

Analysis of Faculty Needs Survey
Center for Nursing
December 2006

Introduction

A survey was submitted to all nursing education programs in Alabama in November 2006 by the Alabama Center for Nursing. The survey was submitted to 37 schools which provided information on 50 nursing education programs. The larger number is derived from schools with multiple campuses submitting information on each separate nursing program. Of the total number of programs supplying information, 18 were LPN programs, 20 were ADN programs, and 12 were BSN programs. Each program housed under a school submitted a separate report. In some sections of the survey, as few as 40 programs reported data, and this is reflected in the analysis. Information compiled consisted of data on currently employed faculty including salary information, data on faculty vacancies, information on student enrollment in each type of nursing education program, data on each program's determination of theoretical and clinical competence in students, as well as information on programs' flexibility in scheduling options for students. It should be noted that at least four programs reported faculty who teach in multiple nursing programs in one institution. These programs reported identical faculty information for all programs located in the same school since faculty members are not assigned to one primary teaching area.

Faculty Vacancies

Analysis of information reported on faculty vacancies revealed that, while six LPN Instructor positions were reported to be vacant, a total of 30 Associate Degree program positions were reported to be vacant, along with 15 Bachelor Degree program positions, and 38 clinical instructor positions. It was found that more clinical instructors were utilized in the area of Adult Health than in any other clinical specialty, with the average clinical instructor having 10.55 years of nursing experience. Programs reported that Pediatrics followed by Psychiatric/Mental Health is the clinical specialty area in which it is most difficult to recruit clinical instructors. Regarding salary information, data compiled from reporting programs revealed salaries for LPN Instructors and ADN Instructors are virtually identical, differing only by \$1396.51. It is important to note that LPN programs utilize only instructors rather than professors. The salary for a BSN Assistant Professor and a MSN Assistant Professor was also comparable, differing by only \$217.51. However, it must be remembered that not all nursing programs chose to report salary information before generalizations are made based on such data. For example, no program reported data on MSN clinical instructors' salaries nor did any report on PhD instructor, assistant professor, associate professor, or professor salaries. A summary of information collected on faculty vacancies is included in Tables 1-6.

Table 1
Total Faculty Vacancies

Criterion	No. Reported by Nursing Programs
No. of full-time nursing faculty employed	653 (reflects positions rather than individuals)
Vacant faculty positions in Adult Health	27
Vacant faculty positions in Community Health	7
Vacant faculty positions in Geriatrics	4
Vacant faculty positions in Medical-Surgical	14
Vacant faculty positions in Obstetrics	8
Vacant faculty positions in Pediatrics	6
Vacant faculty positions in Psych/Mental Health	9
Vacant faculty positions in Other Areas	8
No. of additional faculty positions needed to accept all qualified students applying for admission	246
	TOTAL VACANT POSITIONS: 82

Table 2
Faculty Vacancies-LPN

Criterion	No. Reported by Nursing Programs
LPN Instructor Positions filled	143
LPN Instructor Positions vacant	6
LPN Instructor Positions total	149
Average salary for LPN Instructor	\$56,007.80 (\$1,120,156 total divided by 20 reporting programs)

Table 3
Faculty Vacancies-ADN

ADN Instructor Positions filled	168
ADN Instructor Positions vacant	17
ADN Instructor Positions total	185
Average salary for ADN Instructor	\$57,404.31 (\$1,148,086.10 divided by 20 reporting programs)
ADN Assistant Professor Positions filled	14
ADN Assistant Professor Positions vacant	2
ADN Assistant Professor Positions total	16
Average salary for ADN Assistant Professor	\$43,404 (\$130,212 divided by 3 reporting programs)
ADN Associate Professor Positions filled	9
ADN Associate Professor Positions vacant	0
ADN Associate Professor Positions total	9
Average salary for ADN Associate Professor	\$51,509 (\$154,527 divided by 3 reporting programs)
ADN Professor Positions filled	1
ADN Professor Positions vacant	0
ADN Professor Positions total	1
Average salary for ADN Professor	\$51,509 (\$108,007 divided by 2 reporting programs)
ADN Clinical Instructor Positions filled	228
ADN Clinical Instructor Positions vacant	11
ADN Clinical Instructor Positions total	239
Average salary for ADN Clinical Instructor	\$24,310.44 (\$218,794 divided by 9 reporting programs)

Table 4
Faculty Vacancies-BSN

BSN Instructor Positions filled	67
BSN Instructor Positions vacant	3
BSN Instructor Positions total	70
Average salary for BSN Instructor	\$46,227.33 (\$416,046 divided by 9 reporting programs)
BSN Assistant Professor Positions filled	75
BSN Assistant Professor Positions vacant	5
BSN Assistant Professor Positions total	80
Average salary for BSN Assistant Professor	\$52,859.89 (\$475,739 divided by 9 reporting programs)
BSN Associate Professor Positions filled	32
BSN Associate Professor Positions vacant	6
BSN Associate Professor Positions total	38
Average salary for BSN Associate Professor	\$61,208.88 (\$489,671 divided by 8 reporting programs)
BSN Professor Positions filled	24
BSN Professor Positions vacant	0
BSN Professor Positions total	24
Average salary for BSN Professor	\$74,153.75 (\$593,230 divided by 8 reporting programs)
BSN Clinical Instructor Positions filled	35
BSN Clinical Instructor Positions vacant	1
BSN Clinical Instructor Positions total	36
Average salary for BSN Clinical Instructor	\$17,201 (\$68,804 divided by 4 reporting programs)

Table 5
Faculty Vacancies-Graduate

MSN Instructor Positions filled	No data reported by any program
MSN Instructor Positions vacant	No data reported by any program
MSN Instructor Positions total	No data reported by any program
Average salary for MSN Instructor	No data reported by any program
MSN Assistant Professor Positions filled	29
MSN Assistant Professor Positions vacant	2
MSN Assistant Professor Positions total	31
Average salary for MSN Assistant Professor	\$53,077.40 (\$265,387 divided by 5 programs)
MSN Associate Professor Positions filled	20
MSN Associate Professor Positions vacant	1
MSN Associate Professor Positions total	21
Average salary for MSN Associate Professor	\$57,778.25 (\$231,113 divided by 4 programs)
MSN Professor Positions filled	17
MSN Professor Positions vacant	0
MSN Professor Positions total	17
Average salary for MSN Professor	\$73,905.50 (295,622 divided by 4 programs)
MSN Clinical Instructor Positions filled	3
MSN Clinical Instructor Positions vacant	0
MSN Clinical Instructor Positions total	3
Average salary for MSN Clinical Instructor	\$9,000 (only 1 program reporting)
PhD Instructor Positions filled	No data reported by any program
PhD Instructor Positions vacant	No data reported by any program
PhD Instructor Positions total	No data reported program

Table 6
Faculty Vacancies-Clinical

No. of clinical instructors	824
No. of unfilled clinical instructor slots	38
No. of clinical instructors- Adult Health	196
No. of clinical instructors-Community Health	15
No. of clinical instructors-Geriatrics	81 (one program integrated Geriatric and Medical-Surgical information)
No. of clinical instructors-Medical-Surgical	308
No. of clinical instructors-Obstetrics	127
No. of clinical instructors-Pediatrics	124
No. of clinical instructor-Psychiatric/Mental Health	94
No. of years of nursing experience of the average clinical instructor	10.55 (527.3 years total divided by 50 reporting programs)
Clinical specialty area most difficult to recruit faculty to fill	Pediatrics (62.79%), Psychiatric/Mental Health (60.47%),Obstetrics (34.88%),Critical Care (13.95%),Medical-Surgical (9.30%) (43 programs with multiple responses)

Currently Employed Faculty

Analysis of currently employed faculty revealed a total of 653 full-time nursing faculty employed by nursing education programs throughout the State. Programs reported a total of 82 vacant faculty positions. Programs also reported a total of 246 additional faculty positions needed in order to accept all qualified students applying for admission. It is anticipated that 110 full-time nursing faculty will retire within the next five years. The average number of years of teaching experience of full-time faculty was found to be 10.18, while the average number of years of nursing experience of full-time faculty was found to be 12.67. This information is summarized in Table 7.

Table 7
Currently Employed Faculty

No. of full-time faculty retiring within five years	110
No. of LPN faculty with a Doctoral degree	34
No. of LPN faculty with a Master's degree	166
No. of ADN faculty with a Doctoral degree	17
No. of ADN faculty with a Master's degree	222
No. of BSN faculty with a Doctoral degree	84
No. of BSN faculty with a Master's degree	147
No. of MSN faculty with a Doctoral degree	71
No. of MSN faculty with a Master's degree	62
No. of PhD faculty with a Doctoral degree	11
No. of PhD faculty with a Master's degree	0
No. of faculty teaching only in a mobility program	28
Schools with a plan in to recruit minority faculty	9
Schools without a plan in to recruit minority faculty	33
Average No. of years of teaching experience	10.18 (509.1 years total divided by 50 programs)
Average No. of years of nursing experience	12.67 (633.45 years total divided by 50 programs)

Student Enrollment

Analysis of student enrollment revealed a total of 6233 students who were newly enrolled in nursing programs, both LPN and RN, during fiscal year 2006. The number of students graduating from nursing programs during this time consisted of 2915 students graduating from LPN, ADN, and BSN programs. The number of qualified students who were turned away from nursing programs because of insufficient numbers of nursing faculty consisted of 4203 potential students. This data is summarized in Tables 8-13.

Regarding graduate nursing education, 488 students enrolled in Master's level education during fiscal year 2006, with 234 graduating and 97 qualified students turned away due to insufficient faculty. No data was reported on PhD-level nursing students. No data was reported by any program regarding the ethnic origin of students who withdrew failing or passing from a PhD program. This data is summarized in Table 14.

Table 8
Student Enrollment-LPN

Criterion	No. Reported by Nursing Programs
No. of newly enrolled students in 1 year	1921
No. of students withdrawn passing in 1 year	343
No. of students withdrawn failing in 1 year	583
No. of students graduating in 1 year	728
No. of qualified students turned away in 1 year	632
No. of students continuing in 1 year	2361
No. of male students withdrawn failing in 1 year	37
No. of female students withdrawn failing in 1 year	515

Table 9
Student Withdrawals According to Ethnic Origin-LPN

Caucasian students withdrawn failing	315
African-American students withdrawn failing	150
Asian students withdrawn failing	16
Hispanic students withdrawn failing	4
Students withdrawn failing of other ethnic origin	4
Male students withdrawn passing	25
Female students withdrawn passing	306
Caucasian students withdrawn passing	231
African-American students withdrawn passing	79
Asian students withdrawn passing	10
Hispanic students withdrawn passing	1
Students withdrawn passing-other ethnic origin	12

Table 10
Student Enrollment-ADN

Criterion	No. Reported by Nursing Programs
No. of newly enrolled ADN students in 1 year	3651
No. of ADN students withdrawn passing in 1 year	298
No. of ADN students withdrawn failing in 1 year	1110
No. of ADN students graduating in 1 year	1496
No. of qualified potential ADN students turned away in 1 year	3065
No. of ADN students continuing in program in 1 year	4648
No. of male ADN students withdrawn failing in 1 year	88
No. of female ADN students withdrawn failing in 1 year	587

Table 11
Student Withdrawals According to Ethnic Origin-ADN

Caucasian ADN students withdrawn failing	443
African-American ADN students withdrawn failing	199
Asian ADN students withdrawn failing	8
Hispanic ADN students withdrawn failing	2
ADN students withdrawn failing of other ethnic origin	7
Male ADN students withdrawn passing	37
Female ADN students withdrawn passing	109
Caucasian ADN students withdrawn passing	101
African-American ADN students withdrawn passing	29
Asian ADN students withdrawn passing	3
Hispanic ADN students withdrawn passing	1
ADN students withdrawn passing-other ethnic origin	3

Table 12
Student Enrollment-BSN

Criterion	No. Reported by Nursing Programs
No. of newly enrolled BSN students in 1 year	661
No. of BSN students withdrawn passing in 1 year	36
No. of BSN students withdrawn failing in 1 year	69
No. of BSN students graduating in 1 year	691
No. of qualified potential BSN students turned away in 1 year	506
No. of BSN students continuing in program in 1 year	1786
No. of male BSN students withdrawn failing in 1 year	9
No. of female BSN students withdrawn failing in 1 year	60

Table 13
Student Withdrawals According to Ethnic Origin-BSN

Caucasian BSN students withdrawn failing	40
African-American BSN students withdrawn failing	26
Asian BSN students withdrawn failing	0
Hispanic BSN students withdrawn failing	1
BSN students withdrawn failing of other ethnic origin	0
Male BSN students withdrawn passing	8
Female BSN students withdrawn passing	29
Caucasian BSN students withdrawn passing	28
African-American BSN students withdrawn passing	7
Asian BSN students withdrawn passing	2
Hispanic BSN students withdrawn passing	0
BSN students withdrawn passing-other ethnic origin	0

Table 14
Student Enrollment-Master's

Criterion	No. Reported by Nursing Programs
No. of newly enrolled MSN students in 1 year	488
No. of MSN students withdrawn passing in 1 year	14
No. of MSN students withdrawn failing in 1 year	5
No. of MSN students graduating in 1 year	234
No. of qualified MSN students turned away in 1 year	97
No. of MSN students continuing in program in 1 year	710

Theoretical and Clinical Competence

Analysis of information reported by programs revealed that 50 % of nursing education programs rely on successful completion of course exams and requirements to determine students' theoretical competence, while 45% of programs rely on successful completion of standardized exit examinations to provide proof of students' theoretical competence. In comparison, 89.74% of reporting programs rely on clinical evaluations to provide evidence of students' clinical competence. However, 41.03% of programs rely on employer surveys to provide evidence of clinical competence, while 33.33% rely on surveys from the graduates themselves. It should be noted that the latter two measures are unlikely to provide objective measurements of competence. A summary of this information is provided in Tables 15 and 16.

Table 15
Determination of Theoretical Competence

Criterion	No. Reported by Nursing Programs
Successful completion of Exit Exam	18 (45%) (40 reporting programs)
Successful completion of course exams	20 (50%) (40 reporting programs)
Graduate surveys	4 (10%) (40 reporting programs)

Table 16
 Determination of Clinical Competence

Criterion	No. Reported by Nursing Programs
Employer surveys	16 (41.03%) (39 reporting programs)
Graduate surveys	13 (33.33%) (39 reporting programs)
Clinical evaluations	35 (89.74%) (39 reporting programs)

Flexible Scheduling Options

Finally, an analysis of reported information regarding the various scheduling options utilized by nursing education programs was conducted. It was found that one program currently has a paramedic-to-RN program, two are planning to initiate Doctoral programs, three are interested in starting accelerated BSN programs, three are planning to initiate Doctor of Nursing Practice degrees, and one program is planning to begin a Clinical Nursing Leader program. When programs were surveyed to determine flexible scheduling options which were available for students, it was found that 15% of reporting programs offered the entire nursing program in the evenings, 40% offered evening clinicals, none offered night clinicals, and only five programs offered the entire program online. nine programs offered the entire nursing program on a part-time basis, and no programs offered the entire program by satellite or videoconference or on weekends, although eleven programs offered weekend clinicals. This information is summarized in Table 17.

Table 17
 Scheduling Options

Scheduling Option	Nursing Programs Offering Option
entry-level MSN program	Yes: 1; No: 40
Paramedic-to-RN program	Yes: 1(15 students currently enrolled); No: 38
LPN-to-RN program	Yes: 25; No: 15 (3 report plans for LPN-to-RN)
Students enrolled in LPN-to-RN programs	506 total students
Doctoral program	2 planning to initiate program
accelerated BSN program	3
Students enrolled in accelerated BSN programs	68 students total
Programs which will offer a DNP program	3 planning to initiate DNP program
Programs which will offer a CNL program	1 planning to initiate CNL program
day time, M-F option for entire program	32
entire program in evening	6
evening clinicals	16
night clinicals	0
entire program online	5
selected courses online	14
entire program on a part-time basis	9
selected courses on a part-time basis	6
entire program via satellite or videoconferencing	0
selected courses via satellite or videoconferencing	4
entire program on weekends	0
weekend clinicals	11