

**PETITION FOR WAIVER OF DIRECTOR QUALIFICATIONS
 LONE STAR COLLEGE - KINGWOOD IN KINGWOOD, TEXAS
 ASSOCIATE DEGREE NURSING EDUCATIONAL PROGRAM**

SUMMARY OF REQUEST:

Consider the petition from Lone Star College - Kingwood (LSC-K) in Kingwood, Texas for a waiver of director qualifications on behalf of Donna Spivey, MSN, RN, CEN, and the recommendation from the Education Liaison Committee (ELC) regarding the petition.

HISTORICAL PERSPECTIVE:

- The Associate Degree Nursing Educational Program in KSC-K began in 2004.
- Wanda Seaback, MSN, RN was approved as Director in August 2008 and served until July 2009, when she resigned to teach at another institution. Former Director Peggy Aalund has been serving as Interim Director since July 2009 and desires a faculty position rather than Director.
- The NCLEX-RN® examination pass rate for LSC-K 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	90.91%	102/110
2008	Full	92.86%	65/70
2007	Full	96.77%	60/62
2006	Full	85.71%	24/28

- Katherine Persson, PhD, President of LSC-K wrote the BON on Sept. 1, 2009 petitioning for waiver of requirements for nursing program director for Donna Spivey, MSN, RN, CEN.
- 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.
- Ms. Spivey has been teaching fall, spring, summer, and "mini-mester" courses at LSC-K since January 2007. Despite having accumulated what the LSC-K administration considers over 9 semesters of teaching in the program, she does not have a minimum of three (calendar) years teaching experience in a professional nursing educational program.
- LSC-K President Persson indicated that as one of three finalists for the position, Ms. Spivey was the unanimous choice of the hiring committee and the administrative team.
- 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 unanimous recommendation from the ELC members was to approve the petition.

PROS AND CONS:Pros:

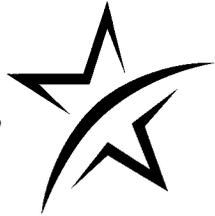
- Ms. Spivey was the unanimous choice of the hiring committee and LSC-K administrative team to assume this role.
- Ms. Spivey has been teaching in the program since January 2007.
- LSC-K graduate performance on the NCLEX-RN® examination has been consistently good, even while enrollment and graduate numbers have been increasing.
- Former Director Peggy Aalund will serve as mentor to Ms. Spivey during the 2009-1010 academic year.
- LSC-K posits that Ms. Spivey's experience teaching summer and "mini-mester" sessions in addition to fall and spring academic semesters equates to teaching experience totaling over nine (9) semesters.

Cons:

- None identified

EDUCATION LIAISON COMMITTEE RECOMMENDATION:

Move to approve the petition from Lone Star College - Kingwood for waiver of director qualifications for Donna Spivey, MSN, RN, CEN based on the unanimous recommendation from the Education Liaison Committee as indicated in the attached letter (Attachment #2)



LONE STAR
COLLEGE
KINGWOOD

Katherine B. Persson, Ph.D.
President

20000 Kingwood Drive
Kingwood, TX 77339
281.312.1640
Fax: 281.312.1462
Katherine.B.Persson@LoneStar.edu

September 1, 2009

Janice I. Hooper, PhD, RN
Nursing Consultant for Education
Texas Board of Nursing
333 Guadalupe
Austin, TX 78701

Dear Dr Hooper:

Lone Star College-Kingwood has selected Donna Spivey, RN, MSN, CEN, as the new Nursing Program Director. Mrs. Spivey has been with this college since January 2007 and has demonstrated excellence as a faculty member and leader. She was one of three finalists for this position and was the unanimous decision of the hiring committee and our administrative team. She will be replacing Peggy Aalund, who is currently serving as Interim Program Director. Mrs. Spivey has over nine semesters of teaching experience, but she does not have three calendar years of teaching experience. Therefore, we are requesting a waiver of the requirement for the nursing program director. As you know, LSC-Kingwood has a reputation for innovation and collaboration which has translated into excellence for our college and nursing programs. It is critical to the success of our program to maintain continued leadership with vision, compassion for students, and a commitment to growth and creative solutions. We strongly support Mrs. Spivey's appointment to this position, as we see her strengths and characteristics in these areas.

Attached please find the Petition for Waiver, the New Director Qualification Form, Mrs. Spivey's curriculum vitae, and her transcripts. We would appreciate approval of her appointment as soon as possible to allow Mrs. Aalund to return to a faculty position. Mrs. Aalund will serve as a mentor to Mrs. Spivey for the 2009/2010 academic year.

Thank you for your assistance in this approval.

Sincerely,

Katherine Persson, Ph.D.
President

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

Lone Star College-Kingwood	Donna G. Spivey, RN, MSN, CEN
----------------------------	-------------------------------

Name of Controlling Agency/Governing Institution

Name of Prospective Dean, Director or Coordinator

Petition for Waiver of ___ DEAN or x DIRECTOR or ___ COORDINATOR in
___ VN DIPLOMA X ADN ___ BSN ___ RN to BSN ___ 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 _____ ___ Doctorate in another field

EDUCATION PLAN IF NOMINEE IS LACKING REQUIRED DEGREE:

- ___ Include Degree plan. Type of degree sought:
- ___ Include evidence of current enrollment in degree program.
- ___ # of credit hours earned _____ # of credit hours remaining

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

- X 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.)**

Donna has an excellent grasp of leadership and management of faculty and staff. She has years of management experience in a Houston area Level IV Trauma Center, where she managed 60 full time employees. She has handled many serious crises with grace and ease, and she has demonstrated these abilities within our faculty. She is a calming influence during difficult situations and is able to find positive resolutions to problems that arise. She has assisted the current interim director in handling several problems this summer, and she listen to all sides of a problem before making decisions. She is clear and decisive in resolving issues and presents the solution in such a way that all involved feel positive about the end result. She has demonstrated creative ideas and is a visionary for program growth and success, and she will continue the innovative, collaborative spirit which is the essence of LSC-Kingwood culture. She has recent enough nursing and management experience to be able to bring this perspective to nursing education, keeping in mind the needs of nursing practice as well as education.

 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.)**

Donna has taught in the Associate Degree Nursing Program at Lone Star College-Kingwood since January 2007, including summer and mini-mester courses. She has taught a total of 9.5 semesters in our program. She has taught multiple courses at multiple levels, and she has demonstrated her expertise and leadership as a faculty member. She has served as a mentor to new faculty and course leader, both due to her excellence in nursing education. She has always received commendations from peers and students for her ability to facilitate student learning and organize course activities. Her evaluations have been stellar and she is well respected among faculty and administrators in our college. She has also served on multiple committees, including hiring, mentoring, appeals, curriculum, admissions, readmissions, simulation, NLNAC site visit, grading/testing and progression, and peer review. She also was a winner of the LSC-Kingwood Innovator of the Year Award for her leadership in development of simulations.

 X Attach a plan for adequate supervision of individual.

The current interim program director, Peggy Aalund, will continue to support Mrs. Spivey in her transition this fall semester. Mrs. Aalund will be given a 50% release activity in the fall and spring semesters to support Mrs. Spivey as she learns the role and activities involved as Program Director. In addition, Mrs. Spivey will become a member of the Lone Star College System Nursing Deans & Directors Committee. This will be an additional support from other experienced directors. Finally, she will become a member of the Math/Science & Healthcare Chairs & Program Directors team, and these are peers in similar roles who will also support her transition.

 X Attach a plan for adequate support to mentor individual.

Peggy Aalund, currently serving as interim and an experienced program director, has committed to assisting Donna Spivey throughout the fall and spring semesters as she learns the different roles and activities involved in this position. In addition, the Vocational Nursing Program Coordinator will continue in her role to support Mrs. Spivey with that program. There is also an Assistant Program Director who will continue in her role, as well as an experienced nursing staff assistant dedicated to the program director. All of these positions support the work of the program administration, and each person is committed to mentoring Mrs. Spivey in their designated areas of experience. The LSCS Nursing Program Directors will also be mentoring new program directors, and Mrs. Spivey will benefit from their experience as well. Finally, there is a mentoring program for college administrators and Mrs. Spivey will be attending this program in September.

RECRUITMENT EFFORTS:

X Statement regarding recruitment efforts.

There was an extensive national search for this position, and Donna Spivey was the unanimous selection by the Hiring Committee and college administrators. Although there were other candidates with either more experience or education, Mrs. Spivey is clearly the best choice for our college and program. Her philosophy is very much in line with that of the college and nursing program, which is vitally important to the success of the program.

Include documentation of recruitment efforts as follows:

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

Recruiter distributed flyers to all graduate programs in the Houston area, plus published advertisements in Houston area newspapers, plus Chronicle of Higher Education

Number of qualified candidates that applied 8

Reasons not hired No other candidate has the same innovative, collaborative spirit that is vital to the LSC-Kingwood and nursing program. It is critical to the success of this program to have a leader with the same vision and student focus as the faculty.

PROGRAM DATA:

Current BON Approval Status Full approval with commendations for NCLEX scores

0 Current number of waived faculty employed by the school

0 Percent of waived faculty

Composition of faculty Full time = 16 Part time = 4

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

12.5% Percentage of faculty turnover

Pass rate for current and previous examination year 92.8% 96.7%

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

**New Dean/Director of a Nursing Educational Program—Donna Spivey
Qualification Form - Page 3**

- (7) Support for an ongoing relationship with the community to establish affiliate agencies and to ensure responsiveness to community needs.

Served as liaison for clinical site coordination and development. Participated in community based activities such as shot clinics and health fairs bringing students to assist.

- (8) Provision for an adequate number of qualified faculty to teach in the nursing program.
Continued support from dean, and college administration ensuring the needs of the program are met.

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 educational program.***

**NEW DEAN/DIRECTOR/COORDINATOR OR INTERIM DEAN/DIRECTOR/COORDINATOR OF
A NURSING EDUCATIONAL PROGRAM QUALIFICATION FORM**

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

NAME: Donna Spivey, RN, MSN, CEN			
Registered Nurse License Number:	623545	State:	TX Exp. date: 10/2009

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
University of Texas at Arlington	PhD	In progress	Nursing
University of Texas at Tyler	MSN	2006	Nursing Administration
University of Texas Medical Branch-Galveston	BSN	2003	Nursing
Louisiana State University –Eunice	ADN	1994	Nursing

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).

1/2007 to Present –Lone Star College Kingwood: Level 3 and 4. Teaching nursing content, leadership, jurisprudence and nursing skills. Served on many committees-hiring, appeals, readmissions, college readiness. Planned student calendars; monitored and critiqued students in a clinical environment; counseled students.

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).

1988: Outstanding Bedside Nurse, Lafayette Regional Vocational Technical Institute (based on academic and clinical performance)

1988-1994: Dauterive Hospital. Staff Nurse, medical/surgical/intensive care units. CPR/First Aide Instructor.

1990: Member of Phi Theta Kappa

1994-1995: Dauterive Hospital. Staff Nurse/Charge Nurse in multiple areas, Intensive Care, Geriatric Psych, Skilled Nursing Unit, Emergency Room. CPR/First Aide Instructor.

1995-2000: Alvin Urgent Care. Staff Nurse Emergency Room/Intensive Care Unit.

1996-1999: Multi District Litigation 926. Claims Reviewer –quality review on analysis performed by peers.

1999-2005: Medical Research Consultants. Legal Nurse Consultant/chart reviewer, Team leader, Director of Expert Services.

2003: Who's Who Among Students in American Universities and Colleges

2005-2009: East Houston Regional Medical Center. Staff nurse of the Emergency department and promoted to Director.

**New Dean/Director of a Nursing Educational Program—Donna Spivey
Qualification Form - Page 2**

PRACTICE EXPERIENCE: continued

2005: Certified Emergency Room Nurse (CEN)

2005: Advanced Cardiac Life Support /Basic Cardiac Life Support Educator

2006: Member of Sigma Theta Tau Nursing Honor Society

2006: Trauma Nurse Core Course Educator

2007: Education Consultant for Elsevier: Instructor for HESI Review Course.

1/2007 to Present –Lone Star College Kingwood: Level 3 and 4. Teaching nursing content, leadership, jurisprudence and nursing skills. Served on many committees-hiring, appeals, readmissions, college readiness. Planned student calendars; monitored and critiqued students in a clinical environment; counseled students.

EDUCATIONAL ADMINISTRATION EXPERIENCE: Provide evidence of experience carrying out the following administrative functions expected of the dean, director, or coordinator of a nursing educational 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.

Planning level calendar in a manner so it was conducive to learn for the students, scheduled student examinations to facilitate learning. Developed content materials presented during lecture. Ensured positive working relationship between nursing faculty, students, and staff. Served on numerous committees to address student concerns, such as Appeals Committee, working to determine resolution of student concerns.

- (2) Liaison with and maintenance of the relationship with the central administration of the controlling agency/governing institution.

Maintained open lines of communication between team and program director, dean and administration as necessary. Currently have a good working relationship with dean and college administrators.

- (3) Participation in the budget process that includes full preparation, presentation, administration and decision making of the program budget equal to other academic units.

Have worked with the current program Director on determining budgeting needs for the ADN program and will have mentoring throughout the transition from the current interim director.

- (4) Leadership within the faculty for the development and implementation of curriculum.

Participated in the development of the Jurisprudence Course as a new course at LSCS. Served as LSC-Kingwood Nursing Course Team Leader, facilitating organization, planning, and implementation of groups of courses taught by faculty teams.

- (5) Facilitation of faculty development, recruitment, performance review, promotion and retention.

Served as new faculty mentor, on hiring committee, and team leader. Worked with faculty to learn teaching methodologies, technology, and support strategies. Have performed staff evaluations in previous capacity, and will begin mentoring through LSCS administration activities.

- (6) Liaison with and maintenance of the relationship with the board.

Have attended Board Sponsored Lecture in 2007- training for Jurisprudence course.

DONNA SPIVEY, MSN, RN, CEN

19818 Rio Villa Dr. .
Houston, TX 77049
(281) 457-1235
(713) 449-9271
mspivey@earthlink.net

EDUCATION

University of Texas at Arlington-PhD in Nursing	current
University of Texas at Tyler – MSN Nursing Administration	2006
University Texas Medical Branch - Bachelor's Degree in Nursing	2003
Louisiana State University at Eunice - Associated Degree in Nursing	1994
Lafayette Regional Vocational Technical Institute-LPN	1988

ACADEMIC HONORS

- Outstanding Bedside Nurse, Lafayette Regional Vocational Technical Institute (based on academic and clinical performance) 1988
- Served as President of Nursing Class 1988
- Who's Who Among Students in American Universities and Colleges 2003
- Recipient of the Ralston Medical and Nursing Student Scholarship Fall 2005
- Recipient of Texas ENA Scholarship Spring 2006
- Innovator of the Year Award, Lone Star College – Kingwood

PROFESSIONAL EXPERIENCE

LONESTAR COLLEGE - KINGWOOD

January 2008 to present- Faculty member serving as an instructor in Level III and Level IV ADN program. Functioned as Team Leader for the Level IV semester.

*January 2007 to December 2007-*Served as Adjunct Faculty /Clinical Instructor for Level III and IV ADN program.

Committee memberships: Appeals, Attendance, Curriculum, Grading/Testing & Progression, Hiring, Mentorship, NLNAC Site Visit, Peer Review, and Simulation

EAST HOUSTON REGIONAL MEDICAL CENTER –

December 2006 to January 2008-Director of Emergency and Trauma Services
Oversee the daily operation of the emergency department with greater than 60 FTEs. Responsible for employee payroll, staffing, yearly evaluations, and quarterly one-on one interview to improve employee job satisfaction. Perform chart reviews to insure quality patient care. Assist with new hires to assure clinical competence. Assist in maintaining high patient and employee satisfaction. Served as a member on the Redesign Team facilitating process improvement for the ED.

Assisted in increasing patient satisfaction from the fourth quartile to the second.

Assisted in increasing employee satisfaction from less than 80% to 98% satisfaction.

October 2006-December 2006-Interim Director of Emergency and Trauma Services

April 2006-October 2006-Manager of Emergency Department

January 2006-October 2006-Clinical Coordinator of Emergency Department

May 2005-January 2006-Charge Nurse/Preceptor

March 2005 to May 2005-staff nurse in a Level IV Trauma Center

MEDICAL RESEARCH CONSULTANTS – *January 1999 to March 2005;*
September 2006-January 2007

Director of Expert Division – Supervised this division recruiting and located appropriately credentialed health care professionals for case review. Maintained daily contact with experts and clients. Reviewed medical malpractice cases for merit.

Managed a Phase I Research Project- Staffed and supervised the daily operations of a call center. Reviewed budget; assisted in writing script for the project. Managed approximately 20 nurses.

Team Leader- supervised a team of ten nurses on a multi-million dollar mass tort project. Quality reviewed the work product of the nurses assuring the client deadlines were met. Served as preceptor training new employees on the work product.

Legal Nurse Consultant / Nurse Reviewer – Review, analyze and develop a work product based on established documents such as medical records and other legal documents. From the analysis based on clients' needs, developed a chronology of events and summary of outstanding of pertinent findings. Identify potential areas of cause and effect of related diagnostic studies or medical evaluations.

In addition, provide pertinent and supportive evidence of findings. Identify additional source needs and formulate pertinent questions. Disseminate pertinent information to the clients to aid and assist the legal process. Also, perform rapid evaluations of the medical records to aid in categorizing files for assignments.

MULTI-DISTRICT LITIGATION 926 – *August 1996 to August 1999*

Claims Reviewer – Worked in claims office established by U.S. District Judge Sam C. Pointer, Jr., to administer claims for Breast Implant Settlement. Reviewed and analyzed medical records supporting current disease claims; computer entry of results of analysis and review. Also, performed quality review on analysis performed by peers.

ALVIN URGENT CARE/CLEAR LAKE REGIONAL MEDICAL CENTER –

October 1995 to January 2000

Staff nurse in the emergency room and intensive care unit.

DAUTERIVE HOSPITAL – *September 1988 to October 1995*

Staff/Charge nurse in multiple units – emergency room, intensive care unit, medical/surgical, geriatric psych, skilled nursing unit.
CPR/First Aide instructor

COMPLETED COURSES

Basic Cardiac Life Support
Advanced Cardiac Life Support
Emergency Nurse Pediatric Course
Trauma Nursing Core Course

PROFESSIONAL MEMBERSHIP

Emergency Nurses Association
Phi Theta Kappa Honor Society
Sigma Theta Tau International
Texas Nurses Association

CERTIFICATIONS

Certified Emergency Nurse since 2005
Basic Cardiac Life Support Instructor
Trauma Nurse Core Course Instructor –Potential
Advanced Cardiac Life Support Instructor

VOLUNTEER

Houston Livestock Show and Rodeo Safety/Medical Committee

DRAFT LETTER

October 26, 2009

Katherine Persson, PhD
President
Lone Star College - Kingwood
20000 Kingwood Drive
Kingwood, TX 77339

Dear Dr. Persson:

At the October 22-23, 2009 meeting of the Texas Board of Nursing (BON), the Petition for Waiver of Director Qualifications for Donna Spivey, MSN, RN, CEN was reviewed. It was the decision of the Board to approve the petition and to allow Ms. Spivey to serve as Director of the Associate Degree Nursing Educational Program at Lone Star College - Kingwood.

Requirements:

1. 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 face-to-face orientation, scheduled Friday, November 13, 2009.

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. Spivey in her role as Director of the program. If additional information is needed, please contact Board staff by e-mail to paul.waller@bon.state.tx.us or by phone at (512) 305-7658.

Sincerely,

Linda R. Rounds, PhD, RN, FNP
President

Paul R. Waller, PhD, RN
Nursing Consultant for Education

copy: THECB
Donna Spivey, MSN, RN, CEN