

**Petition for Extension of Waiver of Director Qualifications
 Houston Community College in Houston, Texas
 Associate Degree Nursing Educational Program**

Summary of Request:

Consider the petition from Houston Community College (HCC) in Houston, Texas, to extend the 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:

- At the July 2009 meeting, the Board approved a petition from HCC for waiver of director qualifications on behalf of Marion V. Cole, MEd, RN to allow her to serve as Interim Director of the HCC Associate Degree Nursing Educational Program for a period of one year. The Board issued requirements for Ms. Cole to engage in a mentoring experience with a seasoned program director and to proceed with the plan for earning a Master's Degree in Nursing.
- The waiver was requested because Ms. Cole did not hold the required Master's Degree in Nursing nor did she have three years of experience in a professional nursing program. She does hold a Master's Degree in Education and has chaired other health care programs.
- Ms. Cole is enrolled in Walden University's Master's Degree in Nursing Program and will complete the program in December 2011.
- The Executive Dean for Instruction, Coleman College for Health Sciences, Houston Community College, requests the Board to extend Ms. Cole's waiver in order for her to continue serving as Interim Director as she completes the Master's degree. His request was based upon the success of the program under her leadership.
- Dr. Betty Adams, Dean of Prairie View A&M University School of Nursing, has agreed to serve as Ms. Cole's mentor and a mentoring plan has been submitted.
- The petition and supporting information was reviewed by the Education Liaison Committee (ELC).
- The ELC recommended to approve the petition contingent upon implementation of the mentoring plan and Ms. Cole's continuing enrollment in the Master's program.
- Ms. Cole has participated in the online director orientation and in the face-to-face New Director orientation presented by board staff in the Fall of 2009.
- NCLEX-RN® examination pass rates for the past three years:

Year	Approval Status	NCLEX-RN® Pass Rates	First Time Candidates Passed/Total
2010	Full	Preliminary 10/1/09-6/21/10 91.94%	57/62
2009	Full	92.27%	167/181
2008	Full	94.44%	136/144

Pros and Cons:

Pros:

- The retention rate at HCC has improved from 58% to 75% under Ms. Cole's leadership.
- Ms. Cole has actively pursued completion of the Master's Degree in Nursing.

Cons:

- The mentoring plan has not begun yet.

Education Liaison Committee Recommendation:

Members of the Education Liaison Committee voted unanimously to recommend approval of the extension of the waiver until December 2011 with requirements for submission of transcripts and progress reports on the mentoring experience to the board office following each academic semester.

Staff Recommendation:

Move to accept the recommendations from the Education Liaison Committee, approve the extension of the waiver until December 2011, and issue the requirements in the attached letter (See Attachment #1).

DRAFT LETTER

July 26, 2010

Marion Cole, MEd, RN, LP
Interim Director, ADN Program
Houston Community College System
1900 Pressler, Suite 341
Houston, TX 77030

Dear Ms. Cole:

At the July 22-23, 2010, Texas Board of Nursing (Board or BON) meeting, Board members discussed the request from Houston Community College in Houston, Texas, Associate Degree Nursing Educational Program to extend the waiver for Marion Cole, MEd, RN to continue to serve as Interim Director of the program through December, 2011. The Board accepted the recommendation from the Education Liaison Committee to extend the waiver, approve the request, and issue the following requirements:

Requirements:

1. Ms. Cole is required to submit copies of her transcripts at the end of each academic semester to the board office. The transcripts will validate completion of courses in the planned sequence of the degree plan.
2. Ms. Cole, in collaboration with Dr. Betty Adams, Dean of Prairie View A&M University School of Nursing, will provide progress reports providing an evaluation of the mentoring experience provided by Dr. Adams to Ms. Cole.

A total of at least three reports (both transcripts and evaluative progress reports) should be submitted, for example, at the end of 2010, mid year 2011, and at the end of 2011. Upon completion of the Master's Degree in Nursing program and submission of the official and final transcript to board office, the administration at Houston Community College may request that Ms. Cole's position be changed to Full Director of the program.

If further clarification is needed, please contact board staff at (512) 305-6814 or janice.hooper@bon.state.tx.us.

Sincerely,

Linda R. Rounds, PhD, RN, FNP
President

copy: Michael Edwards, J.D., Dean, HCC