This update presents data for the 114 pre-licensure registered nursing (RN) programs that reported data for the 2014 reporting year, including:

- 1 Diploma program,
- 68 Associate Degree in Nursing (ADN) programs, including 58 generic ADN programs and 10 Licensed Vocational Nurse to Associate Degree in Nursing (LVN to ADN) programs,
- 44 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 in the 2014 Board of Nursing’s (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2014. The reporting period was academic year (AY) 2013-2014 (September 1, 2013 – August 31, 2014) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

Faculty Positions in Professional Nursing Programs

In the 2014 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. Also in the 2014 NEPIS, programs were 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 a total of 2,571 full-time equivalent (FTE) positions filled as of September 30, 2014, which was more than the 2,321.5 FTE positions reported in 2013.¹
- As of September 30, 2014, there were a total of 204 FTE vacancies, slightly greater than the 197 vacancies reported in 2013.
- During AY 2013-2014, there were 278.5 resignations and 66.5 retirements. The number of resignations increased by 19.5% (45.5 resignations) from AY 2012-2013 to AY 2013-2014.

Figure 1 displays the proportion of faculty positions that were full- and part-time from 2006 to 2014.

- The proportion of part-time faculty positions has increased by 52.1% since 2006.
- From 2013 to 2014, the proportion of part-time faculty positions increased from 31.8% to 37.2% (an increase of 17%).

¹Each full-time position counts as 1.0 FTE; each part-time position counts as 0.5 FTE.

### Table 1. Faculty Positions, 2014

<table>
<thead>
<tr>
<th></th>
<th>Full-Time</th>
<th>Part-Time</th>
<th>FTEs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Filled Positions as of Sept. 30, 2014</td>
<td>1,984</td>
<td>1,174</td>
<td>2,571</td>
</tr>
<tr>
<td>Vacancies as of Sept. 30, 2014</td>
<td>175</td>
<td>58</td>
<td>204</td>
</tr>
<tr>
<td>Resignations AY 2013-2014</td>
<td>214</td>
<td>129</td>
<td>278.5</td>
</tr>
<tr>
<td>Retirements AY 2013-2014</td>
<td>64</td>
<td>5</td>
<td>66.5</td>
</tr>
<tr>
<td>New Appointments AY 2013-2014</td>
<td>270</td>
<td>228</td>
<td>384</td>
</tr>
</tbody>
</table>

### Figure 1. Full- and Part-Time RN Faculty Positions, 2006-2014

- The proportion of part-time faculty positions has increased by 52.1% since 2006.
- From 2013 to 2014, the proportion of part-time faculty positions increased from 31.8% to 37.2% (an increase of 17%).
Faculty Vacancy in Professional Nursing Programs

As shown in Table 2, the 2014 total faculty vacancy rate was 7.3%, a slight decrease from the 7.8% vacancy rate in 2013.2

- In Texas, vacancy rates in individual programs ranged from 0% (37 programs) to 80% (1 program).
- Since 2006, faculty vacancy rates continued to be highest among ADN programs.
- BSN programs reported a slightly lower vacancy rate in 2014 than in 2013.

Table 2. Faculty Vacancy Rates (%) by Program Type, 2006 - 20143

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADN</td>
<td>7.5</td>
<td>7.1</td>
<td>7.2</td>
<td>6.1</td>
<td>7.4</td>
<td>6.8</td>
<td>9.6</td>
<td>9.7</td>
<td>9.1</td>
</tr>
<tr>
<td>BSN</td>
<td>4.9</td>
<td>4.9</td>
<td>4.8</td>
<td>4.8</td>
<td>5.0</td>
<td>5.9</td>
<td>6.7</td>
<td>6.5</td>
<td>6.2</td>
</tr>
<tr>
<td>Total</td>
<td>6.0</td>
<td>5.8</td>
<td>5.9</td>
<td>5.3</td>
<td>6.0</td>
<td>6.2</td>
<td>8.0</td>
<td>7.8</td>
<td>7.3</td>
</tr>
</tbody>
</table>

Length of Vacancy and Barriers to Faculty Recruitment

In the 2014 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 (9 programs or 7.9%) to 104 weeks (2 programs or 1.8%).
- The median number of weeks reported was 12.

Length of Faculty Contracts

Programs were asked to report the length of the standard faculty teaching contract during an academic year.
- The majority of programs reported a nine-month contract length (61 programs or 53.5%).
- Twenty-two programs (19.3%) reported a 12-month contract length and 14 programs (12.3%) reported 10.5 months.

Faculty Turnover in Professional Nursing Programs

During AY 2013-2014, the faculty turnover rate for all programs was 14.7%, representing a 13% increase from AY 2012-2013 (see Table 3).5

- Turnover rates by program type ranged from 12.5% in BSN programs to 17.6% among ADN programs.

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diploma</td>
<td>11.8</td>
<td>17.0</td>
<td>19.3</td>
<td>13.9</td>
<td>4.9</td>
<td>5.3</td>
<td>2.5</td>
<td>14.3</td>
</tr>
<tr>
<td>ADN</td>
<td>14.4</td>
<td>17.9</td>
<td>13.4</td>
<td>14.9</td>
<td>15.9</td>
<td>14.1</td>
<td>14.9</td>
<td>17.6</td>
</tr>
<tr>
<td>BSN</td>
<td>14.1</td>
<td>9.8</td>
<td>11.8</td>
<td>12.4</td>
<td>13.8</td>
<td>9.8</td>
<td>11.8</td>
<td>12.5</td>
</tr>
<tr>
<td>Total</td>
<td>14.2</td>
<td>13.5</td>
<td>12.7</td>
<td>13.5</td>
<td>14.7</td>
<td>11.8</td>
<td>13.0</td>
<td>14.7</td>
</tr>
</tbody>
</table>

In addition, 28 programs (24.6%) reported that there was a change in the program’s dean or director during AY 2013-2014.
Faculty Demographics in Professional Nursing Programs

As of September 30, 2014, there were 3,158 faculty in professional nursing education programs in Texas. Please note that this number includes both budgeted faculty and adjunct faculty. The demographics below are obtained from the Texas Board of Nursing Licensure Renewal 2014 database except highest degree, which was obtained from the faculty profile reports. Demographic information was available for 93.1% 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 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 and Age

The professional nursing faculty population was predominantly female: 92% in 2014, which was a slight decrease from 2013 (92.2%). Figure 2 displays the age breakdown of professional nursing faculty as of 2014.

- Faculty age ranged from 23 to 86 years.
- 71.9% of faculty were 45 years of age or older.
- 28.1% of faculty were under 45 years old.
- The mean and median age of faculty were 52 and 53 years, respectively. In 2010, the mean and median age of faculty were similar, at 54 and 52 years, respectively.
- 60.3% of faculty were 50 years of age or older and will be eligible for retirement within the next 12 years, which is slightly less than the 64% of faculty who were 50 years or older five years ago in 2010.

Race/Ethnicity

As shown in Figure 3, the race/ethnicity distribution of 2014 RN faculty did not mirror that of the Texas population.

- The majority of RN faculty were white/Caucasian (70.8%).
- The proportion of RN faculty who were Hispanic/Latino (9.4%) is approximately one-fourth the proportion in the Texas population (39.5%).
- The percentages of faculty who were black/African American (12.4%) and other races (7.4%) more closely mirrored the Texas population and the Texas RN workforce.
- The 2014 distribution of race/ethnicity among RN faculty is similar to that of previous years.

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7The earliest retirement age for social security is 62. (www.socialsecurity.gov).
8RN workforce data comes from the 2014 BON Licensure Renewal file of actively practicing Texas nurses.
9Texas population data comes from the 2014 Texas State Data Center population projections (https://www.dshs.state.tx.us/chs/popdat/ST2014.shtm).
Figures 4 and 5 display the highest academic credential of faculty in professional nursing programs.

- The majority of RN faculty held a Master’s degree (76.3%). Of those, 97.7% held a Master’s in Nursing degree.
- Of the 3,081 faculty with degree information, 640 (20.8%) held a doctoral degree.

**Figure 4. Highest Degree of Faculty, 2014**

- Bachelor’s in Nursing: 2.6%
- Master’s Degree: 76.3%
- Doctorate: 20.8%
- Other: 0.4%

- 364 faculty held a PhD in Nursing.
- 114 faculty held a Doctor of Nursing Practice (DNP).
- 145 faculty held a doctorate in a discipline other than nursing.
- The remaining 17 faculty with a doctorate held either a Doctor of Nursing Science (DNS) or other doctorate in nursing.

**Figure 5. Breakdown of Faculty Doctoral Degrees, 2014**

- PhD in Nursing: 56.9%
- DNP: 17.8%
- Doctorate in Other Field: 22.7%
- DNS: 2.3%
- Other Nursing Doctorate: 0.3%
- Other: 0.3%