This update presents data for the 35 universities/colleges that offer one or more graduate nursing education programs. There were 39 programs that prepared graduates for licensure as advanced practice registered nurses (APRNs) and 75 other programs. Table 1 breaks down these programs by education model:

Table 1. Program type by education model, 2022

Program Type	Master's Degree	Post-Master's Certificate	Post-Baccalaureate DNP	Post-Master's DNP	PhD in Nursing
Nurse Practitioner (n=30)	25	23	8	6	0
Clinical Nurse Specialist (n=2)	1	2	1	0	0
Nurse Anesthetist (n=5)	0	0	5	3	0
Nurse-Midwife (n=2)	1	1	1	1	0
Nursing Leader/Admin (n=23)	19	6	2	10	0
Nursing Education (n=23)	22	14	0	0	0
Nursing Informatics (n=3)	2	2	0	1	0
Clinical Nurse Leader (n=2)	2	0	0	0	0
Nursing Research (n=7)	0	0	0	0	7
Public Health (n=1)	0	0	1	1	0
DNP-No Specialty (n=10)	0	0	0	10	0
Other (n=6)	5	2	0	0	0

Note: n=number of programs. Programs can have multiple models of education.

The Texas Center for Nursing Workforce Studies (TCNWS) collected data in the 2022 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 3, 2022. The reporting period was academic year (AY) 2022 (September 1, 2021 – August 31, 2022) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

Faculty Positions in Graduate Schools

Table 2 lists information on full-time, part-time, and full-time equivalent (FTE)[1] faculty positions as of September 30, 2022 among the 34 schools that offer a graduate nursing education program.[2,3]

- There was a total of 800.5 FTE positions filled. 41.4% of graduate faculty positions were full-time, decreasing slightly from 44.3% in 2021.

- There were 194 faculty resignations and retirements in AY 2022, increasing from 144 in AY 2021.

- There were 150 new faculty appointments representing 106.5 FTEs during the reporting period. 42.0% of these appointments were for full-time positions, just slightly more than the proportion of full-time appointments in 2021 (40.4%).

Table 2. Faculty positions, 2022

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2022	469	663	800.5
Vacancies as of Sept. 30, 2022	81	3	82.5
Resignations (AY 2022)	50	115	107.5
Retirements (AY 2022)	29	0	29.0
New Appointments (AY 2022)	63	87	106.5

Table 3 displays the number of full- and part-time faculty with a specialty in nursing education and those who cross-teach in undergraduate nursing programs. Overall, 15.1% of faculty had a specialty in nursing education in 2022, compared to 12.8% in 2021.

- Schools reported that 22.0% of all full-time nursing faculty had a specialty in nursing education compared to 10.3% of part-time nursing faculty.

- In 2022, 20.1% of graduate faculty also taught in undergraduate programs, decreasing slightly from 21.4% in 2021.

- 30.7% of full-time faculty and 12.5% of part-time faculty cross teach in undergraduate nursing courses.

Programs were also asked to report the number of faculty who taught clinical courses, didactic courses or both

Table 3. Number of faculty with a specialty in nursing education & who cross-teach in undergraduate programs, 2022

	Full-Time	Part-Time	% of All Faculty
Faculty with a specialty in nursing education	103	68	15.1%
Faculty who cross-teach	144	83	20.1%

- 32.4% of faculty members taught only clinical courses, 32.2% taught only didactic, and 35.3% taught both clinical and didactic.

- The majority of part-time faculty (52.0%) teach only clinical courses.

- Only 3 of 34 programs required faculty to have taken graduate courses in educational background.

[1] Each full-time position is 1.0 FTE; each part-time position is 0.5 FTE.

[2] 29 faculty positions were filled by faculty without nursing licenses.

[3] 13 faculty members taught in 2 schools. These faculty members are counted in the position counts for each program but only counted once in the faculty demographics section.

Faculty Vacancy and Turnover in Graduate Schools

Vacancy[4]

The total faculty vacancy rate for all 34 graduate schools was 9.3% in 2022, increasing from 6.4% in 2021.

- Schools reported 81 full-time vacancies and 3 part-time vacancies, representing a 14.7% and a 0.5% vacancy rate, respectively.

- 14 schools (40.0%) reported zero faculty vacancies, five less than the number of schools in 2021.

- As shown in Figure 1, the vacancy rate has varied since 2016, ranging from 4.5% in 2019 to 9.3% in 2022.

- The graduate faculty vacancy rate (9.3%) was higher than the faculty vacancy rate in professional nursing programs (7.9%).[5]

Length of Vacancy and Barriers to Faculty Recruitment

33 of the 34 graduate schools indicated how many weeks, in general, faculty positions remain vacant.

- On average, faculty positions remained vacant for 20 weeks. The number of weeks to fill vacant positions ranged from 0 weeks (3 schools) to 52 weeks (3 schools).

- 26 schools reported taking 12 weeks or longer for vacant faculty positions to be filled.

Figure 1. Faculty vacancy rates, 2016-2022
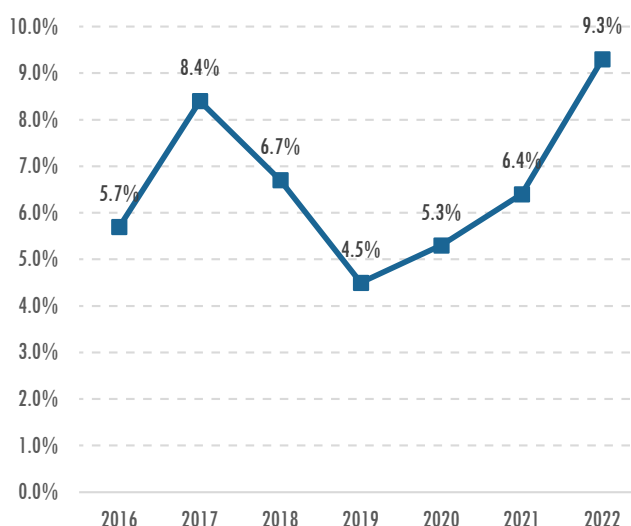
- The median number of weeks reported was 16 weeks, the same number of weeks reported for faculty positions in professional nursing programs.[5]

24 of the 34 graduate schools selected barriers to faculty recruitment they faced during AY 2022.[6]

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (22 schools).
- Non-competitive salary was also cited by 13 schools.
- Geographic location was a barrier for 11 schools.
- Other barriers to faculty recruitment included stress of faculty positions and a preference for virtual teaching.
- 8 of the 24 responding schools indicated they didn't experience any barriers in recruiting new faculty.

Length of Faculty Contracts

33 graduate schools reported the length of the program's standard faculty teaching contract during an academic year.

- 19 schools reported a 9-month contract length.
- 11 schools reported a 12-month contract length.
- 2 schools reported an 11-month contract length.
- 1 school indicated they have both 10 and 12 month contract lengths.

Turnover[7]

The faculty turnover rate across the 33 graduate schools that responded in 2021 and 2022 was 15.9% in AY 2022, compared to 16.2% in professional nursing programs, and 21.6% in vocational nursing programs.[5,8]

- The median turnover rate was 10.0%.
- 8 schools reported no turnover during AY 2022.

[4] Vacancy rate was calculated by dividing the total number of vacant positions (FTE) as of September 30, 2022 by the sum of total number of filled and vacant positions (FTE) as of September 30, 2022 and multiplying by 100.

[5] Texas Center for Nursing Workforce Studies. (2023). 2022 Nursing Education Program Information Survey - Faculty Demographics in Professional Nursing Programs. www.dshs.texas.gov/chs/cnws/EducReports.shtm#Professional

[6] Programs could select more than one barrier to faculty recruitment.

[7] Turnover rates were calculated by dividing the total number of resignations and retirements (full- and part-time) during the reporting year by the total number of filled positions as of September 30 of the previous reporting year. Only schools that responded to both the 2021 and 2022 NEPIS were included in turnover rate analysis.[8] Texas Center for Nursing Workforce Studies. (2023). 2022 Nursing Education Program Information Survey - Faculty Demographics in Vocational Nursing Programs. www.dshs.texas.gov/chs/cnws/EducReports.shtm#Vocational

All 34 graduate nursing schools provided data for 1,137 nursing faculty who were employed as of September 30, 2022.[9] Demographics including gender, age, and race/ethnicity were obtained from the 2022 Texas BON Licensure Renewal databases. Data completeness varied for each demographic measure.[2,9] Demographic data were incomplete as some faculty may have left the corresponding field blank on their licensure renewal form, or they did not have a Texas RN license, such as in the case of faculty practicing with a compact license. The Nurse Licensure Compact is an agreement between states to recognize each others' licenses. The number of faculty with a Texas RN license was 883 in 2022.

Gender

Data regarding gender were available for 808 faculty.

- The majority of nursing faculty were female in 2022 (91.3%), remaining consistent from 2021 (91.8%).

Age

Data regarding age were available for 433 faculty.

- The median age of faculty as of September 30, 2022 was 53.1 years, and the mean age was 53.7 years.
- As shown in Figure 1, the largest proportion of faculty were between 46 and 55 years of age.

Figure 2. Faculty age, 2022
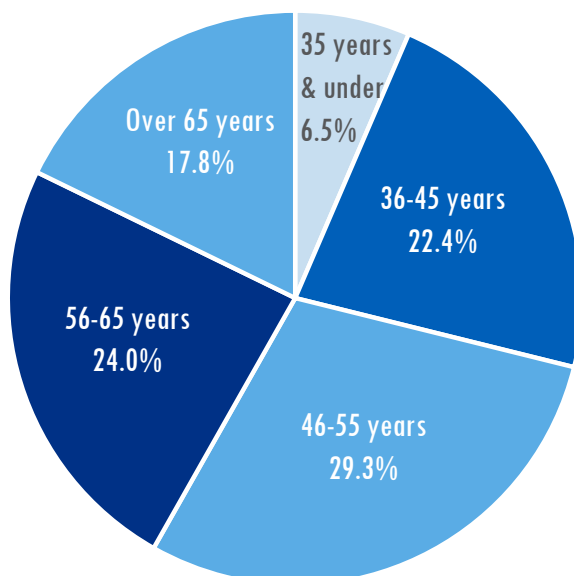
- 31.4% (134) of faculty were 50 to 61 years of age and would be eligible for retirement within the next 12 years.[10]
- 28.4% (122) of faculty were 62 years of age or older and were eligible for early retirement.

Figure 3 shows the trends of faculty age over the past 6 years.

- The proportion of those aged 56-65 has decreased the most among graduate faculty, from 37.3% in 2016 to 24.0% in 2022.
- The proportion of graduate faculty aged 66+ has increased from 17.1% in 2016 to 17.8% in 2022.
- The proportion of faculty in the age categories "<36" and "36-45" decreased since 2021.

Figure 3. Faculty age trends, 2016-2022
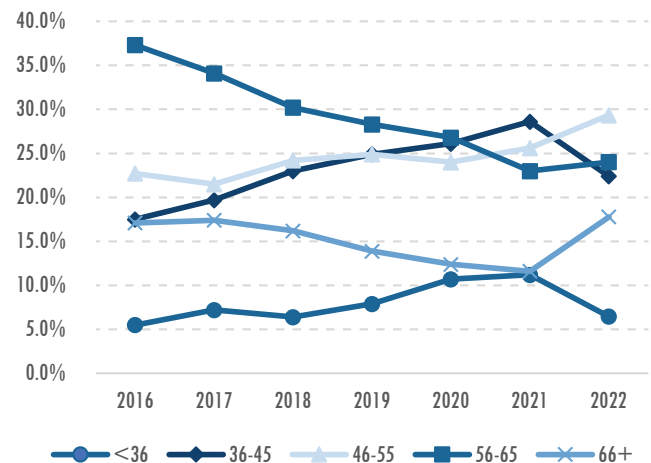
[9] 4 faculty who worked in more than one program were only counted once.

[10] The earliest retirement age to receive social security payments is 62. (www.socialsecurity.gov).

Race/Ethnicity

As shown in Figure 4, the race/ethnicity distribution of 2022 graduate faculty did not mirror that of the RN workforce or the projected Texas population. Race/ethnicity data were available for 805 faculty.

- The largest proportion of faculty were White/Caucasian at 66.1%, compared to 54.0% among the RN workforce and 40.0% among the Texas population.

- The proportion of faculty that were Black/African American (13.9%) was more closely aligned with the proportion of Black/African Americans in the RN workforce (13.6%) and that of the Texas population (12.1%).

- Hispanic/Latino people were the most underrepresented group among faculty at 11.3%, compared to 17.0% and 40.1% among the RN workforce and Texas population, respectively.

Figure 4. Race/ethnicity of graduate faculty, Texas RN workforce,[11] & Texas population,[12] 2022
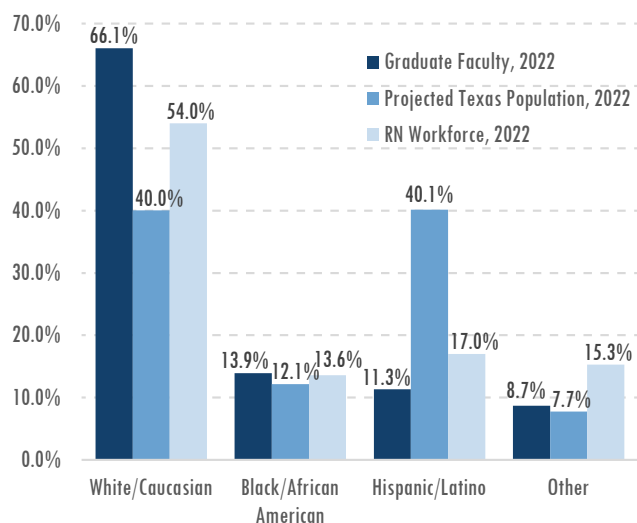
Figure 5 shows the trend of the proportion of race/ethnicity among graduate faculty with a nursing license for the past 7 years.

- The percentage of White/Caucasian graduate faculty has decreased 9.3% since 2016.

- The percentage of Black/African America graduate faculty has increased by 40.5% since 2016.

- The proportion of graduate faculty considered "other" has increased by 29.8% since 2016.

- The percentage of Hispanic/Latino graduate faculty has increased slightly, by 7.7%, since 2016. The Hispanic/Latino population remains the group with the largest discrepancy between the proportion of faculty and the proportion within the Texas population.

- Programs were asked what efforts, if any, they were making to attract a more diverse faculty population. 24 graduate programs (68.6%) responded with specific efforts they were making. These efforts included the development of diversity committees, creating staff positions specifically focused on increasing diversity, and advertising in diverse settings and publications.

Figure 5. Race/ethnicity of graduate faculty, 2016-2022
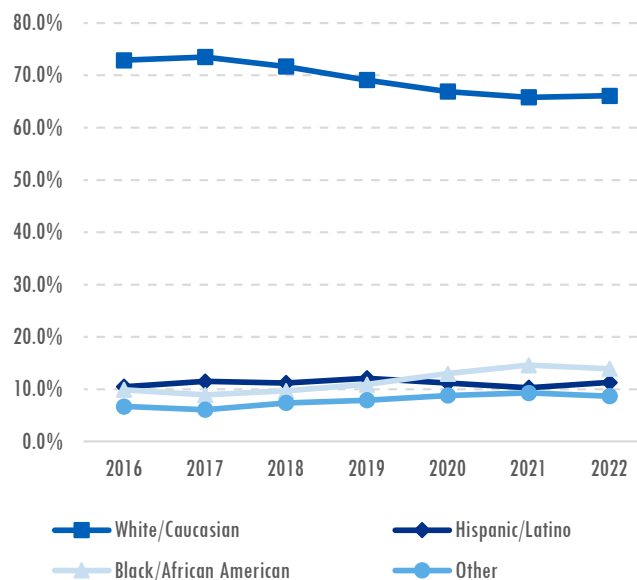
[11] RN workforce data come from the 2022 BON Licensure Renewal file of actively practicing Texas nurses.

[12] Texas population projections data for 2022 were generated December 19, 2022 with the Texas Demographic Center's 2022 Texas Population Projections at demographics.texas.gov/Data/TPEPP/Projections.

Education

Figure 6 displays the highest degrees of 1,043 graduate faculty with a nursing license that 34 graduate schools reported on the 2022 Graduate NEPIS Faculty Profile.[13]

- The majority of faculty, 68.9%, held a doctoral degree.

- Among faculty with a doctoral degree, the most common was a Doctor of Nursing Practice (51.2% of faculty with a doctoral degree). This has changed over time as the majority (81.7%) of graduate faculty with a doctoral degree held a PhD in nursing in 2016.

- Other degrees shown in Figure 6 included Bachelor's in Nursing, Master's in other field, Doctor of Nursing Science, Nursing Doctorate, and Doctorate in other field.

[13] Highest degree of faculty includes faculty with an out-of-state nursing license, but excludes faculty without a nursing license (non-nursing faculty). Faculty who worked in more than one program were only counted once.

Figure 6. Educational preparation of faculty, 2022

Other 5.8%

Master's in Nursing 30.5%

Doctor of Nursing Practice 35.3%

PhD in Nursing 28.4%