




June 15, 2015

MEMORANDUM

TO: District Board of Trustees

FROM: Jim Murdaugh, President 

SUBJECT: Request for Exception to Policy 4-14, Tuition Reimbursement for Non-TCC Courses

Item Description

This item requests an exception to policy that limits the tuition reimbursement per term.

Overview and Background

As we prepared the proposal for the TCC Baccalaureate in Nursing to submit to the state, we determined that the best approach to assure that the best doctorate prepared nurses would be ready to begin teaching in the program was to invest in the current nursing faculty by assisting with the costs of completing doctoral degrees in nursing. The request for funds to accomplish this was approved by President Murdaugh in April, 2014 (memo attached) and that funding was included in the 2014-15 budget approved by the Board by shifting funds from the President's budget. No new funds were required.

However, TCC policy 4-14 limits reimbursement to 6 hours of tuition per semester. To finish the degree to be ready to teach in the new program by January 2016, one faculty found a program that fits her experience and workload and is able to complete the program in 5 semesters rather than 8. Therefore, she is being reimbursed for more hours per term but will finish by December 2015. We failed to bring this exception to you in the Fall when she registered for additional courses and are seeking your approval for this exception through December 2015.

Past Actions by the Board

There has been no past action regarding this exception.

Funding/Financial Implications

Funding was approved as part of the 2014-15 budget.

Staff Resource

Barbara Sloan

Recommended Action

To approve the reimbursement for classes taken in Fall, Spring, and Summer of this year and Fall 2015 of next year for hours beyond 6 credits per term as appropriate to her graduate program for one nursing faculty member.



April 29, 2014

MEMORANDUM

TO: Jim Murdaugh, President

FROM: Barbara Sloan, Provost

SUBJECT: Funding Request For The RN TO BSN Proposed Program

Based on community need and requests, TCC has developed a proposal for an RN to BSN program for currently licensed registered nurses. This proposal comes as a direct response to local need and local requests. TCC is the most viable option for providing education to associate degree nurses who need to obtain the baccalaureate to obtain a job, to keep current jobs, or to advance in their profession.

TCC is able to completely finance the degree and its delivery, including start-up costs, except for the initial cost of doctorate prepared nurses required for the program.

The first option is to hire new faculty with doctorates. Unfortunately, it is difficult to find and hire doctorate prepared nursing faculty, and TCC is locally in competition with two universities for such hires. Based on the experience of other institutions, it is likely that we may not be successful in a first search and may need an extended search to find qualified candidates. This would delay implementation of a much needed program in the community.

Additionally, new faculty would not have experience with the TCC Associate in Science degree curriculum. Because the RN to BSN requires a curriculum that builds upon the knowledge and skills gained in the associate's degree, it is desirable to use current faculty.

Therefore, I am requesting professional development funds to assist current faculty with their expenses for obtaining the doctorate beyond normal reimbursements in our current program. This option assures that we will have faculty who are knowledgeable about TCC's current curriculum; in addition, these faculty have a long term commitment to TCC and have a working knowledge of the needs of local employers. They can both develop a curriculum needed in the community and continue relationships with local employers regarding their needs.

To assist one faculty to complete, and to get two others through the degree, we need approximately \$50,000 over the next two academic years.

As these faculty complete their doctorates and begin to teach more of the BSN curriculum, we will need to replace them in the associate's degree curriculum. The budget we developed and presented to the Chancellor of the Florida College System includes these hires funded through the revenues collected for the new degree program. Gaining the revenue from this investment to move forward with other hires is another benefit to this proposal.

APPROVED
