharmacy, open shop or drug store for retailing of drugs or poisons, no RN shall compound drugs, dispensing of any drugs by a RN except a nurse midwife who functions pursuant to standardized procedure, and so on. She said a RN can dispense but it cannot be the only job a RN does. She said what she read is in statute and a regulation could be added for clarification.

Jenny Hernandez said it needs to be clarified because public health tends to use nursing staff as pharmacists in many ways. She said hospitals are very clear about where those medications are prepared yet some hospitals will have nurses reconstitute IVs for emergency codes which kind of falls under compounding. She said there needs to be additional clarification. As nursing staff get shorter and shorter, abuse happens.

Loretta Melby said she hears Jenny Hernandez on these issues and brought up that the Pharmacy Board has specific guidelines that do not fall under the BRN. She encourages Jenny Hernandez to reach out directly to her at her email address. She said some of the issues are moving away from workforce into scope of practice issues. She would love to provide some guidance on that and have more conversation to get a path forward on these issues. She encouraged Jenny Hernandez to contact her but said many governmental agencies are involved with the issues brought up.

No public comments in Sacramento.

**Break from 12:40-12:46 p.m.  
Quorum reestablished at 12:49 p.m.**

12:49 p.m.

**9.0**

**Discussion and possible action:** Regarding discussion of the regional projections, potential survey content, data collection strategies and potential changes for the 2026 Survey of Registered Nurses

**Discussion:** Presented by Joanne Spetz.

Sagie DeGuzman asked if filling out the survey could be done via text messaging.

Joanne Spetz said the data request from the board does not include phone numbers on record and if it was provided, they do not know if it is a mobile number. She said the survey length does not do well from a text messaging strategy.

Sagie DeGuzman asked if a link could be sent via text telling the nurse to complete the survey.

Joanne Spetz said due to the length of it viewing it on a cell phone tends not to be very successful. People drop off mid survey or early because of the length, and formatting is challenging. She said this is done on paper because of the length and format.

Tanya Altmann asked if a text message could be sent saying the BRN has sent a survey to bring it to their attention.

Joanne Spetz said she can communicate with BRN staff to see if the phone numbers can be added to the data request.

Alice Benjamin asked if there is some type of FCC rule about receiving surveys via an opt in rule.

Joanne Spetz said she isn't aware of an opt in rule but can check with DCA. She said something about agreeing to provide data could be considered an opt in rule.

Wendy Hansbrough asked what survey program is being used.

Joanne Spetz said the Qualtrics survey platform is being used.

Wendy Hansbrough said she uses that platform all the time for surveys with students and faculty. She said the surveys they do are not as complex as the BRN one. She understands how a long survey may not work well on a phone.

Joanne Spetz raised the legal question of whether phone numbers can be shared with them and whether privacy and statutory issues impact the ability to use phone numbers for this survey.

Wendy Hansbrough said if a QR code is sent then phone numbers are not needed because it is sent to email.

Joanne Spetz said emails are sent to the nurses but they do not include a QR code. She spoke about the constitution of the email messages.

Sagie DeGuzman asked what age ranges are used for the surveys.

Joanne Spetz said they send 10,000 surveys with a 40% response rate. They cover the full range of ages and oversample younger nurses because they are less likely to respond. They include nurses all the way up to their 80s. She said some work into their 80s and 90s.

Sagie DeGuzman said the workforce is getting younger and that's why he's asking.

Loretta Melby said there is no requirement to collect emails or phone numbers from applicants or licensees. They do not have to say whether it is a mobile number and there's no way to tell the difference. She said a QR code could be included in the email. She spoke about the difficulty of accessing the survey on a phone due to survey length. She said a text message reminder could be sent reminding them about the survey via email. She spoke about making the survey mobile compatible but does not know about the contract.

Joanne Spetz said the Qualtrics application will provide the questionnaire in a mobile format although adjustments may need to be made so the pages are not so long to see if there is any improvement in response rate. She said an experiment could be run to send text messages.

Judy Kornell said maybe there is no change to this year's survey but maybe asking a question about the preference for future surveys for the newer generations might be helpful.

Joanne Spetz said the same population is not surveyed again once they've been surveyed. She would like to consider this during the question session.

Cheri Fortin asked about the paper copies having a statement at the bottom about why they picked this modality to submit the survey.

Joanne Spetz said there is an open-ended question page and this could be added.

Loretta Melby said time is limited and the question section should be considered.

Ann Salisbury reminded members to keep their cameras on to participate.

Loretta Melby said Sagie DeGuzman's camera has been going in and out and said if he needed to drop off the meeting to let staff know.

*Discussion of questions by Joanne Spetz.*

Q20, Q35, Q35g, Q36:

Alice Benjamin supports the continuity of care of saying organization, it should be about work environment. Q35 is to do high quality patient care; if they have policies or procedures that limit what they can do that would fall under this category of institutional support.

Joanne Spetz agreed with the comment.

Wendy Hansbrough asked about Q20 using home rather than remotely.

Joanne Spetz said hybrid or remotely might be remotely in the field in a non-workplace environment. She spoke about work from home versus remote areas.

Alice Benjamin said working from home and remotely are two different things. Home is considered a pseudo-office space where remote work is doing patient care in a remote location.

Joanne Spetz spoke about the difference between at home versus remotely.

Wendy Hansbrough said the clarification would be helpful because she is not sure how to interpret this question.

Loretta Melby said that level of detail is not something that needs to be added to the survey. BRN looks at where care is being delivered and not the location.

Joanne Spetz said they are asked about the work location. They can look at the data from question 20.

Carmen Comsti spoke about differences between remote work and direct patient care that might be concerning in Q20. She said Q35 has not sat well with her, talking about patients' immigration status or substance use disorder (SUD). They are framed in a way that is a bit confusing. The data shouldn't be used against patients or interfere with patient care. She spoke about the individual versus institution and thinks institution should be the focus if space is an issue.

Joanne Spetz spoke about SUD and immigration considerations and looking at the data from the 2024 survey.

Garrett Chan said he wanted to limit discussion to 10 more minutes to be able to get to the next agenda item before the meeting ends.

Joanne Spetz said any member issues could be sent to McCaulie Feusahrens and filtered to her to look at.

Q41:

Alice Benjamin asked if religion was left out on purpose.

Joanne Spetz said she will look at that to see if it should be added.

Wendy Hansbrough asked if this is looking at the workplace.

Joanne Spetz said it is for the specific nurse's supervisor.

Hazel Torres said 41C says, were you looked at more closely, and she wonders if a new grad is being watched more closely.

Alice Benjamin said it could be based on an action plan but perception is important because if it was based on an action plan they may feel they are being picked on and that could still be a relevant question.

Joanne Spetz said she can run a cross tab against years since graduation.

Hazel Torres said it might be too ambiguous to keep in the survey.

Judy Kornell agreed with Hazel Torres.

Kathy Hughes agrees with adding religion to the slurs question, especially in our times. She said whistleblowers are facing retaliation based on issues that could be discrimination – maybe not in the traditional sense.

Judy Kornell said she likes all the various questions about discrimination but thinks some could be combined.

Joanne Spetz said it can be complicated to combine questions because it makes it harder to respond. She said if there is concern with a question it could be eliminated.

Alice Benjamin said ANA (American Nurses Association) released a discrimination in nursing assessment and it might be good to keep these questions in for comparison.

Joanne Spetz will confer with the board about Q52. She said it has been suggested a question be added about student debt and she is looking at that.

Joanne Spetz asked members to submit feedback about AI to McCaulie Feusahrens. She used various scales and previously used questionnaires to include in the survey but is most interested in the following: whether the organization has guidelines about use of AI, their degree of comfort with use of AI in clinical setting, training needs, kinds of barriers and facilitators to using it, any feedback from colleagues or students about domains would be most interesting to have.

Garrett Chan encouraged the public to submit any comments about the survey to BRN.NEWAC@dca.ca.gov.

|           |   |   |
|-----------|---|---|
| 1:44 p.m. | <b>Public Comment for Agenda Item 9.0:</b>  | Joanne Spetz asked members to submit feedback about AI to McCaulie Feusahrens. She used various scales and previously used questionnaires to include in the survey but is most interested in the following: whether the organization has guidelines about use of AI, their degree of comfort with use of AI in clinical setting, training needs, kinds of barriers and facilitators to using it, any feedback from colleagues or students about domains would be most interesting to have.  |
|           | <b>Further Discussion:</b>                  | Garrett Chan encouraged the public to submit any comments about the survey to BRN.NEWAC@dca.ca.gov.   |
| 1:45 p.m. | <b>10.0</b>                                 | <b>Discussion and possible action:</b> Discussion of various concerns and recommendations outlined in a letter received from the Children's Hospital of Los Angeles, generally regarding: <ul style="list-style-type: none"><li>• Communication on clinical placement policies and NEC guidance</li><li>• Issues impacting preparation of students for pediatric nursing, including current regulations and education, specialty definitions, fewer hours in pediatric training, a generalist training, a generalist focus, etc.</li></ul><br><b>Discussion:</b> Presented by Jean Dougherty, Jenny Baird (CNO), CHLA who provided an overview on the concerns and recommendations outlined in the letter.<br><br>Loretta Melby spoke about the legal and regulatory requirements of nursing program curriculum as it relates to the questions posed by CHLA. She spoke about concurrency with clinical and theory from out of state nursing programs.<br><br>Garrett Chan said he would like to go to public comment before member comments. |
|           | <b>Public Comment for Agenda Item 10.0:</b> | No public comments in any location.   |
|           | <b>Further Discussion:</b>                  | Joanne Spetz thanked Garrett Chan for being a great chair.<br><br>Garrett Chan thanked their colleagues from CHLA for bringing this issue forward and for the response from Loretta Melby. He said now more than ever there need to be ways to transition people into practice in innovative ways. He appreciates the BRN's flexibility to  |

meet the legal requirements and societal needs for highly qualified and educated nurses in the community. He thanked Ann Salisbury for her attendance. He thanked the committee for their support and engagement and being an amazing committee.

2:06 p.m.

**11.0**

**Adjournment:** Garrett Chan, Chair, adjourned the meeting at 2:06 p.m.

**Submitted by:**

---

**McCaulie Feusahrens**

Chief of Licensing  
Licensing Division

California Board of Registered Nursing

**Accepted by:**

---

**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: Report from the Board of Registered Nursing's Executive Officer (EO) regarding updates on activities which may impact nursing education and/or workforce, including legislation, policy and procedure changes, regulatory updates, etc.**

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | January 21, 2026

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

---

**AGENDA ITEM: 5.0**  
**DATE: January 21, 2026**

**ACTION REQUESTED:** **Discussion and possible action:** Report from the Board of Registered Nursing's Executive Officer (EO) regarding updates on activities which may impact nursing education and/or workforce, including legislation, policy and procedure changes, regulatory updates, etc.

**REQUESTED BY:** Jeannine Graves, MPA, BSN, RN, OCN, CNOR  
Chair of the Nursing Education and Workforce Advisory Committee

**BACKGROUND:**

Loretta Melby, Executive Officer for the Board of Registered Nursing, will provide updates on Board activities which may impact nursing education and/or workforce, including legislation, policy and procedure changes, regulatory updates, etc.

**RESOURCES:**

**NEXT STEPS:**

**FISCAL IMPACT, IF ANY:** None

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



## Agenda Item 6.0

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

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | January 21, 2026

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

---

**AGENDA ITEM: 6.0**  
**DATE: January 21, 2026**

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

**REQUESTED BY:** Jeannine Graves, MPA, BSN, RN, OCN, CNOR  
Chair of the Nursing Education and Workforce Advisory Committee

**BACKGROUND:**

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

- Simulation Standards: Sandra Miller and Garrett Chan
- Clinical Placement and Impaction: Garrett Chan and Judy Kornell
- Cultural Competency, Diversity, Pathways to Nursing: Jacqueline Bowman and Anthony Cordova
- Theory Practice Gap and New Grad Orientation: Kathy Hughes and Wendy Hansbrough
- Workforce Retention: Hazel Torres and Arielle Hernandez
- Curriculum Standards and Guidelines: Jeannine Graves and Sagie De Guzman
- Faculty: Tanya Altmann and Tammy Vant Hul

**RESOURCES:**

**NEXT STEPS:**

**FISCAL IMPACT, IF ANY:** None

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



## Agenda Item 7.0

**Discussion and possible action: Requirements in Senate Bill 1015 for NEWAC to study and recommend standards regarding how approved schools of nursing or nursing programs manage or coordinate clinical placements, and to report to the Legislature; presentation by Garrett Chan on HealthImpact's receipt of grant funding from California Health Care Foundation to study clinical placements.**

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | January 21, 2026

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

---

**AGENDA ITEM: 7.0**  
**DATE: January 21, 2026**

|                          |   |
|--------------------------|---|
| <b>ACTION REQUESTED:</b> | <b>Discussion and possible action:</b> Requirements in Senate Bill 1015 for NEWAC to study and recommend standards regarding how approved schools of nursing or nursing programs manage or coordinate clinical placements, and to report to the Legislature; presentation by Garrett Chan on HealthImpact's receipt of grant funding from California Health Care Foundation to study clinical placements. |
| <b>REQUESTED BY:</b>     | Jeannine Graves, MPA, BSN, RN, OCN, CNOR<br>Chair of the Nursing Education and Workforce Advisory Committee   |

**BACKGROUND:**

Senate Bill (SB) 1015 (Reg. Sess. 2023-24) amended Business and Professions Code (BPC) section 2785.6 to require the NEWAC to study and recommend standards regarding how approved schools of nursing or nursing programs manage or coordinate clinical placements and to collect, analyze, and report information related to management and coordination of clinical placements. Additionally, it requires the Board to submit a report to the Legislature detailing the committee's findings and recommendations. The committee will discuss the requirements of SB 1015.

Additionally, Garrett Chan will present on a study of clinical placements to be conducted by HealthImpact.

**RESOURCES:**

SB 1015: [https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202320240SB1015](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240SB1015)

BPC 2785.6:

[https://leginfo.legislature.ca.gov/faces/codes\\_displaySection.xhtml?lawCode=BPC&sectionNum=2785.6](https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=BPC&sectionNum=2785.6).

**NEXT STEPS:**

**FISCAL IMPACT, IF ANY:** None

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



## Agenda Item 8.0

**Discussion and possible action: Presentation of the Accreditation Commission for Education in Nursing (ACEN) Joint Accreditation Continuing Approval Visit crosswalk that aims to minimize duplication, reduce the burden on nursing programs, and improve efficiency.**

Nursing Education and Workforce Advisory Committee (NEWAC) Meeting | January 21, 2026

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

---

**AGENDA ITEM: 8.0**  
**DATE: January 21, 2026**

**ACTION REQUESTED:** **Discussion and possible action:** Presentation of the Accreditation Commission for Education in Nursing (ACEN) Joint Accreditation Continuing Approval Visit crosswalk that aims to minimize duplication, reduce the burden on nursing programs, and improve efficiency.

**REQUESTED BY:** Jeannine Graves, MPA, BSN, RN, OCN, CNOR  
Chair of the Nursing Education and Workforce Advisory Committee

**BACKGROUND:**

Loretta Melby, Executive Officer will present the Accreditation Commission for Education in Nursing (ACEN) Joint Accreditation Continuing Approval Visit crosswalk. This draft crosswalk aims to minimize duplication, reduce the burden on nursing programs, and improve efficiency in the continuing approval visits to nursing programs conducted jointly by the Board of Registered Nursing and accreditors.

**RESOURCES:**

**NEXT STEPS:**

**FISCAL IMPACT, IF ANY:** None

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