



April 2, 2018

Dr. Joseph Morris  
California Board of Registered Nursing  
PO Box 944210  
Sacramento, CA 94244-2100

Dear Dr. Morris,

On behalf of the Association of California Nurse Leaders (ACNL), the American Nurses Association of California (ANA\C), the California Association of Colleges of Nursing (CACN), and the California Organization for Associate Degree Nursing Program Directors (COADN) Boards of Directors and our memberships, we are writing to express our concerns related to the clinical displacement issue that has been widely discussed by the BRN and has affected both associate and baccalaureate degree nursing program education in California. We stand collectively committed to uniting professional nursing education and practice in California, versus splitting and dividing our voice, as this issue has significant impact on education and practice, and ultimately the health of Californians.

**Support for collaboration between nursing programs and clinical agencies.**

ACNL, ANA\C, CACN, and COADN are in support of a collaborative approach to clinical placements for all California nursing students. This type of approach would allow us to address clinical placements from a position of solidarity, versus one of division. We support the clinical agency's right to build clinical alliances with schools of nursing to meet the needs of their patient population, hospital staffing needs, and organizational goals, while also supporting the tenants of successful clinical consortium agreements in place throughout California. We promote the development of innovative educational pathways that will foster diversity and quality in California's future nursing workforce. We support the need for a collaborative versus legislative approach for problem solving, when possible. As clinical placements are a problem that requires all partners (school deans and directors, hospital chief nursing officers, and BRN representatives) to work together for the best solution for California, we support inclusion of all stakeholders in considering solutions to this issue.

**Consider findings from the Academic Progression in Nursing Program (APIN) work and successful models from other states in fostering innovative educational pathways.**

Our organizations work from a national perspective using evidence from multiple sectors. APIN and other nationwide data suggest that structured educational alliances between ADN and BSN programs offer the best approaches to educational progression for nurses, and that these alliances can facilitate clinical relationships that best serve ADN students. As current alliances have not been successful in quickly and systematically moving ADN graduates into obtaining BSN degrees on a large scale, we promote Concurrent Enrollment Program (CEP) models that have been successfully implemented in many other states such as Arizona, Florida, Oregon, and Washington as a potential solution to increasing the number of BSN graduates in California, resolving clinical agencies concerns about having BSN students in their agencies, minimizing clinical displacement, and ensuring the education of diverse, socio-economically disadvantaged, and first-in-college nursing students. Finally, we suggest that schools engaged in such collaboratives, collect program outcome data (e.g. time to degree for both ADN and BSN degree programs) to validate and showcase effective and efficient pathways of student progression from ADN to BSN programs with timely degree completion.

**Incentivize national accreditation for all nursing programs.**

We recognize the need for a professional nursing workforce that can coordinate and lead healthcare teams across the continuum of care. To achieve this outcome, we encourage the BRN to consider ways to “incentivize” ADN programs to becoming nationally accredited. Accreditation is a nationally recognized method for validating the rigor and quality of nursing programs and many of the ADN programs in California meet accreditation standards. There are fiscal and organizational barriers that should be addressed to facilitate nursing programs in California obtaining national nursing accreditation. We encourage the BRN to consider methods such as timing BRN site visits to coincide with national accreditation visits (up to 10 years apart) and accepting a single self-study that addresses both BRN and national criteria as possible ways to encourage ADN programs to obtain this objective. These strategies are also successfully used in other states, without decreasing quality outcomes of nursing graduates.

**Support nursing program enrollment management.**

As noted by Dr. Joanne Spetz at the February 2018 BRN meeting, California nursing programs are currently producing the correct number of nurses that are needed for California over the next several years. There remains, however, nursing shortages in underserved areas of the state and there is a clear need to support academic progression through CEP models. While we support the BRN prohibiting the rapid growth of existing, new, and out-of-state programs, we do encourage planned and approved enrollment growth in underserved geographic areas where more nurses are needed. We recognize that expansion of clinical experiences in non-acute, community-based, and ambulatory settings, as well as innovative educational modalities, can provide valuable alternatives to acute care clinical experiences for many nursing programs. We unanimously support collaborative efforts to quickly move ADN graduates into becoming BSN graduates in various seamless, non-repetitive, timely, and cost-effective ways.

We recognize the tremendous work and efforts of the BRN in supporting nursing practice and education in the state of California. We are at a critical point where nurse educators and clinical agencies need to unite to seek innovative approaches for the education of our future RN workforce. ACNL, ANA\C, CACN, and COADN are committed to working with the BRN, professional nursing, and healthcare facilities to address this issue to ensure that our nurses are well prepared to care for Californians across the continuum of care.

Respectfully submitted,



Association of California Nurse Leaders (ACNL)



American Nurses Association of California (ANA\C)



California Association of Colleges of Nursing (CACN)



California Organization for Associate Degree Nursing Program Directors (COADN) – North



California Organization for Associate Degree Nursing Program Directors (COADN) - South