



Welcome to the Survey

Over the last few months, the California Board of Registered Nursing (BRN) has heard from California Schools of Registered Nursing (i.e. pre-licensure Associate Degree (ADN), Bachelor of Science in Nursing (BSN) and Entry Level Master's Program (ELM) that there has been a decrease in the number of acute care and non-acute clinical sites available to pre-licensure students for clinical education rotations. The BRN has received calls from pre-licensure programs related to changes in clinical affiliation agreements and/or options for scheduling RN students that resulted in decreased access to clinical sites.

In November 2017, the BRN distributed a survey to all California pre-licensure RN programs to determine the extent of clinical education displacement*. A revised BRN survey will be distributed so that all pre-licensure programs can provide a response. However, in addition to the School of Nursing Annual Survey, information provided by the facilities is important to provide complete understanding of the scope of the issue.

The clinical displacement matter has been brought before the BRN over the past several years. Our goal is to turn what appears to be an emerging problem into an opportunity by informing needs and trends and considering ideas and available options in providing alternate clinical education experiences for our future RN colleagues. The following survey has been designed to capture data from healthcare agency Chief Nursing Officers and Directors of Nursing on their organizations' capacity and intent to provide clinical education experiences for pre-licensure RN students that may increase, decrease, or modify access, or remain unchanged going forward. You may want to consult with or ask your Director of Education or the individual responsible for clinical placements at your facility to assist you in completing this survey.

This information will allow the BRN to better understand the breadth and depth of this issue. The data collected will be provided to the BRN Nursing Education Workforce Advisory Committee (NEWAC) to assist in identifying placement trends, experiences, and options. The survey is anonymous, individual results are not identified, and only aggregate data will be reported. You will have the opportunity to add comments at intervals and at the end of the survey. This survey pertains **ONLY** to **pre-licensure RN** programs regarding clinical education of enrolled students. Please provide information regarding your agency affiliation with pre-licensure RN programs including ADN, BSN, and ELM.

* Displacement is defined as a student and/or cohort of students enrolled in a nursing education program and placed in a site to gain clinical experience who are replaced by a student and/or cohort of students from another nursing education program for a shift, unit, entire placement or fewer preceptorships.



Background Information

1. Type of facility (select all that may apply):

- Acute Care Healthcare Agency
- Long term care (Post-acute)
- Sub-Acute Care
- Other inpatient (describe)
- Clinic/ambulatory
- Other (describe)

2. What type of pre-licensure nursing program students does your healthcare agency accept? Check all that apply.

- ADN
- BSN
- ELM

3. What is the position title of the individual in your healthcare agency who is the designated individual to approve specific clinical placements?

4. Is your healthcare agency Magnet designated?

- Yes
- No. If no, is your healthcare agency currently pursuing a Magnet status?

5. Has there a change at your healthcare agency in the process of approving clinical placements for pre-licensure nursing programs Between July 1, 2016 and June 30, 2017? Please explain.

- Yes
- No

6. Have there been attempt toward diversifying the types of pre-licensure nursing education programs your healthcare agency partners with? If yes, please describe, for example ADN, BSN, Private, Public, etc.

- Yes
- No

7. Between July 1, 2016 and June 30, 2017, how many students enrolled in pre-licensure nursing programs did you provide initial orientation for all pre-licensure nursing programs?

Choices: unknown, n/a, increments of 50



8. Identify the county where your healthcare agency (agencies) is located:

01 - ALAMEDA	15 - KERN	30 - ORANGE	45 - SHASTA
02 - ALPINE	16 - KINGS	31 - PLACER	46 - SIERRA
03 - AMADOR	17 - LAKE	32 - PLUMAS	47 - SISKIYOU
04 - BUTTE	18 - LASSEN	33 - RIVERSIDE	48 - SOLANO
05 - CALAVERAS	19 - LOS ANGELES	34 - SACRAMENTO	49 - SONOMA
06 - COLUSA	20 - MADERA	35 - SAN BENITO	50 - STANISLAUS
07 - CONTRA COSTA	21 - MARIN	36 - SAN BERNARDINO	51 - SUTTER
08 - DEL NORTE	22 - MARIPOSA	37 - SAN DIEGO	52 - TEHAMA
09 - EL DORADO	23 - MENDOCINO	38 - SAN FRANCISCO	53 - TRINITY
10 - FRESNO	24 - MERCED	39 - SAN JOAQUIN	54 - TULARE
11 - GLENN	25 - MODOC	40 - SAN LUIS OBISPO	55 - TUOLUMNE
12 - HUMBOLDT	26 - MONO	41 - SAN MATEO	56 - VENTURA
13 - IMPERIAL	27 - MONTEREY	42 - SANTA BARBARA	57 - YOLO
14 - INYO	28 - NAPA	43 - SANTA CLARA	58 - YUBA
	29 - NEVADA	44 - SANTA CRUZ	

9. Number of licensed acute care beds:

- <150
- 151-250
- 251-350
- 351-450
- 451-550
- 551-650
- >650

Other or n/a, please explain:

10. Patient volume indicators related to your current fiscal year (as applicable, indicate N/A when not applicable to your agency):

- Medical/Surgical (ADC):
- Telemetry (ADC):
- Critical Care (ADC):
- Obstetrics (average # deliveries/day):
- NICU (ADC):
- Pediatrics (ADC):
- Mental Health/Psychiatry (ADC):
- ED (average # visits/day):
- Long Term Care/Post-Acute Care (ADC):
- Sub-Acute Care (ADC):
- Ambulatory Care/Clinic(s) (average # visits/day):
- Other (describe setting and volume):



11. Number of units/areas that provide each type of care (indicate “0” as applicable rather than leaving any blank):

Medical/Surgical/Telemetry:

Obstetrics (count total # units/areas including L&D, Post-Partum, Newborn Nursery combined):

Pediatrics:

Psych/Mental Health

Geriatrics:

Critical Care/ICU:

NICU (either Level 2 and/or 3 combined):

ED:

Long Term Care/Post-Acute Care:

Sub-Acute Care:

Ambulatory Care/Clinic(s):

Other (describe):

12. Does your agency have a clinical affiliation agreement with one or more RN schools to provide clinical education to pre-licensure programs?

Yes ([skips to question #13](#))

No ([skips to question #14](#))



Clinical Affiliation Agreement

13. How many clinical affiliation agreements with RN schools for pre-licensure programs are in place?

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- >20

14. If your healthcare agency does not provide clinical education site(s) for pre-licensure RN students. If not now, is there an option to consider doing so in the future? (please comment)

(skips to end of survey)



Student Clinical Education Experience

15. Number of units/areas that currently provide pre-licensure RN student clinical education experiences (place a number after each, indicating "0" units or departments rather than leaving any blank):

Medical/Surgical/Telemetry:

Obstetrics (count total # units/areas including L&D, Post-Partum, Newborn Nursery combined):

Pediatrics:

Psych/Mental Health

Geriatrics:

Critical Care/ICU:

NICU (either Level 2 and/or 3 combined):

ED:

Long Term Care/Post-Acute Care:

Sub-Acute Care:

Ambulatory Care/Clinic(s):

Other (describe):

16. Number of RN pre-licensure programs by type of program currently affiliated with your agency (indicate # of each type of RN program, or enter "0" when none):

ADN:

LVN to RN:

BSN:

Entry-level Masters:

Total number of Pre-Licensure RN programs:

17. Were there changes implemented by your agency in the number of RN pre-licensure clinical placements scheduled over the past two academic years (fall 2015 – fall 2017):

Increased the number of RN clinical placements

Decreased the number of RN clinical placements (some schools, programs, cohort groups or preceptorships were displaced compared with prior historical placements)

No change in the number of RN clinical placements

18. Are changes being made now by your agency in the number of RN pre-licensure clinical placements in this current academic year? (fall 2017-fall 2018)

Increase the number of RN clinical placements

Decrease the number of RN clinical placements (some schools, programs, cohort groups or preceptorships were displaced compared with prior historical placements)

No change in the number of RN clinical placements



19. What changes are anticipated to be made by your agency in the number of RN pre-licensure clinical placements in the next academic year? (fall 2018-summer 2019)

Increase the number of RN clinical placements

Decrease the number of RN clinical placements (some schools, programs, cohort groups or preceptorships were displaced compared with prior historical placements)

No change in the number of RN clinical placements

20. If your agency has decreased the number of historical clinical placements, or the type of RN pre-licensure programs to be scheduled, or anticipates doing so going forward in the next 1-2 years, that may result in displacement of one or more currently affiliated pre-licensure RN programs, please indicate contributing factors or rationale for these changes (select all that apply)

Decrease in patient census or volume of care

Closure or consolidation of units within the agency

Clinical RN staff workload, fatigue or other internal practice issues

Need to place fewer students per unit/area and/or utilize more units/areas per student cohort group due to increased complexity of care

Need to place fewer students per unit/area and/or utilize more units/areas per student cohort group due to clinical staff workload/pace

Need to place fewer students per unit/area and/or utilize more units/areas per student cohort group due to limited/variable level of clinical staff experience, number of newly licensed/newly hired RNs, or staff vacancies

Accepting more students from one or more existing nursing program(s) historically affiliated with Healthcare Agency (growth in selected existing program(s) impacting placement capacity for other affiliated schools)

Adopting (new) affiliation agreement(s) from nursing programs not historically affiliated with agency (selected expansion may impact existing affiliations)

Administrative decision to shift or redistribute available clinical educational opportunities from one or more ADN program(s) to one or more BSN or Entry-level Masters programs consistent with hiring needs/practices/ hire RNs with a minimum of a BSN required.

Not applicable – agency has not decreased the number of clinical placements or types of affiliated programs nor anticipates doing so within the next Fall 2018 – Spring 2020.

Other (please comment)



21. For healthcare agencies that have reduced the number of RN pre-licensure clinical placements, or changed the mix/types of affiliated RN programs resulting in displacement of one or more nursing program(s) without alternative placements provided within your agency, what type of program(s) were displaced? Consider the period between July 1, 2015 and June 30, 2017, (Select all apply, entering the number of programs impacted)

ADN:

LVN to RN:

BSN:

Entry-level Masters:

Not applicable, agency has accommodated changes in clinical placements within the agency providing acceptable alternatives to schools without displacement of schools to other Healthcare Agencies

22. For Healthcare Agencies that have increased the number or type of RN pre-licensure clinical placements provided to affiliated programs, what type of program(s) were involved? (Select all that apply, entering the number of new programs added in the last 2 years)

ADN:

LVN to RN:

BSN:

Entry-level Masters:

23. What specialties are in greatest demand for clinical education placement in your healthcare agency, thus presenting limitations for you to accommodate the number of pre-licensure RN placement requests needed?

Medical/Surgical/Telemetry

Obstetrics (count total # units/areas including L&D, Post-Partum, Newborn Nursery combined)

Pediatrics

Psych/Mental Health

Geriatrics

Critical Care/ICU

Community Health

NICU (either Level 2 and/or 3 combined)

ED

Long Term Care/Post-Acute Care

Sub-Acute Care

Ambulatory Care/Clinic(s)

Other (describe)



24. What clinical specialties/types of units in your agency have some opportunity for further clinical placements (expansion) on selected days or hours/shifts that could provide additional pre-licensure RN clinical education capacity? (Select all that apply)

- Medical/Surgical/Telemetry
- Obstetrics (count total # units/areas including L&D, Post-Partum, Newborn Nursery combined)
- Pediatrics
- Psych/Mental Health
- Geriatrics
- Critical Care/ICU
- Community Health
- NICU (either Level 2 and/or 3 combined)
- ED
- Long Term Care/Post-Acute Care
- Sub-Acute Care
- Ambulatory Care/Clinic(s)
- Other (describe)
- None, no options for expansion

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Consortium or Organized Group

25. Are there academic practice consortiums or other organized groups in your area involved in addressing clinical placements between schools and clinical facilities?

- Yes
- No
- Do not know

26. Does your healthcare agency participate in an academic practice consortium or organized group?

- Yes
- No
- Do not know

27. How does a healthcare agency become a member of the consortium or participate in the organized group in your area? (Select all that apply)

- Complete an application/paperwork
- Pay a fee
- Meet certain requirements (please explain or comment)
- By invitation (please explain or comment)
- I do not know
- Other, please describe requirements, invitation or other methods:

28. For those that are members of a consortium or participate in an organized group working together on clinical placements, are you satisfied with the clinical placement process?

- Not at all satisfied
- Somewhat dissatisfied
- Somewhat satisfied
- Very satisfied
- Not known/not applicable/do not participate

29. For those that are members of a consortium or participate in an organized group working together on clinical placements, describe what you are satisfied with about the consortium or group (healthcare agencies that are not members of a consortium or do not participate in an organized group respond n/a):



30. For those that are members of a consortium or participate in an organized group working together on clinical placements, describe what you would like to see changed or improved about the consortium or group (healthcare agencies that are not members of a consortium or do not participate in an organized group should respond n/a):

31. Please provide any other information that would help inform this clinical placement/displacement issue, or ideas and solutions that may should be considered moving forward. Comments are optional, however encouraged and valued.

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Thank You

Thank you for participating in this survey.

The California Board of Registered Nursing appreciates your valuable input.

If you have any questions about this survey, please contact Susan Engle at Susan.Engle@dca.ca.gov

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