

**PETITION FOR WAIVER OF FACULTY QUALIFICATIONS  
BRAZOSPORT COLLEGE IN LAKE JACKSON, TEXAS  
ASSOCIATE DEGREE NURSING EDUCATIONAL PROGRAM**

**SUMMARY OF REQUEST:**

Consider the petition from Brazosport College (BC) in Lake Jackson, Texas for a waiver of faculty qualifications on behalf of Karen Rowland, RN, BSN, and the recommendation from the Education Liaison Committee (ELC) regarding the petition.

**HISTORICAL PERSPECTIVE:**

- The Associate Degree Nursing Educational Program at BC began in Fall 2008.
- No NCLEX-RN® examination pass rates are available for BC as they have not yet had graduates to test.
- Rule 215.7(d) (3) *Faculty Waiver* provides the following minimum criteria for a prospective faculty member: (a) holds a current license or privilege to practice as a registered nurse in the State of Texas; (b) has at least two years in the last four years of nursing practice experience in the anticipated subject area of teaching responsibility; (c) has earned a bachelor's degree in nursing or completed, as part of a nursing education program culminating in a master's or doctorate degree in nursing, the course work equivalent to the course work for a bachelor's degree in nursing; and either (i) is currently enrolled in a master's nursing education program **and has earned a minimum of 50% of the required credits toward the master's degree in nursing**, excluding thesis or professional paper; or (ii) holds a master's degree in another field and has a documented plan to complete, within a designated time frame, the required number of graduate hours in nursing appropriate to the anticipated subject area of teaching responsibility, six graduate semester hours in nursing to teach in a diploma or associate degree program . . . .
- Susan McCormick, MSN, D.Phil., Division Chair, Health Professions at BC has submitted a petition for waiver of faculty requirements for Karen Rowland, RN, BSN.
- Though Ms. Rowland has a varied background in nursing, she does not possess a graduate degree in nursing, nor has she completed 50% of the required credits toward a master's degree in nursing. She has earned six credits in graduate nursing courses from the University of Texas at Tyler, is currently enrolled in summer course work, and anticipates completing one-half of the required graduate degree credit hours in December 2009.
- Ms. McCormick reported that recruitment efforts were made through advertising locally, regionally, nationally, and via web-based career postings for ADN faculty. Three MSN-prepared candidates were interviewed during 2009. One candidate was not recommended for hire by the faculty search committee, and two were offered employment but declined.
- The Petition for Waiver of Faculty Qualifications Form was referred to the Education Liaison Committee (ELC) for review. (See documents in Attachment #1.)
- Members of the ELC indicated concern but recommended approval of the petition if: 1) the candidate has an identified faculty mentor and the school submits to Board staff the name of the mentor along with a plan for mentoring; and 2) the candidate continues in her master's program as outlined in the petition and the waiver is withdrawn if she withdraws from that program.

**PROS AND CONS:**

Pros:

- Ms. Rowland has worked as adjunct clinical faculty with the BC LVN program since January 2008. She worked with MSN faculty during Fall 2008 and Spring 2009 as an "adjunct clinical extender" in the ADN program.
- Ms. Rowland would supervise clinical learning experiences and assisting in the clinical skills lab. She would have no didactic teaching responsibilities.
- Ms. Cole is enrolled in a MSN program through the University of Texas at Tyler.

Cons:

- The BC ADN program is new and without any history of NCLEX-RN® examination pass rates.
- The faculty is small (3), and the program is expanding to include its second class cohort.

**EDUCATION LIAISON COMMITTEE RECOMMENDATION:**

The members of the ELC voted approval of the petition with two restrictions as follow: 1) the candidate has an identified faculty mentor and the school submits to Board staff the name of the mentor along with a plan for mentoring; and 2) the candidate continues in her master's program as outlined in the petition and the waiver is withdrawn if she withdraws from that program.



**BRAZOSPORT  
COLLEGE**

**DIVISION OF HEALTH PROFESSIONS**

June 10, 2009

Texas Board of Nursing  
Paul R. Waller, PhD, RN Nursing Consultant for Education  
Texas Board of Nursing 333 Guadalupe, Suite 3-460  
Austin, TX 78701-3942

Brazosport College Associate Degree Nursing Program seeks a faculty waiver according to rule 215.7 (d)(1-3) as detailed in guideline 3.5.1.a, section IV. Petition for waiver is requested for prospective program faculty who does not meet minimum Board requirements.

Brazosport College ADN program seeks a waiver for Karen Rowland, RN BSN. Karen is enrolled in the University of Texas at Tyler in a Master of Science in Nursing Program. Karen has completed six graduate hours and is currently enrolled in summer classes. Karen anticipates completion of one-half of required graduate degree credit hours December 2009.

Our need is clinical faculty. Karen would be utilized supervising student clinical experiences and assisting as needed in clinical skills lab. Karen would have no didactic teaching responsibilities. Karen would be full time nursing faculty in the ADN program.

Karen has worked as adjunct clinical faculty with the Brazosport College LVN program since January 2008, averaging 16 clinical hours per week. Karen worked as an adjunct clinical extender with MSN faculty during fall 2008 and spring 2009.

Karen has extensive clinical experience and has demonstrated excellence working with students in clinical settings. Karen has been an asset to our program and our students.

Thank you for considering our petition for faculty waiver.

Sincerely,

  
Susan McCormick MSN D.Phil.  
Division Chair, Health Professions  
Associate Degree Nursing Program Director  
Brazosport College  
500 College Drive Lake Jackson, TX 77566  
979.230.3423 [Susan.McCormick@brazosport.edu](mailto:Susan.McCormick@brazosport.edu)

**TEXAS BOARD OF NURSING**  
**Petition for Waiver of Faculty Qualifications Form**

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Name of Program/Type of Program: Brazosport College Associate Degree Nursing Program

Rationale for Petition:

Our need is clinical faculty. Karen Rowland would be utilized supervising student clinical experiences and assisting as needed in clinical skills lab. Karen would have no didactic teaching responsibilities. Karen would be hired as full time nursing faculty in the ADN program.

Brazosport College ADN program seeks a waiver for Karen Rowland, RN BSN. Karen is enrolled in the University of Texas at Tyler in a Master of Science in Nursing Program. Karen has completed six graduate hours and is currently enrolled in summer classes. Karen anticipates completion of one-half of required graduate degree credit hours December 2009.

Karen has worked as adjunct clinical faculty with the Brazosport College LVN program for 2 years, averaging 16 clinical hours each week. Karen worked as an adjunct clinical extender with MSN faculty during fall 2008 and spring 2009. Our plan is to bring Karen on full time when she meets minimum BON requirements for faculty.

We have selected 20 ADN applicants for fall 2009 entry. Beginning fall 2009 we will have 2 ADN classes at all times; one entry level class and one returning class.

Current faculty levels are not sufficient to meet the clinical needs of the second entry level class. We have an urgent need to hire Karen Rowland August 2009 to meet student needs.

Statement Regarding Recruitment Efforts:

Brazosport College has advertised locally, regionally, nationally, and via web based career postings for ADN faculty. Three MSN faculty candidates were interviewed during 2009. One candidate was not recommended for hire by the faculty search committee. Two were offered employment and declined.

Brazosport College uses an "industry stipend" supplement for nursing faculty salary. Considering salary structure, fringe benefits and retirement package; employment at Brazosport College is competitive and attractive.

The nursing program is developing preceptors in area facilities. Developing a reliable and competent preceptor pool will provide additional clinical support but will not relieve our need for qualified full time faculty.

**Candidate Licensure Information**

Texas Initial Licensure Date: 8/25/1989 Licensure Status: CURRENT - 4/30/2011

Compact Texas License: **YES** Current Disciplinary Action (if applicable): **NONE**

RN License Number: **555584** State: **Texas** Expiration Date: **4/30/2011**

**Name of Prospective Faculty Member:** Karen Rowland

**Requested Dates for Waiver:** From August 1<sup>st</sup> 2009 To August 1<sup>st</sup> 2010

**Projected Date of Employment:** August 1<sup>st</sup> 2009

**Experience:**

- 1) Brazosport College LVN and ADN Programs January 2008 – current  
Adjunct Clinical Faculty – supervising clinical experiences for students rotating in acute care medical and surgical units. Assist as needed in nursing skills lab with student practice and check off
- 2) Brazosport Regional Health System 1994 – 1998 2000 – Current  
Emergency Department Staff and Charge Nurse
- 3) Sweeny Community Hospital – Staff Nurse 1989 – 1993  
Duties included: Emergency Department, Medical Surgical Unit, Labor and Delivery, and ICU

Karen has extensive clinical experience. Karen works full time in an acute care facility. Staff nurses precept LVN and EMS students, as part of their assigned hospital responsibilities.

Karen is well known to Brazosport College nursing faculty as adjunct clinical faculty in the LVN program, and clinical extender in the ADN program. Karen is an excellent nurse and excellent clinical adjunct faculty member.

**Expected Teaching Responsibilities**

Karen Rowland would be used primarily in clinical supervision of ADN nursing students. Karen would assist as need in clinical skills lab. Karen would have no assigned didactic course teaching responsibilities

**Plan for supervising and Mentoring Individual**

Karen would be paired with the two current full time ADN faculty members. Karen would be supervised and mentored by Tanya Klinegardner RN MSN FNP. Karen would be paired with Cathy Cartwright RN MSN in the clinical skills lab and mentored by Cathy. Tanya Klinegardner and Cathy Cartwright meet weekly to review and discuss clinical experiences, review student performance and generally evaluate the clinical experience. Karen has participated in these meetings in the past and would do so on a full time basis if approved by the BON.

**Transcripts**

BSN transcript from UTMB and a current University of Texas at Tyler transcript are attached.

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Dr. Susan McCormick RN MSN  
ADN Program Director  
Chair, Health Professions  
Brazosport College 500 College Drive  
Lake Jackson, TX 77566  
979.230.3423  
Susan.McCormick@brazosport.edu

June 15<sup>th</sup> 2009

**TEXAS BOARD OF NURSING**  
**Nursing Educational Program Demographic Data Form**

Name of Nursing Program/Type of Nursing Program:

*Brazosport College ADN Program*

(1) Number of faculty waivers approved for current (2009) academic year: 0 FT 0 PT

(2) Number of \*faculty with waivers employed during the current (2009) academic year: *None*

0 # of faculty with waivers 0 % of faculty with non-emergency waivers (divide #2 by #3)

(3) Total number of faculty employed for current (2009) academic year: 3 FT 0 PT

(4) Total number of faculty and number of faculty with waivers employed each year during the previous three years:

Year	# Employed	# Waivers
2008	2008 (3)	0
2007	No program	0
		0

(5) Faculty turnover for \*\*previous (2009) academic year: 0

0 FT 0 PT

0 % of faculty turnover.

(6) NCLEX-PN® or NCLEX-RN® Examination pass rate for the past two examination years:

Year	# of Candidates	# Passing	% Passing Rate

Comments: *First class graduates  
May 2010*

**Note:**

\* Fully qualified faculty and faculty with waivers are reported based on the current academic year.

\*\*Turnover of faculty reflects academic year immediately preceding the date of the petition.

\*\*\*\*\*  
*Susan McCormick*  
 Dean, Director, or Coordinator Signature

6/16/09  
 Date

# KAREN ROWLAND BSN-RN-CEN

## PROFESSIONAL QUALIFICATIONS

Advanced Cardiac Life Support  
Trauma Nursing Core Curriculum  
American Burn Association Course  
Certified Emergency Nurse

## PROFESSIONAL COMMITTEES AND ORGANIZATIONS

Active member ENA  
Member of Peer Review Committee  
Medication Usage Team 2005-2007

## PROFESSIONAL EXPERIENCE

January 2008 - current  
Brazosport College LVN Adjunct Clinical Faculty  
ADN Program Clinical Extender

2000 - Present  
Brazosport Regional Healthcare System (Lake Jackson, TX)  
Staff and Charge Nurse in Emergency Department  
1994-1998  
Staff Nurse - Medical Unit and Emergency Department Staff and Charge Nurse

1989-1993  
Sweeny Community Critical Access Hospital (Sweeny, TX)  
Staff Nurse Emergency Department, Medical-Surgical, Labor and Delivery, and ICU responsibilities

## EDUCATION

1981 B.A. English Literature UTEP, El Paso, TX  
1989 Associate Degree in Nursing Galveston College, Galveston, TX  
April 2008 BSN UTMB Galveston, TX

## REFERENCES

Available upon request

## PERSONAL

402 Daffodil  
Lake Jackson, Texas 77566  
(979)297-2642  
newcomb\_1999@yahoo.com

DRAFT LETTER

July 27, 2009

Susan McCormick, MSN, D.Phil., RN  
Division Chair, Health Professions  
Associate Degree Nursing Program Director  
Brazosport College  
500 College Drive  
Lake Jackson, TX 77566

Dear Ms. McCormick:

This letter is to notify you that the petition to grant a waiver for faculty qualifications for Karen Rowland, BSN, RN was discussed at the July 23-24, 2009 meeting of the Texas Board of Nursing. Based upon the discussion and the recommendation from the Education Liaison Committee of the Board, it was the decision of the Board to approve the waiver with the following requirements:

- 1) Ms. Rowland has an identified faculty mentor, and the school submits to Board staff the name of the mentor along with a plan for mentoring by August 15, 2009; and
- 2) Ms. Rowland continues in her master's program as outlined in the petition and the waiver is withdrawn if she withdraws from that program.

The Board wishes to thank .... for their presence at the Board meeting to answer questions.

If additional information is needed, please contact board staff at (512) 305-7658.

Sincerely,

Linda R. Rounds, PhD, RN, FNP  
President

Paul R. Waller, PhD, RN  
Nursing Consultant for Education

copy: Karen Rowland, BSN, RN