Faculty Demographics in Vocational Nursing Programs 2019

This update presents data for the 85[1] vocational nursing (VN) programs and the military-based VN program[1] in Texas during the 2019 reporting year, including:

- 79 generic programs
- 6 Multiple Entry/Exit Programs (MEEPs)

The Texas Center for Nursing Workforce Studies (TCNWS) collected data using the 2019 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of September 30, 2019. The reporting period was academic year (AY) 2018-2019 (September 1, 2018 – August 31, 2019) 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, 2019, there were 509 full-time and 347 part-time filled faculty positions in VN programs for a total of 682.5 full-time equivalents (FTEs).[2]

- There were 42 full-time and 43 part-time vacancies equating to 63.5 FTE vacancies among the 85 VN programs as of September 30, 2018.
- There was a total of 184 resignations and retirements among faculty during AY 2018-2019.
- 45.5% of the new VN faculty appointments during AY 2018-2019 were part-time and 54.5% were full-time.

Table 1. Faculty Positions, 2019

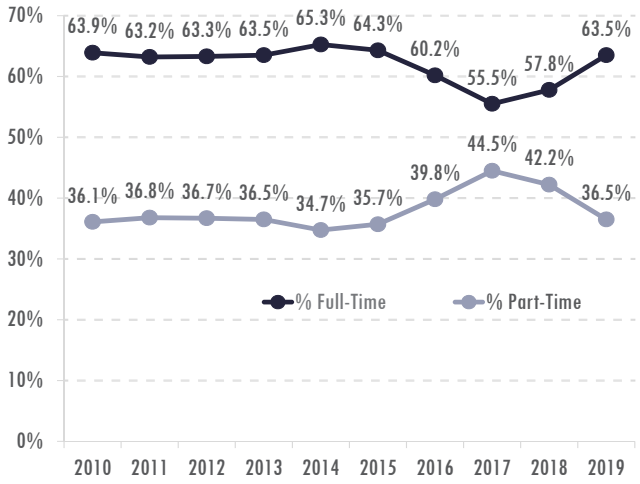
	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2019	509	347	682.5
Vacancies as of Sept. 30, 2019	42	43	63.5
Resignations AY 2018-2019	91	74	128
Retirements AY 2018-2019	15	4	17
New Appointments AY 2018-2019	110	92	156

[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, 2019; 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 2010 to 2019.

- In 2019, 63.5% of faculty positions were full-time, while 36.5% were part-time.
- The proportion of full-time faculty positions increased by 9.9% percent from 2018 to 2019.
- The proportion of part-time faculty positions peaked in 2017, and since has decreased by 18.0%.

Figure 1. Full- and Part-Time VN Faculty Positions, 2010-2019

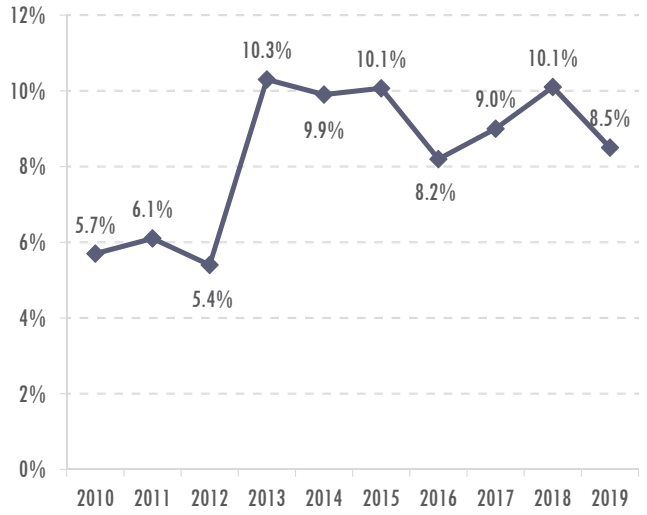


Faculty Vacancy[3] in Vocational Nursing Programs

Figure 2 shows the 2019 faculty vacancy rate was 8.5%.

- 34 programs reported having vacant positions on September 30, 2019.
- Vacancy rates ranged from 0% (51 programs) to 66.7% (1 program).
- The faculty vacancy rate decrased from 10.1% in 2018 to 8.5% in 2019.
- 57 programs (67.1%) had vacancy rates lower than the total vacancy rate of 8.5%.
- The vacancy rate among full-time positions decreased from 11.0% in 2018 to 7.6% in 2019.
- The vacancy rate among part-time positions increased from 7.3% in 2018 to 11.0% in 2019.

Figure 2. Faculty Vacancy Rates, 2010-2019



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 (6 programs) to 52 weeks (3 programs).
- Positions remained vacant for a median of 8 weeks and a mean of 11.5 weeks.

Programs were asked to select barriers to faculty recruitment the program faced during AY 2018-2019.[4]

- 49 programs (57.6%) indicated non-competitive salary as a barrier to faculty recruitment.
- 43 programs (50.6%) indicated a limited qualified applicant pool as a barrier to faculty recruitment.
- 18 programs (21.2%) indicated geographic location as a barrier to faculty recruitment.
- 20 programs (23.5%) did not select any barriers to faculty recruitment.

Length of Faculty Contracts

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

- 57 programs (67.1%) reported a 12-month contract and 12 programs (14.1%) reported a 9-month contract.
- 4 programs indicated they did not use contracts and 3 programs had varying contract lengths.

[3]Vacancy rate is calculated by dividing the total number of vacant FTEs as of September 30, 2019 by the total number of FTEs (filled and vacant) as of September 30, 2019 and multiplying by 100.

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

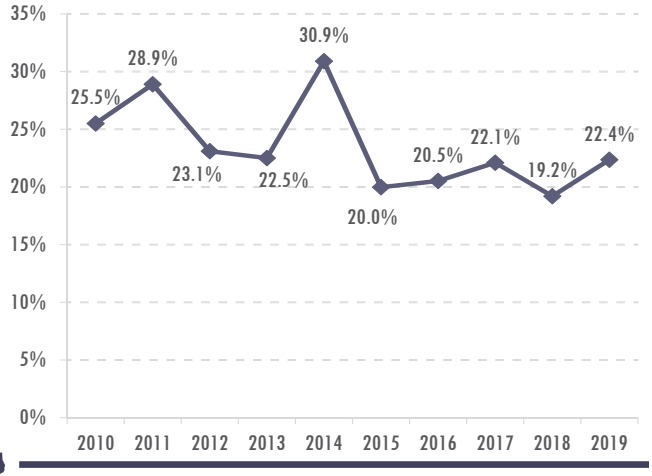
Faculty Turnover[5] in Vocational Nursing Programs

Figure 3 shows the turnover rates from 2010 to 2019.

- In 2019, the total faculty turnover rate was 22.4%, which was slightly higher than the total faculty turnover rate in 2018 (19.2%).
- Faculty turnover rates fluctuated between 2010-2014. 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 (12.4%).

[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.

Figure 3. Faculty Turnover Rates, 2010-2019



As of September 30, 2019, there were 856 nursing faculty in VN education programs in Texas. Demographics were obtained from the 2019 Texas BON Licensure Renewal databases. Data completeness varied for each demographic measure 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.

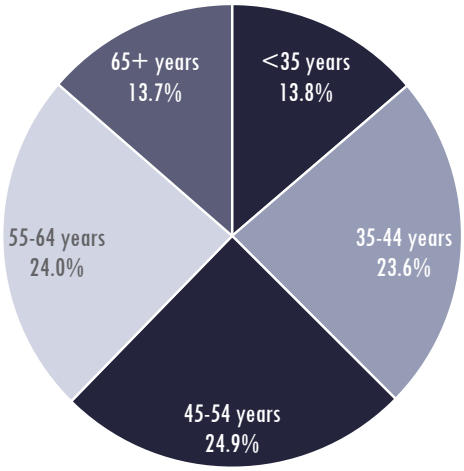
Sex

The VN faculty population was predominantly female: 87.5% in 2019 (n=810), which is mostly unchanged from 2018 (87.9%).

Age

Figure 4 illustrates the 2019 faculty age breakdown.

Figure 4. Faculty Age, 2019 (n=842)



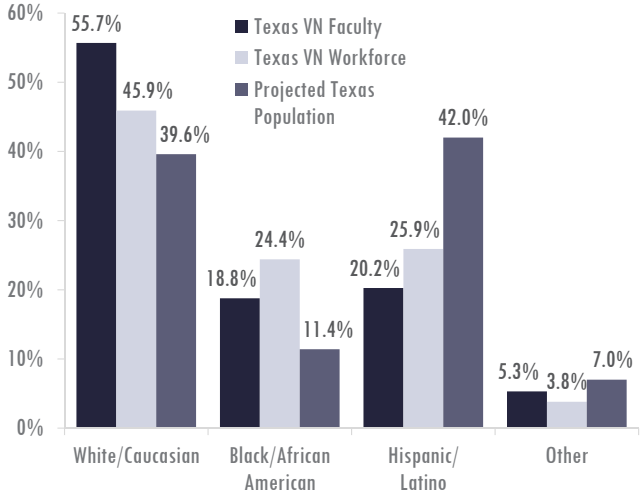
- Faculty age ranged from 24 to 80 years.
- 62.6% of faculty were 45 and older.
- The mean and median age of faculty was 49.6 and 49, respectively.
- 28.6% of faculty were 50 to 61 years of age and would be eligible for retirement within the next 12 years.[7]
- 20.7% of faculty were 62 years of age or older and currently eligible for retirement.[6]

Race/Ethnicity

As shown in Figure 5, the distribution of race/ethnicity among VN faculty (n=810) did not mirror that of the projected Texas population or of the Texas VN workforce in 2019.

- The majority of VN faculty were white/Caucasian (55.7%), decreasing from 2018 (58.0%).
- Though the proportion of VN faculty who were Hispanic/Latino (20.2%) was similar to the proportion in 2018 (19.9%), it continued to be less than one-half the proportion in the Texas population (42.0%).
- The proportion of black/African American VN faculty (18.8%) was greater than the proportion in the Texas population (11.4%), but smaller than the proportion in the VN workforce (24.4%).
- The proportion of other faculty, which included American Indian/Alaskan Native and Asian/Pacific Islander, remained mostly unchanged from 2018 (5.5%) to 2019 (5.3%). The proportion of other faculty (5.3%) more closely mirrors the Texas population (7.0%) and the Texas VN workforce (3.8%).

Figure 5. Race/Ethnicity of VN Faculty, Texas VN Workforce[7], and Texas Population[8], 2019



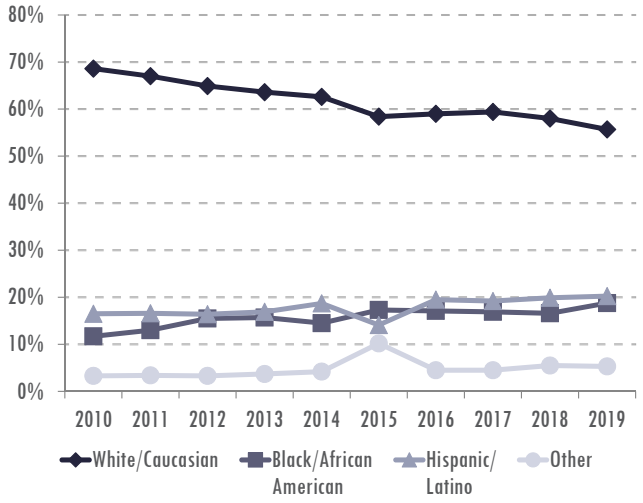
[6]The earliest retirement age for social security is 62 (www.socialsecurity.gov).

[7]VN workforce data come from the 2019 BON Licensure Renewal file of actively practicing Texas nurses.

[8]Texas population data come from the 2019 Texas State Data Center population projections (http://www.dshs.texas.gov/chs/popdat/ST2019.shtm).

- Figure 6 shows that VN faculty continue to diversity. The proportion of RN faculty who were white/Caucasian has decreased from 68.6% in 2010, while the proportion of faculty who were Hispanic/Latino, black/African-American, or other races has risen.

Figure 5. Race/Ethnicity of VN Faculty, 2010-2019



Educational Preparation of Faculty in Vocational Nursing Programs

In the 2019 Faculty Profile, programs were asked to list all nursing faculty and report their highest degree[9] (Figure 7).

- 30.7% of VN faculty hold master's degrees in nursing, similar to 2018 (31.7%).
- 36 nursing faculty (4.2%) have doctorates in nursing, which include PhDs in Nursing, Doctorates in Nursing Practice (DNP), or Nursing Doctorates (ND).
- 30.3% of VN faculty hold bachelor's in nursing degrees compared to 19.4% who hold associate's in nursing degrees.
- The other category (6.1%) 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.
- Since 2009, the proportion of faculty members with ADN or VN degrees has decreased from 39.9% to 28.7%, while the proportion with master's or doctoral degrees has increased from 20.9% to 34.9%.

[9]In cases where data were missing or found to be inconsistent among the 2019 Faculty Profiles, the highest degree listed in the 2019 BON Licensure Renewal files was used.

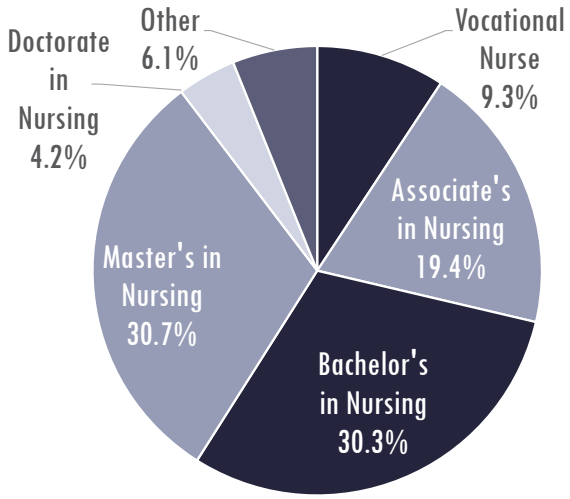



Figure 7. Highest Degree of Faculty, 2019 (n=851)