



NURSING EDUCATION PROGRAM INFORMATION SURVEY

TEXAS CENTER FOR NURSING WORKFORCE STUDIES
IN COLLABORATION WITH THE TEXAS BOARD OF NURSING



2012

Faculty Demographics in Advanced Practice Nursing Education Programs

This report presents data for the 23 schools offering advanced practice nursing education programs leading to Advanced Practice Registered Nurse (APRN) authorization in Texas during the 2012 reporting year. These schools represent:

- ◆ 4 Nurse Anesthetist programs,
- ◆ 2 Nurse Midwife programs,
- ◆ 19 Nurse Practitioner programs with tracks in 9 population focus areas, and
- ◆ 5 Clinical Nurse Specialist programs with tracks in 4 population focus areas.

The Texas Center for Nursing Workforce Studies (TCNWS) collected data in the 2012 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 8, 2012. The reporting period was academic year (AY) 2011-2012 (September 1, 2011 – August 31, 2012) unless otherwise noted. TCNWS collaborated with the BON in the design and implementation of the survey.

Faculty Positions for APRN Programs

Table 1. Faculty Positions, 2012

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept 30, 2012	283	152	359
Vacancies as of Sept 30, 2012	26	5	28.5
Resignations AY 2011-2012	20	11	25.5
Retirements AY 2011-2012	4	4	6
New Appointments AY 2011-2012	26	23	37.5

Table 1 lists information on full-time, part-time, and full-time equivalent (FTE) faculty positions as of September 30, 2012.

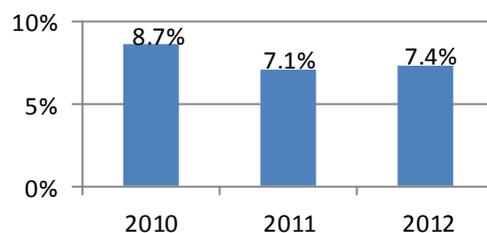
- ◆ As of September 30, 2012, 65.1% of filled faculty positions were full-time and 34.9% were part-time. These percentages represented a higher proportion of part-time faculty positions as compared to those in professional nursing programs.
- ◆ The total number of FTE positions filled was 359. The median number of FTE positions per program was 8.5. (*Each full-time position counts as 1.0 FTE; each part-time position counts as 0.5 FTE.*)
- ◆ New faculty appointments during the academic reporting year totaled 37.5: 53.1% were full time and 46.9% were part time.
- ◆ Faculty at 12 programs (52.2%) work under a 9-month contract. Eight programs (34.8%) hire faculty under a 12-month contract. The 3 remaining programs had varied contract lengths.

Vacancy Rate of Faculty in APRN programs

As shown in Figure 1, the **total faculty vacancy rate was 7.4% in 2012**, a 0.3 percentage point increase from 2011.

- ◆ Schools reported 26 full-time and 5 part-time vacant positions representing an 8.4% vacancy rate among full-time faculty and a 3.2% vacancy rate among part-time faculty.
- ◆ The total vacancy rate among APRN program faculty (7.4%) was 0.6 percentage points lower than among professional nursing faculty (8.0%)
- ◆ On average, positions remain vacant for 28 weeks. However, one program reported that faculty positions remained vacant for as long as 2 years.

Figure 1. Vacancy Rate of APRN Faculty



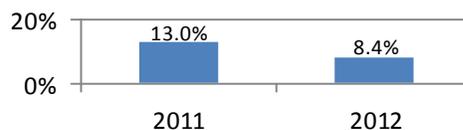
Vacancy rate was calculated by dividing the total number of vacant positions (FTE) as of September 30, 2012 by the sum of total number of filled and vacant positions (FTE) as of September 30, 2012 and multiplying by 100.

Turnover Rate of Faculty in APRN programs

During the academic year 2011-2012, the faculty turnover rate for all programs was 8.4%. This represented a 35.4% decrease from 2011, as seen in Figure 2.

Turnover rate was calculated by dividing the total number of retirements and resignations during the reporting year (AY 2011-12) by the total number of positions filled as of September 30, 2011 and multiplying by 100.

Figure 2. Turnover rate of APRN Faculty



Turnover Rate of Faculty in APRN programs (continued)

- ◆ The turnover rate among APRN program faculty (8.4%) was 28.8% lower than among RN faculty (11.8%).
- ◆ In 2012, 17 programs reported 24 full-time and 15 part-time retirements and resignations representing a turnover rate of 7.9% among full-time faculty and a turnover rate of 9.2% among part-time faculty.
- ◆ Turnover rates ranged from 0 to 60%. 1 program had a turnover rate greater than 50% and 6 schools had no turnover during academic year 2011-2012.

APRN Faculty Demographics

As of September 30, 2012, there were 435 faculty employed by APRN programs in Texas. Faculty’s highest degree information was obtained from the faculty profile. The remaining demographics were obtained from the 2011 Texas Board of Nursing Licensure Renewal database.

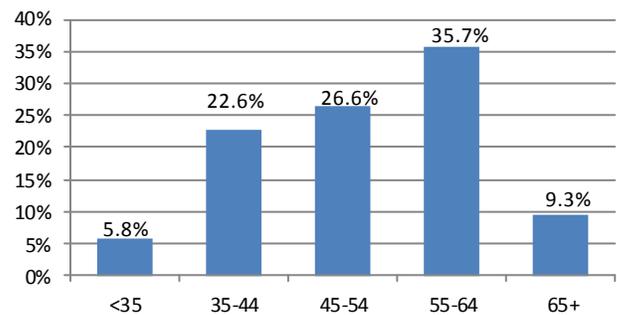
Sex & Age of APRN Faculty

The advanced practice nursing faculty population was predominantly female (86.5%). Figure 3 illustrates the 2012 faculty age breakdown.

- ◆ Faculty age ranged from 26 to 76 years.
- ◆ 28.4% of the faculty were under the age of 45 and 71.6% were 45 and older.
- ◆ The median age of faculty was 53 and the mean age was 51.6.
- ◆ 63.2% of faculty were 50 or older and would be eligible for retirement within the next 12 years.*

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

Figure 3. Faculty Age: 2012



Race & Ethnicity of APRN Faculty

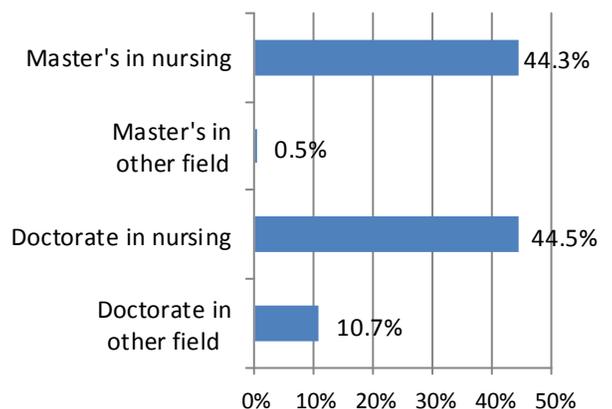
The race/ethnicity of APRN faculty in 2012 changed little from 2011. There was a slight increase in the representation of African-American/black, Hispanic/Latino, and other racial/ethnic groups.

- ◆ The majority of the nursing faculty population was Caucasian/white (82.8%) followed by African-American/black (6.8%), Hispanic/Latino (5.8%), and other (4.2%).
- ◆ From 2011 to 2012, there was a decrease in the percent of Caucasian/white faculty from 87.2% to 82.8%.
- ◆ Hispanic/Latino faculty increased by 1.4 percentage points in 2012, and African-American/black faculty increased from 5.8% in 2011 to 6.8% in 2012.
- ◆ The race/ethnicity of the APRN faculty followed a similar overall pattern to the race/ethnicity of RN faculty.

Educational Preparation of APRN Faculty

- ◆ All APRN nursing faculty held at least a master’s degree and over half had a doctoral degree.
- ◆ Of the 188 nursing faculty with a master’s degree, 186 faculty (98.9%) had a master’s degree in nursing.
- ◆ The proportion of APRN nursing faculty with a doctoral degree decreased from 62.3% in 2011 to 55.2% in 2012. Of 232 APRN nursing faculty with a doctoral degree:
 - ◆ 130 faculty (56.0%) had a Doctor of Philosophy (PhD) in Nursing.
 - ◆ 51 faculty (22.0%) had a Doctor of Nursing Practice (DNP).
 - ◆ 6 faculty (2.6%) had a Doctor in Nursing Science (DNS) or a Nursing Doctorate (ND).
 - ◆ 45 faculty (19.4%) had doctoral degrees in other fields.

Figure 4. Educational Preparation of Faculty: 2012



Note: 216 of 429 APRN faculty (50.3%) also taught in the professional nursing education programs.