



## Faculty Demographics in Professional Nursing Programs

# 2014

**This update presents data for the 114 pre-licensure registered nursing (RN) programs that reported data for the 2014 reporting year, including:**

- 1 Diploma program,
- 68 Associate Degree in Nursing (ADN) programs, including 58 generic ADN programs and 10 Licensed Vocational Nurse to Associate Degree in Nursing (LVN to ADN) programs,
- 44 Bachelor of Science in Nursing (BSN) programs, and
- 1 Master of Science in Nursing Alternate Entry (MSN AE) program.

The Texas Center for Nursing Workforce Studies (TCNWS) collected data in the 2014 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2014. The reporting period was academic year (AY) 2013-2014 (September 1, 2013 – August 31, 2014) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

## Faculty Positions in Professional Nursing Programs

In the 2014 NEPIS, programs were asked to report the number of full- and part-time faculty positions filled, as well as the number of full- and part-time vacancies. Also in the 2014 NEPIS, programs were asked to differentiate between retirements and resignations. In years prior to 2012, retirements and resignations were reported together. As shown in Table 1:

- There were a total of 2,571 full-time equivalent (FTE) positions filled as of September 30, 2014, which was more than the 2,321.5 FTE positions reported in 2013.<sup>1</sup>
- As of September 30, 2014, there were a total of 204 FTE vacancies, slightly greater than the 197 vacancies reported in 2013.
- During AY 2013-2014, there were 278.5 resignations and 66.5 retirements. The number of resignations increased by 19.5% (45.5 resignations) from AY 2012-2013 to AY 2013-2014.

Figure 1 displays the proportion of faculty positions that were full- and part-time from 2006 to 2014.

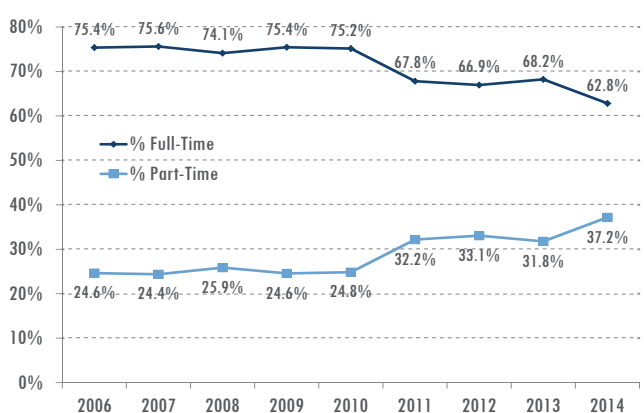
- The proportion of part-time faculty positions has increased by 52.1% since 2006.
- From 2013 to 2014, the proportion of part-time faculty positions increased from 31.8% to 37.2% (an increase of 17%).

<sup>1</sup>Each full-time position counts as 1.0 FTE; each part-time position counts as 0.5 FTE.

**Table 1. Faculty Positions, 2014**

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2014	1,984	1,174	2,571
Vacancies as of Sept. 30, 2014	175	58	204
Resignations AY 2013-2014	214	129	278.5
Retirements AY 2013-2014	64	5	66.5
New Appointments AY 2013-2014	270	228	384

**Figure 1. Full- and Part-Time RN Faculty Positions, 2006-2014**



## Faculty Vacancy in Professional Nursing Programs

As shown in Table 2, the 2014 total faculty vacancy rate was 7.3%, a slight decrease from the 7.8% vacancy rate in 2013.<sup>2</sup>

- In Texas, vacancy rates in individual programs ranged from 0% (37 programs) to 80% (1 program).
- Since 2006, faculty vacancy rates continued to be highest among ADN programs.
- BSN programs reported a slightly lower vacancy rate in 2014 than in 2013.

**Table 2. Faculty Vacancy Rates (%) by Program Type, 2006 - 2014<sup>3</sup>**

	2006	2007	2008	2009	2010	2011	2012	2013	2014
ADN	7.5	7.1	7.2	6.1	7.4	6.8	9.6	9.7	9.1
BSN	4.9	4.9	4.8	4.8	5.0	5.9	6.7	6.5	6.2
Total	6.0	5.8	5.9	5.3	6.0	6.2	8.0	7.8	7.3

### Length of Vacancy and Barriers to Faculty Recruitment

In the 2014 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 (9 programs or 7.9%) to 104 weeks (2 programs or 1.8%).
- The median number of weeks reported was 12.

Programs were also asked to select the barriers to faculty recruitment faced during AY 2013-2014.<sup>4</sup>

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (78 programs or 68.4%).
- Non-competitive salary was also cited by the majority of programs (65 programs or 57%).
- Geographic location was a barrier for 41.2% of programs.
- 10.5% of programs reported no barriers to faculty recruitment.

### Length of Faculty Contracts

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

- The majority of programs reported a nine-month contract length (61 programs or 53.5%).
- Twenty-two programs (19.3%) reported a 12-month contract length and 14 programs (12.3%) reported 10.5 months.

<sup>2</sup>Vacancy rates were calculated by dividing the number of vacant positions (FTE) by the number of positions (vacant and filled FTEs) as of September 30th, 2014 and multiplying by 100.

<sup>3</sup>The total vacancy rates in Table 2 include the one Diploma program, the one MSN Alternate Entry program, and all ADN, LVN to ADN, and BSN programs. The BSN vacancy rate includes the MSN Alternate Entry program and the ADN vacancy rate includes LVN to ADN stand-alone program vacancy rates. Data were unavailable to calculate vacancy rates for 2004 and 2005.

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

## Faculty Turnover in Professional Nursing Programs

During AY 2013-2014, the faculty turnover rate for all programs was 14.7%, representing a 13% increase from AY 2012-2013 (see Table 3).<sup>5</sup>

- Turnover rates by program type ranged from 12.5% in BSN programs to 17.6% among ADN programs.

<sup>5</sup>Turnover rates were calculated by dividing the total number of resignations and retirements (full- and part-time) during the reporting year by the total number of filled positions as of September 30 of the previous reporting year. New programs that were not operating during the reporting period were not included in the turnover rates for 2014.

<sup>6</sup>The BSN turnover rate includes the MSN Alternate Entry program and the ADN turnover rate includes LVN to ADN stand-alone program turnover rates. The total number of filled faculty positions as of September 30, 2012 was 2,622, which differs from the number reported originally in the 2012 RN NEPIS faculty report. A discrepancy in the faculty data was adjusted after the publication of the report.

**Table 3. Faculty Turnover Rates (%) by Program Type, 2007 - 2014<sup>6</sup>**

	2007	2008	2009	2010	2011	2012	2013	2014
Diploma	11.8	17.0	19.3	13.9	4.9	5.3	2.5	14.3
ADN	14.4	17.9	13.4	14.9	15.9	14.1	14.9	17.6
BSN	14.1	9.8	11.8	12.4	13.8	9.8	11.8	12.5
Total	14.2	13.5	12.7	13.5	14.7	11.8	13.0	14.7

In addition, 28 programs (24.6%) reported that there was a change in the program's dean or director during AY 2013-2014.



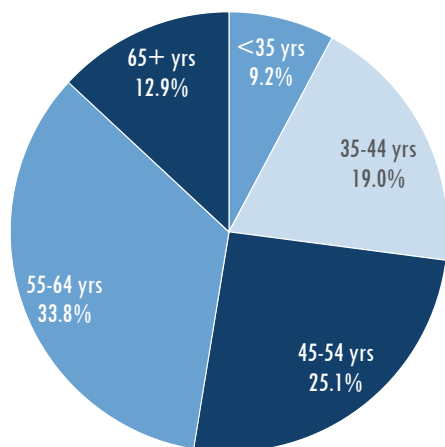
## Faculty Demographics in Professional Nursing Programs

As of September 30, 2014, there were 3,158 faculty in professional nursing education programs in Texas. Please note that this number includes both budgeted faculty and adjunct faculty. The demographics below are obtained from the Texas Board of Nursing Licensure Renewal 2014 database except highest degree, which was obtained from the faculty profile reports. Demographic information was available for 93.1% 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 happens for several reasons, the most common being that they are 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.

### Sex and Age

The professional nursing faculty population was predominantly female: 92% in 2014, which was a slight decrease from 2013 (92.2%). Figure 2 displays the age breakdown of professional nursing faculty as of 2014.

Figure 2. Faculty Age, 2014



- Faculty age ranged from 23 to 86 years.
- 71.9% of faculty were 45 years of age or older.
- 28.1% of faculty were under 45 years old.
- The mean and median age of faculty were 52 and 53 years, respectively. In 2010, the mean and

median age of faculty were similar, at 54 and 52 years, respectively.

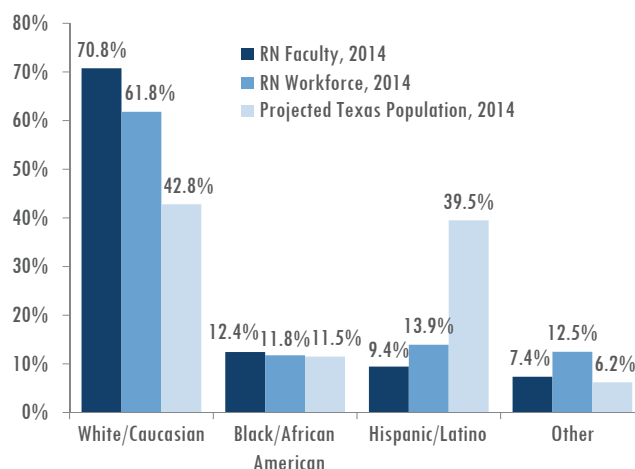
- 60.3% of faculty were 50 years of age or older and will be eligible for retirement<sup>7</sup> within the next 12 years, which is slightly less than the 64% of faculty who were 50 years or older five years ago in 2010.

### Race/Ethnicity

As shown in Figure 3, the race/ethnicity distribution of 2014 RN faculty did not mirror that of the Texas population.

- The majority of RN faculty were white/Caucasian (70.8%).
- The proportion of RN faculty who were Hispanic/Latino (9.4%) is approximately one-fourth the proportion in the Texas population (39.5%).
- The percentages of faculty who were black/African American (12.4%) and other races (7.4%) more closely mirrored the Texas population and the Texas RN workforce.
- The 2014 distribution of race/ethnicity among RN faculty is similar to that of previous years.

Figure 3. Race/Ethnicity of RN Faculty, 2014, Texas RN Workforce, 2014,<sup>8</sup> & Texas Population, 2014<sup>9</sup>



<sup>7</sup>The earliest retirement age for social security is 62. ([www.socialsecurity.gov](http://www.socialsecurity.gov)).

<sup>8</sup>RN workforce data comes from the 2014 BON Licensure Renewal file of actively practicing Texas nurses.

<sup>9</sup>Texas population data comes from the 2014 Texas State Data Center population projections (<https://www.dshs.state.tx.us/chs/popdat/ST2014.shtm>).

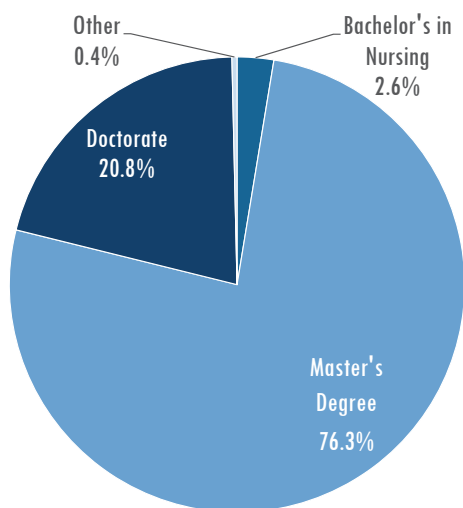


## Educational Preparation of Faculty in Professional Nursing Programs

Figures 4 and 5 display the highest academic credential of faculty in professional nursing programs.

- The majority of RN faculty held a Master's degree (76.3%). Of those, 97.7% held a Master's in Nursing degree.
- Of the 3,081 faculty with degree information, 640 (20.8%) held a doctoral degree.

Figure 4. Highest Degree of Faculty, 2014



- 364 faculty held a PhD in Nursing.
- 114 faculty held a Doctor of Nursing Practice (DNP).
- 145 faculty held a doctorate in a discipline other than nursing.
- The remaining 17 faculty with a doctorate held either a Doctor of Nursing Science (DNS) or other doctorate in nursing.

Figure 5. Breakdown of Faculty Doctoral Degrees, 2014

