Faculty Demographics in Graduate Nursing Education Programs | **2019**

This update presents data for 32 of the 33 universities/colleges that offer one or more graduate nursing education programs.[1] There were 35 programs that prepared graduates for licensure as advanced practice registered nurses (APRNs) and 75 other programs. Table 1 breaks down these programs by education model:

Table 1. Program Type by Education Model, 2019

Program Type	Master's Degree	Post-Master's Certificate	Post-Baccalaureate DNP	Post-Master's DNP	PhD in Nursing
Nurse Practitioner (n=26)	23	19	5	5	0
Clinical Nurse Specialist (n=3)	3	3	1	0	0
Nurse Anesthetist (n=4)	0	0	4	2	0
Nurse-Midwife (n=2)	1	1	1	1	0
Nursing Leader/Admin (n=22)	20	7	1	9	0
Nursing Education (n=21)	21	11	0	0	0
Nursing Informatics (n=2)	1	1	0	1	0
Clinical Nurse Leader (n=6)	5	2	0	1	0
Nursing Research (n=7)	0	0	0	0	7
Public Health (n=1)	0	0	0	1	0
DNP-No Specialty/Generic (n=9)	0	0	0	9	0
Other (n=7)	6	1	0	0	0

Note: n=number of programs

The Texas Center for Nursing Workforce Studies (TCNWS) collected data in the 2019 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2019. The reporting period was academic year (AY) 2019 (September 1, 2018 – August 31, 2019) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

[1] One university with nurse anesthetist programs did not respond to the 2019 Graduate NEPIS; decreases in nurse anesthetist program counts likely reflect the absence of this program's data.

Faculty Positions in Graduate Schools

Table 2 lists information on full-time, part-time, and full-time equivalent (FTE)[1] faculty positions as of September 30, 2019 among the 32 responding graduate schools.[2,3]

- There was a total of 785 FTE positions filled. 52.6% of graduate faculty positions were full-time, decreasing from 54.2% in 2018.

- There were 95 faculty resignations and retirements in AY 2019, increasing from 77 in AY 2018.

- There were 91 new faculty appointments representing 70 FTEs during the reporting period. 53.8% of these appointments were for full-time positions, a change from 2018 when the majority of new appointments were part-time positions (60%).

Table 2. Faculty positions, 2019

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2019	541	488	785
Vacancies as of Sept. 30, 2019	36	13	42.5
Resignations (AY 2019)	31	35	37
Retirements (AY 2019)	25	4	27
New Appointments (AY 2019)	49	42	70

[1] Each full-time position counts as 1.0 FTE; each part-time position counts as 0.5 FTE.

[2] 31 faculty positions were filled by faculty without nursing licenses.

[3] 11 faculty members taught in 2 schools. Faculty counts include these in position counts, but the demographics section only count these faculty members once.

Table 3 displays the number of full- and part-time faculty with a specialty in nursing education and those who cross-teach in undergraduate nursing programs.

- Overall, 15.2% of faculty had a specialty in nursing education in 2019, compared to 15.7% in 2018.

- Schools reported that 19.8% of all full-time nursing faculty had a specialty in nursing education compared to 10% of part-time nursing faculty.

- In 2019, 20.3% of faculty also taught in undergraduate programs, decreasing from 21.8% in 2018.

Table 3. Number of faculty with a specialty in nursing education & who cross-teach in undergraduate programs, 2019

	Full-Time	Part-Time	% of All Faculty
Faculty with a specialty in nursing education	107	49	15.2%
Faculty who cross-teach	171	38	20.3%

- 31.6% of full-time graduate faculty positions and 7.8% of part-time graduate faculty positions also taught in undergraduate nursing programs.

Faculty Vacancy and Turnover in Graduate Schools

Vacancy[4]

The total faculty vacancy rate for all 32 responding graduate schools was 4.5% in 2019, decreasing from 6.7% in 2018.

- Schools reported 36 full-time vacancies and 13 part-time vacancies, representing an 6.2% vacancy rate among full-time faculty and a 2.3% vacancy rate among part-time faculty.

- 15 schools (46.9%) reported zero faculty vacancies, the same number of schools as in 2018.

- The graduate faculty vacancy rate (4.5%) was lower than the faculty vacancy rate in prelicensure professional nursing programs (6.1%).[5]

Length of Vacancy and Barriers to Faculty Recruitment

All 32 graduate schools indicated how many weeks, in general, faculty positions remain vacant.

- On average, faculty positions remained vacant for about 29 weeks. The number of weeks to fill vacant positions ranged from 4 weeks (4 schools) to 104 weeks (2 schools).

- 8 schools reported taking 52 weeks or longer for vacant faculty positions to be filled.

- The median number of weeks reported was 24 weeks, greater than the 12 weeks reported for faculty positions in professional nursing programs.[5]

27 of the 32 responding graduate schools selected barriers to faculty recruitment they faced during AY 2019.[6]

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (19 schools).

- Non-competitive salary was also cited by the majority of programs (15 schools).

- Geographic location was a barrier for 9 schools.

- Other barriers to faculty recruitment included budget limitations (1 school) and benefits and a decrease in part-time adjunct compensation (1 school).

- 5 schools did not indicate any barriers to faculty recruitment.

Length of Faculty Contracts

The 32 graduate schools reported the length of the program's standard faculty teaching contract during an academic year.

- 19 schools reported a 9-month contract length.

- 9 schools reported a 12-month contract length.

- 1 school reported a 10-month contract length.

- 2 schools reported an 11-month contract length.

- 1 school listed another contract length as a 9-month plus 3-month length.

Turnover[7]

The faculty turnover rate across the 32 responding graduate schools was 10.4% in AY 2019, compared to 12.4% in professional nursing programs and 22.4% in vocational nursing programs.[5,8]

- The median turnover rate was 10.8%.

- 10 schools reported no turnover during AY 2019.

[4] Vacancy rate was calculated by dividing the total number of vacant positions (FTE) as of September 30, 2019 by the sum of total number of filled and vacant positions (FTE) as of September 30, 2019 and multiplying by 100.

[5] Texas Center for Nursing Workforce Studies. (2020). 2019 Nursing Education Program Information Survey - Faculty Demographics in Professional Nursing Programs. www.dshs.texas.gov/chs/cnws/EducReports.shtm#Professional

[6] Programs could select more than one barrier to faculty recruitment.

[7] 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. Only schools that responded to both the 2017 and 2018 NEPIS were included in turnover rate analysis.

[8] Texas Center for Nursing Workforce Studies. (2020). 2019 Nursing Education Program Information Survey - Faculty Demographics in Vocational Nursing Programs. www.dshs.texas.gov/chs/cnws/EducReports.shtm#Vocational

32 graduate nursing schools provided data for nursing faculty who were employed as of September 30, 2019.[9] Demographics including sex, age, and race/ethnicity were obtained from the 2019 Texas BON Licensure Renewal databases. Data completeness varied for each demographic measure.[2,9] Demographic data were incomplete as some faculty may have left the corresponding field blank on their licensure renewal form, or they did not have a Texas RN license, such as in the case of faculty practicing with a compact license. The Nurse Licensure Compact is an agreement between states to recognize each others' licenses.

Sex

Data regarding sex were available for 895 faculty.

- The majority of nursing faculty were female (90.9%).

Age

Data regarding age were available for 911 faculty.

- The median age of faculty as of September 30, 2019 was 52 years, and the mean age was 52.3 years.
- As shown in Figure 1, the majority of faculty were between 46 and 65 years of age.
- 30.2% (275) of faculty were 50 to 61 years of age and would be eligible for retirement within the next 12 years.[10]
- 26% (237) of faculty were age 62 or older and were eligible for retirement.

Figure 1. Faculty age, 2019
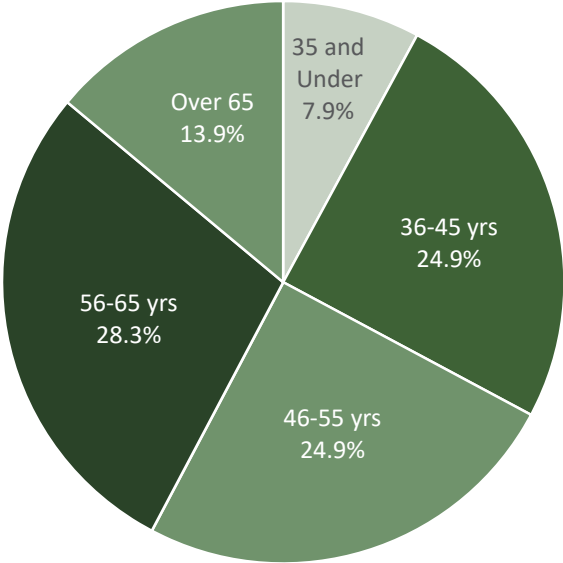
Race/Ethnicity

As shown in Figure 2, the race/ethnicity distribution of 2019 graduate faculty (n=807) did not mirror that of the projected Texas population. Race/ethnicity data were available for 895 faculty.

- The vast majority of faculty were white/Caucasian (69.1%), followed by Hispanic/Latino (12.1%), black/African American (10.9%), and other (7.9%).

Figure 2. Race/ethnicity of graduate faculty, Texas APRN workforce,[11] & Texas population,[12] 2019
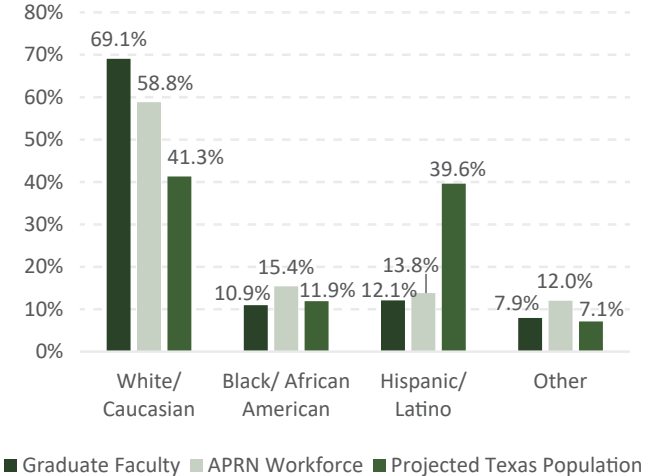
[9] 11 faculty who worked in more than one program were only counted once.

[10] The earliest retirement age to receive social security payments is 62. (www.socialsecurity.gov).

[11] APRN workforce data come from the 2019 BON Licensure Renewal file of actively practicing Texas nurses.

[12] Texas population projections data for 2019 were generated January 22, 2020 with the Texas Demographic Center's 2018 Texas Population Projections Data Tool at demographics.texas.gov/Data/TPEPP/Projections/Tool.

Education

Figure 3 displays the highest degrees of 986 graduate faculty with a nursing license that 32 graduate schools reported on the 2019 Graduate NEPIS Faculty Profile.[13]

- The majority of faculty (68.6%) held a doctoral degree.
- Among faculty with a doctoral degree, the most common was a Doctor of Nursing Practice (46.2% of faculty with a doctoral degree).

[13] Highest degree of faculty includes faculty with an out-of-state nursing license, but excludes faculty without a nursing license (non-nursing faculty). Faculty who worked in more than one program were only counted once.

Figure 3. Educational preparation of faculty, 2019