

## FACULTY DEMOGRAPHICS IN VOCATIONAL NURSING PROGRAMS

This update presents data for the 87<sup>1</sup> vocational nursing (VN) programs and the military-based VN program<sup>1</sup> in Texas during the 2022 reporting year, including:

- 82 generic programs
- 5 Multiple Entry/Exit Programs (MEEPs)

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.

<sup>1</sup>Data collected from the military-based VN program were excluded from these analyses.

### Faculty Positions in Vocational Nursing Programs

Table 1 shows that as of September 30, 2022, there were 471 full-time and 374 part-time filled faculty positions in VN programs for a total of 658 full-time equivalents (FTEs).<sup>2</sup>

- There were 39 full-time and 29 part-time vacancies equating to 53.5 FTE vacancies among the 87 VN programs as of September 30, 2022.
- There was a total of 204 resignations and retirements among faculty during AY 2021-2022.
- 46.8% of the new VN faculty appointments during AY 2021-2022 were part-time and 53.2% were full-time.

**Table 1. Faculty Positions, 2022**

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2022	471	374	658.0
Vacancies as of Sept. 30, 2022	39	29	53.5
Resignations AY 2021-2022	102	85	144.5
Retirements AY 2021-2022	16	1	16.5
New Appointments AY 2021-2022	125	110	180.0

- 30.3% of faculty members taught only clinical courses, 15.7% taught only didactic, and 54.0% taught both clinical and didactic.

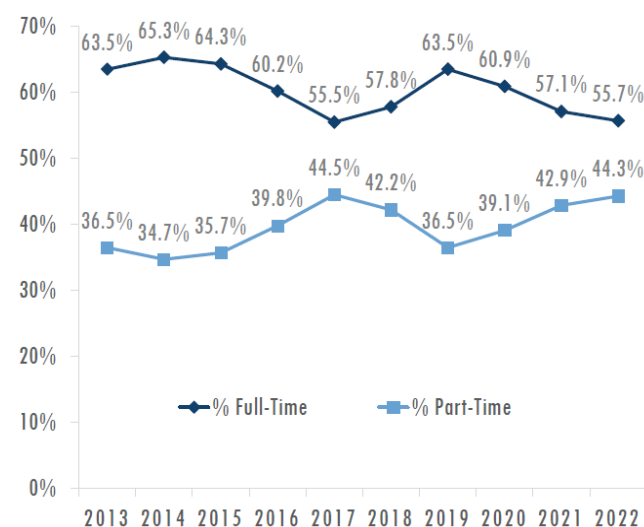
<sup>2</sup>Each full-time position counts as 1.0 FTE; each part-time position counts as 0.5 FTE, unless a program specifically reports part-time FTEs as a different fraction. Filled and vacant positions are as of September 30, 2022; resignations and new appointments are for the full reporting year.

- The majority of full-time faculty (76.0%) taught both clinical and didactic courses.

Figure 1 displays the proportion of faculty positions that were full- and part-time from 2013 to 2022.

- In 2022, 55.7% of faculty positions were full-time, while 44.3% were part-time.
- The proportion of full-time faculty positions decreased from 57.1% in 2021 to 55.7% in 2022.
- The proportion of part-time faculty positions peaked at 44.5% in 2017, and almost reached it in 2022. In contrast, the proportion of part-time faculty in RN programs has increased since 2010 (55.2% in 2022).

**Figure 1. Full- and Part-Time VN Faculty Positions, 2013-2022**

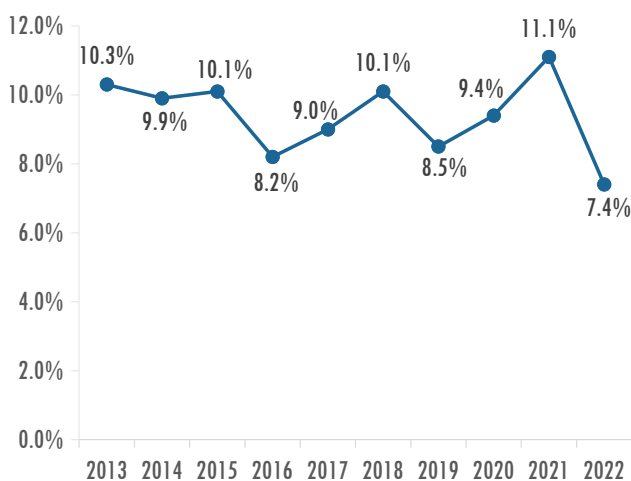


## Faculty Vacancy<sup>3</sup> in Vocational Nursing Programs

Figure 2 shows the 2022 faculty vacancy rate was 7.4%.

- 35 programs reported having vacant positions on September 30, 2022.
- Vacancy rates ranged from 0% (52 programs) to 100.0% (1 program).
- The faculty vacancy rate decreased from 11.1% in 2021 to 7.4% in 2022.
- 55 programs (63.2%) had vacancy rates lower than the statewide vacancy rate of 7.4%.
- The vacancy rate among full-time positions decreased from 10.6% in 2021 to 7.6% in 2022.
- The vacancy rate among part-time positions decreased from 12.2% in 2021 to 7.2% in 2022.

**Figure 2. Faculty Vacancy Rates, 2013-2022**



## Length of Vacancy and Barriers to Faculty Recruitment

Programs were asked how many weeks, in general, faculty positions remain vacant.

- The length of vacancy ranged from 0 (5 programs) to 52 weeks (6 programs).
- Positions remained vacant for a median of 9 weeks and a mean of 13.6 weeks.

Programs were asked to select barriers to faculty recruitment they faced in 2022.<sup>4</sup> 15 programs (17.2%) did not select any barriers to faculty recruitment.

- 56 programs (64.4%) indicated non-competitive salary as a barrier to faculty recruitment.
- 51 programs (58.6%) indicated a limited qualified applicant pool as a barrier to faculty recruitment.
- 25 programs (28.7%) indicated geographic location as a barrier to faculty recruitment.

## Length of Faculty Contracts

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

- 58 programs (66.7%) reported a 12-month contract, 8 (9.2%) reported 9 months, 4 (4.6%) reported 10 months, 3 (3.4%) reported 11 months, and 2 (2.3%) reported 10.5 months.
- 9 programs indicated they did not offer faculty teaching contracts.

<sup>3</sup>Vacancy rate is calculated by dividing the total number of vacant FTEs as of September 30, 2022 by the total number of FTEs (filled and vacant) as of September 30, 2022 and multiplying by 100.

<sup>4</sup>Some programs reported more than one barrier to faculty recruitment.

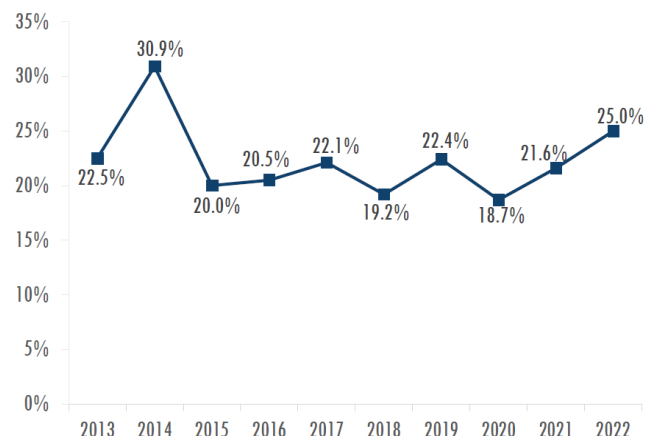
## Faculty Turnover<sup>5</sup> in Vocational Nursing Programs

Figure 3 shows the turnover rates from 2013 to 2022.

- In 2022, the statewide faculty turnover rate was 25.0%, which was higher than the statewide faculty turnover rate in 2021 (21.6%).
- Faculty turnover rates have been increasing in VN programs since 2018.
- Faculty turnover rates in VN programs continued to be higher than turnover rates in professional nursing programs (16.2%).

<sup>5</sup>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 30th of the previous reporting year.

**Figure 3. Faculty Turnover Rates, 2013-2022**



## Faculty Demographics in Vocational Nursing Programs

As of September 30, 2022, vocational nursing education programs in Texas reported 811 full- and part-time faculty on their faculty profiles. The demographics below were obtained from the Texas Board of Nursing 2022 Licensure Renewal database 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 96.0% 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

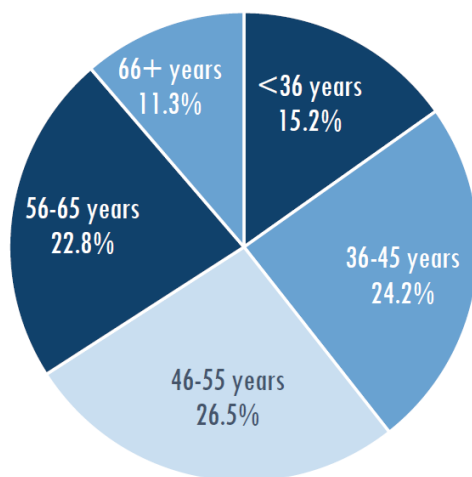
The VN faculty population was predominantly female: 86.7% in 2022, which is slightly lower than 2021 (88.4%).

### Age

Figure 4 illustrates the 2022 faculty age breakdown.

- Faculty age ranged from 24 to 81 years.
- The mean and median age of faculty was 49.6 and 50, respectively.

Figure 4. Faculty Age, 2022

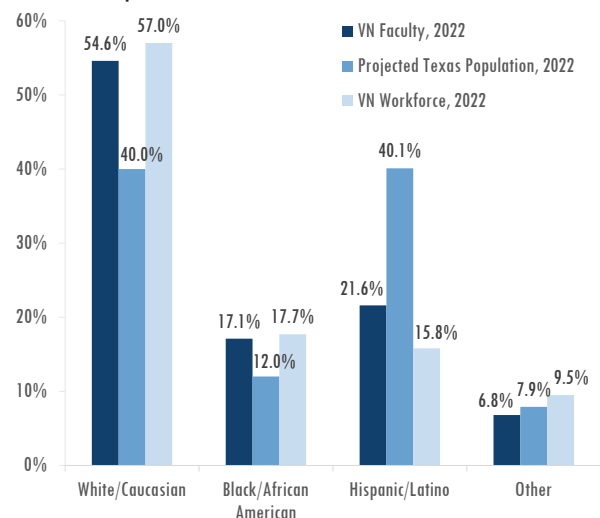


- 25.0% of faculty were 51 to 60 years of age and would be eligible for retirement within the next 12 years.<sup>7</sup>
- 6.3% of faculty were 62 years of age or older and eligible for early retirement.<sup>6</sup>

### Race/Ethnicity

As shown in Figure 5, the distribution of race/ethnicity among VN faculty did not mirror that of the 2022 projected Texas population or of the 2022 Texas VN workforce.

Figure 5. Race/Ethnicity of VN Faculty, Texas VN Workforce,<sup>7</sup> and Texas Population<sup>8</sup>



- The majority of VN faculty were White/Caucasian (54.6%), an increase from 2021 (53.5%).
- The proportion of VN faculty who were Hispanic/Latino (21.6%) continued to be approximately one-half the proportion in the 2022 Texas population (40.1%).
- The proportion of Black/African American faculty (17.1%) was greater than the proportion in the 2022 Texas population (12.0%), but smaller than the proportion in the 2022 VN workforce (17.7%).
- The proportion of other faculty (6.8%) more closely mirrors the 2022 Texas population (7.9%) and the 2022 Texas VN workforce (9.5%).

Figure 6 shows that VN faculty continue to diversify. The proportion of VN faculty who were White/Caucasian has decreased from 63.6% in 2013, while the proportion of faculty who were Hispanic/Latino, Black/African-American, or other races has increased.

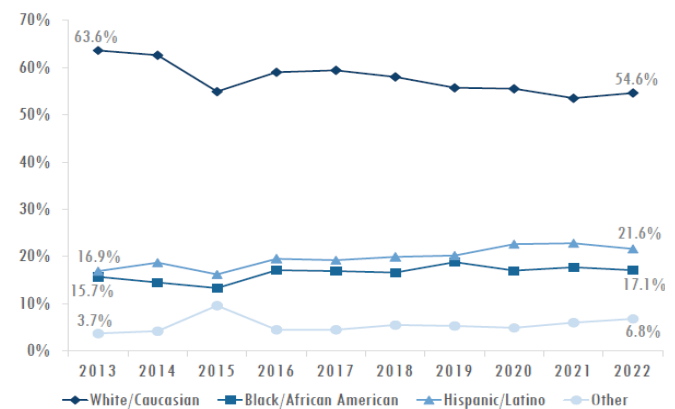
Programs were asked what efforts, if any, they were making to attract a more diverse faculty population. 65 programs (74.7%) responded that they were making specific efforts. These efforts included focusing advertising and networking in diverse areas and diverse hiring committees.

<sup>6</sup>The earliest retirement age for social security is 62 ([www.socialsecurity.gov](http://www.socialsecurity.gov)).

<sup>7</sup>VN workforce data come from the 2022 BON Licensure Renewal file of actively practicing Texas nurses, the most recent data available at the time of this publication.

<sup>8</sup>Texas population data come from the 2022 Texas Demographic Center population projections (<https://demographics.texas.gov/Data/TPEPP/Projections/>).

**Figure 6. Race/Ethnicity of VN Faculty, 2013-2022**



## Educational Preparation of Faculty in Vocational Nursing Programs

In the 2022 Faculty Profile, programs were asked to list all nursing faculty and report their highest degree (Figure 7).

- 32.9% of VN faculty hold master's degrees in nursing, lower than in 2021 (35.2%).
- 51 VN faculty (6.3%) have doctorates in nursing, which include PhDs in Nursing and Doctorates in Nursing Practice (DNP).
- 33.0% of VN faculty hold bachelor's in nursing degrees compared to 15.7% who hold a diploma or ADN.
- Since 2013, the proportion with master's or doctoral degrees has increased from 26.7% to 39.2%.

**Figure 7. Highest Degree of Faculty, 2022**

