



Faculty Demographics in Vocational Nursing Programs

2018

This update presents data for the 89¹ vocational nursing (VN) programs in Texas during the 2018 reporting year, including:

- 83 generic programs
 - 64 in public colleges/universities
 - 12 in career schools/colleges
 - 4 in private colleges/universities
 - 3 in private/public hospitals
- 6 Multiple Entry/Exit Programs (MEEPs)
 - All in public colleges/universities

The Texas Center for Nursing Workforce Studies (TCNWS) collected data in 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.

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, 2018, there were 508 full-time and 371 part-time filled faculty positions in VN programs for a total of 693.5 full-time equivalents (FTEs).²

- There were 63 full-time and 29 part-time vacancies equating to 77.5 FTE vacancies among the 89 VN programs as of September 30, 2018.
- There was a total of 162 resignations and retirements among faculty during AY 2017-2018.
- 44.3% of the new VN faculty appointments during AY 2017-2018 were part-time and 55.7% were full-time.

Table 1. Faculty Positions, 2018

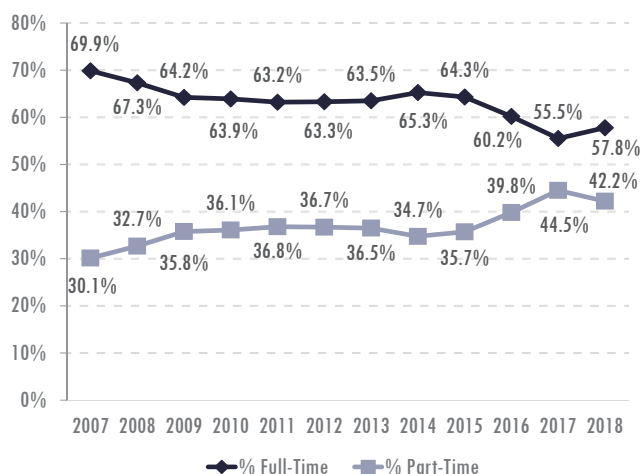
	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2018	508	371	693.5
Vacancies as of Sept. 30, 2018	63	29	77.5
Resignations AY 2017-2018	76	70	111
Retirements AY 2017-2018	11	5	13.5
New Appointments AY 2017-2018	88	70	123

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, 2017; resignations and new appointments are for the full reporting year.

Figure 1 displays the proportion of faculty positions that were full- and part-time from 2007 to 2018.

- In 2018, 57.8% of faculty positions were full-time, while 42.2% were part-time.
- The proportion of full-time faculty positions increased by 4.1 percentage points from 2017 to 2018.
- Since 2014, the proportion of full-time faculty positions decreased 11.4%, and the number of part-time faculty positions increased 21.5%.

Figure 1. Full- and Part-Time VN Faculty Positions, 2007-2018

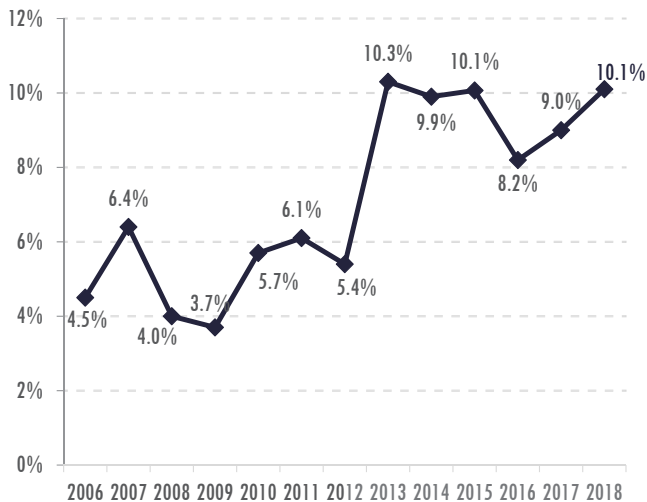


Faculty Vacancy³ in Vocational Nursing Programs

Figure 2 shows the 2018 faculty vacancy rate was 10.1%.

- 36 programs reported having vacant positions on September 30, 2018.
- Vacancy rates ranged from 0% (53 programs) to 50.0% (2 programs).
- The faculty vacancy rate increased from 9.0% in 2017 to 10.1% in 2018.
- 63 programs (70.0%) had vacancy rates lower than the total vacancy rate of 10.1%.
- The vacancy rate among full-time positions increased from 7.9% in 2017 to 11.0% in 2018.
- The vacancy rate among part-time positions decreased from 11.8% in 2017 to 7.3% in 2018.

Figure 2. Faculty Vacancy Rates, 2006 - 2018



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 (7 programs) to 52 weeks (5 programs)
- Positions remained vacant for a median of 8 weeks and a mean of 11.9 weeks.

Programs were asked to select barriers to faculty recruitment the program faced during AY 2017-2018.⁴

- 44 programs (49.4%) indicated non-competitive salary as a barrier to faculty recruitment.
- 48 programs (53.9%) indicated a limited qualified applicant pool as a barrier to faculty recruitment.
- 17 programs (19.1%) indicated geographic location as a barrier to faculty recruitment.
- 24 programs (27.0%) indicated that the question was not applicable.

Length of Faculty Contracts

Programs reported the length of their standard faculty teaching contract during an academic year.

- 53 programs (59.6%) reported a 12-month contract and 13 programs (15.6%) reported a 9-month contract.
- 6 programs indicated they did not use contracts and 3 programs had varying contract lengths.

³Vacancy rate is calculated by dividing the total number of vacant FTEs as of September 30, 2018 by the total number of FTEs (filled and vacant) as of September 30, 2018 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 2007 to 2018.

- In 2018, the total faculty turnover rate was 19.2%, which was slightly lower than the total faculty turnover rate in 2017 (22.1%).
- Faculty turnover rates fluctuated between 2007-2014. In 2015, turnover rates decreased considerably and have remained in the lower 20s.
- Faculty turnover rates in VN programs continued to be higher than turnover rates in professional nursing programs (14.3%).

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, 2007 - 2018



Faculty Demographics in Vocational Nursing Programs

As of September 30, 2018, there were 872⁶ nursing faculty in VN education programs in Texas. Demographics were obtained from the 2018 Texas BON Licensure Renewal databases. Data completeness varied for each demographic measure (Sex, n=824; Age, n=854; Race, n=824), as some faculty may have 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.

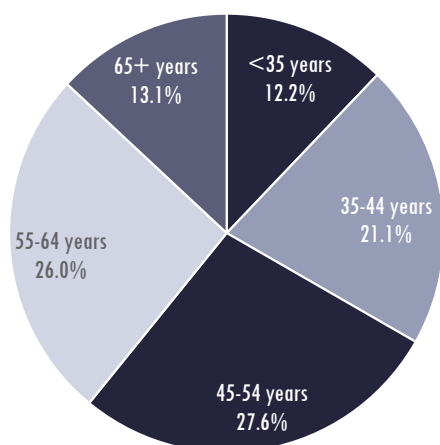
Sex

The VN faculty population was predominantly female: 87.9% in 2018 (n=824), which is slightly lower than 2017 (88.6%).

Age

Figure 4 illustrates the 2018 faculty age breakdown.

Figure 4. Faculty Age, 2018 (n=854)



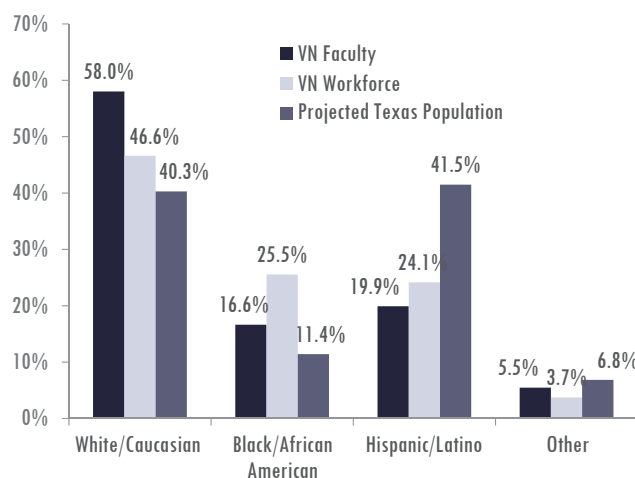
- Faculty age ranged from 26 to 81 years.
- 66.7% of faculty were 45 and older.
- The mean and median age of faculty was 50.2 and 50, respectively.
- 30.3% of faculty were 50 to 61 years of age and would be eligible for retirement within the next 12 years.⁷
- 21.1% of faculty were 62 years of age or older and currently eligible for retirement.⁷

Race/Ethnicity

As shown in Figure 5, the distribution of race/ethnicity among VN faculty (n=824) did not mirror that of the projected Texas population or of the Texas VN workforce in 2018.

- The majority of VN faculty were white/Caucasian (58.0%), decreasing from 2017 (59.4%).
- Though the proportion of VN faculty who were Hispanic/Latino (19.9%) was similar to the proportion in 2017 (19.2%), it continued to be less than one-half the proportion in the Texas population (41.5%).
- The proportion of black/African American VN faculty (16.6%) was greater than the proportion in the Texas population (11.4%), but smaller than the proportion in the VN workforce (25.5%).
- The proportion of other faculty, which included American Indian/Alaskan Native and Asian/Pacific Islander, increased from 2017 (4.5%) to 2018 (5.5%).
- The proportion of other faculty (5.5%) more closely mirrors the Texas population (6.8%) and the Texas VN workforce (3.7%).

Figure 5. Race/Ethnicity of VN Faculty, Texas VN Workforce⁸, and Texas Population⁹, 2018



⁶The number of faculty (872) differs from the number of filled faculty positions (879) because 7 faculty worked in two programs.

⁷The earliest retirement age for social security is 62 (www.socialsecurity.gov).

⁸VN workforce data come from the 2018 BON Licensure Renewal file of actively practicing Texas nurses.

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

Educational Preparation of Faculty in Vocational Nursing Programs

In the 2018 Faculty Profile, programs were asked to list all nursing faculty and report their highest degree¹⁰ (see Figure 6).

- 31.7% of VN faculty hold master's degrees in nursing, increasing from 2017 (28.7%).
- 29 nursing faculty (1.8%) have doctorates in nursing, which include PhDs in Nursing, Doctorate in Nursing Practice (DNP), or Nursing Doctorates (ND).
- 30.7% of VN faculty hold bachelor's in nursing degrees compared to 18.7% who hold associate's in nursing degrees.
- The other category (5.5%) includes nursing faculty with master's degrees or doctorates in other fields, as well as those with diplomas, and bachelor's degrees in other fields.
- Since 2009 the proportion of faculty members with ADN or VN degrees has decreased from 39.9% to 28.8%, while the proportion with master's or doctoral degrees has increased from 20.9% to 35.0%.

¹⁰In cases where data were missing or found to be inconsistent among the 2018 Faculty Profiles, the highest degree listed in the 2018 BON Licensure Renewal files was used.

Figure 6. Highest Degree of Faculty, 2018 (n=872)

