



This update presents data for the 91<sup>1</sup> vocational nursing (VN) programs in Texas during the 2015 reporting year, including:

- 86 generic programs
  - 65 in public colleges/universities
  - 17 in career schools/colleges
  - 1 in private colleges/universities
  - 3 in private/public hospitals
- 5 Multiple Entry/Exit Programs (MEEP)
  - All in public colleges/universities

The Texas Center for Nursing Workforce Studies (TCNWS) collected data in the 2015 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2015. The reporting period was academic year (AY) 2014-2015 (September 1, 2014 – August 31, 2015) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

<sup>1</sup>Excluded from these analyses are data collected from one military-based VN program.

### Faculty Positions in Vocational Nursing Programs

Table 1 shows that as of September 30, 2015, there were 580 full-time faculty and 322 part-time faculty employed for a total of 741 full-time equivalents (FTEs).<sup>2</sup>

- There were 58 full-time and 50 part-time vacancies equating to 83 FTEs among the 91 VN programs as of September 30, 2015.
- There were a total of 152.5 FTE resignations and retirements among faculty during the academic year 2014-2015.
- 51.1% of the new VN faculty appointments as of September 30, 2015 were full-time and 48.9% were part-time.

**Table 1. Faculty Positions, 2015**

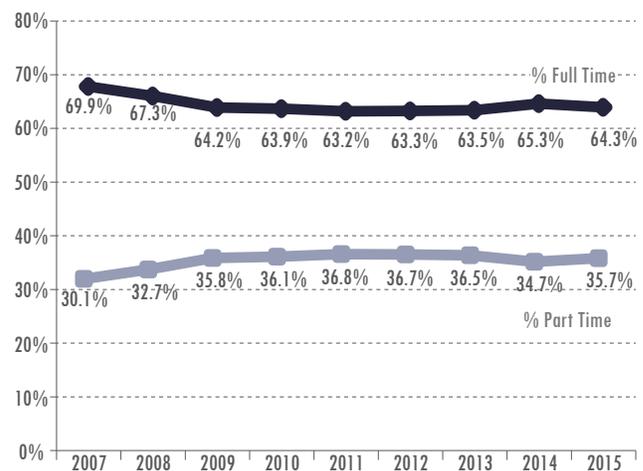
	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2015	580	322	741.0
Vacancies as of Sept. 30, 2015	58	50	83.0
Resignations AY 2014-2015	99	66	132.0
Retirements AY 2014-2015	16	9	20.5
New Appointments AY 2014-2015	117	112	173.0

<sup>2</sup>Each 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, 2015; 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 2015.

- In 2015, 64.3% of faculty were full-time, while 35.7% were part-time.
- The proportion of full-time faculty decreased from 2007 to 2009, and plateaued between 2010 and 2013. However, after slight increase in 2014 the proportion of full-time faculty decreased in 2015.
- The number of faculty in full-time positions has decreased by 3.5% since 2014.

**Figure 1. Full- and Part-Time VN Faculty Positions, 2007-2015**

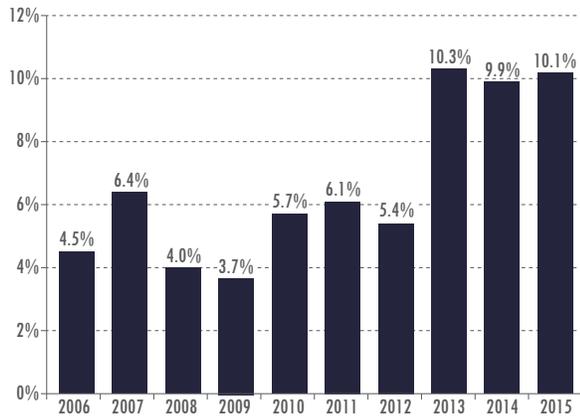


## Faculty Vacancy<sup>3</sup> in Vocational Nursing Programs

Figure 2 shows the 2015 faculty vacancy rate was 10.1%.

- 50 programs (54.9%) had vacancy rates of 0%, while 1 program had a 50% vacancy rate.
- 61 programs (67.0%) had vacancy rates lower than the total vacancy rate of 10.1%.
- On average, positions remained vacant for 9.7 weeks.
- The vacancy rate among full-time positions was 9.1%, similar to the vacancy rate in 2014 (8.9%). The vacancy rate among part-time positions was 13.4%, which was higher than the vacancy rate reported for part-time positions in 2014 (11.6%).

Figure 2. Faculty Vacancy Rates, 2006 - 2015



<sup>3</sup>Vacancy rate is calculated by dividing the total number of vacant FTEs as of September 30, 2015 by the total number of FTEs (filled and vacant) as of September 30, 2015 and multiplying by 100.

## Length of Vacancy and Barriers to Faculty Recruitment<sup>4</sup>

19 (20.9%) programs reported that vacant positions were filled within 2 weeks or less; however, 3 programs reported that faculty positions remained vacant for as long as 52 weeks.

- 43 of 92 programs (47.3%) indicated a limited qualified applicant pool as a major barrier to faculty recruitment.
- 43 of 92 programs (47.3%) indicated non-competitive salary as one of the major barriers to faculty recruitment.
- 18 of 92 programs (19.8%) indicated geographic location as a major barrier to faculty recruitment.
- 29 of 92 programs (31.9%) indicated that the question was not applicable.

## Length of Faculty Contracts

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

- Faculty at 24 programs (59.3%) were employed under a 12-month contract. 16 programs (17.6%) hired faculty for 9-month contracts. 3 programs (3.3%) used 11-month contracts.
- 7 programs indicated they did not use contracts and one said contract length varies.

<sup>4</sup>Some programs reported more than one barrier to faculty recruitment.

## Faculty Turnover<sup>5</sup> in Vocational Nursing Programs

Figure 3 shows the turnover rates from 2007 to 2015.

- In 2015, the total faculty turnover rate was 20.0%, a 33.7% decrease from 2014. There were considerably less full-time and part-time resignations in 2015 than in 2014, which would explain the large decrease in turnover.
- Turnover rates in vocational nursing programs continued to be higher than turnover rates in professional nursing programs (14.1%).

<sup>5</sup>Turnover 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. Please note that new programs that were not operating during the reporting period were not included in the turnover rates for 2015.

Figure 3. Faculty Turnover Rates, 2007 - 2015



## Faculty Demographics in Vocational Nursing Programs

As of September 30, 2015, there were 918 faculty in vocational nursing education programs in Texas. Please note that data completeness varied for each demographic measure (Sex, n=838; Age, n=892; Race, n=918). These demographics are obtained from the 2015 Texas Board of Nursing Licensure Renewal file of actively practicing Texas nurses, 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 may practice with a compact license. The Nurse Licensure Compact is an agreement between states to recognize each others' licenses.

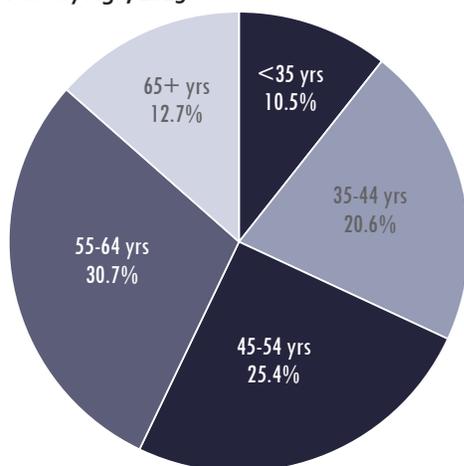
### Sex

The vocational nursing faculty population was predominantly female: 87.7% in 2015 (n=838), which is slightly lower than 2014 (88.5%).

### Age

Figure 4 illustrates the 2015 faculty age breakdown (n=892).

**Figure 4. Faculty Age, 2015**



- Faculty age ranged from 22 to 98 years.
- 68.8% of faculty were 45 and older.
- The mean age of faculty was 51 and the median was 52.
- 43.4% of faculty were 55 years of age or older and would be eligible for retirement within the next 10 years.<sup>6</sup>
- 20.5% of faculty were already eligible to retire.

### Race/Ethnicity

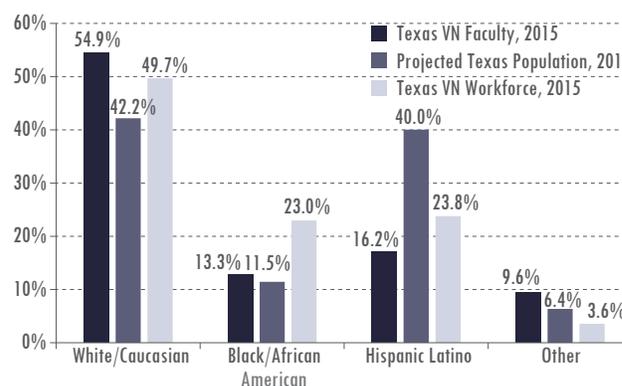
The race/ethnicity of the 2015 nursing faculty population (n=918) was similar to that of 2014.

- There was a slight decrease in the percentage of white/Caucasian faculty from 2014 (62.6%) to 2015 (54.9%).
- The percentage of black/African American and Hispanic/Latino faculty was similar from 2014 (14.5% and 18.7%, respectively) to 2015 (13.3% and 16.2%).
- “Other” faculty which included American Indian/Alaska Native and Asian/Pacific Islander, increased from 4.2% to 9.6% in 2015.

As shown in Figure 5, the distribution of race/ethnicity among VN faculty was not representative of the Texas population.

- The majority of VN faculty were white/Caucasian (54.9%).
- The proportion of VN faculty who were Hispanic/Latino (16.2%) is less than one-half the proportion in the Texas population (40.0%).
- The proportion of black/African American VN faculty (13.3%) is more similar to the proportion in the Texas population (11.5%) than the proportion in the VN workforce (23.0%).

**Figure 5. Race/Ethnicity of VN Faculty, 2015, Texas Population, 2015,<sup>7</sup> and Texas VN Workforce, 2015<sup>8</sup>**



<sup>6</sup>The earliest retirement age for social security is 62 ([www.socialsecurity.gov](http://www.socialsecurity.gov)).

<sup>7</sup>Texas population data comes from the 2015 Texas State Data Center population projections (<https://www.dshs.state.tx.us/chs/popdat/ST2014.shtm>)

<sup>8</sup>VN workforce data comes from the 2015 BON Licensure Renewal file of actively practicing Texas nurses.

## Educational Preparation of Faculty in Vocational Nursing Programs

In the 2015 Faculty Profile, programs were asked to list all faculty and report their highest degree (See Figure 6).

- 25.2% of VN faculty held a Master's degree in nursing, which was similar to 2014 (24.2%).
- 15 nursing faculty reported that they hold a doctorate in nursing. Doctorate in nursing includes PhD in Nursing, Doctorate in Nursing Practice (DNP), or Nursing Doctorate (ND).
- The "Other" category includes nursing faculty with vocational nursing licenses (114 of 157), or with associate, baccalaureate, master's, or doctoral degrees in other fields.
- The percentage of faculty with an advanced degree (anything beyond a bachelor's) was much lower for VN programs (31.0%) than for professional nursing programs (96.9%).

Figure 6. Highest Degree of Faculty

