This update presents data for the 33 universities/colleges that offer one or more graduate nursing education programs. There were 36 programs that prepared graduates for licensure as advanced practice registered nurses (APRNs) and 73 other programs. Table 1 breaks down these programs by education model:

Table 1. Program Type by Education Model, 2020

Program Type	Master's Degree	Post-Master's Certificate	Post-Baccalaureate DNP	Post-Master's DNP	PhD in Nursing
Nurse Practitioner (n=26)	23	19	5	4	0
Clinical Nurse Specialist (n=3)	2	2	1	0	0
Nurse Anesthetist (n=5)	1	0	5	2	0
Nurse-Midwife (n=2)	1	1	1	0	0
Nursing Leader/Admin (n=22)	21	8	2	7	0
Nursing Education (n=21)	21	11	0	0	0
Nursing Informatics (n=3)	1	2	0	1	0
Clinical Nurse Leader (n=4)	3	1	0	1	0
Nursing Research (n=7)	0	0	0	0	7
Public Health (n=1)	0	0	1	1	0
DNP-No Specialty/Generic (n=10)	0	0	1	9	0
Other (n=5)	4	1	0	0	0

Note: n=number of programs

The Texas Center for Nursing Workforce Studies (TCNWS) collected data in the 2020 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2020. The reporting period was academic year (AY) 2020 (September 1, 2019 – August 31, 2020) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

FACULTY POSITIONS IN GRADUATE SCHOOLS

Table 2 lists information on full-time, part-time, and full-time equivalent (FTE)[1] faculty positions as of September 30, 2020 among the 33 schools that offer a graduate nursing education program.[2,3]

- There was a total of 834.5 FTE positions filled. 45.5% of graduate faculty positions were full-time, decreasing from 52.6% in 2019.

- There were 124 faculty resignations and retirements in AY 2020, increasing from 95 in AY 2019.

- There were 162 new faculty appointments representing 110.5 FTEs during the reporting period. 36.4% of these appointments were for full-time positions, a change from 2019 when the majority of new appointments were full-time positions (53.8%).

Table 2. Faculty positions, 2020

	Full-Time	Part-Time	FTEs
Filled Positions as of Sept. 30, 2020	522	625	834.5
Vacancies as of Sept. 30, 2020	45	4	47
Resignations (AY 2020)	34	64	66
Retirements (AY 2020)	25	1	25.5
New Appointments (AY 2020)	59	103	110.5

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

[2] 45 faculty positions were filled by faculty without nursing licenses.

[3] 1 faculty member taught in 2 schools. This one faculty member is counted in the position counts for each program but only counted once in the faculty demographics section.

Table 3 displays the number of full- and part-time faculty with a specialty in nursing education and those who cross-teach in undergraduate nursing programs.

- Overall, 12.4% of faculty had a specialty in nursing education in 2020, compared to 15.2% in 2019.
- Schools reported that 17.2% of all full-time nursing faculty had a specialty in nursing education compared to 8.8% of part-time nursing faculty.
- In 2020, 19.9% of graduate faculty also taught in undergraduate programs, decreasing slightly from 20.3% in 2019.

Table 3. Number of faculty with a specialty in nursing education & who cross-teach in undergraduate programs, 2020

	Full-Time	Part-Time	% of All Faculty
Faculty with a specialty in nursing education	90	55	12.4%
Faculty who cross-teach	181	52	19.9%

- 34.7% of full-time graduate faculty positions and 8.3% of part-time graduate faculty positions also taught in undergraduate nursing programs.

FACULTY VACANCY AND TURNOVER IN GRADUATE SCHOOLS

Vacancy[4]

The total faculty vacancy rate for all 33 graduate schools was 5.3% in 2020, increasing from 4.5% in 2019.

- Schools reported 45 full-time vacancies and 4 part-time vacancies, representing an 7.9% vacancy rate among full-time faculty and a 0.64% vacancy rate among part-time faculty.
- 16 schools (48.5%) reported zero faculty vacancies, one more than the number of schools in 2019.
- The graduate faculty vacancy rate (5.3%) was lower than the faculty vacancy rate in prelicensure professional nursing programs (6.0%).[5]

Length of Vacancy and Barriers to Faculty Recruitment

All 33 graduate schools indicated how many weeks, in general, faculty positions remain vacant.

- On average, faculty positions remained vacant for about 25 weeks. The number of weeks to fill vacant positions ranged from 4 weeks (2 schools) to 104 weeks (1 schools).
- 6 schools reported taking 52 weeks or longer for vacant faculty positions to be filled.
- The median number of weeks reported was 24 weeks, greater than the 12 weeks reported for faculty positions in professional nursing programs.[5]

33 of the 33 graduate schools selected barriers to faculty recruitment they faced during AY 2020.[6]

- A limited qualified applicant pool was most often selected as a barrier to faculty recruitment (19 schools).
- Non-competitive salary was also cited by the majority of programs (16 schools).
- Geographic location was a barrier for 6 schools.

- Other barriers to faculty recruitment included budget limitations (2 schools) and a hiring freeze brought about by the Covid-19 pandemic (2 schools).

Length of Faculty Contracts

The 33 graduate schools reported the length of the program's standard faculty teaching contract during an academic year.

- 20 schools reported a 9-month contract length.
- 10 schools reported a 12-month contract length.
- 1 school reported a 10-month contract length.
- 1 schools reported an 11-month contract length.
- 1 school listed another contract length as a 9-month plus 3-month length.

Turnover[7]

The faculty turnover rate across the 33 responding graduate schools was 12% in AY 2020, compared to 11.2% in professional nursing programs and 18.7% in vocational nursing programs.[5,8]

- The median turnover rate was 5%.
- 14 schools reported no turnover during AY 2020.

[4] Vacancy rate was calculated by dividing the total number of vacant positions (FTE) as of September 30, 2019 by the sum of total number of filled and vacant positions (FTE) as of September 30, 2019 and multiplying by 100.

[5] Texas Center for Nursing Workforce Studies. (2021). 2020 Nursing Education Program Information Survey - Faculty Demographics in Professional Nursing Programs. www.dshs.texas.gov/chs/cnws/EducReports.shtm#Professional

[6] Programs could select more than one barrier to faculty recruitment.

[7] 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. Only schools that responded to both the 2019 and 2020 NEPIS were included in turnover rate analysis.

[8] Texas Center for Nursing Workforce Studies. (2021). 2020 Nursing Education Program Information Survey - Faculty Demographics in Vocational Nursing Programs. www.dshs.texas.gov/chs/cnws/EducReports.shtm#Vocational

All 33 graduate nursing schools provided data for 1,147 nursing faculty who were employed as of September 30, 2020.[9] Demographics including sex, age, and race/ethnicity were obtained from the 2019 Texas BON Licensure Renewal databases. Data completeness varied for each demographic measure.[2,9] Demographic data were incomplete as some faculty may have left the corresponding field blank on their licensure renewal form, or they did not have a Texas RN license, such as in the case of faculty practicing with a compact license. The Nurse Licensure Compact is an agreement between states to recognize each others' licenses. The number of faculty with a Texas RN license was 1,038 in 2020.

Sex

Data regarding sex were available for 828 faculty.

- The majority of nursing faculty were female (92.9%).

Age

Data regarding age were available for 832 faculty.

- The median age of faculty as of September 30, 2020 was 51 years, and the mean age was 51.1 years.

- As shown in Figure 1, the largest proportion of faculty were between 56 and 65 years of age.

- 22.3% (186) of faculty were 52 to 61 years of age and would be eligible for retirement within the next 10 years.[10]

**Figure 1. Faculty age, 2020**
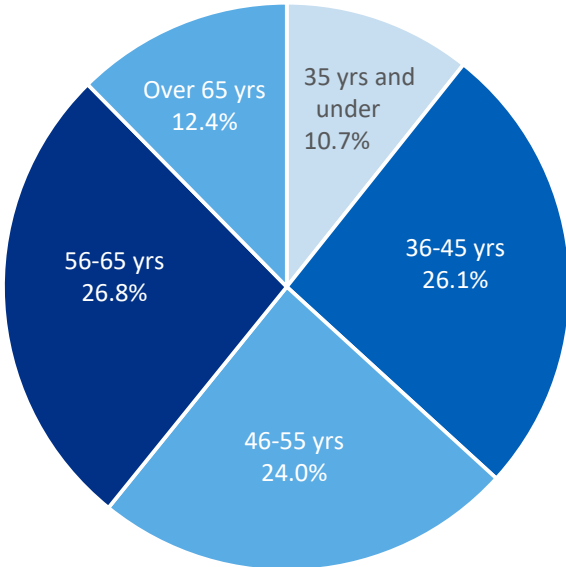
- 23.7% (227) of faculty were age 62 or older and were eligible for retirement.

Race/Ethnicity

As shown in Figure 2, the race/ethnicity distribution of 2020 graduate faculty did not mirror that of the RN workforce or the projected Texas population. Race/ethnicity data were available for 828 faculty.

- The largest proportion of faculty were White/Caucasian at 66.9%, compared to 56.9% among the RN workforce and just 41.5% among the Texas population.

- The proportion of faculty that were Black/African American (13.0%) was more closely aligned with the proportion of Black/African Americans in the RN workforce (13.3%) and that of the Texas population (11.9%).

- Hispanic/Latino race/ethnicity were the most disproportionately underrepresented group among faculty at just 11.2%, compared to 16.6% and 39.5% among the RN workforce and Texas population, respectively.

Figure 2. Race/ethnicity of graduate faculty, Texas RN workforce,[11] & Texas population,[12] 2020
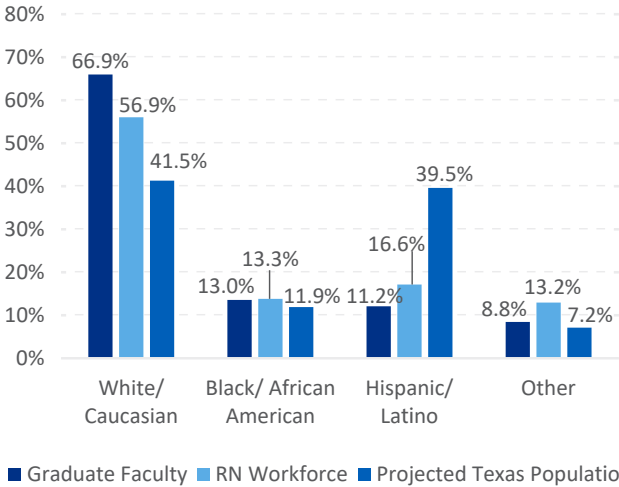

[9] 1 faculty who worked in more than one program was only counted once.

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

[11] RN workforce data come from the 2019 BON Licensure Renewal file of actively practicing Texas nurses.

[12] Texas population projections data for 2020 were generated January 4, 2021 with the Texas Demographic Center's 2019 Texas Population Projections Data Tool at demographics.texas.gov/Data/TPEPP/Projections/Tool.

Figure 3 shows the trend of the proportion of race/ethnicity among graduate faculty with a nursing license for the past 6 years.

- The percentage of White/Caucasian graduate faculty has decreased 7.5% since 2015.

- The percentage of Black/African America graduate faculty has increased 6.1% since 2015.

- The proportion of graduate faculty considered "other" has remained stable since 2015.

- The proportion of Hispanic/Latino graduate faculty has only increased by 2.0% since 2015, even though this group has the largest discreprency between the proportion of faculty and the proportion within the Texas population.

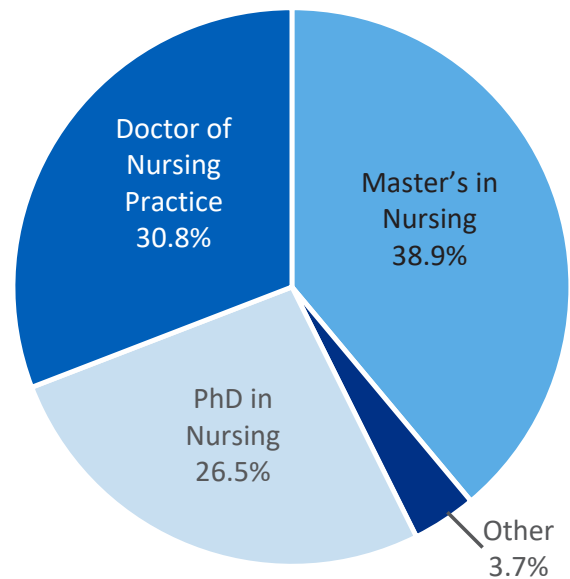**Figure 3. Race/ethnicity of graduate faculty, 2016-2020**
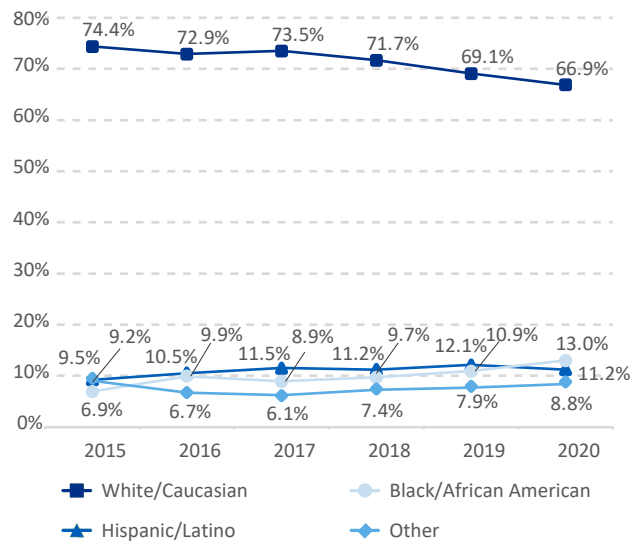
EDUCATIONAL PREPARATION OF FACULTY IN GRADUATE SCHOOLS

Education

Figure 4 displays the highest degrees of 1,147 graduate faculty with a nursing license that 33 graduate schools reported on the 2020 Graduate NEPIS Faculty Profile.[13]

- The majority of faculty, nearly 60%, held a doctoral degree.

- Among faculty with a doctoral degree, the most common was a Doctor of Nursing Practice (51.4% of faculty with a doctoral degree).

- Other degrees shown in Figure 3 included Bachelor's in Nursing, Master's in other field, Doctor of Nursing Science, Nursing Doctorate, and Doctorate in other field.

[13] Highest degree of faculty includes faculty with an out-of-state nursing license, but excludes faculty without a nursing license (non-nursing faculty). Faculty who worked in more than one program were only counted once.

Figure 4. Educational preparation of faculty, 2020