



## Florida Nurse Practice Act and Board of Nursing Rules Create No Unreasonable Barriers to Producing New Nurses

### *at a glance*

Florida, like other states, faces a longstanding nursing shortage and concerns have been raised that the Nurse Practice Act and its associated rules may create unnecessary barriers to addressing this problem. The act and rules contain four provisions that potentially could limit the state's ability to produce or attract more nurses: faculty credential requirements, clinical ratio requirements, limitations on the use of simulators in lieu of clinical experiences, and limitations on advanced nurse practitioner prescription authority. However, only the limitation on nurse practitioner prescription authority was consistently cited by stakeholders as a genuine barrier to addressing the nursing shortage.

The Florida Board of Nursing's power to set standards for nursing programs is typical of that of other states; the nursing boards in 43 other states have the power to set standards for the nursing programs in their jurisdiction. In the remaining six states, the board of nursing has either restricted or no authority to set standards for nursing programs.

Stakeholders do not have a consensus on whether the state would benefit from reorganizing the scope of practice section of Florida's Nurse Practice Act.

### Scope

In accordance with state law, this report reviews Ch. 464, *Florida Statutes*, and its accompanying rules to identify barriers to addressing the state's nursing shortage.<sup>1</sup> This report examines three questions.

- Does the Nurse Practice Act or its associated rules create barriers to addressing the nursing shortage?
- Is the authority delegated to the board of nursing appropriate?
- Is there value in reorganizing the scope of practice section of the Nurse Practice Act?

To answer these questions, we researched literature published in academic journals related to the nursing shortage and interviewed stakeholders from nurse and health care associations, education programs, and the board of nursing.<sup>2</sup> We also reviewed the Nurse Practice Acts and administrative rules from the other 49 states and the District of Columbia.

### Background

In order to ensure quality nursing practice, Ch. 464, *Florida Statutes*, establishes the Florida Board of Nursing and grants the board authority to adopt rules, develop standards for nursing programs, and discipline nurses who violate regulations.

<sup>1</sup> Chapter 2006-251, *Laws of Florida*.

<sup>2</sup> The associations interviewed include the Florida Hospital Association, the Florida Nurses' Association, the National Council of State Boards of Nursing, and the Florida Association of Homes and Services for the Aging. We also contacted the Florida Medical Association to gain its perspective regarding nurse practitioner prescription authority.

Like other states, Florida faces a shortage of nurses. The Agency for Workforce Innovation estimates that between 2006 and 2014, Florida will average 7,440 annual openings for registered nurses.

However, during 2005, the latest year for which data are available, Florida nursing programs produced 5,430 graduates who took the registered nurse licensing exam for the first time. This creates a gap that potentially could be filled by nurses coming from other states or countries. However, because the nursing shortage is a nationwide problem, Florida faces competition for these nurses.

## Questions

### Does the Nurse Practice Act or its associated rules create barriers to addressing the nursing shortage?

Florida’s Nurse Practice Act and its associated rules contain four potential constraints on the state’s ability to address the nurse shortage.

- Faculty credential requirements set in rule will increase, which may limit nursing programs’ ability to admit nursing students.
- Clinical ratio requirements set in rule restrict the number of students that a faculty member can supervise during a clinical experience, which may limit nursing programs’ ability to admit more students.

- Board rules limit the use of simulators, which thereby limits programs’ ability to increase the number of students obtaining the necessary clinical experiences, given the shortage of clinical placements in health care settings.<sup>3</sup>
- The *Florida Statutes* prevent nurse practitioners from prescribing controlled substances, which may inhibit these nurses from moving into the state.

However, only the limitations on nurse practitioner prescription authority were consistently cited by stakeholders as a barrier to addressing the nursing shortage. The remaining requirements were considered necessary to ensure that nurses have the training and experience to provide high quality services.

### *Florida’s faculty credential requirements will increase in August 2009*

Changes in faculty credential requirements are not likely to affect most nursing programs. Currently the rules set by the board of nursing require that 50% or more of the faculty hold a baccalaureate degree in nursing plus a master’s or doctoral degree in nursing or a related field. As described in Exhibit 1, in August 2009 the rule requirements for faculty credentials will increase so that 60% or more of the faculty must hold a bachelor’s degree in nursing plus a master’s or doctoral degree in nursing. This change requires faculty members with a graduate degree in a subject other than nursing to meet the provisional standards set by the board.

<sup>3</sup> Simulators are teaching devices that can substitute for direct patient care clinical experiences.

## Exhibit 1

### The Board of Nursing Requirements for Faculty Credentials Will Increase in August 2009

Current	August 2009
<p>Rule 64B9-2.005 Faculty Qualifications</p> <p>Fifty percent or more of nursing faculty shall hold either a bachelor’s degree in nursing plus a master’s or doctoral degree in related field or master’s or doctoral degree in nursing.</p> <p>Each nursing faculty member who does not meet this requirement shall have a bachelor’s degree with a major in nursing and meet one of the following:</p> <ul style="list-style-type: none"> <li>• Equivalent of at least two years of full-time experience in clinical practice as a registered nurse (RN).</li> <li>• Actively engaged in studies leading to the next highest degree. Degree must be in nursing or a related field.</li> <li>• At least two full-time academic years of experience as a teacher of nursing.</li> <li>• Certification as an advanced registered nurse practitioner (ARNP) in Florida</li> </ul>	<p>Rule 64B9-2.015 Standards of Nursing Education</p> <p>By August 2009, <b>60% or more</b> of nursing faculty shall hold a bachelor’s degree in nursing plus a <b>master’s or doctoral degree in nursing</b>.</p> <p>Each nursing faculty member who does not meet this requirement shall have a bachelor’s degree in nursing and meet one of the following:</p> <ul style="list-style-type: none"> <li>• Equivalent of at least <b>three years</b> of full time experience in clinical practice as an RN.</li> <li>• Actively engaged in studies leading to the next highest degree. Degree must be in nursing or a related field.</li> <li>• At least two years full-time experience as a nurse educator.</li> <li>• Certification as an ARNP in Florida.</li> </ul>

Source: Florida Administrative Code.

Accreditation organizations' faculty credential guidelines are generally more stringent than the board's current requirements. All of Florida's public universities and community colleges, and many of the state's private institutions, receive regional accreditation through Southern Association of Colleges and Schools (SACS). As shown in Exhibit 2, SACS credential guidelines suggest a higher standard than the current board requirements by requiring that all faculty members must have a graduate degree with 18 graduate hours in nursing. However, the SACS guidelines differ from the board's August 2009 rule in that the guidelines do not recommend that a certain percentage of the program faculty hold a master's degree in nursing. Although SACS recently revised its accreditation guidelines to provide more flexibility when hiring faculty, institutions are hesitant to use this flexibility due to uncertainty over how the review committee will interpret the new guidelines.

In addition to the institutional accreditation provided by SACS, many nursing programs seek accreditation from the Commission on Collegiate Nursing Education or the National League for Nursing Accreditation Commission. As shown in Exhibit 2, these two organizations require higher standards for faculty credentials than the current board rules. Therefore, programs accredited by these organizations should not be affected by the board's increased credential requirements.

Stakeholder reviews of the board's increased faculty credential requirements varied between associate and baccalaureate degree program representatives. University representatives we contacted supported the board of nursing's 2009 requirement, but noted that it will not affect their programs because these programs meet nursing accreditation standards. The majority of the community college program representatives we interviewed (4 of 7) opposed the changes and stated that the increased requirements are too restrictive and will make it harder to find faculty with a master's degree in nursing.

Based on our interviews with representatives of the state's community colleges, 25 community college nursing programs would meet the new standard, one could meet it if adjunct nursing staff was included, and the remaining two programs would need to make staffing changes. These two programs are not accredited by the National League for Nursing Accrediting Commission.

Some stakeholders and board of nursing representatives expressed concern that Florida's credential requirements are below the national norm. OPPAGA analysis of other states' faculty credential requirements found that states' requirements for nursing faculty credentials vary widely, as shown in Appendix A. Florida's standards are neither the most stringent nor the most lenient among the states.

**Exhibit 2  
Accreditation Faculty Credential Guidelines Are Generally More Stringent Than the Current Board of Nursing Requirements**

Accreditation Body	Associate Degree Nursing Faculty Requirements	Baccalaureate Degree Nursing Faculty Requirements
Southern Association of Colleges and Schools (SACS)	Doctoral or master's degree in the teaching discipline or master's degree with a concentration in the teaching discipline (a minimum of 18 graduate semester hours in the teaching discipline).	Doctoral or master's degree in the teaching discipline or master's degree with a concentration in the teaching discipline (a minimum of 18 graduate semester hours in the teaching discipline). At least 25% of the discipline course hours in each undergraduate major are taught by faculty members holding the terminal degree--usually the earned doctorate--in the discipline.
Commission on Collegiate Nursing Education (CCNE)	Does not accredit associate degree programs.	Faculty members are academically and experientially qualified and sufficient in number to accomplish the mission, goals, and expected outcomes of the program. Although not explicitly stated in the accreditation manual, representatives from the organization stated that they expect faculty members to hold at least a master's degree in nursing, and preferably a doctorate in nursing. Representatives also stated that they would possibly accept a faculty member with a master's degree in a field related to nursing, but that 50% of the faculty without a master's degree in nursing would not meet their requirements.
National League for Nursing Accrediting Commission (NLNAC)	All nursing faculty are credentialed with a minimum of a master's degree with a major in nursing. Representatives from this organization stated that they realize that programs may need to hire faculty with less than a master's degree in nursing in order to meet the needs of their students. Representatives explained that faculty members not meeting this standard need to have an educational plan for completing a master's degree with a major in nursing.	

Source: Accreditation manuals and interviews.

**Florida’s clinical ratio requirements are among the most lenient in the country**

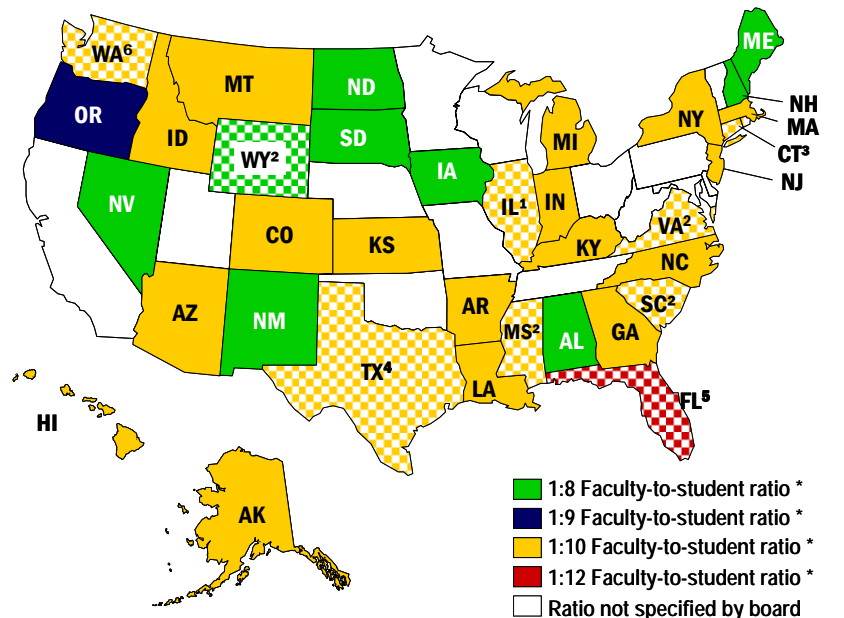
Florida’s clinical ratio requirements do not create unreasonable barriers to nurse production. As shown in Exhibit 3, the clinical ratio requirements set by the Florida Board of Nursing are among the most lenient in the country. Before they can complete a nursing program, nursing students must demonstrate their clinical skills in a health care facility. Florida allows a 1:12 faculty-to-student ratio in these clinical settings.<sup>4</sup> In contrast, other states require faculty-to-student ratios of one faculty member per 8-10 students. Stakeholders report that most healthcare facilities will not accept the 1:12 faculty-to-student ratio due to concerns over liability and patient safety. Instead, these facilities require lower faculty-to-student ratios, which limits the availability of clinical slots.

Additionally, Florida rules allows a typical preceptor-to-student ratio when compared to other states.<sup>5</sup> Preceptors are nurses employed by the clinical agency who supervise nursing students. Florida board rules limit preceptors to supervising two students in hospital settings and eight students in community settings. Although only 15 states specify preceptor-to-student ratios in rule, the limits set by Florida rule appear to be typical, as shown by Exhibit 4. Stakeholders report that Florida’s preceptor-to-student ratios provide a reasonable limit considering that preceptors supervise students while maintaining their other nursing responsibilities. No stakeholder we interviewed supported increasing the current preceptor-to-student ratio.

<sup>4</sup> In Florida, the faculty-to-student ratio increases to a 1:18 ratio in clinical experiences conducted at the end of a registered nurse program where a preceptor supervises the student. *Florida Administrative Code* refers to these experiences as Level II preceptorships.

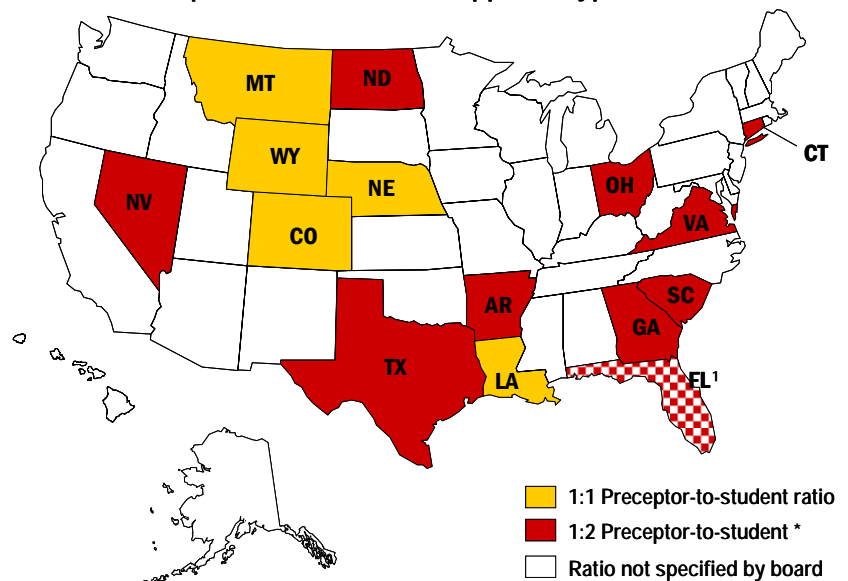
<sup>5</sup> Board rule requires nurse faculty and the clinical agency to approve the preceptor. The preceptor must have clinical expertise and competence in the area where supervising students. The preceptor must be physically present in the unit and available to the student at all times when the student is performing in a nursing capacity with patients and clients.

**Exhibit 3  
Florida Has More Lenient Faculty-to-Student Ratios Than Most Other States**



<sup>1</sup> Ratio changes to 1:12 when using preceptors.  
<sup>2</sup> Ratio changes to 1:15 when using preceptors.  
<sup>3</sup> Ratio changes to 1:16 when using preceptors.  
<sup>4</sup> Ratio changes to 1:12 when using preceptors for part of the clinical experience, to 1:24 when using preceptors as the sole method of instruction, and to 2:15 when a faculty member is supported by a clinical teaching assistant.  
<sup>5</sup> Ratio changes to 1:18 in a level 2 preceptorship.  
<sup>6</sup> A higher ratio may be allowed with use of trained preceptors for students.  
 Source: OPPAGA analysis of state nursing program administrative regulations.

**Exhibit 4  
Florida’s Preceptor-to-Student Ratio Appears Typical**



<sup>1</sup> Ratio changes to 1:8 in community-based clinical experiences.  
 Source: OPPAGA analysis of state nursing program administrative regulations.

### ***The board recently promulgated a rule to increase the use of simulators***

Florida's rules governing use of simulators do not create unnecessary limitations on nursing programs, and the board of nursing recently allowed increased use of simulators. On October 19, 2006, the board of nursing increased from 10% to 25% the percentage of clinical time that simulators can substitute for direct care experience. Simulators are computer-model-driven, full-sized mannequins that allow students to practice procedures such as intravenous medication, intubation, ventilation, and catheterization. Stakeholders report that this increase will allow them to use simulators for some hard-to-find clinical placement settings in areas such as obstetrics and pediatrics.

Florida appears to be a leader in allowing the use of simulators to substitute for direct care experience. OPPAGA's review of other states' nursing program standards found that only eight other states mentioned simulators in registered nurse program standards. Of those eight states, only Colorado specifies that simulators may substitute for up to 15% of the direct care experience.

### ***Florida Statutes limit advanced registered nurse practitioner prescription authority***

Limitations on nurse practitioner prescription authority was cited by many stakeholders as a barrier to addressing the nursing shortage. Florida is one of only four states (with Alabama, Hawaii, and Missouri) that prohibit nurse practitioners from prescribing controlled substances.<sup>6</sup> Stakeholders assert that this restriction prevents nurse practitioners from practicing to the fullest extent of their training and may inhibit them from moving to Florida. However, medical association representatives oppose removing these restrictions and assert that patients have no trouble obtaining prescriptions to controlled substances.

## **Is the authority delegated to the board of nursing appropriate?**

The Florida Board of Nursing's power to set standards for nursing programs is typical. OPPAGA analysis of other states' nurse practice acts found that

<sup>6</sup> Hawaii passed legislation during the 2006 legislative session to grant nurse practitioners the authority to prescribe controlled substances.

the nursing boards in 43 other states have the power to set standards for the nursing programs in their jurisdiction.

In the remaining six states, the board of nursing has either restricted or no authority to set standards for nursing programs. In Connecticut, Utah, and Illinois the boards of nursing recommend standards to be promulgated by the department responsible for nurse licensure. The Oklahoma Board of Nursing has the power to set the standards for nursing programs, but its legislature defined the credentials for practical nurse faculty in statute. In New York, the board of nursing assists the education department in setting the standards for programs. The Mississippi State Board of Community and Junior Colleges sets the state's practical nurse program standards. The Board of Trustees for the Mississippi State Institutions of Higher Learning determines the standards for Mississippi's registered nurse programs.

Many new nursing programs have been established in Florida in recent years. Currently, of the 168 programs operating in the state, 44 have provisional approval status from the board, which is given to new programs. This demonstrates at least a 35% increase in the number of programs opened in the last five years.<sup>7</sup>

The challenges caused by Florida's large number of new nursing programs led stakeholders and board of nursing representatives to suggest that the board may need more authority to limit the opening of new programs. These stakeholders asserted that new nursing programs compete with already-established nursing education programs for clinical and faculty resources, which are the primary limitations to producing new nurses. Stakeholders noted that creating new education programs does not address the core problems that limit nurse production, namely the lack of qualified nursing faculty and limited clinical space.

The large volume of new programs can also strain board of nursing staff resources. The board of nursing has four staff members to oversee the 168 nursing education programs and process applications for new programs. For each new

<sup>7</sup> The rate at which a program moves from provisional to full approval varies by program type and length. Programs move from provisional to full approval status after graduating the first class of students. For baccalaureate degree programs it takes approximately four and one-half years to achieve full approval. Associate degree programs take about two and one-half years to gain full approval, while licensed practical nurse programs receive full approval in 12-16 months.

application the board's education staff reviews the application, conducts a site visit, and then reviews the revised application. Additionally, many initial applications reportedly require a significant amount of staff time to work with sponsors to address problems in areas such as course sequencing (e.g., ensuring that students complete a human growth and development course before being scheduled for pediatric clinical experience).

Florida Board of Nursing representatives suggested two ways to address these issues. First, board representatives suggested that the Legislature may wish to consider providing the board of nursing the authority to promulgate rules to limit the number of programs that can open in one year. This may ease the strain on board staff and faculty and clinical resources caused by new programs. Second, the staff suggested increasing the application fee for new programs. The *Florida Statutes* currently limit the application fee the board of nursing can charge an institution desiring to open a new nursing program to \$1,000; staff propose increasing this fee to \$5,000. Staff assert that this increase would encourage institutions to more thoroughly research and develop quality proposals for new programs during the application process. The board's executive director noted that the board of nursing in the District of Columbia increased the application fee for nursing education programs to \$5,000 and subsequently saw a dramatic increase in application quality. However, in lieu of raising the application fee for all institutions, the Legislature could consider allowing the board to charge institutions additional fees if their applications to open new nursing programs require extensive staff time to bring them into compliance with board standards.

## Is there value in reorganizing the scope of practice section of the Nurse Practice Act?

Questions have been raised over whether Florida should revise its Nurse Practice Act to bring it more in line with the model developed by the National Council of State Boards of Nursing. The council developed a model Nurse Practice Act and rules document for states to use as a guide when considering revisions to state Nurse Practice Acts

and administrative rules.<sup>8</sup> The model provides a way to advance a degree of uniformity between states and promote a common understanding of what constitutes the practice of nursing. The model has a chapter on every subject covered in Nurse Practice Acts, from approving education programs, to discipline proceedings. We contacted stakeholders to gain their perspective on whether it would be beneficial to reorganize the scope of practice section of Florida's Nurse Practice Act to conform to the organizational structure of the model act.<sup>9</sup>

Stakeholders did not reach a consensus on whether adopting the model's organizational structure for the scope of practice section of Florida's Nurse Practice Act would produce value. Some stakeholders stated that adopting the model's organizational structure would make the scope of practice section easier to identify, provide more clarity, and increase consistency with other states' Nurse Practice Acts. Other stakeholders supported the content of the model's scope of practice section, but felt that reorganizing the structure without addressing content would not produce any benefits to the state. Approximately a third of the stakeholders interviewed on this subject declined to provide an opinion due to unfamiliarity with the model act.

## Agency Response

In accordance with the provisions of s. 11.51(5), *Florida Statutes*, a draft of our report was submitted to the Department of Health to review and respond. The department did not provide a written response to this report.

<sup>8</sup> The National Council of State Boards of Nursing also produced a legislative document known as the Nurse Licensure Compact for states to consider when setting policy related to nursing practice and licensure. OPPAGA reviewed the compact and concluded that though the compact may facilitate the movement of the current nursing workforce, it does not create new nurses and will not ease the long-term nurse shortage. *Nurse Licensure Compact Would Produce Some Benefits But Not Resolve the Nurse Shortage*, [OPPAGA Report No. 06-02](#), January 2006.

<sup>9</sup> Article II of the Model Nurse Practice Act concerns nurse scope of practice.

## Appendix A

# State Requirements for Registered Nurse Program Faculty Credentials Vary Widely

Table A-1 shows that while all states require that the nursing program faculty hold a license to practice as a registered nurse, other requirements for nursing faculty credentials vary widely. Florida's standards are neither the most stringent, nor the most lenient.

Table A-1

State	Requirements
<b>Alabama</b>	<p>Minimum qualifications for faculty members shall include:</p> <ol style="list-style-type: none"> <li>a graduate degree in nursing or other health-related field; and</li> <li>evidence of current nursing knowledge, clinical skills, and teaching competence.</li> </ol>
<b>Alaska</b>	<p>Minimum qualifications for faculty members who teach shall include:</p> <ol style="list-style-type: none"> <li>a master's degree in nursing; and</li> <li>one year of clinical nursing experience relevant to areas of responsibility.</li> </ol> <p>Adjunct faculty may be used for instruction of nursing courses and minimum qualifications shall include:</p> <ol style="list-style-type: none"> <li>a baccalaureate degree in nursing;</li> <li>one year of clinical nursing experience relevant to areas of responsibility; and</li> <li>supervision by a qualified nursing faculty member.</li> </ol> <p>Faculty with comparable education will, at the board's discretion, be considered to have met the degree requirements listed above.</p>
<b>Arizona</b>	<p>Minimum qualifications for faculty members who teach shall include:</p> <ol style="list-style-type: none"> <li>a graduate degree; and</li> <li>two years experience as a professional nurse providing direct patient care.</li> </ol> <p>The majority of the faculty members who teach must have a graduate degree in nursing. All other faculty must have a graduate degree and a baccalaureate degree in nursing.</p> <p>Minimum qualifications for faculty members providing clinical instruction shall include:</p> <ol style="list-style-type: none"> <li>a baccalaureate degree in nursing and at least three years experience as a professional nurse providing direct patient care; or</li> <li>the same qualifications of faculty members who teach.</li> </ol>
<b>Arkansas</b>	<p>Minimum qualifications for faculty members who teach shall include:</p> <ol style="list-style-type: none"> <li>a degree or diploma above the type of education program offered; and</li> <li>previous experience in clinical nursing.</li> </ol> <p>Minimum qualifications for assistant clinical instructors shall include:</p> <ol style="list-style-type: none"> <li>a degree or diploma at or above the type of education offered;</li> <li>at least one year experience in the clinical area; and</li> <li>be under the direction of faculty.</li> </ol>
<b>California</b>	<p>Minimum qualifications for instructors shall include:</p> <ol style="list-style-type: none"> <li>a graduate degree, which included course work in nursing, education, or administration;</li> <li>at least one year as a registered nurse providing direct patient care; and</li> <li>one year teaching courses related to nursing or a course which includes practice in teaching nursing.</li> </ol> <p>Minimum qualifications for assistant instructors shall include:</p> <ol style="list-style-type: none"> <li>a baccalaureate degree, which included courses in nursing, or in natural, behavioral, or social sciences relevant to nursing practice; and</li> <li>at least one year 's continuous full-time experience providing direct patient care as a registered nurse.</li> </ol> <p>Clinical teaching assistants shall have one year's experience within the previous five years as a registered nurse providing direct patient care.</p>

State	Requirements
<b>Colorado</b>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) two years full-time or equivalent professional nursing clinical experience; and</li> <li>b) documented knowledge and skills related to the teaching of adults, teaching methodology, curriculum development and evaluation, or a written plan, submitted to the board, for obtaining such knowledge and skills which must begin no later than during the first year of teaching; and</li> <li>c) a minimum of a graduate degree;               <ul style="list-style-type: none"> <li>i. if the individual has a graduate degree that is not in nursing, he or she must have a bachelor's degree in nursing and demonstrate evidence of the graduate degree being in a field relevant to the area(s) of responsibility; or</li> <li>ii. if an individual has a baccalaureate degree in nursing, he or she must submit a written plan demonstrating ongoing progression in obtaining a graduate degree in nursing.</li> </ul> </li> </ul> <p>Minimum qualifications for clinical faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) documented experience in the area of instruction; and</li> <li>b) a minimum of a graduate degree;               <ul style="list-style-type: none"> <li>i. if the individual has a graduate degree that is not nursing, he or she must have a bachelor's degree in nursing and demonstrate evidence of the graduate degree being in a field relevant to the area(s) of responsibility;</li> <li>ii. if an individual has a bachelor's degree in nursing, he or she must submit a written plan demonstrating ongoing progression in obtaining a graduate degree in nursing.</li> </ul> </li> </ul> <p>Minimum qualifications for associate nursing instructional personnel shall include:</p> <ul style="list-style-type: none"> <li>a) in simulated clinicals, one year clinical experience relevant to the area of responsibility; or</li> <li>b) in an actual patient or client environment, two years full-time (or equivalent) professional nursing practice and one year of clinical experience relevant to the area of responsibility.</li> </ul> <p>Two-thirds of the faculty members must have a graduate degree in nursing.</p>
<b>Connecticut</b>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a graduate degree in nursing; and</li> <li>b) appropriate education or experience in the teaching area.</li> </ul> <p>Any faculty member employed by a nursing education program approved by the board on September 19, 1986, shall be considered to have met the educational degree requirements, provided such person holds the minimum of an earned master's degree.</p> <p>The board may grant a temporary waiver of the educational requirements to address emergency situations. Such waiver shall be granted for an individual up to a maximum of two years.</p> <p>The board may grant a permanent individual waiver of the educational requirements for faculty holding a graduate degree in a field other than nursing. The board shall consider the particular course work the faculty member engages in when determining the appropriateness of the graduate degree.</p>
<b>Delaware</b>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a baccalaureate or master's degree in nursing; and</li> <li>b) continued professional competence through professional development activities.</li> </ul> <p>Faculty employed by a nursing education program prior to 1990 shall be exempt from the educational requirements while remaining in the employ of that school.</p>
<b>District of Columbia</b>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a master's degree in nursing;</li> <li>b) two years clinical experience as a registered nurse; and</li> <li>c) current knowledge of nursing practice at the registered nurse level.</li> </ul>
<b>Florida</b>	<p>Currently, 50% or more of nursing faculty shall hold either a bachelor's degree in nursing plus a graduate degree in related field or a graduate degree in nursing. Each nursing faculty member who does not meet this requirement shall have a bachelor's degree in nursing and meet one of the following:</p> <ul style="list-style-type: none"> <li>(a) two years full-time clinical practice as a registered nurse;</li> <li>(b) actively engaged in studies leading to the next highest degree in nursing or a related field;</li> <li>(c) current certification as an ARNP; or</li> <li>(d) at least two years full-time experience as a nurse educator.</li> </ul> <p>However, by August 2009, 60% or more of the nursing faculty shall hold a baccalaureate degree in nursing plus a graduate degree in nursing. Each nursing faculty member who does not meet this requirement shall have a bachelor's degree in nursing and meet one of the following:</p> <ul style="list-style-type: none"> <li>(a) three years full-time clinical practice as a registered nurse;</li> <li>(b) actively engaged in studies leading to the next highest degree in nursing or a related field;</li> <li>(c) current certification as an ARNP; or</li> <li>(d) at least two years full-time experience as a nurse educator.</li> </ul>

State	Requirements
<b>Georgia</b>	<p>Faculty members engaged in teaching/evaluation in classrooms, simulated settings, and/or practice settings shall have at least a baccalaureate or higher degree in nursing. Full-time faculty members with only a baccalaureate degree in nursing must meet the following requirements:</p> <ol style="list-style-type: none"> <li>documentation of progress toward a graduate degree in nursing;</li> <li>experience in the area of responsibility; and</li> <li>supervision by a faculty member with one or more graduate degrees in nursing.</li> </ol> <p>Minimum qualifications for faculty members with the authority and responsibility for the development, administration, and evaluation of the program shall include:</p> <ol style="list-style-type: none"> <li>at least one earned graduate degree in nursing; and</li> <li>one year teaching experience in a nursing education program.</li> </ol> <p>In any given academic term, the majority of faculty members must hold full-time appointments.</p> <p>In any given academic term, two-thirds of full-time and part-time faculty members must hold one or more graduate degrees in nursing.</p>
<b>Hawaii</b>	<p>Minimum qualifications for faculty members shall include:</p> <ol style="list-style-type: none"> <li>a master's degree in nursing and one year nursing experience in the area of teaching responsibility;</li> <li>if a baccalaureate degree in nursing is the highest degree obtained, at least three years nursing experience in the area of teaching responsibility; and</li> <li>preferably education in curriculum development, evaluation, or teaching methods.</li> </ol>
<b>Idaho</b>	<p>Minimum qualifications for faculty members who have primary responsibility for planning, implementing, and evaluating curriculum in a program shall include:</p> <ol style="list-style-type: none"> <li>a master's degree in nursing; and</li> <li>evidence of nursing practice experience.</li> </ol> <p>Minimum qualifications for additional support faculty members shall include:</p> <ol style="list-style-type: none"> <li>a baccalaureate degree in nursing; and</li> <li>a plan approved by the board for accomplishment of the master's of nursing within three years of appointment to the faculty position.</li> </ol>
<b>Illinois</b>	<p>Minimum qualifications for faculty members shall include:</p> <ol style="list-style-type: none"> <li>a graduate degree in nursing; and</li> <li>at least two years experience in clinical nursing practice.</li> </ol>
<b>Indiana</b>	<p>Minimum qualifications for faculty members shall include:</p> <ol style="list-style-type: none"> <li>a master's degree; and</li> <li>experience in the practice of nursing.</li> </ol> <p>The majority of the faculty members shall have a master's degree in nursing. The remainder shall have a master's degree in a field appropriate to teaching/clinical responsibilities.</p> <p>The reappointment of a person who does not hold a master's degree in nursing shall be made only if that person, within one year of initial appointment, has a written plan of study for degree completion and has matriculated in a college or university. Continuing reappointment of a person who does not hold a master's degree in nursing shall be contingent upon orderly progression toward degree completion.</p>
<b>Iowa</b>	<p>Minimum qualifications for faculty members shall include:</p> <ol style="list-style-type: none"> <li>a baccalaureate degree in nursing or in an applicable field; and</li> <li>two years experience in clinical nursing.</li> </ol> <p>Faculty members with a baccalaureate degree must make annual progress toward the attainment of a master's or doctoral degree in nursing or in an applicable field. An applicable field includes but is not limited to education, counseling, psychology, sociology, health education, health administration, and public health.</p> <p>A faculty member hired to teach only in the clinical setting shall have a baccalaureate degree in nursing or an applicable field, or shall make annual progress toward the attainment of such a degree.</p> <p>A faculty member who was employed on July 1, 1992, shall be considered adequately prepared as long as that faculty member remains in that position.</p>
<b>Kansas</b>	<p>Each nurse faculty member who is assigned the responsibility of a course shall hold a graduate degree. Each person who is hired as a nursing faculty member after July 1, 2001, shall have a graduate degree in nursing, preferably in the clinical area being taught, except for any person whose graduate degree is conferred before July 1, 2001.</p> <p>Clinical faculty must possess a graduate degree or provide to the board a faculty degree plan that projects completion of a graduate degree. Clinical faculty hired after July 1, 2001, shall meet one of the following requirements:</p> <ol style="list-style-type: none"> <li>a graduate degree in nursing, preferably in the clinical area being taught, except for any person whose graduate degree is conferred on or before July 1, 2001; or</li> <li>a degree plan provided to the board that projects completion of a graduate degree, with the graduate degree to be in nursing if the degree is projected to be completed after July 1, 2001.</li> </ol>

State	Requirements
<b>Kentucky</b>	<p>Minimum qualifications for newly appointed faculty members in baccalaureate degree programs shall include:</p> <ul style="list-style-type: none"> <li>a) a master’s degree in nursing; or</li> <li>b) a baccalaureate degree in nursing and a master’s degree in a related field, which includes a minimum of 18 graduate hours in nursing. The 18 graduate hours in nursing may also be earned independently of the related master’s degree.</li> </ul> <p>Minimum qualifications for faculty members in associate degree programs shall include:</p> <ul style="list-style-type: none"> <li>a) the same standards as baccalaureate-level program faculty; or</li> <li>b) a baccalaureate degree in nursing and the nurse faculty member shall complete a master’s degree commensurate with either of the baccalaureate-level standards within five years of hire.</li> </ul> <p>Minimum qualifications for all faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) experience in the clinical or functional area of responsibility, with a minimum of two years experience as a registered nurse within the immediate past five years, or successful completion of a competency-based reentry program acceptable to the board; and</li> <li>b) experience in the application of principles teaching and learning.</li> </ul>
<b>Louisiana</b>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a baccalaureate and master’s degree in nursing, requests for academic equivalency shall be approved on an individual basis;</li> <li>b) two years registered nursing practice in a clinical setting prior to appointment; and</li> <li>c) documentation of current knowledge and skills in areas of responsibility.</li> </ul> <p>Exceptions to the academic qualifications shall not exceed 20% of the number of full-time faculty. Exceptions to the academic qualifications, if granted by the board, shall be:</p> <ul style="list-style-type: none"> <li>a) a baccalaureate degree in nursing prepared individuals who are not enrolled in a master’s degree in nursing program are limited to a maximum of one calendar year; or</li> <li>b) a baccalaureate degree in nursing prepared individuals enrolled in a master’s degree in nursing program shall be approved annually on an individual basis, in accordance with the current board guidelines, for a maximum of three calendar years.</li> </ul>
<b>Maine</b>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a master’s degree in nursing; or</li> <li>b) approval by the board as an exception.</li> </ul> <p>Exceptions may be granted only under the following circumstances:</p> <ul style="list-style-type: none"> <li>a) the institution demonstrates substantial effort to recruit a candidate with a master’s degree in nursing;</li> <li>b) 80% of the program’s regular faculty have a master’s degree in nursing;</li> <li>c) the candidate has a master’s or higher degree in public health, community health, or education with a nursing focus; or</li> <li>d) the candidate is currently enrolled in a master’s degree in nursing program and can demonstrate degree completion within six years. Continuing approval is subject to annual demonstration of substantial compliance with the degree completion plan.</li> </ul> <p>The board may grant an emergency exception when the institution can demonstrate that it cannot comply with the faculty credential requirements due to an emergency circumstance.</p>
<b>Maryland</b>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a graduate degree in nursing;</li> <li>b) academic and professional qualifications;</li> <li>c) expertise appropriate to teaching responsibilities; and</li> <li>d) clinical experience necessary to function effectively and safely in the areas of teaching.</li> </ul> <p>Faculty hired before August 11, 1986, shall be exempt from graduate degree in nursing requirement.</p> <p>Until July 1, 2008, a program experiencing a faculty shortage may petition the board for a waiver of the required graduate degree in nursing. Exceptions may be granted only under the following circumstances:</p> <ul style="list-style-type: none"> <li>a) the waiver petition shall include documentation that the institution has attempted to hire faculty with graduate degrees;</li> <li>b) the candidate has a baccalaureate degree in nursing and a graduate degree in a related field; and</li> <li>c) if the board waives the graduate degree in nursing, the faculty member has 24 months to complete a minimum of nine graduate credits in nursing. The program shall document completion of the required credits to the board.</li> </ul> <p>Minimum qualifications for clinical instructors shall include:</p> <ul style="list-style-type: none"> <li>a) a baccalaureate degree in nursing or above;</li> <li>b) two years clinical experience as a registered nurse; and</li> <li>c) clinical experience necessary to function effectively and safely in the area of responsibility.</li> </ul> <p>A program may not fill more than 25% of the program’s full-time nurse faculty equivalent positions with clinical instructors.</p>

State	Requirements
<b>Massachusetts</b>	<p>Minimum qualifications for faculty members shall include:</p> <ol style="list-style-type: none"> <li>a graduate degree in nursing;</li> <li>two years full-time experience in nursing, or its equivalent, within the last five years;</li> <li>evidence of clinical competence in the area of clinical instruction; and</li> <li>maintenance of expertise appropriate to teaching responsibilities.</li> </ol>
<b>Michigan</b>	<p>Teaching faculty members shall hold a minimum of a master's degree. If the master's degree is not in nursing, the faculty member shall hold a minimum of a baccalaureate degree in nursing. The majority of teaching faculty shall hold a master's degree in nursing. Clinical faculty members shall hold a minimum of a baccalaureate degree in nursing.</p> <p>Any exceptions made to the academic credential requirements shall be based on the faculty member's progress toward meeting the requirements of these rules during each year for which the exception is requested. A maximum of five yearly exceptions shall be granted to any one full-time or part-time faculty member.</p>
<b>Minnesota</b>	<p>Minimum qualifications for faculty members shall include:</p> <ol style="list-style-type: none"> <li>a baccalaureate degree from an accredited college or university; and</li> <li>successful completion of at least 10 clock hours of educational preparation in principles and methods of evaluation of student performance.</li> </ol>
<b>Mississippi</b>	<p>Minimum qualifications for faculty members shall include:</p> <ol style="list-style-type: none"> <li>a graduate degree in nursing;</li> <li>one year of clinical experience as a registered nurse; and</li> <li>completion of at least one continuing education unit offered by a certified provider for eight 50-minute clock hours, 10 contact hours, or three semesters hours of formal academic credit related to the nursing education position.</li> </ol> <p>Exceptions may be granted for no more than 15% of the faculty, excluding the directors, provided that the excepted faculty members are enrolled and continue enrollment until graduation in a graduate degree nursing program. The maximum time allowed for completion of the program is three years.</p>
<b>Missouri</b>	<p>Minimum qualifications for faculty members shall include:</p> <ol style="list-style-type: none"> <li>faculty teaching in associate degree programs shall hold a baccalaureate degree in nursing with a clinical component; or</li> <li>faculty teaching in baccalaureate degree programs shall hold a minimum of a master's degree, with 75% of faculty having a master's degree in nursing; and</li> <li>the equivalent of two years of full-time experience within five years, or a total of two years of part-time experience within the last five years, and evidence of active pursuit of a master's degree in nursing or higher advanced nursing degree. The experience shall be in nursing education, clinical practice, or administration.</li> </ol> <p>Faculty must be approved by the board prior to appointment.</p>
<b>Montana</b>	<p>Minimum qualifications for faculty members shall include:</p> <ol style="list-style-type: none"> <li>a graduate degree in nursing from a nationally accredited program; and</li> <li>preparation for teaching in the area of responsibility.</li> </ol> <p>Exceptions may be granted only under the following circumstances:</p> <ol style="list-style-type: none"> <li>the faculty member holds a master's or doctorate in a health-related field other than nursing; or</li> <li>the faculty member not holding any master's degree will have three years from the date of hire to obtain a master's degree; and</li> <li>for each faculty member not meeting the education requirements, the program director shall immediately notify the board in writing of the hire of the non-master's prepared faculty member and include a plan to address compliance with the education requirements.</li> </ol> <p>A maximum of 10% or two faculty members, whichever is greater based on the number of full-time equivalents, may come under the exception at any point in time at a given school.</p>
<b>Nebraska</b>	<p>Minimum qualifications for faculty members who teach shall include:</p> <ol style="list-style-type: none"> <li>a master's degree in nursing or annual progress toward a master's degree in nursing; and</li> <li>three years of clinical experience relevant to the areas of responsibility.</li> </ol> <p>Each registered nurse faculty must complete the required master's degree within six years of being appointed to the faculty.</p> <p>There shall be a master's degree in nursing prepared registered nurse instructor giving direct instruction in each of the primary curriculum areas of medical-surgical nursing, psychiatric-medical nursing, and maternal-child nursing. The instructor's master's degree in nursing is not required to have a clinical major. There will be a minimum of three master's degree in nursing prepared registered nurse instructors in each program.</p>
<b>Nevada</b>	<p>At least 75% of the faculty appointed after August 13, 2004, must hold at least a master's degree in nursing and complete training related to the area of teaching.</p> <p>Unless waived by the executive director of the board, the remainder of members appointed after August 13, 2004, must hold at least:</p> <ol style="list-style-type: none"> <li>a master's degree in nursing; or</li> <li>a baccalaureate degree in nursing and a master's degree in a field related to nursing; or</li> <li>a graduate degree from an accredited school of nursing.</li> </ol>

State	Requirements
<b>New Hampshire</b>	<p>Minimum qualifications for faculty members in baccalaureate degree programs shall include:</p> <ul style="list-style-type: none"> <li>a) a master's degree in nursing; or</li> <li>b) a baccalaureate degree in nursing with a master's degree in public health, health care administration, health promotion, or another field related to health care and education; and</li> <li>c) three years nursing experience.</li> </ul> <p>Minimum qualifications for faculty members in associate degree programs shall include:</p> <ul style="list-style-type: none"> <li>a) a master's degree, with either the master's or baccalaureate degree in nursing; and</li> <li>b) three years nursing experience.</li> </ul> <p>All faculty teaching nursing theory and clinical courses must be approved by board.</p> <p>A nursing program may seek a single 12-month, temporary nurse-educator approval for an individual who fails to meet the faculty qualifications criteria. Board approval for temporary nurse educator shall be granted if an applicant meets the following criteria:</p> <ul style="list-style-type: none"> <li>a) successful completion of a baccalaureate or master's degree nursing program;</li> <li>b) three years clinical experience in the area of the anticipated teaching assignment;</li> <li>c) anticipated assignment is congruent with educational and experimental preparation;</li> <li>d) supervision is adequate for anticipated assignment; and</li> <li>e) the academic study-plan is compliant with the faculty qualifications criteria.</li> </ul>
<b>New Jersey</b>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) faculty appointed after September 1, 1981, shall hold a master's degree in nursing;</li> <li>b) documentation that shows that the nurse has taken courses in, or has professional or clinical experience in, the specific area of teaching responsibility; and</li> <li>c) faculty shall develop an individual plan to maintain competency in the theoretical and practice areas directly related to there area of teaching responsibility.</li> </ul>
<b>New Mexico</b>	<p>Minimum qualifications for full-time faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) faculty who teach full-time shall hold a graduate degree in nursing; or</li> <li>b) faculty without a graduate degree may be employed for one year and then must complete a graduate degree within the next five years.</li> </ul> <p>Minimum qualifications for part-time faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a minimum of a baccalaureate degree in nursing; or</li> <li>b) employment allowed for one year and then the individual must complete a baccalaureate or master's degree in nursing program within five years; and</li> <li>c) orientation to the curriculum, and provided instruction in clinical teaching skills; and</li> <li>d) supervision by master's prepared faculty for part-time faculty without a master's degree in nursing.</li> </ul> <p>Faculty appointed before January 1, 2002, shall be considered to meet these requirements.</p>
<b>New York</b>	<p>Minimum qualifications for faculty members in associate degree programs shall include:</p> <ul style="list-style-type: none"> <li>a) a graduate degree in nursing or active pursuit of a graduate degree in nursing;</li> <li>b) previous professional nursing and/or teaching experience prior to appointment;</li> <li>c) demonstrated competence to offer the courses and discharge academic responsibilities assigned; and</li> <li>d) continued classroom and clinical expertise through attending related meetings, workshops, and conferences.</li> </ul> <p>Minimum qualifications for faculty members in baccalaureate degree programs shall include:</p> <ul style="list-style-type: none"> <li>a) at least one faculty member teaching in the baccalaureate nursing program holds an earned doctorate in an appropriate field;</li> <li>b) other faculty members must hold a minimum of a master's degree in nursing or are actively pursuing a master's degree in nursing; and</li> <li>c) no more than two faculty members may be actively pursuing a master's degree in nursing.</li> </ul>
<b>North Carolina</b>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a baccalaureate or master's degree in nursing from an accredited institution;</li> <li>b) if employed after December 31, 1983, two calendar years or the equivalent of full-time clinical experience as a registered nurse;</li> <li>c) by December 31, 2010, all faculty shall have prior to or within the first three years of employment preparation in teaching and learning principles for adult education, including curriculum development, implementation, and evaluation, appropriate to assignment;</li> <li>d) continued competence in the areas of assigned responsibility; and</li> <li>e) current knowledge of nursing practice for the registered nurse and the licensed practical nurse.</li> </ul>

State	Requirements
<b>North Dakota</b>	<p>Minimum qualifications for faculty members in baccalaureate degree programs shall include:</p> <ol style="list-style-type: none"> <li>a master's degree;</li> <li>if the master's degree is in a discipline other than nursing, evidence of acceptable graduate level coursework in nursing must be submitted to the board; and</li> <li>evidence of prior nursing practice experience.</li> </ol> <p>Clinical faculty members that supervise students must hold a minimum of a master's degree.</p> <p>Minimum qualifications for faculty members who have responsibility for planning, implementing, and evaluating a nursing course in associate degree programs and clinical faculty members that supervise students shall include:</p> <ol style="list-style-type: none"> <li>a master's degree;</li> <li>if the master's degree is in a discipline other than nursing, evidence of acceptable graduate level coursework in nursing must be submitted to the board; and</li> <li>evidence of prior nursing practice experience.</li> </ol>
<b>Ohio</b>	<p>Minimum qualifications for teaching faculty members shall include:</p> <ol style="list-style-type: none"> <li>completion of an approved professional nursing education program;</li> <li>a baccalaureate degree in nursing, a master's degree is preferred; and</li> <li>experience for at least one year in the practice of nursing or as a teaching assistant in a program.</li> </ol> <p>Faculty appointed prior to January 1, 1972, may hold a baccalaureate degree in a related field.</p> <p>Minimum qualifications for teaching assistants shall include:</p> <ol style="list-style-type: none"> <li>completion of an approved professional nursing education program;</li> <li>experience for at least three months in the practice of nursing; and</li> <li>15 semester or 20 quarter hours credit toward a baccalaureate degree, exclusive of transfer credits from the basic nursing education program.</li> </ol>
<b>Oklahoma</b>	<p>Minimum qualifications for faculty members shall include:</p> <ol style="list-style-type: none"> <li>a graduate degree in nursing; or</li> <li>a baccalaureate degree in nursing plus evidence of continued progress toward a graduate degree in nursing, with completion of at least six semester hours per calendar year;</li> <li>at least one-half of the full-time faculty must have a graduate degree in nursing;</li> <li>part-time clinical instructors, regardless of title used, must have a minimum of a baccalaureate degree in nursing;</li> <li>evidence of current practice with a minimum of two years full-time equivalent practice as a registered nurse in a clinical setting preceding the first date of first employment as a teacher;</li> <li>faculty qualification record submitted to the board office within two weeks of day of appointment and any time an advanced degree is attained; and</li> <li>participate in activities to improve nursing competence in areas of responsibility.</li> </ol>
<b>Oregon</b>	<p>Minimum qualifications for faculty members shall include:</p> <ol style="list-style-type: none"> <li>a graduate degree in nursing; or</li> <li>a baccalaureate degree in nursing and a master's in a related field with a post-master's degree certificate in nursing from a program that is at least two semesters or three quarters in length; and</li> <li>three years nursing experience.</li> </ol> <p>Each clinical instructor shall hold at least a baccalaureate degree in nursing with no less than two years of nursing experience.</p> <p>Each skills lab assistant shall hold at least the level of preparation for which students are being taught and have at least two years of nursing experience.</p> <p>The board may grant exceptions for any of the following circumstances:</p> <ol style="list-style-type: none"> <li>the education and experience qualifications are deemed equivalent to the requirements;</li> <li>the individual has a baccalaureate in nursing, a master's or doctorate in a related field, and relevant nursing experience. The background of the individual is related to the teaching assignment and is complementary to the faculty mix;</li> <li>substantial effort has been made to recruit a qualified faculty member, and the appointed individual is pursuing the needed qualifications; or</li> <li>substantial effort has been made to recruit a qualified faculty member, and the individual without full qualification is appointed for one year.</li> </ol> <p>The exception may be extended for one year with documentation of either continued and unsuccessful recruitment for a qualified replacement, or a plan to establish eligibility under exception (c) above.</p>

State	Requirements
<p><b>Pennsylvania</b></p>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a master’s degree in nursing, with graduate preparation relevant to the clinical area of responsibility; and</li> <li>b) evidence of maintaining expertise in the clinical or functional area of specialization.</li> </ul> <p>Faculty members with less than a master’s degree in nursing may be employed as assistants for a maximum of five years if qualified candidates are not available, under the following circumstances:</p> <ul style="list-style-type: none"> <li>a) a minimum of a baccalaureate degree in nursing;</li> <li>b) evidence of actively pursuing a master’s degree in nursing; and</li> <li>c) supervision by a faculty member fully qualified in the specific teaching area.</li> </ul>
<p><b>Rhode Island</b></p>	<p>Minimum qualifications for faculty members employed on or after April 1985 shall include:</p> <ul style="list-style-type: none"> <li>a) a graduate degree in nursing; and</li> <li>b) experience in clinical nursing and nursing education.</li> </ul> <p>Any nurse faculty members with a master's degree in a field related to nursing who were employed by an approved program in the State of Rhode Island on or before April 1985 shall be considered to have met these requirements.</p>
<p><b>South Carolina</b></p>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a graduate degree in nursing; and</li> <li>b) two years clinical experience related to the primary area of responsibility.</li> </ul> <p>Faculty appointed prior to June 30, 1992, are recognized as meeting the academic and experience qualifications</p>
<p><b>South Dakota</b></p>	<p>Minimum qualifications for teaching faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a master’s degree in nursing;</li> <li>b) adjunct clinical faculty employed solely to supervise clinical nursing experience are exempt from the master’s degree requirement;</li> <li>c) a minimum of one year of clinical experience in the area(s) of teaching responsibility for newly appointed faculty; and</li> <li>d) a combination of education and experience relevant to the assigned area of teaching responsibility.</li> </ul> <p>Fifty percent of all nursing faculty members must have a master’s degree in nursing.</p> <p>Faculty members without the master’s degree in nursing must submit plans of study to obtain the degree to the board documenting a timeline for completion. A maximum of five years is allowed for the completion of a required degree.</p>
<p><b>Tennessee</b></p>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a master’s degree in nursing is recommended;</li> <li>b) sufficient nursing experience to demonstrate professional competence; and</li> <li>c) ethical and personal standards as described in “The Code for Professional Nurses.”</li> </ul> <p>If a less qualified teacher is employed because a qualified candidate is not available, he shall function as an assistant under the direct guidance of a faculty member fully qualified in the specific clinical area.</p>
<p><b>Texas</b></p>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) evidence of teaching abilities and maintaining current knowledge, clinical expertise, and safety in subject area of teaching responsibility;</li> <li>b) a graduate degree, preferably in nursing; or</li> <li>c) a faculty member holding a graduate degree in a discipline other than nursing shall hold a baccalaureate degree in nursing from an approved or accredited program; and             <ul style="list-style-type: none"> <li>i. if teaching in a baccalaureate degree program, possess at least 12 semester hours of graduate-level content in nursing appropriate to assigned teaching responsibilities;</li> <li>ii. if teaching in an associate degree program, have at least six semester hours of graduate level content in nursing appropriate to the assigned teaching responsibilities.</li> </ul> </li> </ul> <p>In fully approved programs, the director may petition for a waiver of the board’s requirements.</p> <p>In baccalaureate programs, an increasing number of faculty members should hold doctoral degrees appropriate to their responsibilities.</p> <p>All nursing faculty, as well as non-nursing faculty, who teach theory nursing courses, shall have graduate level educational preparation verified by the program director as appropriate to the areas of responsibility.</p> <p>Non-nursing faculty assigned to teach didactic nursing courses shall be required to co-teach with nursing faculty in order to meet nursing course objectives.</p> <p>Teaching assignments shall be commensurate with the faculty member’s education and experience in nursing.</p>
<p><b>Utah</b></p>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a graduate degree in nursing;</li> <li>b) two years clinical experience; and</li> <li>c) preparation in teaching and learning principles for adult education, including curriculum development and implementation.</li> </ul>

State	Requirements
<b>Vermont</b>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a graduate degree in nursing; and</li> <li>b) clinical experience relevant to the areas of responsibility.</li> </ul> <p>All clinical instructors in baccalaureate degree programs must meet the following requirements by July 1, 2009:</p> <ul style="list-style-type: none"> <li>a) clinical experience relevant to the area of responsibility; and</li> <li>b) a baccalaureate degree in nursing and a master's degree in nursing or a master's in a related field, approved by the board.</li> </ul> <p>All clinical instructors in associate degree programs meet the following requirements by July 1, 2009:</p> <ul style="list-style-type: none"> <li>a) clinical experience relevant to the area of responsibility;</li> <li>b) a baccalaureate degree in nursing and a master's degree in nursing or a master's in a related field, approved by the board; or</li> <li>c) demonstrated enrollment in a master's degree in nursing program.</li> </ul>
<b>Virginia</b>	<p>Minimum qualifications for faculty members in baccalaureate degree programs shall include:</p> <ul style="list-style-type: none"> <li>a) a graduate degree;</li> <li>b) faculty members with a graduate degree other than in nursing shall have a baccalaureate degree in nursing; and</li> <li>c) continued professional competence.</li> </ul> <p>Minimum qualifications for faculty members in associate degree programs shall include:</p> <ul style="list-style-type: none"> <li>a) the majority of the faculty members shall hold a graduate degree, preferably in nursing;</li> <li>b) faculty without a graduate degree shall hold a baccalaureate degree, preferably in nursing; and</li> <li>c) continued professional competence.</li> </ul>
<b>Washington</b>	<p>Faculty members shall hold a minimum of a master's degree in nursing, or a baccalaureate degree in nursing with a master's degree in a related field from an accredited college or university.</p> <p>The board may grant exceptions for faculty teaching in the classroom or laboratory without a master's degree in nursing under the following circumstances:</p> <ul style="list-style-type: none"> <li>a) the program provides documentation that despite aggressive recruitment it was unable to attract properly qualified faculty; and</li> <li>b) the individual will either teach one year or less, or be currently enrolled in a master's degree in nursing program at an accredited college or university.</li> </ul> <p>The board may grant exceptions for clinical faculty members who supervise students if the program provides documentation to show the following:</p> <ul style="list-style-type: none"> <li>a) the individual holds at least a baccalaureate degree in nursing; and</li> <li>b) the individual has clinical experience of at least three years in the clinical subject area taught.</li> </ul>
<b>West Virginia</b>	<p>Minimum qualifications for full-time and part-time faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a graduate degree in nursing; and</li> <li>b) evidence of current experience in nursing practice and education.</li> </ul> <p>The board may grant exceptions to the graduate degree in nursing requirement for faculty members who meet the following qualifications:</p> <ul style="list-style-type: none"> <li>a) a baccalaureate degree in nursing and are admitted and enrolled in a graduate degree program in nursing within one year of employment in the faculty position; or</li> <li>b) a baccalaureate degree in nursing and employed part-time solely for the purposes of working with students in lab and clinical settings; or</li> <li>c) other qualifications that are acceptable to the board.</li> </ul>
<b>Wisconsin</b>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) two years of full-time or equivalent direct care experience as a practicing nurse and employed in nursing within the last five years;</li> <li>b) a master's degree in nursing</li> </ul> <p>Faculty members appointed prior to September 1, 1989, shall be considered to meet these standards unless a change in appointment occurs.</p> <p>A program director who desires to hire a nurse faculty member who does not fit these requirements shall apply to the board for an exception.</p>
<b>Wyoming</b>	<p>Minimum qualifications for faculty members shall include:</p> <ul style="list-style-type: none"> <li>a) a master's degree in nursing;</li> <li>b) two years clinical experience or national certification in clinical nurse specialty relevant to areas of responsibility; and</li> <li>c) successful completion of at least 10 clock hours of educational preparation in principles and methods of teaching, learning, and evaluation of performance outcomes prior to or within six months of initial faculty appointment.</li> </ul> <p>Faculty members hired without a master's degree in nursing shall have five years from date of hire to obtain the degree. The nursing education program administrator shall immediately notify the board in writing of the hire of the non-master's degree prepared faculty member along with a plan for compliance with the requirements.</p>

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- [Florida Government Accountability Report \(FGAR\)](#) is an Internet encyclopedia, [www.oppaga.state.fl.us/government](http://www.oppaga.state.fl.us/government), that provides descriptive, evaluative, and performance information on more than 200 Florida state government programs.
- [Florida Monitor Weekly](#), an electronic newsletter, delivers brief announcements of research reports, conferences, and other resources of interest for Florida's policy research and program evaluation community.
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OPPAGA supports the Florida Legislature by providing evaluative research and objective analyses to promote government accountability and the efficient and effective use of public resources. This project was conducted in accordance with applicable evaluation standards. Copies of this report in print or alternate accessible format may be obtained by telephone (850/488-0021 or 800/531-2477), by FAX (850/487-3804), in person, or by mail (OPPAGA Report Production, Claude Pepper Building, Room 312, 111 W. Madison St., Tallahassee, FL 32399-1475). Cover photo by Mark Foley.

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