

**PETITION FOR WAIVER OF FACULTY QUALIFICATIONS  
 CISCO COLLEGE IN ABILENE, TEXAS  
 ASSOCIATE DEGREE NURSING EDUCATIONAL PROGRAM**

**SUMMARY OF REQUEST:**

Consider the petition from Cisco College (CC) in Abilene, Texas for a waiver of faculty qualifications on behalf of Minnie Scott, BSN, RN, and the recommendation from the Education Liaison Committee (ELC) regarding the petition.

**HISTORICAL PERSPECTIVE:**

- The NCLEX-RN® examination pass rates for CC for the past several years have been as follow:

YEAR	Approval Status	NCLEX-RN® Examination Pass Rates	Number of First-Time Candidates (Passed/Total)
	<b>Generic ADN program</b>		
2008		57.89%	11/19
2007		No students tested	New program
	<b>LVN to RN program</b>		
2008		75.00%	21/28
2007		86.84%	33/38
2006		75.76%	25/33
2005		93.15%	30/32
2004		82.35%	28/34
2003		82.05%	(not available)

- For the 2009 exam year, the two programs will be combined to a single NCLEX-RN® testing code.
- 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 . . . .”
- Jackolyn Morgan, MSN, RN, Division Chair - Health Sciences at CC has submitted a petition for waiver of faculty requirements for Minnie Scott, RN, BSN.
- Though Ms. Scott has a varied background in nursing, she does not possess a graduate degree in nursing. She has she completed 50% of the required credits toward a master’s degree in nursing. She has earned 19 credits in graduate nursing courses from Hardin Simmons University, is currently enrolled in summer course work, and anticipates completing the degree in May 2010.
- Ms. Morgan indicates CC has had a faculty vacancy since the end of the Fall 2008 semester, and

recruiting efforts have been to no avail. She also indicates Ms. Scott expressed her future career goals include being a nurse educator at CC.

- 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 differed in their deliberations of the petition, and the majority voted to deny the petition.

**PROS AND CONS:**

Pros:

- Ms. Scott has worked as adjunct clinical faculty (part-time teaching assistant) with the CC LVN program since January 2008. She also has experience as an instructor in the Allied Health Program at CC.
- Ms. Scott is enrolled in an MSN program at Hardin Simmons University.
- Ms. Morgan indicates Ms. Scott will work closely with the ADN Coordinator following the established orientation process.
- Ms. Scott's completed MSN coursework includes classes in: 1) Curriculum Design; 2) Instructional Methods, Testing, and Measurement; and 3) Role of the Nurse Educator--courses specifically relevant to her proposed teaching role.
- Not included in the petition documentation is the fact that the program has added a one-credit course (RNSG 2130-Professional Nursing Review and Licensure Preparation) intended to enhance the success of students on the NCLEX-RN®. The course will be offered beginning in Fall 2009.

Cons:

- Recent NCLEX-RN® pass rates have fluctuated.
- A continued faculty vacancy will potentially contribute to continued relatively poor performance on the NCLEX-RN®.

**EDUCATION LIAISON COMMITTEE RECOMMENDATION:**

A majority (2/3) of the members of the ELC voted denial of the petition. One member voted to approve the waiver based on the existing faculty vacancy and no success in filling it during spring 2009.

**STAFF OFFERS OPTIONAL RECOMMENDATIONS:**

Option 1:

Move to deny the petition from Cisco College for waiver of faculty qualifications for Minnie Scott, BSN, RN based on the recommendation from the Education Liaison Committee as indicated in the attached letter (Attachment #2).

Option 2:

Move to approve the petition from Cisco College for waiver of faculty qualifications for Minnie Scott, BSN, RN as indicated in the attached letter (Attachment #3).



717 E. Industrial Blvd.  
Abilene, Texas 79602  
(325) 794-4400 (254) 442-5100 FAX

June 3, 2009

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

Dear Mr. Waller:

Please accept this request for a faculty waiver in the Associate Degree Nursing program at Cisco College. With the most recent official NCLEX-RN annual pass rate being less than the required minimum of 80%, I respectfully request a waiver for Ms. Minnie Scott by submitting the enclosed documents. Ms. Scott is BSN prepared and has completed 50% of a program of study for a MSN. She has experience in geriatrics, OB/GYN, and Urology. Ms. Scott accepted a part-time teaching position in the vocational nursing program during spring 2009, where her duties are mainly fundamental skills. She has been and continues as adjunct faculty in the Allied Health program where she teaches clinical procedures, administrative procedures and medical transcription.

Cisco College has had a vacancy since the end of the fall 2008 semester. Recruiting efforts have been to no avail. Ms. Scott has expressed her future career goals indicating that being a nurse educator is her passion. And she has expressed that Cisco College is where she would like to be.

In light of the frequency in faculty turnover for various reasons leaving a vacancy, I wholeheartedly request that this waiver be approved.

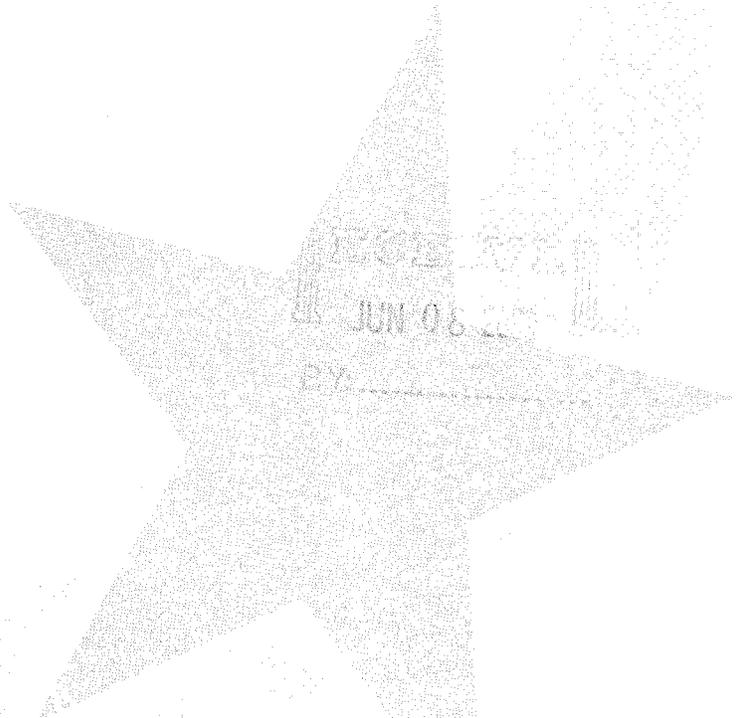
Thank you for your consideration.

Sincerely,

*Jackolyn Morgan, MSN, RN*

Jackolyn Morgan, MSN, RN  
Division Chair – Health Sciences  
[Jackolyn.morgan@cisco.edu](mailto:Jackolyn.morgan@cisco.edu)  
(325) 794-4443

Enc.



TEXAS BOARD OF NURSING  
Petition for Waiver of Faculty Qualifications Form

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

Rationale for Petition: To fill a vacancy that has been open since the end of the fall 2008 semester.

Statement Regarding Recruitment Efforts: Efforts include written media, web site and word of mouth.

LVN / (RN) License Number: 568511 State: TX \_\_\_ Expiration Date: 8/31/2010 \_\_\_\_\_  
(Circle type)

Name of Prospective Faculty Member Minnie Scott \_\_\_\_\_

Requested Dates for Waiver: From July 1, 2009 \_\_\_\_\_ To June 1, 2010 \_\_\_\_\_

Projected Date of Employment: July 1, 2009 \_\_\_\_\_

Experience (Summarize): Ms. Scott currently serves as teaching assistant (PT) in the vocational nursing program. She also has experience as an instructor in the Allied Health Program at Cisco College. She teaches fall and spring semester courses.

Expected Teaching Responsibilities: Major teaching responsibilities will be Fundamentals, Geriatrics, and Community

Plan for Supervising and Mentoring Individual: Prospective faculty will work closely with the ADN Coordinator, following the established orientation process. Ms. Scott will be involved in didactic and clinical portion of the curriculum. She will participate in curriculum review and continued program enhancement.

Education (Summarize): Include copies of transcripts, if applicable for obtaining the waiver. Currently enrolled in a Master of Science in Nursing with education and administration as a focus. She has completed 19 of the 38 required hours for the degree.

FOR PROFESSIONAL NURSING EDUCATIONAL PROGRAMS REQUESTING AN EMERGENCY WAIVER  
Description of circumstances constituting the necessity for requesting the Emergency Waiver:

N/A

For an Emergency Waiver, include copies of transcripts that verify completion of BSN and graduate work, if applicable.

N/A

  
\_\_\_\_\_  
Dean, Director, or Coordinator Signature

\_\_\_\_\_  
June 3, 2009  
Date

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

Name of Nursing Program/Type of Nursing Program: Cisco College Associate Degree Nursing 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:  
0 # of faculty with waivers 0 % of faculty with non-emergency waivers (divide #2 by #3)
- (3) Total number of faculty employed for current (2008-2009) academic year: 4 FT 2 PT
- (4) Total number of faculty and number of faculty with waivers employed each year during the previous three years:

Year	# Employed	# Waivers
2008-2009	6 (1 only Fall Semester)	0
2007-2008	8	0
2006-2007	6	0

- (5) Faculty turnover for \*\*previous (2007-2008) academic year:  
1 FT 3 PT 33 % of faculty turnover.

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

Year	# of Candidates	# Passing	% Passing Rate
2008 LVN-RN	26	24	92 (1 <sup>st</sup> Qtr 09)
2007 LVN-RN	28	21	75
2006 LVN-RN	38	33	87
2006-2008 Generic	19	11	58
2007-2009 Generic	19	Results Not In	

Comments:

**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.

\*\*\*\*\*  
*Jackelyn Morgan MSN, RN*  
 Dean, Director, or Coordinator Signature

6-3-09  
 Date

**MINNIE SCOTT, RN, BSN**  
P.O. Box 378, Clyde, Texas, 79510  
325-893-2467 (home)  
325-338-4111 (cell)  
minniescott01@hotmail.com

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**PROFESSIONAL SUMMARY**

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**Registered Nurse**

- Highly skilled career professional with more than 20 years practical experience in hospital, home health, hospice, and long term care
  - Established in patient support including assessment, counseling, education regarding medications and treatment, lab work, documentation with care plan for diagnosis, and administration of treatment procedures.
  - Computer skilled. Proficient in all documentation/record maintenance/paperwork to ensure accuracy and patient confidentiality.
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**CREDENTIALS**

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**RN License, State of Texas**

1991

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**EXPERIENCE**

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**Adjunct Faculty Member/Medical Assisting/LVN**  
*Cisco Junior College, Abilene, Texas campus*

2007

**Staff Nurse/Office Nurse**  
*Abilene Physician's Group, Abilene, Texas*

2008

**Director of Nurses/MDS Coordinator/TILE Nurse**  
*Canterbury Villa of Baird, Baird, Texas*

2004-2006

**Staff Nurse/MDS Coordinator**  
*Abilene Regional Medical Center, Abilene, Texas*

2001-2004

**MDS Coordinator**  
*Trinity Mission of Granbury, Granbury, Texas*

2001-2001

**Week-end Supervisor**  
*Cherokee Rose Manor, Glen Rose, Texas*

2000-2001

**Charge Nurse/ADON/Medicare Coordinator**  
*Mulberry Manor, Stephenville, Texas*

1998-2000

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**EDUCATION**

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**LVN**  
*Cisco Junior College, Cisco, Texas*

1973

**Associate, Nursing**  
*Regents College, Albany, New York*

1991

**BSN, Nursing**  
*Excelsior College, Albany, New York*

2008

**MSN, Education/Administration**  
*Patty Hanks Shelton School of Nursing  
Hardin Simmons University, Abilene, Texas*

2010

## **CURRICULUM VITAE**

Minnie Scott, RN, BSN  
Adjunct Instructor  
Cisco Junior College, Abilene Campus  
717 East Industrial Blvd.  
Abilene, Texas 79602  
325-794-4400

### **PERSONAL INFORMATION**

P.O. Box 378  
421 Scott Place  
Clyde, Texas 79510  
325-893-2467 (home phone)  
Birthdate: August 25  
Married with two children

### **ACADEMIC BACKGROUND**

Cisco Junior College 1973  
Cisco, Texas LVN

Regents College 1991  
Albany, New York Associate of Science in Nursing

Excelsior College 2008  
Albany, New York Bachelor of Science in Nursing

Hardin Simmons University  
Patty Hanks Shelton School of Nursing  
Will complete degree in May, 2010  
Abilene, Texas Master of Science in Nursing Education/Administration

### **NURSING LICENSE**

RN license—Texas—#568511, Expires August 2010

### **WORK EXPERIENCE**

September 2008 Staff Nurse/Office Nurse  
Abilene Physician's Group  
Abilene, Texas  
Office nurse for OB/GYN, Gerontology, and Urology practices

January 2007	<p>Adjunct Instructor  Cisco Junior College, Abilene Campus  Abilene, Texas  Classroom and laboratory teaching in Procedures in a Clinical Setting  Classroom teaching in Administrative Procedures  Classroom and laboratory teaching in Medical Transcription</p>
2004-2006	<p>Director of Nurses/MDS Coordinator/TILE Nurse  Canterbury Villa of Baird  Baird, Texas  Direct supervision of nursing staff, completion of state mandated Medicare, Medicaid assessments for reimbursement, direct patient care</p>
2001-2004	<p>Staff Nurse/MDS Coordinator  Abilene Regional Medical Center  Abilene, Texas  Staff nurse for Oncology, Med/Surg, and Skilled Nursing patients; administration of chemotherapy; completion of state mandated Medicare assessments for reimbursement</p>
2001-2001	<p>MDS Coordinator  Trinity Mission of Granbury  Granbury, Texas  Completion of state mandated assessments for Medicare patients; direct patient care</p>
2000-2001	<p>Week-end Nursing Supervisor  Cherokee Rose Manor  Glen Rose, Texas  Supervision of nursing staff; direct patient care</p>
1998-2000	<p>Charge Nurse/ADON/Medicare Coordinator  Mulberry Manor  Stephenville, Texas  Direct patient care; completion of state mandated Medicare assessments for reimbursement</p>
1997-1998	<p>RN Case Manager  HealthCor  Mineral Wells, Texas  Direct patient care for home health and hospice patients; supervision of staff</p>
1997-1997	<p>RN Case Manager  Nurse Care  Abilene, Texas  Direct patient care for home health patients; supervision of staff</p>

- 1996-1997      RN Case Manager  
 Caprock Home Health  
 Abilene, Texas  
 Direct patient care for home health patients; supervision of staff
- 1994-1994      Admission Nurse  
 Outreach Home Health  
 Breckenridge, Texas  
 Direct patient care for home health patients; supervision of staff
- 1992-1993      Director of Nurses  
 Coleman Care Center  
 Coleman, Texas  
 Direct supervision of nursing staff, completion of state mandated  
 Medicare, Medicaid assessments for reimbursement, direct patient care
- 1991-1992      RN Case Manager/Assistant Branch Manager  
 Mediplex Home Health  
 Breckenridge, Texas  
 Direct patient care for home health and hospice patients; supervision of  
 staff

**PROFESSIONAL SOCIETY MEMBERSHIPS**

Sigma Theta Tau International, Omicron Zeta Chapter

**PROFESSIONAL GROWTH AND DEVELOPMENT**

- June 2001              Tissue Donation  
 Abilene Regional Medical Center
- October 2001          Managing Cancer Symptoms  
 Hendrick Health System
- March 2002            Understanding Spiritual Care  
 Hendrick Health System
- December 2002        Public Reporting of Your Quality Measures  
 Texas Medical Foundation
- February 2003         How MDS Accuracy Affects Your Quality Measures  
 Texas Medical Foundation

May 2003	Hepatitis C RnCeus Interactive, LLC
May 2004	Ethics and Law in Nursing Tarleton State University
July 2004	Understanding the CBC RnCeus Interactive, LLC
September 2005	Bioterrorism RnCeus Interactive, LLC
October, 2005	Mock Trial—Nursing Malpractice Issues Tarleton State University
November 2005	Alzheimer's Disease Nursing Management
January 2006	Bugs Among Us Nursing Management
May 2006	Using Pain-Rating Scales with Older Adults Nursing Management
September 2006	Admitted to BSN program Excelsior College Anticipated completion date: May, 2008
May 2008	Completed BSN program with 67 hours Excelsior College
October 2008	CHS: Prevention of CAUTI Abilene Regional Medical Center
May 2009	The Addicted Brain Institute for Natural Resources El Paso, Texas

Minnie Scott, RN, BSN  
P.O. Box 378  
Clyde, Texas 79510

Professor Jackolyn Morgan, MSN, RN  
Division Chair—Health Sciences  
717 East Industrial Blvd.  
Abilene, Texas 79602

Dear Professor Morgan,

I am writing this letter to inform you that I am continuing my enrollment in Patty Hanks Shelton School of Nursing to pursue my Masters of Nursing in Education/Administration. To date, I have completed the following courses for a total of 19 semester hours:

- NURS 6350/670—Curriculum Design and Development
- NURS 6360/660—Health Care Delivery Systems and Organizations
- NURS 6351/671—Instructional Methods, Testing, and Measurements
- NURS 6361/661—Health Care Economics and Financial Management
- NURS 6352/672—Roles of the Nurse Educator
- NURS 6450/673—Education Practicum

I will complete the following courses and graduate with a Master's of Nursing in May, 2010, with a total of 38 semester hours:

Summer semester, 2009

- NURS 6362/662—Roles of the Nurse Administrator
- NURS 6450/673—Administration Practicum

Fall semester, 2009

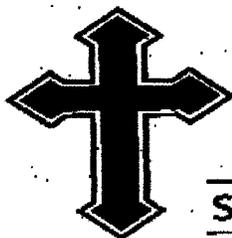
- NURS 6310/610—Nursing Theories for AHCD
- NURS 6320/620—Nursing Research

Spring semester, 2010

- NURS 6330/650—Policies and Strategies for Health
- Nursing elective

Thank you,

Minnie Scott, RN, BSN



Patty Hanks  
*Shelton*

SCHOOL OF NURSING  
ACU • HSU • MCM

5/27/09

Jackie Morgan RN, MSN

Division Chair Health Sciences.

Cisco College

Fax 254-442-5100

This letter is to confirm that Minnie Scott has completed 19 of the 38 hours required for her MSN here at Patty Hanks School of Nursing. Minnie is in good academic standing. She is currently enrolled for her second year of her masters in nursing. Minnie is expected to graduate May 2010. Should you have any questions please feel free to contact me.

Sincerely,

Amy Toone RN, PhD, FNP-C

Graduate Director and Professor

[atoone@phssn.edu](mailto:atoone@phssn.edu)

325-671-2361 office

CC: Minnie Scott

2149 Hickory Street, Abilene, Texas 79601  
325-672-2441

DRAFT LETTER

July 27, 2009

Jackolyn Morgan, MSN, RN  
Division Chair - Health Sciences  
Cisco College  
717 E. Industrial Blvd.  
Abilene, TX 79602

Dear Ms. Morgan:

This letter is to notify you that the petition to grant a waiver for faculty qualifications for Minnie Scott, 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 deny the waiver. The Board wishes to thank .... for their presence at the Board meeting to answer questions.

It will be necessary to continue a search to identify and appoint an additional faculty member for the Associate Degree Program. We wish the search committee our best as they continue the search for a qualified candidate. We also wish Ms. Scott the best as she continues her nursing education.

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: Minnie Scott, BSN, RN

DRAFT LETTER

July 27, 2009

Jackolyn Morgan, MSN, RN  
Division Chair - Health Sciences  
Cisco College  
717 E. Industrial Blvd.  
Abilene, TX 79602

Dear Ms. Morgan:

This letter is to notify you that the petition to grant a waiver for faculty qualifications for Minnie Scott, 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 and allow Ms. Scott to serve as a faculty member in the Associate Degree Nursing 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: Minnie Scott, BSN, RN