



# NURSING EDUCATION PROGRAM INFORMATION SURVEY

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



2012

## Faculty Demographics in Professional Nursing Programs

This update presents data for the 106 pre-licensure registered nursing (RN) programs in Texas during the 2012 reporting year, including:

- ◆ 1 Diploma program,
- ◆ 66 Associate Degree in Nursing (ADN) programs, including 57 ADN generic programs and 9 Licensed Vocational Nursing to Associate Degree in Nursing (LVN to ADN) programs,
- ◆ 38 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 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 dissemination of the survey.

### Faculty Positions in Professional Nursing Programs

Table 1. Faculty Positions, 2012

	Full Time	Part Time	FTEs
Filled Positions as of Sept 30, 2012	1,788	894	2,235
Vacancies as of Sept 30, 2012	160	68	194
Resignations AY 2011-2012	179	94	226
Retirements AY 2011-2012	40	5	42.5
New Appointments AY 2011-2012	238	160	318

Filled and vacant positions are as of September 30, 2012; resignations and new appointments are for the full reporting year (AY 2011-2012).

In the 2012 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. This represented a shift from years prior to 2011 when programs were asked about the number of budgeted positions. Likewise, in the 2012 NEPIS, programs were asked to differentiate between retirements and resignations. In previous years, retirements and resignations were reported together.

- ◆ There were a total of 2,235 full-time equivalent (FTE) positions filled as of September 30, 2012. (Each full-time position counts as 1.0 FTE; each part-time position counts as 0.5 FTE.)
- ◆ As of September 30, 2012 there were a total of 194 FTE vacancies.
- ◆ During the academic year 2011-2012, there were 273 resignations representing 226 FTEs and 45 retirements representing 42.5 FTEs.

- ◆ New faculty appointments during the reporting year totaled 398. Of those, 59.8% were full time appointments and 40.2% were part-time appointments.
- ◆ 55 (51.9%) programs employed their faculty under 9-month teaching contracts, 3 (2.8%) programs under 10-month contracts, 14 (13.2%) programs under 10.5 month contracts, and 28 (26.4%) programs hired faculty under 12-month contracts. 6 programs (5.7%) allowed faculty to choose between different length teaching contracts.

### Vacancy & Turnover of Faculty in Professional Nursing Programs

As shown in Table 2, the 2012 total faculty vacancy rate was 8.0%, an increase from the 6.2% vacancy rate in 2011.

- ◆ In Texas, vacancy rates in individual programs ranged from 0 (31 programs) to 58.8%.
- ◆ Since 2003, faculty vacancy rates continued to be highest among ADN programs.
- ◆ The vacancy rate among full-time positions was 8.2% and among part-time positions it was 7.1%.
- ◆ Vacancy rates were calculated by dividing the number of vacant positions (FTE) by the number of positions (vacant and filled FTEs) as of September 30th, 2012 and multiplying by 100.

Table 2. Faculty Vacancy Rates by Program Type, 2002 – 2012

	2002	2003	2006	2007	2008	2009	2010	2011	2012
Diploma	2.1%	10.8%	3.9%	3.9%	5.2%	0.0%	0.0%	0.0%	0.0%
ADN	6.3%	6.2%	7.5%	7.1%	7.2%	6.1%	7.4%	6.8%	9.6%
BSN	7.6%	5.1%	4.9%	4.9%	4.8%	4.8%	5.0%	5.9%	6.7%
Total	6.7%	5.9%	6.0%	5.8%	5.9%	5.3%	6.0%	6.2%	8.0%

The BSN vacancy rate includes the MSN Alternate Entry program and the ADN vacancy rate includes LVN to ADN stand-alone program vacancy rates. Data were unavailable to calculate vacancy rates for 2004 and 2005. Please note that new programs that were not operating during the reporting period were not included in the vacancy rates for 2012.

**Table 3. Faculty Turnover Rates by Program Type, 2007— 2012**

	2007	2008	2009	2010	2011	2012
Diploma	11.8	17.0	19.3	13.9	4.9	5.3
ADN	14.4	17.9	13.4	14.9	15.9	14.1
BSN	14.1	9.8	11.8	12.4	13.8	9.8
<b>Total</b>	<b>14.2</b>	<b>13.5</b>	<b>12.7</b>	<b>13.5</b>	<b>14.7</b>	<b>11.8</b>

The BSN turnover rate includes the MSN Alternate Entry program and the ADN turnover rate includes LVN to ADN stand-alone program turnover rates. Please note that new programs that were not operating during the reporting period were not included in the turnover rates for 2012.

During academic year 2011-2012, the faculty turnover rate for all programs was 11.8%, representing a 19.7% decrease from 2011 (see Table 3).

- ◆ Turnover rates were calculated by dividing the total number of resignations & retirements (full & part time) during the reporting year by the total number of filled positions as of September 30 of the previous reporting year.
- ◆ Turnover rates by program type ranged from 5.3% in the Diploma program to 14.1% among ADN programs.
- ◆ On average, positions remained vacant 22.5 weeks in 2012 compared to 21.7 weeks in 2011.
- ◆ 69 programs (65.1%) indicated that a limited qualified applicant pool was a major barrier to faculty recruitment, 59 (55.7%) indicated that competitive salary was a major barrier, and 41 (38.7%) cited geographic location as a major barrier.
- ◆ 9 programs (8.5%) reported that the question was not applicable and 11 new programs were not included in the analysis.

Note: Some programs reported more than one barrier to faculty recruitment.

## Faculty Demographics

As of September 30, 2012, there were 2,682 people working as faculty in professional nursing education programs in Texas. Please note that the following demographics do not reflect the entire nursing faculty population. These demographics are obtained from the Texas Board of Nursing Licensure Renewal 2011 database except highest degree, which was obtained from the faculty profile reports. Demographic information was available for 97.2% of faculty; the rest 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 can practice through the Nurse Licensure Compact. The Nurse Licensure Compact is an agreement between states to recognize each others' licenses.

### Sex and Age

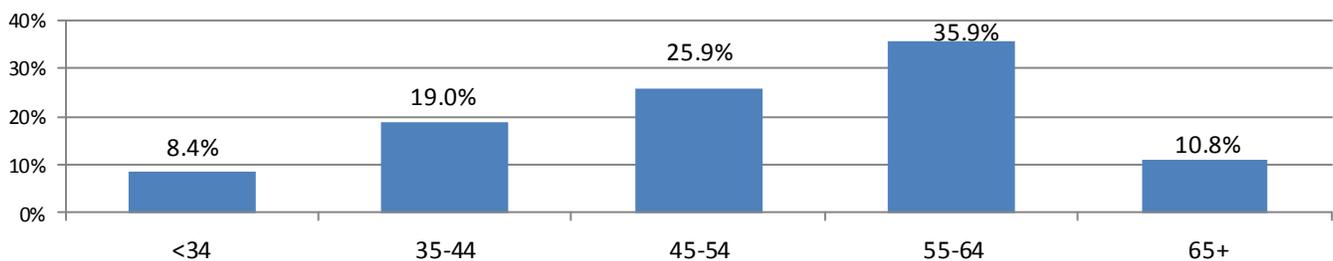
The professional nursing faculty population was predominantly female: 90.3% in 2012. This proportion remained consistent with data from previous years.

Figure 1 below illustrates 2012 faculty age breakdown.

- ◆ Faculty age ranged from 23 to 81 years.
- ◆ 27.4% of faculty were under the age of 45.
- ◆ 72.6% of faculty were 45 and older.
- ◆ The mean and median age of faculty was 51.7 and 54 years, respectively.
- ◆ 63.4% of faculty were 50 or older and will be eligible for retirement\* within the next 12 years.

\* The earliest retirement age for social security is 62. ([www.socialsecurity.gov](http://www.socialsecurity.gov)).

**Figure 1. Faculty Age, 2012**

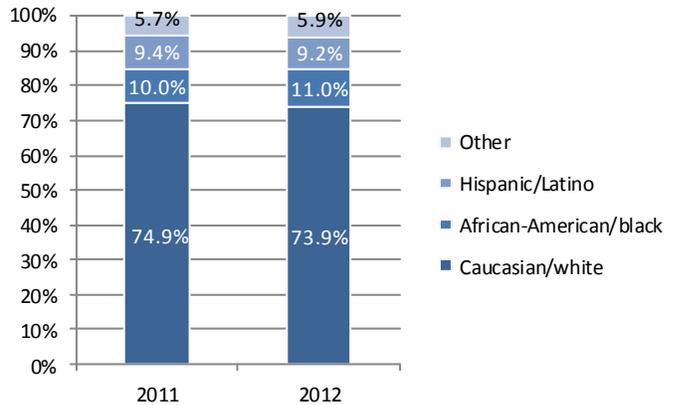


## Race/Ethnicity of Faculty in Professional Nursing Programs

Based on the 2,494 faculty for which race/ethnicity data was available, the race/ethnicity of RN faculty in 2012 reflected little change from 2011.

- ◆ From 2011 to 2012, there was a decrease in the percent of Caucasian/white faculty from 74.9% to 73.9%.
- ◆ African-American/black faculty increased from 10.0% in 2011 to 11.0% in 2012.
- ◆ Among Hispanic/Latino faculty, there was a decrease from 9.4% in 2011 to 9.2%. 12.0% of Hispanic/Latino faculty are male.

Figure 2. Faculty Race/Ethnicity, 2011 and 2012



\*Note: Since 2009, race/ethnicity and Hispanic origin were two separate items of information on the RN licensure renewal application. If Hispanic origin was reported as "yes" then race/ethnicity was computed as Hispanic for any value of race. If reported "no" or left unanswered, then race/ethnicity was computed as Caucasian/white, African-American/black, other, or unknown depending on the race value.

## Educational Preparation of Faculty in Professional Nursing Programs

Figure 3. Educational Preparation of Faculty, 2012

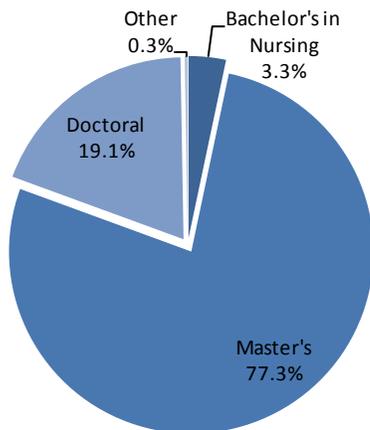
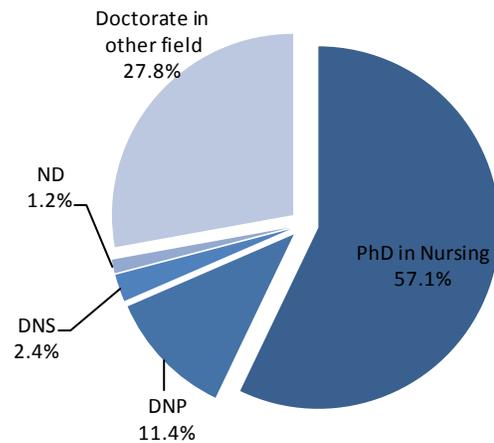


Figure 4. Breakdown of Doctoral Degrees, 2012



- ◆ Of 2,571 faculty, 1,987 (77.3%) had a master's degree.
  - ◆ 1,927 had a master's degree in nursing.
  - ◆ 60 had master's degrees in other fields.
- ◆ Of 2,571 faculty, 492 (19.1%) had a Doctoral degree:
  - ◆ 281 had a Doctor of Philosophy (PhD) in Nursing.
  - ◆ 56 had a Doctor of Nursing Practice (DNP).
  - ◆ 12 had a Doctor of Nursing Science (DNS).
  - ◆ 6 had a Doctor of Nursing (ND).
  - ◆ 137 had doctoral degrees in other fields.
- ◆ The remaining 92 faculty (3.6%) had a Bachelor's in Nursing degree or other degree.