Faculty Demographics in Advanced Practice Nursing Education Programs 2015

This update presents data for the 26 schools with advanced practice nursing education programs that participated in the 2015 NEPIS. These schools offer advanced practice nursing education programs leading to advanced practice registered nurse (APRN) licensure in Texas. These schools represent 32 programs:

- 4 Nurse Anesthetist programs,
- 2 Nurse Midwife programs,
- 23 Nurse Practitioner programs, and
- 3 Clinical Nurse Specialist programs.

The Texas Center for Nursing Workforce Studies (TCNWS) collected data in the 2015 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2015. The reporting period was academic year (AY) 2014-2015 (September 1, 2014 – August 31, 2015) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

Faculty Positions in APRN Schools

Table 1 lists information on full-time, part-time, and full-time equivalent (FTE) faculty positions as of September 30, 2015 in the 26 APRN schools.[1]

- As of September 30, 2015, 57.6% of APRN faculty positions were full-time, which is less than in 2014 when 61.9% of filled positions were full-time.
- The total number of FTE positions filled was 395.5. There were 62 new FTE faculty appointments during the 2014-2015 academic year. Over half of the new appointments (55%) were for full-time positions.

Figure 1 displays the proportion of budgeted faculty positions that were full-time and part-time over the past 4 years.

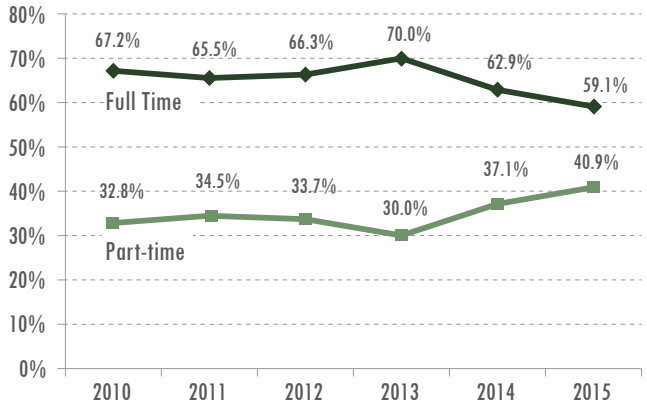
- From 2012 to 2013, there was a 10.9% decrease in the proportion of part-time faculty positions, but from 2013 to 2014 there was a 23.7% increase in part-time faculty positions and another 10.2% increase from 2014 to 2015.
- The proportion of full-time faculty positions increased by 5.5% from 2012 to 2013, yet from 2013 to 2014 the proportion of full-time positions decreased by 10.2% and continued to decrease by 6.0% from 2014 to 2015.

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

Table 1. Faculty Positions, 2015

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept 30, 2015	289	213	395.5
Vacancies as of Sept 30, 2015	29	7	32.5
Resignations (AY 2014-2015)	32	19	41.5
Retirements (AY 2014-2015)	19	2	20
New Appointments (AY 2014-2015)	44	36	62

Figure 1. Full- and Part-Time APRN Faculty Positions, 2010-2015



Schools were asked to report the number of employed nursing faculty who maintained clinical practice as of September 30, 2015.

- Schools reported that 342 nurse faculty (68.1%) maintained clinical practice, up from 302 (54.6%) reported for AY 2013-2014.
- All schools reported at least 3 faculty members who maintained clinical practice as of September 30, 2015.

Length of Faculty Contracts

The 26 APRN schools were also asked to report the length of the program's standard faculty teaching contract during an academic year.

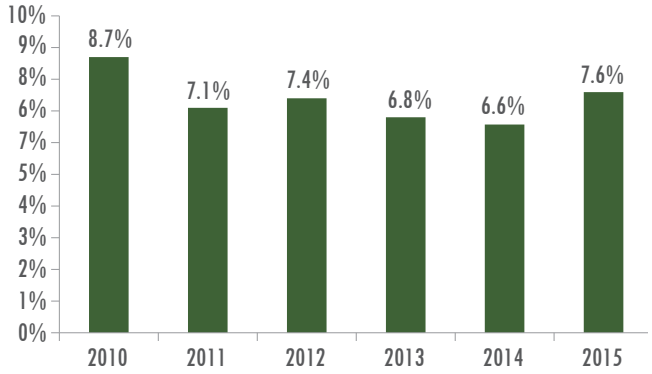
- 17 schools reported a 9-month contract length.
- 8 schools reported a 12-month contract length.
- 1 school reported a 10-month contract length.

Faculty Vacancy Rates in APRN Schools

As shown in Figure 2, the total faculty vacancy rate for the 26 APRN schools was 7.6% in 2015.[2]

- Schools reported 29 full-time vacancies and 7 part-time vacancies, representing a 9.1% vacancy rate among full-time faculty and a 3.2% vacancy rate among part-time faculty.
- 9 schools reported zero faculty vacancies.
- The APRN faculty vacancy rate (7.6%) was slightly higher than the faculty vacancy rate in professional nursing programs (6.7%).

Figure 2. Vacancy Rate of APRN Faculty, 2010-2015



[2]Vacancy 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.

Length of Vacancy and Barriers to Faculty Recruitment

In the 2015 APRN NEPIS, the 26 APRN schools were asked how many weeks, in general, faculty positions remain vacant.

- On average, faculty positions remained vacant for approximately 33.5 weeks, which is equal to that reported in 2014.
- The number of weeks to fill vacant positions ranged from 4 weeks (1 school) to 104 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 26 weeks (same for 2014), greater than the 12 weeks reported for RN faculty positions.

The 26 APRN schools were also asked to select the barriers to faculty recruitment faced during AY 2014-2015.

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (19 schools).
- Non-competitive salary was also cited by the majority of programs (16 schools).
- Geographic location was a barrier for 9 schools.

Faculty Turnover in Faculty in APRN Schools

Figure 3 (page 3) shows that during the academic year 2014-2015, the faculty turnover rate for all 26 schools was 12.8%.[3] This is a decrease from the AY 2013-2014 turnover rate of 14.4%, and higher than the rate in AY 2012-2013 of 10.1%.

- Schools reported 51 full-time and 21 part-time resignations and retirements during AY 2014-2015, representing a full-time position turnover rate of 14.7% and a part-time position turnover rate of 9.8%.
- 14 schools reported no retirements and 6 schools reported no resignations during AY 2014-2015, the same as reported for AY 2013-2014.
- APRN faculty turnover (12.8%) was lower than the faculty turnover in professional nursing programs (14.1%) during AY 2014-2015.

Figure 3. Turnover Rate of APRN Faculty, 2011-2015

[3]Turnover rate was calculated by dividing the total number of retirements and resignations during the reporting year (AY 2014 -2015) by the total number of positions filled as of September 30 of the previous year and multiplying by 100.

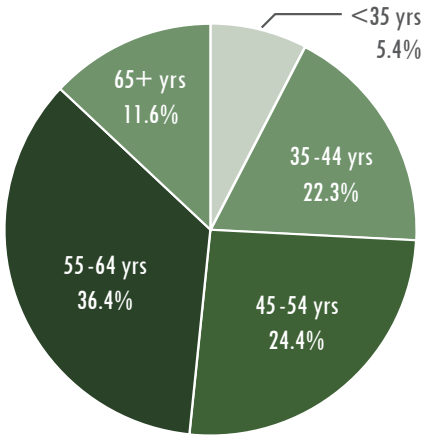
Faculty Demographics in APRN Schools

As of September 30, 2015, there were a total of 502 faculty employed by the 26 APRN 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 anlaysis.

Sex and Age

- The majority of APRN faculty were female (88.9%), which was lower than professional nursing faculty (92.1%).
- As shown in Figure 4, the majority of faculty were between 35 and 64 years of age.
- The median age of faculty as of September 30, 2015 was 54 years, and the mean age was 52.4 years. AY 2013-2014 reported the same median age (54 years) and a slightly higher mean (52.7 years).
- 61.4% (283) of faculty are 50 or older and would be eligible for retirement within the next 12 years.[5]

Figure 4. Faculty Age, 2015



[4]41 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.

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

- 22.5% (104) of faculty are age 62 or older and are eligible for retirement.[5]

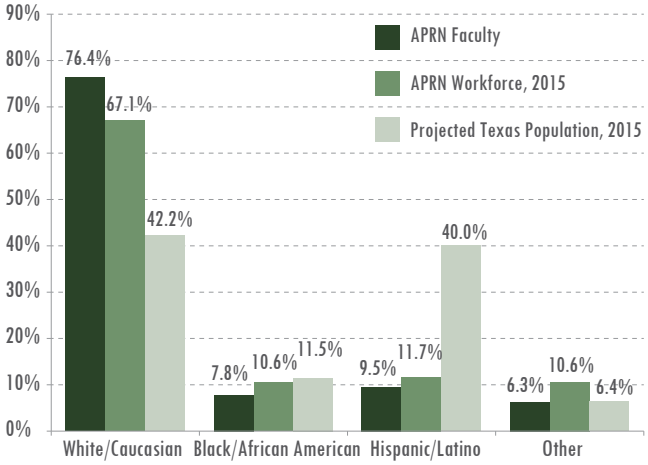
Race/Ethnicity

As shown in Figure 5, the race/ethnicity distribution of 2015 APRN faculty did not mirror that of the Texas population.

The vast majority of faculty were white/Caucasian (76.4%), followed by Hispanic/Latino (9.5%), black/African American (7.8%), and other (6.3%).

- The percentage of white/Caucasian APRN faculty has decreased since AY 2010-2011 from 87.2% to 82.8% in AY 2011-2012 to 78.4% in AY 2012-2013 to 77.3% in AY 2013 - 2014 to 76.4% in AY 2014-2015.
- The percentage of Hispanic/Latino faculty increased from 7.3% in AY 2012-2013 to 9.9% in AY 2013-2014 and decreased to 9.5% in AY 2014-2015.

Figure 5. Race/Ethnicity of APRN Faculty, 2015, Texas APRN Workforce, 2015,[6] & Texas Population, 2015[7]



[6]APRN workforce data comes from the 2015 BON Licensure Renewal file of actively practicing Texas nurses.

[7]Texas population data comes from the 2015 Texas State Data Center population projections (https://www.dshs.state.tx.us/chs/popdat/ST2015.shtm).

Education

Figure 6 displays the highest degrees of APRN faculty.

- All APRN faculty held at least a master's degree and over half (60.5%) held a doctoral degree.
- Of the 39.5% of faculty whose highest degree was a master's degree, 99.5% held a master's in nursing.
- Most faculty who held a doctoral degree reported having a PhD in Nursing (41.6% of faculty with a doctoral degree).

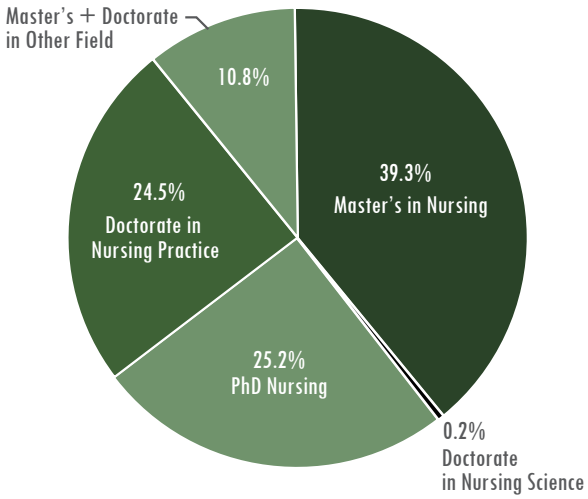



Figure 6. Educational Preparation of Faculty, 2015