



## Faculty Demographics in Professional Nursing Programs

# 2018

This update presents information for the 122 pre-licensure registered nursing (RN) programs in Texas during the 2018 reporting year, including:

- 1 diploma program;
- 68 Associate Degree in Nursing (ADN) programs, including 57 generic ADN programs and 11 licensed vocational nurse (LVN) to ADN stand-alone programs;
- 52 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 2018 Board of Nursing’s (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2018. The reporting period was academic year (AY) 2017-2018 (September 1, 2017 – August 31, 2018) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

### Faculty Positions in Professional Nursing Programs

In the 2018 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 2,831.0 full-time equivalent (FTE) positions filled as of September 30, 2018, which was more than the 2,703.5 FTE positions reported in 2017.<sup>1</sup>
- Between 2017 and 2018, 65 programs increased their total number of FTE positions (filled and vacant), 33 decreased, and 21 stayed the same.
- As of September 30, 2018, there were 185.5 FTE vacancies, more than the 154.5 vacancies reported in 2017.
- During AY 2017-2018, there were 297.0 FTE resignations and 78.0 FTE retirements. The number of FTE resignations increased by 24.0 from AY 2016-2017 to AY 2017-2018.

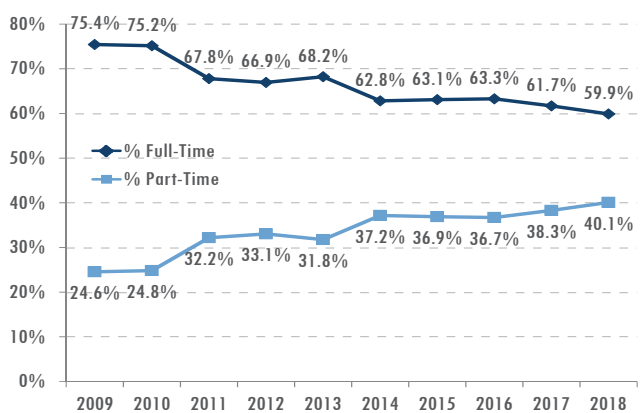
Figure 1 displays the proportion of faculty positions that were full- and part-time from 2009 to 2018.

- The proportion of part-time faculty positions has increased by 62.8% since 2009.
- From 2017 to 2018, the proportion of full-time faculty positions decreased from 61.7% to 59.9%

**Table 1. Faculty Positions, 2018**

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2018	2,121	1,420	2,831.0
Vacancies as of Sept. 30, 2018	149	73	185.5
Resignations AY 2017-2018	201	192	297.0
Retirements AY 2017-2018	70	16	78.0
New Appointments AY 2017-2018	290	281	430.5

**Figure 1. Full- and Part-Time RN Faculty Positions, 2009-2018**



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



## Faculty Vacancy in Professional Nursing Programs

As shown in Table 2, the 2018 total faculty vacancy rate was 6.1%, an increase from 5.4% in 2017.<sup>2</sup>

- In Texas, vacancy rates in individual programs ranged from 0% (42 programs) to 40% (1 program).
- Since 2009, faculty vacancy rates continued to be highest among ADN programs.
- From 2017 to 2018, 50 programs decreased their vacancy rate, 47 increased, and 22 stayed the same.
- 81.1% 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, 2009 - 2018<sup>3</sup>**

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
ADN	6.1	7.4	6.8	9.6	9.7	9.1	11.6	8.2	6.8	6.4
BSN	4.8	5.0	5.9	6.7	6.5	6.2	6.3	4.8	4.5	6.2
Total	5.3	6.0	6.2	8.0	7.8	7.3	8.3	6.1	5.4	6.1

### Length of Vacancy and Barriers to Faculty Recruitment

In the 2018 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 (8 programs or 6.5%) to 104 weeks (2 programs or 1.6%).
- The median number of weeks reported was 12, which was unchanged from 2017.

Programs were also asked to select the barriers to faculty recruitment faced during AY 2017-2018.<sup>4</sup>

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (86 programs or 72.3%).
- Non-competitive salary was also cited by the majority of programs (74 programs or 62.2%).
- Geographic location was a barrier for 46 (38.7%) programs.
- 15 (12.3%) 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 (63 programs or 51.2%).
- 33 programs (26.8%) reported a 12-month contract length and 9 programs (7.3%) 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 30, 2018 and multiplying by 100.

<sup>3</sup>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.

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

## Faculty Turnover in Professional Nursing Programs

During AY 2017-2018, the faculty turnover rate for all programs was 14.3%, representing an increase from AY 2016-2017 (see Table 3).<sup>5</sup>

- Turnover rates by program type ranged from 11.1% in the diploma program to 15.3% in ADN programs.
- Between 2017 and 2018, 43 programs decreased their turnover rate, 62 increased, and 14 stayed the same.

In addition, 33 programs (27.0%) reported that there was a change in the program's dean or director during AY 2017-2018.

**Table 3. Faculty Turnover Rates (%) by Program Type, 2009 - 2018<sup>6</sup>**

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
ADN	13.4	14.9	15.9	14.1	14.9	17.6	17.0	17.1	13.1	15.3
BSN	11.8	12.4	13.8	9.8	11.8	12.5	14.1	11.8	10.2	13.8
Total	12.7	13.5	14.7	11.8	13.0	14.7	15.4	13.7	11.3	14.3

<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 2018.

<sup>6</sup>The BSN turnover rate includes the MSN AE program and the ADN turnover rate includes LVN to ADN stand-alone program turnover rates.



## Faculty Demographics in Professional Nursing Programs

As of September 30, 2018, professional nursing education programs in Texas reported 3,541 full- and part-time faculty on their faculty profiles. Of these 3,541, 154 were duplicates who taught in more than one program, 29 were not nurses, and 52 held out-of-state nursing licenses. The demographics below were obtained from the Texas Board of Nursing 2018 Licensure Renewal database for the 3,306 faculty members who held Texas nursing licenses (except highest degree, which was obtained from the faculty profile reports). Demographic information was available for 99.4% 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.

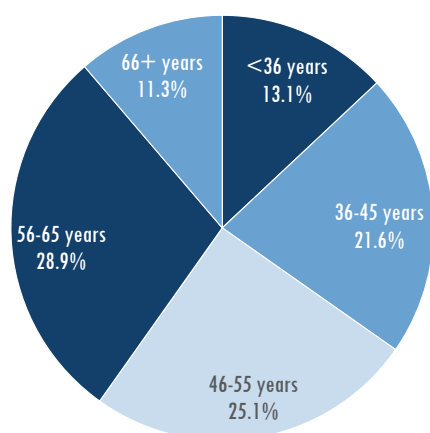
### Sex

The professional nursing faculty population was predominantly female: 91.0% in 2018, which was almost unchanged from 2017 (91.5%).

### Age

Figure 2 displays the age breakdown of professional nursing faculty as of 2018.

Figure 2. Faculty Age, 2018



- Faculty ranged from 24 to 83 years old.
- 65.3% of faculty were 46 years of age or older.
- 34.7% of faculty were under 46 years old.
- The median age of faculty was 51 years, slightly less than in 2017 (52).

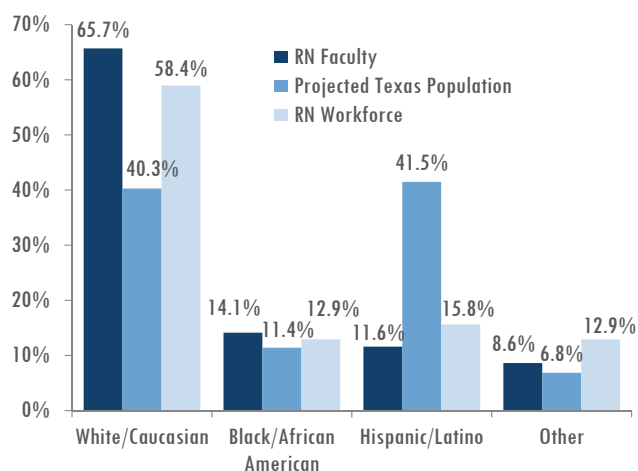
- 32.0% of faculty were 50 to 61 years of age and will be eligible for retirement<sup>7</sup> within the next 12 years. This proportion has decreased since 43.0% of faculty were 50 to 61 years of age in 2012.
- 22.6% of faculty were 62 years of age or older and currently eligible for retirement. This is unchanged from 2017.

### Race/Ethnicity

As shown in Figure 3, the race/ethnicity distribution of 2018 RN faculty did not mirror that of the Texas population.

- The majority of RN faculty were white/Caucasian (65.7%). The proportion of white/Caucasian RN graduates in 2017 was lower (48.5%).
- The proportion of RN faculty who were Hispanic/Latino (11.6%) is approximately one-fourth the proportion in the Texas population (41.5%). The proportion of Hispanic RN graduates in 2017 was higher (28.2%).
- The percentages of faculty who were black/African American (14.1%) and other races (8.6%) more closely mirrored the Texas population and the Texas RN workforce.
- The 2018 distribution of race/ethnicity among RN faculty is similar to that of previous years.

Figure 3. Race/Ethnicity of RN Faculty, Texas RN Workforce,<sup>8</sup> and Texas Population,<sup>9</sup> 2018



<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 come from the 2018 BON Licensure Renewal file of actively practicing Texas nurses.

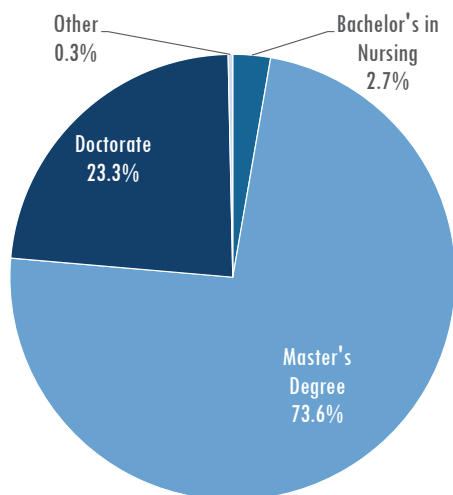
<sup>9</sup>Texas population data come from the 2018 Texas State Data Center population projections (<https://www.dshs.texas.gov/chs/popdat/ST2018.shtm>).

## Educational Preparation of Faculty in Professional Nursing Programs

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

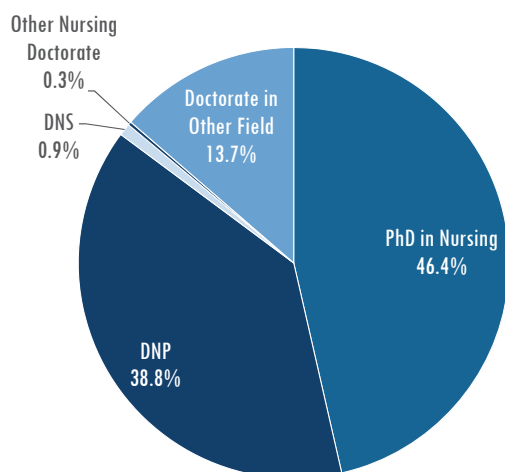
- The majority of RN faculty held master's degrees (73.6%). Of those, all but 36 held a master's in nursing degree.

**Figure 4. Highest Degree of Faculty, 2018**



- 769 (23.3%) faculty held doctoral degrees. This percentage has been increasing since it was 20.7% in 2015.

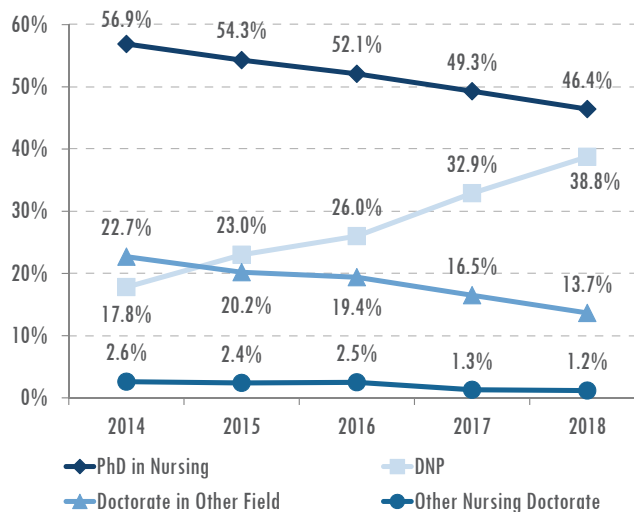
**Figure 5. Breakdown of Faculty Doctoral Degrees, 2018**



- 357 faculty held PhDs in Nursing.
- 298 faculty held a Doctor of Nursing Practice (DNP).
- 105 faculty held doctorates in a discipline other than nursing.

- The remaining 9 faculty with doctorates held either a Doctor of Nursing Science (DNS) or other doctorates in nursing.
- Since 2014, the proportion of faculty members with a DNP has increased, while the proportion of all other doctoral degrees has decreased (Figure 6).

**Figure 6. Trends in Faculty Doctoral Degrees, 2014-2018**



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

- 868 full-time faculty members had a specialty in nursing education (40.9% of all full-time faculty).
- 385 part-time faculty members had a specialty in nursing education (27.1% of all part-time faculty).