



BOARD OF REGISTERED NURSING

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Ruth Ann Terry, MPH, RN
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FACULTY REMEDIATION GUIDELINES

PURPOSE

The purpose of these guidelines is to assist directors in assuring faculty members who will be teaching in new content/clinical areas [i.e., not already approved by the BRN] are clinical competent.

STATUTORY AUTHORITY

Section 1420(c) contains definition of clinical competency:

"Clinically competent" means that a nursing program faculty member possesses and exercises the degree of learning, skill, care and experience ordinarily possessed and exercised by staff level registered nurses of the clinical unit to which the instructor (faculty member) is assigned.

INTERPRETATION OF REGULATIONS

Faculty members, for BRN purposes, include BRN approved instructors, assistant instructors, and clinical teaching assistants. To teach in a new content/clinical area, the faculty member must be able to function at the level of a staff RN in the specified clinical areas (Med. Surg., Obstetrics, Pediatrics, Mental Health, Geriatrics).

Evaluation of Competency: Evidence of direct patient care experience in clinical area preferably within the last 5 years. Sufficient evidence of continuing education classes that support the requested content/clinical area(a) taken in the last 5 years.

Plan to Gain Clinical Competency: Includes the following:

1. Director, in consultation with the content expert and faculty member, formulates a written remediation plan that includes:
 - a) Specific measurable theory and clinical objectives sufficient to validate competency in the new content/clinical areas;
 - b) Specific plan of activities sufficient to validate theory/clinical competency;
2. The program director may elect to send the assigned NEC a copy of the proposed remediation plan for comment prior to implementation.
3. The faculty member meets with the agency's representative or program's content expert, or both, to implement the remediation plan.
4. Upon completion of the plan, the faculty member presents the director written verification from the preceptor or content expert, that the faculty member has demonstrated the competency level of a staff RN and met the theory and clinical objectives specified in the remediation plan.

SUBMIT TO BRN:

1. Remediation plan;
2. Verification of competency;
3. Faculty appointment form for specified area(s).

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FACULTY CONTENT EXPERT

1424. Regulation

(h) The faculty shall be adequate in type and number to develop and implement the program approved by the Board, and shall include at least one qualified instructor in each of the areas of nursing listed in Section 1426 who shall be responsible for the educational program in that area. Nursing faculty members whose teaching responsibilities include subject matter directly related to the practice of nursing shall be clinically competent in the areas to which they are assigned.

Interpretation

Each school must have at least one content expert in each area of nursing; one person can qualify for more than one area. The required areas are interpreted as medical-surgical, obstetrics, pediatrics, psychiatric and geriatric nursing.

Methods to Qualify as a Content Expert

- EITHER** Master's degree in the area.
- OR** Master's degree in another area and additional theoretical and clinical experience as shown below.

THEORY - *EITHER* -- Course work in content area equivalent to 30 hours of continuing education or 2 semester units/3 quarter units,

OR -- ANA certification,

AND

CLINICAL - *EITHER* -- Clinical experience in content area to equal 30 eight-hour shifts within the last three years.

OR-- Clinical experience teaching the content area (e.g., geriatrics) for a minimum of 2 semesters or 3 quarters.