This update presents information on the faculty working at one or more of the 250 nursing programs in Texas during the 2023 reporting year, including:

- 85 vocational nursing programs[1]
- 130 pre-licensure registered nursing (RN) programs
- 35 graduate nursing programs

The Texas Center for Nursing Workforce Studies (TCNWS) collected data using the 2023 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 2, 2023. The reporting period was academic year (AY) 2022-2023 (September 1, 2022 – August 31, 2023) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

In previous years, TCNWS has reported faculty by program level. For this reporting year, faculty demographics were combined across programs in order to avoid duplicate reporting on faculty that teach across program levels.

[1]Data collected from the military-based VN program were excluded from this report. Another VN program that completed the NEPIS was excluded from this report because their program closed in August 2023 and, therefore, did not have faculty to report on September 30, 2023.

Faculty Positions in Nursing Programs

Each program was asked for the number of filled and vacant positions as well as the number of resignations, retirements, and new appointments during the reporting year. Table 1 has these responses broken down by program level and faculty type,[2] as well as the calculated FTEs.[3]

- The number of filled FTEs decreased by 0.4% in VN programs, 2.0% in RN programs, and 2.6% in graduate programs.

- The number of vacant FTEs increased by 151% in VN programs, 39.2% in RN programs, and 57.0% in graduate programs.

- Graduate programs had the biggest difference in resignations with a 21.4% decrease between 2022 and 2023.

- VN programs had the greatest difference in retirements between 2022 and 2023 with a 24.2% decrease.

- There were a total of 1,273 new appointments across all nursing programs in AY 2022-2023.

Table 1. Faculty Positions of Vocational, Professional, and Graduate Nursing Programs, 2023

|	Vocational				Professional				Graduate			
	Full-Time	Part-Time	Adjunct	FTEs	Full-Time	Part-Time	Adjunct	FTEs	Full-Time	Part-Time	Adjunct	FTEs
Filled Positions as of Sept. 30, 2023	495	159	162	655.5	2,165	599	1,792	3,360.5	461	382	255	779.5
Vacancies as of Sept. 30, 2023	95	42	37	134.5	352	84	157	472.5	88	34	49	129.5
Resignations AY 2022-2023	85	43	34	123.5	275	111	238	449.5	56	26	31	84.5
Retirements AY 2022-2023	11	1	2	12.5	75	5	9	82.0	22	5	1	25.0
New Appointments AY 2022-2023	104	39	57	152.0	354	116	439	631.5	69	35	60	116.5

[2]AY 2022-2023 was the first year programs were asked to report adjunct faculty separate from other part-time faculty. For the purpose of comparing 2023 results to data from previous years, adjunct and part-time faculty numbers are combined throughout this report.

[3]For the purpose of this report, each full-time position counts as 1.0 FTE; each part-time and adjunct position counts as 0.5 FTE. Filled and vacant positions are as of September 30, 2023; resignations and new appointments are for the full reporting year.

Figure 1 and table 2 display the proportion of full and part-time faculty across nursing programs over time. Adjunct faculty were included in part-time positions.

Figure 1. Percent of Full-Time Faculty Positions, 2014-2023
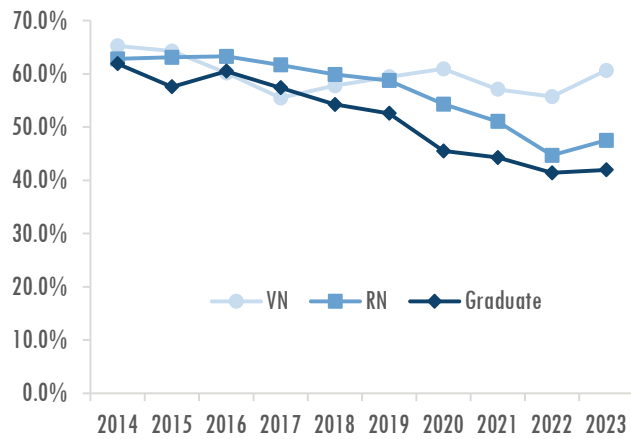
- When compiled together, 51.8% of faculty were part-time or adjunct and 48.2% were full-time.
- The majority (60.7%) of faculty positions in VN programs were full-time.
- The proportion of part-time or adjunct faculty positions in RN programs has increased from 37.2% to 52.5% since 2014.
- 58.0% of faculty positions in graduate programs were part-time or adjunct.

Programs also reported the number of faculty who taught clinical courses, didactic courses, or both.

- In VN programs, 16% of faculty taught only didactic courses, 31% of faculty taught clinical courses only, and 53% of faculty taught both.
  - The majority of full-time faculty in VN programs (76.8%) taught both clinical and didactic courses. Most part-time (66.0%) and adjunct faculty (59.5%) taught clinical courses only.
- 45.4% of faculty members in RN programs taught only clinical courses, 13.2% taught only didactic, and 41.3% taught both clinical and didactic.
  - In RN programs, 76.8% of full-time faculty taught both clinical and didactic courses. Most of part-time (66.0%) and adjunct faculty (59.5%) taught clinical courses only.

Table 2. Full- and Part-Time Faculty Positions by Program Level, 2014-2023

	Vocational		Professional		Graduate	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
2014	65.3%	34.7%	62.8%	37.2%	75.0%	25.0%
2015	64.3%	35.7%	63.1%	36.9%	75.0%	25.0%
2016	60.2%	39.8%	63.3%	36.7%	60.5%	39.5%
2017	55.5%	44.5%	61.7%	38.3%	57.4%	42.6%
2018	57.8%	42.2%	59.9%	40.1%	54.0%	46.0%
2019	63.5%	36.5%	58.7%	41.3%	52.6%	47.4%
2020	60.9%	39.1%	54.3%	45.7%	45.5%	54.5%
2021	57.1%	42.9%	51.1%	48.9%	44.3%	55.7%
2022	55.7%	44.3%	44.8%	55.2%	41.4%	58.6%
2023	60.7%	39.3%	47.5%	52.5%	42.0%	58.0%

- In graduate programs, 29% of faculty taught only didactic courses, 33% of faculty taught clinical courses only, and 38% of faculty taught both.
  - Most full-time faculty in graduate programs, (55.9%) taught both clinical and didactic and the majority (65.1%) of part-time faculty taught only clinical courses. 40.2% of adjunct faculty taught clinical courses.

Programs were asked to report if their faculty are required to take graduate courses in education. Programs could choose more than one option.

- None of the VN programs required their faculty to take graduate courses in education.
- Out of 130 RN programs, 22 had this requirement for full-time faculty, 11 required part-time faculty, and 14 required adjunct faculty.
- Out of 35 graduate programs, 5 had this requirement for full-time faculty, 2 required part-time faculty, and 3 required it for adjunct faculty.

Teaching Across Program Level

There was a total of 6,470 faculty positions reported. 497 faculty (7.7%) taught in both graduate and undergraduate programs. 360 faculty (5.5%) taught in both VN and RN programs or RN and graduate programs, either within the same school or across different schools.

Figure 2 shows the faculty vacancy rate in nursing programs from 2014 to 2023 for VN and RN programs and from 2016 to 2023[5] for graduate programs. Table 3 further breaks down the vacancy rate by program level for the same years.

Figure 2. Faculty Vacancy Rates, 2014-2023
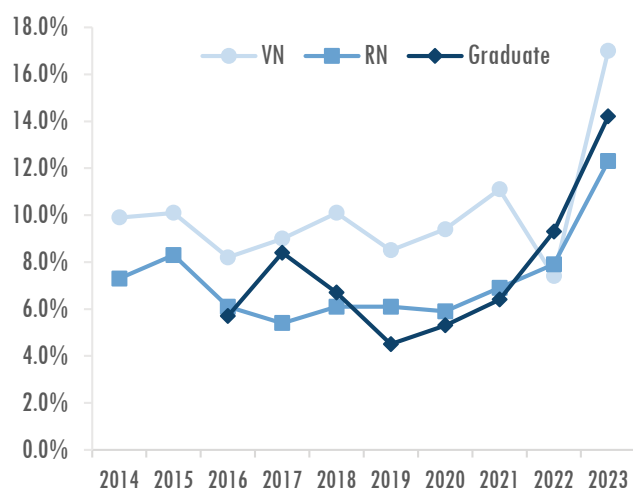
- The vacancy rates for all program levels increased from AY 2021-2022 to AY 2022-2023.

  - For RN programs, vacancy rates continue to be highest among ADN programs.

  - Vacancy rates increased by 81.1% in BSN programs between 2022 and 2023.

- Median vacancy rates were 7.7% for VN programs, 11.1% for RN programs, and 10.3% for graduate schools.

- Vacancy rates ranged from 0-66.7% for VN programs, 0-72.7% for RN programs, and 0-62.5% for graduate programs.

- 45.9% of VN programs, 16.9% of RN programs, 25.7% of graduate schools reported having no vacant faculty positions.

- When compared by program level, VN programs had the biggest increase in vacancy rates from AY 2021-2022 to AY 2022-2023.

[4]Vacancy rate is calculated by dividing the total number of vacant FTEs as of September 30, 2023 by the total number of FTEs (filled and vacant) as of September 30, 2023 and multiplying by 100.

[5]2016 was the first year that data on graduate school vacancies was collected.

Table 3. Faculty Vacancy Rates (%) by Program Level, 2014 - 2023

Year	VN	RN			Graduate
		ADN	BSN	Total	
2014	9.9%	9.1%	6.2%	7.3%	-
2015	10.1%	11.6%	6.3%	8.3%	-
2016	8.2%	8.2%	4.8%	6.1%	5.7%
2017	9.0%	6.8%	4.5%	5.4%	8.4%
2018	10.1%	6.4%	6.2%	6.1%	6.7%
2019	8.5%	7.0%	5.5%	6.1%	4.5%
2020	9.4%	8.4%	4.5%	5.9%	5.3%
2021	11.1%	10.0%	5.2%	6.9%	6.4%
2022	7.4%	13.4%	5.3%	7.9%	9.3%
2023	17.0%	17.5%	9.6%	12.3%	14.2%

Time to Fill Vacant Full-Time Positions and Barriers to Faculty Recruitment

Programs were asked how many weeks, in general, full-time faculty positions remain vacant. In previous years, programs reported the number of weeks it took to fill any type of faculty position. In AY 2022-2023, programs were asked to only report the number of weeks it took to fill full-time faculty positions.

- The length of vacancy of full-time positions for VN programs ranged from 0 (7 programs) to 52 weeks (7 programs).

- Full-time positions in VN programs remained vacant for a median of 8 weeks and a mean of 13.7 weeks.

- The number of weeks to fill vacant positions in RN programs ranged from 0 weeks (2 programs) to 92 weeks (1 program).

- The mean number of weeks reported by RN programs was 20.1 weeks and the median number of weeks was 15.

- On average, full-time positions remained vacant for 22 weeks in graduate schools. The number of weeks to fill full-time positions ranged from 0 weeks (1 school) to 52 weeks (5 schools).

- 27 graduate schools reported that it took 12 weeks or longer for vacant faculty positions to be filled.
- The average number of weeks it took to fill a full-time position in graduate programs was 21.8 weeks and the median was 20 weeks.

Barriers to Recruitment

Programs were asked to select barriers they faced to recruit full-time faculty in 2023.[6]

Table 4: Barriers to Recruit Full-Time Faculty by Program Level

	Program Level		
	VN	RN	Graduate
No barriers	25.9%	10.0%	22.9%
Non-competitive salary	55.3%	62.3%	51.4%
Limited qualified applicant pool	51.8%	70.0%	62.9%
Geographic location	29.4%	37.7%	37.1%
Other barriers	10.6%	16.9%	11.4%

- The top two barriers cited by all program levels were non-competitive salaries and a limited qualified applicant pool.
- Programs that selected "other" barriers to recruitment were asked to specify these barriers.
  - VN programs included competition with RN programs (1.2%) and limited advertising (2.4%).
  - RN programs included competition with other programs in the area (3.1%) and difficulties with the hiring process (4.6%).
  - Graduate programs included a preference for virtual teaching (2.9%) and inadequate funding (2.9%).

Recruitment and Retention Strategies

Programs were asked to report strategies used to retain and recruit full-time faculty.

- The most frequently cited strategies by VN programs were posting positions online (17.6%) and using word of mouth (17.6%). The most cited retention strategies were providing stipends (16.5%) and having competitive salaries (14.1%).

- RN programs also reported recruiting online as their recruitment strategy (19.2%) and their most common retention strategy was providing funding for continuing education or professional development (16.9%).
- 34.3% of graduate programs reported recruiting through professional organizations and the most frequently used retention strategy was providing funding for professional development or continuing education (20.0%).

Length of Full-Time Faculty Contracts

Programs reported the length of their teaching contracts for full-time faculty during the academic year.

Table 5: Length of Standard Contract for Full-Time Faculty by Program Level

	Program Level		
Length of Contract	VN	RN	Graduate
9 months	10.6%	46.2%	51.4%
10 months	2.4%	3.8%	0.0%
10.5 months	3.5%	4.6%	0.0%
11 months	2.4%	2.3%	5.7%
12 months	62.4%	26.9%	40.0%
Other	4.7%	5.4%	2.9%
Program does not offer faculty teaching contract	14.1%	10.8%	0.0%

- VN Programs that selected "Other" indicated that they used a 9 month plus 10 weeks contract, having more than one contract length, and one reported that it varies.
- RN programs that selected "Other" reported using a mix of contract lengths and others reported only offering teaching contract to part-time and adjunct faculty.
- Graduate programs that selected "Other" reported offering more than one contract length.

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

Turnover[7]

Figure 3 and Table 6 show the turnover rates from 2014 to 2023 for VN and RN programs and from 2017-2023 for graduate schools.[8]

- The turnover rates for AY 2022-2023 were lower for all programs.
  - When calculated by RN program type, both ADN and BSN programs had lower rates than the AY 2021-2022 turnover rates.
- The median turnover rate was 20.0% for VN programs, 16.7% for RN programs and 16.7% for graduate programs.

- Turnover rates ranged from 0-116.7% for VN programs, 0-100% for RN programs, and 0-200% for graduate programs.

Table 6. Faculty Turnover Rates (%) by Program Level, 2014 - 2023

Year	VN	RN			Graduate
		ADN	BSN	Total	
2014	30.9%	17.6%	12.5%	14.7%	-
2015	20.0%	17.0%	14.1%	15.4%	-
2016	20.5%	17.1%	11.8%	13.7%	-
2017	22.1%	13.1%	10.2%	11.3%	11.6%
2018	19.2%	15.3%	13.8%	14.3%	9.5%
2019	22.4%	14.0%	11.4%	12.4%	10.4%
2020	18.7%	13.2%	10.9%	11.7%	12.0%
2021	21.6%	15.1%	13.5%	14.1%	12.5%
2022	25.0%	16.0%	16.5%	16.2%	15.9%
2023	21.8%	14.6%	15.5%	15.1%	12.5%

Figure 3. Faculty Turnover Rates, 2014-2023

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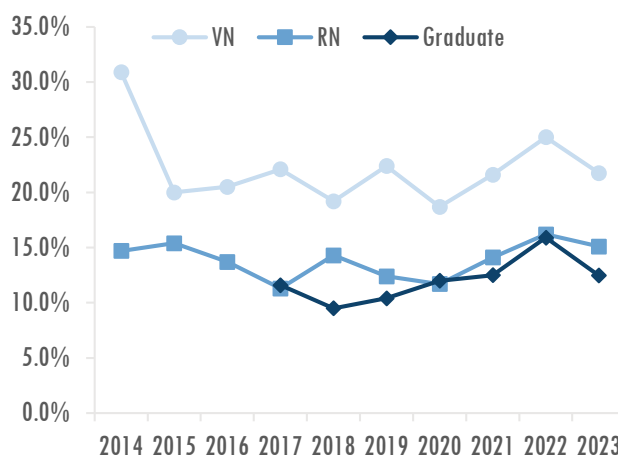
[7]Turnover rate is calculated by dividing the total number of voluntary and involuntary resignations (full and part-time) during the reporting year by the total number of filled positions as of September 30th of the previous reporting year.

[8]2017 was the first year that data on graduate school turnover was available.

Nursing Program Faculty Demographics

As of September 30, 2023, there was a total of 6,470 filled faculty positions reported. After removing duplicates, there was a total of 5,635 faculty in Texas. In addition, there were 44 faculty that were not nurses and 6 of those faculty were listed in more than one program's faculty profile. Of the faculty listed in more than one faculty profile, 374 (5.8%) teach at more than one education level in the same school, 238 of them teach in RN and graduate programs and the remainder teach in VN and RN programs. 130 (2.0%) teach in different programs that are at the same educational level and in the same school, and 324 (5.0%) teach at more than one school. The demographics below display data obtained from the Texas Board of Nursing 2023 licensure renewal database for the faculty members who held Texas nursing licenses, except highest degree, which was obtained from the faculty profile reports. Of the total, unduplicated faculty, there were 821 faculty that were not matched to the licensure file and we do not have demographic data on them. Faculty demographics were based on 85.4% or 4,814 faculty. The remaining faculty that did not have demographic data, 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[9] is a mutual licensure recognition agreement among participating states and territories. For faculty that were matched, there might still be information missed by measure due to the reasons listed above.

Gender

The nursing faculty population was predominantly female (90.5% in 2023), which is similar to the percentage of faculty that was female in 2022, 90.9%. Gender information was missing for 0.1% of faculty.

Table 7 shows the distribution of gender when faculty is separated by program level and type of faculty position.

Table 7. Gender by Program Level and Type of Faculty Position, 2023

	Gender		
	Female	Male	Other or Missing
Program Level			
VN	87.4%	12.5%	0.2%
RN	91.3%	8.6%	0.1%
Graduate	89.8%	10.2%	0.0%
Type of Faculty Position			
Full-Time	91.8%	8.1%	0.1%
Part-Time	88.5%	11.4%	0.1%
Adjunct	90.0%	9.8%	0.2%

- There was a higher proportion of male faculty among VN faculty when compared to RN and graduate faculty
- Full-time faculty have a higher proportion of female faculty compared to part-time and adjunct faculty.

Figure 4. Faculty Age, 2023
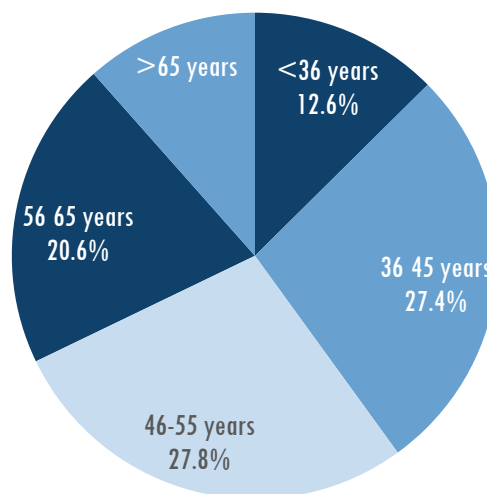
Age

Figure 4 displays the age breakdown of nursing faculty in 2023. Information on age was missing for 0.02% of faculty.

- Faculty ranged from 24 to 88 years old.
- The median age of faculty was 49 years, which is the same median age as 2022.
- The median age of faculty of VN programs was 48 years, 49 years for RN programs, and 52 years for graduate programs.
- The median age of full-time faculty was 51 years, 48 years for part-time faculty, and 47 years for adjunct faculty.

9. Nursing Licensure Compact. The Interstate Commission of Nurse Licensure Compact Administrators.; 2024.

Race/Ethnicity

As shown in Figure 5, the race/ethnicity distribution of 2023 nursing program faculty is not similar to that of the Texas population. Race/ethnicity data were missing for 0.7% of faculty.

Figure 5. Race/Ethnicity of Nursing Program Faculty, Texas Nursing Workforce,[10] and Texas Population[11], 2023
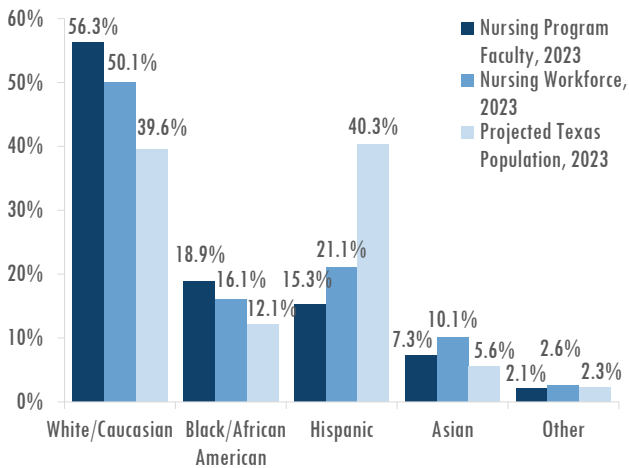

- The majority of nursing faculty were White/Caucasian (56.3%), which was slightly greater than the nursing workforce in 2023 (50.1%), and more than the 2023 Texas population (39.6%)

- The percentages of faculty who were Black/African American (18.9%) was slightly greater than the proportion of Black/African Americans in the nursing workforce in 2023 (16.1%) and the proportion of Texas residents who identify as Black/African American (12.1%).

- The proportion of nursing faculty who were Hispanic/Latino (15.3%) was less than the 2023 nursing workforce (21.1%) and the proportion of the Texas population (40.3%) that is considered Hispanic/Latino.

- The percentage of faculty who were Asian (7.3%) was less than the 2023 nursing workforce (10.1%), but more than the 2023 Texas population (5.6%).

- The percentage of faculty who reported as other races (2.1%) was less than the proportion of the 2023 nursing workforce that reported as other races (2.6%) and less than the 2023 Texas population (2.3%).

Race and Ethnicity by Program Level

Figure 6 shows the distribution of race and ethnicity of faculty by program level.

- There is a marked difference between the proportion of VN and graduate program faculty who are White/Caucasian, 52.3% and 62.9%, respectively.

- The proportion of Hispanic faculty members in VN programs (23.7%) is nearly twice the proportion in graduate programs (12.0%).

- When compared to graduate programs, both VN and RN programs have a higher proportion of faculty that are Black/African American (18.6% and 19.8), respectively.

Figure 6. Racial-Ethnic Distribution of Faculty by Program Level, 2023
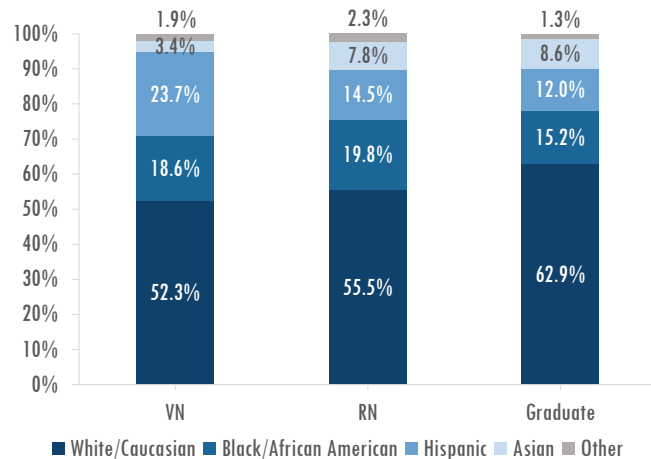
Figures 7-9 show the changes in faculty race and ethnicity from 2014-2023 by program level.[12]
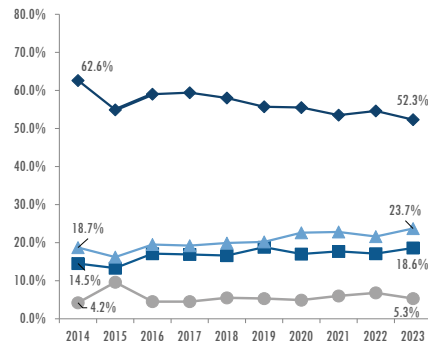
Figure 7: Race/Ethnicity of VN Faculty, 2014-2023
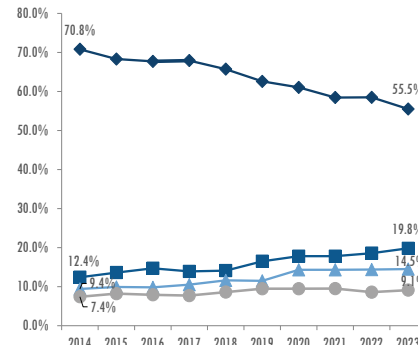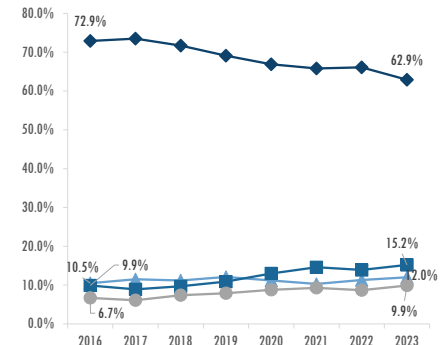

Figure 8: Race/Ethnicity of RN Faculty, 2014-2023

Figure 9: Race/Ethnicity of Graduate Faculty, 2016-2023

Legend: White/Caucasian — Hispanic/Latino — Black/African American — Other

- From 2014-2023 or 2016-2023, the proportion of faculty that is White/Caucasian decreased by 16.5% among VN program faculty, 21.6% among RN program faculty, and 13.7% in graduate programs.

- The proportion of faculty that is Hispanic/Latino increased by 26.7% among VN program faculty, 54.3% among RN program faculty, and 14.3% among graduate program faculty from 2014-2023 or 2016-2023.

- The proportion of faculty that is Black/African-American or other race/ethnicity has increased among all program levels from 2014-2023 or 2016-2023.

- There has been an overall increase in the proportion of faculty that is other race/ethnicity at all program levels.

Programs were asked what efforts, if any, they were making to attract more diverse faculty, 207 programs (82.8%) responded.

- Strategies included advertising positions through professional organizations that cater to groups that are underrepresented in nursing and using social media and job advertising sites to have a larger reach.

  - 13% of VN programs, 16.9% of RN programs, and 14.2% of graduate programs reported using several outlets to ensure their job postings reach a wide audience.

  - 4.7% of VN programs, 11.5% of RN programs, and 8.5% of graduate programs reported advertising via job boards or organizations that are meant to reach groups that seek to improve diversity in nursing.

  - Compared to AY 21-22, there were no major differences between efforts reported by VN programs, RN programs did not report using salaries and stipends to increase their faculty's diversity, and graduate programs did not report creating staff positions to increase diversity.

12. For figures 7-9, Asian faculty members were grouped with Other Race or Ethnicities to be able to compare AY 22-23 racial-ethnic distribution to previous years' distributions.

Figures 10 and 11 display the highest degree obtained by faculty across all nursing programs. The majority (61.8%) held a Master's in Nursing (MSN) degree.
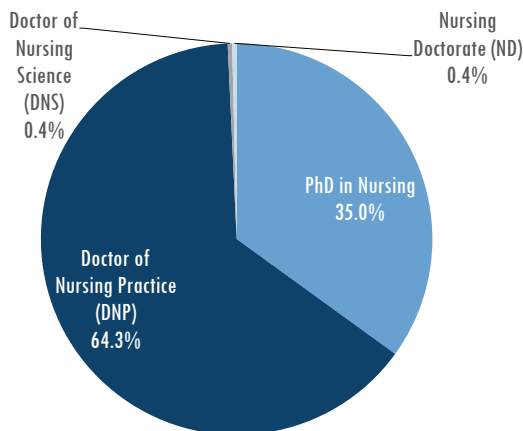
Figure 10. Highest Degree of Faculty, 2023
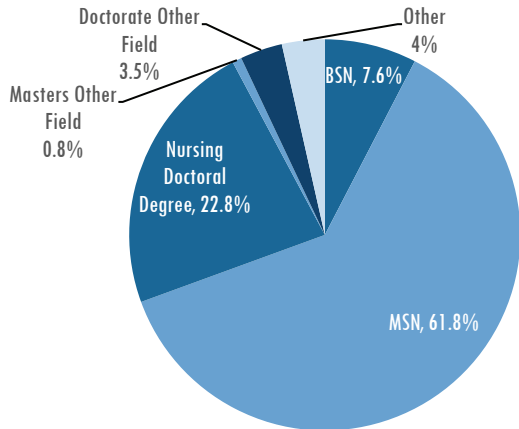
1,095 faculty (22.8%) held nursing doctoral degrees.

- 383 faculty held a PhD in Nursing.
- 704 faculty held a Doctor of Nursing Practice (DNP).
- The remaining 8 faculty with doctorates held either a Doctor of Nursing Science (DNS), or a Nursing Doctorate.
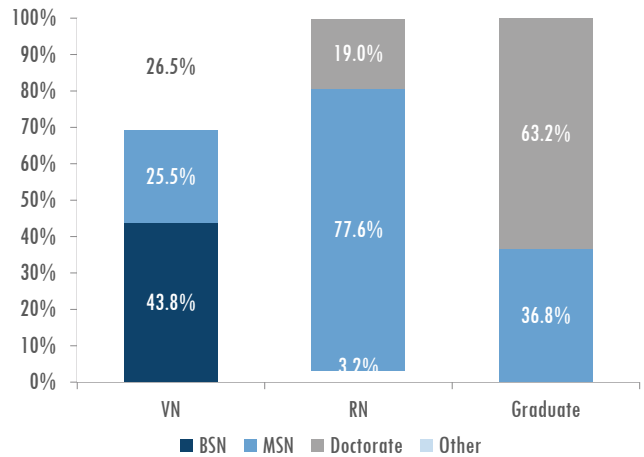
Figure 11. Breakdown of Faculty Nursing Doctoral Degrees, 2023

Education by Program Level

Figure 12 shows the differences in proportion of highest nursing degree obtained by faculty members by program level.

Figure 12. Highest Nursing Degree of VN Program, RN Program, and Graduate Program Faculty, 2023

- The most frequent degree for VN faculty was a BSN (43.8%). In RN programs, the majority of faculty held an MSN (77.6%) and in graduate programs the majority held doctorate degrees (63.2%).
- VN program faculty showed the most variety in highest nursing degree.

Figures 13-15 display the changes in proportion of faculty whose highest degree is BSNs, MSNs, Doctorates in Nursing, or other degrees from 2014-2023 for VN and RN programs and from 2016-2023 for graduate programs.

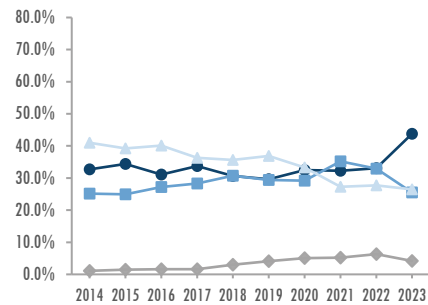**Figure 13: Highest Degree of VN Faculty, 2014-2023**
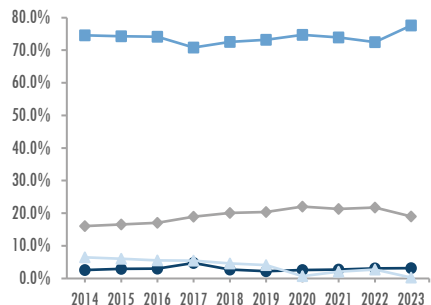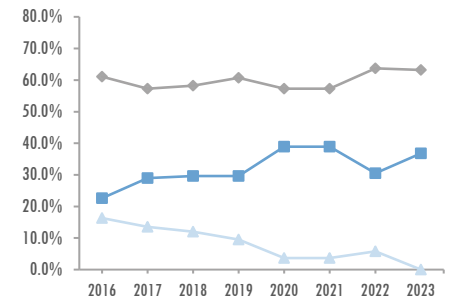
Figure 14: Highest Degree of RN Faculty, 2014-2023

Figure 15: Highest Degree of Graduate Faculty, 2016-2023

Legend: ●— BSN ■— MSN ◆— Doctorate in Nursing ▲— Other

Education by Type of Faculty Position

Figure 16 shows the differences in proportion of highest nursing degree obtained by faculty members by type of faculty position.

- Across all three position types, the majority of faculty held an MSN.

- Full-time faculty had a higher proportion of individuals whose highest degree is a doctorate in nursing (30.2%) compared to part-time (26.7%) and adjunct faculty (15.4%).

- Part-time faculty had a higher proportion of individuals whose highest degree was a BSN (10.1%) than full-time (6.5%) and adjunct faculty (4.6%).

Figure 16: Highest Degree of VN Faculty, 2014-2023

	Full-time	Part-time	Adjunct
Other	8.8%	7.6%	7.3%
Doctorate in Nursing	30.2%	26.7%	15.4%
MSN	54.1%	56.1%	72.3%
BSN	6.9%	9.6%	4.9%

Legend: ■ BSN ■ MSN ■ Doctorate in Nursing ■ Other
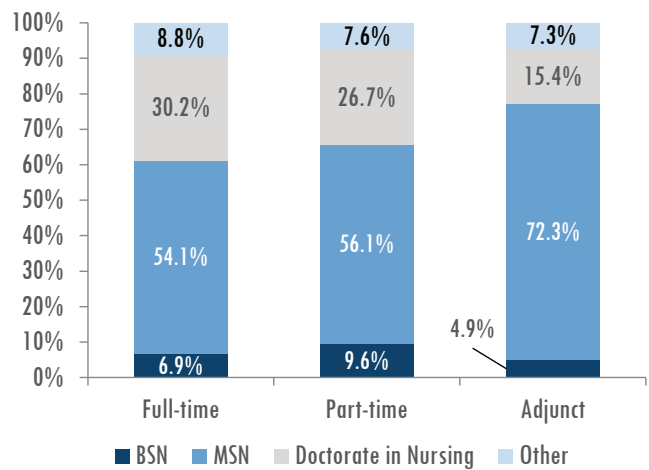
Summary of Highlights

Faculty Positions

Overall, the number of filled FTEs in all program types decreased by 0.4% to 2.6%. However, the number of vacant FTEs increased in all program types by 39.2% to 151.0%.

Across all program types, 51.8% of faculty were part-time or adjuct as the proportion of full time faculty continues to decrease over time.

Vacancy and Turnover

Vacancy rates increased across all program types from 2022 to 2023, ranging from 9.6% in BSN programs to 17.0% in graduate programs.

Turnover rates decreased in all programs. Turnover rates ranged from 12.5% in graduate programs to 21.8% in VN programs.

Faculty Demographics

The proportion of female faculty ranged from 87.4% in VN programs to 91.3% in RN programs.

The median age of faculty across program types was 49 years, staying the same from 2022.

The majority of nursing faculty were White/Caucasian (56.3%), slightly greater than the nursing workforce in 2023 (50.1%), and more than the 2023 Texas population (39.6%).

Educational Preparation

The most frequently held highest degree in VN programs was a BSN degree (43.8%), in RN programs it was an MSN degree (77.6%), and in graduate programs it was a doctorate level degree (63.2%).