



## **JOINT-APPOINTMENT FACULTY STATEMENT**

---

---

### **PURPOSE**

The purpose of this statement is to assist nursing program directors, other campus administrator and clinical agencies in assuring that joint-appointment faculty meet the qualifications and responsibilities of prelicensure faculty as required by the Nursing Practice Act.

### **BACKGROUND**

Due to the nursing shortage in California, schools of nursing need more students and clinical agencies need more graduates ready to take on the role of registered nurses as soon as possible. Collaborative agreements between prelicensure nursing programs and health care service organizations or other campus entities (such as Contract Education) have significantly increased as means to meet this need. Joint-appointment faculty are often utilized by these agencies and entities to directly increase the number of students admitted by a local nursing program.

The Board of Registered Nursing encourages collaborative agreements between nursing programs and service agencies or other education entities. Utilizing agencies RN-staff to fill faculty positions is a concept that can be beneficial to nursing programs, clinical agencies and ultimately students. Defining the role and expectation of the joint-appointment faculty assures that all those involved in the collaboration, academia, service, faculty and staff are working together. An effective collaboration will increase the number of students the program can enroll and the number of graduates available to enter the work force while maintaining the quality of the nursing educational program.

### **REGULATORY AUTHORITY**

**Section 1420(a).** Definition of "Accredited Nursing Program" means a program of nursing accredited under the provision of BPC Sections 2785 through 2789.

**Section 1420(j).** Definition of "Faculty" is all nurses who teach in a nursing program accredited by the board.

**Section 1420(c).** Definition of "Clinically Competent" means faculty possess and exercises the degree of learning, skill, care and experience ... of a staff RN" in the clinical area to which they are assigned to teach.

**Section 1424(g).** The faculty shall have the primary responsibility for developing policies and procedures, planning, organizing, implementing and evaluating all aspects of the program.

**Section 1424(j).** Supervision of assistant directors, assistant instructors and clinical teaching assistants defined.

**Section 1425.** Faculty qualification – Instructor, Assistant Instructor or Clinical Teaching Assistant.

**Section 1425.1(a).** Each faculty member shall assume responsibility and accountability for instruction, evaluation of students, and planning and implementing curriculum content.

**Section 1425.1(b).** The registered nurse faculty member shall be responsible for clinical supervision only of those students enrolled in the registered nursing program.

### **EXPLANATION OF REGULATIONS**

Faculty positions may be funded by outside sources such as acute care agencies, or Workforce Development (Contract Ed). The individual involved may be both a faculty member and an RN employee of the funding source. The Board, however, considers all faculty members to be responsible for the planning, implementation and evaluation of all aspects of the program regardless of whether the individual faculty is full-time or part-time, tenured or adjunct, and paid by the educational institution or by an outside source.

Collaborative agreements that include joint-appointments must define the faculty role as being under the direction and supervision of the nursing program director. The agreement should also address the issue of possible role conflict for faculty and students when employee assignments and program assignments overlap. Every attempt should be made to avoid assigning joint-appointment faculty to the same unit and shift they work as agency staff. Students may also work in the same facility as the joint-appointment faculty. Every attempt, therefore, should be made to avoid assigning students to the same unit and shift they work as agency staff.

An individual with a joint-appointment will need to have the same qualifications and responsibilities as all other faculty as defined by the Nursing Practice Act. Specifically, program directors must ensure that joint-appointment faculty are:

1. Approved by the BRN as either an Instructor, Assistant Instructor or Clinical Teaching Assistant as defined in CCR 1425.
2. Oriented to program philosophy, conceptual framework, policies and procedures and course, level and outcome objectives.
3. Participating with the other faculty in planning, implementing and evaluating the curriculum.

4. Knowledgeable about the program's philosophy and objectives as agreed upon by the entire faculty.
5. Under the direction of the Program Director and supervised by the appropriate program faculty when performing their faculty functions.
6. Only supervising the students assigned to their clinical group when serving as faculty.
7. Not involved in clinical agency functions when serving as faculty.