



## Faculty Demographics in Vocational Nursing Programs

# 2017

This update presents data for the 90<sup>1</sup> vocational nursing (VN) programs in Texas during the 2017 reporting year, including:

- 85 generic programs
  - 65 in public colleges/universities
  - 13 in career schools/colleges
  - 4 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 2017 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 2, 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.

<sup>1</sup>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, 2017, there were 504 full-time and 404 part-time filled faculty positions in VN programs for a total of 706.0 full-time equivalents (FTEs).<sup>2</sup>

- There were 43 full-time and 54 part-time vacancies equating to 70 FTE vacancies among the 90 VN programs as of September 30, 2017.
- There was a total of 184 resignations and retirements among faculty during AY 2016-2017.
- 60.3% of the new VN faculty appointments during AY 2016-2017 were part-time and 39.7% were full-time.

**Table 1. Faculty Positions, 2017**

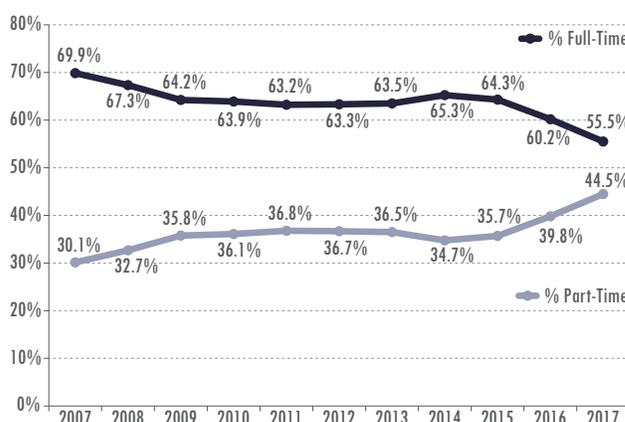
	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2017	504	404	706
Vacancies as of Sept. 30, 2017	43	54	70
Resignations AY 2016-2017	83	93	129.5
Retirements AY 2016-2017	7	1	7.5
New Appointments AY 2016-2017	94	143	165.5

<sup>2</sup>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, 2017; 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 2017.

- In 2017, 55.5% of faculty positions were full-time, while 44.5% were part-time.
- The proportion of full-time faculty positions decreased by 7.8 percentage points from 2016 to 2017.
- Since 2014, the proportion of full-time faculty positions decreased 14.9%, and the number of part-time faculty positions increased 28.1%.

**Figure 1. Full- and Part-Time VN Faculty Positions, 2007-2017**



## Faculty Vacancy<sup>3</sup> in Vocational Nursing Programs

Figure 2 shows the 2017 faculty vacancy rate was 9.0%.

- Vacancy rates remained below 7% from 2006-2012, but starting in 2013 faculty vacancy rates doubled. The faculty vacancy rate increased from 8.2% in 2016 to 9.0% in 2017.
- Vacancy rates ranged from 0% (52 programs) to 57.1% (1 program).
- 60 programs (66.7%) had vacancy rates lower than the total vacancy rate of 9.0%.
- The vacancy rate among full-time positions increased from 7.2% in 2016 to 7.9% in 2017.
- The vacancy rate among part-time positions also increased from 11.2% in 2016 to 11.8% in 2017.

Figure 2. Faculty Vacancy Rates, 2006 - 2017



### 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 (9 programs) to 52 weeks (4 programs)
- Positions remained vacant for a median of 6 weeks and a mean of 10.6 weeks.

Programs were asked to select barriers to faculty recruitment the program faced during AY 2016-2017.<sup>4</sup>

- 43 programs (47.8%) indicated non-competitive salary as a barrier to faculty recruitment during AY 2016-2017.
- 43 programs (47.8%) indicated a limited qualified applicant pool as a barrier to faculty recruitment.
- 19 programs (21.1%) indicated geographic location as a barrier to faculty recruitment.
- 30 programs (33.3%) 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.

- 51 programs (56.7%) reported a 12-month contract and 14 programs (15.6%) reported a 9-month contract.
- 8 programs indicated they did not use contracts and 2 programs had varying contract lengths.

<sup>3</sup>Vacancy rate is calculated by dividing the total number of vacant FTEs as of September 30, 2017 by the total number of FTEs (filled and vacant) as of September 30, 2017 and multiplying by 100.

<sup>4</sup>Some programs reported more than one barrier to faculty recruitment.

## Faculty Turnover<sup>5</sup> in Vocational Nursing Programs

Figure 3 shows the turnover rates from 2007 to 2017.

- In 2017, the total faculty turnover rate was 22.1%, which was slightly higher than the total faculty turnover rate in 2016 (20.5%).
- Faculty turnover rates fluctuated from the 2007-2014. In 2015, turnover rates decreased considerably and have remained in the lower 20s.
- Faculty turnover rates in VN programs continued to be higher than turnover rates in professional nursing programs (11.3%).

<sup>5</sup>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.

Figure 3. Faculty Turnover Rates, 2007 - 2017



## Faculty Demographics in Vocational Nursing Programs

As of September 30, 2017, there were 899<sup>6</sup> nursing faculty in VN education programs in Texas. Demographics were obtained from the 2017 Texas BON Licensure Renewal databases. Data completeness varied for each demographic measure (Sex, n=844; Age, n=880; Race, n=839), 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.

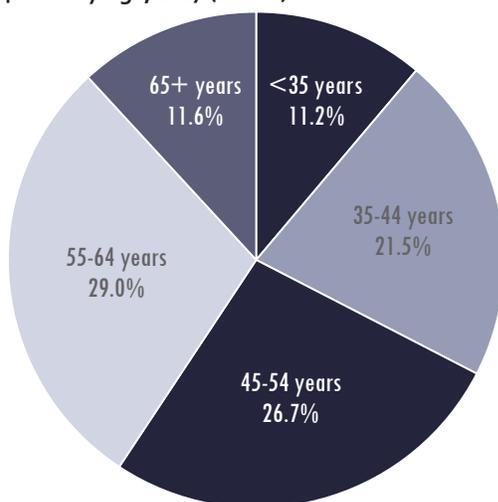
### Sex

The VN faculty population was predominantly female: 88.6% in 2017 (n=844), which is slightly lower than 2016 (89.6%).

### Age

Figure 4 illustrates the 2017 faculty age breakdown.

Figure 4. Faculty Age, 2017 (n=880)



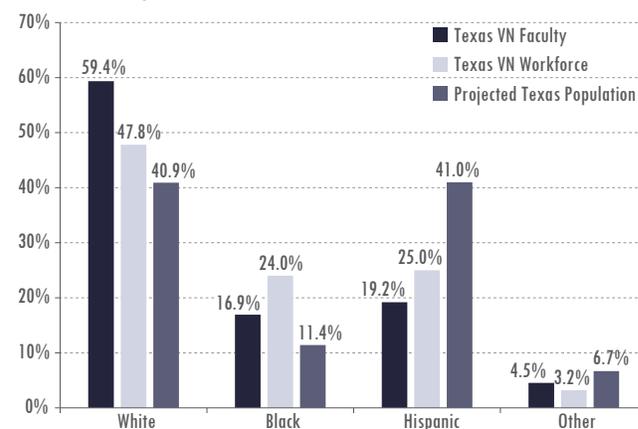
- Faculty age ranged from 23 to 80 years.
- 67.3% of faculty were 45 and older.
- The mean and median age of faculty was 50.
- 32.7% of faculty were 50 to 61 years of age and would be eligible for retirement within the next 12 years.<sup>7</sup>
- 19.0% of faculty were 62 years of age or older and currently eligible for retirement.<sup>7</sup>

### Race/Ethnicity

As shown in Figure 5, the distribution of race/ethnicity among VN faculty (n=839) did not mirror that of the projected Texas population or of the Texas VN workforce in 2017.

- The majority of VN faculty were white/Caucasian (59.4%), increasing from 2016 (59.0%).
- Though the proportion of VN faculty who were Hispanic/Latino (19.2%) was similar to the proportion in 2016 (19.5%), it continued to be less than one-half the proportion in the Texas population (41.0%).
- The proportion of black/African American VN faculty (16.9%) was greater than the proportion in the Texas population (11.4%), but smaller than the proportion in the VN workforce (24.0%).
- The proportion of other faculty, which included American Indian/Alaskan Native and Asian/Pacific Islander, did not change from 2016 to 2017 (4.5%).
- The proportion of other faculty (4.5%) more closely mirrors the Texas population (6.7%) and the Texas VN workforce (3.2%).

Figure 5. Race/Ethnicity of VN Faculty, Texas VN Workforce<sup>8</sup>, and Texas Population<sup>9</sup>, 2017



<sup>6</sup>The number of faculty (899) differs from the number of filled faculty positions (908) because nine faculty worked in two programs.

<sup>7</sup>The earliest retirement age for social security is 62 ([www.socialsecurity.gov](http://www.socialsecurity.gov)).

<sup>8</sup>VN workforce data come from the 2017 BON Licensure Renewal file of actively practicing Texas nurses.

<sup>9</sup>Texas population data come from the 2017 Texas State Data Center population projections (<http://www.dshs.texas.gov/chs/popdat/ST2017.shtm>)

## Educational Preparation of Faculty in Vocational Nursing Programs

In the 2017 Faculty Profile, programs were asked to list all nursing faculty and report their highest degree<sup>10</sup> (see Figure 6).

- 28.7% of VN faculty hold master's degrees in nursing, increasing from 2016 (27.5%).
- 16 nursing faculty (1.8%) have doctorates in nursing, which include PhDs in Nursing, Doctorate in Nursing Practice (DNP), or Nursing Doctorates (ND).
- 33.3% of VN faculty hold bachelor's in nursing degrees compared to 18.7% who hold associate's in nursing degrees.
- The other category (5.7%) includes nursing faculty with master's degrees or doctorates in other fields, as well as those with diplomas, and bachelor's degrees in other fields.

<sup>10</sup>In cases where data were missing or found to be inconsistent among the 2017 Faculty Profiles, the highest degree listed in the 2017 BON Licensure Renewal files was used.

Figure 6. Highest Degree of Faculty, 2017 (n=899)

