Virginia's Nursing Education Programs: 2015-2016 Academic Year

Healthcare Workforce Data Center

April 2017

Virginia Department of Health Professions

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Virginia's Nursing Education Programs		
	PN Programs	RN Programs
Mean Program Length	15 Months	24 Months
% with SACS Accreditation	48%	68%
% with ACEN Accreditation	11%	36%
% with CCNE Accreditation	N/A	41%
% offering Evening Courses	16%	44%
% offering Weekend Courses	9%	25%
% offering Online Courses	21%	38%
Median Clinical Experience Hours	426-450	576-600
Median Direct Client Care Hours	400+	500+
Students		
Total Applicants	5,072	17,507
% Qualified Applicants	64%	57%
Total 1ˢᵗ Year Students Enrolled	2,238	5,992
Mean GPA of Admitted Students	2.9	3.3
Mean Age of Admitted Students	28	28
1ˢᵗ Year Student Capacity	2,699	6,445
% Unfilled Capacity	20%	12%
Total Enrollment	2,417	10,453
Attrition Rate	30%	22%
Total Graduates	1,215	4,062
% Male Graduates	6%	11%
Diversity Index*	63%	50%
Faculty		
Total Faculty	400	2,053
% Full-Time Employees	46%	46%
Mean Student-to-Faculty Ratio	7.9	5.9
% Female	93%	94%
Diversity Index	59%	46%
Most Common Degree	BSN	MSN
Full-Time Turnover Rate	27%	14%
Full-Time Newly Appointed Rate	22%	12%
% with Adequate Budget for Full-Time Hiring	94%	96%
% of Full-Time Vacancies in Active Recruitment	89%	77%
% Expecting More Future Employment Disruption	10%	7%

*Diversity Index: In a random encounter between two practitioners, the likelihood that they would be of different race or ethnicity (using the categories listed in the Demographics section of the report).

Source: VA. Healthcare Workforce Data Center

Summary of Trends

There are some changes over the years in the statistics relating to Nurse Education programs that are worth noting. The percent of Practical Nursing (PN) and Registered Nursing (RN) programs offering weekend and evening courses have declined. In 2015-16 academic year, 16% and 44% of PN and RN programs offered evening classes compared to 39% and 52% in 2012-13 and 31% and 59% in 2014-15, respectively. Similarly, 9% of PN and 25% of RN programs offered weekend courses in 2015-16, compared to 17% and 34%, respectively, in 2014-15. By contrast, the percent offering online PN courses increased from 12% to 21%. There was no significant change in RN online program offering. A higher percentage of PN programs also reported accreditation by the Southern Association of Colleges and Schools (SACS); 48% were SACS accredited in the current report compared to 41% in 2012-13.

Some changes were also recorded with regards to students and applicants. The number of total PN program applicants has been erratic over the years. It was 5,072 in this current report compared to 5,667, 4,391, and 5,013 in 2014-15, 2013-14, and 2012-13, respectively. Similarly, the number of total first year PN students enrolled hit a 4-year low in the current report at 2,238. By contrast, the number of first year RN students enrolled hit a 4-year high at 5,992. Similar patterns were obtained for the total enrollment figures for both types of program. Whereas the total enrollment declined for PN programs in the current report, it increased for RN programs.

Some significant changes were also noted in faculty statistics. The total number of faculty reported in PN programs reached a 4-year low in the current report. PN programs had a total of 400 faculty in 2015-16 compared to 411, 447, and 439 in 2014-15, 2013-14, and 2012-13, respectively. Although RN programs had 2,053 faculty members in 2015-16 compared to 2,115 in 2014-15, the current number of faculty members was higher than in 2012-13 and 2013-14 academic years. The percent of faculty that were full time also declined for both types of program although decline was insignificant for RN programs. PN programs reported 46% faculty members were full time in this current report compared to 50% in 2014-15 and 54% in 2012-13. RN programs reported 46% of faculty members were full time compared to 47% in 2014-15. Full time faculty turnover rates also increased and were at a 4-year high for both types of programs. PN programs had a 27% full time faculty turnover rate whereas PN program had a 14% full time faculty turnover rate. To make matters worse for RN programs, full time faculty newly appointed rate declined and were at a 4-year low. However, the rate increased slightly from 20% in 2014-15 to 22% in the current report for RN programs.

Practical Nursing Education Program

Program Structure

A Closer Look:

Program Type		
Type	**#**	**%**
High School Extended	18	33%
Post-Secondary Adult HOE	1	2%
Community College	19	35%
Hospital-Based	2	4%
Proprietary	15	27%
Total	**55**	**100%**

Source: VA. Healthcare Workforce Data Center
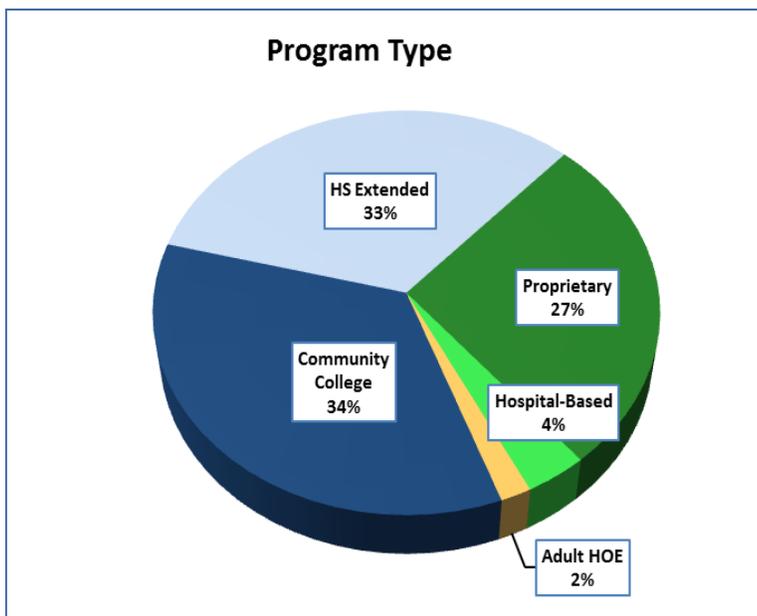
Program Type

Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Type
Community College: 35%
HS Extended: 33%
Proprietary: 27%

Delivery Method
Semester: 86%
Trimester: 9%
Quarter: 5%

Mean Program Length
HS Extended: 18 Mos.
Adult HOE: 18 Mos.
Proprietary: 14 Mos.
Community College: 14 Mos.

Source: VA. Healthcare Workforce Data Center

There were 59 Practical Nursing (PN) Education Programs approved in Virginia during the 2015-2016 academic year. 55 of these programs responded to this year's survey.

Program Length (Months)					
Program Type	**Mean**	**Min**	**25th %**	**75th %**	**Max**
HS Extended	18	18	18	18	21
Adult HOE	18	18	18	18	18
Community College	14	12	12	16	21
Hospital-Based	12	12	12	12	12
Proprietary	14	12	13	15	16
All Programs	15	12	12	18	21

Source: VA. Healthcare Workforce Data Center

Program Details

Program Changes in Past Year

No 44%

Yes 56%
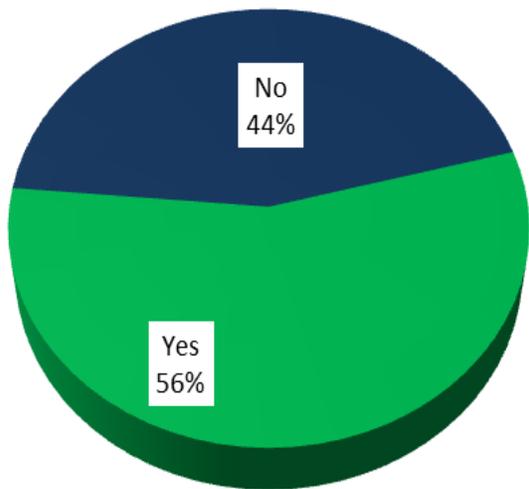
Source: VA. Healthcare Workforce Data Center

At a Glance:

Schedule Options
Daytime Courses:	96%
Online Courses:	21%
Evening Courses:	16%
Weekend Courses:	9%

Admissions Frequency (Annual)
One:	67%
Two:	7%
Three:	7%
Four or More:	19%

Source: VA. Healthcare Workforce Data Center

Over half of Virginia's PN programs initiated a change to their program within the past year. Twenty-four programs had faculty changes, nine reported curriculum changes, two reported schedule changes and another two reported changes in course content.

Scheduling Option	#	%
Daytime Courses	54	96%
Evening AND Weekend Courses	4	7%
Evening Courses	5	9%
Online Courses	12	21%
Accelerated Courses	0	0%
Weekend Courses	1	2%

Source: VA. Healthcare Workforce Data Center

Accreditation			
Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	27	48%
Accreditation Commission for Education in Nursing	ACEN	6	11%
Accrediting Council for Independent Colleges and Schools	ACICS	0	0%
Accrediting Comission of Career Schools and Colleges	ACCSC	3	5%
Accrediting Bureau of Health Education Schools	ABHES	3	5%
Council on Occupational Education	COE	2	4%
Accrediting Commission of Career Schools and Colleges	ACCSC	2	4%

Source: VA. Healthcare Workforce Data Center
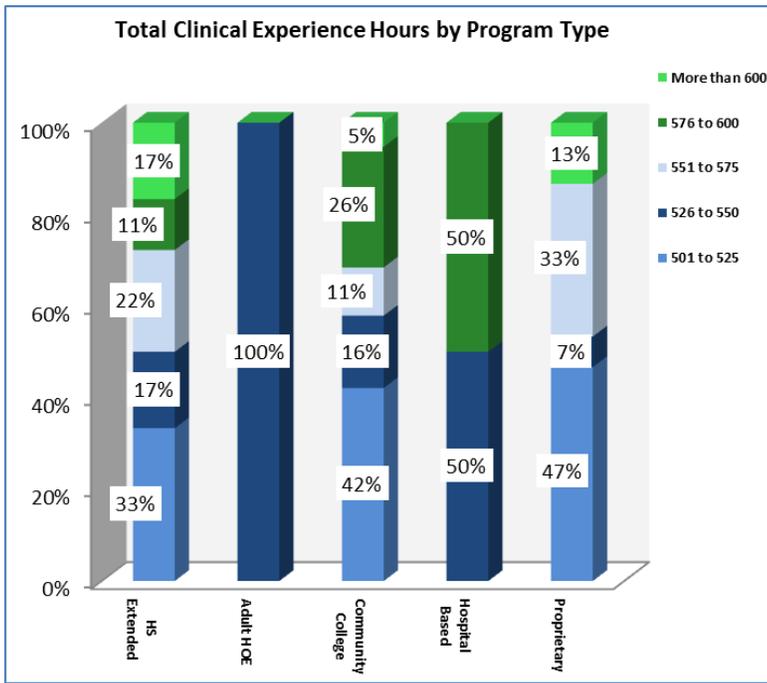
Clinical Hours

Total Clinical Experience Hours by Program Type

Legend:
- More than 600
- 576 to 600
- 551 to 575
- 526 to 550
- 501 to 525

HS Extended: 33%, 17%, 22%, 11%, 17%
Adult HOE: 100%
Community College: 42%, 16%, 11%, 26%, 5%
Hospital Based: 50%, 50%
Proprietary: 47%, 7%, 33%, 13%

Source: VA. Healthcare Workforce Data Center

At a Glance:

Median Clinical Hours

Clinical Experience:	426-450
Direct Client Care:	400+
Direct Client Care in Va.:	441
Clinical Simulation:	1-25
Clinical Observation:	1-25

Source: VA. Healthcare Workforce Data Center

Approximately three-quarters of all PN programs in Virginia required between 400 and 475 hours of clinical experience from their students; the rest required more than 476 hours. Pursuant to 18VAC 90-20-120.E, Virginia's PN programs are required to provide 400 hours of direct client care, of which 20% may be simulated.

Clinical Experiences Outside Virginia		
State	**# of Programs**	**% of Programs**
Washington, D.C.	3	5%
North Carolina	0	%
Maryland	1	2%
West Virginia	0	%
Tennessee	1	2%
At least One	**5**	**9%**

Source: VA. Healthcare Workforce Data Center

Only 5 programs offered clinical experience hours outside of Virginia. Washington, D.C. was the only places where clinical experience was offered by more than one program.

Breakdown of Clinical Hours by Program Type

Clinical Hours		Program Type						
Type	Amount	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs	% of Total
Clinical Experience Hours	400 or less	0	0	0	0	0	0	**0%**
	401 to 425	6	0	8	0	7	21	**38%**
	426 to 450	3	1	3	1	1	9	**16%**
	451 to 475	4	0	2	0	5	11	**20%**
	476 to 500	2	0	5	1	0	8	**15%**
	More than 500	3	0	1	0	2	6	**11%**
	Total	**18**	**1**	**19**	**2**	**15**	**55**	**100%**
Direct Client Care Hours	300 or less	0	0	0	0	1	1	**2%**
	301 to 325	1	0	0	0	0	1	**2%**
	326 to 350	0	0	1	0	0	1	**2%**
	351 to 375	1	0	0	0	0	1	**2%**
	376 to 400	4	0	2	2	6	14	**25%**
	More than 400	12	1	16	0	8	37	**67%**
	Total	**18**	**1**	**19**	**2**	**15**	**55**	**100%**
Clinical Simulation Hours	None	6	1	6	0	1	14	**25%**
	1-25	6	0	9	1	7	23	**42%**
	26 to 50	5	0	1	0	4	10	**18%**
	51 to 75	0	0	3	0	0	3	**5%**
	76 to 100	1	0	0	1	1	3	**5%**
	More than 100	0	0	0	0	2	2	**4%**
	Total	**18**	**1**	**19**	**2**	**15**	**55**	**100%**
Clinical Observation Hours	None	3	0	10	1	11	25	**45%**
	1-25	11	1	9	1	4	26	**47%**
	26 to 50	3	0	0	0	0	3	**5%**
	51 to 75	0	0	0	0	0	0	**0%**
	76 to 100	1	0	0	0	0	1	**2%**
	Total	**18**	**1**	**19**	**2**	**15**	**55**	**100%**

Source: VA. Healthcare Workforce Data Center

Student Information

Admissions

PN Program Applicants
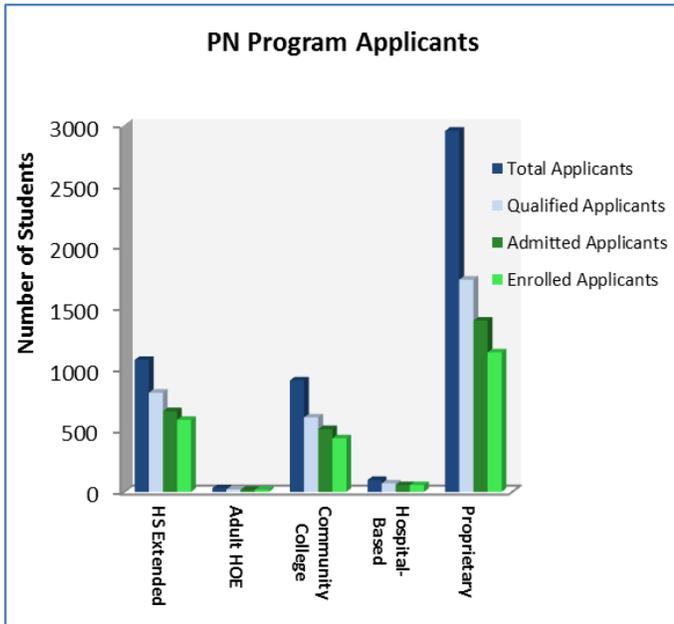
Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Applicants
Total:	5,072
Qualified:	3,245
Admitted:	2,645
Enrolled:	2,238
Waitlisted:	59

Source: VA. Healthcare Workforce Data Center

Virginia's PN programs received a total of 5,072 student applications during the 2015-2016 academic year. Less than half of these applications ultimately resulted in an enrolled student.

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
HS Extended	1,080	811	75%	660	81%	589	89%	55%
Adult HOE	29	20	69%	16	80%	16	100%	55%
Community College	912	609	67%	513	84%	437	85%	48%
Hospital	97	69	71%	55	80%	55	100%	57%
Proprietary	2,954	1,736	59%	1,401	81%	1,141	81%	39%
All Programs	**5,072**	**3,245**	**64%**	**2,645**	**82%**	**2,238**	**85%**	**44%**

Source: VA. Healthcare Workforce Data Center

Out of 3,245 qualified applications, 600 did not result in an offer of admission. Eight programs mentioned inability to expand the effective program capacity as the reason for not admitting all qualified students; seven mentioned the family and personal circumstances of the students. Four programs cited lack of clinical space and another four mentioned lack of classroom space. Three programs mentioned lack of faculty and five mentioned other reasons.

Background of Admitted Students

Minimum and Average GPA

Legend:
- Minimum GPA Required for Admission
- Average GPA Required for Admission
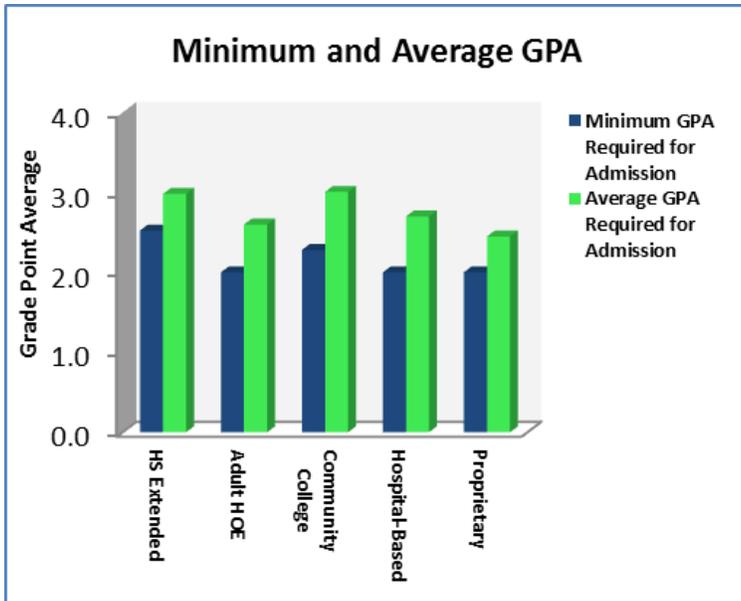
Source: VA. Healthcare Workforce Data Center

At a Glance:

GPA (mean)
Minimum Requirement: 2.3
Student Average: 2.9

Age (mean)
Overall: 28
HS Extended: 25
Hospital-Based: 30

Source: VA. Healthcare Workforce Data Center

Average Age of Admitted Students	
Program Type	Mean
High School Extended	25
Post-Secondary Adult HOE	25
Community College	29
Hospital-Based	30
Proprietary	30
All Programs	28

Source: VA. Healthcare Workforce Data Center

The average age of students who were admitted into Virginia's PN programs was 28. High School Extended and Adult HOE programs had the lowest average age of admitted students at 25, while Hospital-Based and Proprietary programs had the highest average age of admitted students at 30.

GPA		
Program Type	Min	Avg.
High School Extended	2.5	3.0
Post-Secondary Adult HOE	2.0	2.6
Community College	2.3	3.0
Hospital-Based	2.0	2.7
Proprietary	2.0	2.5
All Programs	2.3	2.9

Source: VA. Healthcare Workforce Data Center

A typical PN program required that prospective students have a minimum GPA of 2.3, while the average GPA among admitted students was 2.9. On average, High School Extended programs had the highest minimum requirements for admission. Along with community colleges, they also had the highest GPA among admitted students.

Capacity
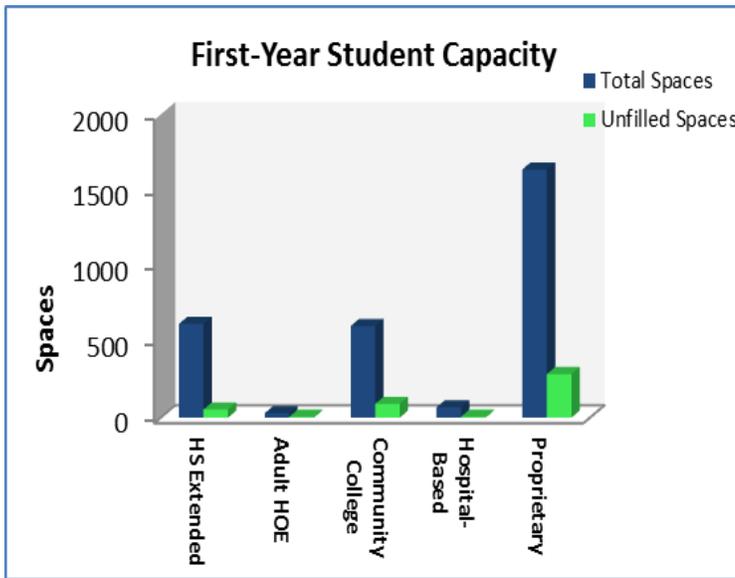
First-Year Student Capacity

Source: VA. Healthcare Workforce Data Center

At a Glance:

1st-Year Student Capacity
Spaces Available: 2,699
Spaces Unfilled: 529

Unfilled Capacity
% of Programs: 75%
% of Total Capacity: 20%

Source: VA. Healthcare Workforce Data Center

Reasons for Unfilled Spaces
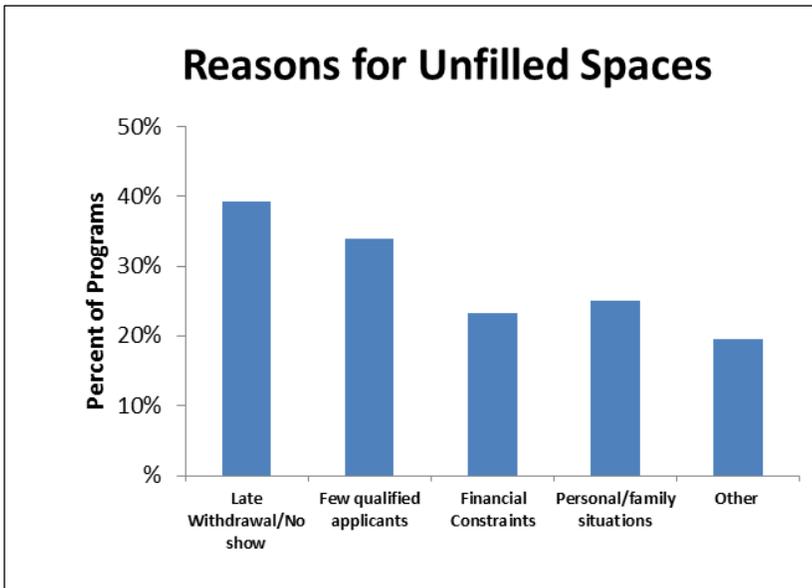
Source: VA. Healthcare Workforce Data Center

Virginia's PN programs were able to utilize 80% of their available first-year student capacity.

Program Type	# of Programs with Unfilled Spaces		# of Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Unfilled Spaces	%		
HS Extended	5	13	70	13%	667	10%
Adult HOE	0	1	4	1%	20	20%
Community College	3	16	102	19%	592	17%
Hospital-Based	2	0	0	0%	50	0%
Proprietary	4	11	353	67%	1,370	26%
All Programs	**14**	**41**	**529**	**100%**	**2,699**	**20%**

Source: VA. Healthcare Workforce Data Center

Enrollment

Student Enrollment
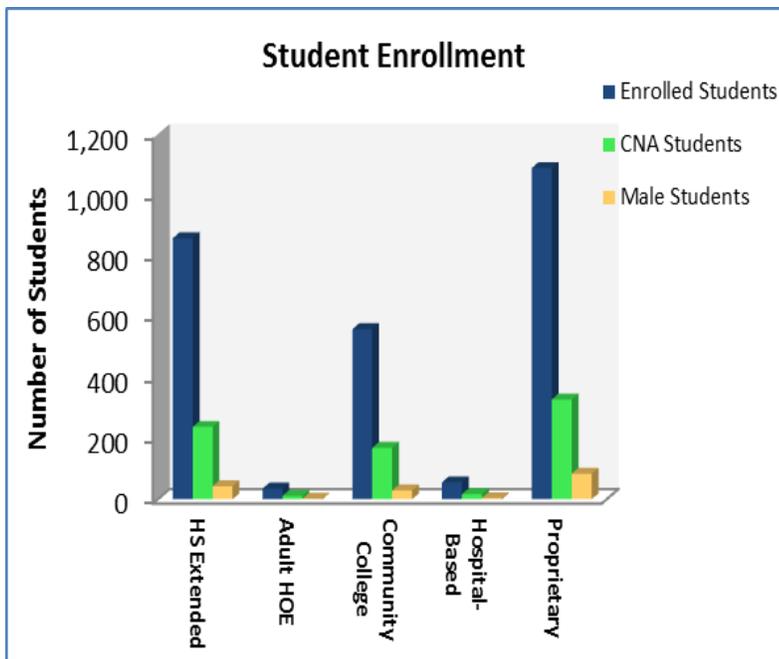
Source: VA. Healthcare Workforce Data Center

At a Glance:

Enrollment
Total: 2,417
CNA: 802
Male: 158

Enrollment by Program Type
Proprietary: 40%
HS Extended: 34%
Community College: 23%

Source: VA. Healthcare Workforce Data Center

A total of 2,417 students were enrolled in Virginia's PN programs during the current academic year. 33% of these students were CNAs, while 7% of enrolled students were male.

Program Type	Total Enrollment		CNA Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
HS Extended	816	34%	214	27%	38	24%
Adult HOE	29	1%	15	2%	2	1%
Community College	546	23%	191	24%	31	20%
Hospital-Based	68	3%	13	2%	3	2%
Proprietary	958	40%	369	46%	84	53%
All Programs	**2,417**	**100%**	**802**	**100%**	**158**	**100%**

Source: VA. Healthcare Workforce Data Center

Attrition

Attrition Rate by Time Period
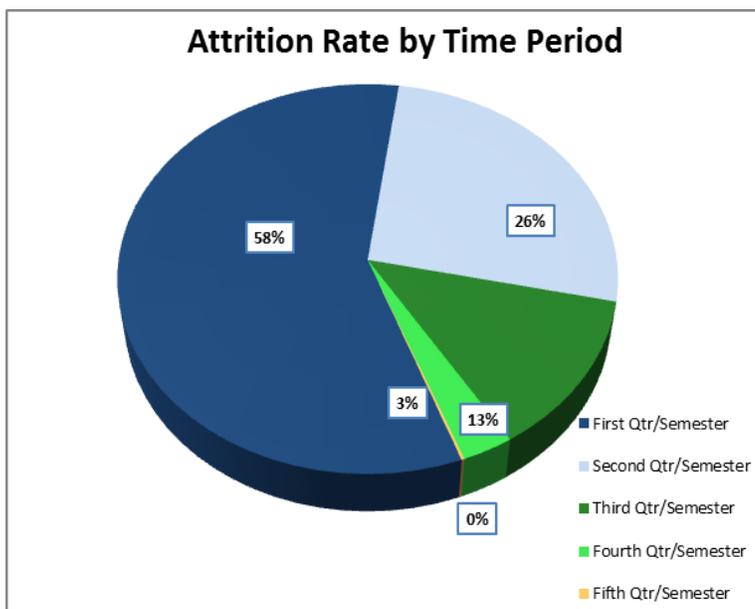
Source: VA. Healthcare Workforce Data Center

Quarter/ Semester/ Trimester	Number of Students	
	Count	%
First	324	58%
Second	147	26%
Third	72	13%
Fourth	17	3%
Fifth	1	0%
Total	561	100%

Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduation Rate

Adult HOE:	59%
HS Extended:	55%
Community College:	52%

Attrition Rate

All Programs:	30%
Adult HOE:	36%
Community College:	33%

Source: VA. Healthcare Workforce Data Center

More than half of all students who left a PN program without graduating did so during the first quarter or semester of the program.

Attrition Statistics	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Scheduled to Graduate	420	22	455	63	1,136	2,096
Graduated on Time	231	13	235	32	434	945
On-Time Graduation Rate	55%	59%	52%	51%	38%	45%
Permanently Left Program	105	8	151	8	358	630
Attrition Rate	25%	36%	33%	13%	32%	30%

Source: VA. Healthcare Workforce Data Center

Among all students who were expected to graduate during this academic year, over half ultimately did graduate. Meanwhile, nearly one-third of students expected to graduate this year permanently left their respective program instead.

Graduates

Graduating Students
- Total Graduating Students
- LPN Graduates
- Male Graduates
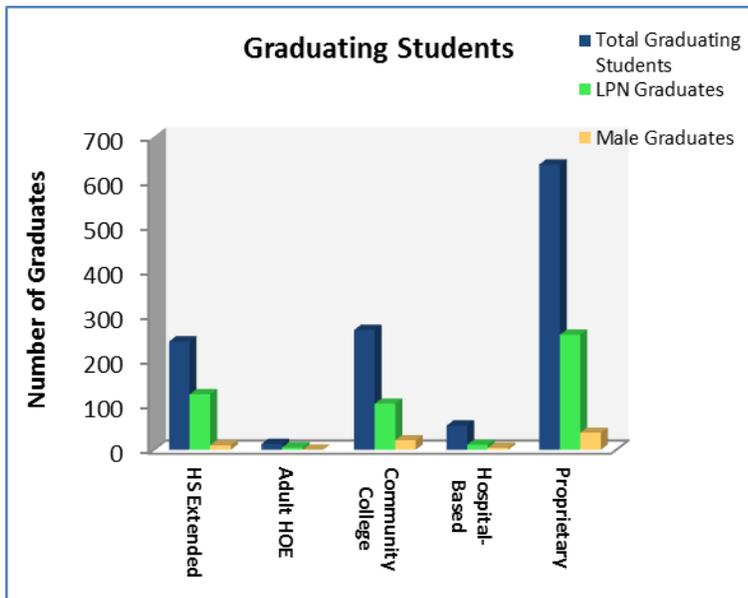
Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduates
Total: 1,215
% CNA: 41%
% Male: 6%

Grad. by Program Type
Proprietary: 53%
Community College: 22%
HS Extended: 20%

Source: VA. Healthcare Workforce Data Center

A total of 1,215 students graduated from Virginia's PN programs during the current academic year. 41% of these graduates were CNA students, while 6% were male. Half graduated from Proprietary PN programs.

Program Type	Total Graduates		CNA Graduates		Male Graduates	
	Count	%	Count	%	Count	%
HS Extended	242	20%	124	25%	10	14%
Adult HOE	13	1%	5	1%	0	0%
Community College	268	22%	103	21%	21	29%
Hospital-Based	54	4%	11	2%	4	5%
Proprietary	638	53%	257	51%	38	52%
All Programs	**1,215**	**100%**	**500**	**100%**	**73**	**100%**

Source: VA. Healthcare Workforce Data Center

Background of Graduates

Graduates with Multiple Degrees

Proprietary 39%
HS Extended 24%
Adult HOE 0%
Community College 29%
Hospital-Based 8%
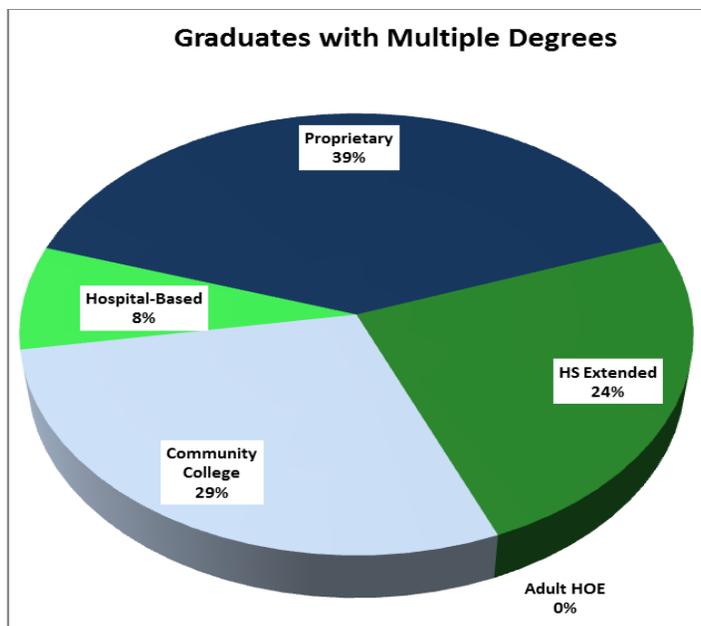
Source: VA. Healthcare Workforce Data Center

At a Glance:

Race/Ethnicity
White:	46%
Black:	39%
Hispanic:	5%

Multi-Degree Grads.
Multi-Degree Graduates:	66
% of Total Graduates:	5%

Source: VA. Healthcare Workforce Data Center

Five percent of all graduates from Virginia's PN programs held other non-nursing degrees.

Program Type	Multi-Degree Graduates	%	% of Total Graduates
HS Extended	16	24%	7%
Adult HOE	0	0%	0%
Comm. College	19	29%	7%
Hospital Based	5	8%	9%
Proprietary	26	39%	4%
All Programs	**66**	**100%**	**5%**

Source: VA. Healthcare Workforce Data Center

Nearly half of all graduates from Virginia's PN programs are non-Hispanic White, while more than one-third of all graduates are non-Hispanic Black.

Race/ Ethnicity	HS Extended		Adult HOE		Comm. College		Hospital Based		Proprietary		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%
White	144	62%	13	100%	160	71%	34	63%	157	27%	508	46%
Black	46	20%	0	0%	37	17%	14	26%	332	57%	429	39%
Hispanic	23	10%	0	0%	6	3%	1	2%	29	5%	59	5%
Asian	6	3%	0	0%	5	2%	3	6%	24	4%	38	3%
American Indian	0	0%	0	0%	0	0%	1	2%	1	0%	2	0%
Pacific Islander	1	0%	0	0%	0	0%	0	0%	2	0%	3	0%
Two or More	10	4%	0	0%	0	0%	1	2%	7	1%	18	2%
Unknown	2	1%	0	0%	16	7%	0	0%	35	6%	53	5%
Total	**232**	**100%**	**13**	**100%**	**224**	**100%**	**54**	**100%**	**587**	**100%**	**1,110**	**100%**

Source: VA. Healthcare Workforce Data Center

Long-Term Trends

PN Admissions and Graduates
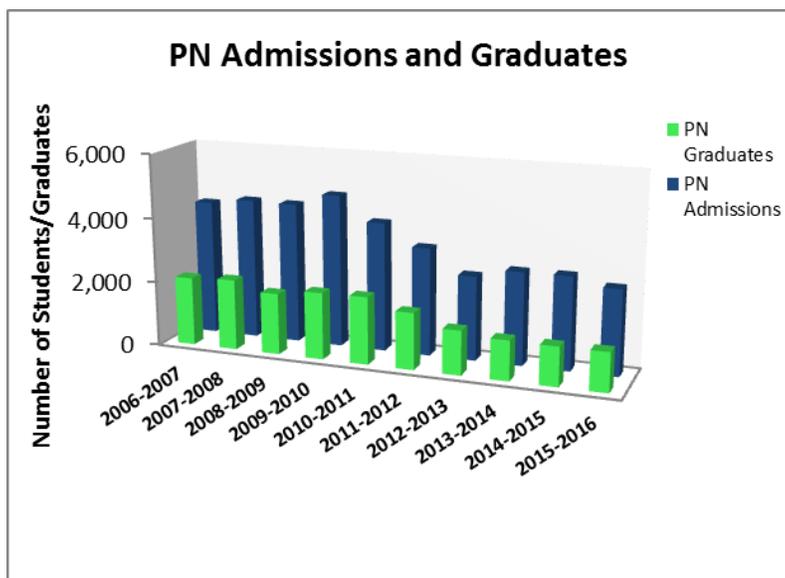
Source: VA. Healthcare Workforce Data Center

At a Glance:

Admissions
Total: 2,645
Year-over-Year Change: -8%

Graduates
Total: 1,215
Year-over-Year Change: 0%

Source: VA Healthcare Workforce Data Center

The number of new students who were admitted into Virginia's PN programs declined by 8% during the 2015-2016 academic year whereas the number of enrolled students who graduated from these programs barely changed.

Academic Year	PN Admissions		PN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
2006-2007	4,206	-	2,123	-
2007-2008	4,376	4%	2,191	3%
2008-2009	4,358	0%	1,900	-13%
2009-2010	4,742	9%	2,072	9%
2010-2011	4,003	-16%	2,086	1%
2011-2012	3,346	-16%	1,753	-16%
2012-2013	2,614	-22%	1,371	-22%
2013-2014	2,881	10%	1,235	-10%
2014-2015	2,887	0%	1,214	-2%
2015-2016	2,645	-8%	1,215	0%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment

Percentage of Full-Time Faculty by Program Type

Source: VA. Healthcare Workforce Data Center

Over half of all faculty work in proprietary programs, but only 33% of those workers have full-time jobs. Only High School Extended, Adult HOE, and Hospital-Based programs have at least half of their faculty members in full-time positions.
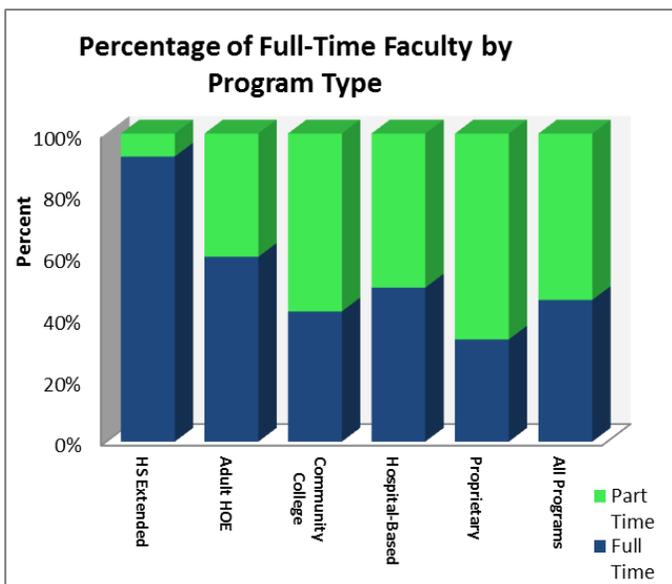
At a Glance:

% of Total Faculty

Proprietary:	56%
Community College:	24%
HS Extended:	17%

% Full-Time

HS Extended:	93%
Adult HOE:	60%
Hospital Based:	50%

Student-Faculty Ratio

Proprietary:	4.5
Hospital-Based:	6.1
Adult HOE:	5.8

Source: VA. Healthcare Workforce Data Center

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25th %	Mean	75th %
HS Extended	62	34%	5	2%	67	17%	93%	7.9	12.6	14.7
Adult HOE	3	2%	2	1%	5	1%	60%	5.8	5.8	5.8
Community College	41	22%	56	26%	97	24%	42%	3.9	6.3	8.1
Hospital Based	4	2%	4	2%	8	2%	50%	6.1	6.1	6.1
Proprietary	74	40%	149	69%	223	56%	33%	2.9	4.5	5.7
All Programs	**184**	**100%**	**216**	**100%**	**400**	**100%**	**46%**	**4.0**	**7.9**	**12.2**

Source: VA. Healthcare Workforce Data Center

On average, the typical PN program had a student-to-faculty ratio of 7.9. However, four of the five program types had student-to-faculty ratios that were below the overall average, which was skewed upward by the higher mean of HS Extended programs.

Faculty Demographics

Age	Full Time		Part Time		Total			
	#	%	#	%	#	%	% FT	
Under 25	0	0%	0	0%	0	0%	0%	
25 to 34	23	13%	30	14%	53	13%	43%	
35 to 44	37	20%	58	27%	95	24%	39%	
45 to 54	56	30%	52	24%	108	27%	52%	
55 to 64	53	29%	33	15%	86	22%	62%	
65 to 74	10	5%	18	8%	28	7%	36%	
75 and Over	0	0%	1	0%	1	0%	0%	
Unknown	5	3%	21	10%	26	7%	19%	
Total	184	100%	213	100%	397	100%	46%	

Source: Va. Healthcare Workforce Data Center

A typical faculty member would be a female between the ages of 45 and 54. Less than half of all faculty members held full-time positions.

At a Glance:

Gender
% Female: 93%
% Female w/ FT Job: 47%

Age
% Under 35: 13%
% Over 54: 29%

Diversity
Diversity Index (Total): 59%
Diversity Index (FT Jobs): 50%

Source: VA. Healthcare Workforce Data Center

Gender	Full Time		Part Time		Total			
	#	%	#	%	#	%	% FT	
Male	11	6%	17	8%	28	7%	39%	
Female	173	94%	196	92%	369	93%	47%	
Total	184	100%	213	100%	397	100%	46%	

Source: VA. Healthcare Workforce Data Center

In a chance encounter between two faculty members, there is a 59% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 56%.

Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	63%	123	67%	102	48%	225	57%	55%
Black	19%	43	23%	70	33%	113	29%	38%
Asian	6%	6	3%	8	4%	14	4%	43%
Other Race	0%	1	1%	0	0%	1	0%	0%
Two or more races	3%	1	1%	2	1%	3	1%	33%
Hispanic	9%	2	1%	0	0%	2	1%	100%
Unknown	0	8	4%	30	14%	38	10%	21%
Total	100%	184	100%	212	100%	396	100%	46%

** Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2015.

Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:

Highest Degree Held by Faculty
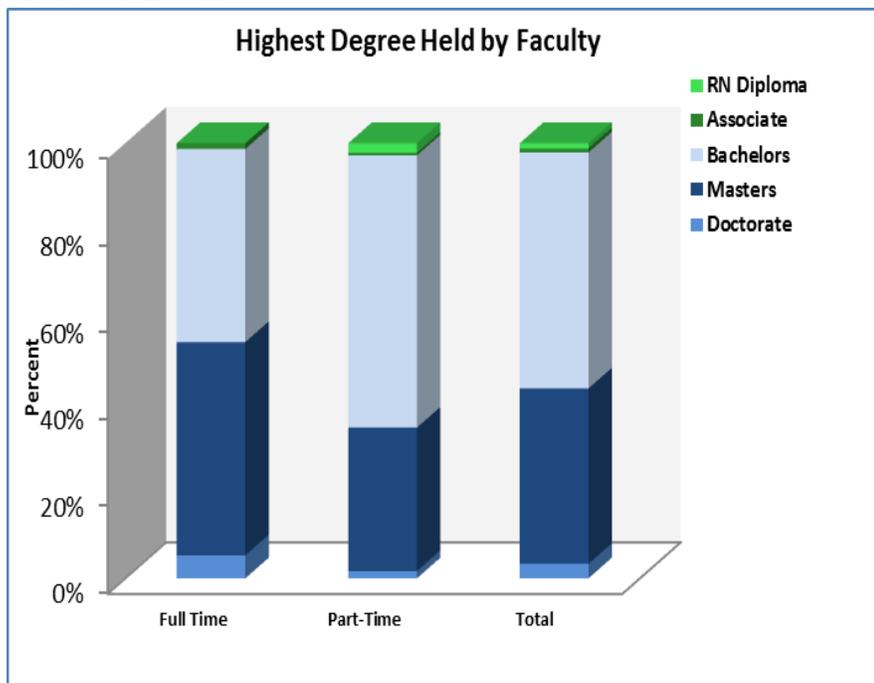
Source: VA. Healthcare Workforce Data Center

At a Glance:

Degree
BSN: 43%
Masters in Nursing: 37%
Non-Nursing Bachelors: 12%

Full-Time Employment
Masters in Nursing: 55%
Doctorate: 73%
Non-Nursing Masters: 58%

Source: VA. Healthcare Workforce Data Center

80% of all faculty members held either a BSN or a Masters in Nursing as their highest professional degree. Of this group, 47% were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
RN Diploma	0	0%	4	2%	4	1%	0%
ASN	2	1%	1	1%	3	1%	67%
Non-Nursing Bachelors	11	7%	27	15%	38	12%	29%
BSN	56	37%	85	47%	141	43%	40%
Non-Nursing Masters	7	5%	5	3%	12	4%	58%
Masters in Nursing	67	44%	54	30%	121	37%	55%
Doctorate	8	5%	3	2%	11	3%	73%
Total	151	100%	179	100%	330	100%	46%

Source: VA. Healthcare Workforce Data Center

Faculty Appointments and Resignations
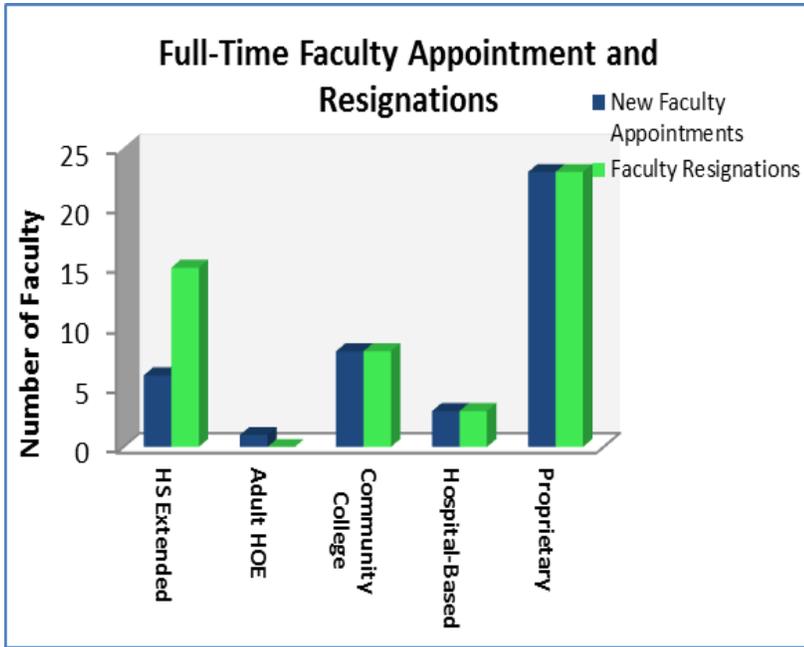
Source: VA. Healthcare Workforce Data Center

At a Glance:

Full-Time Faculty
Turnover Rate:	27%
Newly Appointed Rate:	22%

Turnover Rate
Hospital-Based:	75%
Proprietary:	31%
HS Extended:	24%

Source: VA. Healthcare Workforce Data Center

Among full-time faculty, Virginia's PN Programs experienced a 27% turnover rate and a newly appointed faculty rate of 22% over the past year.

Full-Time Faculty	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Total	**62**	**3**	**41**	**4**	**74**	**184**
Newly Appointed	6	1	8	3	23	41
Resignations	15	0	8	3	23	49
Turnover Rate	24%	0%	20%	75%	31%	27%
Proportion Newly Appointed	10%	33%	20%	75%	31%	22%

Source: VA. Healthcare Workforce Data Center

Future Faculty Requirements

Full-Time Faculty Vacancies and Recruitment
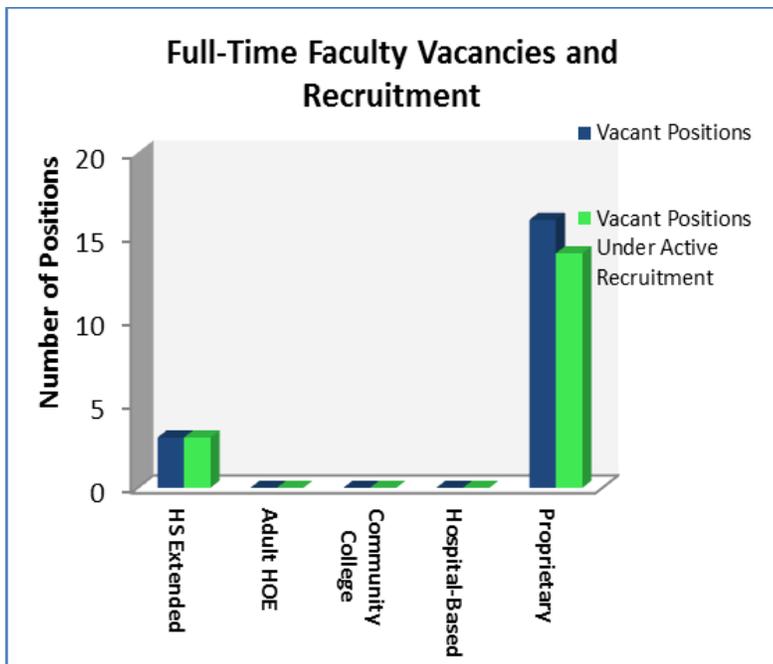
Source: VA. Healthcare Workforce Data Center

At a Glance:

Active Recruitment
Full-Time Hiring:	89%
Part-Time Hiring:	92%

Budget Adequacy
Full-Time Hiring:	94%
Part-Time Hiring:	96%

Expected Job Disruption
Less:	54%
Same:	36%
More:	10%

Source: VA. Healthcare Workforce Data Center

A total of 17 full-time faculty positions and 11 part-time faculty positions are currently in active recruitment. Over 70% of these jobs are needed in Proprietary programs.

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
Yes	48	94%	43	96%
No	3	6%	2	4%
Total	51	100%	45	100%

Source: VA. Healthcare Workforce Data Center

Program Type	Next Year's Expectation for Full-Time Faculty Disruption							
	Expect Less	%	Expect Same	%	Expect More	%	Total	%
HS Extended	9	60%	5	33%	1	7%	15	100%
Adult HOE	1	100%	1	100%	0	0%	1	200%
Community College	6	33%	8	44%	4	22%	18	100%
Hospital	1	100%	0	0%	0	0%	1	100%
Proprietary	10	71%	4	29%	0	0%	14	100%
All Programs	**27**	**54%**	**18**	**36%**	**5**	**10%**	**50**	**100%**

Source: VA. Healthcare Workforce Data Center

Only 10% of Virginia's PN programs expect more employment disruption among full-time faculty over the course of the next year. In addition, most programs currently have a budget of sufficient size to adequately meet their faculty needs.

Registered Nursing Education Programs

Program Structure

A Closer Look:

Program Type		
Type	#	%
Associate	41	55%
Baccalaureate	25	33%
Accelerated Baccalaureate	5	7%
Associate Online	2	3%
Accelerated Masters	1	1%
Diploma	1	1%
Total	75	100%

Source: VA. Healthcare Workforce Data Center
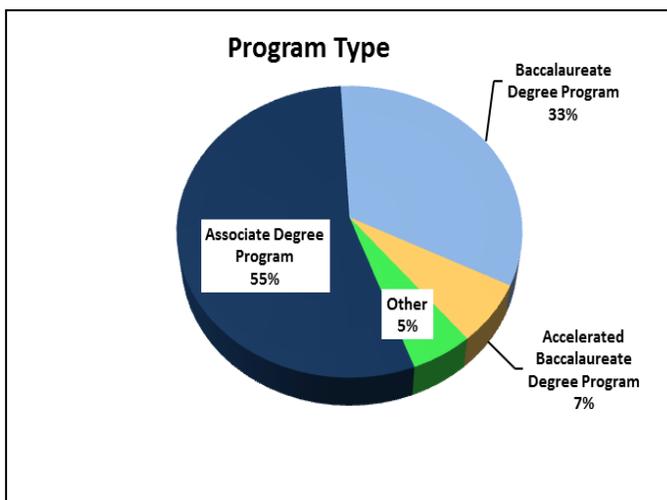
Program Type

*Source: VA. Healthcare Workforce Data Center*

At a Glance:

Program Type
Associate: 55%
Baccalaureate: 33%
Accelerated Baccalaureate: 7%

Delivery Method
Semester: 87%
Quarters: 8%

Mean Program Length
Associate: 22 Mos.
Baccalaureate: 29 Mos.
Diploma: 24 Mos.

Source: VA. Healthcare Workforce Data Center

There were 81 Registered Nursing (RN) Education Programs approved in Virginia during the 2015-2016 academic year. 28 of these programs offer a RN-to-BSN option to their students in addition to their pre-licensure program.

Program Length, Months					
Program Type	Mean	Min	25th %	75th %	Max
Diploma	24	24	24	24	24
Associate	22	15	19	24	31
Associate Online	23	21	21	24	24
Baccalaureate	29	18	23	36	36
Accelerated Baccalaureate	17	15	15	19	20
Accelerated Masters	24	24	24	24	24
All Programs	24	15	20	28	36

Source: VA. Healthcare Workforce Data Center
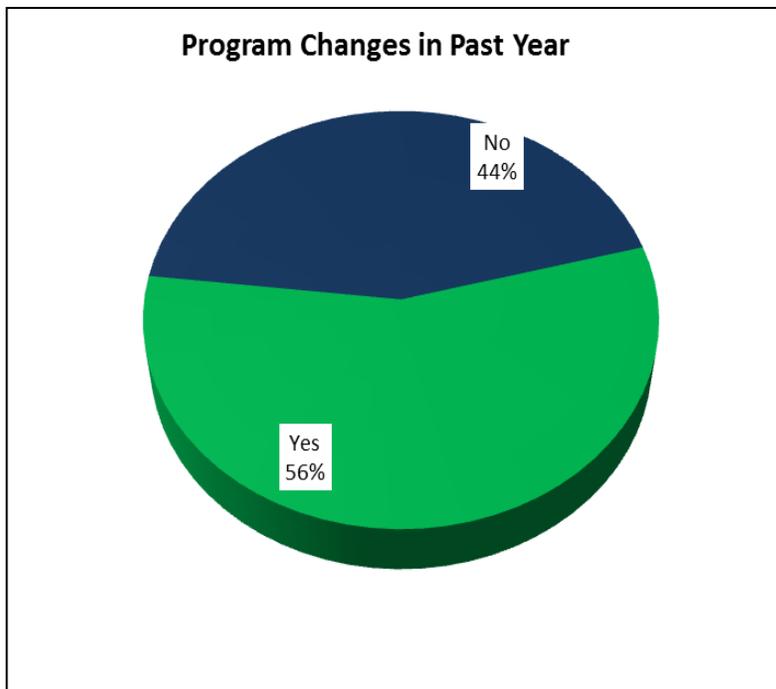
Program Details

Program Changes in Past Year

Source: VA. Healthcare Workforce Data Center

At a Glance:

Schedule Options

Daytime Courses:	92%
Evening Courses:	44%
Online Courses:	38%
Weekend Courses:	25%

Admissions Frequency (Annual)

One:	44%
Two:	31%
Three:	15%
Four or More:	11%

Source: VA. Healthcare Workforce Data Center

Over half of all RN programs implemented a change to their nursing program in the past year. Most changes relate to the curriculum, faculty, schedule, and course content.

Scheduling Option	#	%
Daytime Courses	71	92%
Evening Courses	20	26%
Online Courses	29	38%
Evening & Weekend Courses	14	18%
Accelerated Courses	11	14%
Weekend Courses	5	7%

Source: VA. Healthcare Workforce Data Center

Accreditation			
Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	52	68%
Commission on Collegiate Nursing Education	CCNE	31	41%
Accreditation Commission for Education in Nursing	ACEN	27	36%
Accrediting Council for Independent Colleges and Schools	ACICS	10	13%
Accrediting Bureau of Health Education Schools	ABHES	5	7%
Council on Occupational Education	COE	2	3%
The Higher Learning Commission	HLC	1	1%

Source: VA. Healthcare Workforce Data Center
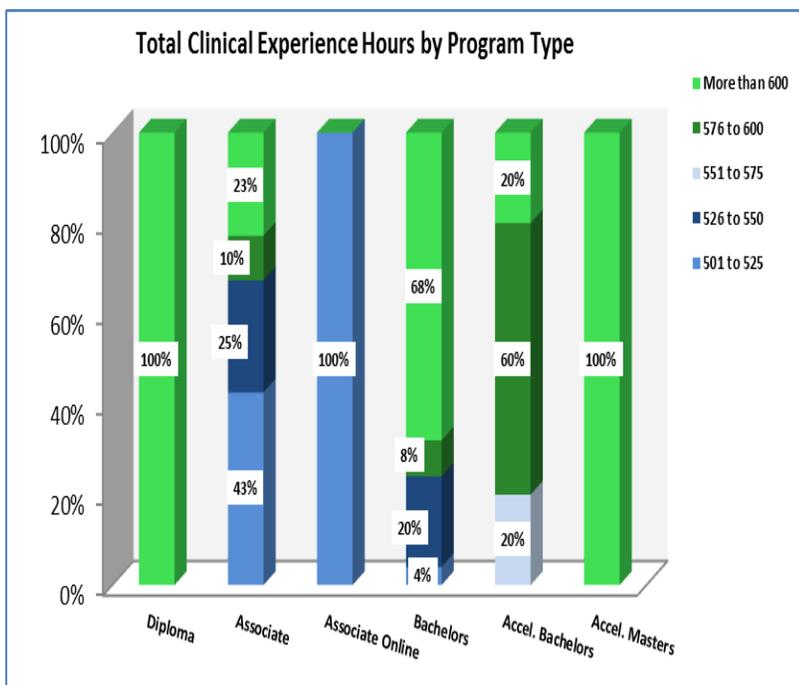
Clinical Hours

Total Clinical Experience Hours by Program Type

Source: VA. Healthcare Workforce Data Center

At a Glance:

Median Clinical Hours
Clinical Experience: 576-600
Direct Client Care: 500+
Direct Client Care in Va.: 525
Clinical Simulation: 26-50
Clinical Observation: 1-25

Source: VA. Healthcare Workforce Data Center

More than half of all RN programs in Virginia required at least 576 total hours of clinical experience from their students. Pursuant to 18VAC 90-20-120.E, Virginia's RN programs are required to provide 500 hours of direct client care, of which 20% may be simulated.

Clinical Experiences Outside Virginia		
State	**# of Programs**	**% of Programs**
Washington, D.C.	14	18%
Maryland	5	6%
West Virginia	3	4%
North Carolina	3	4%
Tennessee	2	3%
Delaware	1	1%
Other[1]	4	5%
At least One	**32**	**30%**

*Source: VA. Healthcare Workforce Data Center*

32 programs offered clinical experience hours outside of Virginia. Washington, D.C. and Maryland were the two states in which clinical experience hours were most likely to be provided.

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[1] Could be a combination of the states above.

Breakdown of Clinical Hours by Program Type

Clinical Hours		Program Type						
Type	Amount	Diploma	Associate	Associate Online	Baccalaureate	Accel. Baccalaureate	Accel. Masters	All Programs
Clinical Experience Hours	500 or less	0	0	0	0	0	0	0
	501 to 525	0	17	1	1	0	0	19
	526 to 550	0	10	0	5	0	0	15
	551 to 575	0	0	0	0	1	0	1
	576 to 600	0	4	0	2	3	0	9
	More than 600	1	9	0	17	1	1	29
	Total	1	40	1	25	5	1	73
Direct Client Care Hours	400 or less	0	0	0	0	0	0	0
	401 to 425	0	1	0	1	0	0	2
	426 to 450	0	3	0	0	0	0	3
	451 to 475	0	3	0	0	0	0	3
	476 to 500	0	10	0	1	0	0	11
	More than 500	1	24	2	23	5	1	56
	Total	1	41	2	25	5	1	75
Clinical Simulation Hours	None	0	4	0	2	1	0	7
	1 to 25	1	9	1	4	2	1	18
	26 to 50	0	17	0	8	2	0	27
	51 to 75	0	7	0	6	0	0	13
	76 to 100	0	2	0	0	0	0	2
	More than 100	0	2	1	5	0	0	8
	Total	1	41	2	25	5	1	75
Clinical Observation Hours	None	0	25	1	4	2	1	33
	1 to 25	1	14	1	7	1	0	24
	26 to 50	0	2	0	4	1	0	7
	51 to 75	0	0	0	4	1	0	5
	76 to 100	0	0	0	2	0	0	2
	More than 100	0	0	0	4	0	0	4
	Total	1	41	2	25	5	1	75

Source: VA. Healthcare Workforce Data Center

Student Information

Admissions
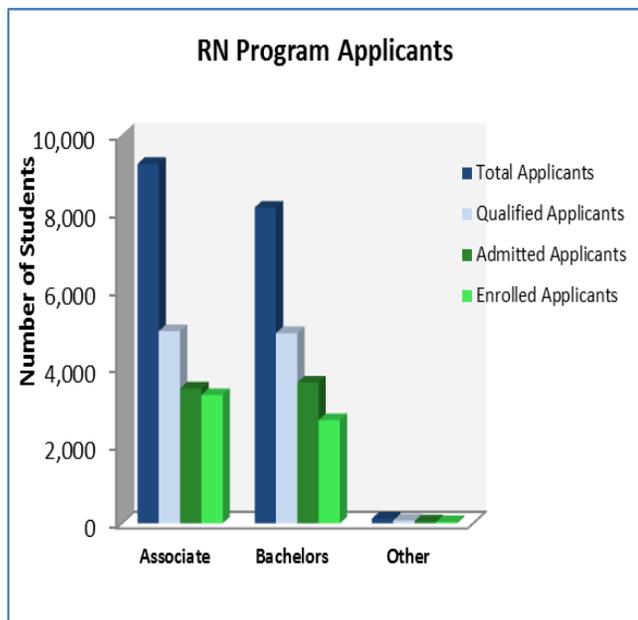
Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Applicants
Total: 17,507
Qualified: 9,921
Admitted: 7,149
Enrolled: 5,992
Waitlisted: 496

*Source: VA. Healthcare Workforce Data Center*

Virginia's RN programs received a total of 17,507 student applications during the 2015-2016 academic year. Approximately 34% of these applications ultimately resulted in an enrolled student.

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
Diploma	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Associate	7,844	4,577	58%	3,369	74%	3,204	95%	41%
Assoc. Online	1,411	372	26%	105	28%	97	92%	7%
Baccalaureate	6,773	4,115	61%	2,992	73%	2,234	75%	33%
Accel. Baccalaureate	1,356	781	58%	633	81%	424	67%	31%
Accel. Masters	123	76	62%	50	66%	33	66%	27%
All Programs	**17,507**	**9,921**	**57%**	**7,149**	**72%**	**5,992**	**84%**	**34%**

Source: VA. Healthcare Workforce Data Center

Out of 9,921 qualified applicants, 2,772 were not given an admission offer. 20 programs cited the lack of clinical space, while 16 programs cited the inability to expand effective program capacity as the main reason for failing to admit qualified applicants. The lack of qualified faculty and personal and family issues, including student finances, were also common reasons for failing to admit qualified applicants.

Background of Admitted Students

Minimum and Average GPA
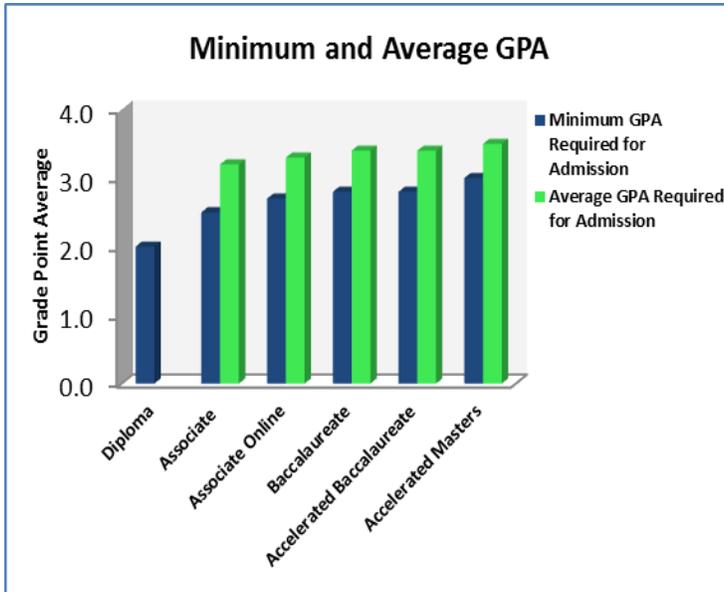
Source: VA. Healthcare Workforce Data Center

At a Glance:

GPA (mean)
Minimum Requirement: 2.6
Student Average: 3.3

Age (mean)
Overall: 28
Associate: 30
Baccalaureate: 24
Diploma: 29

Source: VA. Healthcare Workforce Data Center

Average Age of Admitted Students

Program Type	Mean
Diploma	29
Associate	30
Associate Online	33
Baccalaureate	24
Accelerated Baccalaureate	28
Accelerated Masters	30
All Programs	28

Source: VA. Healthcare Workforce Data Center

The average age of students who were admitted into Virginia's RN programs was 28. Baccalaureate programs had the lowest average age of admitted students at 24, while Associate Online programs had the highest average age of admitted students at 33.

GPA		
Program Type	Min	Avg.
Diploma	2.0	N/A
Associate	2.5	3.2
Associate Online	2.7	3.3
Baccalaureate	2.8	3.4
Accelerated Baccalaureate	2.8	3.4
Accelerated Masters	3.0	3.5
All Programs	2.6	3.3

Source: VA. Healthcare Workforce Data Center

A typical RN program required that prospective students have a minimum GPA of 2.6, while the average GPA among admitted students was 3.3. On average, Accelerated Masters programs had the highest minimum GPA requirements for admission and they also had the highest average GPA among admitted students.
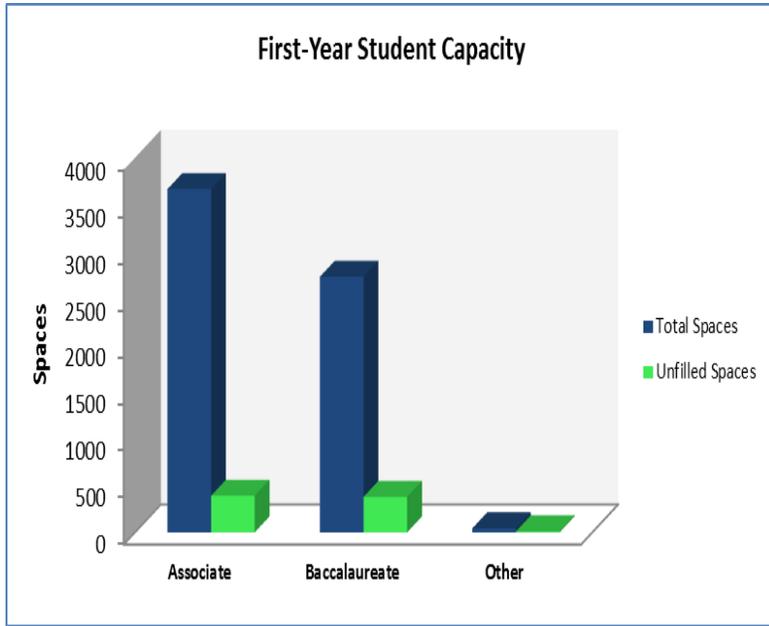
25

Capacity

First-Year Student Capacity

Source: VA. Healthcare Workforce Data Center

At a Glance:

1st-Year Student Capacity
Spaces Available: 6,445
Spaces Unfilled: 784

Unfilled Capacity
% of Programs: 59%
% of Total Capacity: 12%

Source: VA. Healthcare Workforce Data Center

Virginia's RN programs were able to utilize 88% of their available first-year student capacity. Programs provided a variety of reasons for explaining the cause of unfilled spaces. One of the most common explanations was late withdrawal or no shows. Another key reason was lack of qualified applicants. Many programs also cited financial situation of students and other personal and family situations that interfered with students' enrollment. Some students could also not be admitted because they did not pass the entrance examination.

Program Type	# of Programs with Unfilled Spaces		Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Number	%		
Diploma	1	0	0	0%	N/A	N/A
Associate	18	23	352	45%	3,531	10%
Associate Online	0	2	40	5%	137	29%
Baccalaureate	14	11	279	36%	2,310	12%
Accelerated Baccalaureate	1	4	101	13%	422	24%
Accelerated Masters	0	1	12	2%	45	27%
All Programs	**31**	**44**	**784**	**100%**	**6,445**	**12%**

Source: VA. Healthcare Workforce Data Center
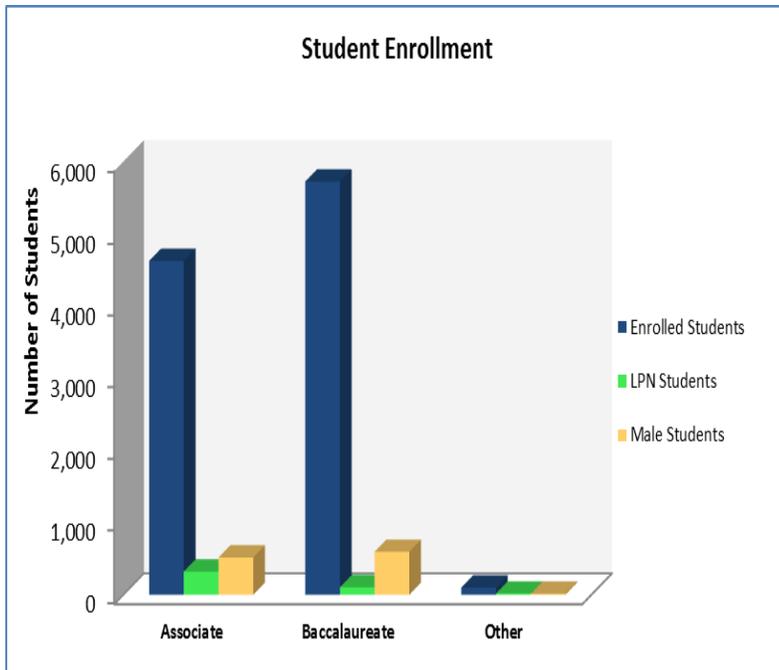
Enrollment

Source: VA. Healthcare Workforce Data Center

At a Glance:

Enrollment
Total:	10,453
LPN:	445
Male:	1,127

Enrollment by Program Type
Baccalaureate:	47%
Associate:	43%
Accel. Baccalaureate:	8%

Source: VA. Healthcare Workforce Data Center

Over 10,000 students were enrolled in Virginia's RN programs during the current academic year. 4% of these students are LPNs, while 11% of enrolled students are male.

Program Type	Total Enrollment		LPN Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
Diploma	30	0%	17	4%	4	0%
Associate	4,544	43%	324	73%	502	45%
Associate Online	83	1%	0	0%	15	1%
Baccalaureate	4,930	47%	101	23%	471	42%
Accelerated Baccalaureate	796	8%	3	1%	125	11%
Accelerated Masters	70	1%	0	0%	10	1%
All Programs	**10,453**	**100%**	**445**	**100%**	**1,127**	**100%**

Source: VA. Healthcare Workforce Data Center

Attrition

Attrition Rates

Source: VA. Healthcare Workforce Data Center

Type	Year	Avg	Min	Max	Missing
Diploma	1st Year Attrition	6%	6%	6%	0
	2nd Year Attrition	11%	11%	11%	0
	3rd Year Attrition	-	-	-	1
	Overall Attrition	**15%**	**15%**	**15%**	**0**
Associate	1st Year Attrition	22%	0%	76%	3
	2nd Year Attrition	13%	0%	97%	3
	3rd Year Attrition	4%	0%	57%	23
	Overall Attrition	**27%**	**4%**	**81%**	**4**
Online Associate	1st Year Attrition	7%	1%	13%	0
	2nd Year Attrition	0%	0%	0%	0
	3rd Year Attrition	0%	0%	0%	2
	Overall Attrition	**11%**	**8%**	**13%**	**0**
Baccalaureate	1st Year Attrition	13%	0%	56%	1
	2nd Year Attrition	11%	0%	54%	1
	3rd Year Attrition	9%	0%	73%	8
	Overall Attrition	**17%**	**0%**	**79%**	**1**
Accelerated Baccalaureate	1st Year Attrition	5%	2%	9%	0
	2nd Year Attrition	11%	0%	25%	1
	Third Year Attrition	33%	0%	100%	2
	Overall Attrition	**10%**	**2%**	**22%**	**0**
Accelerated Masters	1st Year Attrition	4%	4%	4%	0
	2nd Year Attrition	6%	6%	6%	0
	3rd Year Attrition	-	-	-	1
	Overall Attrition	**5%**	**5%**	**5%**	**0**
Total	**1st Year Attrition**	**17%**	**0%**	**76%**	**3**
	2nd Year Attrition	**12%**	**0%**	**97%**	**4**
	3rd Year Attrition	**8%**	**0%**	**100%**	**37**
	Overall Attrition	**22%**	**0.00%**	**81%**	**2**

Source: VA. Healthcare Workforce Data Center

At a Glance:

Attrition Rate
1st Year Avg.:	17%
2nd Year Avg.:	12%
3rd Year Avg.:	8%
Overall Avg.:	22%

Attrition by Program Type
Associate:	27%
Baccalaureate:	17%
Diploma:	15%

Source: VA. Healthcare Workforce Data Center

The overall attrition rate across all program types was 22%. Associate programs had the highest overall average attrition rate, with over a quarter of all students leaving the program. Baccalaureate programs had an attrition rate of 17%, while Accelerated Masters programs had the lowest overall attrition rate at 5%.

Graduates

Graduating Students
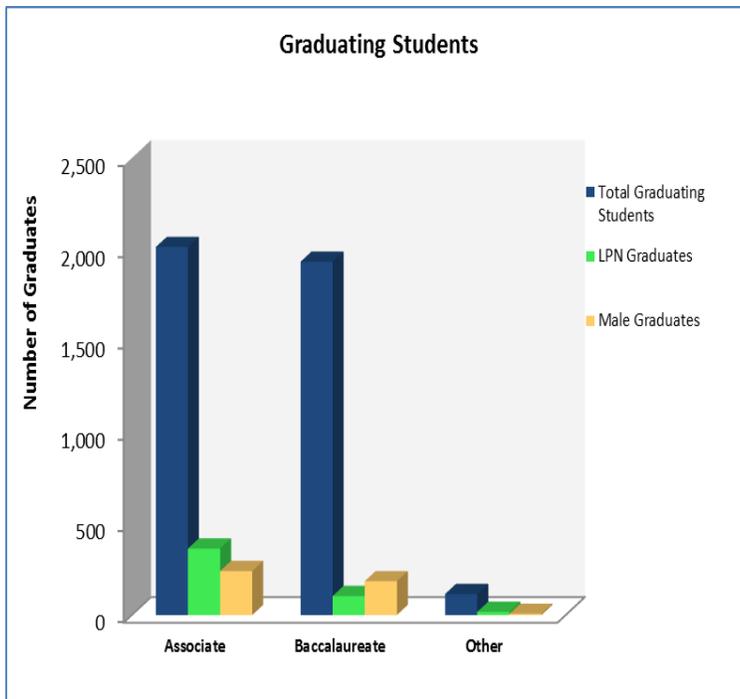
Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduates
Total:	4,062
% LPN:	12%
% Male:	11%

Grad. by Program Type
Associate:	48%
Baccalaureate:	39%
Accel. Baccalaureate:	8%

Source: VA. Healthcare Workforce Data Center

*A total of 4,062 students graduated from Virginia's RN programs during the current academic year. 10% of these graduates were LPN students and another 10% were male. Close to half of all graduating students came from Associate programs.*

Program Type	Total Graduates		LPN Graduates		Male Graduates	
	Count	%	Count	%	Count	%
Diploma	74	2%	17	4%	5	1%
Associate	1,968	48%	364	75%	231	53%
Associate Online	46	1%	0	0%	10	2%
Baccalaureate	1,601	39%	101	21%	147	34%
Accelerated Baccalaureate	332	8%	3	1%	38	9%
Accelerated Masters	41	1%	0	0%	2	0%
All Programs	**4,062**	**100%**	**485**	**100%**	**433**	**100%**

Source: VA. Healthcare Workforce Data Center

Background of Graduates

Graduates with Multiple Degrees

Accel. Baccalaureate 33%

Other 10%

Baccalaureate 28%

Associate 28%
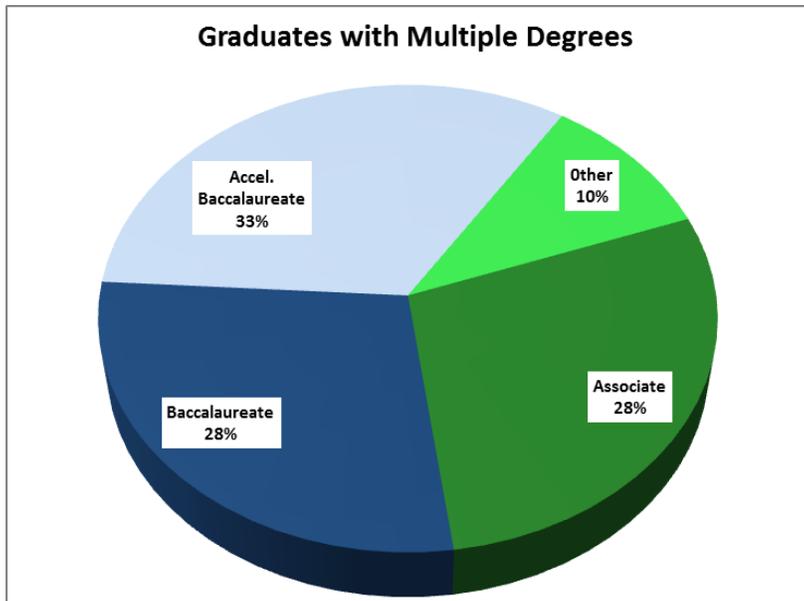
Source: VA. Healthcare Workforce Data Center

At a Glance:

Race/Ethnicity
White:	70%
Black:	16%
Asian:	6%
Hispanic:	6%

Multi-Degree Grads.
Multi-Degree Graduates: 968
% of Total Graduates: 24%

Source: VA. Healthcare Workforce Data Center

Close to a quarter of graduates from Virginia's RN programs held other non-nursing degrees.

Program Type	Multi-Degree Graduates	%	% of Total Graduates
Diploma	39	4%	53%
Associate	275	28%	14%
Associate Online	20	2%	43%
Baccalaureate	272	28%	17%
Accel. Baccalaureate	321	33%	97%
Accel. Masters	41	4%	100%
All Programs	968	100%	24%

Source: VA. Healthcare Workforce Data Center

70% of all graduates from Virginia's RN programs are non-Hispanic White, while 16% of all graduates are non-Hispanic Black.

Race/ Ethnicity	Diploma		Associate		Associate Online		BSN		Accel. BSN		Accel. Masters		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
White	53	72%	1,053	63%	20	43%	1008	66%	186	56%	34	83%	2,354	64%
Black	13	18%	269	16%	7	15%	215	14%	40	12%	1	2%	545	15%
Hispanic	1	1%	69	4%	5	11%	87	6%	29	9%	0	0%	191	5%
Asian	3	4%	47	3%	5	11%	105	7%	41	12%	1	2%	202	5%
American Indian	1	1%	6	0%	0	0%	5	0%	2	1%	0	0%	14	0%
Pacific Islander	0	0%	13	1%	0	0%	8	1%	1	0%	0	0%	22	1%
Two or More	2	3%	26	2%	0	0%	36	2%	26	8%	2	5%	92	3%
Unknown	1	1%	185	11%	9	20%	55	4%	7	2%	3	7%	260	7%
Total	74	100%	1,668	100%	46	100%	1519	100%	332	100%	41	100%	3,680	100%

Source: VA. Healthcare Workforce Data Center

Long-Term Trends

RN Admissions and Graduates
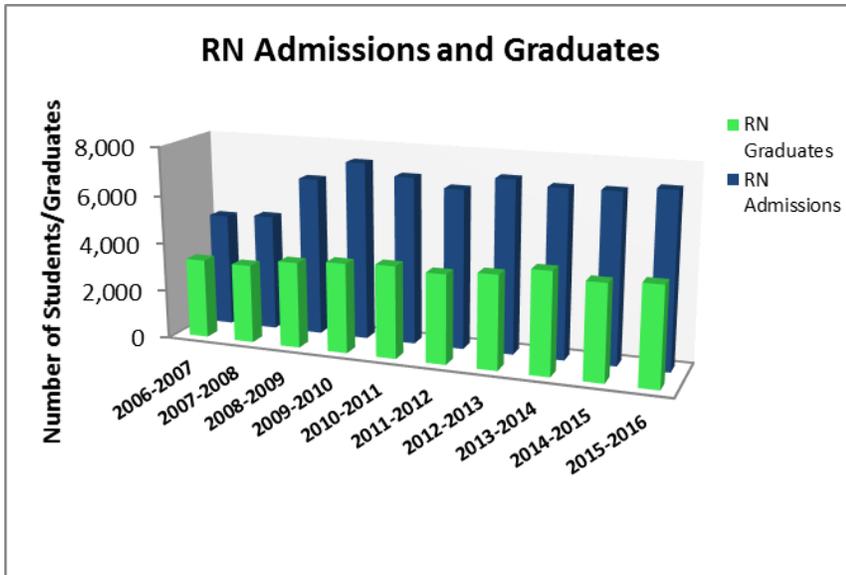
Source: VA. Healthcare Workforce Data Center

At a Glance:

Admissions
Total: 7,149
Year-over-Year Change: 3%

Graduates
Total: 4,062
Year-over-Year Change: -3%

Source: VA. Healthcare Workforce Data Center

Admission to Virginia's RN programs increased during the academic year, whereas the number of graduates decreased by 3%. However, the number of graduates is still the second highest in the past decade.

Academic Year	RN Admissions		RN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
2006-2007	4,671	-	3,265	-
2007-2008	4,799	3%	3,228	-1%
2008-2009	6,526	36%	3,536	10%
2009-2010	7,338	12%	3,698	5%
2010-2011	6,898	-6%	3,788	2%
2011-2012	6,562	-5%	3,660	-3%
2012-2013	7,115	8%	3,845	5%
2013-2014	6,912	-3%	4,186	9%
2014-2015	6,943	0%	3,926	-6%
2015-2016	7,149	3%	4,062	-3%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment

Percentage of Full-Time Faculty by Program Type

Source: VA. Healthcare Workforce Data Center

Over half of all RN program faculty work at Baccalaureate programs, while about one-third work for Associate programs. In total, Virginia's RN programs employed 2,053 faculty members, 46% of whom are full-time workers.
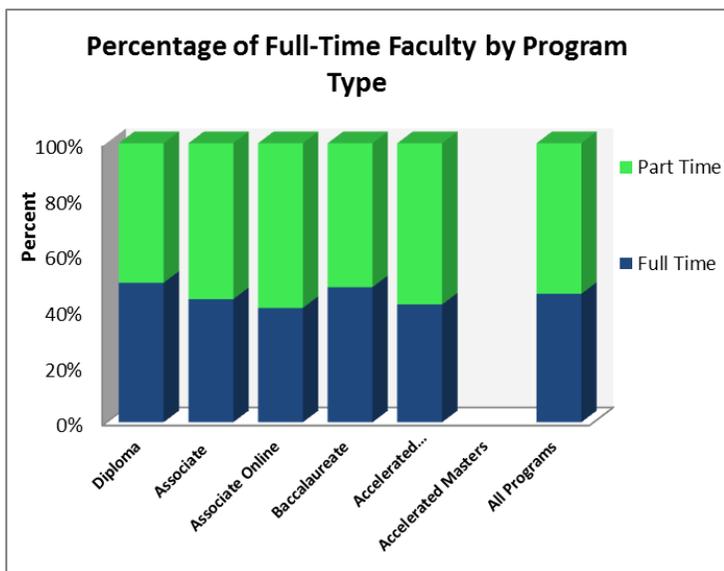
At a Glance:

% of Total Faculty
Baccalaureate:	52%
Associate:	33%
Accel. Baccalaureate:	13%

% Full-Time
Overall:	46%
Diploma:	50%
Baccalaureate:	48%

Mean Student-Faculty Ratio
Overall:	5.9
Associate:	6.5
Baccalaureate:	4.6

Source: VA. Healthcare Workforce Data Center

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25th %	Mean	75th %
Diploma	9	1%	9	1%	18	1%	50%	1.7	1.7	1.7
Associate	292	31%	370	34%	662	33%	44%	5.2	6.5	8.4
Associate Online	25	3%	36	3%	61	3%	41%	1.2	1.3	-
Baccalaureate	508	54%	541	49%	1049	52%	48%	3.3	4.6	7.1
Accelerated Baccalaureate	111	12%	152	14%	263	13%	42%	1.4	3.3	3.7
Accelerated Masters	-	-	-	-	-	-	-	-	-	-
All Programs	945	100%	1,108	100%	2,053	100%	46%	3.5	5.9	7.4

Source: VA. Healthcare Workforce Data Center

On average, the typical RN program had a student-to-faculty ratio of 5.9. Associate programs had an average student-to-faculty ratio of 6.5, while Baccalaureate programs had an average student-to-faculty ratio of 4.6.

Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	0	0%	2	0%	2	0%	0%
25 to 34	48	6%	126	12%	174	9%	28%
35 to 44	126	15%	250	24%	376	20%	34%
45 to 54	238	29%	275	27%	513	28%	46%
55 to 64	251	31%	177	17%	428	23%	59%
65 to 74	73	9%	56	5%	129	7%	57%
75 and Over	4	0%	5	0%	9	0%	44%
Unknown	78	10%	137	13%	215	12%	36%
All Programs	818	100%	1,028	100%	1,846	100%	44%

Source: VA. Healthcare Workforce Data Center

94% of all faculty are female, and over half are between the ages of 45 and 64. In addition, 44% of all faculty currently hold full-time jobs.

At a Glance:

Gender
% Female: 94%
% Female w/ FT Job: 45%

Age
% Under 35:   9%
% Over 54:   30%

Diversity
Diversity Index (Total):   46%
Diversity Index (FT Jobs):   36%

Source: VA. Healthcare Workforce Data Center

| Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	33	4%	82	8%	115	6%	29%
Female	792	96%	950	92%	1,742	94%	45%
Total	825	100%	1,032	100%	1,857	100%	44%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two faculty members, there is a 46% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 56%.

Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	63%	650	78%	670	66%	1,320	71%	49%
Black	19%	130	16%	167	16%	297	16%	44%
Asian	6%	22	3%	43	4%	65	4%	34%
Other Race	0%	1	0%	0	0%	1	0%	100%
Two or more races	3%	2	0%	4	0%	6	0%	33%
Hispanic	9%	5	1%	18	2%	23	1%	22%
Unknown	0	22	3%	118	12%	140	8%	16%
Total	100%	832	100%	1,020	100%	1,852	100%	45%

* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2015.

Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:

Full-Time Employment Status by Degree
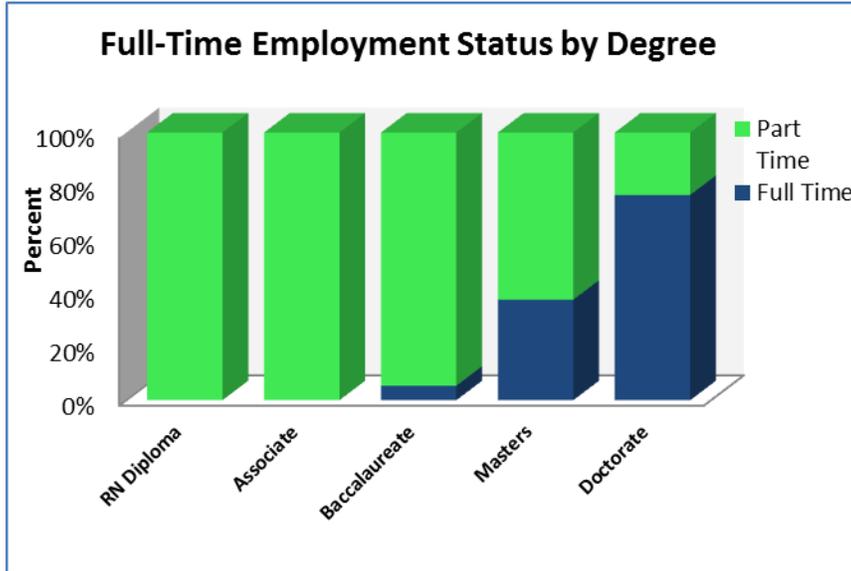
Source: VA. Healthcare Workforce Data Center

At a Glance:

Degree
MSN:	63%
Doctorate:	19%
BSN:	14%

Full-Time Employment
Overall:	42%
Nursing Doctorate:	77%
Non-Nursing Doctorate:	76%
Masters in Nursing:	38%

Source: VA. Healthcare Workforce Data Center

63% of all faculty members held a MSN as their highest professional degree, while nearly 19% held a doctorate. Among all faculty, 42% were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
RN Diploma	0	0%	1	0%	1	0%	0%
ASN	0	0%	1	0%	1	0%	0%
Non-Nursing Bachelors	0	0%	0	0%	0	0%	0%
BSN	10	2%	175	22%	185	14%	5%
Non-Nursing Masters	5	1%	10	1%	15	1%	33%
Masters in Nursing	319	57%	529	67%	848	63%	38%
Non-Nursing Doctorate	28	5%	9	1%	37	3%	76%
Doctorate	199	35%	60	8%	259	19%	77%
Total	**561**	**100%**	**785**	**100%**	**1,346**	**100%**	**42%**

Source: VA. Healthcare Workforce Data Center

Faculty Appointments and Resignations
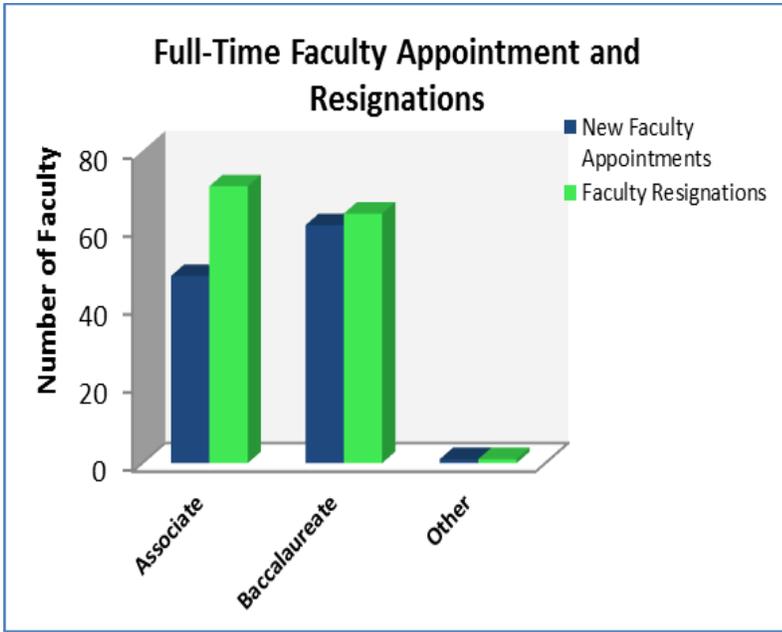
Source: VA. Healthcare Workforce Data Center

At a Glance:

Full-Time Faculty
Turnover Rate: 14%
Newly Appointed Rate: 12%

Turnover Rate
Online Associate: 28%
Associate: 22%
Diploma: 11%
Baccalaureate: 11%

Source: VA. Healthcare Workforce Data Center

Among full-time faculty, Virginia's RN programs experienced a 14% turnover rate and a newly appointed faculty rate of 12% over the past year.

Full-Time Faculty	Program Type						
	Diploma	ASN	Online ASN	BSN	Accel. BSN	Accel. Masters	All Programs
Total	9	292	25	508	111	-	945
Newly Appointed	1	48	0	55	6	-	110
Resignations	1	64	7	57	7	-	136
Turnover Rate	11%	22%	28%	11%	6%	-	14%
Proportion Newly Appointed	11%	16%	0%	11%	5%	-	12%

Source: VA. Healthcare Workforce Data Center

Future Faculty Requirements

Full-Time Faculty Vacancies and Recruitment
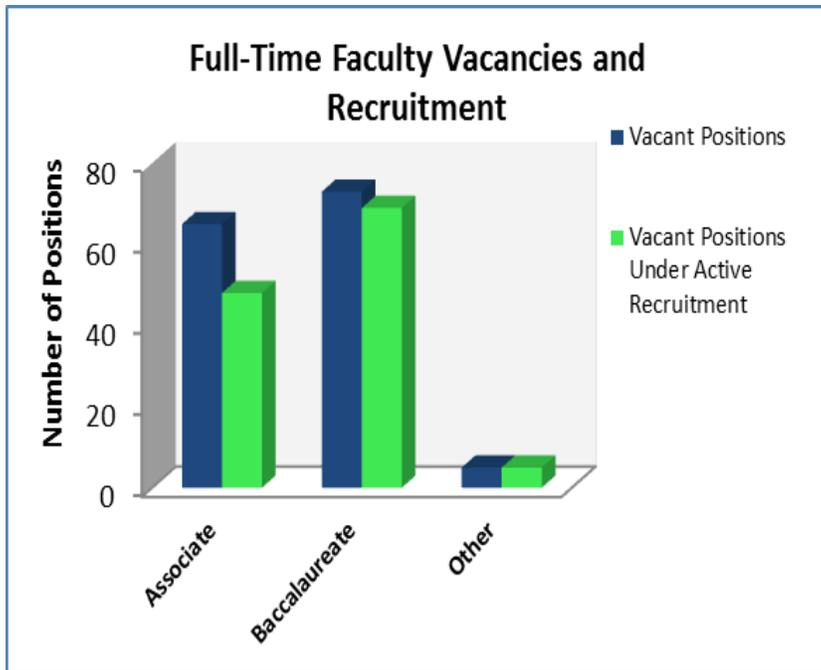
Source: VA. Healthcare Workforce Data Center

At a Glance:

Active Recruitment

% of FT Vacancies:	77%
% of PT Vacancies:	112%

Budget Adequacy

Full-Time Hiring:	96%
Part-Time Hiring:	96%

Expected Job Disruption

Less:	48%
Same:	45%
More:	7%

Source: VA. Healthcare Workforce Data Center

A total of 85 full-time faculty positions and 37 part-time faculty positions are currently in active recruitment. Most of the full-time jobs are needed in Baccalaureate programs, whereas part-time job need is highest in Associate programs.

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
Yes	68	96%	67	96%
No	3	4%	3	4%
Total	71	100%	70	100%

Source: VA. Healthcare Workforce Data Center

Program Type	Next Year's Expectation for Full-Time Faculty Disruption							
	Expect Less	%	Expect Same	%	Expect More	%	Total	%
RN Diploma	0	0%	0	0%	1	100%	1	100%
Associate	23	59%	14	36%	2	5%	39	100%
Associate Online	1	50%	1	50%	0	0%	2	100%
Baccalaureate	9	38%	13	54%	2	8%	24	100%
Accelerated Baccalaureate	1	20%	4	80%	0	0%	5	100%
Accelerated Masters	-	-	-	-	-	-	-	-
All Programs	34	48%	32	45%	5	7%	71	100%

Source: VA. Healthcare Workforce Data Center

Only 7% of Virginia's RN programs expect more employment disruption among full-time faculty over the course of the next year. In addition, most programs currently have a budget of sufficient size to adequately meet both their full-time and part-time faculty needs.