This update presents information for the 125 pre-licensure registered nursing (RN) programs in Texas during the 2020 reporting year, including:

- 1 diploma program;
- 67 Associate Degree in Nursing (ADN) programs, including 56 generic ADN programs and 11 licensed vocational nurse (LVN) to ADN stand-alone programs;
- 56 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 using the 2020 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 5, 2020. The reporting period was academic year (AY) 2019-2020 (September 1, 2019 – August 31, 2020) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

Faculty Positions in Professional Nursing Programs

In the 2020 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. Programs were also 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 3,149.5 full-time equivalent (FTE) positions filled as of September 30, 2020, which was more than the 2,955.0 FTE positions reported in 2019.[1]
- Between 2019 and 2020, 73 programs increased their total number of FTE positions (filled and vacant), 37 decreased, and 13 stayed the same.
- As of September 30, 2020, there were 199.0 FTE vacancies, more than the 191.0 vacancies reported in 2019.
- During AY 2019-2020, there were 258.5 FTE resignations and 77.5 FTE retirements. The number of FTE resignations decreased from 2019-2020, while the number of retirements increased.

Figure 1 displays the proportion of faculty positions that were full- and part-time from 2010 to 2020.

- The proportion of part-time faculty positions has increased from 24.8% to 45.7% since 2010.
- From 2019 to 2020, the proportion of full-time faculty positions decreased from 58.7% to 54.3%.

Table 1. Faculty Positions, 2020

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2020	2,217	1,865	3,149.5
Vacancies as of Sept. 30, 2020	148	102	199.0
Resignations AY 2019-2020	162	193	258.5
Retirements AY 2019-2020	75	5	77.5
New Appointments AY 2019-2020	227	333	393.5

Figure 1. Full- and Part-Time RN Faculty Positions, 2010-2020
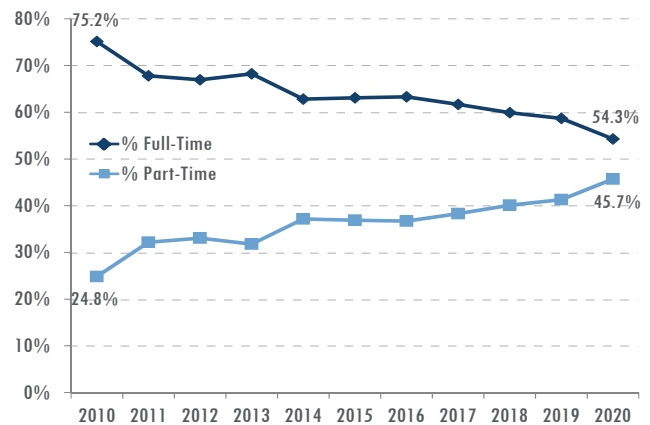
[1]Each full-time position counts as 1.0 FTE; each part-time position counts as 0.5 FTE.

As shown in Table 2, the 2020 total faculty vacancy rate was 5.9%, a slight decrease from 2019.[2]

- In Texas, vacancy rates in individual programs ranged from 0% (57 programs) to 50% (1 program).
- Since 2010, faculty vacancy rates continued to be highest among ADN programs.
- From 2019 to 2020, 41 programs decreased their vacancy rate, 49 increased, and 33 stayed the same.
- 79.2% of programs had fewer than 3 FTE vacancies. Only 8 programs reported having greater than 5 FTE vacancies.

Table 2. Faculty Vacancy Rates (%) by Program Type, 2011 - 2020[3]

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
ADN	6.8	9.6	9.7	9.1	11.6	8.2	6.8	6.4	7.0	8.4
BSN	5.9	6.7	6.5	6.2	6.3	4.8	4.5	6.2	5.5	4.5
Total	6.2	8.0	7.8	7.3	8.3	6.1	5.4	6.1	6.1	5.9

Length of Vacancy and Barriers to Faculty Recruitment

In the 2020 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 (7 programs or 5.6%) to 104 weeks (1 program or 0.8%).
- The median number of weeks reported was 12, which was unchanged from 2018 and 2019.

Programs were also asked to select the barriers to faculty recruitment faced during AY 2019-2020[4]

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (85 programs or 68.0%).
- Non-competitive salary was also cited by the majority of programs (67 programs or 53.6%).
- Geographic location was a barrier for 36 (28.8%) programs.
- 13 (10.4%) programs reported no barriers.

Length of Faculty Contracts

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

- Most programs reported a 9-month contract length (65 programs or 52.0%).
- 32 programs (25.6%) reported a 12-month contract length and 11 programs (8.8%) reported 10.5 months.

[2]Vacancy rates were calculated by dividing the number of vacant positions (FTE) by the number of positions (vacant and filled FTEs) as of September 30, 2020 and multiplying by 100.

[3]The total vacancy rates in Table 2 include the one diploma program, the one MSN AE 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.

[4]Some programs reported more than one barrier to faculty recruitment.

During AY 2019-2020, the faculty turnover rate for all programs was 11.7%, representing a decrease from AY 2018-2019 (see Table 3).[5]

- Turnover rates by program type ranged from 8.1% in the diploma program to 13.2% in ADN programs.
- Between 2019 and 2020, 58 programs decreased their turnover rate, 52 increased, and 13 stayed the same.

In addition, 33 programs (26.4%) reported that there was a change in the program's dean or director during AY 2019-2020.

Table 3. Faculty Turnover Rates (%) by Program Type, 2011 - 2020[6]

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
ADN	15.9	14.1	14.9	17.6	17.0	17.1	13.1	15.3	14.0	13.2
BSN	13.8	9.8	11.8	12.5	14.1	11.8	10.2	13.8	11.4	10.9
Total	14.7	11.8	13.0	14.7	15.4	13.7	11.3	14.3	12.4	11.7

[5]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 2020.

[6]The BSN turnover rate includes the MSN AE program and the ADN turnover rate includes LVN to ADN stand-alone program turnover rates.

As of September 30, 2020, professional nursing education programs in Texas reported 4,082 full- and part-time faculty on their faculty profiles. Of these 4,082, 169 were duplicates who taught in more than one program, 19 were not nurses, and 64 held out-of-state nursing licenses. The demographics below were obtained from the Texas Board of Nursing 2019 Licensure Renewal database for the remaining faculty members who held Texas nursing licenses (except highest degree, which was obtained from the faculty profile reports). Demographic information was available for 94.1% 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 newly licensed or 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.
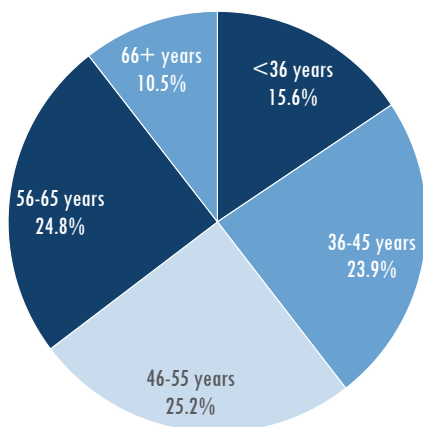
Sex

The professional nursing faculty population was predominantly female: 91.4% in 2020, which was mostly unchanged from 2019.

Age

Figure 2 displays the age breakdown of professional nursing faculty in 2020.

- Faculty ranged from 23 to 88 years old.
- The median age of faculty was 49 years. This has been decreasing since a high of 54 in 2013.

Figure 2. Faculty Age, 2020

- 29.1% of faculty were 50 to 61 years of age and will be eligible for retirement[7] within the next 12 years. This proportion has decreased since 43.0% of faculty were 50 to 61 years of age in 2012.
- 20.3% of faculty were 62 years of age or older and currently eligible for retirement. This is a decrease from 23.2% in 2019.

Race/Ethnicity

As shown in Figure 3, the race/ethnicity distribution of 2020 RN faculty did not mirror that of the Texas population.

- The majority of RN faculty were White/Caucasian (61.1%). The proportion of White/Caucasian RN graduates in 2020 was lower (46.1%).
- The proportion of RN faculty who were Hispanic/Latino (12.4%) is approximately one-third the proportion in the Texas population (39.8%). The proportion of Hispanic/Latino RN graduates in 2020 was higher (29.0%).
- The percentages of faculty who were Black/African American (17.3%) and other races (9.2%) more closely mirrored the Texas population and the Texas RN workforce.

Figure 3. Race/Ethnicity of RN Faculty, Texas RN Workforce,[8] and Texas Population[9]
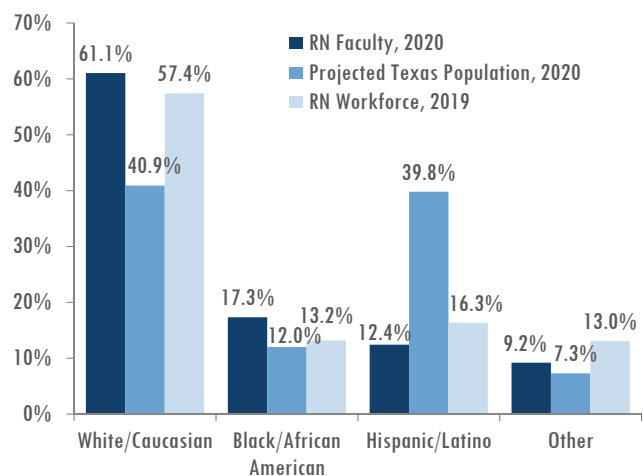
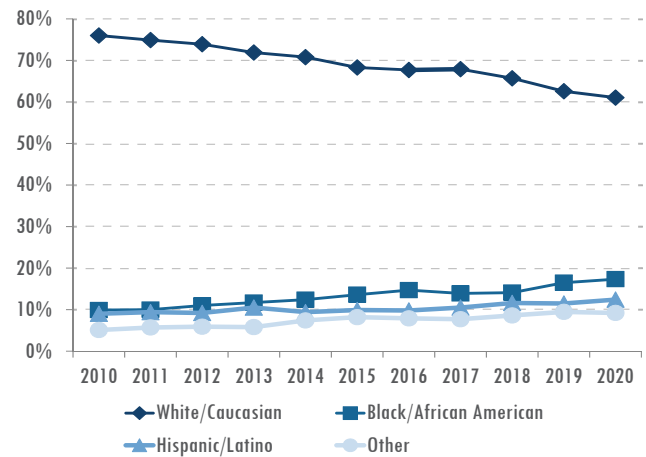[7]The earliest retirement age for social security is 62 (www.socialsecurity.gov).

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

[9]Texas population data come from the 2020 Texas Demographic Center population projections (https://demographics.texas.gov/Data/TPEPP/Projections/).

Figure 4 shows that RN faculty continue to diversify. The proportion of RN faculty who were White/Caucasian has decreased from 76.0% in 2010, while the proportion of faculty who were Hispanic/Latino, Black/African-American, or other races has risen.

Educational Preparation of Faculty in Professional Nursing Programs

Figures 5 and 6 display the highest academic credential of faculty in professional nursing programs. In 2020, programs were asked to provide each faculty member's highest nursing degree, while in previous years highest degree was not restricted to nursing degrees.

- The majority of RN faculty held master's degrees in nursing (75.0%).
- 833 (22.1%) faculty held doctoral degrees. This percentage has been increasing since 2015, when it was 20.7%.
  - 390 faculty held PhDs in Nursing.
  - 430 faculty held a Doctor of Nursing Practice (DNP).
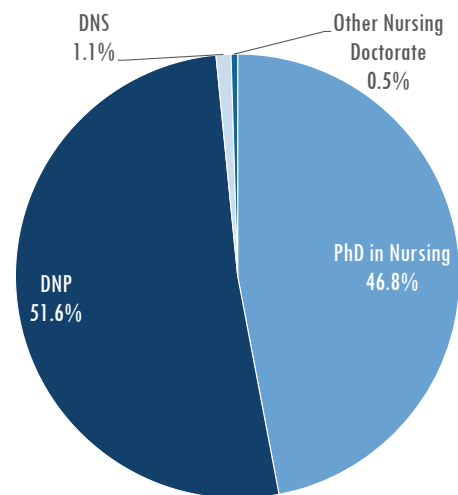 - The remaining 13 faculty with doctorates held either a Doctor of Nursing Science (DNS) or other doctorates in nursing.

Figure 5. Highest Degree of Faculty, 2020

Programs were asked how many faculty members had a specialty in nursing education.

- 902 full-time faculty members had a specialty in nursing education (40.7% of all full-time faculty).
- 510 part-time faculty members had a specialty in nursing education (27.3% of all part-time faculty).

Figure 6. Breakdown of Faculty Doctoral Degrees, 2020