

**COMMONWEALTH OF MASSACHUSETTS
BOARD OF REGISTRATION IN NURSING**
250 Washington Street, Room 3C
Boston, MA 02108

And Via Zoom Webinar

Wednesday, May 8, 2024 9:00 am | 2 Hour 30 Minutes | (GMT-04:00) Eastern Time (US & Canada)

Event address for attendees:

<https://us06web.zoom.us/j/81194902727>

Join by Phone:

+1-602-333-0032 US Toll

+1-888-270-9936 US Toll Free

Access code: 247716

Minutes of the Regularly Scheduled Board Meeting

Wednesday, May 8, 2024

Board Members Present In Room 3C

None

Board Members Present Via Audio Or Video

K.A. Barnes, JD, RPh

K. Crowley, DNP, RN

A. Joseph, MD

L. Keough, PhD, RN, CNP

M. McAuliffe, DNP, RN

J. Monagle, PhD, RN

D. Nikitas, BSN, RN

V. Percy, MSN, RN

A. Sprague, BS, RN

Board Members Not Present

L. Kelly, DNP, RN, CNP, Chairperson

A. Alley, MSN, RN, Vice Chairperson

R. Reynolds, PhD, MSN, RN

Staff Present In Room 3C

P. Scott, Licensing Coordinator

L. Bermudez, Program Coordinator I

S. Gaun, Office Support Specialist I

Staff Present Via Audio Or Video

H. Cambra, JD, BSN, RN, Executive Director

L. Hillson, PhD, MSN, RN, Assistant Director for
Policy and Research

H. Engman, JD, Chief Board Counsel

R. Barros, JD, Board Counsel

M. Bresnahan, JD, Board Counsel

H. Caines Robson, MSN, RN, Nursing Education
Coordinator

Staff Not Present

G. Velez Rivera, MBA, SARP Monitoring
Coordinator

E. Conlon, SARP Monitoring Coordinator

L. Ferguson, Paralegal

K. Jones, Probation Compliance Officer

P. McNamee, MS, RN, Nursing Practice Coordinator
C. DeSpirito, JD, BSN, RN, Complaint Resolution
Coordinator
A. Hallowell, BSN, RN, Complaint Resolution
Coordinator
L. Almeida, RN, Nursing Investigations Supervisor
M. Waksmonski, MSN, RN, SARP Coordinator

TOPIC:

Call to Order & Determination of Quorum

DISCUSSION:

K. Crowley confirmed by roll call that a quorum of the Board members was present and announced that the meeting was being recorded.

ACTION:

At 9:02 a.m., K. Crowley DNP, RN, Interim Chairperson, called the May 8, 2024 Regularly Scheduled Board Meeting to order.

TOPIC:

Approval of Agenda

DISCUSSION:

H. Cambra requested that Agenda Item X. A. be moved to be heard as the first matter, before Agenda Item IV. A.

ACTION:

Motion by K. Crowley, seconded by A. Joseph, and voted by roll call with K.A. Barnes, K. Crowley, A. Joseph, L. Keough, M. McAuliffe, J. Monagle, D. Nikitas, V. Percy, and A. Sprague unanimously in favor to approve the Agenda as revised.
Motion carries.

TOPIC:

Approval of Board Minutes for the April 10, 2024 Meeting of the Regularly Scheduled Board Meeting

DISCUSSION:

None.

ACTION:

Motion by J. Monagle, seconded by A. Joseph, and voted by roll call with K. Crowley, A. Joseph, L. Keough, M. McAuliffe, J. Monagle, D. Nikitas, V. Percy, and A. Sprague unanimously in favor to accept the Minutes of the April 10, 2024 Regularly Scheduled Board Meeting as presented.
K.A. Barnes abstained.
Motion carries.

TOPIC: Reports, Announcements and Administrative Matters
Announcements

DISCUSSION:

H. Cambra wished a Happy Nurse's Week to all the nurses on our staff, and to all Licensee's within the Commonwealth.

H. Cambra reminded Board Members that their state email passwords are expiring and to change their passwords to prevent being locked out of their accounts.

H. Cambra announced that only Regular Session will be taking place today due to loss of quorum, and any future absences be communicated to Board Staff ahead of time to ensure that future meetings will be able to proceed.

H. Cambra reminded Board Members that nominations for Board Chair and Vice Chair are open and to contact H. Cambra with nominations.

ACTION:

So noted.

TOPIC: SARP

Activity Report

DISCUSSION:

M. Waksmonski was available for questions.

ACTION:

So noted.

TOPIC: Probation

Staff Action Report – None

DISCUSSION:

None.

ACTION:

None.

TOPIC: Probation

Request for Termination of Probation/Stayed Probation – None

DISCUSSION:

None.

ACTION:

None.

TOPIC: Probation

Request for Notice of Violation and Further Discipline – None

DISCUSSION:

None.

ACTION:

None.

TOPIC: Practice Coordinator Staff Report

DISCUSSION:

P. McNamee was available for questions.

ACTION:

So noted.

TOPIC: Education

Nursing Education Staff Report

DISCUSSION:

H. Caines Robson was available for questions.

ACTION:

So noted.

TOPIC: Education

244 CMR 6.05(3)(C) Full Approval Status

Emmanuel College Maureen Murphy Wilkens School of Nursing and Clinical Sciences,
Baccalaureate Degree Registered Nurse Program – Represented by Program Chair C. Femia,
present via Zoom Audio and Video

DISCUSSION:

H. Caines Robson summarized her previously distributed memorandum and attached exhibits to the Board.

ACTION:

Motion by J. Monagle, seconded by K. Crowley, and voted by roll call with K.A. Barnes, K. Crowley, A. Joseph, L. Keough, M. McAuliffe, J. Monagle, D. Nikitas, V. Percy, and A. Sprague unanimously in favor to:

1. Accept the staff compliance report finding that the Program has provided satisfactory evidence of compliance with the regulations at 244 CMR 6.04 1(a), 1(b)(2), 1(c), 1(d), 1(e), 1(f), 1(g), 1(h), 1(i), 1(j), 1(k), 1(l), 2(a), 3(a), 3(b), 3(c), 3(d), 4(a), 4(b)(1), 4(b)(2), 4(b)(3), 4(b)(4), 5(a), 5(b)(1), 5(b)(2), 5(c)(1), 5(c)(2), 5(d), 5(e), 5(f).
2. Grant the Program Full Approval Status.

Motion carries.

TOPIC: Education

244 CMR 6.07 Nursing Education Program Changes

Springfield Technical Community College Associate Degree Nursing Program – Represented by Assistant Dean L. Fugiel, present via Zoom Audio and Video

DISCUSSION:

Deferred.

ACTION:

Deferred.

TOPIC: Education

244 CMR 6.07 Nursing Education Program Changes

Merrimack College Baccalaureate Degree Nursing Program – Undergraduate Program Director L. Sheppard, present via Zoom Audio and Video

DISCUSSION:

H. Caines Robson summarized her previously distributed memorandum and attached exhibits to the Board.

L. Sheppard stated that this change can improve the student experience, and enable students to have a strong preceptorship experience, as the program is new and there have been difficulties with securing students with preceptorship experiences in the past. J. Monagle agreed that it is a good solution to get students with strong, high-quality, placements.

K. Crowley asked if it will be voluntary for students to take the summer course instead of the spring course for the last semester, and L. Sheppard confirmed. K. Crowley asked if the clinical sites are agreeable to having precepted students in the summertime, and L. Sheppard confirmed. K. Crowley asked for clarification on whether the clinical rotations will be focused on med-surg versus pediatrics, and L. Sheppard confirmed that there is a requirement to take the Critical Care course in the spring in preparation for adult med-surg/critical care type experience.

ACTION:

Motion by J. Monagle, seconded by K. Crowley, and voted by roll call with K.A. Barnes, K. Crowley, A. Joseph, L. Keough, M. McAuliffe, J. Monagle, D. Nikitas, V. Percy, and A. Sprague unanimously in favor to Grant the Program approval for the addition of the NUR4550 Capstone Course to the Merrimack College Baccalaureate Degree Nursing program curriculum plan.

Motion carries.

TOPIC: Education

244 CMR 6.08 Noncompliance with the Standard of Nursing Education Programs

Laboure College Associate Degree Nursing Program – Represented by President L. Hsu, with Dean of Nursing E. Costello, Associate Chair of Nursing A. Sinewick, present via Zoom Audio and Video

DISCUSSION:

H. Caines Robson summarized her previously distributed memorandum and attached exhibits to the Board.

L. Hsu stated that the Program has been working for 20 months to improve the Program and have made changes to policy and admission requirements. L. Hsu stated that tutoring and mentoring have contributed to student success, and NCLEX pass rates have drastically improved to fall between 84% - 94%. L. Hsu stated that the request is based on the Program's ability to support the students through increased faculty, resources, and culture based on evidence-based decision making. E. Costello added that the requested increase in enrollment numbers was decided based on the resources the Program has and will be for the Fall 2024 semester. E. Costello added that they would like to accept 64 students into the first professional course, NUR1015, ten (10) LPN Advanced Study students into NUR1025 or NUR1035, and 100 new students into the Nursing Program, to begin in General Education courses, and enter into the Professional Courses in January of 2025. E. Costello stated that the Program would like to continue with the quarterly reports and increase enrollment in NUR1015 by 16 students. E. Costello stated that there are 81 students waiting to enter into the Professional Courses, and if the Board allows the 64 students to enter into the Professional Courses, there would be only a minimal number of students awaiting placement, many of whom still have five (5) to (6) General Education courses to complete. E. Costello stated that for Summer of 2025, the Program is requesting to accept 80 students into their first professional course, ten (10) LPN Advanced Study students into NUR1025 or NUR1035, and 100 new students into the Nursing Program. E. Costello noted that there are ten (10) clinical placements in Stewart facilities, and are keeping an eye on that development, but do have ten (10) non-Stewart clinical placements were identified and if there is any development that impacts the Stewart placements, the students would be able to transfer. E. Costello noted that the first-time NCLEX pass-rate has increased, the Program has a consistent student to faculty ratio, and the tutoring and mentoring services have been supportive to students and the Program will maintain or expand those services. E. Costello added that the Program will continue to submit analysis of unit exams, final exams, and ATI test results, and continue to use the analysis of the ATI mastery exam results and have shown a positive effect on student learning.

K. Crowley noted that the Program has worked hard to implement changes and meet the Standards of Nursing Education Programs. K. Crowley asked the Program for the number of students waiting to be placed in a Nursing course, as previous reports noted 313 students waiting, and for clarity on the changing numbers. E. Costello stated that the changing numbers could be from students taking a break from courses for a year, and still be considered enrolled in the program. E. Costello stated that the admission office aggregated 313 students, and students accepted has been from the current pool. E. Costello stated that some students enrolled in another program or stepped away. E. Costello stated that there are currently 81 active students awaiting placement in professional courses, with 25 having one (1) to two (2) general education to complete for enrollment in Fall 2024, and 15 to 17 students that have more than two (2) general education courses to complete before they can advance to the professional courses in January 2025.

J. Monagle asked how the program is modifying clinical placements for pediatrics and mental health to include face-to-face experience, and E. Costello stated that the Program has done outreach and obtained placements opportunities in Pediatrics, such as schools or head start settings, and regarding mental health placements, the program has obtained partnerships with

facilities to give students those opportunities. E. Costello added that the Program is still evaluating and updating policies and procedures for clinical experiences.

K. Crowley asked why NUR1015 had a 69% completion rate, and asked if this cohort was admitted in the previous admission cycle and how the current policy and procedure implementations impacted this cohort differently than past. E. Costello stated that 17% withdrew from the Program. E. Costello stated that they are evaluating the remediation techniques implemented to see if there was an improvement in test scores and are initiating additional tutoring for English Language Learners. L. Hsu added the program approved a new position in the Student Success and Student Affairs area, which will increase resources. K. Crowley asked if the typical attrition rates for general education courses are 20% - 25%, and E. Costello confirmed.

V. Percy voiced concerns on the Stewart clinical placements due to the issues surrounding Stewart facilities, and adding students without first seeing long-term improvement with the new implementations and modification the Program has made. J. Monagle stated that the quarterly reports would be a good insight into the efficacy of the updated progression policies. K. Crowley added that the NLCEX pass rates have increased, and modified admissions and progression policies to increase the quality of the program and increase student success and agreed with J. Monagle regarding the importance of the quarterly reports from the Program. K. Crowley asked H. Caines Robson for clarification on the quarterly report requirements, and if there is ability to add to the requirements. H. Caines Robson stated that there is a standard one that can be modified to meet the needs of the program.

M. McAuliffe asked for clarification on completion of clinicals, and E. Costello stated that clinicals were 42 hours, 36 face-to-face, and 6 hours of simulation and alternative experience. E. Costello stated that students spend the rest of their time in med-surg experience. M. McAuliffe stated that number seemed low, and J. Monagle stated that it varies program to program, and as long as more than 50% of clinical hours are done face-to-face, it meets the criteria. A. Sinewick added that all cohorts receive 160 hours of clinical experience and receive a variety of experiences.

ACTION:

Motion by J. Monagle, seconded by K. Crowley, and voted by roll call with K.A. Barnes, K. Crowley, L. Keough, M. McAuliffe, J. Monagle, D. Nikitas, V. Percy, and A. Sprague unanimously in favor to:

1. Accept the staff compliance report finding that the Program has provided satisfactory evidence of compliance with the regulations at 244 CMR 6.04 (1) (a), (1) (b), (1) (c), (1) (d), (1) (e), (1)(f), (1) (g), (1) (i) (1), (1) (I) (2), (1) (j) (1) (k), (1) (m), (2) (a), 2 (b), (2) (c), (3) (a), (3) (c), (3)(c), (4 (a), (4)(b)(1), (4)(b)(2), (4 (b) (3), (4)(b)(4), (5) (a), (5) (b), (5) (c), (5) (d) (5)(e) and (5)(f) and noncompliance in (1) (h), (1) (l), and (3) (b).
2. Grant the Program Full Approval status.
3. Grant the Program approval for admission and enrollment as outlined.
4. Direct the Program to submit the follow directives: **Due August 8, 2024**
 1. Revised published policies for the 14 Board required policies with specific non-discriminatory criteria and faculty meeting minutes demonstrating the use of data by

- faculty to develop, implement, and evaluate those policies [ref 244 CMR 6.04 (1)(d) & (3(a)2];
2. Revised systematic evaluation plan to includes, but not limited to, clearly stated evaluation criteria, expected levels of achievement specificity (achievable and measurable) across all criterion; and review of all Board required outcomes and 14 Board required policies.
 3. Revise written policy for maintenance and retirement of student, graduate and faculty records and evidence of an internal audit to ensure compliance with that policy [ref 244 CMR 6.04 (1)(g)];
 4. List of faculty teaching each course (clinical and didactic) and preceptors demonstrating that they meet all regulatory requirements for licensure, education, and experience [ref 244 CMR 6.04 (2)(b)];
 5. Provide a table outlining all currently admitted students who have completed all general education courses and meet the qualifications to enter the professional nursing courses.
 6. Table demonstrating individual and aggregated student data, showing compliance with admission, and progression policies.
 7. Provide a table outlining the clinical partnerships and clinical assignments for the Summer semester.
 8. Operational budget demonstrating appropriate fiscal resources to support the Program.
 9. Update to Faculty recruitment plan.
 10. On going plan to ensure program outcomes.
 11. Direct the Program to:
 - a. Continue to submit quarterly reports outlining:
 - i. Number of students enrolled in General Education and each Professional course
 - ii. Number of students enrolled in mandatory tutoring after each exam.
 - iii. Prior to the start of semester, Clinical groups with student groups, faculty, clinical agency and times.
 - iv. Any changes to clinical placements after clinical start
 - v. Prior to the start of semester mental health and pediatric clinical sites.
 - vi. Meeting minutes demonstrating faculty using data for program evaluation
 12. If the Program is granted approval to resume admissions submit:
 - a. Table demonstrating how each applicant meets the admissions criteria.

Failure to provide evidence to the Board by the established due dates will result in the Board's evaluation of the Program's approval status [ref 244 CMR 6.08(1)].

A. Joseph abstained.

Motion carries.

TOPIC: Education

244 CMR 6.08 Noncompliance with the Standard of Nursing Education Programs

Lawrence Memorial Regis College Associate Degree Nursing Program – Represented by Vice President N. Bittner, present via Zoom Audio and Video

DISCUSSION:

H. Caines Robson summarized her previously distributed memorandum and attached exhibits to the Board.

J. Monagle asked for clarification on the failure rates for courses on the SPE, and what they have implemented to support the students. N. Bittner stated that they have increased tutoring and obtained the full ATI series. J. Monagle asked about the readmitted students and revising the admission policy, and N. Bittner stated the rubric was modified and students are allowed the repeat one (1) course, and implemented a policy that if a student falls below the pass rate of 70% or higher, then they made not repeat the course, but can reapply for readmission and provide a reflective presentation and interview on what the student will do differently to increase success.

ACTION:

Motion by J. Monagle, seconded by K. Crowley, and voted by roll call with K.A. Barnes, K. Crowley, A. Joseph, L. Keough, M. McAuliffe, J. Monagle, D. Nikitas, V. Percy, and A. Sprague unanimously in favor to:

1. Accept the staff compliance report finding that the Program has provided satisfactory evidence of compliance with the regulations at 244 CMR 6.04 1(a), 1(b), 1(c), 1(d), 1(e), 1(f), 1(g), 1(h), 1(i), 1(j), 1(k), 1(l), 2(a), 2(b), 3(a), 3(b), 3(c), 3(d), 4(a), 4(b)(1), 4(b)(2), 4(b)(3), 4(b)(4), 5(a), 5(b)(1), 5(b)(2), 5(c)(1), 5(c)(2), 5(d), 5(e), 5(f)
2. Continue with Full Approval Status at this time.

Motion carries.

TOPIC: Education

244 CMR 6.11 Procedure or Discontinuance or Termination of an Approved Nursing Education Program

Mildred Elley Practical Nursing Program – Represented by Chair P. Newman, with Academic Chief Officer K. Clough, and Chief Executive Officer and President J. McGrath, present via Zoom Audio and Video

DISCUSSION:

H. Caines Robson summarized her previously distributed memorandum and attached exhibits to the Board.

K. Crowley asked when the cohorts will be graduating, and P. Newman clarified that the students will be graduating between March and July of 2025, and no more students will be admitted by January 2025.

ACTION:

Motion by K. Crowley, seconded by L. Keough, and voted by roll call with K.A. Barnes, K. Crowley, A. Joseph, L. Keough, M. McAuliffe, J. Monagle, D. Nikitas, V. Percy, and A. Sprague unanimously in favor to Accept the Program's 244 CMR 6.11 Notification of for Discontinuance or Termination of an Approved Nursing Education Program.

Motion carries.

TOPIC: Requests for License Reinstatement – None

DISCUSSION:

None.

ACTION:

None.

TOPIC: Strategic Development, Planning and Evaluation

Presentation / Report

GMC/DCF Self-Disclosure Revised Policy

DISCUSSION:

H. Cambra summarized her previously distributed memorandum and attached exhibits to the Board.

ACTION:

Motion by D. Nikitas, seconded by L. Keough, and voted by roll call with K.A. Barnes, K. Crowley, A. Joseph, L. Keough, M. McAuliffe, J. Monagle, D. Nikitas, V. Percy, and A. Sprague unanimously in favor to accept the Proposed GMC/DCF Revised Policy. Motion carries.

TOPIC: Strategic Development, Planning and Evaluation

Topics for Next Agenda

DISCUSSION:

None.

ACTION:

So noted.

TOPIC:

G.L. c. 112, s. 65C Session

DISCUSSION:

None.

ACTION:

None.

G.L. c. 112, s. 65C Session – None

TOPIC:

Adjudicatory Session

DISCUSSION:

None.

ACTION:

None.

Adjudicatory Session – None

TOPIC:

G.L. c.30A, §21 Executive Session – None

DISCUSSION:

None.

ACTION:

None.

G.L. c. 30A, § 21 Executive Session – None

TOPIC:

Adjournment

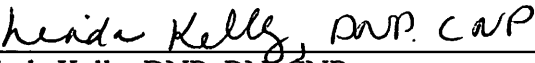
DISCUSSION:

None.

ACTION:

Motion by K. Crowley, seconded by L. Keough, and voted by roll call with K.A. Barnes, K. Crowley, A. Joseph, L. Keough, M. McAuliffe, J. Monagle, D. Nikitas, V. Percy, and A. Sprague unanimously in favor to adjourn the meeting at 10:25 a.m.
Motion carries.

Minutes of the Board's May 8, 2024 Regularly Scheduled Meeting were approved by the Board on June 12, 2024.



Linda Kelly, DNP, RN, CNP
Chairperson
Board of Registration in Nursing

Agenda with exhibits list attached.

**Commonwealth of Massachusetts
Board of Registration in Nursing**

Notice of the Regularly Scheduled Meeting

Regular Session

250 Washington Street
Conference Room 3C
Boston, Massachusetts 02108

And Via Zoom Webinar

Wednesday, May 8, 2024 9:00 am | 2 Hour 30 Minutes | (GMT-04:00) Eastern Time (US & Canada)

Event address for attendees:

<https://us06web.zoom.us/j/81194902727>

Join by Phone:

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Access code: 247716

Wednesday, May 8, 2024

PRELIMINARY AGENDA AS OF 04/29/24 12:05pm

Estimated Time	Item #	Item	Exhibit	Presented by
9:00 a.m.	I.	CALL TO ORDER & DETERMINATION OF QUORUM	None	
	II.	APPROVAL OF AGENDA	Agenda	
	III.	APPROVAL OF MINUTES A. Draft Minutes for the April 10, 2024 Meeting of the Board of Registration in Nursing, Regular Session Via Zoom	Minutes	
	IV.	REPORTS, ANNOUNCEMENTS AND ADMINISTRATIVE MATTERS A. Announcements	Oral / Memo	HC
	V.	SARP A. SARP Activity Report	Report	MW

	VI.	PROBATION A. Probation Staff Action Report – None B. Termination of Probation / Stayed Probation – None C. Request for Notice of Violation and Further Discipline – None		
	VII.	PRACTICE A. Practice Coordinator Staff Report	Report	PM
	VIII.	EDUCATION A. Nursing Education Staff Report B. 244 CMR 6.05(3)(C) Full Approval Status 1. Emmanuel College Maureen Murphy Wilkens School of Nursing and Clinical Sciences, Baccalaureate Degree Registered Nurse Program C. 244 CMR 6.07 Nursing Education Program Changes 1. Springfield Technical Community College Associate Degree Nursing Program 2. Merrimack College Baccalaureate Degree Nursing Program D. 244 CMR 6.08 Noncompliance with the Standard of Nursing Education Programs 1. Laboure College Associate Degree Nursing Program 2. Lawrence Memorial Regis College Associate Degree Nursing Program E. 244 CMR 6.11 Procedure or Discontinuance or Termination of an Approved Nursing Education Program 1. Mildred Elley Practical Nursing Program	Report Report Memo Memo Compliance Report Report Memo	HCR HCR HCR HCR HCR HCR HCR
	IX.	REQUESTS FOR LICENSE REINSTATEMENT – None		
	X.	STRATEGIC DEVELOPMENT, PLANNING AND EVALUATION A. GMC/DCF Self-Disclosure Revised Policy B. Topics For Next Agenda	Memo	TBD

		LUNCH BREAK	
	XI.	M.G.L. c. 112, § 65C SESSION	CLOSED SESSION
	XII.	M.G.L. c. 30A, § 18 ADJUDICATORY SESSION	CLOSED SESSION
	XIII.	EXECUTIVE SESSION The Board will meet in Executive Session as authorized pursuant to M.G.L. c.30A, § 21(a)(1) for the purpose of discussing the reputation, character, physical condition or mental health, rather than professional competence, of an individual, or to discuss the discipline or dismissal of, or complaints or charges brought against, a public officer, employee, staff member or individual. <ol style="list-style-type: none"> Specifically, the Board will discuss and evaluate the Good Moral Character and Massachusetts Department of Children and Families Cases as required for registration for pending applicants. Specifically, the Board will discuss and evaluate the reputation, character, physical condition or mental health, rather than professional competence, of licensees relevant to their petitions for license status change. Specifically, the Board will discuss and evaluate the reputation, character, physical condition or mental health, rather than professional competence, of licensees relevant to their compliance with the term of monitored licensed practice or participation in the Board's Substance Addiction Recovery Program. Approval of prior executive session minutes in accordance with M.G.L. c. 30A, § 22(f) for sessions held during the April 10, 2024 meeting. 	CLOSED SESSION
5:00 p.m.	XIV.	ADJOURNMENT	

If you need reasonable accommodations in order to participate in the meeting, contact the DPH ADA Coordinator Erin Bartlett at erin.bartlett2@mass.gov in advance of the meeting. While the Board will do its best to accommodate you, certain accommodations may require distinctive requests or the hiring of outside contractors and may not be available if requested immediately before the meeting.