This update presents data for the 31 universities/colleges that offer one or more graduate nursing education programs. There are 36 programs that prepare graduates for licensure as advanced practice nurses (APRN) and there are 73 programs that are not designated for licensure as an APRN, but for roles in nursing administration, informatics, research, leadership, and public health, as indicated below:

APRN Programs	Non-APRN Programs
■ 4 Nurse Anesthetist programs,	■ 7 Nursing research programs,
■ 2 Nurse Mid-wife programs,	■ 8 DNP-No specialty,
■ 26 Nurse Practitioner programs,	■ 20 Nursing Education programs,
■ 4 Clinical Nurse Specialist programs,	■ 5 Clinical Nurse Leader programs,
■ 19 Nursing Administration programs,	■ 1 Public Health program, and
■ 3 Nursing Informatics programs,	■ 10 Other programs.

The Texas Center for Nursing Workforce Studies (TCNWS) collected data in the 2017 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2017. The reporting period was academic year (AY) 2016-2017 (September 1, 2016 – August 31, 2017) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

Table 1 lists information on full-time, part-time, and full-time equivalent (FTE)[1] faculty positions as of September 30, 2017 among 30 of the 31 graduate schools.[2,3]

- 57.4% of graduate faculty positions were full-time, decreasing from 60.5% in 2016. The total number of FTE positions filled was 632.

- There were 77 faculty resignations and retirements in AY 2016-2017, compared to 91 in AY 2015-2016.

- There were 52 new FTE faculty appointments during AY 2016-2017, decreasing from 82.5 FTEs in AY 2015-2016. Over half of the new appointments (52.9%) were for full-time positions.

Table 2 displays the number of full- and part-time faculty with a specialty in nursing education and those who cross-teach in undergraduate nursing programs.

- Overall, 20.4% of faculty had a specialty in nursing education in 2017, compared to 14.6% in 2016.

- Schools reported that 23.2% of all full-time nursing faculty had a specialty in nursing education compared to 16.7% of part-time nursing faculty.

- In 2017, 27.8% of faculty also taught in undergraduate programs, similar to 27.2% in 2016.

- 41.9% of full-time graduate faculty positions and 8.8% of part-time graduate faculty positions also taught in undergraduate nursing programs.

Table 1. Faculty positions, 2017 (n=30)

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2017	461	342	632
Vacancies as of Sept. 30, 2017	46	24	58
Resignations (AY 2016-2017)	40	16	48
Retirements (AY 2016-2017)	19	2	20
New Appointments (AY 2016-2017)	36	32	52

Table 2. Number of faculty with a specialty in nursing education & who cross-teach in undergraduate programs, 2017 (n=30)

	Full-Time	Part-Time	% of All Faculty
Faculty with a specialty in nursing education	107	57	20.4%
Faculty who cross-teach	193	30	27.8%

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

[2] 29 faculty positions were filled by faculty without nursing licenses.

[3] 1 graduate school was excluded from certain analyses due to unverified data.

Vacancy

The total faculty vacancy rate for 30 of the 31 graduate schools was 8.4% in 2017, increasing from 5.7% in 2016.[3,4]

- Schools reported 46 full-time vacancies and 24 part-time vacancies, representing a 9.1% vacancy rate among full-time faculty and a 6.6% vacancy rate among part-time faculty.

- 10 schools reported zero faculty vacancies.

- The graduate faculty vacancy rate (8.4%) was higher than the faculty vacancy rate in prelicensure professional nursing programs (5.4%).[5]

Length of Vacancy and Barriers to Faculty Recruitment

All 31 graduate schools indicated how many weeks, in general, faculty positions remain vacant.

- On average, faculty positions remained vacant for about 33 weeks. The number of weeks to fill vacant positions ranged from 0 weeks (1 school) to 104 weeks (2 schools).

- 10 schools reported that it took 52 weeks or longer for vacant faculty positions to be filled.

- The median number of weeks reported was 24 weeks, greater than the 12 weeks reported for faculty positions in professional nursing programs.[5]

Graduate schools selected barriers to faculty recruitment they faced during AY 2016-2017.[6]

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (24 schools).

- Non-competitive salary was also cited by the majority of programs (19 schools).

- Geographic location was a barrier for 15 schools.

- 4 schools did not indicate any barriers to faculty recruitment.

Length of Faculty Contracts

The 31 graduate schools reported the length of the program's standard faculty teaching contract during an academic year.

- 16 schools reported a 9-month contract length.

- 10 schools reported a 12-month contract length.

- 1 schools reported a 10-month contract length.

- 2 school reported an 11-month contract length.

- 2 schools listed other contract lengths with 1 school listing different options depending on the nursing program.

Turnover[7,8] (n=30)

The faculty turnover rate across graduate schools was 9.6% in AY 2016-2017, compared to 11.3% in professional nursing programs and 22.1% in vocational nursing programs.[5,9]

- The median turnover rate was 11.6%.

- 5 schools reported no turnover during AY 2016-2017.

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[4] Vacancy rate was calculated by dividing the total number of vacant positions (FTE) as of September 30, 2017 by the sum of total number of filled and vacant positions (FTE) as of September 30, 2017 and multiplying by 100.

[5] Texas Center for Nursing Workforce Studies. (2018). 2017 Nursing Education Program Information Survey - Faculty Demographics in Professional Nursing Programs. www.dshs.texas.gov/chs/cnws/EducReports.shtm#Professional

[6] Programs could select more than one barrier to faculty recruitment.

[7] Due to a change in how graduate nursing education programs were surveyed beginning in 2016, the 2017 turnover rates cannot be directly compared to those in survey reports from previous years.

[8] Turnover 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. Only schools that responded to both the 2016 and 2017 NEPIS were included in turnover rate analysis.

[9] Texas Center for Nursing Workforce Studies. (2018). 2017 Nursing Education Program Information Survey - Faculty Demographics in Vocational Nursing Programs. www.dshs.texas.gov/chs/cnws/EducReports.shtm#Vocational

Faculty Demographics in Graduate Schools

30 of the 31 graduate nursing schools surveyed filled out the 2017 NEPIS Faculty Profile, providing data for faculty who were employed as of September 30, 2017.[10] Demographics including sex, age, and race/ethnicity were obtained from the 2017 Texas BON Licensure Renewal databases. Data completeness varied for each demographic measure (sex, n=718; age, n=735 ; race/ethnicity, n=716).

Demographic data were incomplete as some faculty may have left the corresponding field blank on their licensure renewal form, or they did not have a Texas RN license, such as in the case of faculty practicing with a compact license. The Nurse Licensure Compact is an agreement between states to recognize each others' licenses.


Sex

- The majority of graduate faculty were female (91.6%, n=718).

Age

- As shown in Figure 1, the majority of faculty were between 45 and 64 years of age.

- The median age of faculty as of September 30, 2017 was 55 years, and the mean age was 53.3 years.

- 33.3% (245) of faculty were 50 to 61 years of age and would be eligible for retirement within the next 12 years.[11]

- 28.3% (208) of faculty were age 62 or older and were eligible for retirement.

**Figure 1. Faculty age, 2017 (n=735)**
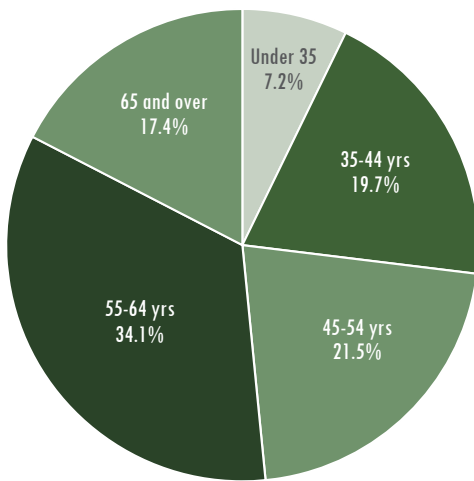
Race/Ethnicity

As shown in Figure 2, the race/ethnicity distribution of 2017 graduate faculty (n=716) did not mirror that of the projected Texas population.

- The vast majority of faculty were white/Caucasian (73.5%), followed by Hispanic/Latino (11.5%), black/African American (8.9%), and other (6.1%).

Figure 2. Race/ethnicity of graduate faculty, Texas APRN workforce,[12] & Texas population,[13] 2017
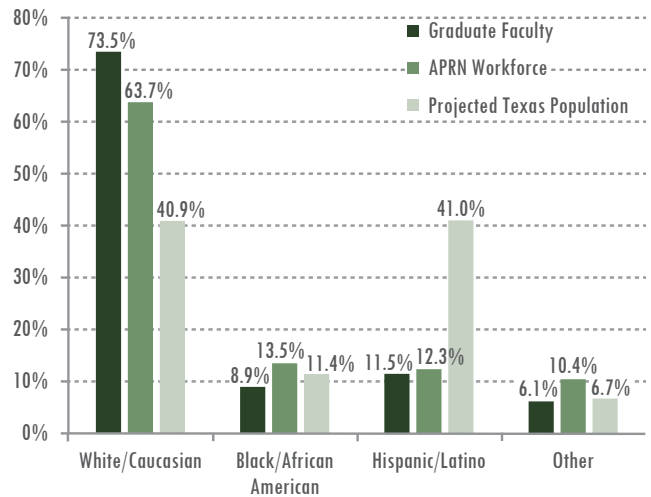
[10] Only faculty with a Texas RN license were included in these analyses, and faculty who worked in more than one program were only counted once.

[11] The earliest retirement age to receive social security payments is 62. (www.socialsecurity.gov).

[12] APRN workforce data come from the 2017 BON Licensure Renewal file of actively practicing Texas nurses.

[13] Texas population data come from the 2017 Texas State Data Center population projections (www.dshs.texas.gov/chs/popdat/ST2017.shtm).

Educational Preparation of Faculty in Graduate Schools

Education

Figure 3 displays the highest degrees of 767 graduate faculty with a nursing license that 30 graduate schools reported on the 2017 Graduate NEPIS Faculty Profile.[14]

- Nearly all graduate faculty held at least a master's degree, and over half (69.2%) held a doctoral degree.

- Among faculty with a doctoral degree, the most common was a PhD in nursing (50.3% of faculty with a doctoral degree).

[14] Highest degree of faculty includes faculty with an out-of-state nursing license, but excludes faculty without a nursing license. Faculty who worked in more than one program were only counted once.

Figure 3. Educational preparation of faculty, 2017