

Topic: Nursing Education Programs – North Texas Region

Background

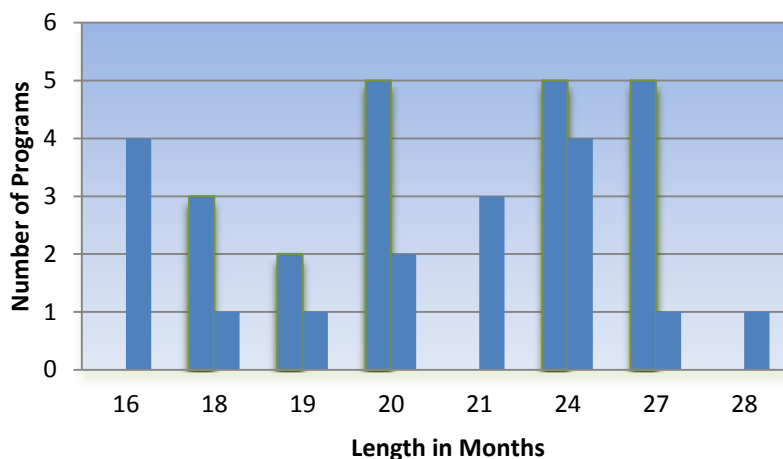
This report was compiled with information from the Texas Center for Nursing Workforce Studies (TCNWS for 2009, 2010, and 2011) in collaboration with the Texas Board of Nursing.

The data was collected in the 2009, 2010 and 2011 Board of Nursing’s (BON) Nursing Education Program Information Surveys (NEPIS) for the reporting periods Academic Years 2008-2011 (or September 1, 2008 – August 31, 2011), unless otherwise noted. TCNWS collaborated with the BON in the design and implementation of the surveys.

Scope of the North Texas Region

Nursing Program Characteristics

Chart 1. 2011 Program Distribution - Quantity and Length

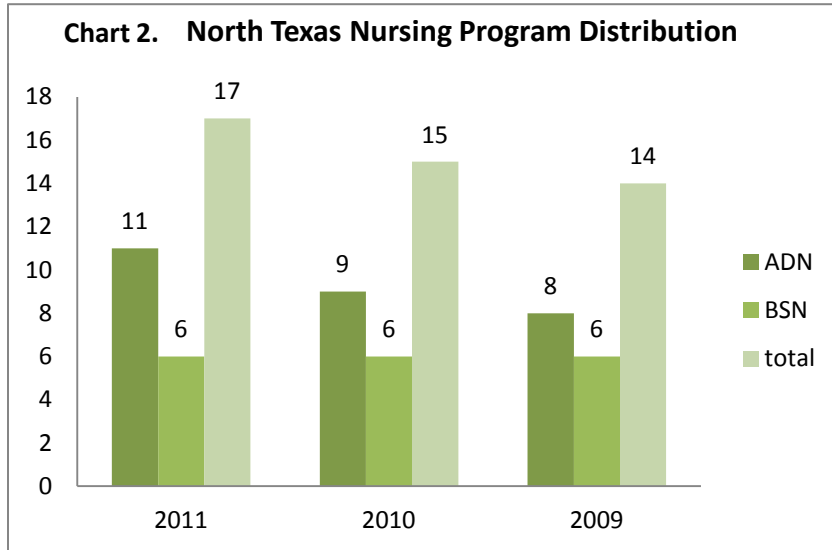


In 2009, TCNWS did not report length of curriculum because that information was unavailable. Also, between the 3 years, some of the response options in the demographic questions changed. Finally, for 2011, the terminology changed in how information on faculty positions was gathered (employed rather than budgeted).

Chart 1 shows the 2011 program/curriculum distribution regarding number of programs being offered and the relevant duration. Similar distribution pattern was seen through 2009 and 2010. A total of 17

programs were offered in 2011, ADN-11, BSN-6. The length of these programs does not include nursing prerequisites but does show how varied the length of a program may be, anywhere from 16 months to 28 month. All four of the 16-months programs are found to be ADN programs. Additionally, seven of the ten 20-27 months programs were also ADN programs.

- Chart 2 shows that 2011 has the highest number of schools, 17, participating, to date. Number of schools



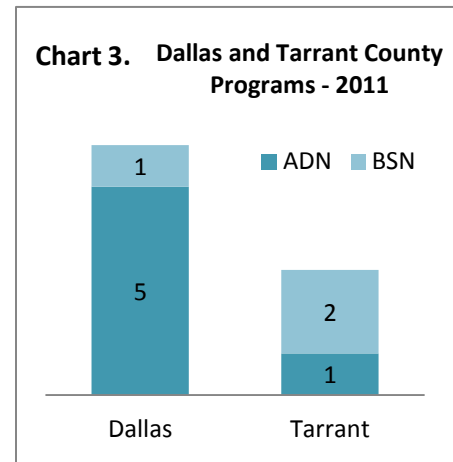
participating in 2009 was 14. For 2010, one additional school, a private proprietary school, participated from Dallas County.

- County distribution of participating schools for 2011 were; Johnson-1, Tarrant-3, Collin-1, Dallas-6, Kaufman-1, Cooke-1, Grayson-1, Parker-1, Erath-1, Denton-1. All participating counties remained the same for 2009 and 2010 exception for the additional school in Dallas County (see Appendix.)

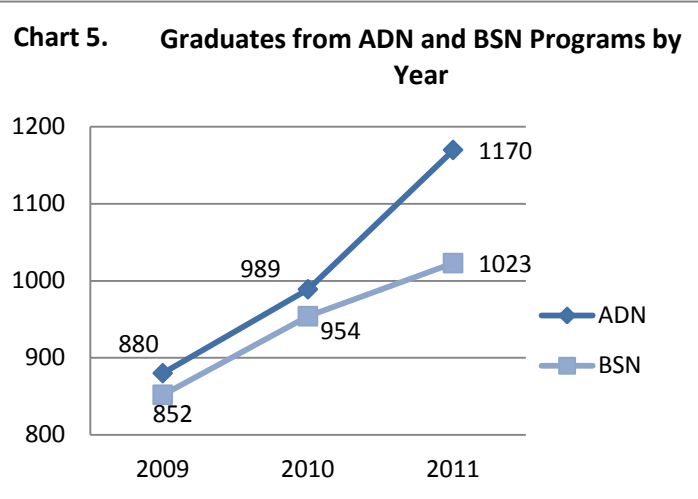
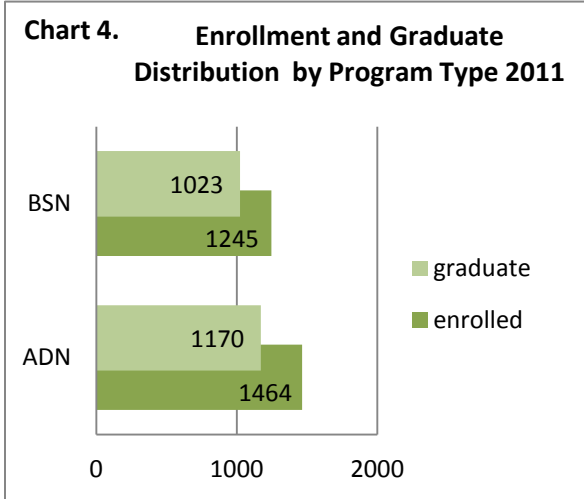
- Program types are ADN and BSN (ADN-11, BSN-6) for 2011 with the ADN programs changing gradually in 2009 and 2010 with the addition of the private proprietary

programs being added in Dallas County.

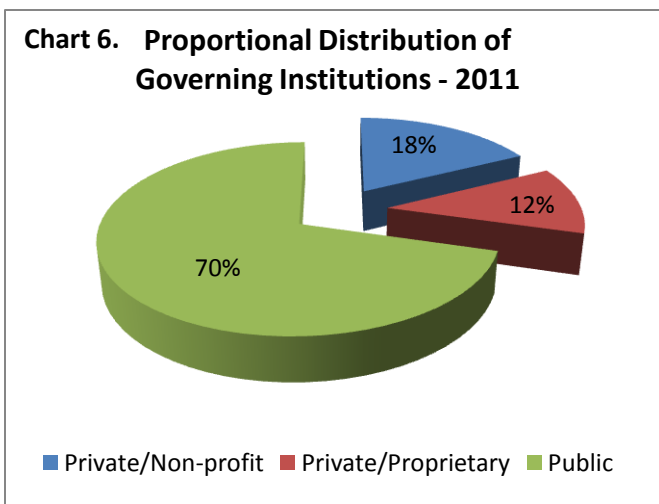
- Chart 3 shows a total of six programs were offered in Dallas County (ADN-5, BSN-1) in 2011 and three in Tarrant County (ADN-1, BSN-2). Of all the BSN and ADN programs, two of the six BSN programs are offer in Tarrant County and five of the eleven ADN programs are offered in Dallas.
- According to data published June 2012, from the DFWHC Foundation, *Healthcare Workforce Reports*, Nursing Education Programs, 38% of active RNs have BSN and 47% have ADN degrees. Also, with a nursing workforce of over 184,000 RNs, Texas has more RNs than any other health profession.
- See GPS Map (Appendix) with nursing school locations for Region.
- Interesting distribution between ADN and BSN programs in 2011 show that as students enroll in ADN and BSN programs approximately 81% of that amount are graduating from similar programs (see Chart 4.). The number of graduates from both ADN and BSN programs was a lot less in 2009 and has shown steady growth through 2011 (see Chart 5).



- 12 of the programs are in Metro areas and two are in non-Metro areas



- Governing Institutions: Private/non-profit, Private/Proprietary and Public. Chart 6 shows 70% of the 2011 governing institutions is public universities and colleges, while 18% is private. The remainder, 12% is proprietary institutions. This 12% is significant as we consider the workforce pipeline.
- All ADN programs, except for two, are offered in public institutions; BSN programs: 50% in private, 50% in public institutions.
- All counties have some sort of program track (See Chart 7.) which may include LVN to ADN, paramedic to ADN, LVN to BSN, RN to BSN, Bachelors degree to BSN, Accelerated/compressed, others.
- Program Tracks: LVN to ADN-6, Paramedic to ADN-2, LVN to BSN-2, RN to BSN-4, Bachelor's to BSN-2



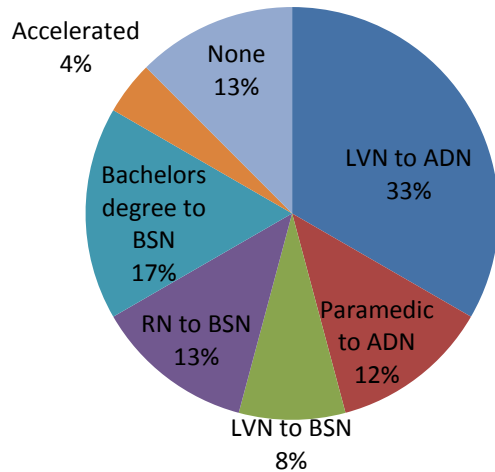
Articulation Agreements: All ADN programs have some sort of articulation agreement. As defined by Dallas County Community College District, an articulation agreement is a contract that sets forth the terms and conditions of students' transfer from Dallas County Community College District to the partner institution.

Articulation between institutions of higher education means transferring credit for courses and/or programs from one institution to another without misinterpretation. [Students] are responsible for making sure they are taking the appropriate courses for transfer to another institution. Students should check the current catalog for the latest course information and course prerequisite requirements. 12 of the 17 nursing

programs have articulation agreement.

Students with various educational backgrounds are granted advanced placements: Prior VN and RN; nursing education; paramedics; Allied health; LVN; Baccalaureate/Masters in discipline other than nursing

Chart 7. Program Track 2011



Student Demographics

Race and Ethnicity

Table 1 and Table 2 below show the enrollment and graduate distribution by race/ethnicity for 2009, 2010 and 2011

Table 1. Race/Ethnicity of ALL pre-RN licensure students enrolled as of September 30, 2009, 2010 and 2011

Year Enrolled	White/Caucasian	African American	Hispanic/Latin	Asian/Pacific Islander	American Indian/Alaskan	Other/Undefined
2009	2625	522	502	360	29	235
2010	1750	445	376	301	17	106
2011	1668	303	270	201	24	57

academic school years. White/Caucasian continues to dominate students enrolled by more than a 4:1 margin to its closes rival, African American, all three

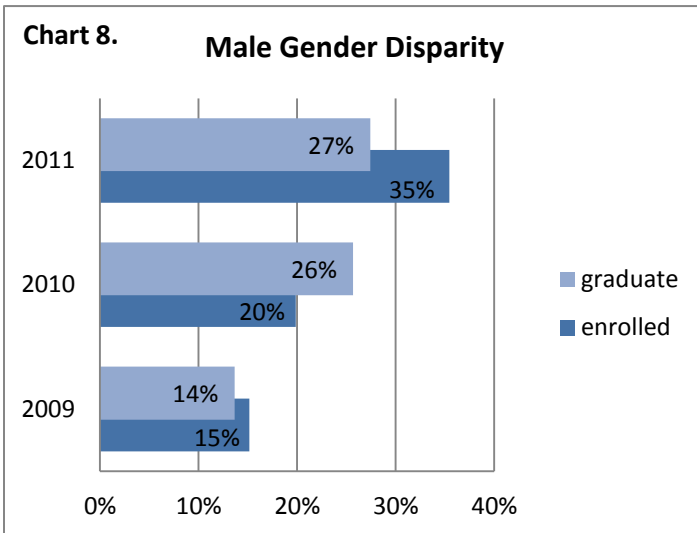
years. Hispanic/Latin and Asian/Pacific Islander have even wider disparities. The same is true for those who graduate during those same periods. The margin is over 4:1 between White/Caucasian and African American and the gap gets even wider for the other ethnic groups and is not reflective of the population it serves.

Table 2. Race/Ethnicity of ALL pre-RN licensure graduates during AYs 2008-2011

Academic Year	White/Caucasian	African American	Hispanic/Latin	Asian/Pacific Islander	American Indian/Alaskan	Other/Undefined
2008-2009	1133	246	146	132	10	65
2009-2010	1183	226	204	183	22	125
2010-2011	1319	303	270	201	24	76

Gender Disparity

Generally, there tends to be more females enrolled in RN programs than males, who account for only 15% of all students in 2009 to 35% in 2011 (see Chart 8.) The same is true of pre-licensed RN graduates where 13.6% were male in 2009 and 27% in 2011. In Tarrant and Dallas counties the percentage of male graduates tends to be higher than other counties, at over 22%.



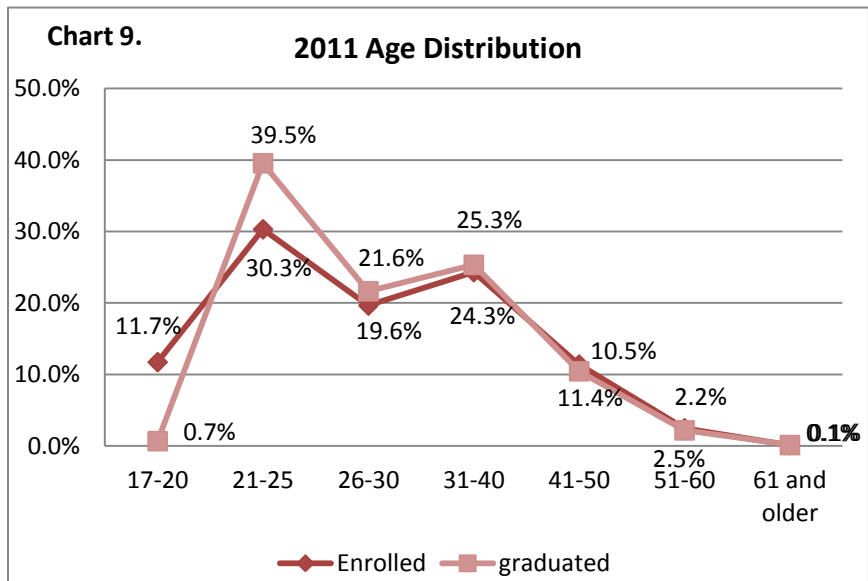
It appears that the male population of ADN prepared nurses is significantly higher than the male population in the BSN program at 13% and 8%, respectively. This follows the fact that 21% of ADN nursing students are males while only 14% of BSN students are males.

One significant observation for 2011 is that both male enrolled and graduates students exceeded their female counterpart in Dallas County in the ADN program – enrolled

by 115% and graduates by 42%.

Age Cohort

For each reporting year majority of the graduates are between 20-39 years of age. This would indicate that for those committed to the profession these cohorts could be in the nursing workforce between 20 and 40 years before retiring, which is generally typical. It is also worth noting that the 9.7% of those RNs with less than 20 years of service before retiring will become part of the aged population needing more and more medical care themselves.

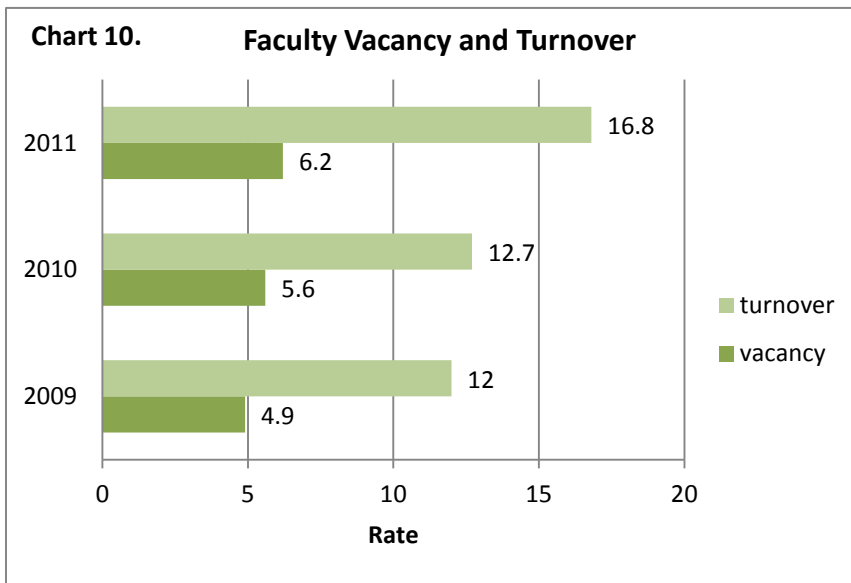


Overall, the 2011 age distribution (Chart 9) shows majority of enrolled students and graduates fall into the 21-25 cohort.

Scope of Faculty Positions

Vacancy Rate

Chart 10 shows the 2011 faculty vacancy rates for ADN and BSN programs are 7.8% and 5.0%, respectively with the overall North Texas region for all programs is 6.2%. Vacancy rate has increased each successive year since 2009 from 4.9% to 5.6% in 2010. 2011 rate of 6.2% is slightly lower than the national nursing faculty vacancy rate of 7.7%, according to the April 2, 2012, Nursing Faculty Report by the American Association of Colleges of Nursing (AACN).



Turnover Rate

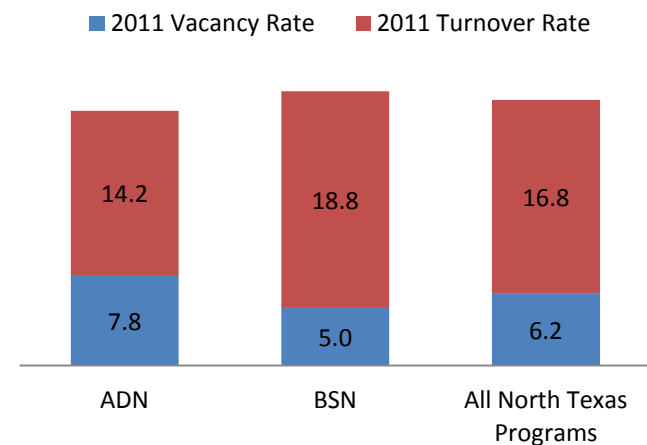
2011 faculty *turnover rates* for the ADN program was 14.2% and for the BSN program, 18.8%. Overall North Texas programs have a faculty turnover rate of 16.8% (see Chart 11.) 60 faculty members resigned in 2010 and 86 in 2011 but 8% more faculty were employed in 2011 than was in 2010. Four percent more turnover occurred in 2011 than 2010. Both vacancy and turnover rates continue to increase year over year. This trend is not expected to change for the foreseeable future.

Demographics Profile

Gender Disparity

94% of the faculty has been female and a significant percent (80%) are White/Caucasian with the next closest ethnic group being Blacks at nine percent.

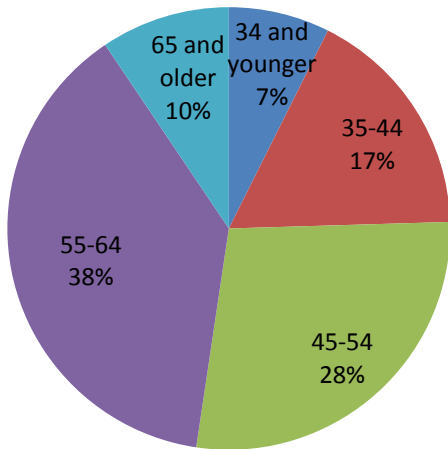
Chart 11. Faculty Vacancy & Turnover Rates by Program



Age Cohort

Chart 12 shows 38% of faculty is in the 55-64 age group with another 10% at or above 65 years of age. This would suggest that close to half or 48% of faculty is at or approaching retirement age in 10 years or less. The next largest group is those between 45-54 years of age at about 39%.

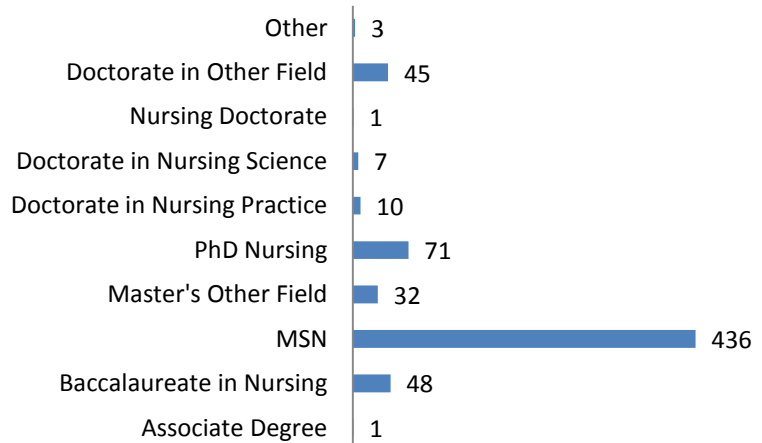
Chart 12. Percent of Faculty by Age Cohort



Education Level

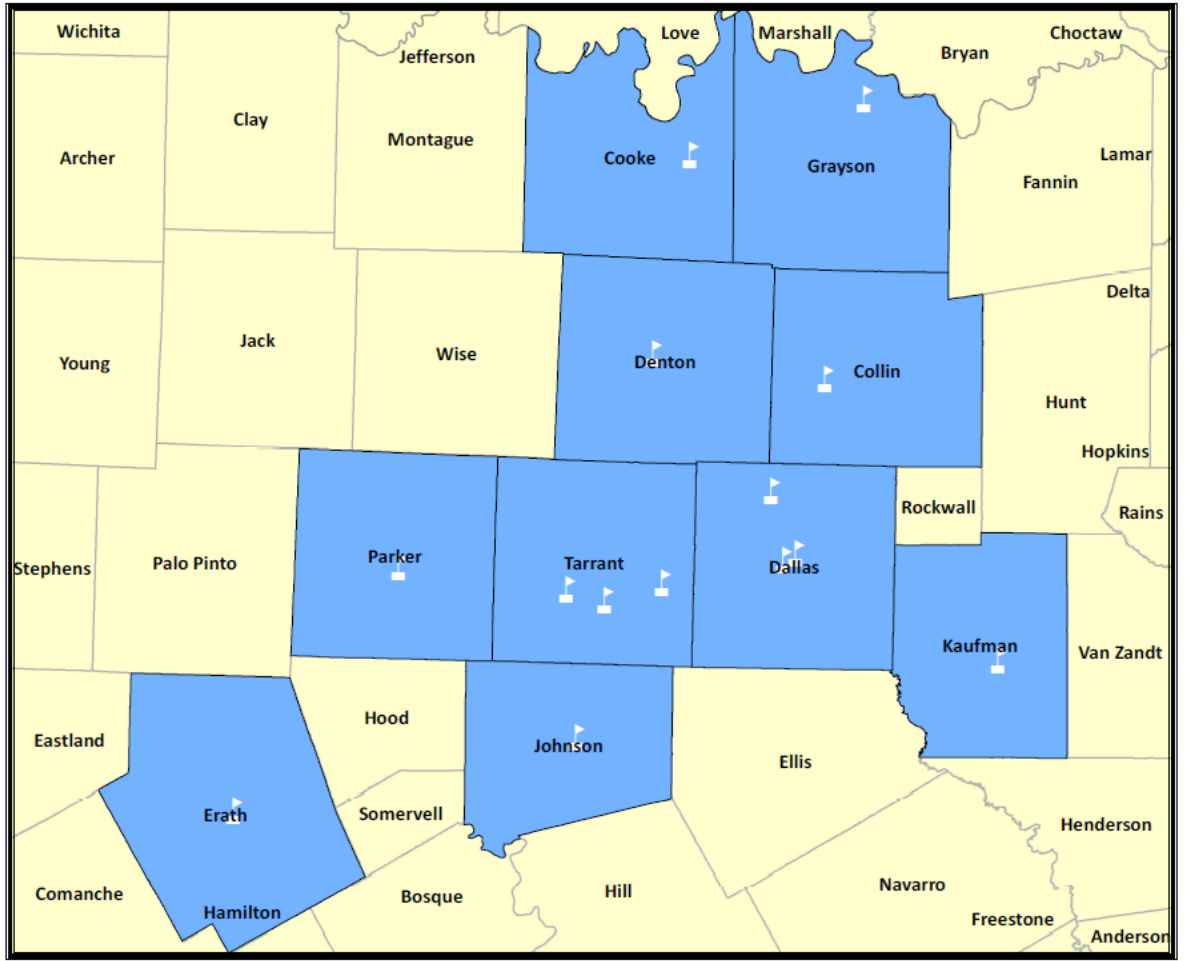
The majority of faculty has a Master of Science in Nursing at 436 and another 17 with a Doctorate in Nursing Science/Practice and 71 with a PhD in Nursing (see Chart 13.) These professional academic accolades are attained over several years of study, practicum and experience. As is the sentiment in other part of the country, the outlook for faculty is not very positive for the nursing profession in North Texas. Some of the factors impacting nursing faculty outlook, according to AACN are, age limiting productive instruction year, retirement, low professionally prepared, and attractive compensation in clinical and private-sector settings.

Chart 13. 2011 Degree Distribution for Nursing Faculty



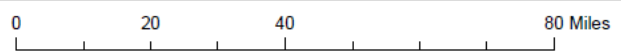
Appendix

North Texas Schools Offering Nursing Education by County



Legend

🚩 School





References:

Texas Center for Nursing Workforce Studies (TCNWS), *Board of Nursing's (BON) Nursing Education Program Information Surveys (NEPIS)*, 2009-2011

Dallas County Community College District, *Articulation Agreements*, 2012, from website:

<http://www.dcccd.edu/SS/Academics/TS/TransferFromDCCCD/Agreements/Pages/default.aspx>

American Association of Colleges of Nursing, *Nursing Faculty Shortage*, April 2, 2012 from website:

<http://www.aacn.nche.edu/media-relations/fact-sheets/nursing-faculty-shortage>

Map, *North Texas Schools Offering Nursing Education by County*, by Jaylene Jones, DFWHC Foundation, October 2012

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For questions about this information or our collaborative work contact Neguiel Francis at the DFWHC Foundation Workforce Center—nfrancis@dfwhcfoundation.org or 972-717-4279.