

**PETITION FOR WAIVER OF DIRECTOR QUALIFICATIONS
HOUSTON COMMUNITY COLLEGE AT HOUSTON, TEXAS
ASSOCIATE DEGREE NURSING EDUCATIONAL PROGRAM**

SUMMARY OF REQUEST:

Consider the petition from Houston Community College (HCC) in Houston, Texas for a waiver of director qualifications on behalf of Marion V. Cole, MEd, RN and the recommendation from the Education Liaison Committee (ELC) regarding the petition.

HISTORICAL PERSPECTIVE:

- The Associate Degree Nursing Educational Program at HCC began in 1979.
- Wilhelmina Rich, PhD, RN has been serving as Director of the program since January 2008.
- The NCLEX-RN® examination pass rate for HCC for the past three years has been above the required 80% for first-time candidates:

YEAR	Approval Status	NCLEX-RN® Examination Pass Rates	Number of First-Time Candidates (Passed/Total)
2009 Preliminary - First 3 quarters	Full	92.73%	102/110
2008	Full	94.44%	136/144
2007	Full	95.00%	133/140
2006	Full	96.30%	156/162

- Michael J. Edwards, J.D., Executive Dean for the HCC Coleman College for Health Sciences has been in communication with board staff since October 2008 regarding the appointment of Marion Cole, MEd, RN as Director of the Associate Degree Nursing (ADN) Educational Program.
- Rule 215.6(f) *Administration and Organization* requires that the director of a professional nursing educational program shall: (1) hold a current license or privilege to practice as a registered nurse in the state of Texas; (2) **hold a master's degree or a doctorate in nursing**; (3) hold a doctoral degree, if administering a baccalaureate or master's degree program; **(4) have a minimum of three years teaching experience in a professional nursing educational program**; (5) have demonstrated knowledge, skills and abilities in administration within a professional nursing educational program; and (6) not carry a teaching load of more than three clock hours per week if required to teach.
- Though Ms. Cole has a varied background in nursing, she does not possess a graduate degree in nursing, nor does she possess three years teaching experience in a professional nursing educational program. She earned six credits in graduate nursing courses from the University of Phoenix in order to serve as nursing faculty member at HCC.
- Mr. Edwards requested to petition for the waiver of director qualifications based upon the election of Ms. Cole by the nursing faculty.
- Mr. Edwards reported that recruitment efforts were made through advertising in the HCC News.
- 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.)
- The majority vote from the ELC members was to deny the petition.
- Mr. Edwards was advised of this decision but requested to proceed to the petition the Board.

PROS AND CONS:Pros:

- Ms. Cole has received a vote of support from the nursing faculty to assume this role.
- Ms. Cole's past experience includes teaching in other health care disciplines.
- HCC graduate performance on the NCLEX-RN® examination has been consistently good.
- Ms. Cole is enrolled in a MSN program through Walden University.
- Dr. Adams, Dean of Prairie View A&M University School of Nursing, has volunteered to mentor Ms. Cole in the director role.

Cons:

- There has been no instances where the Board of Nursing has waived the requirement for a graduate degree in nursing for potential directors of professional nursing educational programs.
- HCC has expressed interest in seeking NLNAC accreditation. NLNAC also requires the director of professional nursing programs to hold a graduate degree in nursing.
- HCC has not provided evidence that there are not qualified candidates for the director position in the Houston area but Mr. Edwards indicated that it is difficult to attract graduate-prepared nurses from the practice area into teaching because of lower salaries.

EDUCATION LIAISON COMMITTEE RECOMMENDATION:

A majority of the members of the ELC voted denial of the petition. One member voted to grant the waiver and require that the candidate complete the MSN and engage in a Board-approved mentoring plan. This decision was based upon a consideration of the faculty shortage and the candidate's prior experience in teaching in other health care disciplines.

STAFF OFFERS OPTIONAL RECOMMENDATIONS:

Option 1:

Move to deny the petition from Houston Community College in Houston, Texas for waiver of director qualifications for Marion V. Cole, MEd, RN based on the recommendation from the Education Liaison Committee as indicated in the attached letter (Attachment #2).

Option 2:

Move to approve the appointment of Marion V. Cole, MEd, RN as Interim Director of the Associate Degree Nursing Educational Program at Houston Community College in Houston, Texas and issue the requirements in the attached letter (Attachment #3).

Executive Dean *ad interim*

*Instruction and
Student Services*

October 17, 2008

Katherine Thomas MN, RN
Executive Director
Texas State Board of Nursing
333 Guadalupe Street, Suite 3 - 460
Austin, Texas 78701

Dear Ms. Thomas,

This letter is to inform the Texas State Board of Nursing of the change in director for the Houston Community College (HCC) Associate Degree Nursing (ADN) Program. Following a successful program chair election, we have appointed Marion V. Cole to direct our ADN Program and Mrs. Cole agreed to assume the duties of the position of director. (See attached resume).

Mrs. Cole has served as the Chair of the Emergency Medical Services Program with distinction. She has also been a faculty member of HCC since 1987, served as a faculty member in the ADN Program, Clinical Coordinator for the EMS Program and director of several grants supporting nursing proficiency. Highly respected by colleagues and students, Mrs. Cole is a registered nurse and holds a Bachelor of Science in Nursing from Texas Woman's University and a Master of Education from the University of Houston. She has held various progressive leadership positions in the field of nursing and she is actively pursuing additional graduate hours to secure a Master of Science in Nursing.

We hope that you will support our decision to acknowledge the leadership and talent demonstrated by Mrs. Cole.

If you have any questions, please feel free to contact me.

Respectfully submitted,



Michael J. Edwards, J.D.
Executive Dean
HCC Coleman College for Health Sciences

xc: Marion V. Cole

enclosures

**NEW DEAN, DIRECTOR, OR COORDINATOR OF
A NURSING EDUCATION PROGRAM QUALIFICATION FORM**

REGISTERED NURSE: See Rule 214.6(d)(7)(A), Rule 215.6(f)(1) or Rule 219.6(f)(1).

NAME: Marion V. Cole		
Registered Nurse License Number: 257731	State: Texas	Exp. date: 11/21/2010

EDUCATION: Present in chronological order. See Rule 214.6(d)(7)(C) Rule 215.6(f)(2-3) or Rule 219.6(f)(2).

INSTITUTION AND LOCATION	DEGREE	YEAR CONFERRED	FIELD OF STUDY
Galveston College-Galveston	AAS	1977	Pre BS Nursing
Texas Woman's University-Houston	BS	1981	Nursing
University of Houston-Houston	M.Ed.	1996	Curriculum & Instruction

TEACHING EXPERIENCE: Present in chronological order, concluding with most current position, previous teaching employment, teaching experience, and honors.

See Rule 214.6(d)(7)(B & C), Rule 215.6(f)(4) or Rule 219.6(f)(4).

Houston Community College Emergency Medical Services Program 1987-2005
 Memorial Hermann LifeFlight Sexual Assault Nurse Examiner's Course 1990 - 2001
 Houston Community College Medical Assistant Program Adjunct Faculty Fall 2007
 Houston Community College A.D.N. Program Clinical faculty Fall 2007 - present
 Houston Community College A.D.N. Program Faculty - Spring 2008 - present

Awards:

Chancellor's Award - 1998

PRACTICE EXPERIENCE: Present in chronological order, concluding with most current position, previous nursing practice employment, experience, and honors. The nominee must show evidence of maintaining current knowledge, clinical expertise, and safety in subject areas of teaching responsibility.

See Rule 214.6(d)(7)(B & D), Rule 215.7(c)(B) or Rule 219.6(f)(5) and Rule 219.7(a)(2)(B).

1981 - 1983 Staff Nurse The Methodist Hospital, Houston, Tx.
 1983 - 1984 Clinician I M.D. Anderson Cancer & Tumor Institute, Houston. Tx.
 1984 - 1987 Staff Nurse/Patient Advocate Harris County Hospital District Emergency Center
 1986 - 1989 Flight Nurse/Coordinator - Air Ambulance Network Inc. Coral Gables, Fl.
 1990 - 2005 Sexual Assault Nurse Examiner - Northeast Medical Center Hospital, Humble, Tx.
 2001 - 2002 SANE Coordinator, Memorial Hermann Hospital, Houston, Tx.

Awards:

Women's Advocate FamilyTime Foundation - January 1994
 First Edith Rust Medical Award Texas Association Against Sexual Assault - March 1994

**New Dean, Director, or Coordinator of a Nursing Education Program
Qualification Form - Page 2**

EDUCATIONAL ADMINISTRATION EXPERIENCE: Provide evidence of experience carrying out the following administrative functions expected of the dean, director, or coordinator of a nursing education program.
See Rule 214.6(d)(7)(B & C), Rule 215.6(f)(5) or Rule 219.6(f)(5).

- (1) Development and maintenance of an environment conducive to the teaching/learning process.
Previous Department Chair duties included annual inventory assessment of all physical layout to ensure classrooms conducive to learning. Additionally, all syllabi and on-line materials current. Precheck of media equipment are in working order.
- (2) Liaison with and maintenance of the relationship with the central administration of the controlling agency/governing institution.
Previous experience with attending Department Chair meetings, and when necessary meeting with Dean and/or President of HCC. Participated on numerous College committees representing both program and college institution.
- (3) Participation in the budget process that includes full preparation, presentation, administration and decision making of the program budget equal to other academic units.
As EMS Dept. Chair attended Budget planning meetings. Monitored and administered department budget as department chair.
- (4) Leadership within the faculty for the development and implementation of curriculum.
As Department Chair implemented departmental meetings, advisory board meetings which focused on development and implementation of curriculum.
- (5) Facilitation of faculty development, recruitment, performance review, promotion and retention.
Participated in budget development which allowed for paid professional development. Participated on numerous hiring committees, conducted employee annual evaluations, recommended employees for promotion.
- (6) Liaison with and maintenance of the relationship with the board.
September 2008 attended Board sponsored event, and plan to attend future offerings.
- (7) Support for an ongoing relationship with the community to establish affiliate agencies and to ensure responsiveness to community needs.
Invite community members to sit on the advisory board to facilitate communication and establish affiliate agencies as purposeful responsiveness to community needs.
- (8) Provision for an adequate number of qualified faculty to teach in the nursing program.
Establish communication with medical center advanced nursing programs to recruit qualified applicants, and work with HCC administration to increase monies for faculty.

ATTACH CURRICULUM VITAE AND OFFICIAL TRANSCRIPTS FROM ALL EDUCATIONAL INSTITUTIONS.

See Rule 215.6(g)(2) or Rule 219(g)(2).

***Submission of Curriculum Vitae and Official Transcripts are not required for director or coordinator of a vocational nursing education program.**

**PETITION FOR WAIVER OF DEAN/DIRECTOR/COORDINATOR OR INTERIM DEAN/DIRECTOR/COORDINATOR
REQUIRED QUALIFICATIONS FORM**

Texas BON	Marion Cole, MEd, RN
Name of Controlling Agency/Governing Institution	Name of Prospective Dean, Director or Coordinator
Petition for Waiver of <input type="checkbox"/> DEAN or <input checked="" type="checkbox"/> DIRECTOR or <input type="checkbox"/> COORDINATOR in <input type="checkbox"/> VN <input type="checkbox"/> DIPLOMA <input type="checkbox"/> ADN <input type="checkbox"/> BSN <input type="checkbox"/> RN to BSN <input type="checkbox"/> Entry-Level Master's	

CURRICULUM VITAE:

For a Vocational Nursing Educational Program

- ☐ Has not been actively employed in nursing for the past five years, preferably in supervision or teaching.
- ☐ Does not have advanced preparation in nursing, nursing education, nursing administration or prior relevant nursing employment.
- ☐ Does not have a degree or equivalent experience that will demonstrate competency and advanced preparation in nursing, education, and administration.
- ☐ Has not had five years of varied nursing experience since graduation from a professional nursing educational program.

For a Professional Nursing Educational Program

- ☒ Does not hold a master's degree or doctorate in nursing.

Holds: ☒ Master's in another field Education ☐ Doctorate in another field _____

EDUCATION PLAN IF NOMINEE IS LACKING REQUIRED DEGREE:

- ☒ Include Degree plan. Type of degree sought: MSN Nursing Education
- ☒ Include evidence of current enrollment in degree program.
- 4 # of credit hours earned 37 # of credit hours remaining

For a Diploma, Associate Degree, Baccalaureate, or Entry-Level Master's Degree Nursing Educational Program

- ☐ Does not have a minimum of three years teaching experience in a professional nursing educational program.
- ☐ Does not have demonstrated knowledge, skills and abilities in administration within a professional nursing educational program.

**PETITION FOR WAIVER OF DEAN/DIRECTOR/COORDINATOR OR INTERIM DEAN/DIRECTOR/COORDINATOR
REQUIRED QUALIFICATIONS FORM- Page 2**

 X Has demonstrated knowledge, skills, and abilities to meet position qualifications.

Include a statement and documentation that supports that the nominee has the knowledge skills, and abilities to meet the position qualifications. (May attach additional pages if needed.)

 X Has demonstrated competence in education and administration.

Include a statement and documentation that supports that the nominee can meet the educational and administrative responsibilities of the role and job description. (May attach additional pages if needed.)

 X Attach a plan for adequate supervision of individual.

 X Attach a plan for adequate support to mentor individual.

RECRUITMENT EFFORTS:

 X Statement regarding recruitment efforts.

Include documentation of recruitment efforts as follows:

 Evidence of recruitment efforts (marketing, handouts, ads actually published in journals, etc.)

Number of qualified candidates that applied

Reasons not hired _____

PROGRAM DATA:

 X Current BON Approval Status yes

 Current number of waived faculty employed by the school 0

 Percent of waived faculty

 X Composition of faculty Full time = 19 Part time = 10

 Percent of total faculty waived for previous three years (# waived ÷ # employed)

 X Percentage of faculty turnover 21%

 X Pass rate for current and previous examination year 94.4 95

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

Plan for adequate supervision of individual:

Mrs. Cole has been selected to participate in the College Leadership Program (CLP). The CLP is a **certificate program** designed to enhance the success of managers, supervisors and department chairs. Along with the CLP, Mrs. Cole also provides me with monthly reports.

Plan for adequate support to mentor individual:

Mrs. Cole attends monthly department chair meetings with her peers, and maintains 3 weekly visits with myself, the Executive Dean of Instruction and Student Services. Also, as a department chair Mrs. Cole actively participates in monthly meetings with the Executive Dean and the College President.

RECRUITMENT EFFORTS:

The position for director of Nursing was advertised through the HCC New. Applicants were asked to submit a resume. Mrs. Cole was elected by her peers and then was approved by the college administration.

RESUME

Marion V. Cole, MEd., RN, LP
1511 Chestnut Grove
Kingwood, Tx. 77345
(281) 359-3694

Education:

Master of Education, Curriculum and Instruction – Teaching
University of Houston, May 1996

Bachelor of Science Degree, Nursing. Texas Woman's University,
August 1981.

Associate Degree of Science, Galveston College, May 1976.

Sexual Assault Nurse Examiner – University of Texas Health
Science Center Houston – May 1986

Paramedic Training Program – Houston Community College, July,
1990.

Santa Fe High School, Santa Fe, Texas. Graduated May 1974

Employment:

Assoc. Department Chair – Associate Degree Nursing Program
Houston Community College- January 2008- present

Faculty – Associate Degree Nursing Program - Houston
Community College – June 2007- present

Sexual Assault Nurse Examiner Coordinator – Hermann Hospital
April 2006 – January 2007

S.A.N.E. Northeast Medical Hospital ER– Humble June 1990 –
2005.

Department Chair Emergency Medical Services Program, Houston
Community College - March 2005 – June, 2007

August 1987- March 2005 Clinical Coordinator EMS, Houston
Community College

1986-1989 Flight Nurse / Coordinator, Air Ambulance Network, Inc., Coral Gables, Florida and Houston, Texas.

1984- August 1987, Staff Nurse / Patient Advocate, Emergency Center – Harris County Hospital District- Ben Taub, Houston, Tx.

1983- 1984 Clinician I – Station 19, M.D. Anderson Cancer & Tumor Institute, Houston, Tx.

1981- 1983 – Staff Nurse Neurosurgery, The Methodist Hospital, Houston, Tx.

Credentials:

Registered Nurse – Texas

Sexual Assault Nurse Examiner

Licensed Paramedic – Texas Department of State Health Services

EMS-Coordinator – Texas Department of State Health Services

Advanced Cardiac Life Support, American Heart Association

Pediatric Advanced Life Support, American Heart Association

Basic Trauma Life Support, Provider, American College of Emergency Physicians

Member: National Association of EMS Educators

Member: Emergency Nurses Association, Houston Chapter

Member: International Association of Forensic Nurses, Charter Member, 1990.

Presentations:

“Cranial Nerve IX”
Grand Rounds, The Methodist Hospital, 1981

“Role of the S.A.N.E.”
Texas, Attorney General’s Office Training, 1996.

“Evidence Collection by the SANE”
Houston Area Women’s Center, Advocacy Training, 1996-2000.
Bay Area Women’s Center, Advocacy Training, 1996-2000.

“Medical Terminology”
Houston Community College System – EMS Program 1990 – 2005

“Endocrinology”

Houston Community College System – EMS Program 1990-2005

“Acid – Base Imbalance”

Houston Community College System – EMS Program 1990- 2005

“Prehospital Care of the Sexual Assault Patient”

Houston Community College System – EMS Program 1991-2005

“Asystole, PEA, Bradycardia”

Houston Community College System – EMS Program 1990-2005

“Mentoring”

Houston Community College System- EMS Program 2004-2005

“Multiple Intelligence” & “Mentoring”

Emergency Nurses Assoc. Houston Chapter – Houston, Tx. April 2004

“Multiple Intelligence”

National Association of EMS Educators – Pheonix, Arizona, 2004

Awards:

“Women’s Advocate of the Year”

Family Time Foundation – 1996

“Edith Rust Award”

Texas Association Against Sexual Assault – 1996

“ENA Education Award” – Nominee

Emergency Nurse Association – 1996

Chancellor’s Award

Houston Community College System - 1998

DRAFT LETTER - Option 1

July 27, 2009

Michael J. Edwards, J.D.
Executive Dean
HCC Coleman College for Health Sciences
1900 Pressler St.
Houston, TX 77030

Dear Mr. Edwards:

This letter is to notify you that the petition to grant a waiver for director qualifications for Marion V. Cole, MEd, RN and allow her to serve as Director of the Associate Degree Nursing Educational Program at Houston Community College 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 entertain a search to appoint a qualified Interim Director or Director for the program. The Board encourages Ms. Cole to continue in her role as nursing faculty. We wish the search committee our best as they continue the search for a new director for the Associate Degree Nursing Program at Houston Community College.

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

Sincerely,

Linda R. Rounds, PhD, RN, FNP
President

copy: THECB
Marion V. Cole, MEd, RN

DRAFT LETTER - Option 2

July 27, 2009

Michael J. Edwards, J.D.
Executive Dean
HCC Coleman College for Health Sciences
1900 Pressler St.
Houston, TX 77030

Dear Mr. Edwards:

This letter is to notify you that the petition to grant a waiver for director qualifications for Marion V. Cole, MEd, RN and allow her to serve as Director of the Associate Degree Nursing Educational Program at Houston Community College was discussed at the July 23-24, 2009 meeting of the Texas Board of Nursing. Based upon the discussion and considering the recommendation from the Education Liaison Committee of the Board, it was the decision of the Board to grant the waiver and allow Ms. Cole to serve as Interim Director and issue the requirements below. The Board wishes to thank for their presence at the Board meeting to answer questions.

Requirements:

1. Rule 215.6(f) relating to *Administration and Organization* requires that the director of a professional nursing educational program shall: (1) hold a current license or privilege to practice as a registered nurse in the state of Texas; (2) **hold a master's degree or a doctorate in nursing**; (3) hold a doctoral degree, if administering a baccalaureate or master's degree program; **(4) have a minimum of three years teaching experience in a professional nursing educational program**; (5) have demonstrated knowledge, skills and abilities in administration within a professional nursing educational program; and (6) not carry a teaching load of more than three clock hours per week if required to teach. The proposed director does not have three years teaching experience nor administrative experience in a professional nursing educational program. **Therefore**, the Interim Director shall be mentored by an experienced director of a professional nursing educational program for two years. A written mentoring plan shall be provided to board staff by September 1, 2009, and an evaluation of the mentoring experience shall be submitted to board staff at the end of the next two academic years. **Additionally**, the Interim Director shall complete a Master's Degree in Nursing as outlined in the academic plan provided with the petition for waiver and submit the final transcript to board staff upon program completion.
2. Rule 215.6(h) relating to *Administration and Organization* requires that "A newly appointed dean/director or interim dean/director of a professional nursing educational program shall attend the next scheduled education workshop provided by the Board related to the education rules and role and responsibilities of newly appointed deans/directors." **Therefore**, the Interim Director shall take the online Orientation to Educational Rules and Regulations immediately and shall attend the next scheduled face-to-face orientation in Austin.

Requirements are mandatory criterion based upon program assessment directly related to the rules that must be addressed in the manner prescribed.

Please be assured that board staff are available to assist Ms. Cole in her role as Interim Director of the program at Houston Community College. 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: THECB
Marion V. Cole, MEd, RN