

**TEXAS BOARD OF NURSING
EDUCATION GUIDELINE
3.8.5.a. Utilization of Part-Time Clinical Nursing Faculty**

Effective: 01/17/2013

Nursing faculty and faculty extenders include the following:

- Full and part-time nursing faculty – licensed nurses employed by the nursing program to provide didactic and clinical instruction to nursing students. It is required that full and part-time faculty meet the same qualifications in the education rule. Nursing faculty are responsible for supervising students in clinical learning experiences; developing, implementing, and evaluating the curriculum; and participating in the development, implementation, and enforcement of student policies. Faculty workload may vary in the expectations regarding didactic and clinical instruction, depending upon the contract.
- Clinical teaching assistants (CTA) – licensed nurses employed by a professional nursing program to assist in clinical instruction ONLY. The use of CTAs allows for an increase in the faculty-to-student ratio from 1:10 to 1:15, with supervision by the master's-prepared faculty member. The qualifications for the CTA only require that the nurse is competent in the area of practice.
- Preceptors – licensed nurses employed by the clinical affiliating agency but providing direct supervision of up to two (2) students based upon an established agreement between the facility, preceptor, and nursing program, and an orientation of the preceptor provided by the nursing program. Using preceptors allows for an increase in the faculty-to-student ratio from 1:10 to 1:12 or 1:24, depending upon whether a model is used for the entire group of students in the course to be precepted. The qualifications for the preceptor only require that the nurse is licensed and competent in the area of practice.

Unit nurses employed by the clinical affiliating agency also provide a level of supervision to students caring for patients assigned to the unit nurse. The full time or part-time faculty supervising students is responsible for the clinical instruction and student evaluation, but the student is accountable to the unit nurses since they share a patient assignment. The unit nurse may serve as a role model for the student and may assist the student with procedures, but the unit nurse does not evaluate the student nor plan for the student's learning experience in meeting clinical objectives in the education program.

Though many of the suggestions apply to all part-time nursing faculty, this guideline focuses on the part-time nursing faculty employed by the nursing education program when they are supervising students in clinical learning experiences. Part-time faculty should meet the faculty qualifications outlined in Rule 214.7(c)(2) and Rule 215.7(c)(2):

<p>Rule 214.7(c)(2) related to <i>Faculty</i> requires that "Each nurse faculty member shall:(A) hold a current license or privilege to practice nursing in the State of Texas; (B) have been actively employed in nursing for the past three (3) years or have advanced preparation in nursing, nursing education, and/or nursing administration; (C) have had three (3) years varied nursing experiences since graduation; and (D) show evidence of teaching abilities and maintaining current</p>	<p>Rule 215.7(c)(2) related to <i>Faculty</i> requires that "Each nurse faculty member shall: (A) hold a current license or privilege to practice as a registered nurse in the State of Texas; (B) show evidence of teaching abilities and maintaining current knowledge, clinical expertise, and safety in subject area of teaching responsibility; (C) hold a master's degree or doctorate degree, preferably in nursing; (D) a nurse faculty holding a master's degree or doctorate degree in a discipline other</p>
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knowledge, clinical expertise, and safety in subject area of teaching responsibility.”	than nursing shall hold a bachelor’s degree in nursing from an approved or accredited baccalaureate program in nursing; and (i) if teaching in a diploma or associate degree nursing program, shall have at least six (6) graduate semester hours in nursing appropriate to assigned teaching responsibilities, or (ii) if teaching in a baccalaureate level program, shall have at least twelve (12) graduate semester hours in nursing appropriate to assigned teaching responsibilities.”
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Responsibilities of Part-Time Nursing Faculty Employed to Supervise Student Clinical Experiences:

- supervising and evaluating students in all clinical learning experiences;
- ascertaining that the student is competent before the student performs an actual nursing procedure independently; and
- other responsibilities assigned by the nursing program.

Responsibilities of the Nursing Program to Part-Time Faculty Supervising Students in the Clinical Experience:

- In order to assist part-time nursing faculty to provide quality instruction, it is recommended that the program provide:
 - a thorough faculty orientation designed for part-time faculty with attention to the faculty role in the clinical area;
 - guidelines for making clinical assignments, supervising students, evaluating student performance, and planning effective post-conference sessions;
 - an overview of the program of study including mission, program objectives, and the implementation of the DEC’s;
 - an assigned full time faculty member to serve as mentor to the part-time faculty member in the clinical experience;
 - assurance of faculty clinical faculty competence in area of assigned teaching; and
 - instructional resources and copies of texts.
- The program director should:
 - reduce the workload of full time faculty members who are serving as mentors to part-time faculty to allow the time for this responsibility;
 - include and encourage part-time faculty to participate in all aspects of the program;
 - ensure that there are clear lines of communication related to program policies, objectives and evaluative criteria;
 - include part-time faculty in the faculty evaluation process and provide constructive feedback to part-time faculty to encourage faculty development;
 - provide funding for part-time faculty development activities;
 - document methods part-time clinical faculty utilize to verify clinical competency; and
 - schedule seasoned faculty to supervise students in early courses in the program.

Important: Please be aware that references to Rule 214 and Rule 215 are not all inclusive.