



Faculty Demographics in Vocational Nursing Programs

2014

This update presents data for the 92¹ vocational nursing (VN) programs in Texas during the 2014 reporting year, including:

- 87 generic programs
 - 65 in public colleges and universities
 - 17 in career schools/colleges
 - 2 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 2014 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2014. The reporting period was academic year (AY) 2013-2014 (September 1, 2013 – August 31, 2014) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

¹Excluded from these analyses are data collected from one military-based VN program.

Faculty Positions in Vocational Nursing Programs

Table 1 shows that as of September 30, 2014, there were 601 full-time faculty employed and 320 part-time faculty employed for a total of 761 full-time equivalents (FTEs).²

- There were 59 full-time and 42 part-time vacancies equating to 80 FTEs among the 92 VN programs as of September 30, 2014.
- There were a total of 222.5 FTE resignations and retirements among faculty during the academic year 2013-2014.
- 51.7% of the new VN faculty appointments as of Sept. 30, 2014 were full-time and 48.3% were part-time.

Table 1. Faculty Positions, 2014

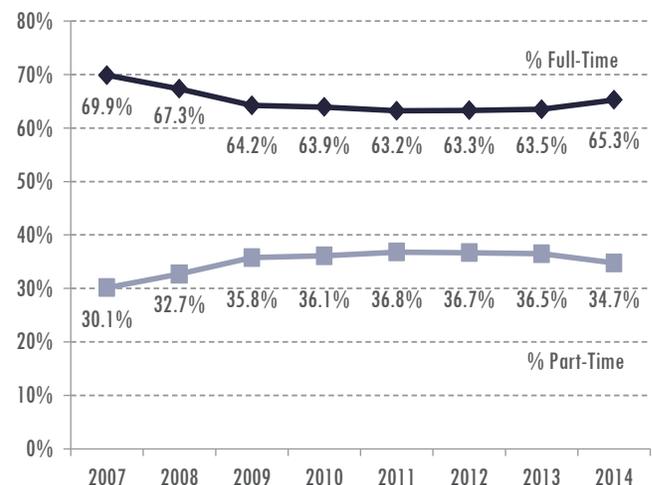
	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2014	601	320	761.0
Vacancies as of Sept. 30, 2014	59	42	80.0
Resignations AY 2013-2014	149	109	203.5
Retirements AY 2013-2014	16	6	19.0
New Appointments AY 2013-2014	156	146	229.0

²Each 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, 2014; 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 2014.

- In 2014, 65.3% of faculty were full-time, while 34.7% were part-time.
- The proportion of full-time faculty decreased from 2007 to 2009, and plateaued between 2010 and 2013.
- The number of faculty in full-time positions has increased by 2.8% since 2013.

Figure 1. Full- and Part-Time VN Faculty Positions, 2007-2014

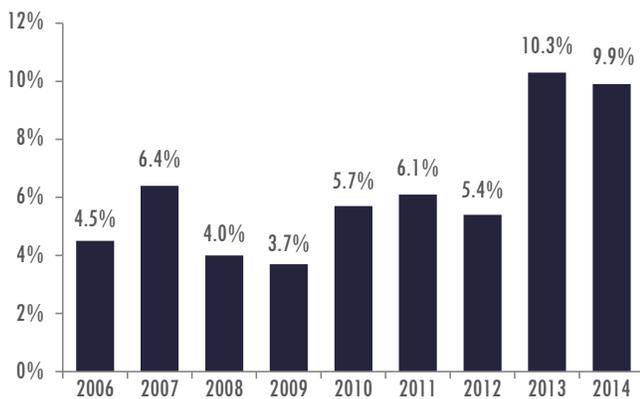


Faculty Vacancy³ in Vocational Nursing Programs

Figure 2 shows the 2014 faculty vacancy rate was 9.9%.

- 56 programs (60.9%) had vacancy rates of 0%, while two programs had a 50% vacancy rate.
- 64 programs (69.6%) had vacancy rates lower than the total vacancy rate of 9.9%.
- On average, positions remained vacant for 9.5 weeks.
- The vacancy rate among full-time positions was 8.9%, similar to the vacancy rate in 2013 (9.9%). The vacancy rate among part-time positions was 11.6%, also similar to the vacancy rate reported for part-time positions in 2013 (12%).

Figure 2. Faculty Vacancy Rates, 2006 - 2014



³Vacancy rate is calculated by dividing the total number of vacant FTEs as of September 30, 2014 by the total number of FTEs (filled and vacant) as of September 30, 2014 and multiplying by 100.

Length of Vacancy and Barriers to Faculty Recruitment⁴

13 (14.1%) programs reported that vacant positions were filled within 2 weeks or less; however, 2 programs reported that faculty positions remained vacant for as long as 52 weeks.

- 47 of 92 programs (51.1%) indicated a limited qualified applicant pool as a major barrier to faculty recruitment.
- 49 of 92 programs (53.3%) indicated non-competitive salary as one of the major barriers to faculty recruitment.
- 20 of 92 programs (21.7%) indicated geographic location as a major barrier to faculty recruitment.
- 24 of 92 programs (26.1%) indicated that the question was not applicable.

Length of Faculty Contracts

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

- Faculty at 61 programs (66.3%) were employed under a 12-month contract. 15 programs (16.3%) hired faculty for 9-month contracts. 11 programs indicated they did not use contracts and one said contract length varies.

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

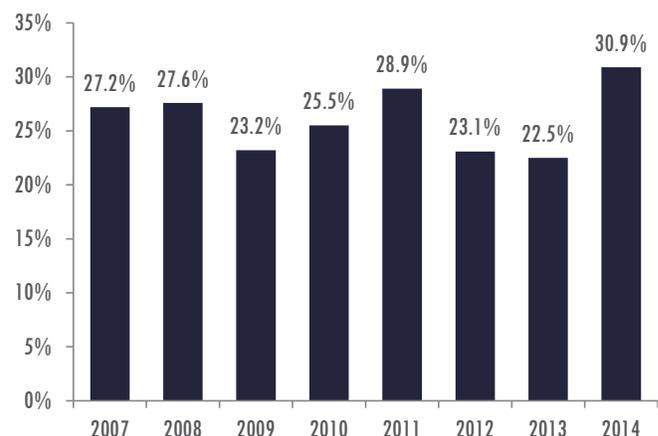
Faculty Turnover⁵ in Vocational Nursing Programs

In 2014, the total faculty turnover rate¹ was 30.9%, a 37.3% increase from 2013.

- Faculty turnover in vocational nursing education programs was on the rise from 2009 to 2011, decreased in 2012 and 2013, and increased again in 2014.
- Turnover rates in vocational nursing programs continued to be higher than turnover rates in professional nursing programs.

⁵Turnover 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 2014.

Figure 3. Faculty Turnover Rates, 2007 - 2014



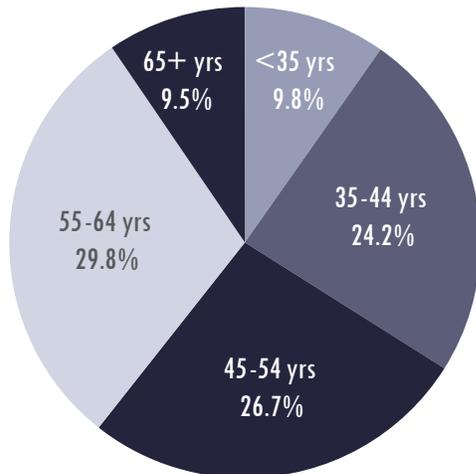
Faculty Demographics in Vocational Nursing Programs

As of September 30, 2014, there were 921 faculty in vocational nursing education programs in Texas. Please note that the following demographics do not reflect the entire nursing faculty population. Moreover, data completeness varied for each demographic measure. These demographics are obtained from the 2014 Texas Board of Nursing Licensure Renewal file of actively practicing Texas nurses, except highest degree, which was obtained from the faculty profile reports. Demographic information was available for 92.4% 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 may practice with a compact license. The Nurse Licensure Compact is an agreement between states to recognize each others' licenses.

Sex and Age

The vocational nursing faculty population was predominantly female: 88.5% in 2014 (n=836), which is slightly lower than 2012 (89.4%). Figure 4 illustrates the 2014 faculty age breakdown (n=851).

Figure 4. Faculty Age, 2014



- Faculty age ranged from 24 to 80 years.
- 66% of faculty were 45 and older.
- The mean and median ages of faculty were 50 and 45, respectively.
- 53.7% of faculty were 50 years of age or older and would be eligible for retirement within the next 12 years.⁶

Race/Ethnicity

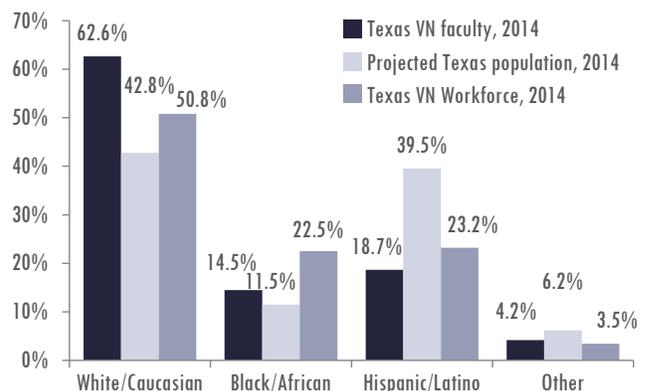
The race/ethnicity of the 2014 nursing faculty population was similar to that of 2013.

- There was a slight decrease in the percentage of white/Caucasian faculty from 2013 (63.6%) to 2014 (62.6%).
- The percentage of black/African American and Hispanic/Latino faculty was similar from 2013 (15.7% and 15.1%, respectively) to 2014 (14.5% and 18.7%).
- “Other” faculty (4.2%), which included American Indian/Alaska Native and Asian/Pacific Islander, remained similar to that of 2013 (3.7%).

As shown in Figure 5, the distribution of race/ethnicity among VN faculty was not representative of the Texas population.

- The majority of VN faculty were white/Caucasian (62.6%).
- The proportion of VN faculty who were Hispanic/Latino (18.7%) is less than one-half the proportion in the Texas population (39.5%).
- The proportion of black/African American VN faculty (14.5%) is more similar to the proportion in the Texas population (11.5%) than the proportion in the VN workforce (22.5%).

Figure 5. Race/Ethnicity of VN Faculty, 2014, Texas Population, 2014,⁷ and Texas VN Workforce, 2014⁸



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

⁷Texas population data comes from the 2014 Texas State Data Center population projections (<https://www.dshs.state.tx.us/chs/popdat/ST2014.shtm>)

⁸VN workforce data comes from the 2014 BON Licensure Renewal file of actively practicing Texas nurses.



Educational Preparation of Faculty in Vocational Nursing Programs

In the 2014 Faculty Profile, programs were asked to list all faculty and report their highest degree (See Figure 6).

- 25.2% of VN faculty held a Master's degree in nursing, which is similar to 2013 (25.5%).
- 11 nursing faculty reported that they hold a doctorate in nursing.
- The "Other" category includes nursing faculty with vocational nursing licenses (136 of 202), or with associate, baccalaureate, master's, or doctoral degrees in other fields.
- The percentage of faculty with an advanced degree (anything beyond a bachelor's) was much lower for VN programs (26.3%) than for professional nursing programs (97.1%).

Figure 6. Highest Degree of Faculty

