

**PETITION FOR WAIVER OF DIRECTOR QUALIFICATIONS  
 HOUSTON BAPTIST UNIVERSITY  
 COLLEGE OF NURSING**

**SUMMARY OF REQUEST:**

Consider the petition from Houston Baptist University (HBU) College of Nursing for a waiver of director qualifications on behalf of Debra Berry, MSN, RN, FNP and the recommendation from the Education Liaison Committee (ELC) regarding the petition.

**HISTORICAL PERSPECTIVE:**

- Dr. Nancy Yuill has been the Dean of the HBU College of Nursing since 1990.
- Houston Baptist University offers Associate Degree and Baccalaureate Degree Nursing Education Programs.
- Dr. Yuill has been appointed Interim Provost of HBU while a search ensues for this position.
- Dr. Yuill is seeking approval for Debra Berry, MSN, RN, FNP to serve as Interim Dean of the College of Nursing at HBU.
- Rule 215.6 *Administration and Organization* requires that the dean or director of a baccalaureate degree nursing education program hold a doctoral degree.
- Ms. Berry's highest degree is a Master's degree in nursing. She is also authorized as a Family Nurse Practitioner and she was director of the Family Nurse Practitioner Program at HBU when it was active.
- Ms. Berry meets all of the other requirements to serve as dean or director of a baccalaureate program.
- All required documents, credentials and transcripts for Ms. Berry are in order.
- The petition for waiver of Dean, Director, or Coordinator Required Qualification Form was referred to the Education Liaison Committee (ELC) for review. (See documents in Attachment #1.)
- Members of the ELC recommend approval of the waiver.

**PROS AND CONS:**

Pros:

- Ms. Berry is credentialed with a Master's degree in nursing.
- She has been involved at HBU in an administrative capacity.
- Both programs have received commendations for their NCLEX-RN examination pass rates for the past two years.
- A Mentoring Plan was included with the documents for waiver.

YEAR	Approval Status	NCLEX-RN® Examination Pass Rates		Number of First Time Candidates (Passed/Total)
2006	Full	BSN ADN	94.12% 100.00%	16/17 6/6
2005	Full	BSN ADN	96.77% 100.00%	30/31 7/7

Cons:

- None

**EDUCATION LIAISON COMMITTEE RECOMMENDATION:**

Members of the Education Liaison Committee voted to recommend approval of the waiver of director qualifications for Debra Berry, MSN, RN, FNP as Interim Dean of the College of Nursing at Houston Baptist University. A letter dated August 31, 2007 was forwarded to Dr. Nancy Yuill, Interim Provost and Vice President for Academic Affairs at Houston Baptist University, advising her that Ms. Berry could be appointed effective September 1, 2007 pending Board approval at the October Board meeting (Attachment #2).

**STAFF RECOMMENDATIONS:**

Move to approve the appointment of Debra Berry, MSN, RN, FNP as Interim Dean of the College of Nursing at Houston Baptist University based on the review of the documentation and recommendation from the Education Liaison Committee as indicated in the attached letter (Attachment # 3 ).

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

1. Name of Program/Type of Program: Houston Baptist University, ADN and BSN, Dean of SON
2. Name of New Dean, Director, or Coordinator and Credentials: Debra Berry, MSN, RN
3. Requested Date of Appointment: At approval by ELC
4. Date notification letter received from the controlling agency/governing authority of the institution: 8/28/07
5. *New Dean, Director, or Coordinator Qualification Form* received from controlling agency/governing institution?  
 Yes       No
6. Program Approval:  Initial     Full     Full with Warning     Conditional
7. *Curriculum Vitae* received?     Yes     No
8. Holds a current license or privilege to practice as a Registered Nurse in the State of Texas?  Yes     No

RN License # 553805      State TX           Expiration Date 7/08

**For Professional Nursing Education Programs Only**

1. *Official Transcripts* from all educational institutions received?     Yes on file    No
2. Holds a master's or doctorate degree in nursing?     Yes     No
- \*3. Holds a doctoral degree, if administering a baccalaureate or master's degree program (Rule 215)?  
 Yes     No
4. Has a minimum of three years teaching experience in professional nursing education program (Rule 215)?  
 Yes     No
5. Has demonstrated knowledge, skills and abilities in administration within professional nursing education program (Rule 215)?     Yes     No

Appointment approved.    Date approval/confirmation letter sent from BNE: \_\_\_\_\_

Requires Waiver of Qualifications.    Date controlling agency/governing institution notified: \_\_\_\_\_

August 31, 2007

Dr. Nancy Yuill, PhD, RN  
Interim Vice President for Academic Affairs  
Houston Baptist University  
7502 Fondren Road  
Houston, Texas 77074-3298

Dear Dr. Yuill:

This will acknowledge receipt of the letter from your office dated August 27, 2007 notifying the Board of Nursing of your request to name Debra Berry, MSN, RN, FNP as Interim Dean of the College of Nursing. Since Ms. Berry does not meet the requirement in Rule 215.6(f)(3) which states that the director of a baccalaureate or master's degree program hold a doctoral degree, it was necessary that a Petition for Waiver form be submitted to the board office. The petition and all documents were reviewed by the Education Liaison Committee (ELC) of the Board and the waiver was approved on August 31, 2007. This decision requires ratification by the Board at the next scheduled Board meeting on October 18-19, 2007.

Since the ELC approved the petition for waiver, Ms. Berry may be appointed effective September 1, 2007 to serve as Interim Dean of the College of Nursing pending Board approval in October. Appointment as Interim Director may not exceed one year.

Please be assured that our staff is available to assist Ms. Berry in her role as Interim Dean in any way feasible. I shall be notifying her of our new director orientation requirements.

If you have any questions, please contact board staff at (512) 305-6814.

Sincerely,

Janice I. Hooper, PhD, RN  
Nursing Consultant for Education

copy: Debra Berry, MSN, RN, FNP

**DRAFT LETTER**

October 22, 2007

Nancy Yuill, PhD, RN  
Interim Vice President for Academic Affairs  
Houston Baptist University  
7502 Fondren road  
Houston, Texas 77074-3298

Dear Dr. Yuill:

This letter is to notify you that your request for approval to appoint Debra Berry, MSN, RN, FNP as Interim Dean of the Houston Baptist University College of Nursing and the Petition for Waiver of Director Required Qualifications was considered at the October 18-19, 2007 meeting of the Board of Nursing. Based upon the review of documentation and the recommendation from the Education Liaison Committee of the Board, it was the decision of the Board to ratify approval to appoint Debra Berry, MSN, RN, FNP as Interim Dean of the College of Nursing at Houston Baptist University effective September 1, 2007.

Rule 215.6(g)(3) related to *Administration and Organization* states that "if an interim dean or director is appointed to fill the position, this appointment shall not exceed one year." Ms. Berry's appointment may extend until September 1, 2008.

Be assured that our staff is available to assist Ms. Berry in her role as Interim Dean in any way feasible. Rule 215.6(h) requires newly appointed directors to attend the next scheduled orientation provided by the Board. Board staff will advise Ms. Berry of the details of the orientation in a separate correspondence.

If additional information is needed, please contact board staff at (512) 305-6814.

Sincerely,

Linda R. Rounds, PhD, RN, FNP  
President

Janice I. Hooper, PhD, RN  
Nursing Consultant for Education

copy: Debra Berry, MSN, RN, FNP