



**FACULTY DEMOGRAPHICS IN VOCATIONAL NURSING PROGRAMS**

This update presents data for the 86<sup>1</sup> vocational nursing (VN) programs and the military-based VN program<sup>1</sup> in Texas during the 2020 reporting year, including:

- 81 generic programs
- 5 Multiple Entry/Exit Programs (MEEPs)

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.

<sup>1</sup>Data collected from the military-based VN program were excluded from these analyses.

**Faculty Positions in Vocational Nursing Programs**

Table 1 shows that as of September 30, 2020, there were 493 full-time and 316 part-time filled faculty positions in VN programs for a total of 651 full-time equivalents (FTEs).<sup>2</sup>

- There were 49 full-time and 37 part-time vacancies equating to 67.5 FTE vacancies among the 86 VN programs as of September 30, 2020.
- There was a total of 160 resignations and retirements among faculty during AY 2019-2020.
- 38.3% of the new VN faculty appointments during AY 2019-2020 were part-time and 61.7% were full-time.

**Table 1. Faculty Positions, 2020**

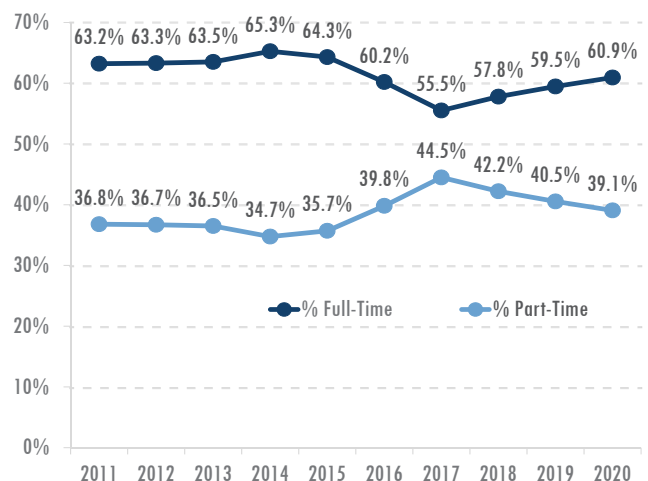
	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2020	493	316	651
Vacancies as of Sept. 30, 2020	49	37	67.5
Resignations AY 2019-2020	86	60	116
Retirements AY 2019-2020	11	3	12.5
New Appointments AY 2019-2020	79	49	103.5

<sup>2</sup>Each full-time position counts as 1.0 FTE; each part-time position counts as 0.5 FTE, unless a program specifically reports part-time FTEs as a different fraction. Filled and vacant positions are as of September 30, 2020; resignations and new appointments are for the full reporting year.

Figure 1 displays the proportion of faculty positions that were full- and part-time from 2011 to 2020.

- In 2020, 60.9% of faculty positions were full-time, while 39.1% were part-time.
- The proportion of full-time faculty positions increased from 59.5% to 60.9%.
- The proportion of part-time faculty positions peaked at 44.5% in 2017, and since has decreased to 39.1%.
- In contrast, the proportion of part-time faculty in RN programs has been increasing since 2010.

**Figure 1. Full- and Part-Time VN Faculty Positions, 2011-2020**

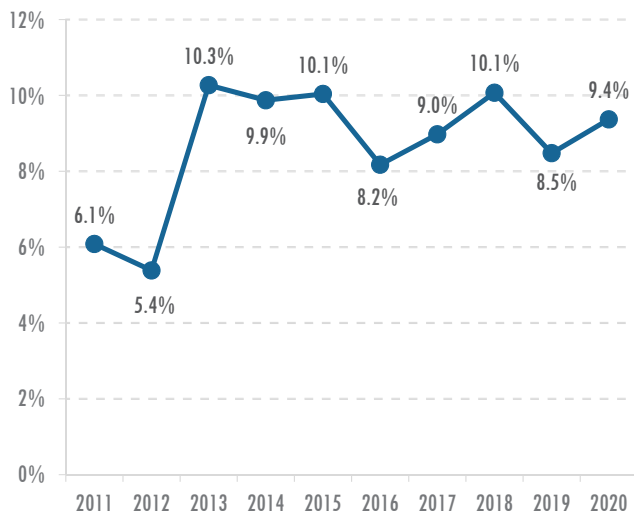


## Faculty Vacancy<sup>3</sup> in Vocational Nursing Programs

Figure 2 shows the 2020 faculty vacancy rate was 9.4%.

- 42 programs reported having vacant positions on September 30, 2020.
- Vacancy rates ranged from 0% (44 programs) to 57.1% (1 program).
- The faculty vacancy rate increased from 8.5% in 2019 to 9.4% in 2020.
- 51 programs (59.3%) had vacancy rates lower than the statewide vacancy rate of 9.4%.
- The vacancy rate among full-time positions increased from 7.6% in 2019 to 9.0% in 2020.
- The vacancy rate among part-time positions decreased from 11.0% in 2019 to 10.5% in 2020.

Figure 2. Faculty Vacancy Rates, 2011-2020



## Length of Vacancy and Barriers to Faculty Recruitment

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

- The length of vacancy ranged from 0 (4 programs) to 52 weeks (2 programs).
- Positions remained vacant for a median of 9 weeks and a mean of 11.5 weeks.

Programs were asked to select barriers to faculty recruitment the program faced in 2020.<sup>4</sup> 22 programs (25.6%) did not select any barriers to faculty recruitment.

- 49 programs (57.0%) indicated non-competitive salary as a barrier to faculty recruitment.
- 42 programs (48.8%) indicated a limited qualified applicant pool as a barrier to faculty recruitment.
- 26 programs (30.2%) indicated geographic location as a barrier to faculty recruitment.

## Length of Faculty Contracts

Programs reported the length of their standard faculty teaching contract during an academic year.

- 60 programs (69.8%) reported a 12-month contract, 11 (12.8%) reported 9 months, 3 (3.5%) reported 10.5 months, 2 (2.3%) reported 10 months, and 1 (1.2%) reported 11 months.
- 6 programs indicated they did not use contracts and 3 programs had varying contract lengths.

<sup>3</sup>Vacancy rate is calculated by dividing the total number of vacant FTEs as of September 30, 2020 by the total number of FTEs (filled and vacant) as of September 30, 2020 and multiplying by 100.

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

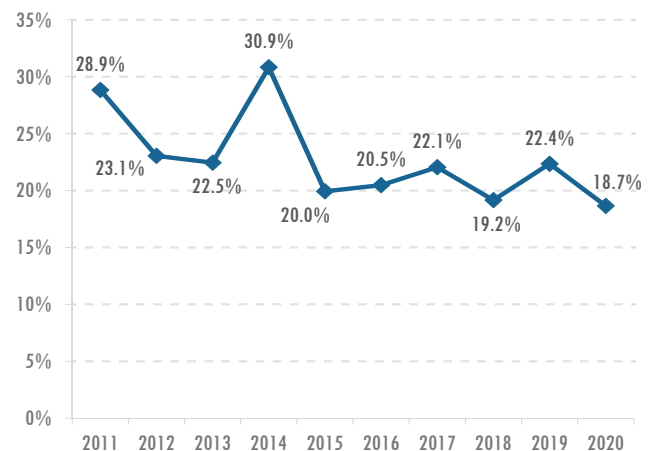
## Faculty Turnover<sup>5</sup> in Vocational Nursing Programs

Figure 3 shows the turnover rates from 2011 to 2020.

- In 2020, the statewide faculty turnover rate was 18.7%, which was lower than the statewide faculty turnover rate in 2019 (22.4%).
- Faculty turnover rates fluctuated between 2010-2014. In 2015, turnover rates decreased considerably and have remained at approximately 20%.
- Faculty turnover rates in VN programs continued to be higher than turnover rates in professional nursing programs (11.2%).

<sup>5</sup>Turnover 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 as of September 30 of the previous reporting year.

Figure 3. Faculty Turnover Rates, 2011-2020



## Faculty Demographics in Vocational Nursing Programs

As of September 30, 2020, there were 809 nursing faculty in VN education programs in Texas. Demographics were obtained from the 2019 Texas BON Licensure Renewal databases. Data completeness varied for each demographic measure as some faculty may have 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.

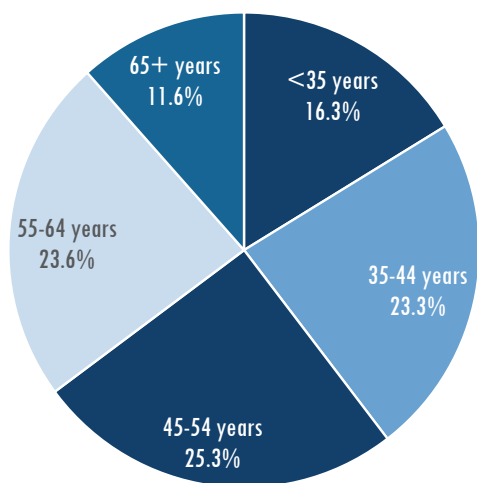
### Sex

The VN faculty population was predominantly female: 90.9% in 2020 (n=735), which is slightly higher than 2019 (87.5%).

### Age

Figure 4 illustrates the 2020 faculty age breakdown.

Figure 4. Faculty Age, 2020 (n=768)



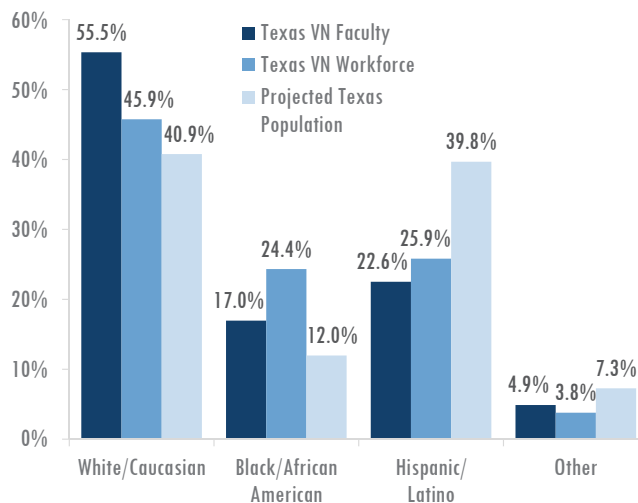
- Faculty age ranged from 23 to 80 years.
- 60.5% of faculty were 45 and older.
- The mean and median age of faculty was 48.6 and 49, respectively.
- 28.1% of faculty were 50 to 61 years of age and would be eligible for retirement within the next 12 years.<sup>7</sup>
- 18.1% of faculty were 62 years of age or older and currently eligible for retirement.<sup>6</sup>

### Race/Ethnicity

As shown in Figure 5, the distribution of race/ethnicity among VN faculty (n=735) did not mirror that of the 2020 projected Texas population or of the 2019 Texas VN workforce.

- The majority of VN faculty were White/Caucasian (55.5%), virtually the same as in 2019 (55.7%).
- Though the proportion of VN faculty who were Hispanic/Latino (22.6%) was higher than the proportion in 2019 (20.2%), it continued to be approximately one-half the proportion in the 2020 Texas population (39.8%).
- The proportion of Black/African American VN faculty (17.0%) was greater than the proportion in the 2020 Texas population (12.0%), but smaller than the proportion in the 2019 VN workforce (24.4%).
- The proportion of other faculty (including Asian, American Indian/Alaskan Native, and Native Hawaiian/Pacific Islander, and other races) remained mostly unchanged from 2019 (5.3%) to 2020 (4.9%). The proportion of other faculty (4.9%) more closely mirrors the 2020 Texas population (7.3%) and the 2019 Texas VN workforce (3.8%).

Figure 5. Race/Ethnicity of VN Faculty, Texas VN Workforce<sup>7</sup>, and Texas Population<sup>8</sup>



<sup>6</sup>The earliest retirement age for social security is 62 ([www.socialsecurity.gov](http://www.socialsecurity.gov)).

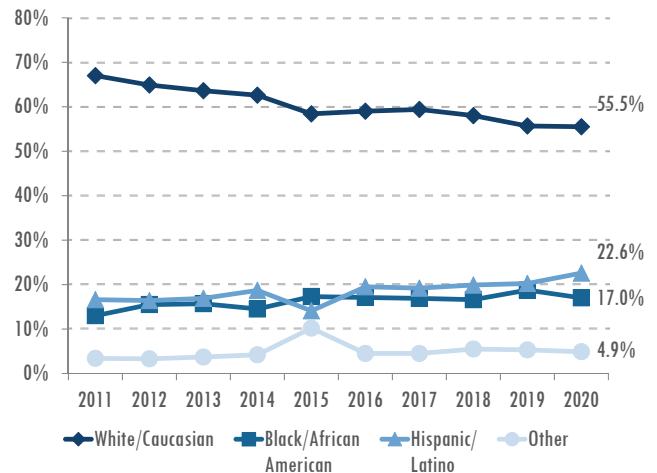
<sup>7</sup>VN workforce data come from the 2019 BON Licensure Renewal file of actively practicing Texas nurses.

<sup>8</sup>Texas population data come from the 2020 Texas Demographic Center population projections (<https://demographics.texas.gov/Data/TPEPP/Projections/>).



- Figure 6 shows that VN faculty continue to diversify. The proportion of VN faculty who were White/Caucasian has decreased from 67.0% in 2011, while the proportion of faculty who were Hispanic/Latino, Black/African-American, or other races has increased.

Figure 6. Race/Ethnicity of VN Faculty, 2011-2020



### Educational Preparation of Faculty in Vocational Nursing Programs

In the 2020 Faculty Profile, programs were asked to list all nursing faculty and report their highest degree (Figure 7). 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.

- 31.4% of VN faculty hold master's degrees in nursing, similar to 2019 (31.7%).
- 44 VN faculty (5.6%) have doctorates in nursing, which include PhDs in Nursing, Doctorates in Nursing Practice (DNP), or Nursing Doctorates (ND).
- 36.1% of VN faculty hold bachelor's in nursing degrees compared to 17.8% who hold a diploma or associate's in nursing degree.
- Since 2009, the proportion of faculty members with ADN or VN degrees has decreased from 39.9% to 26.9%, while the proportion with master's or doctoral degrees has increased from 20.9% to 37%.

Figure 7. Highest Degree of Faculty, 2020 (n=792)

