This update presents information for the 126 pre-licensure registered nursing (RN) programs in Texas during the 2021 reporting year, including:

- 1 diploma program;
- 66 Associate Degree in Nursing (ADN) programs, including 55 generic ADN programs and 11 licensed vocational nurse (LVN) to ADN stand-alone programs;
- 58 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 using the 2021 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 4, 2021. The reporting period was academic year (AY) 2020-2021 (September 1, 2020 – August 31, 2021) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

Faculty Positions in Professional Nursing Programs

In the 2021 NEPIS, programs were asked to report the number of full- and part-time filled and vacant faculty positions as well as the number of retirements, resignations, and new appointments. As shown in Table 1:

- There were 3,231.0 full-time equivalent (FTE) positions filled as of September 30, 2021, which was more than the 3,149.5 FTE positions reported in 2020.[1]

Table 1. Faculty Positions, 2021

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2021	2,184	2,094	3,231.0
Vacancies as of Sept. 30, 2021	180	116	238.0
Resignations AY 2020-2021	221	243	342.5
Retirements AY 2020-2021	102	10	107.0
New Appointments AY 2020-2021	275	388	469.0

- Between 2020 and 2021, 45 programs increased their total number of FTE positions (filled and vacant). As shown in Table 2, this is a decrease from previous years.
- As of September 30, 2021, there were 238.0 FTE vacancies, more than the 199.0 vacancies reported in 2020 (Figure 1).
- During AY 2020-2021, there were 342.5 FTE resignations and 107.0 FTE retirements. Both resignations and retirements increased from 2019-2020.

Table 2. Change in Number of Faculty FTEs by Program, 2017-2021

	# of Programs that Increased FTEs	# of Programs that Decreased FTEs	# of Programs that Stayed Same
2017	59	42	12
2018	65	33	21
2019	67	34	19
2020	73	37	13
2021	45	65	14

Figure 1. Change in Total Number of FTE Vacancies, Resignations, Retirements, and New Appointments, 2017-2021
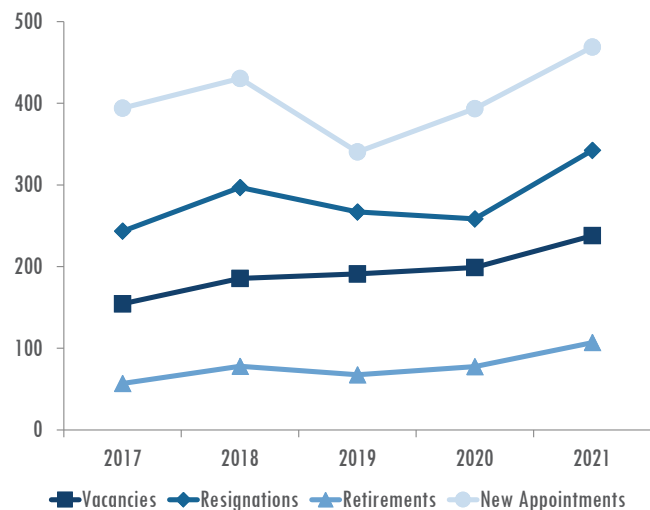
- 43.6% of faculty members taught only clinical courses, 16.0% taught only didactic, and 40.4% taught both clinical and didactic.
- 76.1% of part-time faculty teach only clinical courses.

Figure 2 displays the proportion of faculty positions that were full- and part-time from 2011 to 2021.

- The proportion of part-time faculty positions has increased from 32.2% to 48.9% since 2011.
- From 2020 to 2021, the proportion of full-time faculty positions decreased from 54.3% to 51.1%.

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

Figure 2. Full- and Part-Time RN Faculty Positions, 2011-2021
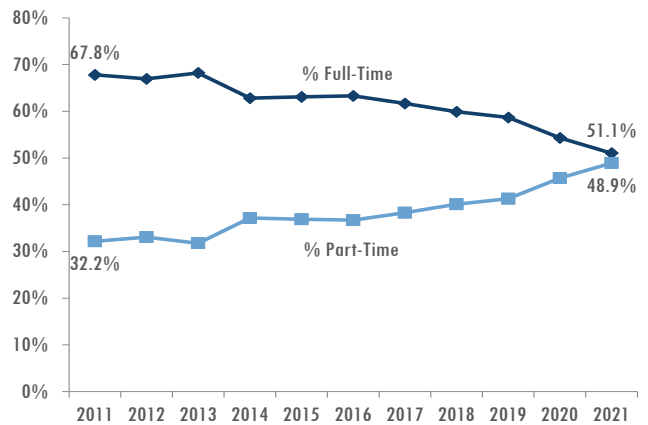
Faculty Vacancy in Professional Nursing Programs

As shown in Table 3, the 2021 total faculty vacancy rate was 6.9%, the highest vacancy rate since 2015.[2]

- In Texas, vacancy rates in individual programs ranged from 0% (44 programs) to 54.2% (1 program). Since 2011, faculty vacancy rates continued to be highest among ADN programs.
- From 2020 to 2021, 40 programs decreased their vacancy rate, 55 increased, and 29 stayed the same.
- 75.4% of programs had fewer than 3 FTE vacancies. 9 programs reported having greater than 5 FTE vacancies.

Length of Vacancy and Barriers to Faculty Recruitment

Table 3. Faculty Vacancy Rates (%) by Program Type, 2012 - 2021[3]

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
ADN	9.6	9.7	9.1	11.6	8.2	6.8	6.4	7.0	8.4	10.0
BSN	6.7	6.5	6.2	6.3	4.8	4.5	6.2	5.5	4.5	5.2
Total	8.0	7.8	7.3	8.3	6.1	5.4	6.1	6.1	5.9	6.9

In the 2021 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 (9 programs or 7.1%) to 65 weeks (1 program or 0.8%).
- The median number of weeks reported was 12, which has remained unchanged since 2018.

Programs were also asked to select the barriers to faculty recruitment faced during AY 2029-2021.[4]

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (96 programs or 76.2%).
- Non-competitive salary was also cited by the majority of programs (80 programs or 63.5%).
- Geographic location was a barrier for 49 (38.9%) programs.
- 12 (9.5%) programs reported no barriers.

Length of Faculty Contracts

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

- Most programs reported a 9-month contract length (63 programs or 50.0%).
- 31 programs (24.6%) reported a 12-month contract length and 10 programs (7.9%) reported 10.5 months.
- 8 programs (6.3%) reported not offering faculty teaching contracts.

[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 30, 2021 and multiplying by 100.

[3]The total vacancy rates in Table 2 include the one diploma program, the one MSN AE 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 2020-2021, the faculty turnover rate for all programs was 14.1%, representing an increase from AY 2019-2020 (Table 3).[5]

- Turnover rates by program type ranged from 13.5% in BSN programs to 18.9% in the diploma program.
- Between 2020 and 2021, 45 programs decreased their turnover rate, 69 increased, and 10 stayed the same.

In addition, 33 programs (26.4%) reported that there was a change in the program's dean or director during AY 2019-2020.

Table 3. Faculty Turnover Rates (%) by Program Type, 2012 - 2021[6]

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
ADN	14.1	14.9	17.6	17.0	17.1	13.1	15.3	14.0	13.2	15.1
BSN	9.8	11.8	12.5	14.1	11.8	10.2	13.8	11.4	10.9	13.5
Total	11.8	13.0	14.7	15.4	13.7	11.3	14.3	12.4	11.7	14.1

[5]Turnover rates were calculated by dividing the total number of resignations and retirements (full- and part-time) during AY 2020-2021 by the total number of filled positions as of September 30, 2020.

[6]The BSN turnover rate includes the MSN AE program and the ADN turnover rate includes LVN to ADN stand-alone program turnover rates.

Faculty Demographics in Professional Nursing Programs

As of September 30, 2021, professional nursing education programs in Texas reported 4,278 full- and part-time faculty on their faculty profiles. The demographics below were obtained from the Texas Board of Nursing 2019 Licensure Renewal database (the most recent data available from the BON) for the remaining faculty members who held Texas nursing licenses (except highest degree, which was obtained from the faculty profile reports). Demographic information was available for 84.5% 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 could happen for several reasons, the most common being that they are newly licensed or 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.
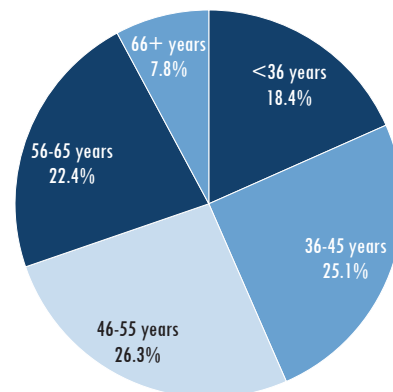
Sex

The professional nursing faculty population was predominantly female: 90.9% in 2021, similar to 91.4% in 2020.
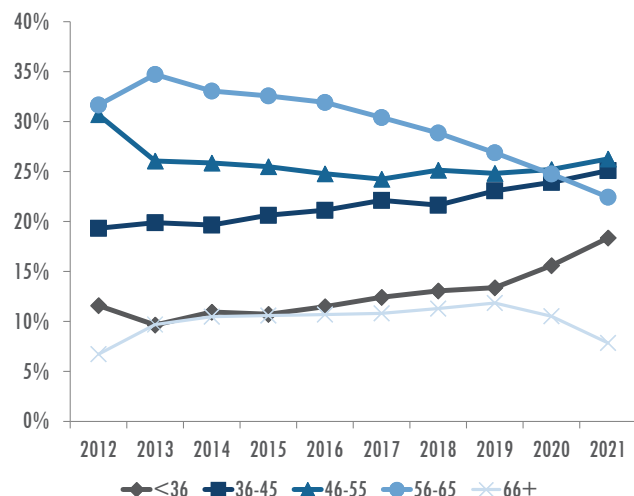
Age

Figure 3 displays the age breakdown of professional nursing faculty in 2021.

- Faculty ranged from 22 to 83 years old.
- The median age of faculty was 48 years. This has been decreasing since a high of 54 in 2013.

**Figure 3. Faculty Age, 2021**

Figure 4. Faculty Age, 2012-2021

- 29.1% of faculty were 50 to 61 years of age and will be eligible for retirement[7] within the next 12 years. This proportion has decreased since 43.0% of faculty were 50 to 61 years of age in 2012 (Figure 4).

- 15.8% of faculty were 62 years of age or older and eligible for early retirement. This is a decrease from 20.3% in 2020.

Race/Ethnicity

As shown in Figure 5, the race/ethnicity distribution of 2021 RN faculty did not mirror that of the Texas population.

Figure 5, Race/Ethnicity of RN Faculty, Texas RN Workforce,[8] and Texas Population[9]
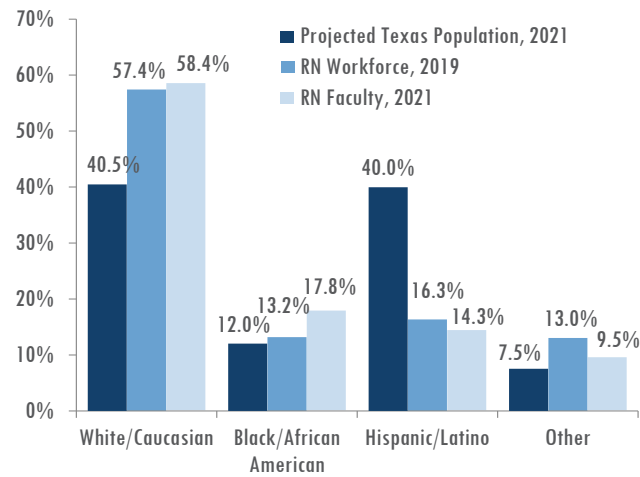

- The majority of RN faculty were White/Caucasian (58.4%). The proportion of White/Caucasian RN graduates in 2021 was lower (43.7%).

- The proportion of RN faculty who were Hispanic/Latino (14.3%) is approximately one-third the proportion in the Texas population (40.0%). The proportion of Hispanic/Latino RN graduates in 2021 was higher (30.5%).

- The percentages of faculty who were Black/African American (17.8%) and other races (9.5%) more closely mirrored the Texas population and the Texas RN workforce.

Figure 6 shows that RN faculty continue to diversify. The proportion of RN faculty who were White/Caucasian has decreased from 74.9% in 2010, while the proportion of faculty who were Hispanic/Latino, Black/African-American, or other races has risen.

- Programs were asked what efforts, if any, they were making to attract a more diverse faculty population. 81 programs (64.3%) responded that they were making specific efforts. These efforts included focusing advertising and networking in diverse areas and task forces on diversity and inclusion.

Figure 6. Race/Ethnicity of RN Faculty, 2011-2021

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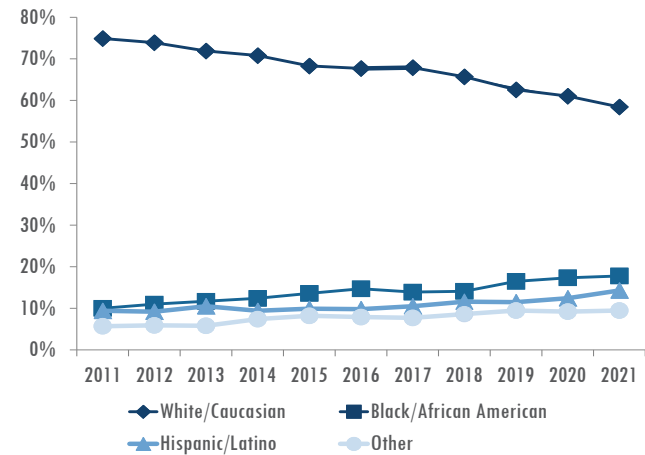
[7]The earliest retirement age for social security is 62 (www.socialsecurity.gov).

[8]RN workforce data come from the 2019 BON Licensure Renewal file of actively practicing Texas nurses, the most recent data available at the time of this publication.

[9]Texas population data come from the 2021 Texas Demographic Center population projections (https://demographics.texas.gov/Data/TPEPP/Projections/).

Educational Preparation of Faculty in Professional Nursing Programs

Figures 7 and 8 display the highest academic credential of faculty in professional nursing programs.

- The majority of RN faculty held master's degrees in nursing (73.9%).
- 821 (21.3%) faculty held doctoral degrees. This percentage has been increasing since 2015, when it was 20.7%.
  - 339 faculty held PhDs in Nursing.
  - 470 faculty held a Doctor of Nursing Practice (DNP).
  - The remaining 13 faculty with doctorates held either a Doctor of Nursing Science (DNS), Nursing Doctorate, or doctorate in other field.

Figure 7. Highest Degree of Faculty, 2021
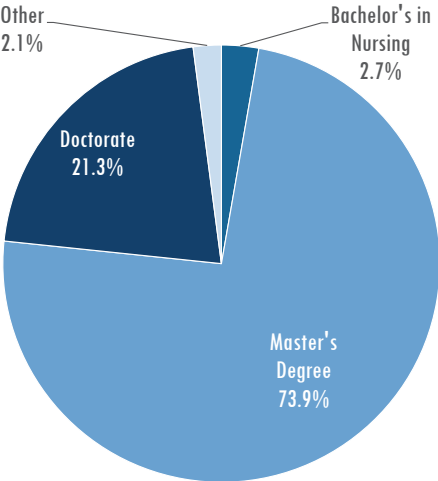
Programs were asked how many faculty members had a specialty in nursing education.

- 920 full-time faculty members had a specialty in nursing education (42.1% of all full-time faculty).
- 514 part-time faculty members had a specialty in nursing education (24.5% of all part-time faculty).

Figure 8. Breakdown of Faculty Doctoral Degrees, 2021
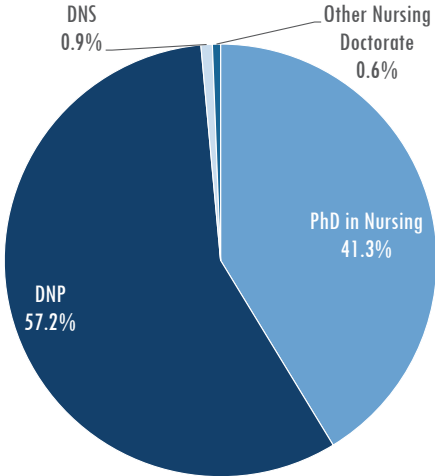
- 16 programs (12.7%) require faculty to have taken graduate courses in educational background.