The Hospital Nurse Staffing Survey (HNSS) assesses the size and effects of the nursing shortage in hospitals, Texas' largest employer of nurses. During the spring of 2024, the Texas Center for Nursing Workforce Studies (TCNWS) administered the HNSS to the Chief Nursing Officers/Directors of Nursing of 739 Texas hospitals. These included for-profit, nonprofit, public, and Texas Health and Human Services Commission-operated hospitals, as well as hospitals linked to academic institutions; military hospitals were not surveyed. The facilities surveyed were general acute care, psychiatric, special, behavioral,* and rehabilitation hospitals; outpatient or community-based clinics were not included. Respondents provided data for 297 hospitals for a response rate of 40.2%.

The hospitals that completed the 2024 HNSS were representative of all Texas hospitals by geographic designation and bed size, but not by region. This report provides survey response rates by public health service region, geographic designation, and bed size. It also includes relevant hospital characteristics such as the number and distribution of teaching, rural, Magnet,[1] Pathway to Excellence,[2] and trauma center designated hospitals in the 2024 HNSS sample.
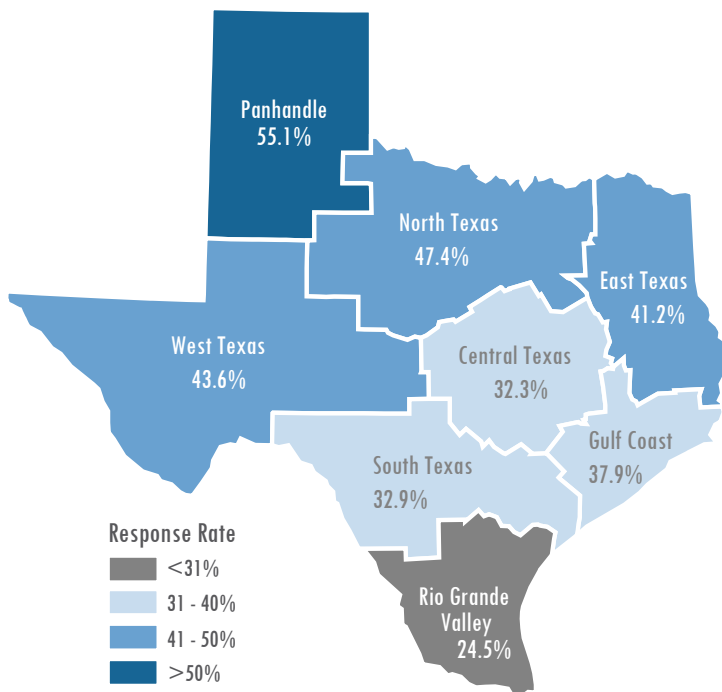
* Behavioral hospitals were not previously surveyed, showing a significant increase in population from 2022.
[1] https://www.nursingworld.org/organizational-programs/magnet/about-magnet/
[2] https://www.nursingworld.org/organizational-programs/pathway/

Geographic Characteristics of Hospitals

Figure 1. Response rate by region, 2024

Response Rate
- <31%
- 31 - 40%
- 41 - 50%
- >50%

Panhandle 55.1%
North Texas 47.4%
East Texas 41.2%
West Texas 43.6%
Central Texas 32.3%
South Texas 32.9%
Gulf Coast 37.9%
Rio Grande Valley 24.5%

- The Panhandle (55.1%) and North Texas (47.4%) regions had the highest response rates, while the Rio Grande Valley (24.5%) and Central Texas (32.3%) regions had the lowest (Table 1).
- Analysis found that there was a significant difference between responding hospitals and non-responding hospitals by region,[3] meaning some regions are overrepresented in the responses.

Table 1. 2024 HNSS response rate by region

Region	# of Respondents in Region	Total # of Hospitals in Region	Response Rate
Panhandle	27	49	55.1%
Rio Grande Valley	13	53	24.5%
North Texas	99	209	47.4%
East Texas	21	51	41.2%
Gulf Coast	58	153	37.9%
Central Texas	30	93	32.3%
South Texas	25	76	32.9%
West Texas	24	55	43.6%
Texas	297	739	40.2%

The overall response rate for 2024 was 40.2%, down from the 2022 response rate of 50.7%.

Table 2 shows the number of responding hospitals by geographic designation.[4]

- Non-metropolitan, border counties had the highest response rate (57.1%).
- Analysis found that there was no significant difference between responding hospitals and non-responding hospitals by geographic designation,[5] meaning no particular geographic designation was overrepresented among the responses.

Table 2. Response rate by geographic designation, 2024

Geographic Designation	# of Respondents in Designation	Total # of Hospitals in Designation	Response Rate
Metro Border	15	54	27.8%
Metro Non-Border	214	543	39.4%
Non-Metro Border	8	14	57.1%
Non-Metro Non-Border	60	128	46.9%

Table 3 displays information on the number and response rates of hospitals responding to the survey by region and bed size categories.

- Hospitals with 300-499 beds had the least number of respondents (26) but the highest response rate out of any bed size category (42.6%).
- Analysis found that there was not a significant difference between responding hospitals and non-responding hospitals by bed size categories,[6] meaning no bed size category was overrepresented among responses.

[3] $(\chi^2(7, N = 739) = 19.2, p = .008)$
[4] For county assignments to the 8 public health service regions visit https://www.dshs.texas.gov/center-health-statistics/center-health-statistics-texas-county-numbers-public-health-regions
[5] $(\chi^2(3, N = 739) = 7.7, p = .054)$
[6] $(\chi^2(4, N = 739) = 0.67, p = .955)$

Table 3. Number of responding hospitals and response rate by region and bed size, 2024

Region		Bed Size				
		<50	50-99	100-299	300-499	>499
Panhandle	n	20	3	1	3	-
	%	62.5%	37.5%	33.3%	50.0%	-
Rio Grande Valley	n	3	5	3	0	2
	%	20.0%	71.4%	18.8%	0.0%	16.7%
North Texas	n	32	21	23	10	13
	%	35.6%	42.9%	57.5%	66.7%	86.7%
East Texas	n	8	5	4	2	2
	%	40.0%	62.5%	30.8%	40.0%	40.0%
Gulf Coast	n	21	9	13	8	7
	%	42.9%	30.0%	37.1%	38.1%	38.9%
Central Texas	n	16	4	8	0	2
	%	39.0%	25.0%	32.0%	0.0%	25.0%
South Texas	n	9	3	9	2	2
	%	29.0%	20.0%	64.3%	66.7%	15.4%
West Texas	n	14	3	3	1	3
	%	46.7%	50.0%	50.0%	20.0%	37.5%
Texas	n	123	53	64	26	31
	%	39.9%	38.1%	42.1%	42.6%	39.2%

Note: n=number of responding hospitals by bedsize, "-" means there are no hospitals of that bedsize in that region.

Hospital Designations

Responding hospitals were matched to 5 types of hospital designations: teaching hospital, Magnet hospital, Pathway to Excellence hospital, trauma hospital, and rural[7] hospital.

Table 4 (page 3) shows the number and percentage of responding hospitals in each class of hospital designation by region.

- Over half of teaching, Magnet, and Pathway to Excellence hospitals responded to the survey.

- The majority of responding teaching, Magnet, Pathway to Excellence, and trauma hospitals were from North Texas.
- Magnet hospitals had the highest response rate out of all of the hospital designations (81.0%) followed by Pathway to Excellence hospitals (63.4%).

[7] https://www.torchnet.org/uploads/1/1/9/5/119501126/definiton_of_rural_hospital_2023.pdf
[8] https://www.dshs.texas.gov/dshs-ems-trauma-systems/trauma-system-development

Trauma Centers

Trauma facilities are hospitals that are designated by the Texas Department of State Health Services to provide emergency and specialized intensive care to critically ill and injured patients.[8] They range from Level 1, a comprehensive trauma facility that manages major and severe trauma patients, to Level 4, a basic trauma facility that transfers major and severe trauma patients to a higher-level facility.

There were a total of 286 trauma centers (TCs) in the HNSS population as of July 9, 2024.

- Of 21 level 1 TCs, 16 responded.
- Of 28 level 2 TCs, 13 responded.
- Of 55 level 3 TCs, 31 responded.
- Of 182 level 4 TCs, 79 responded.

Table 5 (page 3) shows the percentage of responding hospitals in each region that were designated to be certain trauma center levels.

Table 4. Responding hospitals by designation and region, 2024

		Region								Texas
		Panhandle	Rio Grande Valley	North Texas	East Texas	Gulf Coast	Central Texas	South Texas	West Texas	
Teaching	n	3	2	21	2	9	5	1	2	45
	%	75.0%	25.0%	87.5%	40.0%	60.0%	50.0%	16.7%	33.3%	57.7%
Magnet	n	2	-	25	2	13	4	1	-	47
	%	100.0%	-	92.6%	100.0%	68.4%	57.1%	100.0%	-	81.0%
Pathway to Excellence	n	0	-	19	-	3	3	0	1	26
	%	0.0%	-	90.5%	-	37.5%	50.0%	0.0%	100.0%	63.4%
Trauma Center	n	12	7	52	13	15	15	14	11	139
	%	57.1%	29.2%	72.2%	48.1%	38.5%	34.9%	40.0%	45.8%	48.6%
Rural	n	13	3	19	10	1	8	7	10	71
	%	56.5%	60.0%	55.9%	41.7%	10.0%	40.0%	43.8%	50.0%	46.7%

Note: n=number of responding hospitals by designation, "-" means there are no hospitals designations assigned in that region.

Table 5. Responding hospitals by trauma center level and region, 2024

Trauma Center Level		Region								Texas
		Panhandle	Rio Grande Valley	North Texas	East Texas	Gulf Coast	Central Texas	South Texas	West Texas	
1	n	1	1	7	0	3	2	1	1	16
	%	100.0%	50.0%	87.5%	0.0%	75.0%	66.7%	100.0%	100.0%	76.2%
2	n	2	0	8	1	0	2	0	0	13
	%	66.7%	0.0%	100.0%	100.0%	0.0%	33.3%	-	0.0%	46.4%
3	n	0	1	19	2	5	0	2	2	31
	%	0.0%	16.7%	95.0%	40.0%	50.0%	0.0%	33.3%	40.0%	56.4%
4	n	9	5	18	10	7	11	11	8	79
	%	56.3%	38.5%	50.0%	50.0%	35.0%	34.4%	39.3%	50.0%	43.4%

Note: n=number of responding hospitals in Texas by trauma center designation

Nurses on Boards

In 2011, the Institute of Medicine recommended preparing and enabling nurses to lead change to advance health, which includes having representation on boards and other key leadership positions.[8] Table 6 shows how the 2024 results compare to those over the past 4 iterations of the survey.

- 133 out of 265 (50.2%) respondents reported having RNs on their boards, a decrease from 57.2% in 2022.
- 92 out of 133 (69.2%) respondents that did have RN board members reported that RNs had voting privileges, an increase from 65.4% in 2022.

[8] Institute of Medicine, Committee on the Robert Wood Johnson Foundation Initiative on the Future of Nursing. (2011). Front matter. The future of nursing: Leading change, advancing health.

Table 6. Number of responding hospitals with RNs on boards and voting privileges, 2024

Year	n	RNs on Boards	Voting Privileges
2016	345	167 (48.4%)	110 (65.9%)
2017	345	170 (49.3%)	112 (65.9%)
2019	333	178 (53.5%)	100 (56.2%)
2022	318	182 (57.2%)	119 (65.4%)
2024	265	133 (50.2%)	92 (69.2%)

Note: n=number of responding hospitals in Texas