



This update presents data for the 85¹ vocational nursing (VN) programs and the military-based VN program¹ in Texas during the 2021 reporting year, including:

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

The Texas Center for Nursing Workforce Studies (TCNWS) collected data using 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) 2020-2021 (September 1, 2020 – August 31, 2021) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

¹Data 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, 2021, there were 462 full-time and 347 part-time filled faculty positions in VN programs for a total of 635.5 full-time equivalents (FTEs).²

- There were 55 full-time and 48 part-time vacancies equating to 79.0 FTE vacancies among the 85 VN programs as of September 30, 2021.
- There was a total of 175 resignations and retirements among faculty during AY 2020-2021.
- 52.9% of the new VN faculty appointments during AY 2020-2021 were part-time and 47.1% were full-time.
- 28.7% of faculty members taught only clinical courses, 10.3% taught only didactic, and 61.0% taught both clinical and didactic.

- 56.2% of part-time faculty teach only clinical courses.

Figure 1 displays the proportion of faculty positions that were full- and part-time from 2011 to 2021.

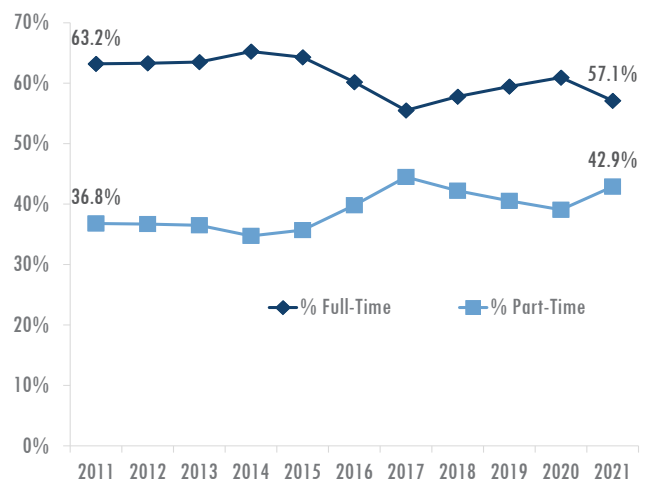
- In 2021, 57.1% of faculty positions were full-time, while 42.9% were part-time.
- The proportion of full-time faculty positions decreased from 61.3% in 2020 to 57.1% in 2021.
- The proportion of part-time faculty positions peaked at 44.5% in 2017, and since has decreased every year until 2021.
- In contrast, the proportion of part-time faculty in RN programs has been increasing since 2010.

Table 1. Faculty Positions, 2021

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2021	462	347	635.5
Vacancies as of Sept. 30, 2021	55	48	79.0
Resignations AY 2020-2021	85	72	121.0
Retirements AY 2020-2021	17	1	17.5
New Appointments AY 2020-2021	80	90	125.0

²Each 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, 2021; resignations and new appointments are for the full reporting year.

Figure 1. Full- and Part-Time VN Faculty Positions, 2011-2021

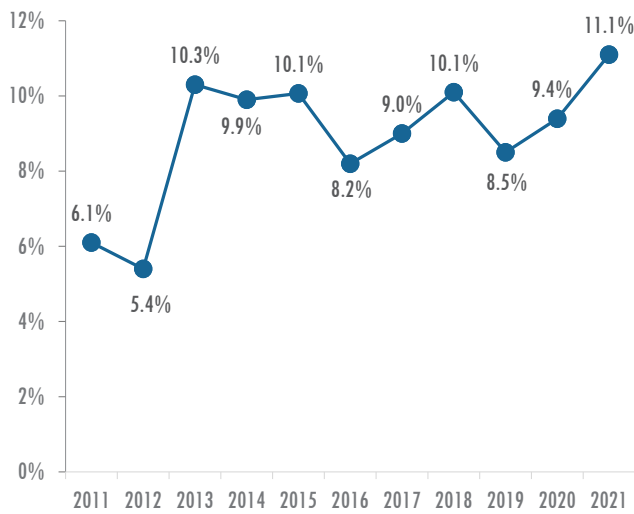


Faculty Vacancy³ in Vocational Nursing Programs

Figure 2 shows the 2021 faculty vacancy rate was 11.1%.

- 40 programs reported having vacant positions on September 30, 2021.
- Vacancy rates ranged from 0% (45 programs) to 69.2% (2 programs).
- The faculty vacancy rate increased from 9.4% in 2020 to 11.1% in 2021.
- 56 programs (65.9%) had vacancy rates lower than the statewide vacancy rate of 11.1%.
- The vacancy rate among full-time positions increased from 9.0% in 2020 to 10.6% in 2021.
- The vacancy rate among part-time positions increased from 10.5% in 2020 to 12.2% in 2021.

Figure 2. Faculty Vacancy Rates, 2011-2021



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 (3 programs) to 52 weeks (5 programs).
- Positions remained vacant for a median of 8 weeks and a mean of 11.6 weeks.

Programs were asked to select barriers to faculty recruitment the program faced in 2021.⁴ 14 programs (16.5%) did not select any barriers to faculty recruitment.

- 57 programs (67.1%) indicated non-competitive salary as a barrier to faculty recruitment.
- 47 programs (55.3%) indicated a limited qualified applicant pool as a barrier to faculty recruitment.
- 29 programs (34.1%) 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.

- 61 programs (71.8%) reported a 12-month contract, 8 (9.4%) reported 9 months, 3 (3.5%) reported 10 months, 2 (2.4%) reported 11 months, and 1 (1.2%) reported 10.5 months.
- 6 programs indicated they did not offer faculty teaching contracts.

³Vacancy rate is calculated by dividing the total number of vacant FTEs as of September 30, 2021 by the total number of FTEs (filled and vacant) as of September 30, 2021 and multiplying by 100.

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

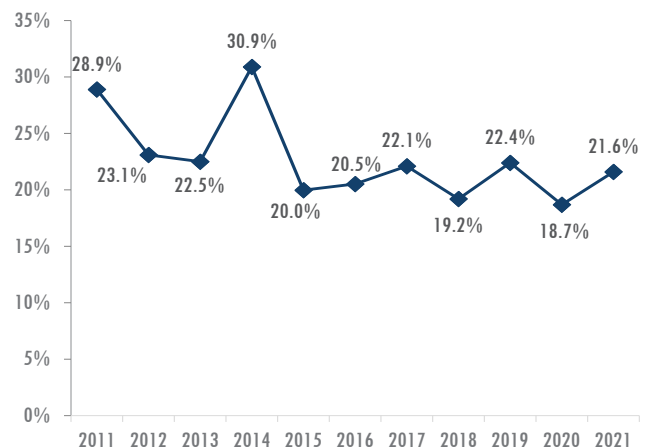
Faculty Turnover⁵ in Vocational Nursing Programs

Figure 3 shows the turnover rates from 2011 to 2021.

- In 2021, the statewide faculty turnover rate was 21.6%, which was higher than the statewide faculty turnover rate in 2020 (18.7%).
- 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 (14.1%).

⁵Turnover 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, 2011-2021



Faculty Demographics in Vocational Nursing Programs

As of September 30, 2021, vocational nursing education programs in Texas reported 809 full- and part-time faculty on their faculty profiles. The demographics below were obtained from the Texas Board of Nursing 2019 Licensure Renewal database (the most recent data available from the BON) 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 83.1% 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 could happen 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

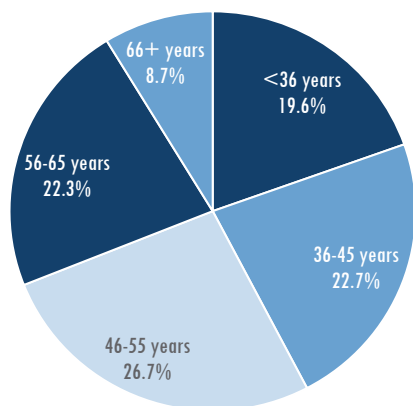
The VN faculty population was predominantly female: 88.4% in 2020, which is slightly lower than 2020 (90.9%).

Age

Figure 4 illustrates the 2020 faculty age breakdown.

- Faculty age ranged from 22 to 78 years.
- The mean and median age of faculty was 48.1 and 48, respectively.

Figure 4. Faculty Age, 2021

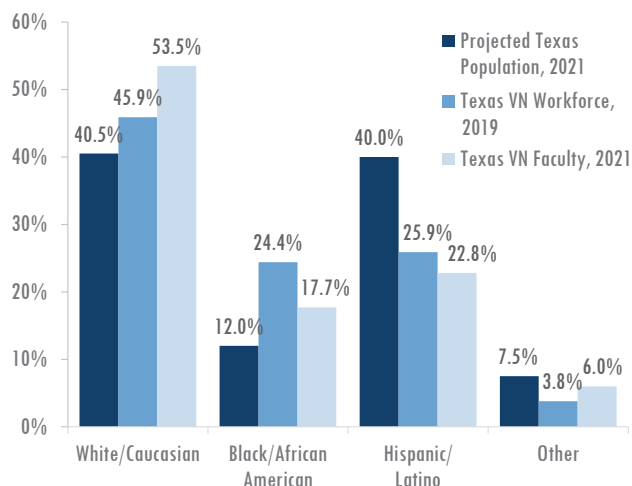


- 23.9% of faculty were 50 to 61 years of age and would be eligible for retirement within the next 12 years.⁷
- 13.6% of faculty were 62 years of age or older and eligible for early retirement.⁶

Race/Ethnicity

As shown in Figure 5, the distribution of race/ethnicity among VN faculty did not mirror that of the 2021 projected Texas population or of the 2019 Texas VN workforce.

Figure 5. Race/Ethnicity of VN Faculty, Texas VN Workforce,⁷ and Texas Population⁸



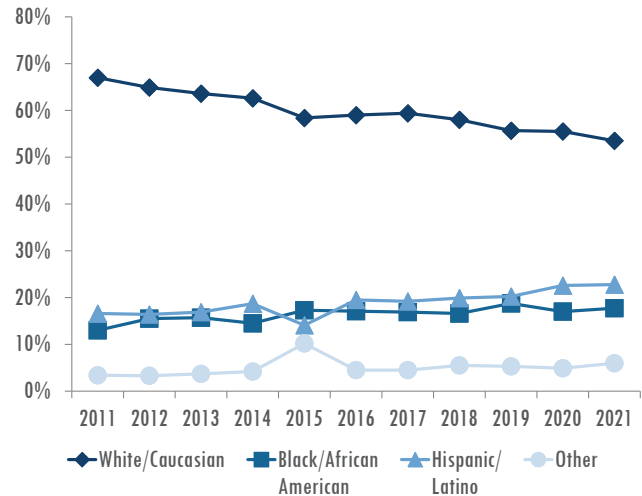
- The majority of VN faculty were White/Caucasian (53.5%), a decrease from 2020 (55.5%).
- The proportion of VN faculty who were Hispanic/Latino (22.8%) continued to be approximately one-half the proportion in the 2021 Texas population (40.0%).
- The proportion of Black/African American faculty (17.7%) 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 (6.0%) more closely mirrors the 2021 Texas population (7.5%) and the 2019 Texas VN workforce (3.8%).

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.

Programs were asked what efforts, if any, they were making to attract a more diverse faculty population. 53 programs (62.4%) responded that they were making specific efforts. These efforts included focusing advertising and networking in diverse areas and diverse hiring committees.

⁶The earliest retirement age for social security is 62 (www.socialsecurity.gov).
⁷VN 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.
⁸Texas population data come from the 2021 Texas Demographic Center population projections (<https://demographics.texas.gov/Data/TPEPP/Projections/>).

Figure 6. Race/Ethnicity of VN Faculty, 2011-2021



Educational Preparation of Faculty in Vocational Nursing Programs

In the 2021 Faculty Profile, programs were asked to list all nursing faculty and report their highest degree (Figure 7).

- 35.2% of VN faculty hold master’s degrees in nursing, higher than in 2020 (31.4%).
- 42 VN faculty (5.3%) have doctorates in nursing, which include PhDs in Nursing and Doctorates in Nursing Practice (DNP).
- 32.3% of VN faculty hold bachelor’s in nursing degrees compared to 15.6% who hold a diploma or ADN.
- Since 2009, the proportion of faculty members with ADN or VN degrees has decreased from 39.9% to 23.1%, while the proportion with master’s or doctoral degrees has increased from 20.9% to 40.4%.

Figure 7. Highest Degree of Faculty, 2021

