



Faculty Demographics in Graduate Nursing Education Programs

2016

This update presents data for the 32 of 33 universities/colleges that offer one or more graduate nursing education programs. There are 35 programs that prepare graduates for licensure as advanced practice nurses (APRN) and there are 29 programs that are not designed for licensure as an APRN, but for roles in nursing administration, informatics, research, leadership, clinical specialty areas, and public health, as indicated below:

APRN Programs	<ul style="list-style-type: none"> ■ 4 Nurse Anesthetist programs, ■ 2 Nurse Midwife programs, ■ 26 Nurse Practitioner programs, ■ 3 Clinical Nurse Specialist programs, 	<ul style="list-style-type: none"> ■ 7 Nursing research programs, ■ 6 Nursing Practice programs, ■ 22 Nursing Education programs, ■ 5 Clinical Nurse Leader programs,
non-APRN Programs	<ul style="list-style-type: none"> ■ 19 Nursing Administration programs, ■ 4 Nursing Informatics programs, 	<ul style="list-style-type: none"> ■ 1 Public Health program, and ■ 7 Other programs.

The Texas Center for Nursing Workforce Studies (TCNWS) collected data in the 2016 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 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 Graduate Schools

Table 1 lists information on full-time, part-time, and full-time equivalent (FTE) faculty positions as of September 30, 2016 in the 32 graduate schools.¹

- As of September 30, 2016, 60.5% of graduate faculty positions were full-time. The total number of FTE positions filled was 648.5.
- There were 82.5 new FTE faculty appointments during the 2015-2016 academic year. Over half of the new appointments (57.1%) were for full-time positions.

The 2016 Graduate NEPIS introduced 2 questions asking programs to report the number of faculty who have a specialty in nursing education and how many cross-teach in undergraduate nursing programs. Table 2 reports the results of the 2 questions.

- Schools reported that 19.6% of all nursing full-time faculty had a specialty in nursing education. Only 6.9% of part-time faculty had a specialty in nursing education.
- 37.4% of full-time graduate faculty positions and 11.6% of part-time graduate faculty positions also taught in undergraduate nursing programs.

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

Table 1. Faculty Positions, 2016

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept 30, 2016	489	319	648.5
Vacancies as of Sept 30, 2016	35	8	39
Resignations (AY 2015-2016)	43	21	53.5
Retirements (AY 2015-2016)	19	8	23
New Appointments (AY 2015-2016)	60	45	82.5

Table 2. Number of faculty with nursing specialty education & cross-teach in undergraduate programs, 2016

	Full-Time	Part-Time
Faculty with nursing education specialty	96	22
Faculty who cross-teach	183	37

Length of Faculty Contracts

The 32 graduate schools were also asked to report the length of the program's standard faculty teaching contract during an academic year.

- 18 schools reported a 9-month contract length.
- 8 schools reported a 12-month contract length.
- 2 schools reported a 10-month contract length.
- 1 school reported an 11-month contract length.
- 2 schools listed other contract lengths with 1 school listing different options depending on the nursing program.

Faculty Vacancy Rates in Graduate Schools

The total faculty vacancy rate for the 32 graduate schools was 5.7% in 2016.²

- Schools reported 35 full-time vacancies and 8 part-time vacancies, representing a 6.7% vacancy rate among full-time faculty and a 2.4% vacancy rate among part-time faculty.
- 14 schools reported zero faculty vacancies.
- The graduate faculty vacancy rate (5.7%) was slightly lower than the faculty vacancy rate in prelicensure professional nursing programs (6.1%).

Length of Vacancy and Barriers to Faculty Recruitment

In the 2016 Graduate NEPIS, the 32 graduate schools were asked how many weeks, in general, faculty positions remain vacant.

- On average, faculty positions remained vacant for approximately 31 weeks. The number of weeks to fill vacant positions ranged from 0 weeks (3 schools) to 105 weeks (1 school).

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

- The median number of weeks reported was 25 weeks, greater than the 15.5 weeks reported for RN faculty positions.

The 32 graduate schools were also asked to select the barriers to faculty recruitment faced during AY 2015-2016.³

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (23 schools).
- Non-competitive salary was also cited by the majority of programs (13 schools).
- Geographic location was a barrier for 11 schools.

²Vacancy rate was calculated by dividing the total number of vacant positions (FTE) as of September 30, 2015 by the sum of total number of filled and vacant positions (FTE) as of September 30, 2015 and multiplying by 100.

³Programs could select more than one barrier to faculty recruitment.

Faculty Demographics in Graduate Schools

As of September 30, 2016, there were a total of 808 faculty employed by the 32 graduate schools in Texas that completed the NEPIS faculty profile.⁴ Faculty's highest degree information was obtained from the faculty profile. The remaining demographics were obtained from the 2015 Texas Board of Nursing Licensure Renewal database. RN license numbers that were inactive, out-of-state or didn't match to the database were excluded from analysis.

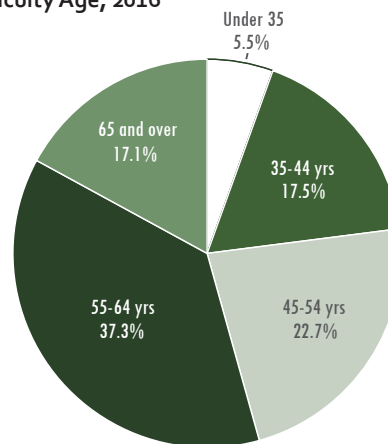
Sex

- The majority of graduate faculty were female (91.1%).

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, 2016 was 55 years, and the mean age was 53.9 years.
- 64.8% (471) of faculty are 50 or older and would be eligible for retirement within the next 12 years.⁵ 28.5% (207) of faculty are age 62 or older and are eligible for retirement.

Figure 1. Faculty Age, 2016



⁴41 of the 502 faculty were excluded from the present analysis because they were licensed out-of-state or an inaccurate license number was reported. Only faculty with a current RN license were included in these analyses. Additional faculty were not included in demographic analysis because demographic information were not available for some faculty.

⁵The earliest retirement age to receive social security payments is 62. (www.socialsecurity.gov).



Race/Ethnicity

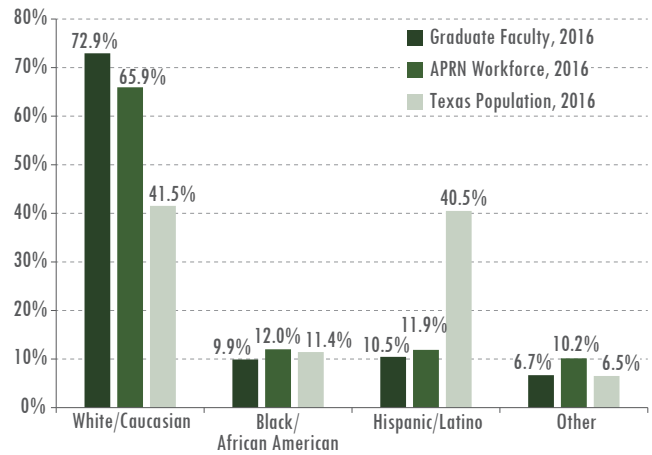
As shown in Figure 2 (next page), the race/ethnicity distribution of 2016 graduate faculty did not mirror that of the Texas population.

- The vast majority of faculty were white/Caucasian (72.9%), followed by Hispanic/Latino (10.5%), black/African American (9.9%), and other (6.7%).

⁶APRN workforce data comes from the 2016 BON Licensure Renewal file of actively practicing Texas nurses.

⁷Texas population data comes from the 2016 Texas State Data Center population projections (<https://www.dshs.state.tx.us/chs/popdat/ST2016.shtm>).

Figure 2. Race/Ethnicity of Graduate Faculty, 2016, Texas APRN Workforce, 2016,⁶ & Texas Population, 2016⁷



Educational Preparation of Faculty in APRN Nursing Programs

Education

Figure 6 displays the highest degrees of graduate faculty.

- All graduate faculty held at least a master's degree and over half (61.1%) held a doctoral degree.
- Most faculty who held a doctoral degree reported having a PhD in Nursing (81.7% of faculty with a doctoral degree).

Figure 6. Educational Preparation of Faculty, 2016

