



Faculty Demographics in Vocational Nursing Programs

2013

This update presents data for the 98 vocational nursing (VN) programs in Texas during the 2013 reporting year, including:

- 93 generic programs
 - 67 in public colleges and universities
 - 20 in career schools/colleges
 - 3 in private colleges/universities
 - 3 in private/public hospitals
- 5 Multiple Entry/Exit Programs (MEEP)
 - All in public colleges and universities

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 Vocational Nursing Programs

Table 1 shows that as of September 30, 2013, there were 576 full time faculty employed and 331 part time faculty employed for a total of 741.5 full time equivalents (FTEs).

- There were 62 full-time and 45 part-time vacancies equating to 84.5 FTEs among the 98 VN programs as of September 30, 2013.
- There were a total of 220 resignations or retirements among full- and part-time faculty during the academic year 2012-2013.
- 52.1% of the new VN faculty appointments as of Sept. 30, 2013 were full-time and 47.9% were part-time.
- Faculty at 63 programs (64.3%) were employed under a 12-month contract. 14 programs (14.3%) hired faculty for 9-month contracts.

Note: 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, 2013; resignations and new appointments are for the full reporting year.

Table 1. Faculty Positions, 2013

	Full Time	Part Time	FTEs
Filled Positions as of Sept. 30, 2013	576	331	741.5
Vacancies as of Sept. 30, 2013	62	45	84.5
Resignations AY 2012-2013	129	91	174.5
Retirements AY 2012-2013	12	1	12.5
New Appointments AY 2012-2013	111	102	162

Figure 1. Full & Part Time VN Faculty Positions, 2007-2013

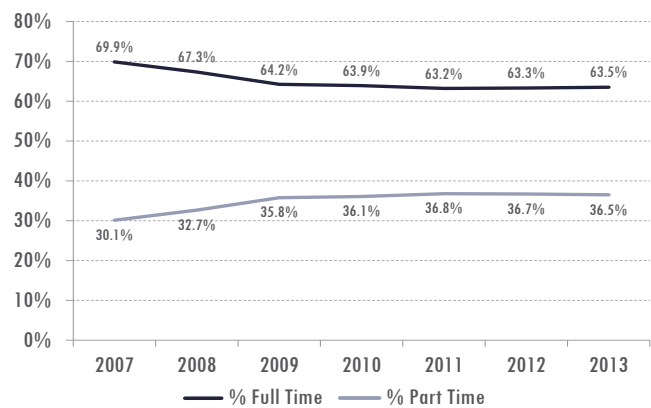


Figure 1 displays the proportion of faculty positions that were full and part time from 2007 to 2013.

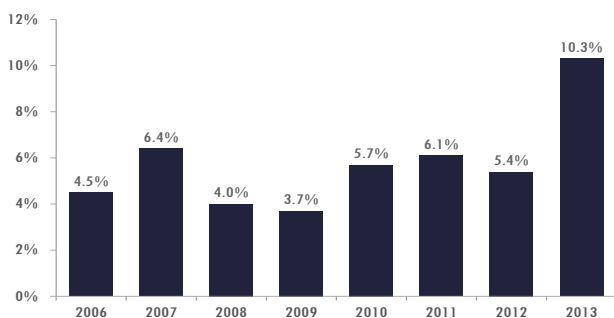
- In 2013, 62.5% of faculty were full time, while 36.5% were part time.
- The proportion decreased of full time faculty decreased from 2007 to 2009, while the proportion of part time faculty increased.
- Since 2009, the proportion has remained relatively constant.
- Since 2007, there has been a 21.1% increase in the proportion of part time faculty positions.

Faculty Vacancies in Vocational Nursing Programs

Figure 2 shows the 2013 faculty vacancy rate was 10.3%.

- 68 programs (69.4%) had vacancy rates of 0%, while 1 program had a 53.3% vacancy rate.
- 74 programs (75.5%) had vacancy rates lower than the total vacancy rate of 10.3%.
- On average, positions remained vacant for 9.1 weeks.
- The vacancy rate among full-time positions was 9.9%, more than twice the vacancy rate in 2012 (4.2%). The vacancy rate among part-time positions was 12.0%, a 33.3% increase from the vacancy rate reported for part-time positions in 2012 (9.0%).

Figure 2. Faculty Vacancy Rates, 2006 - 2013



Vacancy rate is calculated by dividing the total number of vacant FTEs as of September 30, 2013 by the total number of FTEs (filled and vacant) as of September 30, 2013 and multiplying by 100.

22 (22.4%) programs reported that vacant positions were filled within two weeks or less; however, three programs reported that faculty positions remained vacant for as long as 52 weeks.

- 53 of 98 programs (54.1%) indicated a limited qualified applicant pool as a major barrier to faculty recruitment.
- 45 of 98 programs (45.9%) indicated non-competitive salary as one of the major barriers to faculty recruitment.
- 24 of 98 programs (24.5%) indicated geographic location as a major barrier to faculty recruitment.
- 29 of 98 programs (29.6%) indicated that the question was not applicable.

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

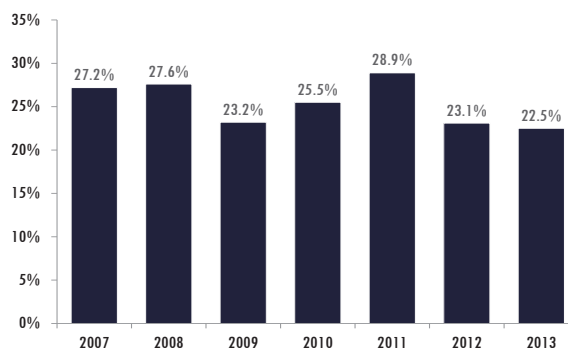
- The majority of programs (63%) reported a 12 month contract.
- 14 programs (14.3%) reported a 9 month contract.

Faculty Turnover in Vocational Nursing Programs

In 2013, the total faculty turnover rate was 22.5%, a 0.6 percentage point decrease from 2012.

- Faculty turnover in vocational nursing education programs was on the rise from 2009 to 2011, then decreased in 2012, and again in 2013.
- Turnover rates in vocational nursing programs continued to be higher than turnover rates in professional nursing programs.
- In 2013, the total faculty turnover rate was 22.5%, a 0.6 percentage point decrease from 2012.

Figure 3. Faculty Turnover Rates, 2007 - 2013

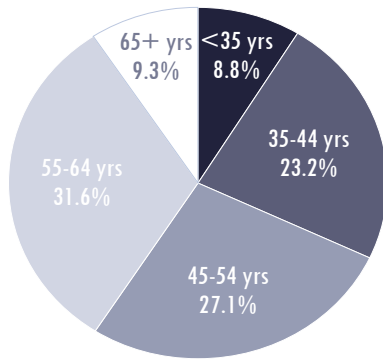


Turnover rate is calculated by dividing the total number of voluntary and involuntary resignations (full- and part-time) during the reporting year by the total number of filled positions as of September 30 of the previous reporting year. Please note that new programs that were not operating during the reporting period were not included in the turnover rates for 2013.

Faculty Demographics in Vocational Nursing Programs

As of September 30, 2013, there were 914 people working as faculty in vocational nursing education programs in Texas. Please note that the following demographics do not reflect the entire nursing faculty population. These demographics 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 95.4% of faculty; 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.

Figure 4. Faculty Age, 2013



Sex and Age

The vocational nursing faculty population was predominantly female: 86.9% in 2013 (n=740), which is slightly lower than 2012 (89.4%). Figure 4 illustrates the 2013 faculty age breakdown (n=852).

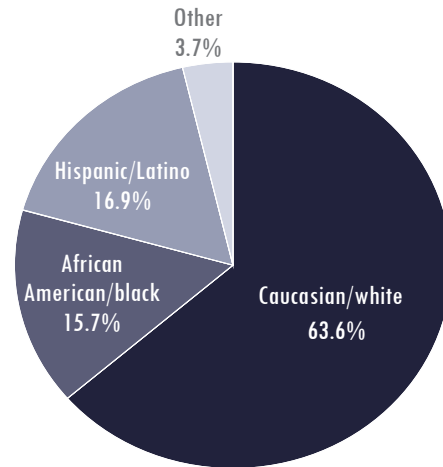
- Faculty age ranged from 22 to 79 years.
- 32.0% of the faculty were under the age of 45.
- 68.0% of faculty were 45 and older.
- The mean and median ages of faculty were 50 and 52, respectively.
- 56.1% of faculty were 50 years of age or older and would first be eligible for retirement within the next 12 years.*

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

Race and Ethnicity

- The race/ethnicity of the 2013 nursing faculty population was similar to that of 2012 (See Figure 5).
- There was a slight decrease in the percentage of Caucasian/white faculty from 2012 (64.9%) to 2013 (63.6%).
- The percentage of African American/black and Hispanic/Latino faculty was similar from 2012 (15.5% and 16.4%, respectively) to 2013 (15.7% and 16.9%).
- “Other” faculty (3.7%), which included American Indian/Alaska Native and Asian/Pacific Islander, remained similar to that of 2012 (3.3%).

Figure 5. Faculty Race/Ethnicity, 2013



Educational Preparation of Faculty in Vocational Nursing Programs

In the 2013 Faculty Profile, programs were asked to list all faculty and report their highest degree (See Figure 6).

- 25.5% of VN faculty held a Master’s degree in nursing, which is a large increase from 2012 (4.0%).
- Of the 20 (2.4%) nursing faculty with a doctorate, 10 had a doctoral degree in nursing.
- “Other” includes nursing faculty with vocational nursing licenses (84 of 102), or with associate, baccalaureate, master’s, or doctoral degrees in other fields.
- The percentage of faculty with an advanced degree was much lower for VN programs (29.2%) than for professional nursing programs (96.4%).

Figure 6. Highest Degree of Faculty

