

NURSING PROGRAMS' FACULTY CHARACTERISTICS & DEMOGRAPHICS

This update presents information on the faculty working at one or more of the 255 nursing programs in Texas during the 2025 reporting year, including:

- 83 vocational nursing (VN) programs¹
- 133 pre-licensure registered nursing (RN) programs
- 39 graduate nursing programs²

The Texas Center for Nursing Workforce Studies (TCNWS) collected data using the 2025 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2025. The reporting period was academic year (AY) 2024-2025 (September 1, 2024 – August 31, 2025) 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.

²One graduate program did not submit data on their faculty.

Highlights

Faculty Positions

- There were 3,952.0 Full-Time Equivalents (FTEs) reported by all programs and an additional 2,941 adjunct faculty.
- The number of filled FTEs increased by 4.2% in VN programs, 2.7% in RN programs, and 2.0% in graduate programs.
- Across all program types, 48.7% of faculty were full-time, 11.0% were part-time, and 40.3% were adjunct.

Vacancy and Turnover

- The vacancy rates decreased across all program types from AY 2023-2024 to AY 2024-2025.
- Median vacancy rates were 0.0% for VN programs, 6.7% for RN programs, and 5.6% for graduate schools.
- The turnover rates decreased across all program types from AY 2023-2024 to AY 2024-2025.
- The median turnover rate was 13.9% for VN programs, 11.6% for RN programs and 9.3% for graduate programs.

Faculty Demographics

- The proportion of female faculty ranged from 86.2% in VN programs to 90.9% in RN programs.
- The median age of faculty across program types was 49 years, staying the same from 2024.
- The majority of nursing faculty were White/Caucasian (52.7%), which was greater than the RN workforce in 2025 (47.4%), and more than the 2025 Texas population (38.7%).

Educational Preparation

- The most frequently held highest degree by program level were:
 - Bachelor's in Nursing (BSN) degree in VN program faculty (41.7%)
 - Master's in Nursing (MSN) degree by RN program faculty (71.6%), and
 - Doctorate in nursing by graduate program faculty (67.1%).

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 shows these responses for all programs broken down by faculty type,³ as well as the calculated Full Time Equivalents (FTEs).⁴ Table 2 shows these responses broken down by program level.

- There were 3,941.5 FTEs reported by all programs and an additional 2,932 adjunct faculty.
- The number of filled FTEs increased by 4.2% in VN programs, 2.7% in RN programs, and 2.0% in graduate programs.
- There were a total of 954 vacancies across all program and faculty types.
- 79.3% of retirements were full-time faculty.

- 57.0% of resignations were part-time or adjunct faculty.
- There were a total of 1,243 new appointments across all nursing programs in AY 2024-2025.

Table 1. Faculty Positions of all Program Levels, 2025

	All Programs			
	Full-Time	Part-Time	Adjunct	FTEs
Filled Positions as of Sept. 30, 2025	3,540	803	2,932	3,941.5
Vacancies as of Sept. 30, 2025	604	118	232	663.0
Resignations AY 2024-2025	343	177	277	431.5
Retirements AY 2024-2025	92	7	17	95.5
New Appointments AY 2024-2025	603	222	418	714.0

Table 2. Faculty Positions of Vocational, Professional, and Graduate Nursing Programs, 2025

	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, 2025	559	205	187	661.5	2,460	478	2,260	2,699.0	521	120	485	581.0
Vacancies as of Sept. 30, 2025	95	18	40	104.0	397	81	160	437.5	112	19	32	121.5
Resignations AY 2024-2025	78	42	31	99.0	222	100	227	272.0	43	35	19	60.5
Retirements AY 2024-2025	12	0	2	12.0	59	6	14	62.0	21	1	1	21.5
New Appointments AY 2024-2025	137	53	78	163.5	399	134	298	466.0	67	35	42	84.5

Figure 1 and table 3 (page 3) display the proportion of full and part-time faculty across nursing programs over time. Adjunct faculty were included in part-time positions from 2016-2022. Programs were first asked to report adjunct positions separately from part-time positions in 2023.

- Across all program types, 48.7% of faculty were full-time, 11.0% were part-time, and 40.3% were adjunct.
- Nearly half of faculty positions in all programs were full-time.
- VN programs continue to have the highest proportion of full-time faculty (58.8%).
- Over a third of faculty positions for RN and graduate programs were adjunct.

Figure 1. Percent of Full-Time Faculty Positions, 2016- 2025

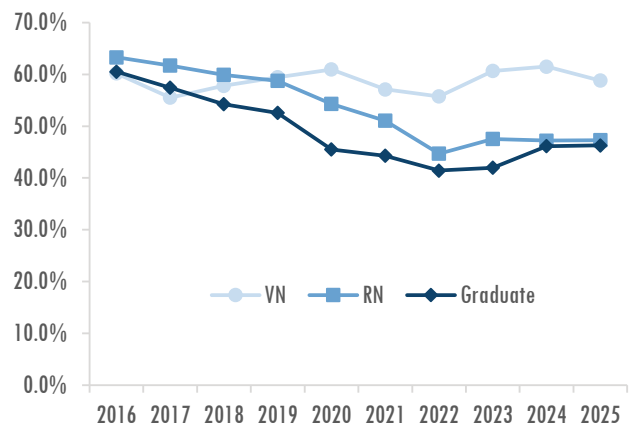


Table 3. Full-, Part-Time, and Adjunct Faculty Positions by Program Level, 2016-2025

Year	Vocational			Professional			Graduate		
	Full-Time	Part-Time	Adjunct	Full-Time	Part-Time	Adjunct	Full-Time	Part-Time	Adjunct
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%
2025	58.8%	21.6%	19.7%	47.3%	9.2%	43.5%	46.3%	10.7%	43.1%

Courses Faculty Taught

Programs also reported the number of faculty who taught clinical courses, didactic courses, or both.

- Across all programs, 16.5% of faculty taught only didactic, 46.4% taught only clinical, and 37.2% taught both.
- The majority of part-time (71.6%) and adjunct (77.9%) faculty taught only clinical courses.
- The majority of full-time faculty (65.1%) taught both clinical and didactic courses.
- VN programs had the lowest proportion of faculty teaching only didactic courses (11.7%).
- Graduate programs had the largest proportion of faculty teaching only didactic courses (33.4%).

Faculty Education Requirements

Programs were asked how many of their faculty had an MSN in Nursing Education. 254 programs reported on if their faculty had an MSN in Nursing Education.

- The proportion of faculty with an MSN in Nursing Education ranged from 0.0% (38 programs) to 100.0% (17 programs).
- The median number of faculty with an MSN in Nursing Education was 4. The median proportion of faculty was 29.7%.

Programs were also asked how many of their faculty, including those with an MSN in Nursing Education, have taken graduate courses in nursing education. 138 programs reported on if their faculty had taken a graduate course in nursing education.

- Of the 138 programs, 16 said that none of their faculty had taken a course.
- The median proportion of faculty that had taken courses in nursing education was 40.0%.

Teaching Across Program Level

There was a total of 7,265 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.

³AY 2024-2025 is the third year programs were asked to report adjunct faculty separate from other part-time faculty.

⁴For 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, 2025; resignations and new appointments are for the full reporting year.



Faculty Vacancy and Turnover in Nursing Programs

Vacancy⁴

Figure 2 shows the faculty vacancy rate in nursing programs from 2016 to 2025. Table 4 further breaks down the vacancy rate by program level for the same years.

- The vacancy rates decreased across all program types from AY 2023-2024 to AY 2024-2025.
- The vacancy rate of all RN programs decreased by 4.7% from 2024.
- For the first time in ten years, vacancy rates were lower among ADN programs than BSN programs.
- VN program vacancy rates decreased by 10.6%.
- Median vacancy rates were 0.0% for VN programs, 6.7% for RN programs, and 5.6% for graduate schools.
- Vacancy rates ranged from 0-50.0% for VN programs, 0-88.2% for RN programs, and 0-80.0% for graduate programs. Ranges for VN and RN programs showed a notable decrease from 2024.
- 50.6% of VN, 38.3% of RN, and 41.0% of graduate programs reported having no vacant faculty positions. This represents a notable increase from 2024.

Figure 2. Faculty Vacancy Rates, 2016-2025

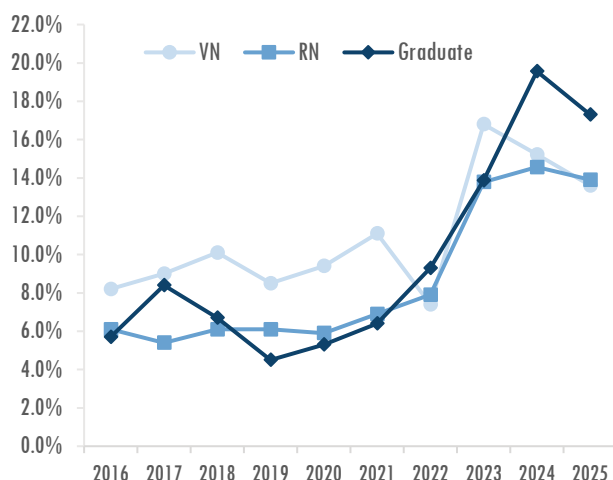


Table 4. Faculty Vacancy Rates (%) by Program Level, 2016 - 2025⁶

Year	VN	RN			Graduate
		ADN	BSN	Total	
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%
2025	13.6%	13.6%	14.2%	13.9%	17.3%

Time to Fill Vacant Full-Time Positions

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

- Across all program types, full-time positions remained vacant from 0 (20 programs) to 104 weeks (2 programs).
- The number of programs that indicated full-time positions remained vacant for 0 weeks doubled from 2024.
- Full-time positions in VN programs remained vacant for a median of 8 weeks and a mean of 13.6 weeks.
- The average number of weeks reported by RN programs was 18.1 weeks and the median number of weeks was 12.
- The average number of weeks reported by graduate programs was 18.1 weeks and the median number of weeks was 14.

Barriers to Recruitment

Programs were asked to select barriers they faced to recruit full-time faculty in 2025. Programs could report more than one barrier to recruitment.

- The top two barriers cited by all program levels were non-competitive salaries and a limited qualified applicant pool. These remain the primary barriers from 2024.
- Programs that selected “other” barriers to recruitment were asked to specify these barriers.
 - 5 programs made mention of each of the following: faculty preference for online teaching, hiring delays due to institutional process, and a need for nurses with specific specialties.
 - Additionally, programs noted competition with other nursing programs (3 programs), advertisement and marketing (3 programs), contract length (3 programs), and other budget priorities (3 programs).

Table 5. Barriers to Recruit Full-Time Faculty by Program Level

Barriers	Program Level		
	VN	RN	Graduate
No barriers	21.7%	12.8%	28.2%
Non-competitive salaries	60.2%	63.9%	48.7%
Limited qualified applicant pool	49.4%	69.9%	61.5%
Geographic location	31.3%	38.3%	35.9%
Faculty teaching contracts not offered	4.8%	1.5%	2.6%
Other	14.5%	18.8%	12.8%

Recruitment and Retention Strategies

Programs were asked what strategies, if any, they used to recruit and retain faculty. Table 6 shows the strategies reported by programs. Programs could select more than one strategy.

- Word of mouth and online or web-based methods continue to be the most utilized recruitment strategies across all program levels.
- Over half of the education programs also provide funding for continuing education or professional development as a recruitment strategy.
- The use of stipends increased across all program types from 2024.
- Programs that selected “other” strategies for recruitment listed professional development opportunities (8 programs) including tuition reimbursement (2 programs), connections with nursing organizations (3 programs), competitive pay (3 programs), and flexible work schedules (2 programs) including remote work (2 programs).
- One program said their recruitment strategy was “creating a positive, supportive environment that others want to be a part of.”

Table 6. Faculty Recruitment and Retention Strategies by Program Level

Recruitment Strategies	Program Level		
	VN	RN	Graduate
Word of mouth	90.4%	88.0%	94.9%
Online or web-based methods	79.5%	79.7%	97.4%
Providing funding for continuing education or professional development	55.4%	63.9%	69.2%
Stipends	42.2%	39.8%	20.5%
Other	13.3%	24.8%	23.1%

Length of Full-Time Faculty Contracts

Programs reported the length of their teaching contracts for full-time faculty during the academic year. These contract lengths are shown in Table 7.

- Vocational nursing programs were most likely to use a 12 month contract length.
- Professional nursing and graduate programs were more likely to offer 9 month contract lengths.
- One program offered a 4 month contract and another offered a 9 month contract with a 2 month summer extension.

Table 7. Length of Standard Contract for Full-Time Faculty by Program Level

Length of Contract	Program Level		
	VN	RN	Graduate
9 months	12.0%	43.6%	48.7%
10 months	3.6%	3.8%	5.1%
10.5 months	2.4%	6.0%	0.0%
11 months	2.4%	0.8%	7.7%
12 months	60.2%	27.8%	35.9%
Other	3.6%	3.8%	0.0%
Program does not offer faculty teaching contract	15.7%	14.3%	2.6%

Turnover⁸

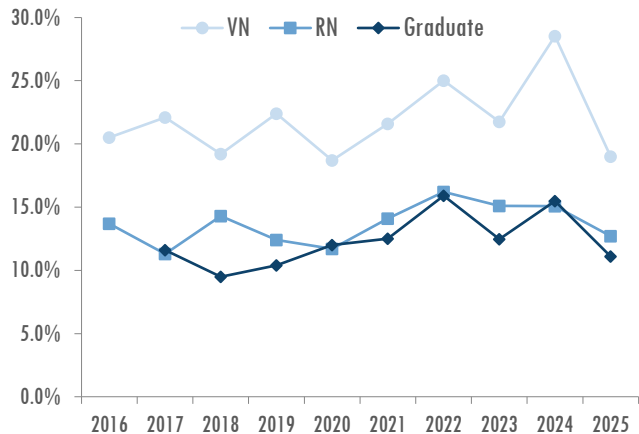
Table 8 and Figure 3 show the turnover rates from 2016-2025 for VN and RN programs and from 2017-2025 for graduate schools.⁹

- The turnover rates decreased across all program types from AY 2023-2024 to AY 2024-2025.
- When calculated by RN program type, ADN and BSN programs had lower rates than in AY 2023-2024.
- This year, ADN programs had lower turnover rates than BSN programs.
- The median turnover rate was 19.0% for VN programs, 12.7% for RN programs and 11.1% for graduate programs.

Table 8. Faculty Turnover Rates (%) by Program Level, 2016 - 2025

Year	VN	RN			Graduate
		ADN	BSN	Total	
2016	20.5%	17.1%	11.8%	13.7%	-
2017	22.1%	13.1%	10.2%	11.3%	11.6%
2018	19.2%	15.3%	13.8%	14.3%	9.5%
2019	22.4%	14.0%	11.4%	12.4%	10.4%
2020	18.7%	13.2%	10.9%	11.7%	12.0%
2021	21.6%	15.1%	13.5%	14.1%	12.5%
2022	25.0%	16.0%	16.5%	16.2%	15.9%
2023	21.8%	14.6%	15.5%	15.1%	12.5%
2024	28.5%	17.4%	13.9%	15.1%	15.5%
2025	19.0%	11.6%	12.9%	12.7%	11.1%

Figure 3. Faculty Turnover Rates, 2016-2025



⁵Vacancy rate is calculated by dividing the total number of vacant FTEs as of September 30, 2025 by the total number of FTEs (filled and vacant) as of September 30, 2025 and multiplying by 100.

⁷The method of calculating vacancy rates changed in 2024, so rates are not comparable to previous reports.

⁸Turnover 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 (full and part-time) as of September 30th of the previous reporting year. Before 2025, adjunct faculty were included in this calculation.

⁹2017 was the first year that data on graduate school turnover was available.



Nursing Program Faculty Demographics

As of September 30, 2025, there was a total of 7,265 filled faculty positions reported. After removing duplicates, those faculty working in multiple program types or at multiple campuses, there was a total of 6,188 faculty in Texas. There were 33 faculty that were not nurses and 11 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 2025 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 935 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 5,094 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.

Sex

Nursing faculty are predominantly female (90.0% in 2025), which is the same as the percentage of faculty that was female in 2024. Gender information was missing for less than 0.1% of faculty.

Table 9 shows the distribution of sex when faculty is separated by program level and type of faculty position.

- 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.

Table 9. Sex by Program Level and Type of Faculty Position, 2025

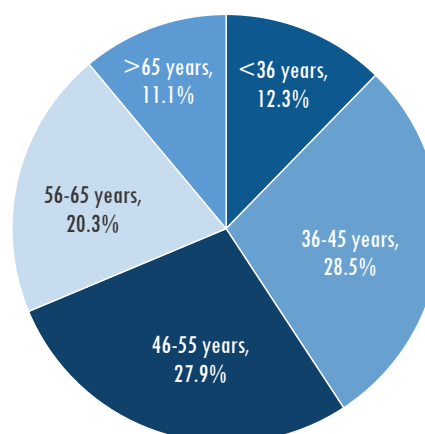
	Sex		
	Female	Male	Missing
Program Level			
VN	86.2%	13.8%	0.0%
RN	90.9%	9.0%	0.1%
Graduate	88.6%	11.3%	0.1%
Faculty Teaching Status			
Full-Time	91.0%	9.0%	0.0%
Part-Time	86.1%	13.9%	0.0%
Adjunct	89.8%	10.1%	0.1%

Age

Figure 4 displays the age breakdown of nursing faculty in 2025.

- Faculty ranged from 24 to 88 years old.
- The median age of faculty across all program levels was 49 years, which is the same median age since 2022.
- The median age of faculty of VN programs was 49 years, 48 years old for RN programs, and 52 years old for graduate programs.
- The median ages by faculty teaching status were 50 years old for full-time faculty, 47 years old for part-time and adjunct faculty.

Figure 4. Faculty Age, 2025

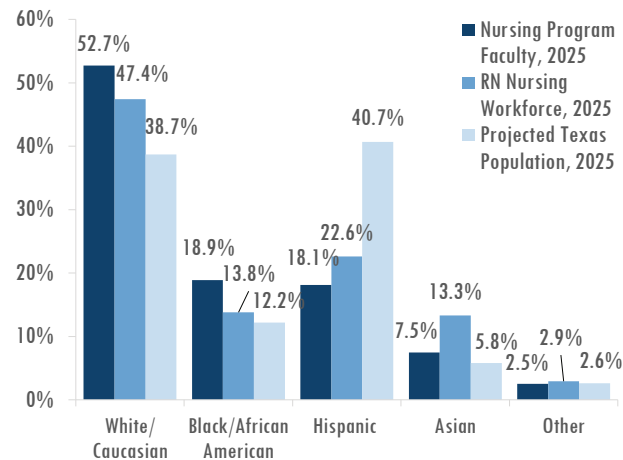


⁹ Nursing Licensure Compact. The Interstate Commission of Nurse Licensure Compact Administrators.; 2025.

Race/Ethnicity

Figure 5 shows the race/ethnicity distribution of 2025 nursing program faculty as it compares to the RN workforce and the projected Texas population. Race/ethnicity data were missing for 0.3% of faculty.

Figure 5. Race/Ethnicity of Nursing Program Faculty, RN Nursing Workforce,¹⁰ and Projected Texas Population,¹¹ 2025



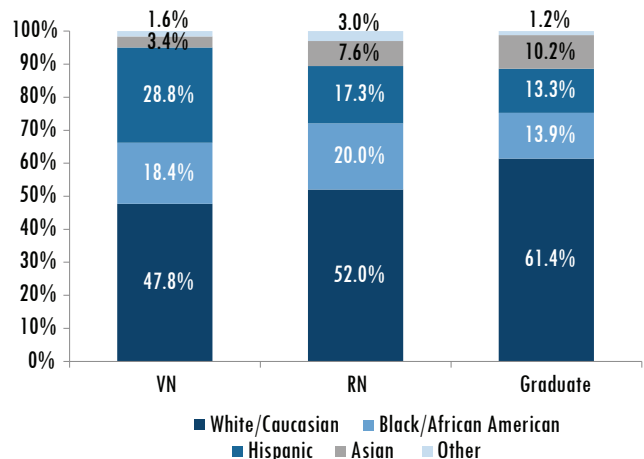
- The majority of nursing faculty were White/Caucasian (52.7%), which was greater than the RN workforce in 2025 (47.4%), and more than the 2025 Texas population (38.7%).
- The percentages of faculty who were Black/African American (18.9%) was greater than the proportion of Black/African Americans in the RN workforce in 2025 (13.8%) and the proportion of Texas residents who identify as Black/African American (12.2%).
- The proportion of nursing faculty who were Hispanic (18.1%) was less than the 2025 RN workforce (22.6%) and the proportion of the Texas population (40.7%) that is Hispanic.
- The percentage of faculty who were Asian (7.5%) was less than the 2025 RN workforce (13.3%), but greater than the 2025 Texas population (5.8%).
- The percentage of faculty who reported as other races (2.5%) was similar to the proportion of the 2025 nursing workforce that reported as other races (2.9%) and the 2025 Texas population (2.6%).

Race/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, 47.8% and 61.4%, respectively.
- The proportion of Hispanic faculty members in VN programs (28.8%) is greater than the proportion in RN programs (17.3%), and graduate programs (13.3%).
- When compared to graduate programs, both VN and RN programs have a higher proportion of faculty that are Black/African American (18.4% and 20.0%), respectively.

Figure 6. Racial-Ethnic Distribution of Faculty by Program Level, 2025



¹⁰Nursing workforce data come from the 2025 BON licensure renewal file of actively practicing Texas nurses.

¹¹Texas population data come from the 2025 Texas Demographic Center population projections (<https://demographics.texas.gov/Projections/>).



Figures 7-9 show the changes in faculty race and ethnicity from 2016-2025 by program level.¹²

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

Figure 7: Race/Ethnicity of VN Faculty, 2016-2025

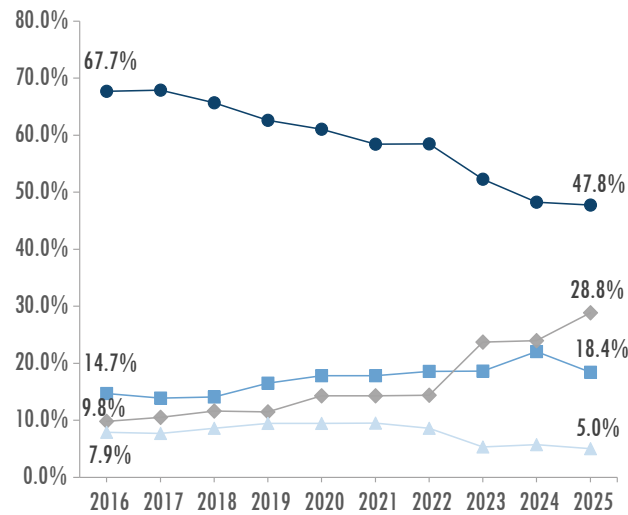


Figure 9: Race/Ethnicity of Graduate Faculty, 2016-2025

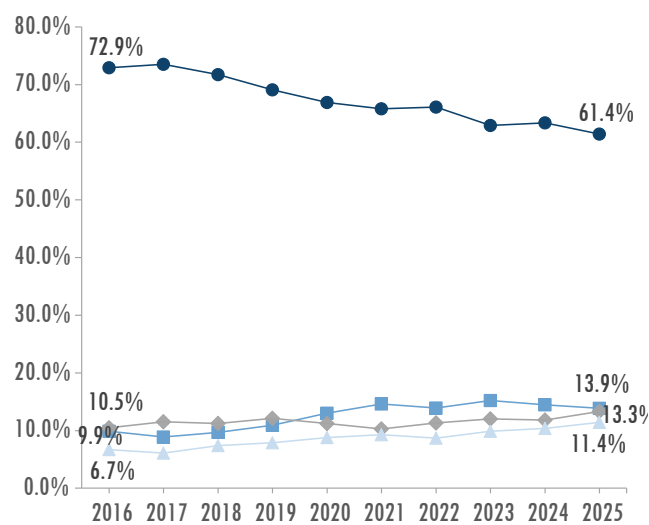
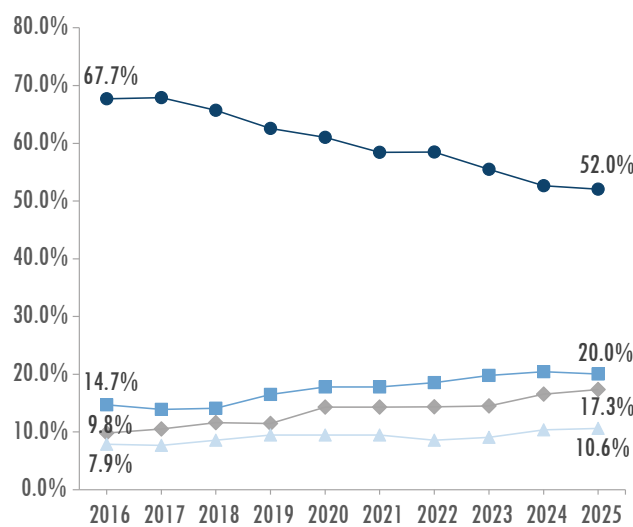


Figure 8: Race/Ethnicity of RN Faculty, 2016-2025



- From 2016-2025, the proportion of faculty that is White/Caucasian decreased by 29.5% among VN program faculty, 23.1% among RN program faculty, and 15.8% in graduate programs.
- The proportion of faculty that is Black/African American increased by 25.4% among VN program faculty, by 36.2% among RN program faculty, and 40.0% among graduate program faculty from 2016-2025. However, the proportion decreased between 2024 and 2025.
- The proportion of faculty that is Hispanic has increased among all program levels from 2016-2025. In VN programs, the proportion of Hispanic faculty has increased by 194.3% in the past ten years.
- 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 24-25 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 (57.6%) held a Master's in Nursing (MSN) degree.

Figure 10. Highest Degree of Faculty, 2025

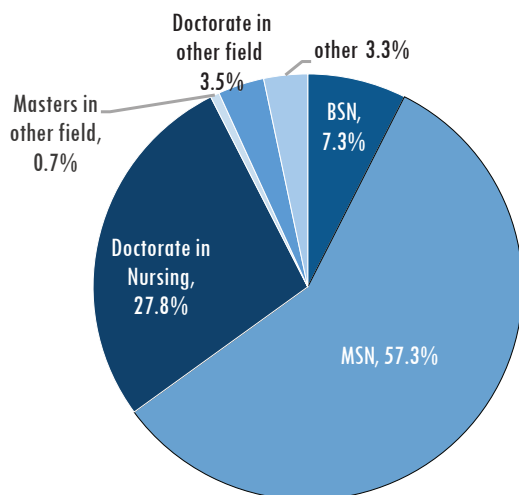
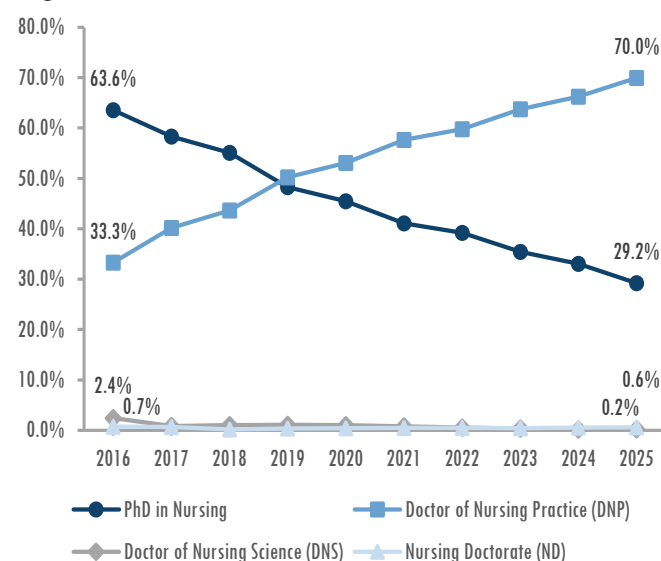


Figure 11 shows the trends in nursing doctoral degrees from 2016 to 2025.

- The percent of faculty with PhDs in nursing has decreased by 54.1% from 2016 to 2025.
- The percent of faculty whose highest degree is a Doctor of Nursing Practice (DNP) has increased by 110.1% over the last ten years.

Figure 11. Trends of Faculty Nursing Doctoral Degrees, 2016-2025



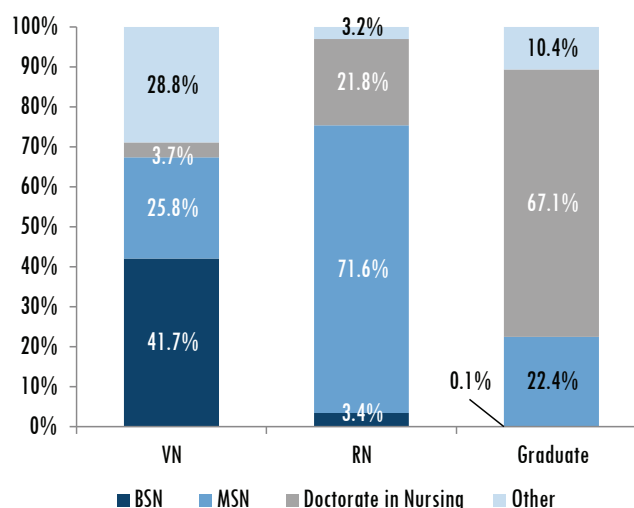
In 2025, 1,660 faculty (27.5%) held nursing doctoral degrees.

- 484 faculty held a PhD in Nursing.
- 1,161 faculty held a Doctor of Nursing Practice (DNP).
- The 15 remaining faculty with a nursing doctoral degree 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, 2025



The most frequent degree for VN faculty was a BSN (41.7%). In RN programs, the majority of faculty held an MSN (71.6%) and in graduate programs the majority of faculty held nursing doctoral degrees (67.1%).

- VN program faculty showed the most variety in highest nursing degree.
- Other degrees held by graduate program faculty were master's and 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 2016-2025 for all program types.

Figure 13: Highest Degree of VN Faculty, 2016-2025

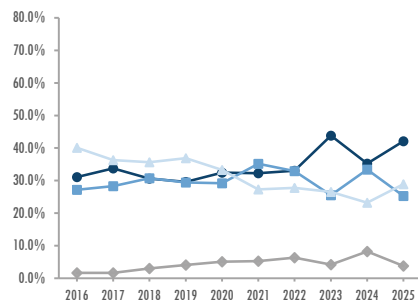


Figure 14: Highest Degree of RN Faculty, 2016-2025

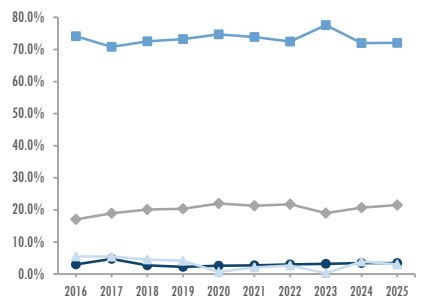
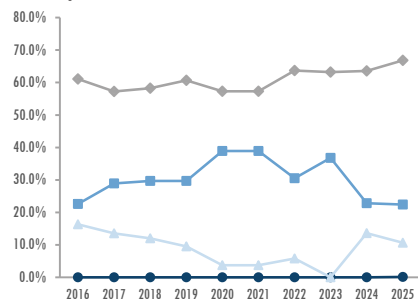


Figure 15: Highest Degree of Graduate Faculty, 2016-2025



● BSN
 ■ MSN
 ◆ Doctorate in Nursing
 ▲ Other

Education by Type of Faculty Position

Figure 16 shows the differences in proportion of highest nursing degree obtained by 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 (33.3%) compared to part-time (21.9%) and adjunct faculty (22.0%).
- Part-time faculty had a higher proportion of individuals whose highest degree was a BSN (16.1%) than full-time (7.2%) and adjunct faculty (5.4%).

Figure 16: Highest Degree of Faculty by Position Type, 2025

