This update presents data for the 119 pre-licensure registered nursing (RN) programs that reported data for the 2015 reporting year, including:

- 1 Diploma program,
- 69 Associate Degree in Nursing (ADN) programs, including 60 generic ADN programs and 9 Licensed Vocational Nurse to Associate Degree in Nursing (LVN to ADN) programs,
- 48 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 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.

Faculty Positions in Professional Nursing Programs

In the 2015 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. Programs were also asked to differentiate between retirements and resignations. In years prior to 2012, retirements and resignations were reported together. As shown in Table 1:

- There were a total of 2,592.5 full-time equivalent (FTE) positions filled as of September 30, 2015, which was more than the 2,571 FTE positions reported in 2014.[1]
- Between 2014 and 2015, 47 programs increased their number of filled FTE positions, 49 decreased, and 17 stayed the same.
- As of September 30, 2015, there were a total of 235.5 FTE vacancies, 15.4% more than the 204 vacancies reported in 2014.
- During AY 2014-2015, there were 341.0 FTE resignations and 64.0 FTE retirements. The number of FTE resignations increased by 22.4% (62.5 FTE resignations) from AY 2013-2014 to AY 2014-2015.
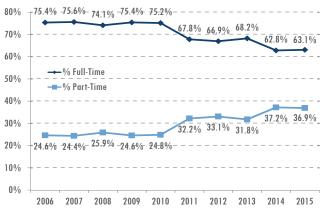
Figure 1 displays the proportion of faculty positions that were full- and part-time from 2006 to 2015.

- The proportion of part-time faculty positions has increased by 49.8% since 2006.
- From 2014 to 2015, the proportion of part-time faculty positions decreased slightly from 37.2% to 36.9% (a decrease of 0.7%).

Table 1. Faculty Positions, 2015

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2015	2,006	1,173	2,592.5
Vacancies as of Sept. 30, 2015	196	79	235.5
Resignations AY 2014-2015	263	156	341.0
Retirements AY 2014-2015	62	4	64.0
New Appointments AY 2014-2015	280	266	413.0

Figure 1. Full- and Part-Time RN Faculty Positions, 2006-2015

[1]Each full-time position counts as 1.0 FTE; each part-time position counts as 0.5 FTE.

Faculty Vacancy in Professional Nursing Programs

As shown in Table 2, the 2015 total faculty vacancy rate was 6.7%, a slight decrease from the 7.3% vacancy rate in 2014.[2]

- In Texas, vacancy rates in individual programs ranged from 0% (37 programs) to 80% (1 program).
- Since 2006, faculty vacancy rates continued to be highest among ADN programs.
- BSN programs reported a slightly higher vacancy rate in 2015 than in 2014.
- Between 2014 and 2015, 40 programs decreased their vacancy rate, 46 increased, and 24 stayed the same.

Table 2. Faculty Vacancy Rates (%) by Program Type, 2007 - 2015[3]

	2007	2008	2009	2010	2011	2012	2013	2014	2015
ADN	7.1	7.2	6.1	7.4	6.8	9.6	9.7	9.1	11.6
BSN	4.9	4.8	4.8	5.0	5.9	6.7	6.5	6.2	6.3
Total	5.8	5.9	5.3	6.0	6.2	8.0	7.8	7.3	8.3

Length of Vacancy and Barriers to Faculty Recruitment

In the 2015 RN NEPIS, programs were asked how many weeks, in general, faculty positions remain vacant.

- The number of weeks to fill vacant positions ranged from zero (4 programs or 3.4%) to 104 weeks (3 programs or 2.5%).
- The median number of weeks reported was 12.

Programs were also asked to select the barriers to faculty recruitment faced during AY 2014-2015.[4]

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (88 programs or 73.9%).
- Non-competitive salary was also cited by the majority of programs (69 programs or 58%).
- Geographic location was a barrier for 38.7% of programs.
- 10.9% of programs reported no barriers to faculty recruitment.

Length of Faculty Contracts

Programs were asked to report the length of the standard faculty teaching contract during an academic year.

- Most programs reprted a nine-month contract length (59 programs or 49.6%).
- 24 programs (20.2%) reported a 12-month contract length and 14 programs (11.8%) reported 10.5 months.

[2]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, 2015 and multiplying by 100.

[3]The total vacancy rates in Table 2 include the one Diploma program, the one MSN Alternate Entry program, and all ADN, LVN to ADN, and BSN programs. The BSN vacancy rate includes the MSN Alternate Entry program and the ADN vacancy rate includes LVN to ADN stand-alone program vacancy rates.

[4]Some programs reported more than one barrier to faculty recruitment.

Faculty Turnover in Professional Nursing Programs

During AY 2014-2015, the faculty turnover rate for all programs was 15.4%, representing a 4.8% increase from AY 2014-2015 (see Table 3).[5]

- Turnover rates by program type ranged from 14.1% in BSN programs to 22.9% in the Diploma program.

[5]Turnover rates were calculated by dividing the total number of resignations and retirements (full- and part-time) during the reporting year by the total number of filled positions as of September 30 of the previous reporting year. New programs that were not operating during the reporting period were not included in the turnover rates for 2015.

[6]The BSN turnover rate includes the MSN Alternate Entry program and the ADN turnover rate includes LVN to ADN stand-alone program turnover rates. The total number of filled faculty positions as of September 30, 2012 was 2,622, which differs from the number reported originally in the 2012 RN NEPIS faculty report. A discrepancy in the faculty data was adjusted after the publication of the report.

Table 3. Faculty Turnover Rates (%) by Program Type, 2008 - 2015[6]

	2008	2009	2010	2011	2012	2013	2014	2015
Diploma	17.0	19.3	13.9	4.9	5.3	2.5	14.3	22.9
ADN	17.9	13.4	14.9	15.9	14.1	14.9	17.6	17.0
BSN	9.8	11.8	12.4	13.8	9.8	11.8	12.5	14.1
Total	13.5	12.7	13.5	14.7	11.8	13.0	14.7	15.4

- Between 2014 and 2015, 54 programs decreased their vacancy rate, 53 increased, and 5 stayed the same.

In addition, 24 programs (20.2%) reported that there was a change in the program's dean or director during AY 2014-2015.
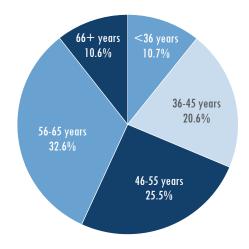
As of September 30, 2015, there were 3,179 faculty in professional nursing education programs in Texas. Please note that this number includes both full- and part-time faculty. The demographics below are obtained from the Texas Board of Nursing Licensure Renewal 2015 database except highest degree, which was obtained from the faculty profile reports. Demographic information was available for 93.4% of faculty listed in the faculty profile; the remaining faculty 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 and Age

The professional nursing faculty population was predominantly female: 92.1% in 2015, which was a slight increase from 2014 (92.0%). Figure 2 displays the age breakdown of professional nursing faculty as of 2015.

Figure 2. Faculty Age, 2015

- Faculty age ranged from 22 to 87 years.
- 68.7% of faculty were 46 years of age or older.
- 31.3% of faculty were under 46 years old.
- The mean and median age of faculty were 52 and 53 years, respectively. In 2010, the mean and median age of faculty were similar, at 54 and 52 years, respectively.
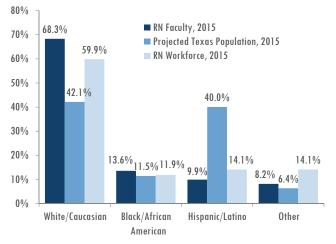
- 37.2% of faculty were 50 to 61 years of age and will be eligible for retirement [7] within the next 12 years, which is less than the 45.0% of faculty who were 50 to 61 years of age five years ago in 2011.
- 21.8% of faculty were 62 years of age or older and currently eligible for retirement. This is a slight increase from 18.4% of faculty in 2011.

Race/Ethnicity

As shown in Figure 3, the race/ethnicity distribution of 2015 RN faculty did not mirror that of the Texas population.

- The majority of RN faculty were white/Caucasian (68.3%). The proportion of white/Caucasian RN graduates in 2015 was much lower (52.7%).
- The proportion of RN faculty who were Hispanic/Latino (9.9%) is approximately one-fourth the proportion in the Texas population (40.0%). The proportion of Hispanic RN graduates in 2015 was much higher (25.5%).
- The percentages of faculty who were black/African American (13.6%) and other races (8.2%) more closely mirrored the Texas population and the Texas RN workforce.
- The 2015 distribution of race/ethnicity among RN faculty is similar to that of previous years.

Figure 3. Race/Ethnicity of RN Faculty, 2015, Texas RN Workforce, 2015,[8] & Texas Population, 2015[9]

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

[8] RN workforce data comes from the 2015 BON Licensure Renewal file of actively practicing Texas nurses.

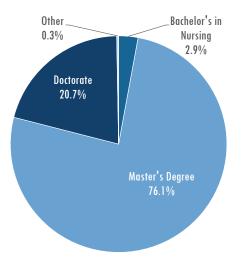[9] Texas population data comes from the 2015 Texas State Data Center population projections (https://www.dshs.state.tx.us/chs/popdat/ST2015.shtm).

Figures 4 and 5 display the highest academic credential of faculty in professional nursing programs.

- The majority of RN faculty held a Master's degree (76.1%). Of those, 97.6% held a Master's in Nursing degree.
- Of the 3,146 faculty with degree information, 652 (20.7%) held a doctoral degree.

- 354 faculty held a PhD in Nursing.
- 150 faculty held a Doctor of Nursing Practice (DNP).
- 132 faculty held a doctorate in a discipline other than nursing.
- The remaining 16 faculty with a doctorate held either a Doctor of Nursing Science (DNS) or other doctorate in nursing.

Figure 4. Highest Degree of Faculty, 2015

Other 0.3%

Bachelor's in Nursing 2.9%

Doctorate 20.7%

Master's Degree 76.1%

Figure 5. Breakdown of Faculty Doctoral Degrees, 2015

Other Nursing Doctorate 0.3%

Doctorate in Other Field 20.2%

DNS 2.1%

DNP 23.0%

PhD in Nursing 54.3%