

**PETITION FOR WAIVER OF FACULTY QUALIFICATIONS
ST. PHILIP'S COLLEGE IN SAN ANTONIO, TEXAS
ASSOCIATE DEGREE NURSING EDUCATIONAL PROGRAM**

SUMMARY OF REQUEST:

Consider the petition from St. Philip's College Associate Degree Nursing (ADN) Educational Program to request a faculty waiver on behalf of Ms. Claudia Werner-Rutledge, BSN, RN and the recommendation from the Educational Liaison Committee (ELC) regarding the petition.

HISTORICAL PERSPECTIVE:

- The St. Philip's College ADN Program is an LVN to RN program which was established in
- The program was placed on conditional approval status at the February 19, 2007 meeting of the Board of Nursing related to three consecutive years of low NCLEX-RN® examination pass rates. Under conditional approval status, the program is not allowed to admit new students.
- At the July 18-19, 2008 meeting the Board it was decided to allow St. Philip's to admit students in Fall 2008 since 80% of the December graduates had passed the 2007 NCLEX-RN® examination.
- Leonard Leos, MSN, RN has been appointed new Director of the ADN program and he has been recruiting nursing faculty.
- Mr. Leos is petitioning for a waiver for Claudia Werner-Rutledge, BSN, RN who is enrolled in an MSN program and will complete her MSN in December after taking the last 3 credit course. The lack of the MSN is the only faculty qualification in Rule 215 that is not met (See Attachment #1).
- When programs have full approval, program directors have the authority to waive faculty candidates who have completed at least 50% of their MSN requirements.
- Since St. Philip's remains on conditional approval, Board approval for this waiver is required.
- The request has been submitted to the Education Liaison Committee (ELC).
- Members of the ELC unanimously recommend approval of the waiver.

PROS:

- Ms. Werner-Rutledge is a highly qualified individual.
- Ms. Werner-Rutledge will complete the MSN in December 2008.

CONS:

- St. Philip's ADN program will remain on conditional approval until there is evidence of success of the students on the NCLEX-RN® under the new curriculum and new policies.

EDUCATION LIAISON COMMITTEE RECOMMENDATION:

Members of the Education Liaison Committee voted to recommend approval of the faculty waiver for Claudia Werner-Rutledge, BSN, RN which will allow Ms. Werner-Rutledge to assume a faculty role in Fall 2008, pending Board approval at the October 2008 meeting. The program was advised of this recommendation in a letter dated September 3, 2008 (see Attachment #2).

STAFF RECOMMENDATION:

Move to approve the request for faculty waiver on behalf of Claudia Werner-Rutledge, BSN, RN based on the recommendation from the Education Liaison Committee as indicated in the attached letter (See Attachment #3).

TEXAS BOARD OF NURSING Petition for Waiver of Faculty Qualifications Form

Name of Program - Type of Program: St. Philip's College LVN to ADN Mobility Program

Rationale for Petition: Shortage of qualified nursing faculty/effort to mentor newly graduated MSN candidates into the faculty role

Statement Regarding Recruitment Efforts: Recruitment efforts through the San Antonio Express-News (local newspaper), Alamo Community College District web-site, and calls to MSN program directors in the area, word of mouth.

LVN / ~ 646707 Expiration Date: 09/30/2009

License Number: _____ State: _____;TX=---__ (Circle type)

Name of Prospective Faculty Member: Claudia Werner-Rutledge

Requested Dates for Waiver: From August 18. 2008 to August 17. 2009

Projected Date of Employment: August 18. 2008

Experience (Summarize): Ms. Werner-Rutledge is currently a member of the Vocational Nursing Faculty here at St. Philip's. She comes to St. Philip's with over ten years of acute care experience in the neuro-medical/neurosurgical units at one of San Antonio's premier hospital systems. She has progressed from a staff nurse to a senior clinician (Nurse IV). She has trained and mentored new staff members and graduate nurses. She has also been a clinical preceptor for BSN students from UTHSCSA and IliW. She has participated in the development of new employee orientation program(s) as well as being instrumental in developing individualized needs assessments for staff members. Ms. Werner-Rutledge has also provided on-going in-service/educational offerings for her department.

Expected Teaching Responsibilities: Ms. Werner-Rutledge would be one of the four faculty members teaching in the LVN to ADN Transitions lab/clinical and Health assessment lab.

Plan for Supervising and Mentoring Individual: Ms. Werner-Rutledge would be personally mentored by Mr. Leonard Leos, MSN, RN; while in the clinical setting there would be another faculty member at the same facility for supervision and direction.

Education (Summarize) Include copies of transcripts, if applicable for obtaining the waiver: Ms. Werner-Rutledge is completing a MSN degree with a concentration in education in the fall of 2008. She is currently enrolled in her final course (3 hours) of her degree plan and these are clinical/instructional hours.

FOR PROFESSIONAL NURSING EDUCATION PROGRAMS REQUESTING AN EMERGENCY WAIVER

Description of circumstances constituting the necessity for requesting the Emergency Waiver: Needing more qualified faculty for the success of the program.

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

CLAUDIA WERNER-RUTLEDGE
6518 Pecan Acres -San Antonio, Texas 78240
210-682-9192 claudrutcat@aol.com

QUALIFICATIONS

Highly skilled RN and Nursing educator with more than 10 years of relevant experience providing superior care and educational strategies. Design, implement, and deliver new education trainings for all new hires during orientation. Expert at analyzing individual educational requirements and providing specialty sessions to enhance training/knowledge. Recognized as a solid team leader with proficiencies in JCAHO standards and practices. Proven in the delivery of excellence in patient care. Preceptor with expertise in telemetry, end of life care, Meditech charting, and training. Will travel and consider relocation.

PROFESSIONAL EXPERIENCE

METHODIST HOSPITAL, San Antonio, Texas 1998-Present

Staff Nurse, 2000-Present

- *Developed complex patient teaching guides designed for the special task force.*
- *Initiated the update of education plans for new hires. Contributed to the design and development of competency evaluations. Trained new personnel utilizing new guides and evaluations during orientations. Provided individual needs assessments and required educational in-services.*
- *Recommended appropriate enhancements to facility wide councils based on staff survey feedback. Gathered, analyzed, and evaluated the survey response data.*
- *Maintained critical accuracy in patient histories, assessment charting, computer charting skills, and a variety of required documentation.*
- *Managed the 36 bed neuro-medicine/neuro-surgery floor. Provided expert care to patients recovering from back and neck surgery. Supported patients recuperating from major surgeries, provided medical treatment to patients Suffering from chronic illnesses, and managed other medical maladies. Delivered chronic pain management. Supported medical and surgical overflow.*
- *Trained and mentored new staff and nursing students. Served as member of the nursing advanced level program as well as a member of the nurse leadership council. Acted as the rotation charge nurse and served as the quarterly mock-code provider.*

Intermediate Tete/Step-Down Unit, 1998-2000

- *Supported patients on ventilators and in multi-system failures. Treated patients on telemetry, continuous insulin drips, and cardiac drips. Provided critical care in the areas of renal failure and sepsis, maintained patient chest tubes, and handled complex wound management across a 30 bed unit.*
- *Advocated for and educated patients/families in the areas of complex conditions and care plans. Discussed treatments and made recommendations.*
- *Utilized expertise in the operation of EKGs and ventilators. Managed ACLS, critical assessment, and documentation with Meditech.*

EDUCATION

REGIS UNIVERSITY

Denver, Colorado

Bachelor of Science, Nursing, Summa cum Laude, 2007

Master of Science, Nursing Leadership, Education Focus, in progress

SAN ANTONIO COLLEGE

San Antonio, Texas

Associate Degree, Nursing, 1997

CERTIFICATIONS

Basic Life Support Certification NIH Stroke Certification

LICENSES

Texas Registered Nurse License: #646707

SPECIALIZED TRAININGS

- End of Life Education Consortium, 2002
- RN III, 2000
- RNIV
- Geriatric Program, 2002
- Mentoring Newcomers, 2003
- Leadership Institute, 2006
- Preceptor Adjunct for Clinical Training, 2006

WORKSHOPS

Neuro Science Workshop, 2001

Stroke Resource Workshop, 2002

ASSOCIATIONS

American Nurses Association Honor Society of Nursing, Sigma Theta Tau International

September 3, 2008

Leonard Leos, MSN, RN
Director - ADN Mobility Program
St. Philip's College - Office 310H
1801 Martin Luther King Drive
San Antonio, Texas 78203-2098

Dear Mr. Leos:

This will acknowledge receipt of your request dated August 29, 2008 requesting consideration by the Board of Nursing regarding a petition for faculty waiver for Claudia Werner-Rutledge, BSN, RN beginning with the Fall 2008 semester. Since the program is on conditional approval status and does not meet the minimum program criteria in Rule 215.7(c)(E)(i), the petition for waiver was submitted to the members of the Education Liaison Committee (ELC) for recommendation regarding approval and their recommendation will be presented at the next scheduled Board meeting for ratification. The petition was reviewed by the ELC and their recommendation was for approval of the waiver. This decision requires ratification by the Board at the next scheduled Board meeting on October 23, 2008.

Since the ELC approved the petition for waiver, Ms. Werner-Rutledge may be hired as a faculty member for the Associate Degree Nursing Educational Program at St. Philip's College immediately pending Board approval in October. The waiver is effective for one year.

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

Sincerely,

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

copy: Christopher Pate, PhD, Dean of Health Sciences, St. Philip's College
Adena Loston, PhD, President, St. Philip's College

DRAFT LETTER

October 27, 2008

Leonard Leos, MSN, RN
Director - ADN Mobility Program
St. Philip's College - Office 310H
1801 Martin Luther King Drive
San Antonio, Texas 78203-2098

Dear Mr. Leos:

This letter is to notify you that your request for approval to hire Ms. Claudia Werner-Rutledge, BSN, RN as faculty member for the Associate Degree Nursing Educational Program at St. Philip's College in San Antonio was discussed at the October 23-24, 2008 meeting of the Board of Nursing. Based upon the discussion and the recommendation of the Education Liaison Committee of the Board, it was the decision of the Board to ratify approval for Ms. Werner-Rutledge to serve as a waived faculty member in the LVN to ADN mobility program beginning Fall 2008 and extending one year.

If you have any questions or if we may be of assistance, 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: Dr. Christopher Pate, Dean for Health Sciences
Dr. Adena Loston, President