



Faculty Demographics in Professional Nursing Programs

2016

This update presents information for the 116 pre-licensure registered nursing (RN) programs that reported data for the 2016 reporting year, including:

- 1 Diploma program,
- 67 Associate Degree in Nursing (ADN) programs, including 59 generic ADN programs and 8 Licensed Vocational Nurse to Associate Degree in Nursing (LVN to ADN) stand-alone programs,
- 47 Bachelor of Science in Nursing (BSN) programs, and
- 1 Master of Science in Nursing Alternate Entry (MSN AE) program.

The Texas Center for Nursing Workforce Studies (TCNWS) collected data using the 2016 Board of Nursing’s (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 3, 2016. The reporting period was academic year (AY) 2015-2016 (September 1, 2015 – August 31, 2016) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

Faculty Positions in Professional Nursing Programs

In the 2016 NEPIS, programs were asked to report the number of full- and part-time faculty positions filled, as well as the number of full- and part-time vacancies. Programs were also asked to differentiate between retirements and resignations. In years prior to 2012, retirements and resignations were reported together. As shown in Table 1:

- There were 2,587.5 full-time equivalent (FTE) positions filled as of September 30, 2016, which was fewer than the 2,592.5 FTE positions reported in 2015.¹
- Between 2015 and 2016, 50 programs increased their total number FTE positions (filled and vacant), 51 decreased, and 12 stayed the same.
- As of September 30, 2016, there were 168.5 FTE vacancies, 28.4% less than the 235.5 vacancies reported in 2015.
- During AY 2015-2016, there were 267.5 FTE resignations and 76.5 FTE retirements. The number of FTE resignations decreased by 21.6% (73.5 FTE resignations) from AY 2014-2015 to AY 2015-2016.

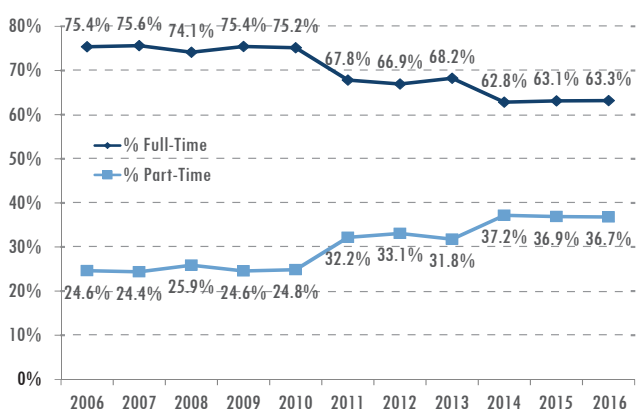
Figure 1 displays the proportion of faculty positions that were full- and part-time from 2006 to 2016.

- The proportion of part-time faculty positions has increased by 49.2% since 2006.
- From 2015 to 2016, the proportion of part-time faculty positions decreased slightly from 36.9% to 36.7% (a decrease of 0.5%).

Table 1. Faculty Positions, 2016

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2016	2,006	1,163	2,587.5
Vacancies as of Sept. 30, 2016	135	67	168.5
Resignations AY 2015-2016	185	165	267.5
Retirements AY 2015-2016	72	9	76.5
New Appointments AY 2015-2016	301	312	457.0

Figure 1. Full- and Part-Time RN Faculty Positions, 2006-2016



¹Each full-time position counts as 1.0 FTE; each part-time position counts as 0.5 FTE.



Faculty Vacancy in Professional Nursing Programs

As shown in Table 2, the 2016 total faculty vacancy rate was 6.1%, a slight decrease from 8.3% in 2015.²

- In Texas, vacancy rates in individual programs ranged from 0% (39 programs) to 50% (1 program).
- Since 2006, faculty vacancy rates continued to be highest among ADN programs.
- Between 2015 and 2016, 46 programs decreased their vacancy rate, 50 increased, and 17 stayed the same.
- 75% of programs had fewer than 3 FTE vacancies. Only 5 programs reported having greater than 5 FTE vacancies.

Table 2. Faculty Vacancy Rates (%) by Program Type, 2008 - 2016³

	2008	2009	2010	2011	2012	2013	2014	2015	2016
ADN	7.2	6.1	7.4	6.8	9.6	9.7	9.1	11.6	8.2
BSN	4.8	4.8	5.0	5.9	6.7	6.5	6.2	6.3	4.8
Total	5.9	5.3	6.0	6.2	8.0	7.8	7.3	8.3	6.1

Length of Vacancy and Barriers to Faculty Recruitment

In the 2016 RN NEPIS, programs were asked how many weeks, in general, faculty positions remain vacant.

- The number of weeks to fill vacant positions ranged from zero (4 programs or 3.4%) to 104 weeks (1 program or 0.9%).
- The median number of weeks reported was 15.5.

Faculty Turnover in Professional Nursing Programs

During AY 2015-2016, the faculty turnover rate for all programs was 13.7%, representing an 11.0% decrease from AY 2014-2015 (see Table 3).⁵

- Turnover rates by program type ranged from 2.9% in the Diploma program to 17.1% in ADN programs.

⁵Turnover rates were calculated by dividing the total number of resignations and retirements (full- and part-time) during the reporting year by the total number of filled positions as of September 30 of the previous reporting year. New programs that were not operating during the reporting period were not included in the turnover rates for 2016.

⁶The BSN turnover rate includes the MSN Alternate Entry program and the ADN turnover rate includes LVN to ADN stand-alone program turnover rates. The total number of filled faculty positions as of September 30, 2012 was 2,622, which differs from the number reported originally in the 2012 RN NEPIS faculty report. A discrepancy in the faculty data was adjusted after the publication of the report.

Programs were also asked to select the barriers to faculty recruitment faced during AY 2015-2016.⁴

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (91 programs or 78.4%).
- Non-competitive salary was also cited by the majority of programs (76 programs or 65.5%).
- Geographic location was a barrier for 42.2% of programs.
- 8.6% of programs reported no barriers to faculty recruitment.

Length of Faculty Contracts

Programs were asked to report the length of the standard faculty teaching contract during an academic year.

- Most programs reported a nine-month contract length (64 programs or 55.2%).
- 21 programs (18.1%) reported a 12-month contract length and 15 programs (12.9%) reported 10.5 months.

²Vacancy rates were calculated by dividing the number of vacant positions (FTE) by the number of positions (vacant and filled FTEs) as of September 30th, 2016 and multiplying by 100.

³The total vacancy rates in Table 2 include the one Diploma program, the one MSN Alternate Entry program, and all ADN, LVN to ADN, and BSN programs. The BSN vacancy rate includes the MSN Alternate Entry program and the ADN vacancy rate includes LVN to ADN stand-alone program vacancy rates.

⁴Some programs reported more than one barrier to faculty recruitment.

Table 3. Faculty Turnover Rates (%) by Program Type, 2008 - 2016⁶

	2008	2009	2010	2011	2012	2013	2014	2015	2016
Diploma	17.0	19.3	13.9	4.9	5.3	2.5	14.3	22.9	2.9
ADN	17.9	13.4	14.9	15.9	14.1	14.9	17.6	17.0	17.1
BSN	9.8	11.8	12.4	13.8	9.8	11.8	12.5	14.1	11.8
Total	13.5	12.7	13.5	14.7	11.8	13.0	14.7	15.4	13.7

- Between 2015 and 2016, 51 programs decreased their turnover rate, 58 increased, and 4 stayed the same.

In addition, 26 programs (22.4%) reported that there was a change in the program's dean or director during AY 2015-2016.



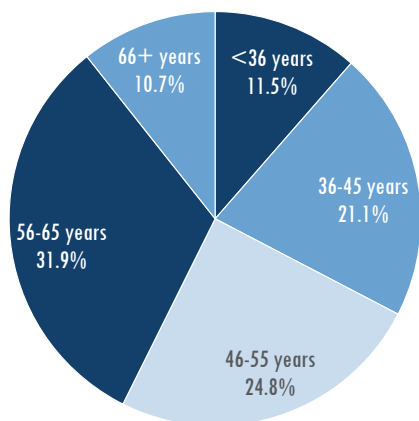
Faculty Demographics in Professional Nursing Programs

As of September 30, 2016, there were 3,169 faculty in professional nursing education programs in Texas. Please note that this number includes both full- and part-time faculty. The demographics below were obtained from the Texas Board of Nursing Licensure Renewal 2016 database except highest degree, which was obtained from the faculty profile reports. Demographic information was available for 91.8% of faculty listed in the faculty profile; the remaining faculty either left the corresponding field blank on their licensure renewal form or their reported license number did not match any in the database. This happens for several reasons, the most common being that they are newly licensed or not licensed in Texas, but may practice with a compact license. The Nurse Licensure Compact is an agreement between states to recognize each others' licenses.

Sex and Age

The professional nursing faculty population was predominantly female: 92.0% in 2016, which was almost unchanged from 2015 (92.1%). Figure 2 displays the age breakdown of professional nursing faculty as of 2016.

Figure 2. Faculty Age, 2016



- Faculty age ranged from 23 to 84 years.
- 67.4% of faculty were 46 years of age or older.
- 32.6% of faculty were under 46 years old.
- The mean and median age of faculty were 51 and 52 years, respectively. In 2015, the mean and median age of faculty were similar, at 52 and 53 years, respectively.

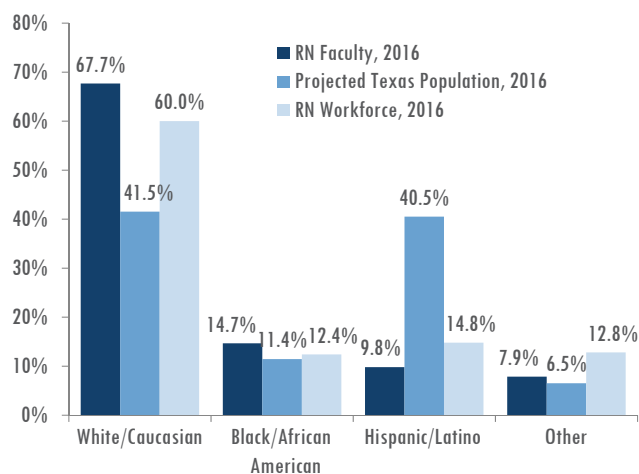
- 34.2% of faculty were 50 to 61 years of age and will be eligible for retirement⁷ within the next 12 years, which is less than the 45.0% of faculty who were 50 to 61 years of age five years ago in 2011.
- 22.8% of faculty were 62 years of age or older and currently eligible for retirement. This is a slight increase from 21.8% of faculty in 2015.

Race/Ethnicity

As shown in Figure 3, the race/ethnicity distribution of 2016 RN faculty did not mirror that of the Texas population.

- The majority of RN faculty were white/Caucasian (67.7%). The proportion of white/Caucasian RN graduates in 2016 was much lower (51.2%).
- The proportion of RN faculty who were Hispanic/Latino (9.8%) is approximately one-fourth the proportion in the Texas population (40.5%). The proportion of Hispanic RN graduates in 2016 was much higher (27.0%).
- The percentages of faculty who were black/African American (14.7%) and other races (7.9%) more closely mirrored the Texas population and the Texas RN workforce.
- The 2016 distribution of race/ethnicity among RN faculty is similar to that of previous years.

Figure 3. Race/Ethnicity of RN Faculty, Texas RN Workforce,⁸ and Texas Population,⁹ 2016



⁷The earliest retirement age for social security is 62. (www.socialsecurity.gov).

⁸RN workforce data come from the 2016 BON Licensure Renewal file of actively practicing Texas nurses.

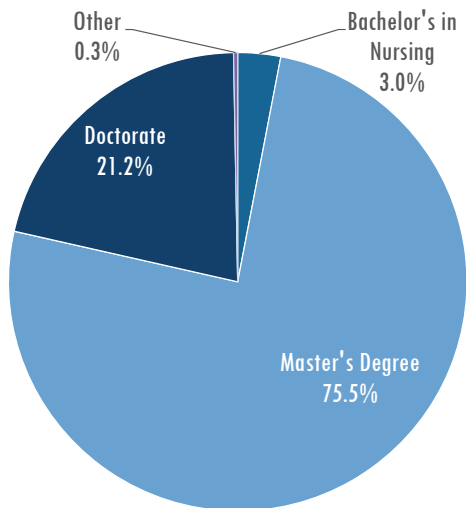
⁹Texas population data come from the 2016 Texas State Data Center population projections (<https://www.dshs.texas.gov/chs/popdat/ST2016.shtm>).

Educational Preparation of Faculty in Professional Nursing Programs

Figures 4 and 5 display the highest academic credential of faculty in professional nursing programs.

- The majority of RN faculty held a master's degree (75.5%). Of those, 98.2% held a master's in nursing degree.
- Of the 3,085 faculty with degree information, 653 (21.2%) held a doctoral degree.

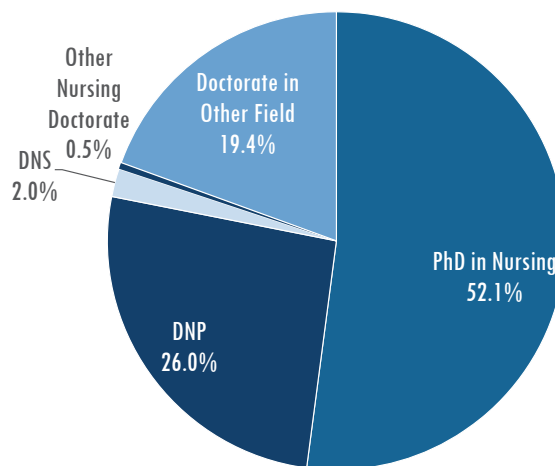
Figure 4. Highest Degree of Faculty, 2016



- 340 faculty held a PhD in Nursing.
- 170 faculty held a Doctor of Nursing Practice (DNP).

- 127 faculty held a doctorate in a discipline other than nursing.
- The remaining 16 faculty with a doctorate held either a Doctor of Nursing Science (DNS) or other doctorate in nursing.

Figure 5. Breakdown of Faculty Doctoral Degrees, 2016



- 778 full-time faculty members had a specialty in nursing education (38.8% of all full-time faculty).
- 329 part-time faculty members had a specialty in nursing education (28.2% of all part-time faculty).