This update presents information for the 128 pre-licensure registered nursing (RN) programs in Texas during the 2022 reporting year, including:

- 1 diploma program;
- 68 Associate Degree in Nursing (ADN) programs, including 57 generic ADN programs and 11 licensed vocational nurse (LVN) to ADN stand-alone programs;
- 57 Bachelor of Science in Nursing (BSN) programs; and
- 2 Master of Science in Nursing Alternate Entry (MSN AE) programs.

The Texas Center for Nursing Workforce Studies (TCNWS) collected data using 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) 2021-2022 (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 Professional Nursing Programs

In the 2022 NEPIS, professional nursing programs were asked to report the number of full- and part-time filled and vacant faculty positions as well as the number of retirements, resignations, and new appointments. As shown in Table 1:

- There were 3,429.5 full-time equivalent (FTE) positions filled as of September 30, 2022, which was more than the 3,231 FTE positions reported in 2021.[1]

Table 1. Faculty Positions, 2022

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2022	2,122	2,625	3,429.5
Vacancies as of Sept. 30, 2022	270	138	339
Resignations AY 2021-2022	284	311	439.5
Retirements AY 2021-2022	90	9	94.5
New Appointments AY 2021-2022	365	428	579

- Between 2021 and 2022, 72 programs increased their total number of FTE positions (filled and vacant). As shown in Table 2, this is an increase from the previous year.
- As of September 30, 2022, there were 339 FTE vacancies, more than the 238 FTE vacancies reported in 2021 (Figure 1).
- During AY 2021-2022, there were 439.5 FTE resignations and 94.5 FTE retirements. Resignations increased from AY 2020-2021, while retirements decreased.

Table 2. Change in Number of Faculty FTEs by Program, 2018-2022

	# of Programs that **Increased** FTEs	# of Programs that **Decreased** FTEs	# of Programs that **Stayed Same**
2018	65	33	21
2019	67	34	19
2020	73	37	13
2021	45	65	14
2022[2]	72	31	22

Figure 1. Change in Total Number of FTE Vacancies, Resignations, Retirements, and New Appointments, 2018-2022
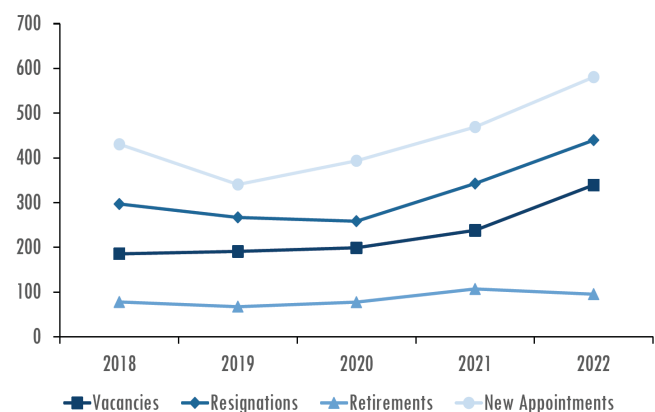
- 48.6% of all faculty members taught only clinical courses, 13.6% taught only didactic, and 37.8% taught both clinical and didactic.
- 78.7% of part-time faculty teach only clinical courses.

Figure 2 displays the proportion of faculty positions that were full- and part-time from 2013 to 2022.

- The proportion of part-time faculty positions has increased from 31.8% to 55.2% since 2013.
- From 2021 to 2022, the proportion of full-time faculty positions decreased from 51.1% to 44.8%.

Figure 2. Full- and Part-Time RN Faculty Positions, 2013-2022

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

[2]Two programs were new in AY 2021-2022, so they are not included. One program did not report data for AY 2020-2021 and were excluded.
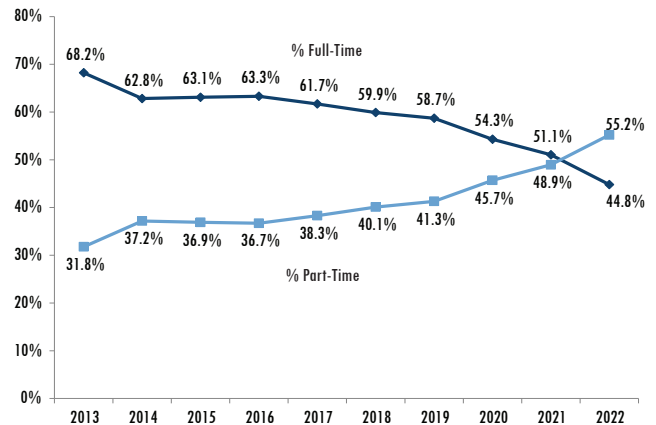
Faculty Vacancy in Professional Nursing Programs

As shown in Table 3, the 2022 total faculty vacancy rate was 7.9%, the highest vacancy rate since 2015.[3]

- In Texas, vacancy rates among individual programs ranged from 0% (32 programs) to 61.1% (1 program). Since 2013, faculty vacancy rates continue to be highest among ADN programs.
- From 2021 to 2022, 41 programs decreased their vacancy rate, 60 increased, and 24 stayed the same.

Table 3. Faculty Vacancy Rates (%) by Program Type, 2013 - 2022[3]

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
ADN	9.7	9.1	11.6	8.2	6.8	6.4	7.0	8.4	10.0	13.4
BSN	6.5	6.2	6.3	4.8	4.5	6.2	5.5	4.5	5.2	5.3
Total	7.8	7.3	8.3	6.1	5.4	6.1	6.1	5.9	6.9	7.9

Length of Vacancy and Barriers to Faculty Recruitment

In the 2022 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 (1 program) to 55 weeks (1 program).
- The median number of weeks reported was 12, which has remained unchanged since 2018.

Programs were also asked to select the barriers faced to faculty recruitment during AY 2021-2022.[4]

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (98 programs or 76.6%).
- Non-competitive salary was also cited by the majority of programs (93 programs or 72.7%).
- Geographic location was a barrier for 49 programs (38.3%).
- 6 programs (4.7%) reported no barriers.

Length of Faculty Contracts

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

- Most programs reported a 9-month contract length (63 programs or 49.2%).
- 34 programs (26.6%) reported a 12-month contract length, and 8 programs (6.3%) reported a 10.5 month contract length.
- 10 programs (7.8%) reported not offering faculty teaching contracts.

[2]Vacancy rates were calculated by dividing the number of vacant positions (FTE) by the number of positions (vacant and filled FTEs) as of September 30, 2022 and multiplying by 100.

[3]The total vacancy rates in Table 3 include the one diploma program, the two MSN AE programs, and all ADN, LVN to ADN, and BSN programs. The BSN vacancy rate includes the two MSN Alternate Entry programs and the ADN vacancy rate includes LVN to ADN stand-alone program vacancy rates.

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

Faculty Turnover in Professional Nursing Programs

During AY 2021-2022, the faculty turnover rate for all programs was 16.2%, representing an increase from AY 2020-2021 (Table 3).[6]

- Turnover rates by program type ranged from 16.5% in BSN programs to 8.1% in the diploma program.
- Between 2021 and 2022, 62 programs decreased their turnover rate, 58 increased, and 5 stayed the same.

In addition, 43 programs (33.6%) reported that there was a change in the program's dean or director during AY 2021-2022.

Table 3. Faculty Turnover Rates (%) by Program Type, 2013 - 2022[7]

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
ADN	14.9	17.6	17.0	17.1	13.1	15.3	14.0	13.2	15.1	16.0
BSN	11.8	12.5	14.1	11.8	10.2	13.8	11.4	10.9	13.5	16.5
Total	13.0	14.7	15.4	13.7	11.3	14.3	12.4	11.7	14.1	16.2

[6]Turnover rates were calculated by dividing the total number of resignations and retirements (full- and part-time) during AY 2021-2022 by the total number of filled positions as of September 30, 2021.

[7]The BSN turnover rate includes the MSN AE programs and the ADN turnover rate includes LVN to ADN stand-alone program turnover rates.

Faculty Demographics in Professional Nursing Programs

As of September 30, 2022, professional nursing education programs in Texas reported 4,735 full- and part-time faculty on their faculty profiles. The demographics below were obtained from the Texas Board of Nursing 2022 Licensure Renewal database (the most recent data available from the BON) for the remaining faculty members who held Texas nursing licenses (except highest degree, which was obtained from the faculty profile reports). Demographic information was available for 89.9% of faculty listed in the faculty profile; the remaining faculty either left the corresponding field blank on their licensure renewal form or their reported license number did not match any in the database. This could happen for several reasons, the most common being that they are newly licensed or 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.
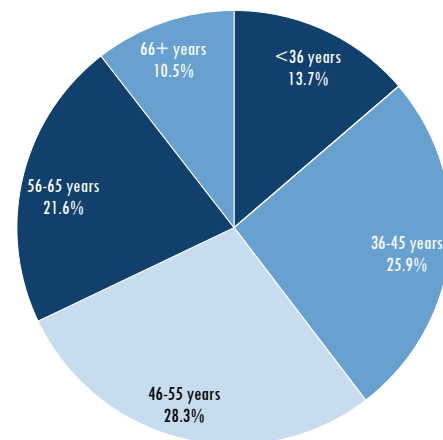
Gender

The professional nursing faculty population was predominantly female: 90.9% in 2022, the same percentage as in 2021.
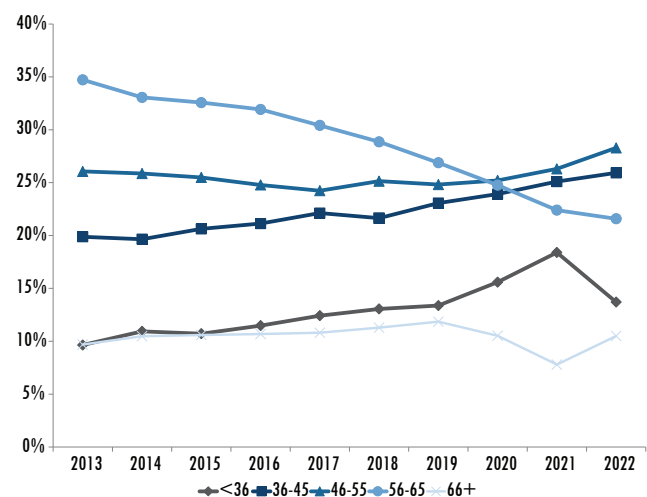
Age

Figure 3 displays the age breakdown of professional nursing faculty in 2022.

- Faculty ranged from 23 to 85 years old.
- The median age of faculty was 49 years. This has been decreasing since 2013 when the median age was 54.

Figure 3. Faculty Age, 2022

Pie chart segments: <36 years 13.7%; 36-45 years 25.9%; 46-55 years 28.3%; 56-65 years 21.6%; 66+ years 10.5%

Figure 4. Faculty Age, 2013-2022
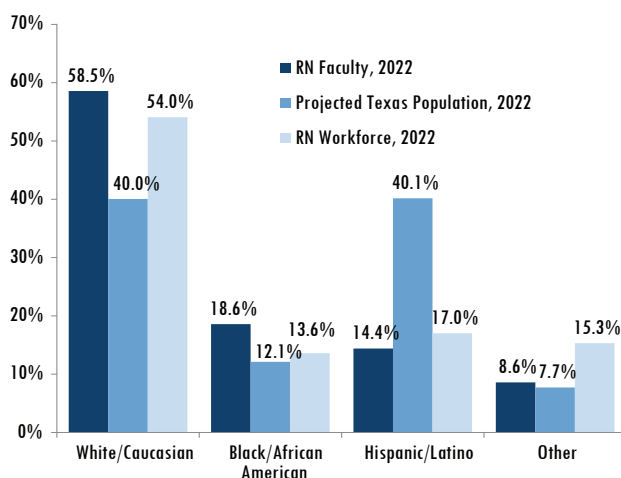

Legend: <36, 36-45, 46-55, 56-65, 66+

Race/Ethnicity

As shown in Figure 5, the race/ethnicity distribution of 2022 RN faculty did not mirror that of the Texas population.

- The majority of RN faculty were White/Caucasian (58.5%), which was slightly greater than the RN workforce in 2022 (54.0%), and more than the 2022 Texas population (40.0%)

- The proportion of RN faculty who were Hispanic/Latino (14.4%) was less than the 2022 RN workforce (17.0%) and approximately one-third the proportion of the Texas population (40.1%).

- The percentages of faculty who were Black/African American (18.6%) was slightly greater than the proportion of Black/African Americans in the RN workforce in 2022 (13.6%) and the proportion of Black/African Americans in the 2022 Texas population (12.1%)

- The percentage of RN faculty who reported as other races (8.6%) was less than the proportion of the 2022 RN workforce that reported as other races (15.3%).

Figure 6 shows the distribution of race/ethnicity among RN faculty from 2013 to 2022. The proportion of RN faculty who were White/Caucasian has decreased from 71.9% in 2013, while the proportion of faculty who were Hispanic/Latino, Black/African-American, or other races has risen.

- Programs were asked what efforts, if any, they were making to attract a more diverse faculty population. 75 programs (58.6%) responded that they were making specific efforts. These efforts included focusing advertising and networking in diverse areas and increasing salaries or offering stipends.

Figure 5, Race/Ethnicity of RN Faculty, Texas RN Workforce,[8] and Texas Population[9]

Figure 6. Race/Ethnicity of RN Faculty, 2013-2022
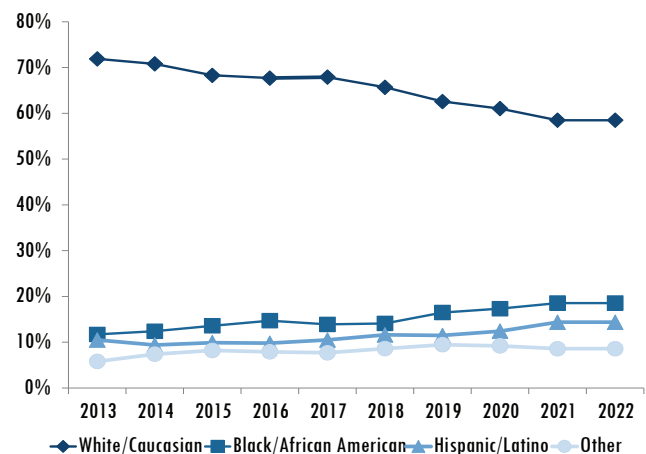
[8]RN workforce data come from the 2022 BON Licensure Renewal file of actively practicing Texas nurses.

[9]Texas population data come from the 2022 Texas Demographic Center population projections (https://demographics.texas.gov/Data/TPEPP/Projections/).

Figures 7 and 8 display the highest academic credential of faculty in professional nursing programs.

- The majority of RN faculty held master's degrees in nursing (72.5%).

- 1,123 faculty (23.7%) held doctoral degrees. This percentage has been increasing since 2015, when it was 20.7%.
    - 391 faculty held PhDs in Nursing.
    - 630 faculty held a Doctor of Nursing Practice (DNP).
    - The remaining 102 faculty with doctorates held either a Doctor of Nursing Science (DNS), Nursing Doctorate, or doctorate in other field.

Figure 7. Highest Degree of Faculty, 2022
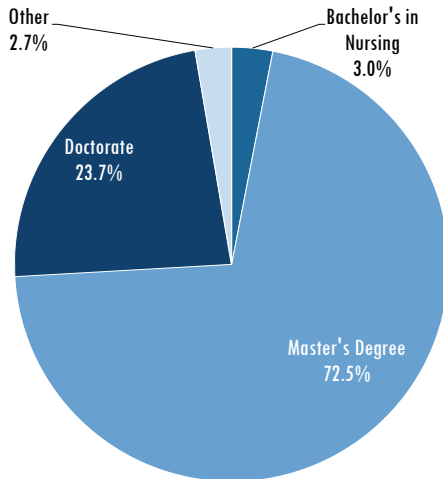
Programs were asked how many faculty members had a specialty in nursing education.

- 951 full-time faculty members had a specialty in nursing education (44.7% of all full-time faculty).

- 625 part-time faculty members had a specialty in nursing education (23.9% of all part-time faculty).

- 18 programs (14.1%) require faculty to have taken graduate courses in education.

Figure 8. Breakdown of Faculty Doctoral Degrees, 2022