

CHAPTER 54-03.2-04 FACULTY

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54-03.2-04-01. Faculty responsibilities.

There must be sufficient number of qualified faculty to meet the objectives and outcomes of the nursing education program. Nursing education program faculty responsibilities include the following:

1. Plan, implement, evaluate, and update the program and curriculum using a written plan;
2. Develop, implement, evaluate, and update policies for student admission, progression, retention, and graduation in keeping with the policies of the sponsor institution;
3. Participate in academic advisement and guidance of students;
4. Provide theoretical instruction and practice experiences;
5. Select, monitor, and evaluate preceptors and the student learning experience as defined in section 54-03.2-04-07;
6. Evaluate student achievement of curricular outcomes related to nursing knowledge and practice;
7. Evaluate student learning outcomes and participate in the evaluation of program outcomes; and
8. Participate in activities that facilitate maintaining the faculty members' own nursing competence and professional expertise in the area of teaching responsibility.

History: Effective November 1, 1996; amended effective April 1, 2004; July 1, 2008; April 1, 2014.

General Authority: NDCC 43-12.1-17

Law Implemented: NDCC 43-12.1-17(1)

54-03.2-04-02. Faculty policies.

The policies and procedures are available in writing and include:

1. Qualifications for the position;
2. Rights and responsibilities related to the position;
3. Criteria for evaluation of performance; and
4. Promotion, retention, and tenure policies.

History: Effective November 1, 1996; amended effective April 1, 2004.

General Authority: NDCC 43-12.1-17

Law Implemented: NDCC 43-12.1-17(1)

54-03.2-04-03. Practical or associate degree nurse education program faculty qualifications.

There must be sufficient faculty with graduate preparation and nursing expertise to achieve the purpose of the program and comply with the following:

1. The nurse faculty who have responsibility for planning, implementing, and evaluating a nursing course in a program leading to practice as a practical nurse or an associate degree-registered nurse must have:
 - a. A minimum of a master's degree from an accredited institution. If the master's degree is in a discipline other than nursing, evidence of acceptable graduate level coursework in nursing, which includes learning principles for adult education, nursing curriculum development, administration, and evaluation, must be submitted to the board;
 - b. A current unencumbered registered nurse license or privilege to practice; and
 - c. Evidence of prior nursing practice experience.
2. Clinical faculty that supervise nursing practice experiences of students enrolled in a program leading to practice as an associate degree-registered nurse shall meet the same requirements.
 - a. A minimum of a master's degree from an accredited institution. If the master's degree is in a discipline other than nursing, submit evidence of acceptable graduate level coursework in nursing, which includes learning principles for adult education, nursing curriculum development, administration, teaching, and evaluation.
 - b. A current unencumbered registered nurse license or privilege to practice; and
 - c. Evidence of prior nursing practice experience.
3. Clinical faculty that supervise nursing practice experiences of students enrolled in a practical nurse program shall meet the following requirements:
 - a. A minimum of a baccalaureate degree in nursing;
 - b. A current unencumbered registered nurse license or privilege to practice; and
 - c. Evidence of prior nursing practice experience.

History: Effective November 1, 1996; amended effective April 1, 2004; April 1, 2014.

General Authority: NDCC 43-12.1-17

Law Implemented: NDCC 43-12.1-17(1)

54-03.2-04-04. Baccalaureate or master's degree nurse education program faculty qualifications.

There must be sufficient faculty with graduate preparation and nursing expertise to achieve the purpose of the program and comply with the following:

1. Nurse faculty must have a minimum of a master's degree from an accredited institution. If a master's degree is in a discipline other than nursing, the faculty member must submit evidence of acceptable graduate level coursework in nursing, which includes learning principles for adult education, nursing curriculum development, administration, and evaluation.

- a. The majority of graduate program faculty must hold an earned doctoral degree;
 - b. Nurse faculty must be registered nurses with a current unencumbered license or privilege to practice; and
 - c. Evidence of prior nursing practice experience.
2. Clinical faculty that supervise nursing practice experiences of students enrolled in a program leading to practice as baccalaureate or master's degree registered nurse shall meet the same requirements.
 - a. A minimum of a master's degree from an accredited institution. If the master's degree is in a discipline other than nursing, the faculty member must submit evidence of acceptable graduate level coursework in nursing, which includes learning principles for adult education, nursing curriculum development, administration, and evaluation;
 - b. A current unencumbered registered nurse license or privilege to practice; and
 - c. Evidence of prior nursing practice experience.

History: Effective November 1, 1996; amended effective April 1, 2004; July 1, 2008; April 1, 2014.

General Authority: NDCC 43-12.1-17

Law Implemented: NDCC 43-12.1-17(1)

54-03.2-04-04.1. Doctoral degree nurse education program faculty qualifications.

There must be sufficient faculty with doctoral graduate preparation and nursing expertise to achieve the purpose of the program and comply with the following:

1. Nurse faculty must have an earned doctoral degree in nursing or an earned master's degree in nursing and an earned doctoral degree from an accredited institution, and shall meet the following requirements:
 - a. An unencumbered registered nurse license or privilege to practice; and
 - b. Evidence of prior nursing practice experience.
2. Clinical faculty that supervise nursing practice experiences of students enrolled in a program leading to practice as a doctoral level degree registered nurse must have an earned doctoral degree in nursing, or an earned master's degree in nursing and an earned doctoral degree from an accredited institution, and shall meet the following requirements:
 - a. A current unencumbered registered nurse license or privilege to practice; and
 - b. Evidence of prior nursing practice experience.
3. An individual currently employed as a full-time equivalent faculty member in a doctoral program in this state as of March 31, 2014, shall be deemed to be qualified under the provisions of this chapter through December 31, 2025.
4. Other circumstances as approved by the board.

History: Effective April 1, 2014.

General Authority: NDCC 43-12.1-17

Law Implemented: NDCC 43-12.1-17(1)

54-03.2-04-05. Graduate program faculty qualifications.

Repealed effective April 1, 2004.

54-03.2-04-06. Nonnursing faculty qualifications.

Faculty, who have primary responsibility for teaching supportive courses in a nursing education program, must hold a master's degree from an accredited institution or a comparable professional credential in their respective discipline.

History: Effective November 1, 1996; amended effective April 1, 2004; April 1, 2014.

General Authority: NDCC 43-12.1-17

Law Implemented: NDCC 43-12.1-17(1)

54-03.2-04-07. Preceptors.

A preceptor provides supervision of a nursing student's practice experience and precepts at the direction of the faculty member responsible for the course in which the student is enrolled.

1. Clinical preceptors may be used to enhance clinical learning experiences, after a student has received clinical and didactic instruction in foundation courses;
2. Preceptors may not be used to replace clinical faculty in prelicensure certificate, associate, or baccalaureate degree nursing programs;
3. Interdisciplinary preceptors must hold credentials for their applicable practice;
4. The preceptor must be educated at the same or higher level as the academic program in which the student is enrolled or must have demonstrated competencies that are appropriate for the student's learning experience;
5. Criteria for selecting preceptors must be in writing;
6. The functions and responsibilities of the preceptor must be delineated in writing and provided to the preceptor;
7. The faculty member retains responsibility for the student's learning experiences and confers periodically with the preceptor and student for the purposes of monitoring and evaluating the learning experiences; and
8. A preceptor shall supervise no more than two students during any one scheduled work time or shift.

History: Effective November 1, 1996; amended effective April 1, 2004; April 1, 2011.

General Authority: NDCC 43-12.1-17

Law Implemented: NDCC 43-12.1-17(1)

54-03.2-04-08. Employment of academically unqualified faculty.

Any individual engaged in a teaching relationship who does not meet the qualifications in section 54-03.2-04-03, 54-03.2-04-04, or 54-03.2-04-04.1 is considered academically unqualified faculty regardless of the title assigned by the institution. A program may receive continued approval with faculty who do not meet the educational requirements in section 54-03.2-04-03, 54-03.2-04-04, or 54-03.2-04-04.1 in the following circumstances:

1. The program maintains full approval by the board and the administrator demonstrates to the satisfaction of the board that substantial effort was used to recruit a candidate with the required credentials, and the candidate is currently enrolled in a master's or doctoral degree program offered by an accredited institution and can demonstrate to the satisfaction of the board a specific plan of completion within four years of hire for the master's degree or seven years for a doctorate degree; and

- a. The administrator demonstrates to the satisfaction of the board that eighty-five percent of the program's nursing faculty full-time equivalents have the required degree; or
 - b. A program with faculty of seven or fewer members will have no more than a total of one nursing faculty full-time equivalent held by an unqualified individual;
2. The board may extend the time allowed for the candidate to complete the degree by one year due to severe extenuating circumstances; or
3. Other circumstances as approved by the board.
4. A program with faculty holding less than a baccalaureate degree in nursing shall not be approved.

History: Effective November 1, 1996; amended effective April 1, 2004; July 1, 2008; April 1, 2011; April 1, 2014.

General Authority: NDCC 43-12.1-17

Law Implemented: NDCC 43-12.1-17(1)

54-03.2-04-08.1. Faculty developmental program.

A faculty developmental program that is approved by the board must be provided for all unqualified faculty. The faculty developmental program shall comply with the following requirements:

1. Each academically unqualified individual must be assigned a mentor who will supervise and interact with the individual in person at designated intervals as determined by the board.
2. The program director must notify the board of changes in mentors.
3. The program director must submit to the board the names of academically unqualified individuals employed as faculty and the number of full-time equivalents filled by these individuals each semester.
4. The program director must submit verification that academically unqualified individuals are continuously enrolled in a graduate program and making progress in the curriculum that will allow completion of the graduate program within the required time frame.

History: Effective April 1, 2011.

General Authority: NDCC 43-12.1-17

Law Implemented: NDCC 43-12.1-17(1)