

**BOARD OF REGISTERED NURSING**

P.O BOX 944210, SACRAMENTO, CA 94244-2100  
TDD(916) 322-1700  
TELEPHONE (916) 322-3350  
www.rn.ca.gov



Ruth Ann Terry, MPH, RN  
Executive Officer

---

---

**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.

**EXPLANATION 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).