

TEXAS BOARD OF NURSING
3.5.1.a. EDUCATION GUIDELINE
Faculty Waivers

Revised: 7/10/2020

Purpose for a Faculty Waiver:

When program directors are unable to recruit an adequate number of nursing faculty to provide instruction to the nursing students, they may consider the option of hiring faculty using a faculty waiver. Rules 214.7(e) and 215.7(e) provide the requirements for implementing faculty waivers and the requirements vary between VN and RN programs. The opportunity to employ faculty waivers depends upon a set of program criteria and a set of potential faculty criteria.

Guidelines for VN Program Faculty Waivers:

Program Criteria: The program must have:

- Full Board approval;
- Recent NCLEX-PN® pass rate of at least 80%; and
- No more than 10% of waived faculty in place.

Faculty Candidate Criteria:

- Hold a current active license or privilege to practice as an LVN or RN in the State of Texas;
- Actively employed in nursing for at least two of the last three years,
- If not actively employed during the past three years, advanced preparation in nursing, nursing education, or nursing administration shall be considered; and
- Prior relevant nursing employment.

Guidelines for RN Program Faculty Waivers:

Program Criteria: The program must have:

- Full Board approval;
- Recent NCLEX-RN® pass rate of at least 80%; and
- No more than 10% of waived faculty in place.

Faculty Candidate Criteria:

- Hold a current license or privilege to practice as a registered nurse in the State of Texas;
- Current nursing practice (two out of last four years) in anticipated content area;
- Hold a BSN degree and currently enrolled and has completed at least 50% of the required course work; or
- Hold a BSN degree and a master's degree in another field with appropriate credits in graduate studies in nursing or a plan to complete the appropriate credits in graduate studies in nursing (6 credits for ADN program and 12 credits for BSN program).

Other Considerations:

- The program director has the authority to take advantage of the faculty waiver option, but the waiver is valid for up to one year.

- If an extension to the waiver is needed, the program direction may petition Board Staff for an extension of the original waiver.
- Using waivers may lead to future employment of the waived faculty (“grow your own faculty”).
- Waivered faculty should receive a full orientation to the nursing program and should be included in faculty meetings and activities.
- Programs that do not hold national nursing accreditation shall complete and submit the attached form electronically to the education consultant.
- Programs that hold national nursing accreditation are invited to submit the form to verify they are following Board rules and guidelines. Board Staff maintain a log of faculty waivers as evidence of the need to use waivers to fill faculty needs.
- When the criteria are not met and the program is in critical need to hire the identified faculty, Board Staff will consider approving the waiver as an emergency.

**TEXAS BOARD OF NURSING
NOTIFICATION FORM: FACULTY WAIVER**

Name of Program:			
Type of Program: <input type="checkbox"/> Professional <input type="checkbox"/> Vocational			
Name of Dean/Director/Coordinator:			
Name of Prospective Faculty or Currently Waivered Faculty:			
Program Criteria	NCLEX PN/RN Pass Rate for Preceding Year:		
	Faculty – current number of waivers including this prospect:		
Faculty Criteria	Potential Faculty Name & Credentials:		
	Nursing license #:	Expiration Date:	
	Adequate work experience:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	Relevant nursing experience:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
RN Faculty	BSN: <input type="checkbox"/> Yes <input type="checkbox"/> No		
	Enrolled in MSN Program: <input type="checkbox"/> Yes <input type="checkbox"/> No 50% complete: <input type="checkbox"/> Yes <input type="checkbox"/> No		
	Master's degree in another field: <input type="checkbox"/> Yes <input type="checkbox"/> No		
	ADN or Diploma Program -- 6 credits graduate nursing courses: <input type="checkbox"/> Yes <input type="checkbox"/> No		
	BSN Program --- 12 credits graduate nursing courses: <input type="checkbox"/> Yes <input type="checkbox"/> No		
Area of Assigned Teaching	Expected area(s) of teaching:		
	Start date:	End date:	
Emergency Waiver	Describe emergency situation if applicable:		
<input type="checkbox"/> NA			
Request for Extension of Waiver	Rationale:		
	Projected completion date of requirements/degree: _____		
	# Credit hours earned: _____		
	# Credit hours to be completed: _____		
Approval Date		Education Consultant	