

NURSING PROGRAMS' FACULTY CHARACTERISTICS & DEMOGRAPHICS

This update presents information on the faculty working at one or more of the 252 nursing programs in Texas during the 2024 reporting year, including:

- 84 vocational nursing (VN) programs¹
- 129 pre-licensure registered nursing (RN) programs
- 39 graduate nursing programs

The Texas Center for Nursing Workforce Studies (TCNWS) collected data using the 2024 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2024. The reporting period was academic year (AY) 2023-2024 (September 1, 2023 – August 31, 2024) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

In previous years, TCNWS has reported faculty by program level. For this reporting year, faculty demographics were combined across programs in order to avoid duplicate reporting on faculty that teach across program levels.

¹Data collected from the military-based VN program were excluded from this report.

Faculty Positions in Nursing Programs

Each program was asked for the number of filled and vacant positions as well as the number of resignations, retirements, and new appointments during the reporting year. Table 1 has these responses broken down by program level and faculty type,² as well as the calculated Full Time Equivalents (FTEs).³

- There were 3,831.5 FTEs reported by all programs and an additional 2,623 adjunct faculty.
- The number of filled FTEs increased by 10.5% in VN programs, 6.6% in RN programs, and decreased by 12.7% in graduate programs.
- The number of vacant FTEs decreased by 1.7% in VN programs, increased by 13.8% in RN programs, and 31.9% in graduate programs.
- VN programs had the biggest difference in resignations with a 34.6% increase between 2023 and 2024.
- Graduate programs had the greatest difference in retirements between 2023 and 2024 with a 28.6% increase.
- There were a total of 1,739 new appointments across all nursing programs in AY 2023-2024.

Table 1. Faculty Positions of Vocational, Professional, and Graduate Nursing Programs, 2024

	Vocational				Professional				Graduate			
	Full-Time	Part-Time	Adjunct	FTEs	Full-Time	Part-Time	Adjunct	FTEs	Full-Time	Part-Time	Adjunct	FTEs
Filled Positions as of Sept. 30, 2024	543	184	156	635.0	2,330	594	2,016	2,627.0	502	135	451	569.5
Vacancies as of Sept. 30, 2024	97	34	46	114.0	405	87	232	448.5	125	27	26	138.5
Resignations AY 2023-2024	88	105	25	140.5	285	122	195	346.0	56	23	55	67.5
Retirements AY 2023-2024	11	2	0	12.0	61	6	3	64.0	30	4	2	32.0
New Appointments AY 2023-2024	254	185	43	346.5	442	214	357	549.0	117	40	87	137.0

²AY 2023-2024 is the second year programs were asked to report adjunct faculty separate from other part-time faculty.

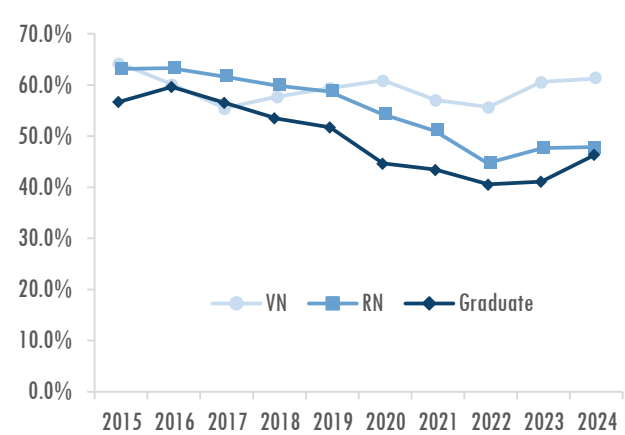
³For the purpose of this report, each full-time position counts as 1.0 FTE; each part-time position counts as 0.5 FTE. Adjunct positions are not included in calculating FTEs to avoid overestimating the number of FTEs. Filled and vacant positions are as of September 30, 2024; resignations and new appointments are for the full reporting year.

Figure 1 and table 2 display the proportion of full and part-time faculty across nursing programs over time. Adjunct faculty were included in part-time positions from 2015-2022. Programs were first asked to report adjunct positions separately from part-time positions in 2023.

Table 2. Full- and Part-Time Faculty Positions by Program Level, 2015-2024

Year	Vocational			Professional			Graduate		
	Full-Time	Part-Time	Adjunct	Full-Time	Part-Time	Adjunct	Full-Time	Part-Time	Adjunct
2015	64.3%	35.7%	-	63.1%	36.9%	-	75.0%	25.0%	-
2016	60.2%	39.8%	-	63.3%	36.7%	-	60.5%	39.5%	-
2017	55.5%	44.5%	-	61.7%	38.3%	-	57.4%	42.6%	-
2018	57.8%	42.2%	-	59.9%	40.1%	-	54.0%	46.0%	-
2019	63.5%	36.5%	-	58.7%	41.3%	-	52.6%	47.4%	-
2020	60.9%	39.1%	-	54.3%	45.7%	-	45.5%	54.5%	-
2021	57.1%	42.9%	-	51.1%	48.9%	-	44.3%	55.7%	-
2022	55.7%	44.3%	-	44.8%	55.2%	-	41.4%	58.6%	-
2023	60.7%	19.5%	19.9%	47.5%	13.1%	39.3%	42.0%	34.8%	23.2%
2024	61.5%	20.8%	17.7%	47.2%	12.0%	40.8%	46.1%	12.4%	41.5%

Figure 1. Percent of Full-Time Faculty Positions, 2015- 2024



When compiled together, 13.2% of faculty were part-time, 38.0% were adjunct and 48.9% were full-time.

- The majority (61.5%) of faculty positions in VN programs were full-time.
- The proportion of full-time positions in RN programs has decreased by 25.2% since 2015.
- The proportion of graduate full-time faculty has decreased by 19.9% since 2015.

Programs also reported the number of faculty who taught clinical courses, didactic courses, or both. Data was missing for 0.1% of faculty.

- In VN programs, 13.7% of faculty taught only didactic courses, 29.9% of faculty taught clinical courses only, and 56.8% of faculty taught both.
- The majority of full-time faculty in VN programs (72.9%) taught both clinical and didactic courses. Most part-time (54.4%) and adjunct faculty (55.6%) taught clinical courses only.
- 49.7% of faculty members in RN programs taught only clinical courses, 14.3% taught only didactic, and 36.0% taught both clinical and didactic.
- In RN programs, 66.8% of full-time faculty taught both clinical and didactic courses. Most part-time (77.3%) and adjunct faculty (83.2%) taught clinical courses only.
- In graduate programs, 34.1% of faculty taught only didactic courses, 31.3% of faculty taught clinical courses only, and 34.7% of faculty taught both.
- Most full-time faculty in graduate programs, (53.9%) taught both clinical and didactic and 41.7% of part-time faculty taught only clinical courses. 58.9% of adjunct faculty taught clinical courses.



Programs were asked to report if their faculty are required to take graduate courses in education. Programs could choose more than one option.

- Out of 84 VN programs 2 required their full-time faculty to take graduate courses in education, and 1 required it for adjunct faculty. No programs required it for part-time faculty.
- Out of 129 RN programs, 31 had this requirement for full-time faculty, 10 required part-time faculty, and 19 required adjunct faculty.

- Out of 39 graduate programs, 8 had this requirement for full-time faculty, 4 required part-time faculty, and 4 required it for adjunct faculty.

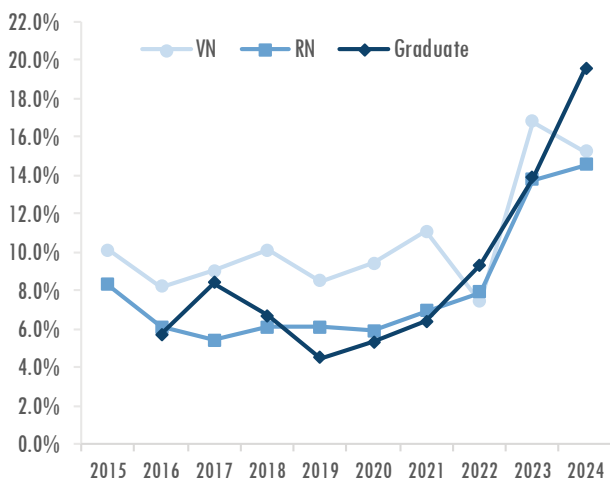
Teaching Across Program Level

There was a total of 6,911 faculty positions reported. 603 faculty (8.7%) taught in both graduate and undergraduate programs. 476 faculty (6.9%) taught in both VN and RN programs or RN and graduate programs, either within the same school or across different schools.

Faculty Vacancy⁴ and Turnover in Nursing Programs

Figure 2 shows the faculty vacancy rate in nursing programs from 2015 to 2024 for VN and RN programs and from 2016 to 2024⁵ for graduate programs. Table 3 further breaks down the vacancy rate by program level for the same years.

Figure 2. Faculty Vacancy Rates, 2015-2024



- The vacancy rates increased for RN and graduate programs from AY 2022-2023 to AY 2023-2024.
- The vacancy rate of RN programs and graduate programs increased by 5.7% and 41.0%, respectively.
 - For RN programs, vacancy rates continue to be highest among ADN programs.
 - Vacancy rates increased by 26.7% in BSN programs between 2023 and 2024.
- VN program vacancy rates decreased by 9.4%.

Table 3. Faculty Vacancy Rates (%) by Program Level, 2015 - 2024⁶

Year	VN	RN			Graduate
		ADN	BSN	Total	
2015	10.1%	11.6%	6.3%	8.3%	-
2016	8.2%	8.2%	4.8%	6.1%	5.7%
2017	9.0%	6.8%	4.5%	5.4%	8.4%
2018	10.1%	6.4%	6.2%	6.1%	6.7%
2019	8.5%	7.0%	5.5%	6.1%	4.5%
2020	9.4%	8.4%	4.5%	5.9%	5.3%
2021	11.1%	10.0%	5.2%	6.9%	6.4%
2022	7.4%	13.4%	5.3%	7.9%	9.3%
2023	16.8%	17.7%	11.4%	13.8%	13.9%
2024	15.2%	15.1%	14.4%	14.6%	19.6%

- Median vacancy rates were 9.5% for VN programs, 9.8% for RN programs, and 15.4% for graduate schools.
- Vacancy rates ranged from 0-77.8% for VN programs, 0-100% for RN programs, and 0-76.9% for graduate programs.
- 46.4% of VN programs, 27.3% of RN programs, and 35.9% of graduate schools reported having no vacant faculty positions.

⁴Vacancy rate is calculated by dividing the total number of vacant FTEs as of September 30, 2024 by the total number of FTEs (filled and vacant) as of September 30, 2024 and multiplying by 100.

⁵2016 was the first year that data on graduate school vacancies was collected.

⁶The method of calculating vacancy rates changed in 2023, so rates are not comparable to previous reports.



Time to Fill Vacant Full-Time Positions

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

- The length of vacancy of full-time positions for VN programs ranged from 0 (10 programs) to 52 weeks (3 programs).
- Full-time positions in VN programs remained vacant for a median of 6 weeks and a mean of 11.8 weeks.
- The number of weeks to fill vacant positions in RN programs ranged from 0 weeks (3 programs) to 180 weeks (1 program).
- The average number of weeks reported by RN programs was 17.3 weeks and the median number of weeks was 12.
- On average, full-time positions remained vacant for 19.1 weeks in graduate programs. The number of weeks to fill full-time positions ranged from 0 weeks (3 programs) to 52 weeks (4 programs).
- 27 graduate programs reported that it took 12 weeks or longer for vacant faculty positions to be filled.
- The median number of weeks it took to fill a full-time position in graduate programs was 18 weeks.

Barriers to Recruitment

Programs were asked to select barriers they faced to recruit full-time faculty in 2024. Programs could report more than one barrier to recruitment.

Table 4: Barriers to Recruit Full-Time Faculty by Program Level

	Program Level		
	VN	RN	Graduate
No barriers	26.2%	14.7%	15.4%
Non-competitive salary	59.5%	62.0%	56.4%
Limited qualified applicant pool	44.0%	67.4%	66.7%
Geographic location	21.4%	39.5%	43.6%
Other barriers	13.1%	14.0%	15.4%

- The top two barriers cited by all program levels were non-competitive salaries and a limited qualified applicant pool.

- Compared to the previous reporting year:
 - The percent of programs that reported no barriers to recruitment increased by 47.3% in RN programs and decreased by 32.8% in graduate programs.
 - The proportion of VN programs and graduate programs that reported non-competitive salary increased by 7.6% and 9.7%, respectively.
 - The proportion of VN programs that reported a limited qualified applicant pool as a barrier decreased by 15.0%.
 - A smaller proportion of VN programs reported geographic location as a barrier.
- Programs that selected “other” barriers to recruitment were asked to specify these barriers.
 - VN programs included slow hiring process (3.6%) and limited advertising (2.4%).
 - RN programs included lack of benefits (1.6%), and competition from other nursing programs in the area (1.6%).
 - Graduate programs included a preference for virtual teaching (2.6%) and limited budget (2.6%).

Recruitment and Retention Strategies

Programs were asked what strategies, if any, they were making to recruit and retain faculty. Table 5 shows the strategies reported by programs. Programs could select more than one option.

- Most VN programs, RN programs, and Graduate programs utilize online or web-based methods and word of mouth to recruit faculty.

Table 5: Faculty Recruitment and Retention Strategies by Program Level (N=252)

Recruitment Strategies	Program Level		
	VN	RN	Graduate
Online or web-based methods	81.0%	82.2%	87.2%
Word of mouth	81.0%	79.1%	79.5%
Providing funding for continuing education or professional development	39.3%	59.7%	66.7%
Stipends	36.9%	36.4%	7.7%
Other	21.4%	28.7%	28.2%

- ‘Other’ strategies provided by programs that are utilized are flexible scheduling (5 programs), benefits package (3 programs), and funding for research (4 programs).

Length of Full-Time Faculty Contracts

Programs reported the length of their teaching contracts for full-time faculty during the academic year.

Table 6: Length of Standard Contract for Full-Time Faculty by Program Level

Length of Contract	Program Level		
	VN	RN	Graduate
9 months	13.1%	47.3%	48.7%
10 months	4.8%	2.3%	0.0%
10.5 months	2.4%	6.2%	0.0%
11 months	2.4%	2.3%	7.7%
12 months	59.5%	26.4%	38.5%
Other	1.2%	2.3%	2.6%
Program does not offer faculty teaching contract	16.7%	13.2%	2.6%

- The 1 VN program that selected “Other” indicated that they used a 9-month plus 10 weeks contract.
- The 3 RN programs that selected “Other” reported using a mix of contract lengths and 3-month contracts.
- The 1 graduate program that selected “Other” reported offering more than one contract length.

Turnover⁷

Figure 3 and Table 7 show the turnover rates from 2015 to 2024 for VN and RN programs and from 2017-2024 for graduate schools.⁸

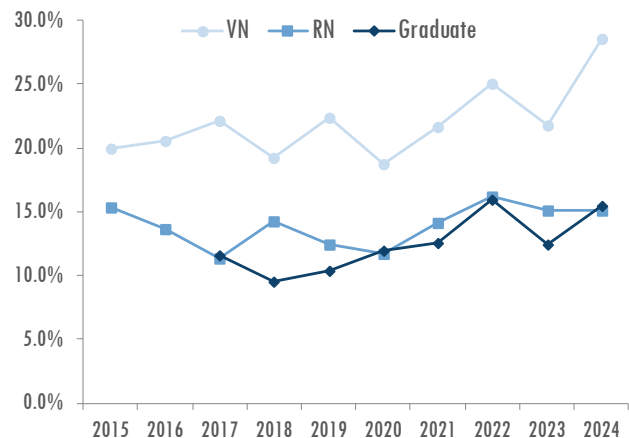
- The turnover rates for AY 2023-2024 were higher than in the previous academic year for VN and graduate programs and the rate did not change for RN programs.
- When calculated by RN program type, ADN programs had higher rates than in AY 2022-2023. BSN programs had lower turnover rates.

Table 7. Faculty Turnover Rates (%) by Program Level, 2015 - 2024

Year	VN	RN		Graduate
		ADN	BSN	
2015	20.0%	17.0%	14.1%	15.4%
2016	20.5%	17.1%	11.8%	13.7%
2017	22.1%	13.1%	10.2%	11.3%
2018	19.2%	15.3%	13.8%	14.3%
2019	22.4%	14.0%	11.4%	12.4%
2020	18.7%	13.2%	10.9%	11.7%
2021	21.6%	15.1%	13.5%	14.1%
2022	25.0%	16.0%	16.5%	16.2%
2023	21.8%	14.6%	15.5%	15.1%
2024	28.5%	17.4%	13.9%	15.5%

- The median turnover rate was 16.7% for VN programs, 12.7% for RN programs and 0.0% for graduate programs.
- Turnover rates ranged from 0-175% for VN programs, 0-160% for RN programs, and 0-100% for graduate programs.

Figure 3. Faculty Turnover Rates, 2015-2024



⁷Turnover 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.

⁸2017 was the first year that data on graduate school turnover was available.



Nursing Program Faculty Demographics

As of September 30, 2024, there was a total of 6,911 filled faculty positions reported. After removing duplicates, there was a total of 5,990 faculty in Texas. There were 40 faculty that were not nurses and 7 of those faculty were listed in more than one program's faculty profile. The demographics below display data obtained from the Texas Board of Nursing 2024 licensure renewal database for the faculty members who held Texas nursing licenses, except highest degree, which was obtained from the faculty profile reports. Of the total, unduplicated faculty, there were 703 faculty that were not matched to the licensure file and we do not have demographic data on them. After removing those that were not matched, did not have a Texas license, and were not nurses, faculty demographics were based on 5,282 faculty. The remaining faculty that did not have demographic data, 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 Compact⁹ is a mutual licensure recognition agreement among participating states and territories. For faculty that were matched, there might still be information missed by measure due to the reasons listed above.

Gender

Nursing faculty are predominantly female (90.0% in 2024), which is similar to the percentage of faculty that was female in 2023, 90.5%. Gender information was missing for 0.1% of faculty.

Table 8 shows the distribution of gender when faculty is separated by program level and type of faculty position.

Table 8. Gender by Program Level and Type of Faculty Position, 2024

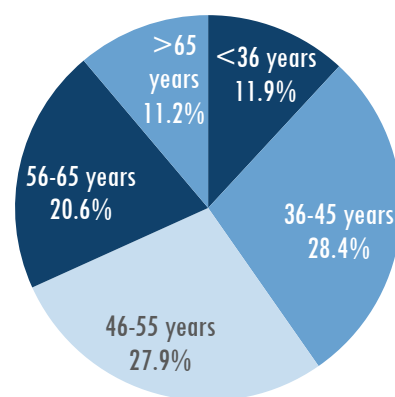
	Gender		
	Female	Male	Other or Missing
Program Level			
VN	87.8%	12.0%	0.1%
RN	90.9%	9.0%	0.1%
Graduate	89.4%	10.5%	0.1%
Type of Faculty Position			
Full-Time	91.1%	8.8%	0.1%
Part-Time	85.4%	14.6%	0.0%
Adjunct	90.4%	9.6%	0.0%

- There was a higher proportion of male faculty among VN faculty when compared to RN and graduate faculty.
- Full-time faculty have a higher proportion of female faculty compared to part-time and adjunct faculty.

Age

Figure 4 displays the age breakdown of nursing faculty in 2024. The age of all faculty was available.

Figure 4. Faculty Age, 2024



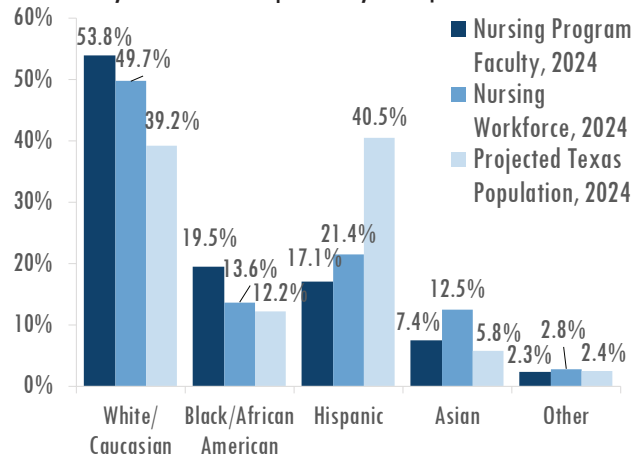
- Faculty ranged from 23 to 89 years old.
- The median age of faculty was 49 years, which is the same median age as 2023 and 2022.
- The median age of faculty of VN programs was 49 years, 49 years old for RN programs, and 52 years old for graduate programs.
- The median ages by faculty teaching status were 51 years old for full-time faculty, 47 years old for part-time faculty, and 48 years old for adjunct.

⁹ Nursing Licensure Compact. The Interstate Commission of Nurse Licensure Compact Administrators.; 2024.

Race/Ethnicity

As shown in Figure 5, the race/ethnicity distribution of 2024 RN nursing program faculty is not similar to that of the Texas population. Race/ethnicity data were missing for 0.8% of RN faculty.

Figure 5. Race/Ethnicity of RN Program Faculty, Texas Nursing Workforce,¹⁰ and Texas Population,¹¹ 2024



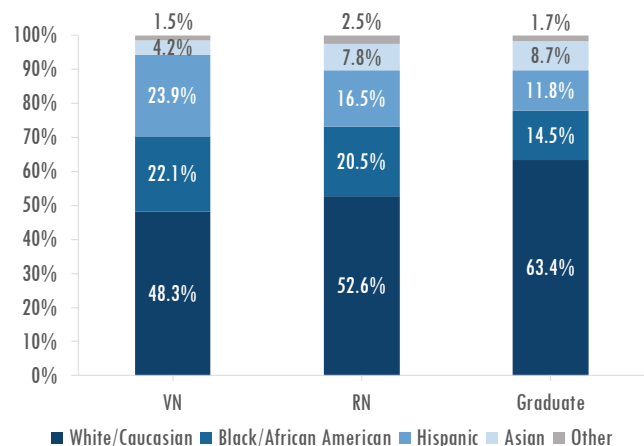
- The majority of RN nursing faculty were White/Caucasian (53.8%), which was greater than the RN workforce in 2024 (49.7%), and more than the 2024 Texas population (39.2%)
- The percentages of faculty who were Black/African American (19.5%) was greater than the proportion of Black/African Americans in the RN workforce in 2024 (13.6%) and the proportion of Texas residents who identify as Black/African American (12.2%).
- The proportion of nursing faculty who were Hispanic/Latino (17.1%) was less than the 2024 RN workforce (21.4%) and the proportion of the Texas population (40.5%) that is considered Hispanic/Latino.
- The percentage of faculty who were Asian (7.4%) was less than the 2024 RN workforce (12.5%), but greater than the 2024 Texas population (5.8%).
- The percentage of faculty who reported as other races (2.3%) was similar to the proportion of the 2024 nursing workforce that reported as other races (2.8%) and the 2024 Texas population (2.4%).

Race and Ethnicity by Program Level

Figure 6 shows the distribution of race and ethnicity of faculty by program level.

- There is a marked difference between the proportion of VN and graduate program faculty who are White/Caucasian, 48.3% and 63.4%, respectively.
- The proportion of Hispanic faculty members in VN programs (23.9%) is greater than the proportion in RN programs (16.5%), and graduate programs (11.8%).
- When compared to graduate programs, both VN and RN programs have a higher proportion of faculty that are Black/African American (22.1% and 20.5%), respectively.

Figure 6. Racial-Ethnic Distribution of Faculty by Program Level, 2024



¹⁰Nursing workforce data come from the 2024 BON licensure renewal file of actively practicing Texas nurses. For this report, this data includes LVNs, RNs and APRNs.

¹¹Texas population data come from the 2024 Texas Demographic Center population projections (<https://demographics.texas.gov/Projections/>).

Figures 7-9 show the changes in faculty race and ethnicity from 2015-2024 by program level.¹²

Figure 7: Race/Ethnicity of VN Faculty, 2015-2024

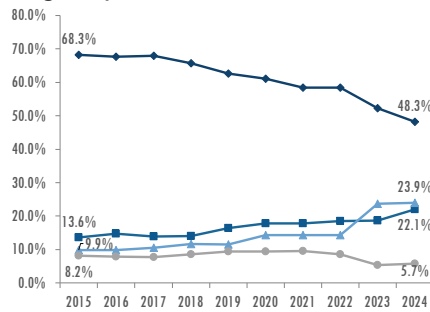


Figure 8: Race/Ethnicity of RN Faculty, 2015-2024

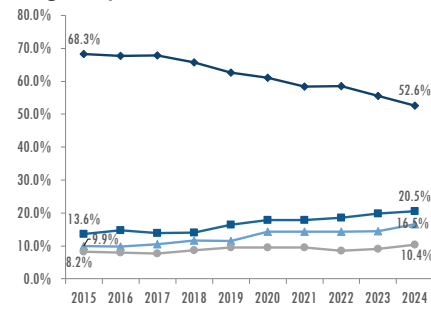
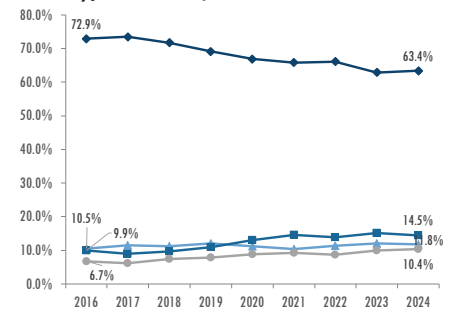


Figure 9: Race/Ethnicity of Graduate Faculty, 2016-2024



◆ White/Caucasian ▲ Hispanic/Latino ■ Black/African American ● Other

- From 2015-2024 or 2016-2024, the proportion of faculty that is White/Caucasian decreased by 29.3% among VN program faculty, 22.9% among RN program faculty, and decreased by 13.1% in graduate programs.
- The proportion of faculty that is Black/African American increased by 62.3% among VN program faculty, by 50.5% among RN program faculty, and decreased by 46.0% among graduate program faculty from 2015-2024 or 2016-2024.
- The proportion of faculty that is Hispanic/Latino has increased among all program levels from 2015-2024 or 2016-2024.
- There has been a decrease in the proportion of faculty that is other race/ethnicity among VN and an increase in RN and graduate program faculty.

¹²For figures 7-9, Asian faculty members were grouped with Other Race or Ethnicities to be able to compare AY 22-23 racial-ethnic distribution to previous years' distributions.



Educational Preparation of Faculty

Figure 10 displays the highest degree obtained by faculty across all nursing programs. The majority (60.7%) held a Master's in Nursing (MSN) degree. Degree data was missing for 0.7% of faculty

Figure 10. Highest Degree of Faculty, 2024

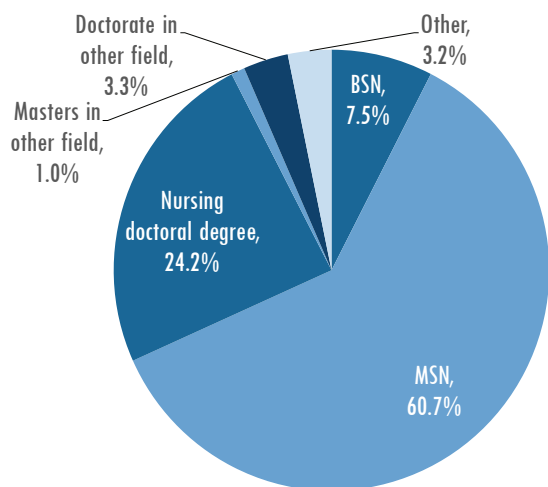
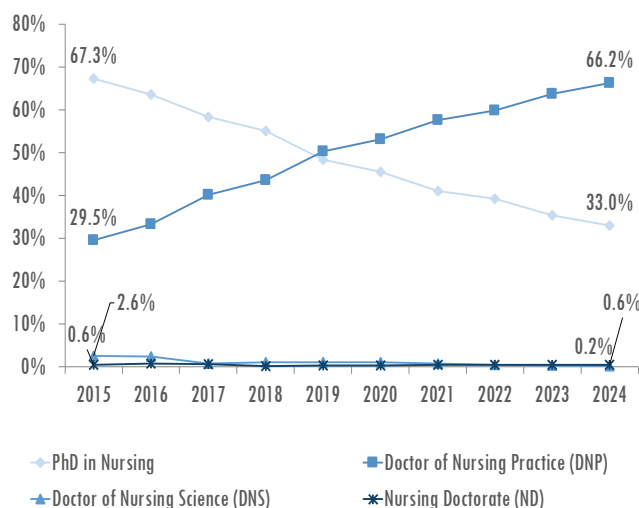


Figure 11 shows the trends in nursing doctoral degrees from 2015 to 2024.

- The percent of faculty with PhDs in nursing has decreased by 50.9% from 2015 to 2024.
- The percent of faculty whose highest degree is a Doctor of Nursing Practice (DNP) has increased by 124.3%.

Figure 11. Trends of Faculty Nursing Doctoral Degrees, 2015-2024



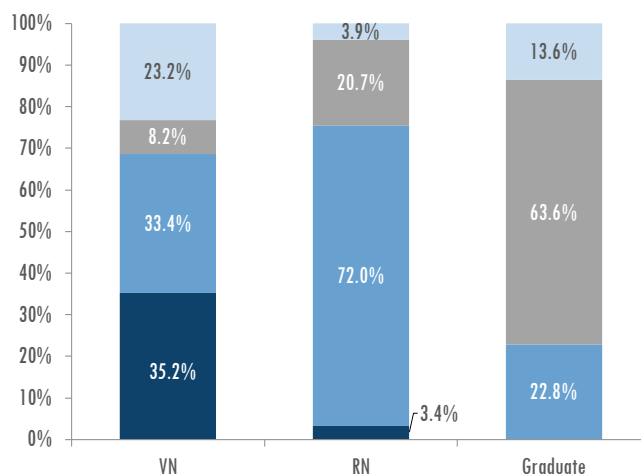
In 2024, 1,265 faculty (24.2%) held nursing doctoral degrees.

- 418 faculty held a PhD in Nursing.
- 838 faculty held a Doctor of Nursing Practice (DNP).
- The 9 remaining faculty with doctorates held either a Doctor of Nursing Science (DNS), or a Nursing Doctorate (ND).

Education by Program Level

Figure 12 shows the differences in proportion of highest nursing degree obtained by faculty members by program level.

Figure 12. Highest Nursing Degree of VN Program, RN Program, and Graduate Program Faculty, 2024



The most frequent degree for VN faculty was a BSN (43.2%). In RN programs, the majority of faculty held an MSN (74.2%) and in graduate programs the majority of faculty had nursing doctoral degrees (73.9%).

- VN program faculty showed the most variety in highest nursing degree.
- Other degrees held by graduate program faculty were either master's in a field that is not nursing or doctorates in a field that is not nursing.

Figures 13-15 display the changes in proportion of faculty whose highest degree are BSNs, MSNs, Nursing doctoral degrees, or other degrees from 2015-2024 for VN and RN programs and from 2016-2024 for graduate programs.

Figure 13: Highest Degree of VN Faculty, 2015-2024

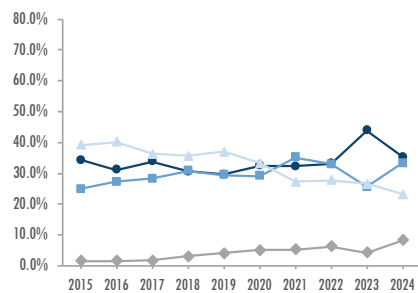


Figure 14: Highest Degree of RN Faculty, 2015-2024

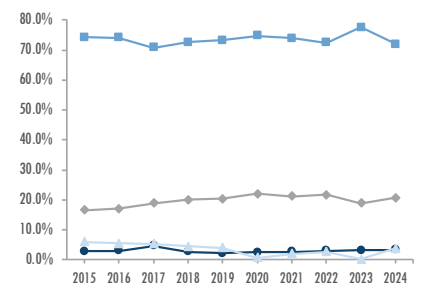
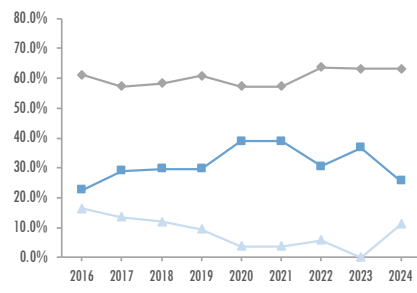


Figure 15: Highest Degree of Graduate Faculty, 2016-2024



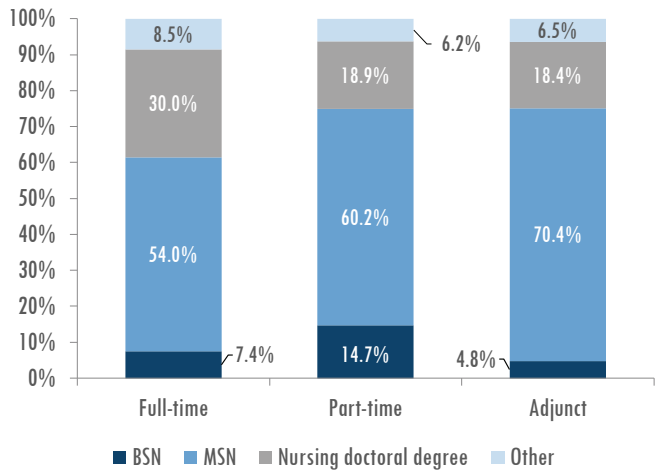
— BSN — MSN — Nursing doctoral degree — Other

Education by Type of Faculty Position

Figure 16 shows the differences in proportion of highest nursing degree obtained by nursing program faculty members by type of faculty position.

- Across all three position types, the majority of faculty held an MSN.
- Full-time faculty had a higher proportion of individuals whose highest degree is a nursing doctoral degree (30.0%) compared to part-time (18.9%) and adjunct faculty (18.4%).
- Part-time faculty had a higher proportion of individuals whose highest degree was a BSN (14.7%) than full-time (7.4%) and adjunct faculty (4.8%).

Figure 16: Highest Degree of Faculty by Position Type, 2024



Summary of Highlights

Faculty Positions

The number of filled FTEs increased in VN and RN programs by 10.5% and 6.6%, respectively. The number of vacant FTEs increased by 13.8% and 4.1% in RN and graduate programs.

Across all program types, 13.2% of faculty were part-time and 38.0% were adjunct. The percentage of faculty that is full-time increased in VN and graduate programs.

Vacancy and Turnover

Vacancy rates decreased by 9.4% in VN programs and increased by 5.7% and 41.0% in RN and graduate programs, respectively.

Turnover rates increased in VN and graduate programs. Turnover rates ranged from 15.1% in RN programs to 28.5% in VN programs.

Faculty Demographics

The proportion of female faculty ranged from 86.9% in VN programs to 91.3% in RN programs.

The median age of faculty across program types was 49 years, staying the same from 2023.

The majority of nursing faculty were White/Caucasian (53.8%), slightly greater than the nursing workforce in 2024 (49.7%), and more than the 2024 Texas population (39.2%).

Educational Preparation

The most frequently held highest degree in VN programs was a BSN degree (35.2%), in RN programs it was a MSN degree (72.0%), and in graduate programs it was a doctorate in nursing (63.6%).

