



NURSING EDUCATION PROGRAM INFORMATION SURVEY

TEXAS CENTER FOR NURSING WORKFORCE STUDIES
IN COLLABORATION WITH THE TEXAS BOARD OF NURSING



2012

Faculty Demographics in Vocational Nursing Programs

This update presents data on the 97 vocational nursing (VN) education programs in Texas during the 2012 academic year, including:

- ◆ 92 Generic Programs
 - ◆ 67 in public colleges/universities
 - ◆ 17 in career schools/colleges
 - ◆ 5 in private colleges/universities
 - ◆ 3 in private/public hospitals
- ◆ 5 Multiple Entry/Exit Programs (MEEP)
 - ◆ All located in public colleges/universities

The Texas Center for Nursing Workforce Studies (TCNWS) collected data using the Board of Nursing's (BON) 2012 Nursing Education Program Information Survey (NEPIS) that was available online as of October 8, 2012. The reporting year was academic year (AY) 2011-2012 (September 1, 2011-August 31, 2012). TCNWS collaborated with the BON in the design and implementation of the survey.

Faculty Positions in Vocational Nursing Programs

Table 1. Faculty Positions, 2012

| | Full-Time | Part-Time | FTEs |
|--------------------------------------|-----------|-----------|-------|
| Filled Positions as of Sept 30, 2012 | 609 | 353 | 785.5 |
| Vacancies as of Sept 30, 2012 | 27 | 35 | 44.5 |
| Resignations AY 2011-2012 | 117 | 87 | 160.5 |
| Retirements AY 2011-2012 | 13 | 5 | 15.5 |
| New Appointments AY 2011-2012 | 96 | 77 | 134.5 |

Filled and vacant positions are as of September 30, 2012; resignations and new appointments are for the full reporting year.

As of September 30, 2012, there were 609 full time faculty employed and 353 part time faculty employed for a total of 785.5 full time equivalents (FTEs). (Each full time position counts as 1.0 FTE; each part time position counts as 0.5 FTE, unless a program specifically reports part time FTEs as a different fraction.)

- ◆ There were 27 full-time and 35 part-time vacancies equating to 44.5 FTEs among the 97 VN programs as of September 30, 2012.
- ◆ There were a total of 222 resignations or retirements among full and part time faculty during the academic year 2011-2012.
- ◆ 55.5% of the new VN faculty appointments as of Sept. 30, 2012 were full time and 44.5% part time.
- ◆ Faculty at 61 programs (62.9%) were employed under a 12-month contract. 16 programs (16.5%) hired faculty for 9-month contracts.

Faculty Vacancies in Vocational Nursing Programs

In 2012, the faculty vacancy rate was 5.4% (See Figure 1).

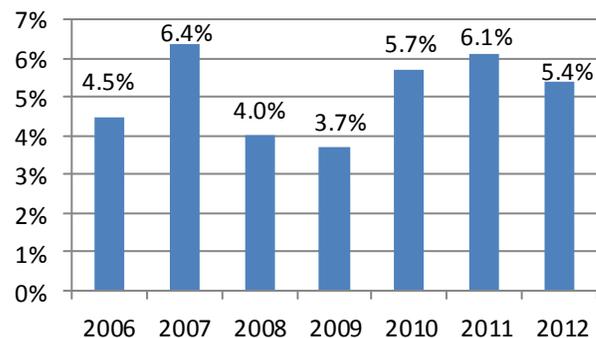
- ◆ 67 programs (69.1%) had vacancy rates of 0%, while 1 program had a 66.7% vacancy rate.
- ◆ 70 programs (72.2%) had vacancy rates lower than the total vacancy rate of 5.4%.
- ◆ The vacancy rate among full-time positions was 4.2%. This was slightly higher than the vacancy rate in 2011.
- ◆ The vacancy rate among part-time positions was 9.0%. This represents a 7.2% decrease from the vacancy rate reported for part-time positions in 2011 (9.7%).
- ◆ On average, positions remained vacant for 8.5 weeks.

Length of Vacancy & Barriers to Faculty Recruitment

20 (20.6%) programs reported that vacant positions were filled within one week or less; however, four programs reported that faculty positions remained vacant for as long as 52 weeks.

- ◆ 41 of 97 programs (42.3%) indicated a limited qualified applicant pool as a major barrier to faculty recruitment.
- ◆ 39 of 97 programs (40.2%) indicated non-competitive salary as one of the major barriers to faculty recruitment.
- ◆ 20 of 97 programs (20.6%) indicated geographic location as a major barrier to faculty recruitment.
- ◆ 37 of 97 programs (38.1%) indicated that the question was not applicable.

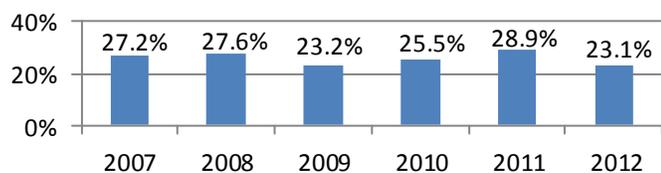
Figure 1. Faculty Vacancy Rates, 2006-2012



Vacancy rate is calculated by dividing the total number of vacant FTEs as of September 30, 2012 by the total number of FTEs (filled and vacant) as of September 30, 2012 and multiplying by 100.

Faculty Turnover in Vocational Nursing Programs

Figure 2. Turnover Rates, 2007-2012



In 2012, the total faculty turnover rate was 23.1%, a 5.8 percentage point decrease from 2011.

- ♦ Faculty turnover in vocational nursing education programs was on the rise since 2009, but decreased over the past year.
- ♦ Turnover rates in vocational nursing programs continued to be higher than turnover rates in professional nursing programs.

Turnover rate was calculated by dividing the total number of voluntary & involuntary resignations (full & part time) during the reporting year by the total number of filled positions as of September 30 of the previous reporting year.

Please note that new programs that were not operating during the reporting period were not included in the turnover rates for 2012.

Faculty Demographics

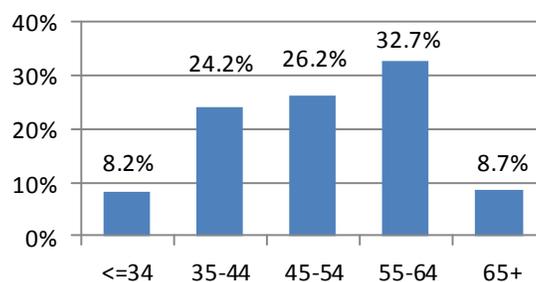
As of September 30, 2012, there were 962 people working as faculty in vocational nursing education programs in Texas. Please note that the following demographics do not reflect the entire nursing faculty population. These demographics are obtained from the Texas Board of Nursing Licensure Renewal 2011 database except highest degree, which was obtained from the faculty profile reports. Demographic information was available for 96.2% of faculty; the rest 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 not licensed in Texas but can practice through the Nurse Licensure Compact. The Nurse Licensure Compact is an agreement between states to recognize each others' licenses.

Sex and Age

The vocational nursing faculty population was predominantly female: 89.4% in 2012 (n=819), similar to that of 2011. Figure 3 illustrates 2012 faculty age breakdown (n=932).

- ♦ Faculty age ranged from 25 to 95 years.
- ♦ 32.4% of the faculty were under the age of 45.
- ♦ 67.6% of faculty were 45 and older.
- ♦ The mean and median ages of faculty were 51 and 52, respectively.
- ♦ 54.2% of faculty were 50 years of age or older and would be eligible for retirement within the next 12 years.*

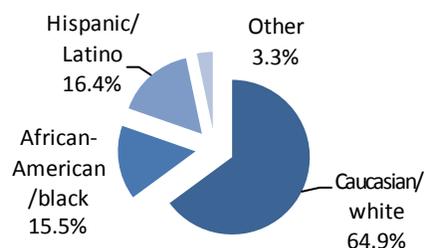
Figure 3. Faculty Age, 2012



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

Race & Ethnicity of Faculty in Vocational Nursing Programs

Figure 4. Race/Ethnicity of Faculty, 2012



- ♦ The race and ethnicity of the 2012 nursing faculty population was similar to that of 2011.
- ♦ There was an increase in the percentage of African-American/black faculty from 2011 (13.0%) to 2012 (15.5%).
- ♦ The percentage of Caucasian/white and Hispanic/Latino faculty was similar from 2011 (67.0% and 16.6%, respectively) to 2012 (64.9% and 16.4%).
- ♦ "Other" faculty (3.3%), which included American Indian/Alaska Native and Asian/Pacific Islander, remained similar to that of 2011 (3.4%).

Educational Preparation of Faculty in Vocational Nursing Programs

In the 2012 Faculty Profile, programs were asked to list all faculty and report their highest degree.

- ♦ Over 50% of VN faculty hold either a diploma (n=240) or an associate degree in nursing (n=274).
- ♦ Of the 19 (2.0%) nursing faculty with a doctorate, 14 have a doctoral degree in nursing.
- ♦ "Other" includes nursing faculty with vocational nursing licenses (21 of 138), or with associate, baccalaureate, master's, or doctoral degrees in other fields.
- ♦ The percentage of faculty with an advanced degree is much lower for VN programs (6.2%) than for professional nursing programs (96.4%).

Figure 5. Highest Degree of Faculty, 2012

