



**FACULTY DEMOGRAPHICS IN GRADUATE NURSING EDUCATION PROGRAMS**

This update presents data for the 34 universities/colleges that offer one or more graduate nursing education programs. There were 37 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, 2021**

Program Type	Master's Degree	Post-Master's Certificate	Post-Baccalaureate DNP	Post-Master's DNP	PhD in Nursing
Nurse Practitioner (n=28)	25	22	7	5	0
Clinical Nurse Specialist (n=2)	1	2	1	0	0
Nurse Anesthetist (n=5)	1	0	5	3	0
Nurse-Midwife (n=2)	1	1	1	1	0
Nursing Leader/Admin (n=23)	20	6	2	9	0
Nursing Education (n=23)	22	13	0	0	0
Nursing Informatics (n=3)	2	2	0	1	0
Clinical Nurse Leader (n=2)	2	0	0	0	0
Nursing Research (n=7)	0	0	0	0	7
Public Health (n=1)	0	0	1	1	0
DNP-No Specialty (n=10)	0	0	0	10	0
Other (n=6)	5	1	0	0	0

Note: n=number of programs. Programs can have multiple models of education.

The Texas Center for Nursing Workforce Studies (TCNWS) collected data in the 2021 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 4, 2021. The reporting period was academic year (AY) 2021 (September 1, 2020 – August 31, 2021) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

Table 2 lists information on full-time, part-time, and full-time equivalent (FTE)<sup>1</sup> faculty positions as of September 30, 2021 among the 34 schools that offer a graduate nursing education program.<sup>2,3</sup>

- There was a total of 827.5 FTE positions filled. 44.3% of graduate faculty positions were full-time, decreasing slightly from 45.5% in 2020.
- There were 144 faculty resignations and retirements in AY 2021, increasing from 124 in AY 2020.
- There were 99 new faculty appointments representing 69.5 FTEs during the reporting period. 40.4% of these appointments were for full-time positions, just slightly more than the proportion of full-time appointments in 2020 (36.4%).

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.

**Table 2. Faculty positions, 2021**

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2021	508	639	827.5
Vacancies as of Sept. 30, 2021	53	7	56.5
Resignations (AY 2021)	46	61	76.5
Retirements (AY 2021)	34	3	35.5
New Appointments (AY 2021)	40	59	69.5

**Table 3. Number of faculty with a specialty in nursing education & who cross-teach in undergraduate programs, 2021**

	Full-Time	Part-Time	% of All Faculty
Faculty with a specialty in nursing education	76	71	12.8%
Faculty who cross-teach	167	79	21.4%

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

<sup>2</sup> 29 faculty positions were filled by faculty without nursing licenses.

<sup>3</sup> 13 faculty members taught in 2 schools. These faculty members are counted in the position counts for each program but only counted once in the faculty demographics section.



- Overall, 12.8% of faculty had a specialty in nursing education in 2021, compared to 12.4% in 2020.
- Schools reported that 15.0% of all full-time nursing faculty had a specialty in nursing education compared to 11.1% of part-time nursing faculty.
- In 2021, 21.4% of graduate faculty also taught in undergraduate programs, decreasing slightly from 19.9% in 2020.
- 32.9% of full-time faculty and 12.4% of part-time faculty cross teach in undergraduate nursing courses.
- 33.7% of faculty members taught only clinical courses, 30.6% taught only didactic, and 35.7% taught both clinical and didactic.
- The majority of part-time faculty (57.7%) teach only clinical courses.
- Only 2 of 34 programs required faculty to have taken graduate courses in educational background.

## Vacancy<sup>4</sup>

The total faculty vacancy rate for all 34 graduate schools was 6.4% in 2021, increasing from 5.3% in 2020.

- Schools reported 53 full-time vacancies and 7 part-time vacancies, representing a 9.4% and a 1.1% vacancy rate, respectively.
- 19 schools (55.9%) reported zero faculty vacancies, three more than the number of schools in 2020.
- The graduate faculty vacancy rate (6.4%) was slightly lower than the faculty vacancy rate in professional nursing programs (6.9%).<sup>5</sup>

## Length of Vacancy and Barriers to Faculty Recruitment

33 of the 34 graduate schools indicated how many weeks, in general, faculty positions remain vacant.

- On average, faculty positions remained vacant for about 20 weeks. The number of weeks to fill vacant positions ranged from 0 weeks (4 schools) to 52 weeks (5 schools).
- 22 schools reported taking 12 weeks or longer for vacant faculty positions to be filled.
- The median number of weeks reported was 12 weeks, the same number of weeks reported for faculty positions in professional nursing programs.<sup>5</sup>

28 of the 34 graduate schools selected barriers to faculty recruitment they faced during AY 2021.<sup>6</sup>

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (21 schools).
- Non-competitive salary was also cited by a number of programs (12 schools).
- Geographic location was a barrier for 10 schools.
- Other barriers to faculty recruitment included

a hiring freeze brought about by the Covid-19 pandemic (2 schools).

- 6 programs indicated they didn't experience any barriers in recruiting new faculty. All 6 programs were in metro, non-border areas. 3 of the 6 programs were in the North Texas region.

## Length of Faculty Contracts

The 34 graduate schools reported the length of the program's standard faculty teaching contract during an academic year.

- 20 schools reported a 9-month contract length.
- 11 schools reported a 12-month contract length.
- 2 schools reported an 11-month contract length.
- 1 school indicated they have both 10 and 12 month contract lengths.

## Turnover<sup>7</sup>

The faculty turnover rate across the 33 graduate schools that responded in 2020 and 2021 was 12.5% in AY 2021, compared to 14.1% in professional nursing programs, and 21.6% in vocational nursing programs.<sup>5,8</sup>

- The median turnover rate was 9.1%.
- 14 schools reported no turnover during AY 2021.

<sup>4</sup>Vacancy rate was calculated by dividing the total number of vacant positions (FTE) as of September 30, 2021 by the sum of total number of filled and vacant positions (FTE) as of September 30, 2021 and multiplying by 100.

<sup>5</sup>Texas Center for Nursing Workforce Studies. (2022). 2021 Nursing Education Program Information Survey - Faculty Demographics in Professional Nursing Programs. [www.dshs.texas.gov/chs/cnws/EducReports.shtm#Professional](http://www.dshs.texas.gov/chs/cnws/EducReports.shtm#Professional)

<sup>6</sup>Programs could select more than one barrier to faculty recruitment.

<sup>7</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. Only schools that responded to both the 2020 and 2021 NEPS were included in turnover rate analysis.

<sup>8</sup>Texas Center for Nursing Workforce Studies. (2022). 2021 Nursing Education Program Information Survey - Faculty Demographics in Vocational Nursing Programs. [www.dshs.texas.gov/chs/cnws/EducReports.shtm#Vocational](http://www.dshs.texas.gov/chs/cnws/EducReports.shtm#Vocational)



All 34 graduate nursing schools provided data for 1,132 nursing faculty who were employed as of September 30, 2021.<sup>9</sup> Demographics including sex, age, and race/ethnicity were obtained from the 2019 Texas BON Licensure Renewal databases. Data completeness varied for each demographic measure.<sup>2,9</sup> 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. The number of faculty with a Texas RN license was 1,031 in 2021.

## Age

Data regarding age were available for 975 faculty.

- The median age of faculty as of September 30, 2021 was 51 years, and the mean age was 52.2 years.
- As shown in Figure 1, the largest proportion of faculty were between 36 and 45 years of age.
- 28.4% (277) of faculty were 50 to 61 years of age and would be eligible for retirement within the next 12 years.<sup>10</sup>
- 20.6% (201) of faculty were 62 years of age or older and were eligible for early retirement.

Figure 1. Faculty age, 2021

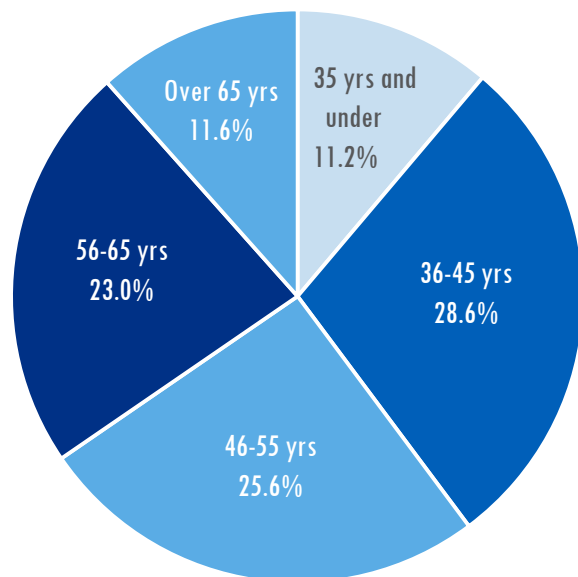
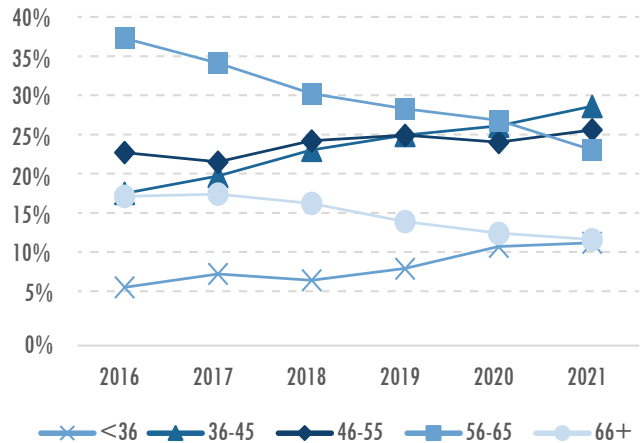


Figure 2 shows the trends of faculty age over the past 6 years.

- The proportion of those aged 56-65 has decreased the most among graduate faculty since 2016.
- The proportion of graduate faculty aged 66+ has also decreased over the past 6 years.
- The proportion of those aged 36-45 has increased the most among graduate faculty since 2016, becoming the most represented age category.
- The proportion of faculty in the age categories “<36” and “46-55” also increased over the past 6 years.

Figure 2. Faculty age trends, 2016-2021



## Sex

Data regarding sex were available for 959 faculty.

- The majority of nursing faculty were female in 2021 (91.8%), remaining consistent from 2020 (92.9%) and 2019 (90.9%).

<sup>9</sup> 13 faculty who worked in more than one program were only counted once.

<sup>10</sup> The earliest retirement age to receive social security payments is 62. ([www.socialsecurity.gov](http://www.socialsecurity.gov)).



## Race/Ethnicity

As shown in Figure 3, the race/ethnicity distribution of 2021 graduate faculty did not mirror that of the RN workforce or the projected Texas population. Race/ethnicity data were available for 959 faculty.

- The largest proportion of faculty were White/Caucasian at 65.8%, compared to 56.9% among the RN workforce and just 41.5% among the Texas population.
- The proportion of faculty that were Black/African American (14.6%) was more closely aligned with the proportion of Black/African Americans in the RN workforce (13.3%) and that of the Texas population (11.9%).
- Hispanic/Latino race/ethnicity were the most disproportionately underrepresented group among faculty at just 10.3%, compared to 16.6% and 39.5% among the RN workforce and Texas population, respectively.

**Figure 3. Race/ethnicity of graduate faculty, Texas RN workforce,<sup>11</sup> & Texas population,<sup>12</sup> 2021**

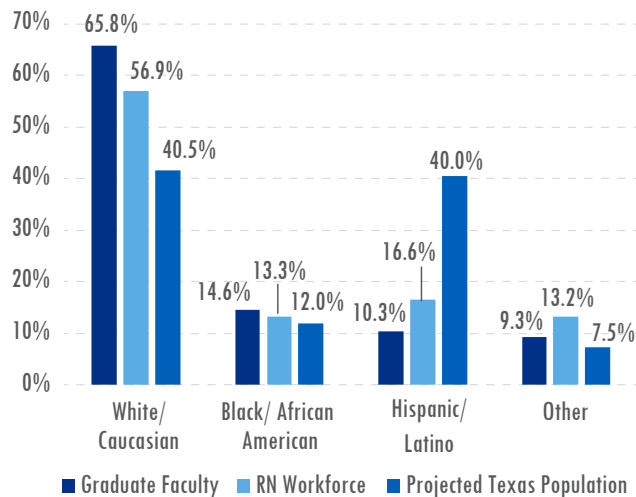
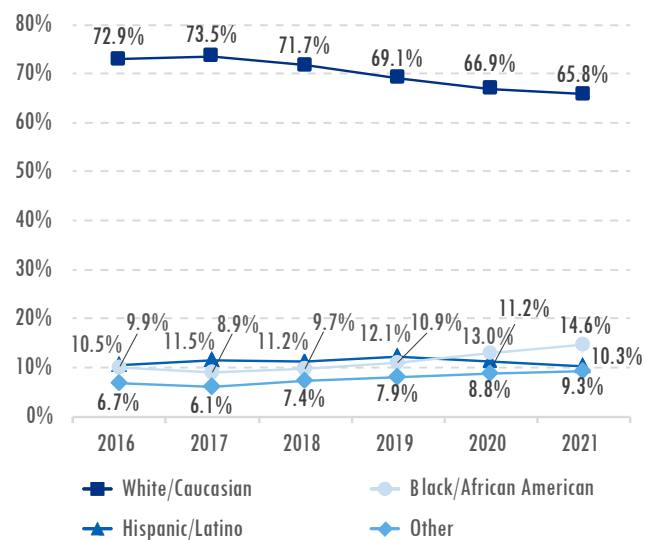


Figure 4 shows the trend of the proportion of race/ethnicity among graduate faculty with a nursing license for the past 6 years.

- The percentage of White/Caucasian graduate faculty has decreased 9.7% since 2016.
- The percentage of Black/African American graduate faculty has increased 47.5% since 2016.
- The proportion of graduate faculty considered “other” has increased by 38.8% since 2016.

- The proportion of Hispanic/Latino graduate faculty is decreasing, from 12.1% in 2019 to 11.2% in 2020 to the current proportion of 10.3% in 2021. The Hispanic/Latino population remains the group with the largest discrepancy between the proportion of faculty and the proportion within the Texas population.
- Programs were asked what efforts, if any, they were making to attract a more diverse faculty population. 24 graduate programs (70.6%) responded with specific efforts they were making. These efforts included the development of diversity committees, creating staff positions specifically focused on increasing diversity, and advertising in diverse settings and publications.

**Figure 4. Race/ethnicity of graduate faculty, 2016-2021**



<sup>11</sup> RN workforce data come from the 2019 BON Licensure Renewal file of actively practicing Texas nurses, the most recent data available at the time of this publication.

<sup>12</sup> Texas population projections data for 2021 were generated February 4, 2022 with the Texas Demographic Center's 2021 Texas Population Projections at [demographics.texas.gov/Data/TPEPP/Projections](https://demographics.texas.gov/Data/TPEPP/Projections).



## Education

Figure 5 displays the highest degrees of 1,102 graduate faculty with a nursing license that 34 graduate schools reported on the 2021 Graduate NEPIS Faculty Profile.<sup>13</sup>

- The majority of faculty, nearly 65%, held a doctoral degree.
- Among faculty with a doctoral degree, the most common was a Doctor of Nursing Practice (52.2% of faculty with a doctoral degree).
- Other degrees shown in Figure 4 included Bachelor's in Nursing, Master's in other field, Doctor of Nursing Science, Nursing Doctorate, and Doctorate in other field.

<sup>13</sup>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 5. Educational preparation of faculty, 2021

