

# Comparing New Appointments and Vacancies of Full-Time and Part-Time Faculty for Pre-Licensure Nursing Education Programs in Texas

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## Background and Significance

Texas nursing programs have experienced a decrease in full-time faculty positions and an increase in part-time faculty positions. Texas nursing programs have consistently reported a lack of budgeted faculty positions and lack of qualified faculty applicants as reasons for not admitting qualified potential students.<sup>1</sup> This analysis will investigate the number and types of new faculty appointments by pre-licensure professional nursing programs and which position types tend to be vacant.

## Methods and Data

The data used for this analysis was from the 2010-2023 Texas Nursing Education Program Information Survey (NEPIS)<sup>1, 2</sup> distributed by the Texas Center for Nursing Workforce Studies (TCNWS) and Texas Board of Nursing. All pre-licensure programs that were active in any year between 2010 and 2023 were included in this analysis. Programs were analyzed by program type, including Associate Degree in Nursing (ADN) and Bachelor's of Science in Nursing (BSN). Programs were also analyzed by type of institution, such as public, private for-profit, and private not-for-profit.

## Major Outcomes

- From 2010 to 2023:<sup>1</sup>**
- The percent of full-time faculty positions has decreased from 75.2% to 47.5%.
  - The percent of full-time vacant positions decreased from 69.1% to 59.4%.
  - The percent of full-time new appointments decreased from 59.5% to 38.9%

- Program Type<sup>II</sup>**
- The percent of full-time positions had a 23.0% decrease in ADN programs and a 43.8% decrease in BSN programs.
  - The percent of full-time vacant positions decreased by 11.9% in ADN programs and 18.3% in BSN programs.
  - The percent of part-time new positions increased by 26.2% in ADN programs and 57.1% in BSN programs.

References  
1. Texas Board of Nursing and Texas Center for Nursing Workforce Studies. Nursing Programs' Faculty Characteristics and Demographics. 2023  
2. Board of Nursing. Nursing Education Program Information Survey. 2010-2023.

Footnotes  
1. 2023 was the first year programs were asked to report adjunct faculty separate from other part-time faculty. For the purpose of comparing 2023 results to data from previous years, adjunct and part-time faculty numbers are combined throughout this report.  
II. Texas pre-licensure professional nursing programs are divided into Diploma, LVN to ADN, ADN, BSN, and MSN AE but the Diploma and MSN AE programs were excluded because there is only one diploma program and one MSN AE program.

Figure 1. Percent of Full-Time Filled, Vacant, and New Faculty Positions in ADN Programs, 2010-2023

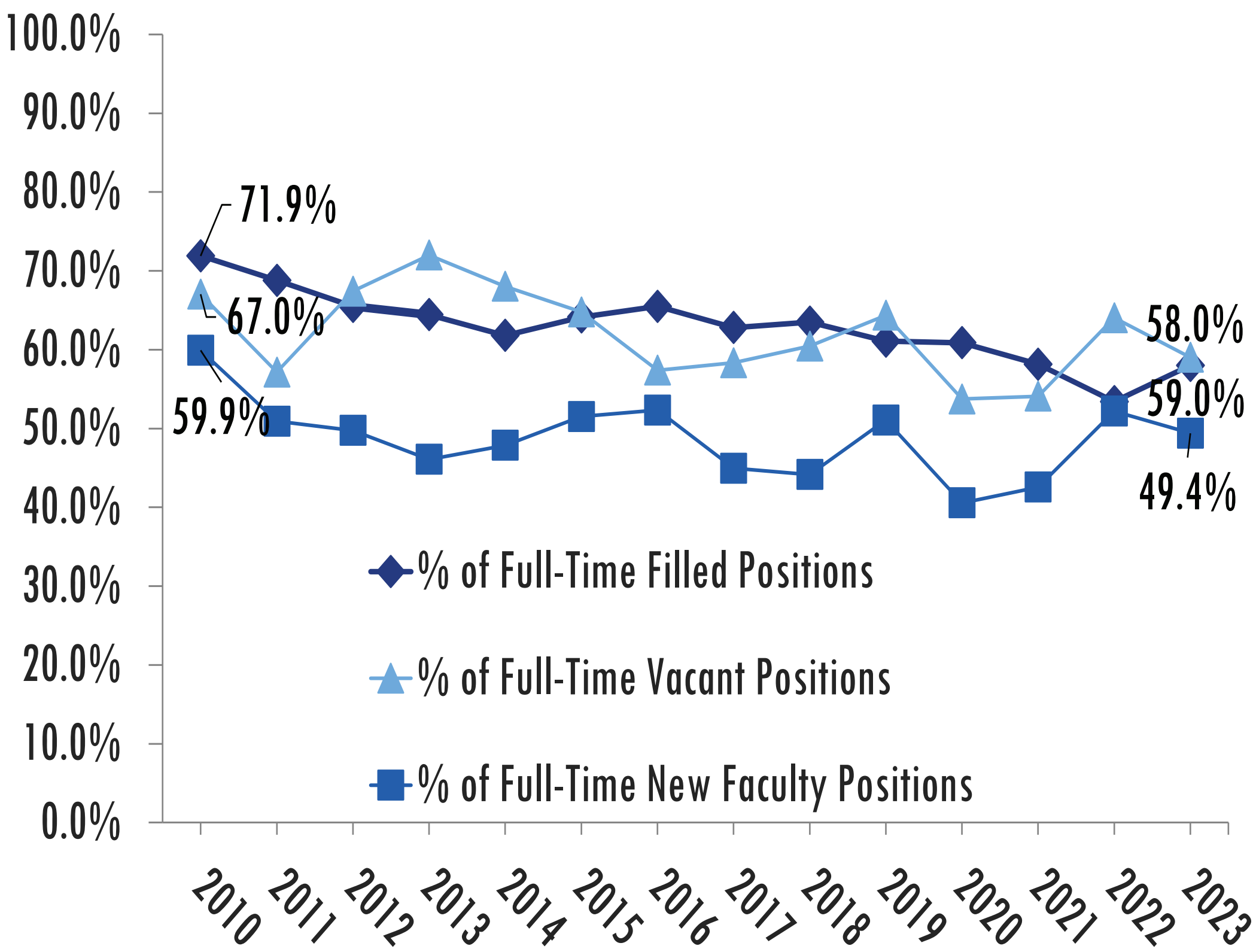
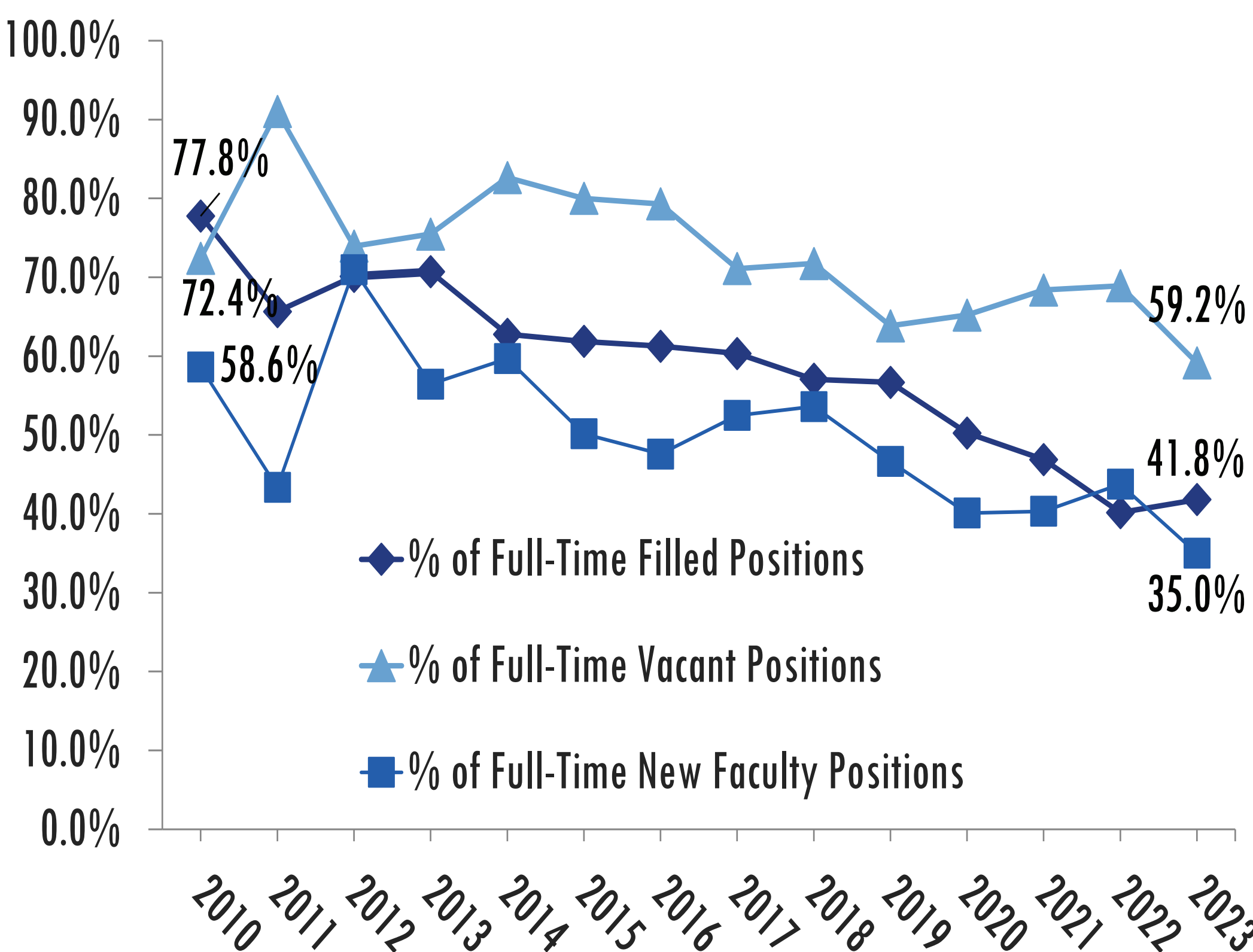


Figure 2. Percent of Full-Time Filled, Vacant, and New Faculty Positions in BSN Programs, 2010-2023



### Geographic Designation

- Programs in non-metropolitan border counties showed the greatest change in percent of full-time positions (59.3%) and new appointments (38.5%).
- Programs in metropolitan border counties showed the greatest change in percent of full-time vacant positions (20.0%).

Figure 3. Percent of Full-Time Filled Positions by Geographic Designation, 2010-2023

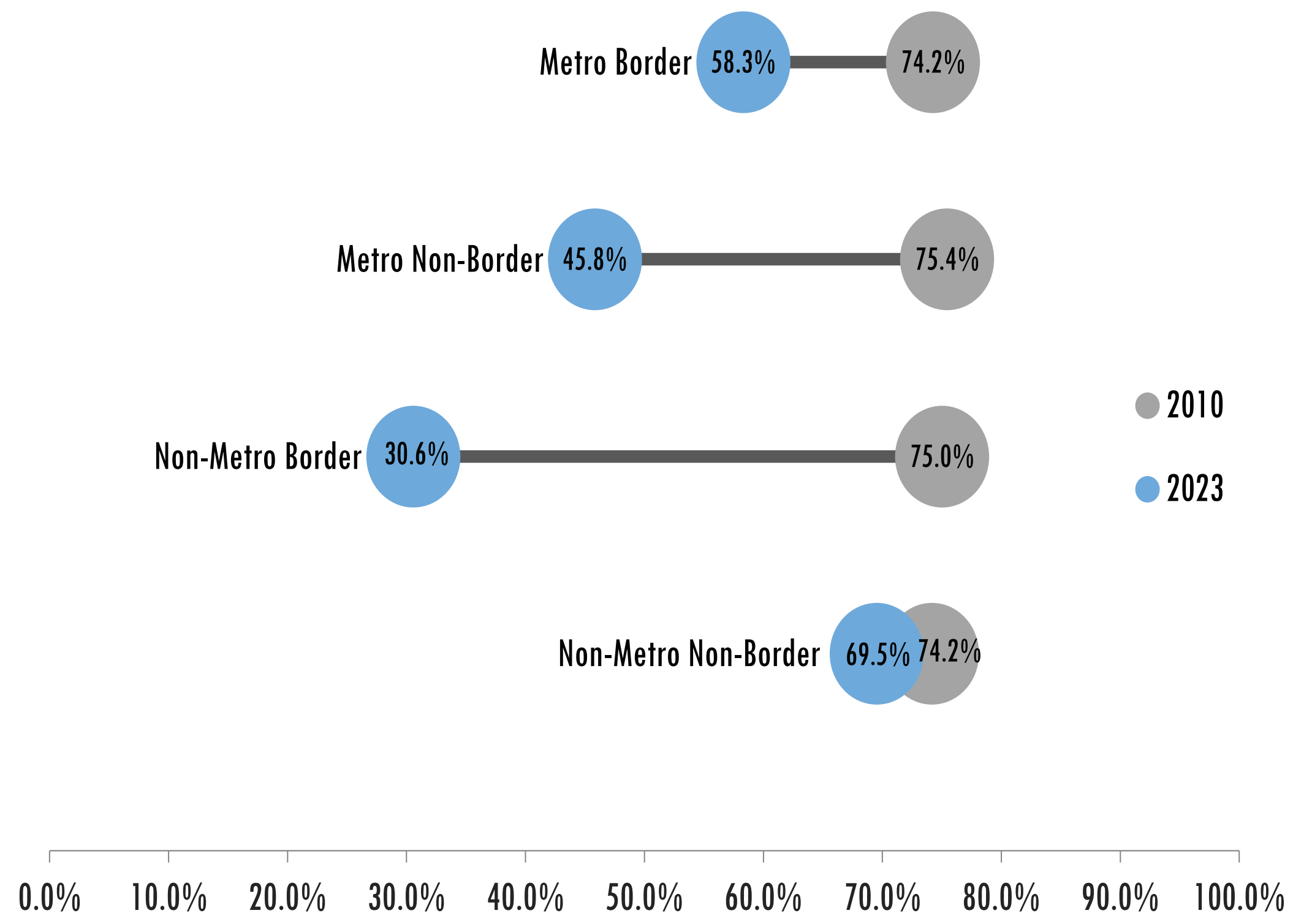


Figure 4. Percent of Full-Time Vacant Positions by Geographic Designation, 2010-2023

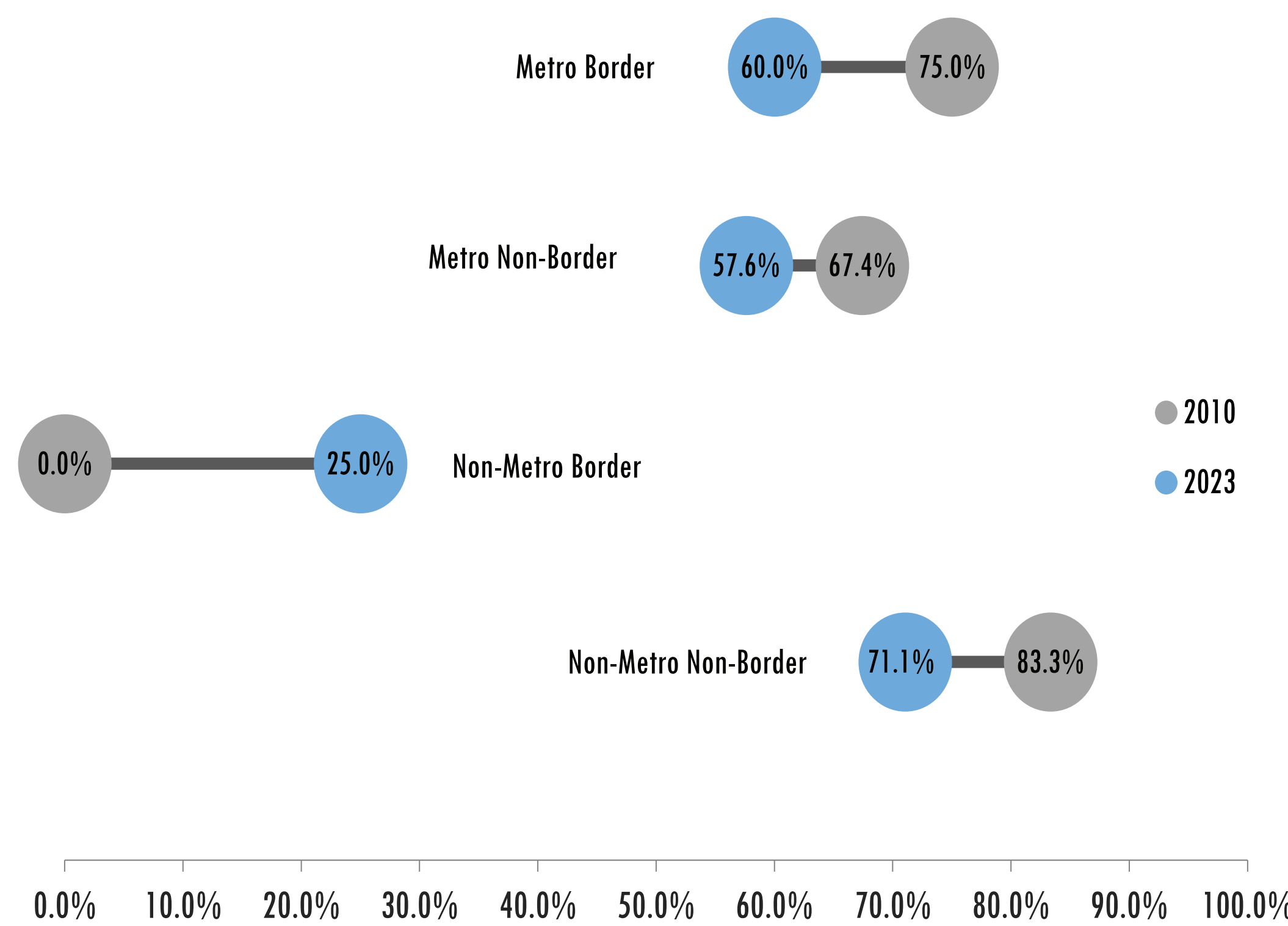
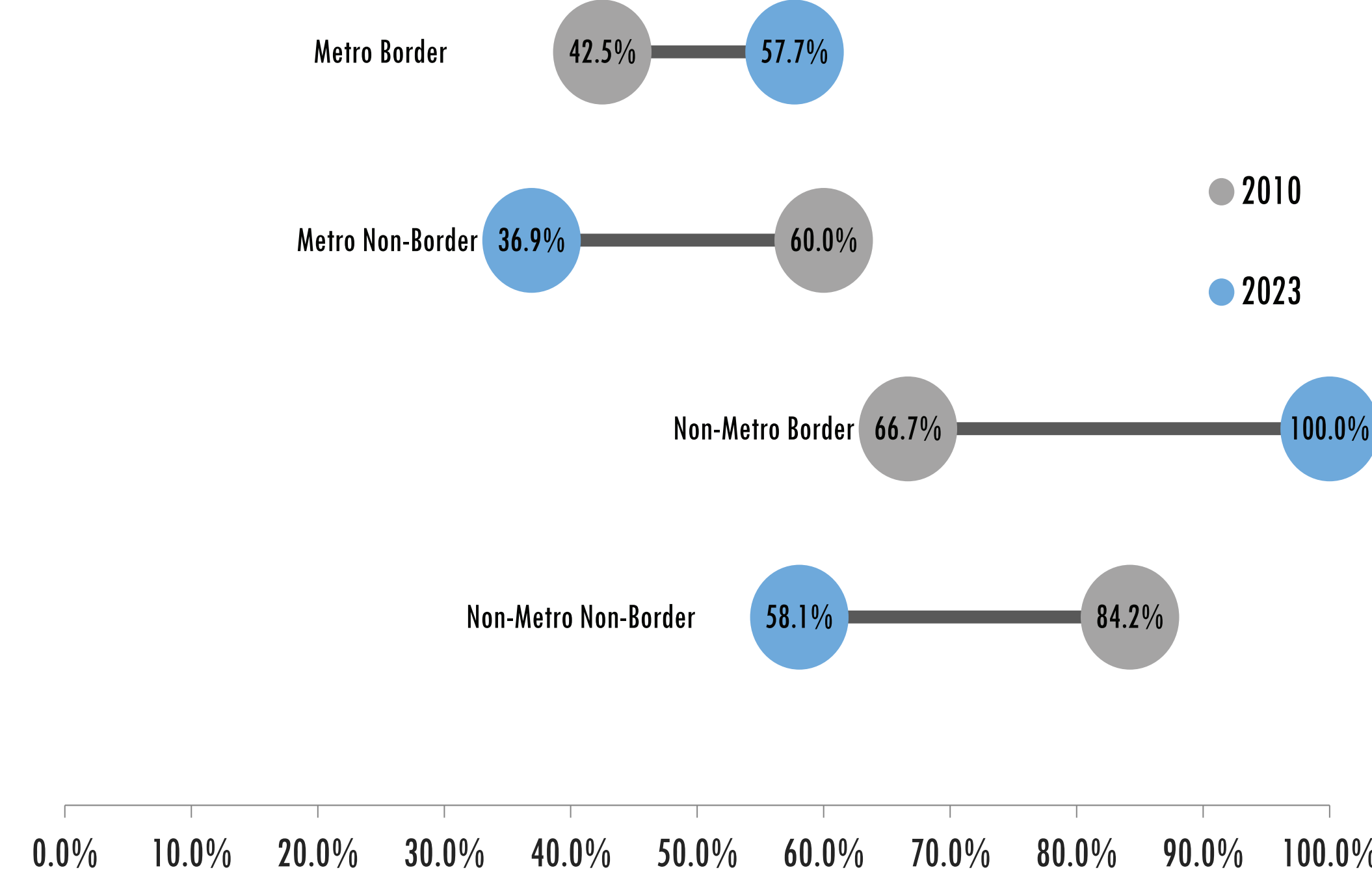


Figure 5. Percent of Full-Time New Faculty Appointments by Geographic Designation, 2010-2023



### Institution Type

- Public, private for-profit, and private not for-profit institutions all increased the percent of positions that are part-time from 2010 to 2023.
- The percent of part-time positions increased most among private not for-profit institutions (220.6%) and least among public institutions (89.2%).
- The percent of full-time vacant positions decreased in public and private for-profit institutions by 10.5% and 37.6%, respectively.
- The percent of full-time vacant positions increased by 7.3% in private not-for profit-institutions.
- The percent of full-time new faculty appointments decreased for all three institution types.
- Private not-for-profit institutions had the most marked decrease (39.4%) of full-time new faculty appointments.
- Full-time new faculty appointments in private for-profit institutions decreased by 0.8%

## Conclusions and Implications

The decrease in full-time filled, vacant, and new faculty positions was greater for BSN programs than ADN programs. The percent of full-time filled positions decreased in all geographic designations. However, changes in non-metropolitan border counties are more noticeable. This could be partially attributed to this area only having one pre-licensure program from 2010-2021 and two pre-licensure programs from 2021-2023, meaning that the observed differences are more representative of the fluctuations in faculty numbers of one or two programs rather than a feature of the region. The percent of full-time filled, vacant, and new faculty positions decreased in public institutions. Future analyses could focus on the effects of increasing numbers of part-time faculty on admission, enrollment, and graduation rates. Given the increase in part-time positions, nursing programs could focus on identifying what factors have helped recruit and retain their current part-time faculty, specifically, and use these to advertise any new or vacant part-time positions.