

**PETITION FOR WAIVER OF INTERIM DIRECTOR QUALIFICATIONS
EAST TEXAS BAPTIST UNIVERSITY
BACCALAUREATE DEGREE NURSING EDUCATIONAL PROGRAM**

SUMMARY OF REQUEST:

Consider the request from East Texas Baptist University (ETBU) in Marshall, Texas, to approve a waiver of the required interim dean/director qualifications on behalf of Leslie Borcharding, MS, RN, to be appointed interim dean/director of the ETBU Baccalaureate Degree Nursing Educational Program and the recommendation from the Education Liaison Committee (ELC).

HISTORICAL PERSPECTIVE:

Year	Approval Status	NCLEX-RN® Pass Rate	Number of First-Time Candidates Passed/Total
2007	Full	78.57%	17/18
2006	Full	87.50%	21/24
2005	Full	88.89%	16/18
2004	Full	45.45%	10/22

- The ETBU BSN Educational Program began operation in 1992.
- In February 2005, the program was directed to complete a self study due to a 45.45% pass rate for 2004. Corrective actions were implemented by the program after the Board accepted the self-study report was accepted at the April 2005 Board meeting and these corrective actions were evidently effective as the program's pass rate remained 80% or greater until 2007.
- Board staff conducted a survey visit of the program in January 2006 and at the April 2006 Board meeting, the Board issued commendations, recommendations, and requirements to be met. The program appropriately addressed all the recommendations and met all the requirements.
- Due to a 78.57% pass rate on the 2007 NCLEX-RN® examination, the program was required to submit a self-study report that evaluated factors which contributed to graduates' performance and a description of corrective measures to be implemented.
- The Self-Study Report was received in the Board office on April 10, 2008 (See Agenda Item, 3.2.3.a.).
- The dean/program director submitting the self-study was appointed to the position on August 15, 2006, but has recently resigned.
- ETBU is requesting a waiver to appoint an interim dean and director of the program who does not hold a doctoral degree as required by the rule in order to qualify to administer a BSN educational program
- The rule specifies that the dean/director shall hold a doctoral degree if administering a baccalaureate or master's degree nursing educational program.
- Ms. Borcharding does not hold a doctoral degree and is not currently enrolled in a doctoral program. Ms. Borcharding does have an MS in Nursing and both teaching and administrative experience in baccalaureate nursing education as a nursing faculty member at ETBU since January 2005.
- ETBU submitted the necessary letter and supporting documentation requesting a waiver of the required director qualifications. Board staff conducted a review of the supporting documentation that was submitted with the petition and completed the BON Internal Checklist - Approval to Appoint New Dean, Director, or Coordinator (See Attachment One).
- Current policy requires that a petition for a waiver of director qualifications be referred to the ELC for review and recommendation.

PROS AND CONS:Pros-

- Ms. Borcharding, does have a MS in Nursing and both teaching and administrative experience in baccalaureate nursing education as a nursing faculty member at ETBU since January 2005.
- A review of the petition and the supporting documentation revealed that Ms. Borcharding meets all the other required qualifications to be a director of a degree nursing educational program.
- If the waiver is granted by the Board and Ms. Borcharding is appointed as interim dean/director, an extensive mentoring plan has been developed (See Attachment Two).

Cons-

- Due to a 78.57% pass rate on the 2007 NCLEX-RN® examination, the program was required to submit a self-study report that evaluated factors which contributed to graduates' performance and a description of corrective measures to be implemented. This self-study was received in the Board office on April 10, 2008 (See Agenda Item, 3.2.3.a.).
- Ms. Borcharding is not currently enrolled in a doctoral program.

ELC RECOMMENDATION:

The ELC has reviewed the petition and the supporting documentation and recommends that the waiver of the required director qualifications on behalf of Leslie Borcharding, MS, RN, to be appointed interim dean/director of the ETBU Baccalaureate Degree Nursing Educational Program be approved with requirements to be met. A temporary waiver for Ms. Borcharding to be appointed interim dean/director of the ETBU Baccalaureate Degree Nursing Educational Program was granted (See Attachment Three) until the July 2008 Board when the Board will be able to review the ELC recommendation and make a decision on the approval of the waiver of the required doctoral degree for a dean/director of a baccalaureate degree nursing educational program.

STAFF RECOMMENDATION:

Move to approve the waiver of the required doctoral degree in order to administer a baccalaureate nursing education program on behalf of Leslie Borcharding, MS, RN, to be appointed interim dean/director of the East Texas Baptist University Baccalaureate Degree Nursing Educational Program for a period of one (1) year based on the documentation and the ELC recommendation, and issue the requirements to be met, as indicated in the attached letter (See Attachment Four).

INTERNAL CHECKLIST: APPROVAL TO APPOINT NEW DEAN, DIRECTOR, OR COORDINATOR

1. Name of Program/Type of Program: **East Texas Baptist, Baccalaureate Degree Nursing Educational Program**
2. Name of New Dean, Director, or Coordinator and Credentials: **Leslie Borcharding, MS, RN**
3. Requested Date of Appointment: **As soon as possible.**
4. Date notification letter received from the controlling agency/governing authority of the institution: **06/20/08**
5. *New Dean, Director, or Coordinator Qualification Form* received from controlling agency/governing institution?
X - Yes ___
6. Program Approval: ___X - Full
7. *Curriculum Vitae* received? **X** - Yes
8. Holds a current license or privilege to practice as a Registered Nurse in the State of Texas? X - Yes

RN License # **243959** State: **TX** Expiration Date: **02/28/2010** **Attach verification.**

For Vocational Nursing Education Programs Only

1. NA Actively employed in nursing for past five years? ___ Yes ___ No
2. NA If not actively employed in nursing for past years, check all of the following that apply:
Has advanced preparation in: ___ nursing ___ nursing education ___ nursing administration
 ___ prior relevant nursing employment
3. NA Has degree: ___ Yes ___ No If "Yes", Indicate degree: _____
If has a degree, must submit *Official Transcripts*. Received: ___ Yes ___ No
4. NA Has equivalent experience that demonstrates competency and advanced preparation in nursing, education, and administration. ___ Yes ___ No
5. NA Has had five years of varied nursing experience since graduation from a professional nursing education program?
 ___ Yes ___ No

For Professional Nursing Education Programs Only

1. *Official Transcripts* from all educational institutions received? **Copies received** X Yes
2. Holds a master's or doctorate degree in nursing? X Yes
3. Holds a doctoral degree, if administering a baccalaureate or master's degree program (Rule 215)?
X No
4. Has a minimum of three years teaching experience in professional nursing education program (Rule 215)?
X Yes
5. Has demonstrated knowledge, skills and abilities in administration within professional nursing education program (Rule 215)? X Yes
6. NA Has a minimum of three years teaching experience in a program appropriately related to type of program being administered (Rule 219)? ___ Yes ___ No
7. NA Has demonstrated knowledge, skills and abilities in administration within graduate level advanced education programs (Rule 219)? ___ Yes ___ No
8. NA Authorized to practice as APN in role and specialty appropriate to type of program (Rule 219)? ___ Yes ___ No
APN Role and Speciality: _____

___ Appointment approved. Date approval/confirmation letter sent from BON: _____
___ Requires Waiver of Qualifications. Date controlling agency/governing institution notified: _____

Attachment "B" to Petition for Waiver of Dean, Director, or Coordinator Required Qualifications Form

Re: Leslie Borcharding

Plan for Adequate Supervision of Individual:

- Regularly scheduled meetings with Vice President of Academic Affairs
 - Every 2 weeks during the fall 2008 semester
 - Monthly during the spring 2009 semester
- Meetings with the Vice President of Academic Affairs in addition to scheduled meetings as needed for any urgent problem resolutions should they arise
- Weekly Dean's Council meeting attendance and participation

Plan for Adequate Support to Mentor Individual:

- Baylor University Louise Herrington School of Nursing will share program and course materials as needed and will allow ETBU students to attend end of semester NCLEX-RN review course and participate in other educational offerings as deemed appropriate
- Agreement with Judy Lott, DSN, RN, Professor and Dean, Baylor University Louise Herrington School of Nursing to provide onsite and telephone consultation and mentorship
- Agreement with Catherine Rosser, EdD, CNA, RN, Undergraduate Program Director, Baylor University Louise Herrington School of Nursing to provide onsite and telephone consultation and mentorship
- Agreement with Mary Brucker, PhD, CNM, Professor and Graduate Program Director, Baylor University Louise Herrington School of Nursing to provide onsite and telephone consultation and mentorship
- ETBU orientation process for new Deans (to be accomplished in part during regularly scheduled meetings with the Vice President of Academic Affairs)
- Mentorship relationship to be established with the Dean of Behavioral Sciences at East Texas Baptist University for informal support



TEXAS BOARD OF NURSING

333 Guadalupe, Suite 3-460

Austin, Texas 78701-3942

Telephone: (512) 305-7400

Fax: (512) 305-8101

Web Address: www.bon.state.tx.us

Agenda Item: 3.2.7.
Attachment Three

June 30, 2008

J. Paul Sorrels, PhD
Provost/Vice President for Academic Affairs
East Texas Baptist University
1209 North Grove Street
Marshall, Texas 75670-1498

Dear Dr. Sorrels:

This letter is to notify you that the Board's Education Liaison Committee (ELC) has reviewed your request for a waiver of the required doctoral degree for a nurse administering a baccalaureate degree nursing educational program on behalf of Leslie Borcharding, MS, RN for approval of appointment as Interim Dean and Director of the East Texas Baptist University (ETBU) Baccalaureate Degree Nursing Educational Program. The ELC has recommended approval of the waiver of the required doctoral degree and granted temporary approval of the waiver for Ms. Borcharding to be appointed the Interim Dean and Director of the Baccalaureate Degree Nursing Educational Program at ETBU. The ELC recommendation to the Board specifies that the waiver will be for one (1) year, Ms. Borcharding must be actively involved in the mentoring plan with the Baylor University Louise Herrington School of Nursing dean, undergraduate program director, and the graduate program director, as described in the request for the waiver, and Ms. Borcharding must pursue the feasibility of enrolling in a doctoral degree program.

Your petition for a waiver of the required doctoral degree on behalf on Leslie Borcharding will be formally presented to the Board at the July 17-18, 2008 Board meeting. At that time the Board will review the recommendation from the ELC and make a decision on the petition. The Board may approve, defer, or deny the petition. If the Board decides to deny the petition, the temporary approval of the waiver of the required doctoral degree for Leslie Borcharding, MS, RN, to be the interim dean and director of the Baccalaureate Degree Nursing Educational Program at ETBU will be immediately rescinded.

Please notify the Board of any change in the employment status of Ms. Borcharding. If additional information or clarification is needed, please contact me at (512) 305-6815 or via email at robbin.wilson@bon.state.tx.us.

Sincerely,

Robbin Wilson, MSN, RN
Nursing Consultant for Education

cc: Leslie Borcharding, MS, RN, Nursing Faculty, Baccalaureate Degree Nursing Educational Program, East Texas Baptist University

DRAFT LETTER

July 30, 2008

J. Paul Sorrels, PhD
Provost/Vice President for Academic Affairs
East Texas Baptist University
1209 North Grove Street
Marshall, Texas 75670-1498

Dear Dr. Sorrels:

Your petition for a waiver of the required doctoral degree for a dean/director administering a baccalaureate or master's degree nursing education program on behalf on Leslie Borcharding, MS, RN, to be appointed interim dean/director of the East Texas Baptist Baccalaureate Degree Nursing Educational Program, was formally presented to the Board at the July 17-18, 2008 Board meeting. At that time the Board reviewed the petition, the supporting documentation, and the recommendation from the Education Liaison Committee (ELC).

Based on the documentation and the recommendation from the ELC, it was the decision of the Board to [approve / deny] the waiver of the required doctoral degree for a dean/director administering a baccalaureate or master's degree nursing education program on behalf on Leslie Borcharding, MS, RN, to be appointed interim dean/director of the East Texas Baptist Baccalaureate Degree Nursing Educational Program for a period of one (1) year and issue the following requirements to be met.

REQUIREMENTS:

1. Ms. Borcharding must be actively involved in the mentoring plan with the Baylor University Louise Herrington School of Nursing dean, undergraduate program director, and the graduate program director, as described in Attachment B included with the request for the waiver.
2. Ms. Borcharding must pursue the feasibility of enrolling in a doctoral degree program.

Requirements are mandatory criteria based on program assessment directly related to the rule that shall be addressed in the manner prescribed.

Please notify the Board of any change in the employment status of Ms. Borcharding. If additional information or clarification is needed, please contact Board staff at (512) 305-6815.

Sincerely,

Linda Rounds, PhD, RN, FNP
President

Robbin Wilson, MSN, RN
Nursing Consultant for Education

cc: Leslie Borcharding, MS, RN, Nursing Faculty, Baccalaureate Degree Nursing Educational Program, East Texas Baptist University