



Division/Department Health Sciences	
Job Title Nursing Education Faculty – Part-time Clinical	
Reports to Director of Nursing Education Programs	
Level/Grade	Type of position: <input type="checkbox"/> Full-time Permanent <input type="checkbox"/> Full-time Temporary <input checked="" type="checkbox"/> Part-time Temporary <input type="checkbox"/> 9.5 month <input checked="" type="checkbox"/> 12 month

Revision Date 5.23.2012, 2.01.2021, 7.12.2021, 11.2.2021, 2.7.2022, 1.3.2024

INTRODUCTION TO MTCC

Location

MTCC is located in Marion, N.C., a small, pleasant town at the edge of the Blue Ridge Mountains with the tagline, "Where Main Street Meets the Mountains." Just off Interstate 40, Marion is located approximately 35 miles east of Asheville in McDowell County.

The College

Our Vision at MTCC is to *learn and grow* while focusing on individuals, our community, and our institution. In our recently-launched Vision 2025 Plan, we established a new set of College Value statements that guide our employees' work:

- We are **Caring** and **Supportive** of all.
- We are **Reliable** and **Available** when needed.
- We are **Sincere** in our Commitment.
- We are **Amazing**.

Institutional Goals—All employees play a role in our collective work to make measurable progress by the end of 2025 towards each goal.

- Goal 1: Access—We will expand learning opportunities and remove barriers to enrollment.
- Goal 2: Retention and Progression—We will enhance student support with holistic, wrap-around student services and decrease barriers to persistence.
- Goal 3: Quality—We will improve quality through intentional partnerships and finding equitable solutions to enhance the learning environment.
- Goal 4: Success-- We will increase opportunities for student success and transitions to further education or employment.

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GENERAL RESPONSIBILITIES

Under the direct supervision of the Director of Nursing Education Programs in accordance with the overall plan of the College, the Nursing Education Faculty – Part-time will provide effective learning conditions for all students through the design, planning, organization, execution and evaluation of Nursing Education Programs. The Nursing Education Faculty works directly with implementation of the curriculum including classroom, laboratory, and clinical teaching. The faculty shall be collaborative with all areas of the college to offer learning opportunities to meet local and regional workforce demands.

SPECIFIC RESPONSIBILITIES

1. Participates in developing, implementing, and evaluating the curriculum and program outcomes.
2. Implements curriculum as evidenced by:
 - a. Holds class/clinical on dates and times as contract sets forth and in accordance with catalog and institutional schedules
 - b. Provides appropriate supervision for student assignments in the clinical areas.
 - c. Initiates developed teacher strategies for the course.
 - d. Evaluates learning outcomes and grading them according to established program and institutional policies.
 - e. Facilitates student course evaluations at the end of semester.
3. Participates in curriculum evaluation as indicated by:
 - a. Revision of course curriculum as determined by evaluation criteria.
 - b. Curriculum review and program evaluation.
4. Regularly participates in faculty meetings.
5. Participates in professional development activities:
 - a. Through continuing education.
 - b. Through membership in professional organizations.
6. Adheres to Institution and Nursing Program Policies.
7. Submits all reports required by the college.
8. Assists with and participates in other departmental and college activities as time constraints permit.
9. Completes annual RN competency evaluation and onboarding for clinical instructors at assigned clinical facilities.
10. Follows a flexible schedule between day/evening/weekend semester schedules when necessary to provide faculty coverage.
11. Facilitates resolution to problems, disputes and concerns that arise on a day-to-day basis in an appropriate manner.
12. Accurately complete and submit paperwork in a timely manner to the appropriate areas, including: office hours, course syllabus for each course taught, attendance rosters, grade sheets, drop/add forms, independent study forms, course substitutions, credit by exam forms, surveys, etc.
13. Support the college in planning and implementation of diversity, equity, and inclusion.
14. Implement all policies as established by the Board of Trustees.
15. Maintains current knowledge in the appropriate academic fields; participates in staff development programs, workshops, seminars, and other continuing education programs as appropriate.
16. Develop and maintain relationships with clinical agencies to encourage graduate employment.
17. Perform other duties as assigned.

QUALIFICATIONS

Education must be commensurate with academic area and within the guidelines of the North Carolina Community College System and the Southern Association of Colleges and Schools Commission on Colleges. Faculty must demonstrate competence in subject matter and be dedicated to adult and community college education. Faculty must be competent in oral and written communication and in use of technology.

Minimum Requirements

- Bachelor's Degree in Nursing from an accredited institution.
- Currently holds an active unencumbered license or multistate licensure privilege to practice as a registered nurse in North Carolina.
- Minimum of 2 years of full-time experience as a faculty member in a Board-approved nursing program;
- Minimum of 2 years of full-time clinical nursing experience.
- Computer skills including Word, Excel and Power Point.
- CEUs and/or advanced education in Nursing Education.

Additional qualifications based on education commensurate with the standards set forth by the North Carolina Board of Nursing through its regulatory responsibilities granted the Board in Section I, Article 9A, in Chapter 90 of the General Statutes of North Carolina, known as the Nursing Practice Act. The NC Nursing Practice Act requires the following:

21 NCAC 36 .0317 ADMINISTRATION

(a) The controlling institution of a nursing program shall provide human, physical, technical, and financial resources and services essential to support program processes and outcomes, including those listed in Paragraph (f) and (g) of this Rule, and maintain compliance with Section .0300 of this Chapter.

(b) The controlling institution shall ensure that a full-time registered nurse, qualified pursuant to Paragraph (e) of this Rule, has the authority to direct the nursing program. Full-time registered nurse is a registered nurse employed by the institution who is regularly assigned to work at least 40 hours each week in the position of program director.

(c) The controlling institution shall ensure that the program director has the authority and responsibility for maintaining compliance with the Rules in this Chapter and other legal requirements in all areas of the program.

(d) The controlling institution shall ensure that the program director has non-teaching time sufficient to allow for program organization, administration, continuous review, planning, and development.

(e) The program director in a program preparing students for initial nurse licensure shall satisfy the following requirements:

- (1) hold an active unencumbered license or multistate licensure privilege to practice as a registered nurse in North Carolina;*
- (2) have two years of full-time experience as a faculty member in a Board-approved nursing program;*
- (3) be experientially qualified, having clinical nursing experience, experience as a faculty member in a nursing program, and academic or nursing leadership experience to lead the program to accomplish the mission, goals, and expected program outcomes;*
- (4) hold either a baccalaureate in nursing or a graduate degree in nursing from an accredited institution. If newly employed on or after January 1, 2016, hold a graduate degree from an accredited institution. If newly employed on or after January 1, 2021, hold a graduate degree in nursing from an accredited institution;*
- (5) prior to or within the first three years of employment, have education in teaching and learning principles for adult education, including curriculum development, implementation, and evaluation,*

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appropriate to the program director role. Once completed, this education need not be repeated if employing organization is changed. This education may be demonstrated by one of the following:

- (A) completion of 45 contact hours of Board-approved continuing education courses;*
- (B) completion of a certificate program in nursing education;*
- (C) nine semester hours of graduate course work in adult learning and learning principles;*
- (D) national certification in nursing education; or*

(E) documentation of completion of structured, individualized development activities of at least 45 contact hours approved by the Board. Criteria for approval shall include content in the faculty role in curriculum implementation, curricular objectives to be met and evaluated, review of strategies for identified student population, and expectations of student and faculty performance.

(6) Maintain competence in the areas of assigned responsibility; and

(7) have knowledge of current nursing practice for the registered nurse and the licensed practical nurse.

(f) A nursing education program shall implement, for quality improvement, a comprehensive program evaluation that shall include the following:

- (1) students' achievement of program outcomes;*
- (2) evidence of program resources, including fiscal, physical, human, clinical, and technical learning resources; student support services; and the availability of clinical sites and the viability of those sites adequate to meet the objectives of the program;*
- (3) measures of program outcomes for graduates;*
- (4) evidence that accurate program information for the public is available;*
- (5) evidence that the controlling institution and its administration support program outcomes;*
- (6) evidence that program director and program faculty meet Board qualifications and are sufficient in number to achieve program outcomes;*
- (7) evidence that collected evaluative data is used in implementing quality improvement activities; and*
- (8) evidence of student participation in program planning, implementation, evaluation, and continuous improvement.*

(g) The controlling institution and the nursing education program shall communicate information describing the nursing education program that is accurate, complete, consistent across mediums, and accessible by the public. The following shall be accessible to all applicants and students:

- (1) admission policies and practices;*
- (2) policy on advanced placement and transfer of credits;*
- (3) the number of credits required for completion of the program;*
- (4) tuition, fees, and other program costs;*
- (5) policies and procedures for withdrawal, including refund of tuition or fees;*
- (6) the grievance procedure;*
- (7) criteria for successful progression in the program, including graduation requirements; and*
- (8) policies for clinical performance.*

History Note: Authority G.S. 90-171.23(b)(8); 90-171.38;

Eff. June 1, 1992;

Amended Eff. December 1, 2016; January 1, 2015; April 1, 2008; March 1, 2006;

Readopted Eff. January 1, 2019;

Amended Eff. September 1, 2021.