



Faculty Demographics in Professional Nursing Programs

2013

This update presents data for the 113 pre-licensure registered nursing (RN) programs in Texas during the 2013 reporting year, including:

- 1 Diploma program,
- 68 Associate Degree in Nursing (ADN) programs, including 58 ADN generic programs and 10 Licensed Vocational Nursing to Associate Degree in Nursing (LVN to ADN) programs,
- 43 Bachelor of Science in Nursing (BSN) programs, and
- 1 Master of Science in Nursing Alternate Entry (MSN AE) program.

The Texas Center for Nursing Workforce Studies (TCNWS) collected data in the 2013 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2013. The reporting period was academic year (AY) 2012-2013 (September 1, 2012 – August 31, 2013) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

Faculty Positions in Professional Nursing Programs

In the 2013 NEPIS, programs were asked to report the number of full- and part-time faculty positions filled, as well as the number of full- and part-time vacancies. Also in the 2013 NEPIS, programs were asked to differentiate between retirements and resignations. In years prior to 2012, retirements and resignations were reported together. As shown in Table 1:

- There were a total of 2,321.5 full-time equivalent (FTE) positions filled as of September 30, 2013, which was slightly less than the 2,235 FTE positions reported in 2012. (Each full-time position counts as 1.0 FTE; each part-time position counts as 0.5 FTE.)
- As of September 30, 2013 there were a total of 197 FTE vacancies, slightly greater than the 194 vacancies reported in 2012.
- During AY 2012-2013, there were 291 total

resignations and 69 retirements. The number of retirements increased by 53.3% (24 more retirements) from AY 2011-2012 to AY 2012-2013.

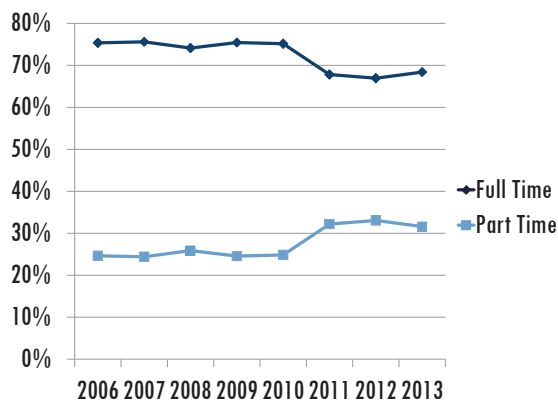
Table 1. Faculty Positions, 2013

	Full Time	Part Time	FTEs
Filled Positions as of Sept 30, 2013	1,900	897	2,321.5
Vacancies as of Sept 30, 2013	171	60	197
Resignations AY 2012-2013	175	116	233
Retirements AY 2012-2013	61	8	65
New Appointments AY 2012-2013	254	236	372

Figure 1 displays the proportion of faculty positions that were full and part time from 2006 to 2013.

- The proportion remained relatively steady from 2006 to 2010.
- In 2011, the proportion of part-time faculty positions jumped from 24.8% of all positions in 2010 to 32.2% of all positions in 2011 (an increase of 29.6%).
- In 2013, the proportion of part-time faculty dropped slightly from 33.1% in 2012 to 31.8% in 2013.

Figure 1. Full & Part Time RN Faculty Positions, 2006-2013



Faculty Vacancies in Professional Nursing Programs

As shown in Table 2, the 2013 total faculty vacancy rate was 7.8%, a slight decrease from the 8.0% vacancy rate in 2012.

- Vacancy rates were calculated by dividing the number of vacant positions (FTE) by the number of positions (vacant and filled FTEs) as of September 30th, 2013 and multiplying by 100.
- In Texas, vacancy rates in individual programs ranged from 0 (48 programs) to 58.8% (1 program).
- Since 2003, faculty vacancy rates continued to be highest among ADN programs.
- BSN programs reported a slightly lower vacancy rate in 2013 than in 2012.

Table 2. Faculty Vacancy Rates by Program Type, 2003 - 2013

	2003	2006	2007	2008	2009	2010	2011	2012	2013
ADN	6.2	7.5	7.1	7.2	6.1	7.4	6.8	9.6	9.7
BSN	5.1	4.9	4.9	4.8	4.8	5.0	5.9	6.7	6.5
Total	5.9	6.0	5.8	5.9	5.3	6.0	6.2	8.0	7.8

The total vacancy rates above include the one diploma program, the one MSN Alternate Entry program, and all ADN, LVN to ADN, and BSN programs. The BSN vacancy rate includes the MSN Alternate Entry program and the ADN vacancy rate includes LVN to ADN stand-alone program vacancy rates. Data were unavailable to calculate vacancy rates for 2004 and 2005. Please note that new programs that were not operating during the reporting period were not included in the vacancy rates for 2013.

Length of Vacancy and Barriers to Faculty Recruitment

In the 2013 RN NEPIS, programs were asked how many weeks, in general, faculty positions remain vacant.

- The number of weeks to fill vacant positions ranged from zero (n=8 programs) to 104 weeks (n=2 programs).
- The median number of weeks reported was 15 weeks.

Programs were also asked to select the barriers to faculty recruitment faced during AY 2012-2013.

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (n=82 programs, 72.6% of programs).
- Non-competitive salary was also cited by the majority of programs (n=71, 62.8% of programs).
- Geographic location was a barrier for 41.6% of programs.

- 11.5% of programs reported no barriers to faculty recruitment.

Length of Faculty Contracts

Programs were asked to report the length of the program's standard faculty teaching contract during an academic year.

- The majority of programs reported a nine-month contract length (n=64, 56.6%).
- 26 programs (23%) reported a 12-month contract length and 13 programs (11.5%) reported 10.5 months.

Faculty Turnover in Professional Nursing Programs

During AY 2012-2013, the faculty turnover rate for all programs was 13.0%, representing a 10.2% increase from AY 2011-2012 (see Table 3).

- Turnover rates were calculated by dividing the total number of resignations and retirements (full- & part-time) during the reporting year by the total number of filled positions as of September 30 of the previous reporting year.
- Turnover rates by program type ranged from 2.5% in the diploma program to 14.9% among ADN programs.
- On average, positions remained vacant 20.5 weeks in 2013 compared to 22.5 weeks in 2012.
- 82 programs (72.6%) indicated that a limited qualified applicant pool was a major barrier to faculty recruitment, 71 (62.8%) indicated that non-competitive salary was a major barrier, and 47 (41.6%) cited geographic location as a major barrier.

Note: Some programs reported more than one barrier to faculty recruitment.

Table 3. Faculty Turnover Rates by Program Type, 2007 - 2013

	2007	2008	2009	2010	2011	2012	2013
Diploma	11.8	17.0	19.3	13.9	4.9	5.3	2.5
ADN	14.4	17.9	13.4	14.9	15.9	14.1	14.9
BSN	14.1	9.8	11.8	12.4	13.8	9.8	11.8
Total	14.2	13.5	12.7	13.5	14.7	11.8	13.0

The BSN turnover rate includes the MSN Alternate Entry program and the ADN turnover rate includes LVN to ADN stand-alone program turnover rates. Note: The total number of filled faculty positions as of September 30, 2012 was 2,622, which differs from the number reported originally in the 2012 RN NEPIS faculty report. A discrepancy in the faculty data was adjusted after the publication of the report.



Faculty Demographics in Professional Nursing Programs

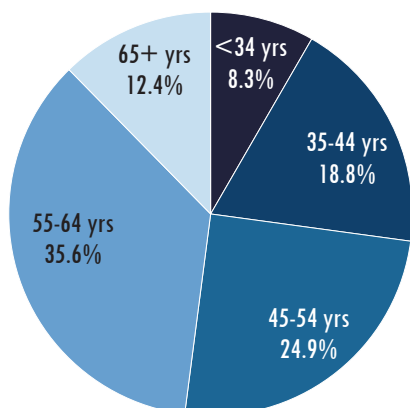
As of September 30, 2013, there were 2,762 people working as faculty in professional nursing education programs in Texas. Please note that this number includes both budgeted faculty and adjunct faculty. The demographics below are obtained from the Texas Board of Nursing Licensure Renewal 2013 database except highest degree, which was obtained from the faculty profile reports. Demographic information was available for 94.5% of faculty listed in the faculty profile; 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 professional nursing faculty population was predominantly female: 92.2% in 2013, which was a slight increase from 2012 (90.3%). Figure 2 displays the age range of professional nursing faculty as of 2013.

- Faculty age ranged from 23 to 85 years.
- 72.9% of faculty were 45 years of age or older.
- 27.1% of faculty were under 45 years old.
- The mean and median age of faculty were 52 and 54 years, respectively. Five years ago in 2009, the mean and median age of faculty were similar, at 54 and 52 years, respectively.
- 48% of faculty were 55 years of age or older, and will be eligible for retirement* within the next 12 years, which is slightly greater than the 46.1% of faculty who were 55 years or older five years ago in 2009.

Figure 2. Faculty Age, 2013



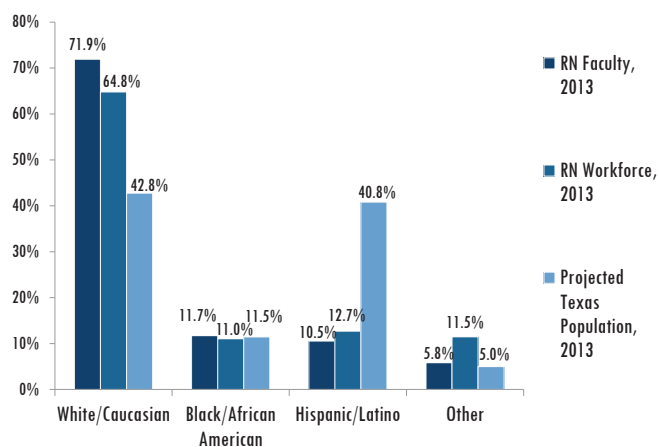
* The earliest retirement age for social security is 62. (www.socialsecurity.gov).

Race/Ethnicity

As shown in Figure 3, the race/ethnicity distribution of 2013 RN faculty did not mirror that of the Texas population.

- The majority of RN faculty were white/Caucasian (71.9%).
- The proportion of RN faculty who were Hispanic/Latino (10.5%) is approximately one-fourth the proportion in the Texas population (40.8%).
- The percentages of faculty who were black/African American (11.7%) and other races (5.8%) more closely mirrored the Texas population and the Texas RN workforce.
- The 2013 distribution of race/ethnicity among RN faculty is similar to that of previous years.

Figure 3. Race/Ethnicity of RN Faculty, 2013, Texas RN Workforce², 2013, & Texas Population², 2013



Educational Preparation of Faculty in Professional Nursing Programs

Figures 4 and 5 display the highest degree of faculty in professional nursing programs.

- The majority of RN faculty held a Master's degree (74.6%). Of those, 95.1% held a Master's in Nursing degree.
- Of the 2,736 faculty with degree information, 629 (23%) held a doctoral degree.
 - 313 faculty held a PhD in Nursing.
 - 148 faculty held a Doctor of Nursing Practice (DNP).
 - 134 faculty held a doctorate from a field outside of nursing.
 - The remaining 34 faculty with a doctorate held either a Doctor of Nursing Science (DNS) or other doctorate in nursing.

Figure 4. Educational Preparation of Faculty, 2013

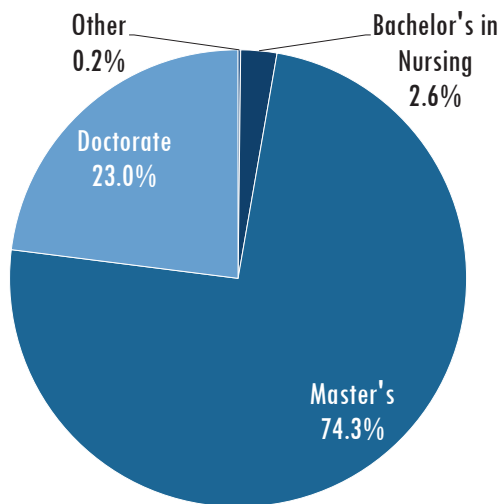


Figure 5. Breakdown of Faculty Doctoral Degrees, 2013

