Faculty Demographics in Vocational Nursing Programs 2016

This update presents data for the 88[1] vocational nursing (VN) programs in Texas during the 2016 reporting year, including:

- 83 generic programs
  - 64 in public colleges/universities
  - 14 in career schools/colleges
  - 2 in private colleges/universities
  - 3 in private/public hospitals
- 5 Multiple Entry/Exit Programs (MEEP)
  - All in public colleges/universities

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 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.

[1]Data collected from the military-based VN program were excluded from these analyses.

Faculty Positions in Vocational Nursing Programs

Table 1 shows that as of September 30, 2016, there were 505 full-time and 334 part-time filled faculty positions in VN programs for a total of 672.0 full-time equivalents (FTEs).[2]

- There were 39 full-time and 42 part-time vacancies equating to 60 FTE vacancies among the 88 VN programs as of September 30, 2016.
- There was a total of 173 resignations and retirements among faculty during AY 2015-2016.
- 55.6% of the new VN faculty appointments during AY 2015-2016 were full-time and 44.4% were part-time.

Table 1. Faculty Positions, 2016

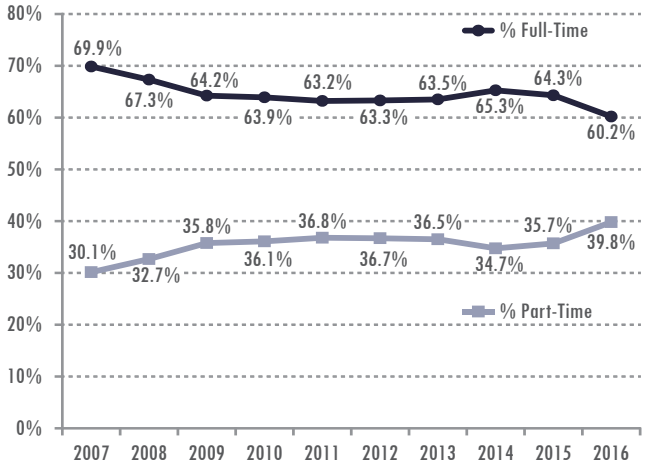
	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2016	505	334	672.0
Vacancies as of Sept. 30, 2016	39	42	60.0
Resignations AY 2015-2016	86	71	121.5
Retirements AY 2015-2016	11	5	13.5
New Appointments AY 2015-2016	89	71	124.5

[2]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. Filled and vacant positions are as of September 30, 2016; resignations and new appointments are for the full reporting year.

Figure 1 displays the proportion of faculty positions that were full- and part-time from 2007 to 2016.

- In 2016, 60.2% of faculty positions were full-time, while 39.8% were part-time.
- The proportion of full-time faculty positions decreased to its lowest since 2007 by 9.7 percentage points.
- Since 2015, the number of full-time faculty positions decreased 12.9%, and the number of part-time faculty positions increased 3.7%.

Figure 1. Full- and Part-Time VN Faculty Positions, 2007-2016



Faculty Vacancy[3] in Vocational Nursing Programs

Figure 2 shows the 2016 faculty vacancy rate was 8.2%.

- Vacancy rates ranged from 0% (54 programs) to 57.1% (1 program).
- 59 programs (67.0%) had vacancy rates lower than the total vacancy rate of 8.2%.
- The vacancy rate among full-time positions decreased from 9.1% in 2015 to 7.2% in 2016.
- The vacancy rate among part-time positions also decreased from 13.4% in 2015 to 11.2% in 2016.

Figure 2. Faculty Vacancy Rates, 2006 - 2016

Length of Vacancy and Barriers to Faculty Recruitment

Programs were asked how many weeks, in general, faculty positions remain vacant.

- The length of vacancy ranged from 0 (8 programs) to 64 weeks (1 program)
- Positions remained vacant for a median of 6 weeks and a mean of 10.4 weeks.

Programs were asked to select barriers to faculty recruitment the program faced during AY 2015-2016.[4]

- 49 programs (55.7%) indicated non-competitive salary as a barrier to faculty recruitment during AY 2015-2016.
- 40 programs (45.5%) indicated a limited qualified applicant pool as a barrier to faculty recruitment.
- 21 programs (23.9%) indicated geographic location as a barrier to faculty recruitment.
- 25 programs (28.4%) indicated that the question was not applicable.

Length of Faculty Contracts

Programs reported the length of their standard faculty teaching contract during an academic year.

- 56 programs (63.6%) reported a 12-month contract and 15 programs (17.0%) reported a 9-month contract.
- 6 programs indicated they did not use contracts, 2 programs used contracts for adjunct faculty only, and 2 programs had varying contract lengths.

[3]Vacancy rate is calculated by dividing the total number of vacant FTEs as of September 30, 2016 by the total number of FTEs (filled and vacant) as of September 30, 2016 and multiplying by 100.

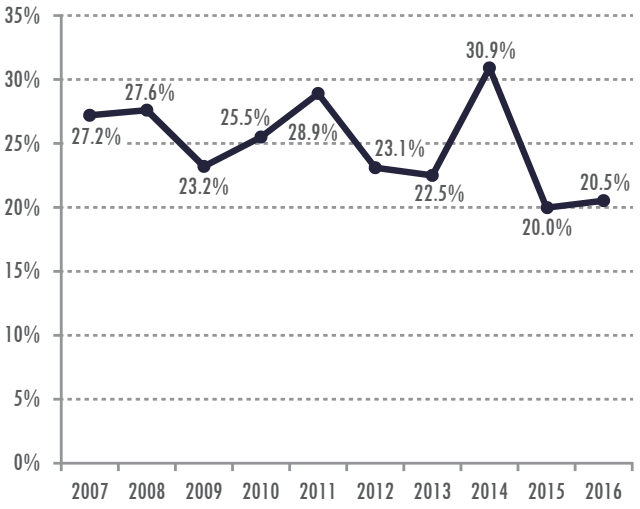
[4]Some programs reported more than one barrier to faculty recruitment.

Faculty Turnover[5] in Vocational Nursing Programs

Figure 3 shows the turnover rates from 2007 to 2016.

- In 2016, the total faculty turnover rate was 20.5%, similar to the total faculty turnover rate in 2015 (20.0%).
- Faculty turnover rates in VN programs continued to be higher than turnover rates in professional nursing programs (13.7%).

Figure 3. Faculty Turnover Rates, 2007 - 2016



[5]Turnover rate is calculated by dividing the total number of voluntary and involuntary resignations (full- and part-time) during the reporting year by the total number of filled positions as of September 30 of the previous reporting year. Please note the turnover rate calculation excluded the number of filled positions from September 30 of the previous reporting year from programs which closed during the reporting period.

As of September 30, 2016, there were 834[6] nursing faculty in VN education programs in Texas. Demographics were obtained from the 2016 Texas BON Licensure Renewal databases. Data completeness varied for each demographic measure (Sex, n=808; Age, n=828; Race, n=807), as some faculty may have 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 may practice with a compact license. The Nurse Licensure Compact is an agreement between states to recognize each others' licenses.

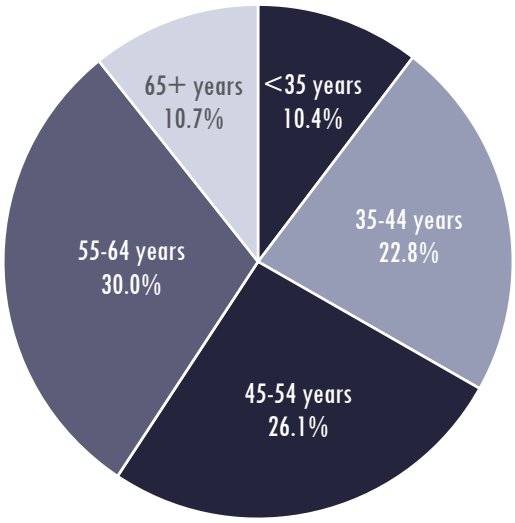
Sex

The VN faculty population was predominantly female: 89.6% in 2016 (n=808), which is slightly higher than 2015 (87.7%).

Age

Figure 4 illustrates the 2016 faculty age breakdown.

Figure 4. Faculty Age, 2016 (n=828)



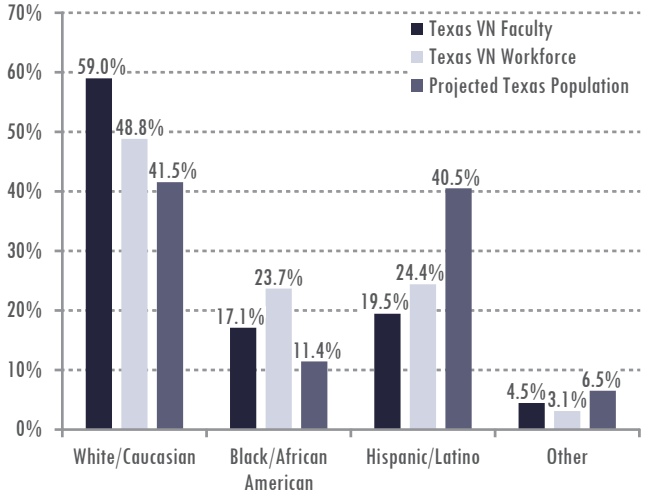
- Faculty age ranged from 24 to 84 years.
- 66.8% of faculty were 45 and older.
- The mean age of faculty was 50 and the median was 51.
- 34.2% of faculty were 50 to 61 years of age and would be eligible for retirement within the next 12 years.[7]
- 19.3% of faculty were 62 years of age or older and currently eligible for retirement.[7]

Race/Ethnicity

As shown in Figure 5, the distribution of race/ethnicity among VN faculty (n=807) did not mirror that of the projected Texas population or of the Texas VN workforce in 2016.

- The majority of VN faculty were white/Caucasian (59.0%), increasing from 2015 (54.9%).
- Though the proportion of VN faculty who were Hispanic/Latino (19.5%) increased from 2015 (16.2%), it continued to be less than one-half the proportion in the Texas population (40.5%).
- The proportion of black/African American VN faculty (17.1%) was greater than the proportion in the Texas population (11.4%), but smaller than the proportion in the VN workforce (23.7%).
- The proportion of black/African American VN faculty increased 28.6% from 2015 (13.3%).
- Other faculty, which included American Indian/Alaskan Native and Asian/Pacific Islander, decreased from 9.6% in 2015 to 4.5% in 2016.
- The proportion of other faculty (4.5%) more closely mirrors the Texas population (6.5%) and the Texas VN workforce (3.1%).

Figure 5. Race/Ethnicity of VN Faculty, Texas VN Workforce[8], and Texas Population[9], 2016



[6]The number of faculty (834) differs from the number of filled faculty positions (839) because five faculty worked in two programs.

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

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

[9]Texas population data come from the 2016 Texas State Data Center population projections (http://www.dshs.texas.gov/chs/popdat/ST2016p.shtm)

Educational Preparation of Faculty in Vocational Nursing Programs

In the 2016 Faculty Profile, programs were asked to list all nursing faculty and report their highest degree[10] (see Figure 6).

- 27.5% of VN faculty held a master's degree in nursing, increasing slightly from 2015 (25.2%).
- 15 nursing faculty (1.8%) had a doctorate in nursing, which includes PhD in Nursing, Doctorate in Nursing Practice (DNP), or Nursing Doctorate (ND).
- The other category includes nursing faculty with master's degrees or doctorates in other fields (3.6%), as well as those with diplomas, associates degrees in nursing or other fields, and bachelor's degrees in other fields.
- The percentage of faculty with an advanced degree (anything beyond a bachelor's) was much lower for VN programs (32.9%) than for professional nursing programs (96.7%).

[10]In cases where data were missing or found to be inconsistent among the 2016 Faculty Profiles, the highest degree listed in the 2016 BON Licensure Renewal files was used.

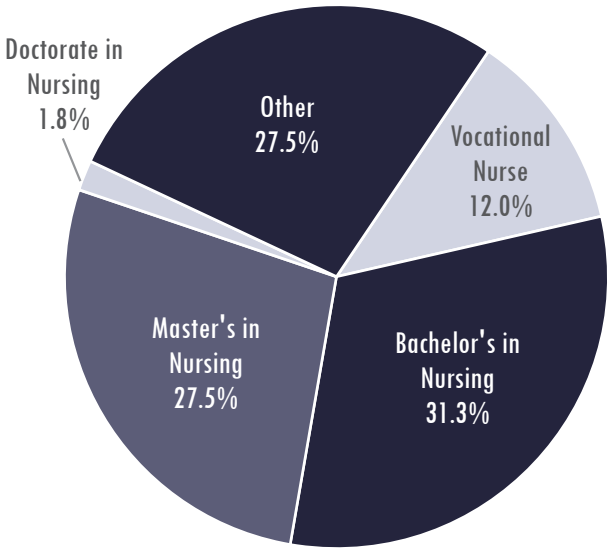



Figure 6. Highest Degree of Faculty, 2016 (n=834)