

Faculty Demographics in Advanced Practice Nursing Education Programs

2013

This update presents data for the 25 schools offering advanced nursing education programs leading to Advanced Practice Registered Nurse (APRN) licensure in Texas during the 2013 reporting year. These schools represent 31 programs:

- 4 Nurse Anesthetist programs,
- 2 Nurse Midwife programs,
- 21 Nurse Practitioner programs, and
- 4 Clinical Nurse Specialist programs.

The Texas Center for Nursing Workforce Studies (TCNWS) collected data in the 2013 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2013. The reporting period was academic year (AY) 2012-2013 (September 1, 2012 – August 31, 2013) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

Table 1. Faculty Positions, 2013

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept 30, 2013	322	137	390.5
Vacancies as of Sept 30, 2013	23	11	28.5
Resignations AY 2012-2013	18	12	24
Retirements AY 2012-2013	13	1	13.5
New Appointments AY 2012-2013	50	22	61

Figure 1 displays the proportion of budgeted faculty positions that were full-time and part-time over the past four years.

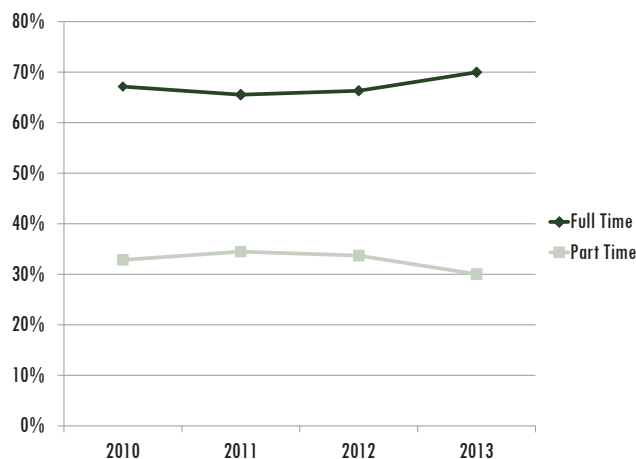
- From 2010 to 2011, there was a slight increase (4.9%) in the proportion of part-time faculty positions.
- However, from 2011 to 2012, the proportion of full-time faculty positions increased by 1.2% and from 2012 to 2013, the proportion of full-time positions increased by 5.5%.

Faculty Positions in APRN Programs

Table 1 lists information on full-time, part-time, and full-time equivalent (FTE) faculty positions as of September 30, 2013 in the 31 APRN programs.

- As of September 30, 2013, 70.2% of APRN faculty positions were full-time, which is greater than in 2012 when only 65.1% of filled positions were full-time.
- The total number of FTE positions filled was 390.5. (Each full-time position counts as 1.0 FTE; each part-time position counts as 0.5 FTE.)
- There were 61 new FTE faculty appointments during the 2012-2013 academic year. The majority of the new appointments (68.4%) were full-time positions.
- 15 programs reported that faculty work under a nine-month contract. The second most common contract length was 12 months (9 programs).

Figure 1. Proportion of Budgeted APRN Faculty Positions, 2010-2013



Programs were asked to report the number of employed nursing faculty who maintained clinical practice as of September 30, 2013.

- Programs reported that 333 nurse faculty (68.4%) maintained clinical practice.
- All programs reported at least one faculty member who maintained clinical practice as of September 30, 2013.

Length of Faculty Contracts

The 31 APRN programs were also asked to report the length of the program's standard faculty teaching contract during an academic year.

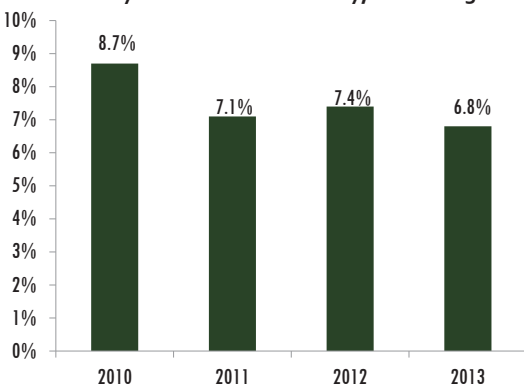
- Fifteen programs reported a nine-month contract length.
- Nine programs reported a 12-month contract length.
- One program reported a 10-month contract length.

Vacancy Rate of Faculty in APRN Programs

As shown in Figure 2, the total faculty vacancy rate for the 31 APRN programs was 6.8% in 2013.

- Vacancy rate was calculated by dividing the total number of vacant positions (FTE) as of September 30, 2013 by the sum of total number of filled and vacant positions (FTE) as of September 30, 2013 and multiplying by 100. Programs reported 23 full-time vacancies and 11 part-time vacancies, representing a 6.7% vacancy rate among full-time faculty and a 7.4% vacancy rate among part-time faculty.
- Eleven programs reported zero faculty vacancies.
- The APRN faculty vacancy rate (6.8%) was lower than that of faculty in professional nursing

Figure 2. Vacancy Rate of APRN Faculty, 2010-2013



programs (7.9%).

- On average, faculty positions remained vacant for approximately 31 weeks, which is an increase from 28 weeks in 2012. Eight programs reported that it takes an average of one year to fill a vacant faculty position.

Length of Vacancy and Barriers to Faculty Recruitment

In the 2013 APRN NEPIS, the 31 APRN programs were asked how many weeks, in general, faculty positions remain vacant.

- The number of weeks to fill vacant positions ranged from zero weeks (n=2 programs) to 104 weeks (n=1 program).
- Several programs (n=8) reported that it took 52 weeks for vacant faculty positions to be filled.
- The median number of weeks reported was 26 weeks, greater than the 15 weeks reported for RN faculty positions.

The 31 APRN programs were also asked to select the barriers to faculty recruitment faced during AY 2012-2013.

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (n=18 programs).
- Non-competitive salary was also cited by the majority of programs (n=17 programs).
- Geographic location was a barrier for nine programs.

Turnover Rate of Faculty in APRN Programs

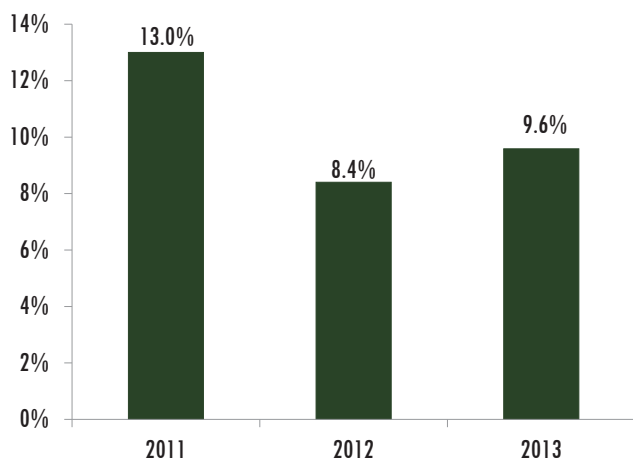
Figure 3 shows that during the academic year 2012-2013, the faculty turnover rate for all 31 programs was 9.6%. This is an increase from the AY 2011-2012 turnover rate of 8.4%, but still lower than the rate in AY 2010-2011 of 13%.

- Turnover rate was calculated by dividing the total number of retirements and resignations during the reporting year (AY 2012-13) by the total number of positions filled as of September 30, 2013 and multiplying by 100.
- Programs reported 31 full-time and 13 part-time resignations and retirements during AY 2012-2013, representing a full-time position turnover rate of 9.6% and a part-time position turnover rate of 9.5%.
- Eight programs reported zero retirements and

resignations during AY 2012-2013. Four programs had a turnover rate greater than 20%.

- APRN faculty turnover was considerably lower than than faculty turnover in professional nursing programs (13.8%).

Figure 3. Turnover Rate of APRN Faculty, 2011-2013



APRN Faculty Demographics

Sex and Age

As of September 30, 2013, there were 487 faculty employed by the 31 APRN programs in Texas.* Faculty's highest degree information was obtained from the faculty profile. The remaining demographics were obtained from the 2013 Texas Board of Nursing Licensure Renewal database.

- As shown in Figure 4, the majority of faculty were between 35 and 64 years of age.
- The median age of faculty as of September 30, 2013 was 54 years, and the mean age was 52.2 years. This is slightly older than faculty in AY 2011-2012.
- 61.9% of faculty were 50 or older and would be eligible for retirement within the next 12 years.**

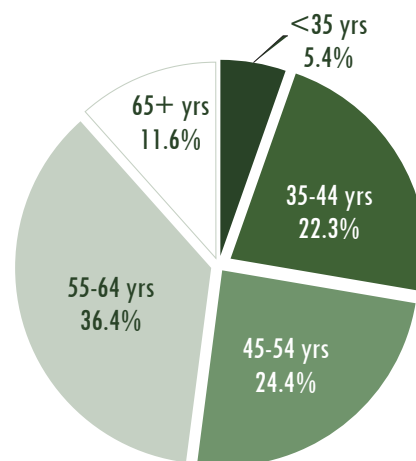
* Twenty of these faculty were excluded from the present analysis because they were licensed out of state or did not have an accurate license number. Only faculty with a current RN license were included in these analyses.

** The earliest retirement age to receive social security payments is 62. (www.socialsecurity.gov).

Race/Ethnicity.

- The vast majority of faculty were white/Caucasian (78.4%), followed by Hispanic/Latino (7.3%),

Figure 4. Faculty Age, 2013



African-American/black (6.9%), and other (4.7%).

- The percentage of white/Caucasian APRN faculty has decreased since AY 2010-2011 from 87.2% to 82.8% in AY 2011-2012 to 78.4% in AY 2012-2013.
- The percentage of Hispanic/Latino faculty increased from 5.8% in AY 2011-2012 to 7.3% in AY 2012-2013.

Figure 5 displays the highest degrees of APRN faculty.

- All APRN faculty held at least a master's degree and over half (55.5%) held a doctoral degree.
- Of the 44.4% of faculty whose highest degree was a master's degree, 97.5% held a master's in nursing.
- Most faculty who held a doctoral degree reported having a PhD in Nursing (57.1% of faculty with a doctoral degree).

Figure 5. Educational Preparation of Faculty, 2013

