Virginia's Nursing Education Programs: 2016-2017 Academic Year

Healthcare Workforce Data Center

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Virginia Department of Health Professions

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Virginia's Nursing Education Programs		
	PN Programs	**RN Programs**
Mean Program Length	16 Months	24 Months
% with SACS Accreditation	50%	76%
% with ACEN Accreditation	9%	39%
% with CCNE Accreditation	N/A	39%
% offering Evening Courses	29%	54%
% offering Weekend Courses	24%	31%
% offering Online Courses	13%	35%
Median Clinical Experience Hours	426-450	576-600
Median Direct Client Care Hours	400+	500+
Students		
Total Applicants	4,114	15,846
% Qualified Applicants	75%	67%
Total 1st Year Students Enrolled	2,292	6,062
Mean GPA of Admitted Students	2.8	3.3
Mean Age of Admitted Students	27	27
1st Year Student Capacity	3,034	6,434
% Unfilled Capacity	27%	13%
Total Enrollment	2,466	10,503
Attrition Rate	26%	19%
Total Graduates	895	3,966
% Male Graduates	5%	12%
Diversity Index*	61%	52%
Faculty		
Total Faculty	407	2,158
% Full-Time Employees	41%	46%
Mean Student-to-Faculty Ratio	7.4	6.0
% Female	93%	93%
Diversity Index	51%	43%
Most Common Degree	BSN	MSN
Full-Time Turnover Rate	28%	12%
Full-Time Newly Appointed Rate	27%	14%
% with Adequate Budget for Full-Time Hiring	98%	90%
% of Full-Time Vacancies in Active Recruitment	64%	93%
% Expecting More Future Employment Disruption	7%	2%

*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

In the 2016-17 year, 53 of 59 PN programs and 72 of 79 RN programs responded to the survey. 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 increased in the past year. In the past academic year, 29% and 54% of PN and RN programs, respectively, offered evening classes compared to 16% and 44% in the 2015-16 year. However, for PN programs, the percent offering evening classes is still not as high as in 2012-13 when 39% offered evening classes. Similarly, there was a significant increase in the percent offering weekend classes in the past year. Compared to the 2015-16 year when only 9% and 25% of PN and RN programs, respectively, offered weekend courses, 24% and 31% of the programs who responded to the most recent survey did. Online program offerings declined from 21% of PN programs offering it last year to 13% in current report; the decline for RN programs was from 38% in the last report to 35% in the current report.

A higher percentage of PN and RN programs reported education accreditation by the Southern Association of Colleges and Schools (SACS); 50% and 76% of PN and RN programs, respectively, were SACS accredited in the current report compared to 48% and 68% in 2015-16. Accreditation by the Accreditation Commission for Education in Nursing (ACEN) declined from 11% to 9% for PN programs but increased from 36% to 39% for RN programs.

Mean program length stayed the same at 24 months for RN programs but increased from 15 to 16 months for PN programs. 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 4,114 in this current report compared to 5,072, 5,667, 4,391, and 5,013 in 2015-16, 2014-15, 2013-14, and 2012-13, respectively. The number of total first year PN students enrolled increased to 2,292 from last year's 4-year low of 2,238. By contrast, the number of first year RN students enrolled hit a 5-year high at 6,062. Total enrollment increased for both types of programs. The total enrollment increased from 2,417 last year to 2,466 in the current report for PN programs and from 10,453 in 2015-16 to 10,503 in 2016-17 for RN programs.

For admission and graduation, the PN program declined by 3% and 26% respectively. For RN programs, only the number of graduates declined by 2%; the number admitted increased by 3%. The number admitted into RN programs is at an all-time high at 7,373.

Some significant changes were also noted in faculty statistics. Although the total number of faculty reported in PN programs increased to 407 from its 4-year low of 400 last year, it is still lower than the 411, 447, and 439 faculty number recorded in 2014-15, 2013-14, and 2012-13, respectively. By contrast, RN programs reported an all-time high number of faculty members of 2,158. This is an increase from 2,053 in 2015-16. The percent of faculty that were full time declined only for PN programs; 41% of PN faculty are fulltime in 2016-17 compared to 46% in 2015-16. For RN programs, the percent full time remain at 46% from last year. Full time faculty turnover rates continued its increase for PN programs as it increased from 27% in 2015-16 to a 5-year high of 28% in the current report. However, faculty turnover rate declined slightly from 14% to 12% for RN programs. Full time faculty newly appointed rate, however, increased for both programs. For PN programs, the rate increased from 22% to 27% whereas for RN programs, the rate increased from 12% to 14%.

Practical Nursing Education Program

Program Structure

A Closer Look:

Program Type		
Type	**#**	**%**
High School Extended	16	30
Post-Secondary Adult HOE	2	4
Community College	19	36
Hospital-Based	2	4
Proprietary	14	26
Total	**53**	**100%**

Source: VA. Healthcare Workforce Data Center
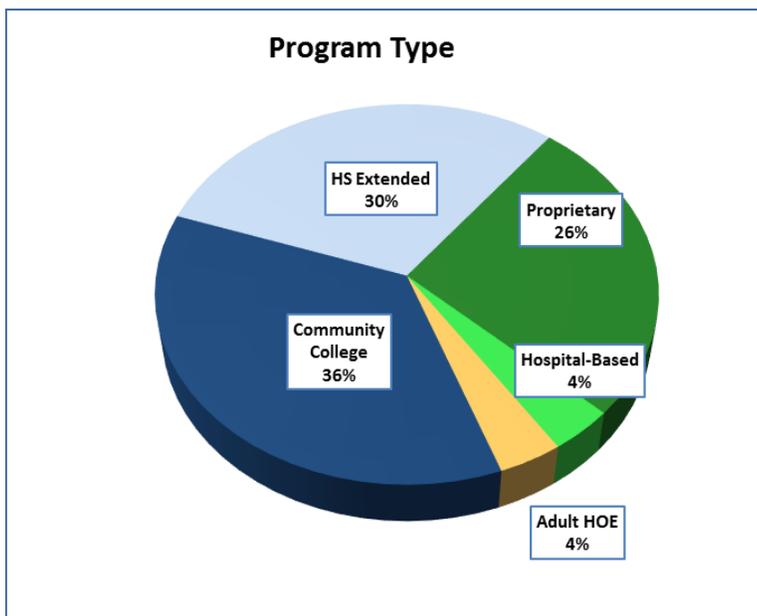
Program Type

Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Type
Community College: 36%
HS Extended: 30%
Proprietary: 26%

Delivery Method
Semester: 88%
Quarter: 8%
Trimester: 6%

Mean Program Length
HS Extended: 18 Mos.
Adult HOE: 18 Mos.
Community College: 15 Mos.
Proprietary: 14 Mos.

Source: VA. Healthcare Workforce Data Center

There were 59 Practical Nursing (PN) Education Programs approved in Virginia during the 2016-2017 academic year. 53 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	15	12	12	18	21
Hospital-Based	12	12	12	12	12
Proprietary	14	12	13	15	16
All Programs	**16**	**12**	**12**	**18**	**21**

Source: VA. Healthcare Workforce Data Center

Program Details

Program Changes in Past Year

No
40%

Yes
60%
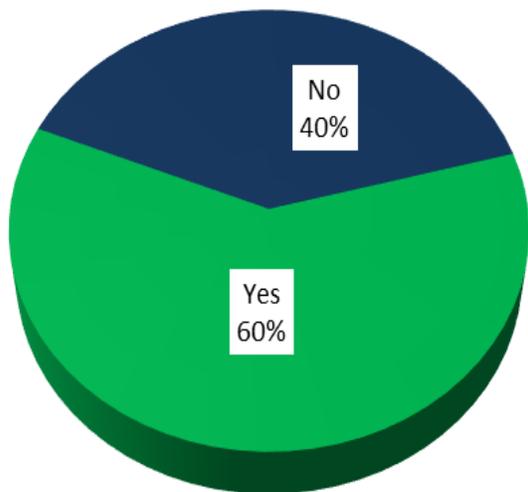
Source: VA. Healthcare Workforce Data Center

At a Glance:

Schedule Options
Daytime Courses:	93%
Online Courses:	13%
Evening Courses:	29%
Weekend Courses:	24%

Admissions Frequency (Annual)
One:	66%
Two:	8%
Three:	9%
Four or More:	17%

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 schedule changes, eight reported curriculum changes, and another four reported changes in course content.

Scheduling Option	#	%
Daytime Courses	51	93%
Evening AND Weekend Courses	12	22%
Evening Courses	4	7%
Online Courses	7	13%
Accelerated Courses	1	2%
Weekend Courses	1	2%

Source: VA. Healthcare Workforce Data Center

Accreditation			
Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	28	50%
Accreditation Commission for Education in Nursing	ACEN	5	9%
Accrediting Bureau of Health Education Schools	ABHES	3	5%
Accrediting Comission of Career Schools and Colleges	ACCSC	2	4%
Council on Occupational Education	COE	2	4%
Accrediting Council for Independent Colleges and Schools	ACICS	1	2%

Source: VA. Healthcare Workforce Data Center
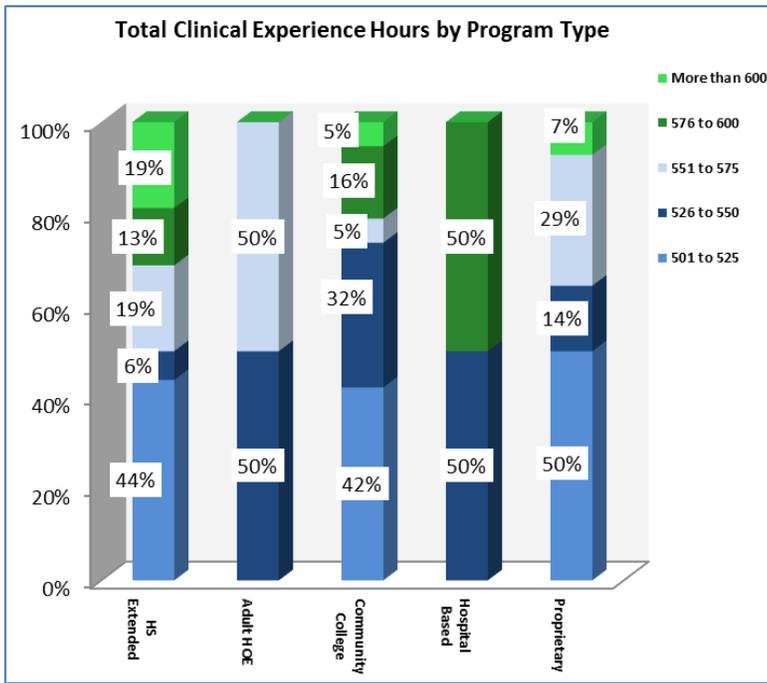
Clinical Hours

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: 19%, 13%, 19%, 6%, 44%
Adult HOE: 50%, 50%
Community College: 5%, 16%, 5%, 32%, 42%
Hospital Based: 50%, 50%
Proprietary: 7%, 29%, 14%, 50%

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.:	430
Clinical Simulation:	1-25
Clinical Observation:	1-25

Source: VA. Healthcare Workforce Data Center

Nearly 80% 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 90-27-100.D, Virginia's PN programs are required to provide 400 hours of direct client care, of which 25% may be simulated.

Clinical Experiences Outside Virginia		
State	**# of Programs**	**% of Programs**
Washington, D.C.	2	4%
North Carolina	0	0%
Maryland	1	2%
West Virginia	0	0%
Tennessee	2	4%
At least One	**5**	**9%**

Source: VA. Healthcare Workforce Data Center

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

Breakdown of Clinical Hours by Program Type

Clinical Hours		Program Type						% of Total
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	7	0	8	0	7	22	**42%**
	426 to 450	1	1	6	1	2	11	**21%**
	451 to 475	3	1	1	0	4	9	**17%**
	476 to 500	2	0	3	1		6	**11%**
	More than 500	3	0	1	0	1	5	**9%**
	Total	**16**	**2**	**19**	**2**	**14**	**53**	**100%**
Direct Client Care Hours	300 or less	0	0	0	0	0	0	**0%**
	301 to 325	1	0	0	0	1	2	**4%**
	326 to 350	0	0	1	0	0	1	**2%**
	351 to 375	1	0	0	0	0	1	**2%**
	376 to 400	1	0	0	1	2	4	**8%**
	More than 400	13	2	17	1	11	44	**85%**
	Total	**16**	**2**	**18**	**2**	**14**	**52**	**100%**
Clinical Simulation Hours	None	5	1	8	0	2	16	**30%**
	1-25	7	1	6	0	6	20	**38%**
	26 to 50	3	0	3	1	3	10	**19%**
	51 to 75	0	0	1	0	1	2	**4%**
	76 to 100	1	0	1	1	1	4	**8%**
	More than 100	0	0	0	0	1	1	**2%**
	Total	**16**	**2**	**19**	**2**	**14**	**53**	**100%**
Clinical Observation Hours	None	5	0	10	1	10	26	**49%**
	1-25	8	2	8	1	4	23	**43%**
	26 to 50	2	0	1	0	0	3	**6%**
	51 to 75	0	0	0	0	0	0	**0%**
	76 to 100	1	0	0	0	0	1	**2%**
	Total	**16**	**2**	**19**	**2**	**14**	**53**	**100%**

Source: VA. Healthcare Workforce Data Center

Student Information

Admissions

PN Program Applicants
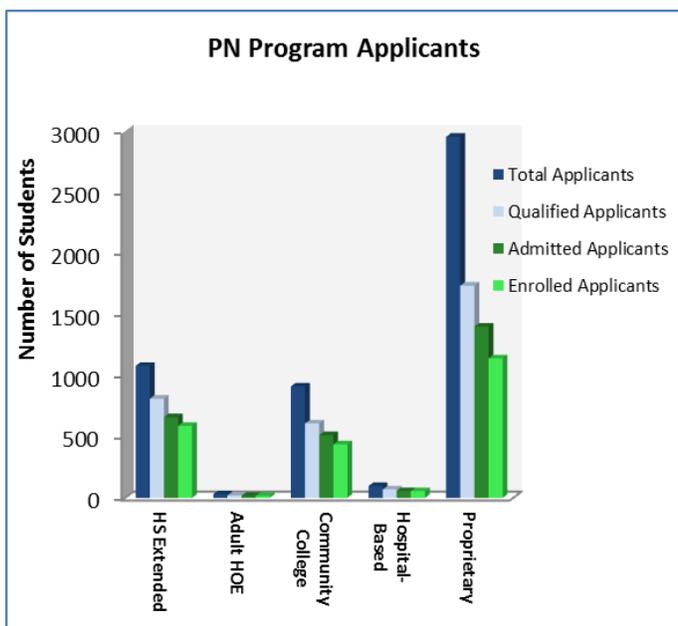
Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Applicants

Total:	4,114
Qualified:	3,093
Admitted:	2,573
Enrolled:	2,292
Waitlisted:	46

Source: VA. Healthcare Workforce Data Center

Virginia's PN programs received a total of 4,114 student applications during the 2016-2017 academic year. More 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	975	762	78%	662	87%	563	85%	58%
Adult HOE	81	42	52%	31	74%	31	100%	38%
Community College	969	641	66%	510	80%	458	90%	47%
Hospital	139	80	58%	78	98%	70	90%	50%
Proprietary	1,950	1,568	80%	1,292	82%	1,170	91%	60%
All Programs	**4,114**	**3,093**	**75%**	**2,573**	**83%**	**2,292**	**89%**	**56%**

Source: VA. Healthcare Workforce Data Center

Out of 3,093 qualified applications, 520 did not result in an offer of admission. Six programs mentioned inability to expand the effective program capacity as the reason for not admitting all qualified students; six mentioned the family and personal circumstances of the students. Four programs cited lack of clinical space and another two mentioned lack of classroom space. One programs mentioned lack of faculty and ten mentioned other reasons. Lack of finances and having admission in an ADN or RN program were the most mentioned "other" reasons.

Background of Admitted Students

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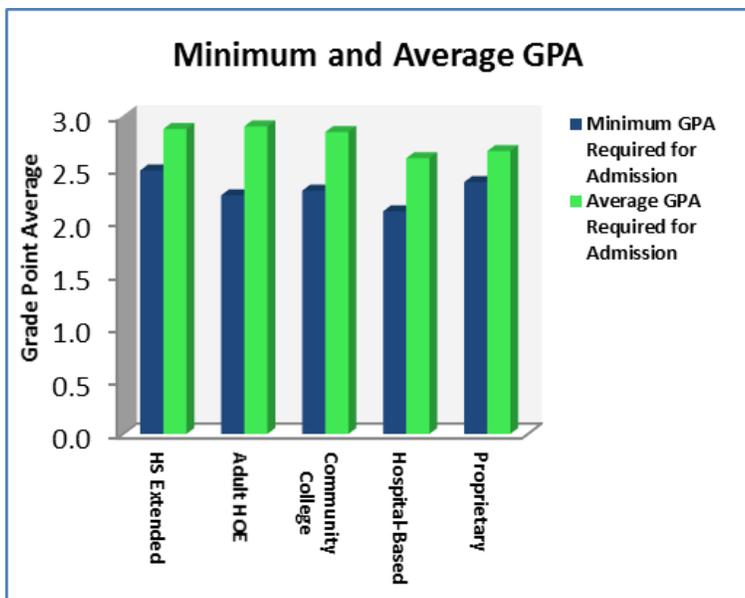
Source: VA. Healthcare Workforce Data Center

At a Glance:

GPA (mean)
Minimum Requirement:	2.4
Student Average:	2.8

Age (mean)
Overall:	27
HS Extended:	25
Proprietary:	29

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	28
Hospital-Based	27
Proprietary	29
All Programs	**27**

Source: VA. Healthcare Workforce Data Center

The average age of students who were admitted into Virginia's PN programs was 27. High School Extended and Adult HOE programs had the lowest average age of admitted students at 25, while Proprietary programs had the highest average age of admitted students at 29.

GPA		
Program Type	Min	Avg.
High School Extended	2.5	2.9
Post-Secondary Adult HOE	2.3	2.9
Community College	2.3	2.8
Hospital-Based	2.1	2.6
Proprietary	2.4	2.7
All Programs	**2.4**	**2.8**

Source: VA. Healthcare Workforce Data Center

A typical PN program required that prospective students have a minimum GPA of 2.4, while the average GPA among admitted students was 2.8. On average, High School Extended programs had the highest minimum requirements for admission. Along with Post-Secondary Adult HOE, they also had the highest GPA among admitted students.
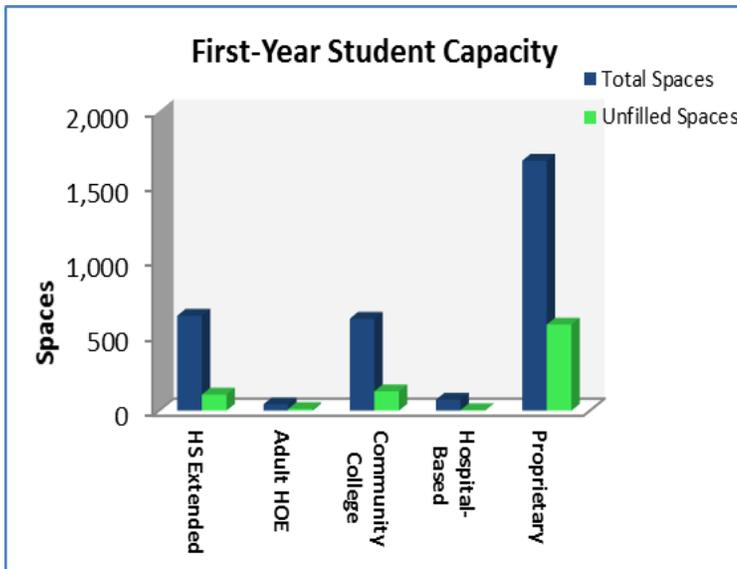
Capacity

First-Year Student Capacity

Source: VA. Healthcare Workforce Data Center

At a Glance:

1st-Year Student Capacity
Spaces Available: 3,034
Spaces Unfilled: 825

Unfilled Capacity
% of Programs: 23%
% of Total Capacity: 27%

Source: VA. Healthcare Workforce Data Center

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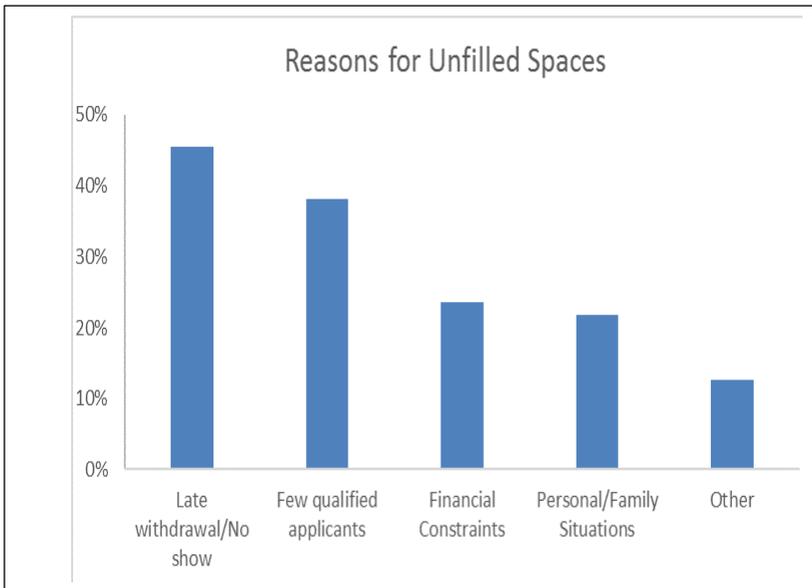
Source: VA. Healthcare Workforce Data Center

Virginia's PN programs were able to utilize 73% 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	7	9	107	13%	635	17%
Adult HOE	0	2	11	1%	42	26%
Community College	4	15	129	16%	614	21%
Hospital-Based	1	1	3	0%	73	4%
Proprietary	0	13	575	70%	1,670	34%
All Programs	**12**	**40**	**825**	**100%**	**3,034**	**27%**

Source: VA. Healthcare Workforce Data Center
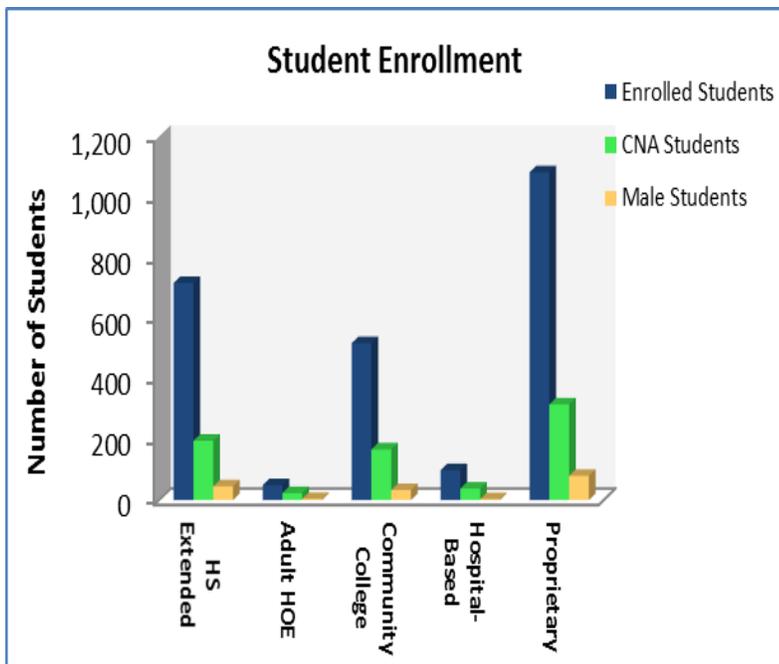
Enrollment

Student Enrollment

At a Glance:

Enrollment
Total:	2,466
CNA:	740
Male:	165

Enrollment by Program Type
Proprietary:	44%
HS Extended:	29%
Community College:	21%

A total of 2,466 students were enrolled in Virginia's PN programs during the current academic year. 30% 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	717	29%	196	26%	45	27%
Adult HOE	49	2%	23	3%	4	2%
Community College	518	21%	167	23%	33	20%
Hospital-Based	99	4%	38	5%	3	2%
Proprietary	1,083	44%	316	43%	80	48%
All Programs	**2,466**	**100%**	**740**	**100%**	**165**	**100%**

Attrition

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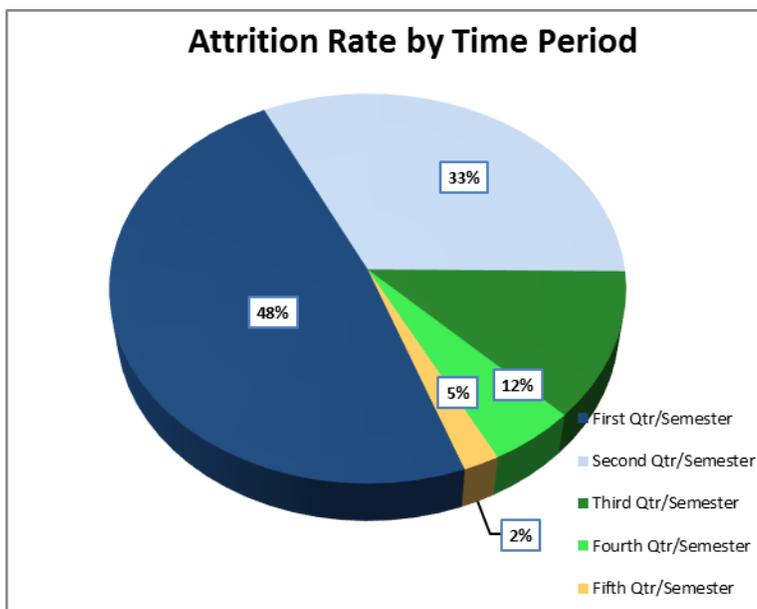
Source: VA. Healthcare Workforce Data Center

Quarter/ Semester/ Trimester	Number of Students	
	Count	%
First	233	48%
Second	156	32%
Third	59	12%
Fourth	24	5%
Fifth	10	2%
Total	**482**	**100%**

Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduation Rate
HS Extended: 62%
Hospital-based: 59%
Adult HOE: 57%

Attrition Rate
All Programs: 26%
Adult HOE: 40%
HS Extended: 28%

Source: VA. Healthcare Workforce Data Center

Close to 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	290	30	398	74	806	**1,598**
Graduated on Time	180	17	214	44	294	**749**
On-Time Graduation Rate	62%	57%	54%	59%	36%	**47%**
Permanently Left Program	82	12	105	7	217	**423**
Attrition Rate	28%	40%	26%	9%	27%	**26%**

Source: VA. Healthcare Workforce Data Center

Among all students who were expected to graduate during this academic year, less than half ultimately did graduate. Meanwhile, a quarter of students expected to graduate this year permanently left their respective program instead.

Graduates

Graduating Students
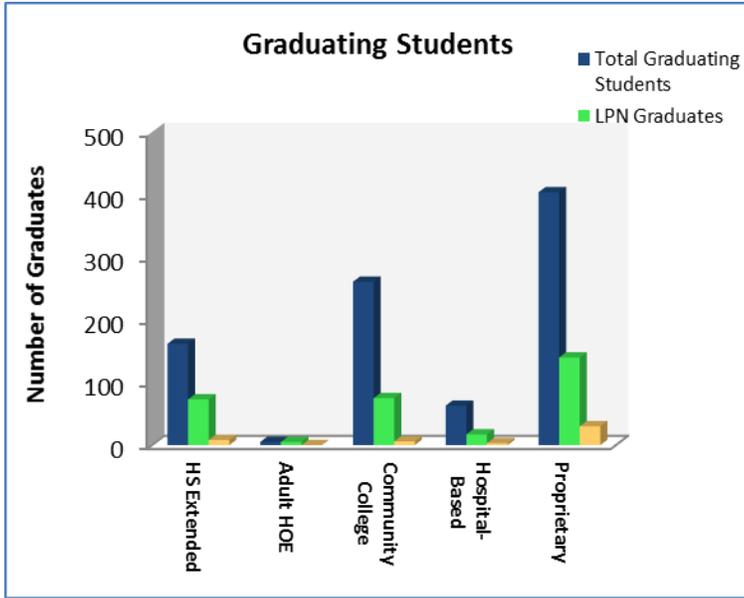
Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduates
Total: 895
% CNA: 35%
% Male: 5%

Grad. by Program Type
Proprietary: 45%
Community College: 29%
HS Extended: 18%

Source: VA. Healthcare Workforce Data Center

A total of 895 students graduated from Virginia's PN programs during the current academic year. 35% of these graduates were CNA students, while 5% were male. Nearly half graduated from Proprietary PN programs.

Program Type	Total Graduates		CNA Graduates		Male Graduates	
	Count	%	Count	%	Count	%
HS Extended	162	18%	73	24%	8	17%
Adult HOE	5	1%	5	2%	0	0%
Community College	261	29%	75	24%	6	13%
Hospital-Based	63	7%	17	5%	3	6%
Proprietary	404	45%	140	45%	30	64%
All Programs	**895**	**100%**	**310**	**100%**	**47**	**100%**

Source: VA. Healthcare Workforce Data Center

Background of Graduates

Graduates with Multiple Degrees

Proprietary 29%
Hospital-Based 5%
HS Extended 5%
Adult HOE 5%
Community College 57%
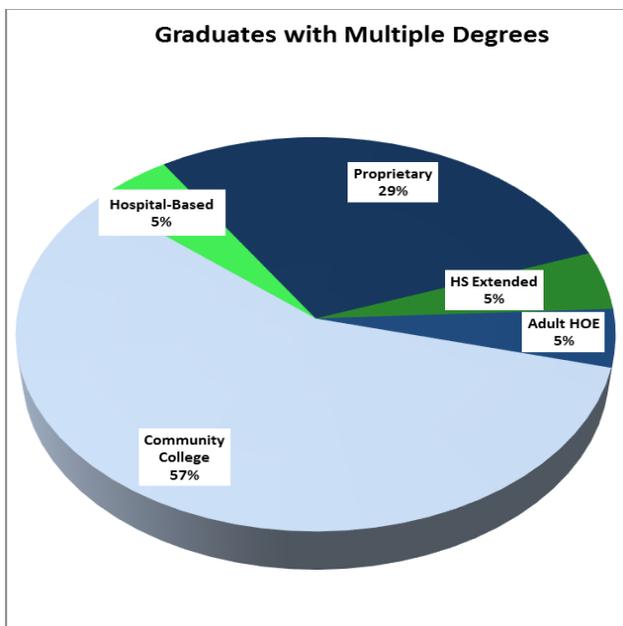
Source: VA. Healthcare Workforce Data Center

At a Glance:

Race/Ethnicity
White:	51%
Black:	36%
Hispanic:	8%

Multi-Degree Grads.
Multi-Degree Graduates:	42
% 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	2	5%	1%
Adult HOE	2	5%	40%
Comm. College	24	57%	9%
Hospital Based	2	5%	3%
Proprietary	12	29%	3%
All Programs	**42**	**100%**	**5%**

Source: VA. Healthcare Workforce Data Center

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	103	60%	14	78%	183	74%	42	67%	111	28%	453	51%
Black	39	23%	4	22%	47	19%	12	19%	216	55%	318	36%
Hispanic	19	11%	0	0%	10	4%	3	5%	35	9%	67	8%
Asian	5	3%	0	0%	4	2%	1	2%	15	4%	25	3%
American Indian	0	0%	0	0%	2	1%	0	0%	0	0%	2	0%
Pacific Islander	1	1%	0	0%	0	0%	0	0%	0	0%	1	0%
Two or More	3	2%	0	0%	0	0%	5	8%	10	3%	18	2%
Unknown	1	1%	0	0%	1	0%	0	0%	6	2%	8	1%
Total	171	100%	18	100%	247	100%	63	100%	393	100%	892	100%

Source: VA. Healthcare Workforce Data Center

Comprehensive Examination Prohibiting Graduation

Number Times Student May Reattempt Examination by Program Type
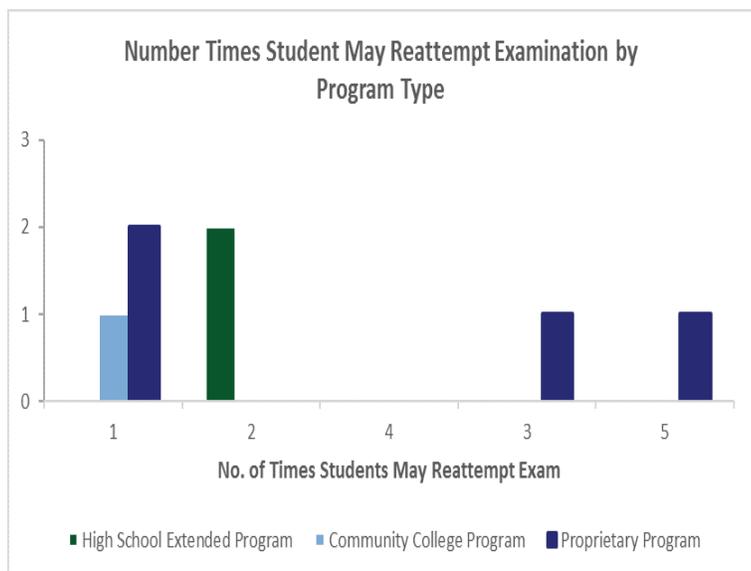
Source: VA. Healthcare Workforce Data Center

At a Glance:

No. of Programs Requiring Comprehensive Exam

Proprietary:	4
HS. Extended:	2
Community:	1

No. Who Did Not Graduate.

Proprietary:	6
HS. Extended:	2

Source: VA. Healthcare Workforce Data Center

Seven programs require students to pass a comprehensive examination before graduating. In the 2016-17 year, eight students did not graduate as a result of this requirement.

	Total Requiring Comprehensive Exam Prohibiting Graduation if Failed		Number Allowing Students who Fail Comprehensive to Reattempt Exams		Average Number of Times Students May Retake Exam	Number who Didn't Graduate Because of Exam
	Count	% of All Programs	Count	% of Those Requiring Exam Prohibiting Graduation		
HS Extended	2	13%	2	100%	2	2
Adult HOE	0	0%	N/A	N/A	N/A	N/A
Community College	1	5%	1	100%	1	0
Hospital-Based	0	0%	N/A	N/A	N/A	N/A
Proprietary	4	29%	4	100%	3	6
All Programs	**7**	**13%**	**7**	**100%**	**N/A**	**8**

Source: VA. Healthcare Workforce Data Center

Long-Term Trends

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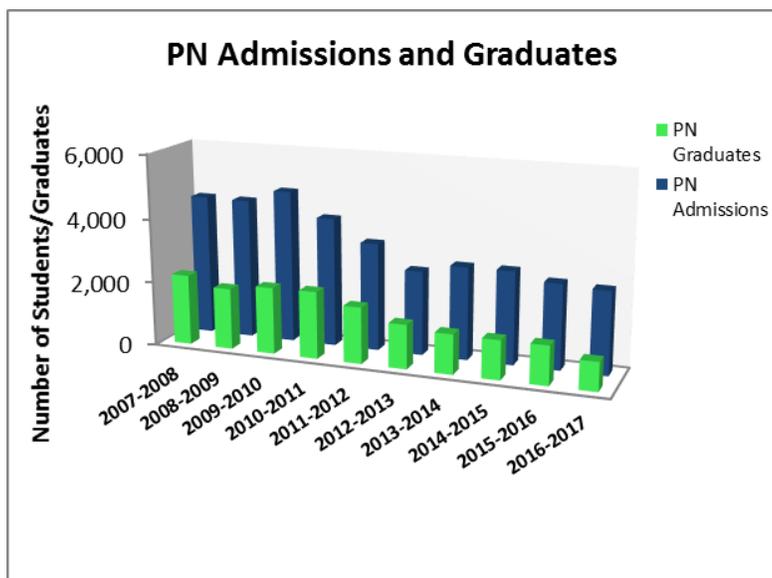
Source: VA. Healthcare Workforce Data Center

At a Glance:

Admissions
Total: 2,573
Year-over-Year Change: -3%

Graduates
Total: 895
Year-over-Year Change: -26%

Source: VA. Healthcare Workforce Data Center

The number of new students who were admitted into Virginia's PN programs declined by 3% during the 2016-2017 academic year. The number of enrolled students who graduated from these programs declined by over a quarter. This is the steepest decline in a decade.

Academic Year	PN Admissions		PN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
2007-2008	4,376	-	2,191	-
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%
2016-2017	2,573	-3%	895	-26%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment

Percentage of Full-Time Faculty by Program Type
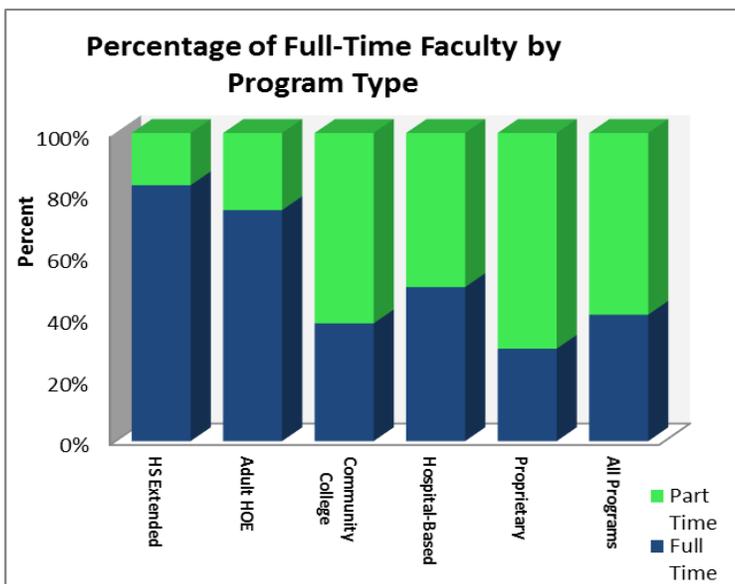
Source: VA. Healthcare Workforce Data Center

Over half of all faculty work in proprietary programs, but only 30% 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:	57%
Community College:	25%
HS Extended:	14%

% Full-Time
HS Extended:	83%
Adult HOE:	75%
Hospital Based:	50%

Student-Faculty Ratio
Proprietary:	5.0
Hospital-Based:	5.8
Adult HOE:	6.1

Source: VA. Healthcare Workforce Data Center

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25th %	Mean	75th %
HS Extended	49	29%	10	4%	59	14%	83%	6.5	11.8	15.1
Adult HOE	6	4%	2	1%	8	2%	75%	5.3	6.1	0.0
Community College	39	23%	63	26%	102	25%	38%	2.3	5.3	5.7
Hospital Based	4	2%	4	2%	8	2%	50%	5.8	5.8	5.8
Proprietary	69	41%	161	67%	230	57%	30%	2.9	5.0	6.8
All Programs	**167**	**100%**	**240**	**100%**	**407**	**100%**	**41%**	**3.1**	**7.4**	**10.8**

Source: VA. Healthcare Workforce Data Center

On average, the typical PN program had a student-to-faculty ratio of 7.4. 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	15	9%	33	14%	48	12%	31%	
35 to 44	36	22%	55	24%	91	23%	40%	
45 to 54	62	38%	68	29%	130	33%	48%	
55 to 64	43	26%	47	20%	90	23%	48%	
65 to 74	9	5%	22	10%	31	8%	29%	
75 and Over	0	0%	1	0%	1	0%	0%	
Unknown	0	0%	5	2%	5	1%	0%	
Total	165	100%	231	100%	396	100%	42%	

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:   12%
% Over 54:   31%

Diversity
Diversity Index (Total):   51%
Diversity Index (FT Jobs):   39%

Source: VA. Healthcare Workforce Data Center

Gender	Full Time		Part Time		Total			
	#	%	#	%	#	%	% FT	
Male	8	5%	20	9%	28	7%	29%	
Female	149	95%	211	91%	360	93%	41%	
Total	157	100%	231	100%	388	100%	40%	

Source: VA. Healthcare Workforce Data Center

In a chance encounter between two faculty members, there is a 51% 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%	124	75%	131	57%	255	64%	49%
Black	19%	33	20%	75	32%	108	27%	31%
Asian	6%	7	4%	17	7%	24	6%	29%
Other Race	0%	0	0%	0	0%	0	0%	0%
Two or more races	3%	1	1%	2	1%	3	1%	33%
Hispanic	9%	0	0%	5	2%	5	1%	0%
Unknown	0	0	0%	1	0%	1	0%	0%
Total	100%	165	100%	231	100%	396	100%	42%

** 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
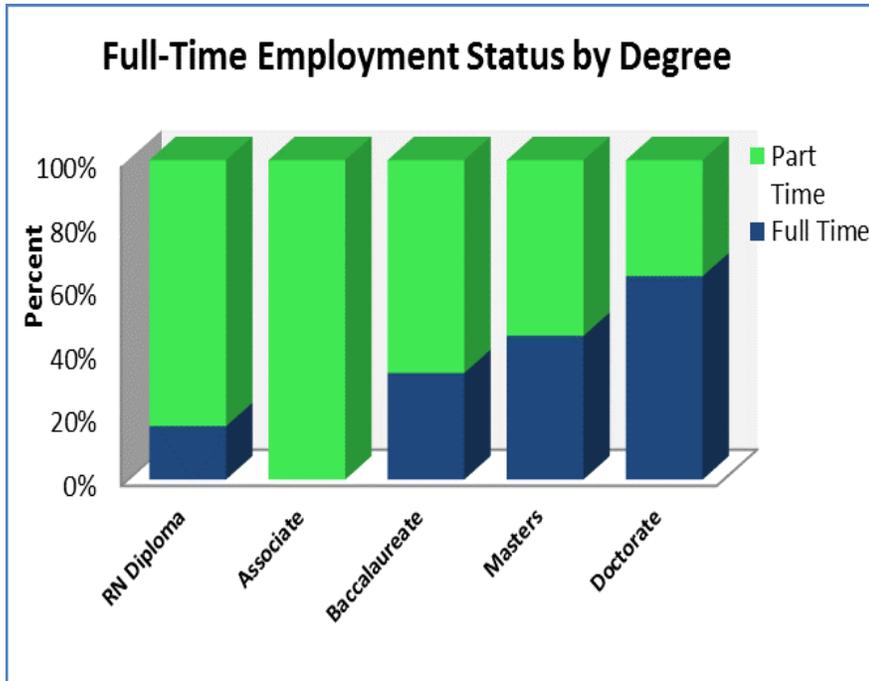
Source: VA. Healthcare Workforce Data Center

At a Glance:

Degree
BSN:	41%
Masters in Nursing:	37%
Non-Nursing Bachelors:	10%

Full-Time Employment
Masters in Nursing:	47%
Doctorate:	64%
BSN:	38%

Source: VA. Healthcare Workforce Data Center

Over 75% of all faculty members held either a BSN or a Masters in Nursing as their highest professional degree. Of this group, 42% were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
RN Diploma	1	1%	5	2%	6	2%	17%
ASN	0	0%	6	3%	6	2%	0%
Non-Nursing Bachelors	5	4%	30	14%	35	10%	14%
BSN	55	41%	90	41%	145	41%	38%
Non-Nursing Masters	6	4%	13	6%	19	5%	32%
Masters in Nursing	61	45%	69	32%	130	37%	47%
Doctorate	7	5%	4	2%	11	3%	64%
Total	135	100%	217	100%	352	100%	38%

Source: VA. Healthcare Workforce Data Center

Faculty Appointments and Resignations

Full-Time Faculty Appointment and Resignations

Legend: New Faculty Appointments (blue), Faculty Resignations (green)

Y-axis: Number of Faculty (0, 5, 10, 15, 20, 25)

X-axis: HS Extended, Adult HOE, Community College, Hospital-Based, Proprietary
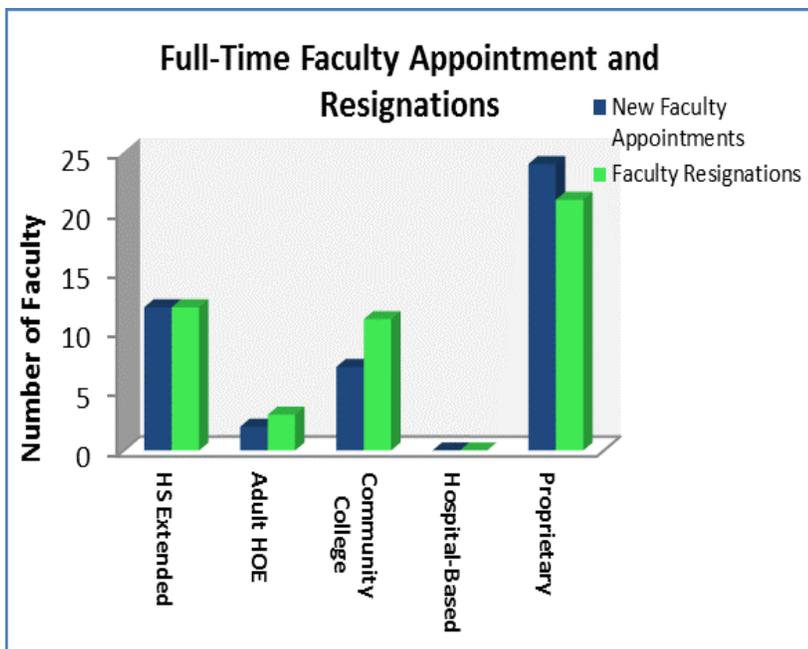
Source: VA. Healthcare Workforce Data Center

At a Glance:

Full-Time Faculty
Turnover Rate:	28%
Newly Appointed Rate:	27%

Turnover Rate
Adult HOE:	50%
Proprietary:	30%
Community College:	28%

Source: VA. Healthcare Workforce Data Center

Among full-time faculty, Virginia's PN Programs experienced a 28% turnover rate and a newly appointed faculty rate of 27% over the past year.

Full-Time Faculty	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Total	49	6	39	4	69	**167**
Newly Appointed	12	2	7	0	24	**45**
Resignations	12	3	11	0	21	**47**
Turnover Rate	24%	50%	28%	0%	30%	**28%**
Proportion Newly Appointed	24%	33%	18%	0%	35%	**27%**

Source: VA. Healthcare Workforce Data Center

Future Faculty Requirements

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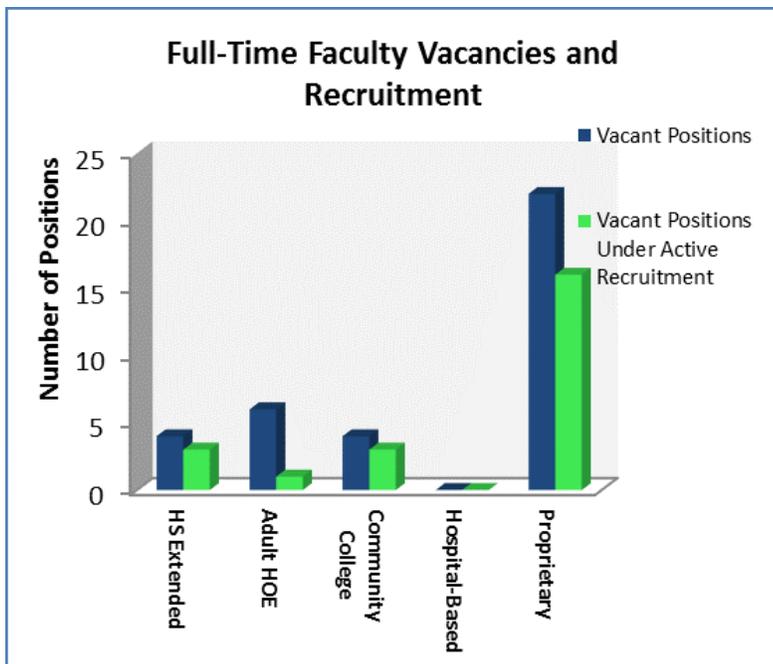
Source: VA. Healthcare Workforce Data Center

At a Glance:

Active Recruitment
Full-Time Hiring:	64%
Part-Time Hiring:	93%

Budget Adequacy
Full-Time Hiring:	98%
Part-Time Hiring:	96%

Expected Job Disruption
Less:	57%
Same:	37%
More:	7%

Source: VA. Healthcare Workforce Data Center

A total of 23 full-time faculty positions and 14 part-time faculty positions are currently in active recruitment. Over 60% of these jobs are needed in Proprietary programs.

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
Yes	46	96%	48	98%
No	2	4%	1	2%
Total	48	100%	49	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	5	38%	6	46%	2	15%	13	100%
Adult HOE	1	50%	1	50%	0	0%	2	100%
Community College	10	63%	5	31%	1	6%	16	100%
Hospital	0	0%	1	100%	0	0%	1	100%
Proprietary	10	71%	4	29%	0	0%	14	100%
All Programs	**26**	**57%**	**17**	**37%**	**3**	**7%**	**46**	**100%**

Source: VA. Healthcare Workforce Data Center

Only 7% 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	40	56%
Baccalaureate	25	35%
Accelerated Baccalaureate	4	6%
Baccalaureate Online	1	1%
Associate Online	1	1%
Accelerated Masters	1	1%
Total	**72**	**100%**

Source: VA. Healthcare Workforce Data Center
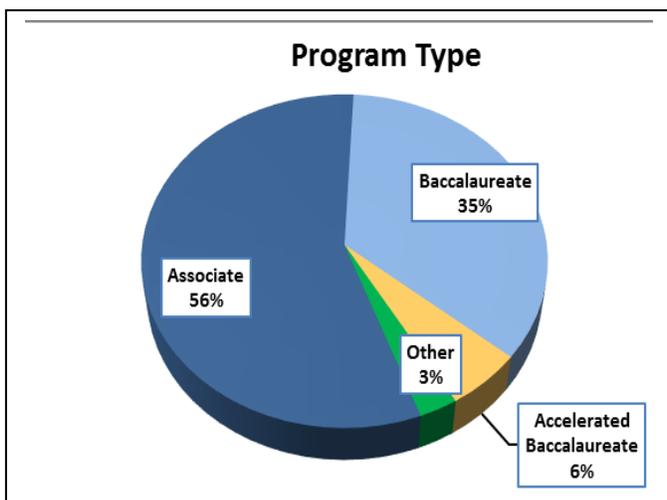
Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Type
Associate: 56%
Baccalaureate: 35%
Accelerated Baccalaureate: 6%

Delivery Method
Semester: 90%
Quarters: 7%

Mean Program Length
Associate: 20 Mos.
Baccalaureate: 30 Mos.

Source: VA. Healthcare Workforce Data Center

There were 79 Registered Nursing (RN) Education Programs approved in Virginia during the 2016-2017 academic year. 29 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**
Associate	20	18	18	0	21
Associate Online	21	21	21	21	21
Baccalaureate	30	30	30	30	30
Accelerated Baccalaureate	15	15	15	15	15
Baccalaureate Online	32	32	32	32	32
Accelerated Masters	24	24	24	0	24
All Programs	**24**	**15**	**20**	**24**	**36**

Source: VA. Healthcare Workforce Data Center
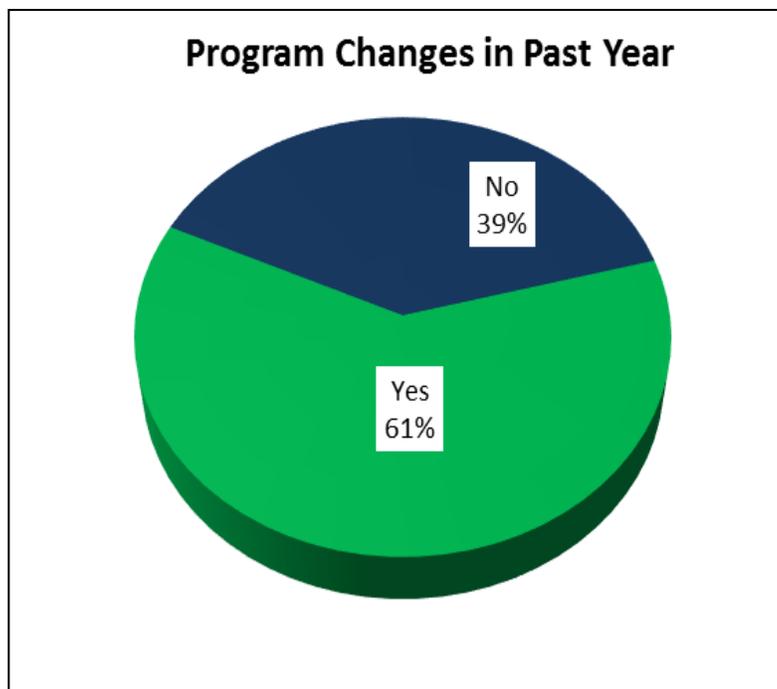
Program Details

Program Changes in Past Year

No
39%

Yes
61%

Source: VA. Healthcare Workforce Data Center

At a Glance:

Schedule Options
Daytime Courses:	97%
Evening Courses:	54%
Online Courses:	35%
Weekend Courses:	31%

Admissions Frequency (Annual)
One:	43%
Two:	35%
Three:	13%
Four or More:	10%

Source: VA. Healthcare Workforce Data Center

Over half of all RN programs implemented a change to their nursing program in the past year. 38 programs initiated faculty changes whereas 15 made curriculum changes. Another 14 made schedule changes whereas 12 changed course content.

Scheduling Option	#	%
Daytime Courses	70	97%
Evening Courses	25	35%
Online Courses	25	35%
Evening & Weekend Courses	14	19%
Accelerated Courses	9	13%
Weekend Courses	8	11%

Source: VA. Healthcare Workforce Data Center

Accreditation			
Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	57	76%
Commission on Collegiate Nursing Education	CCNE	29	39%
Accreditation Commission for Education in Nursing	ACEN	29	39%
Accrediting Bureau of Health Education Schools	ABHES	5	7%
Accrediting Council for Independent Colleges and Schools	ACICS	4	5%
Council on Occupational Education	COE	2	3%

Source: VA. Healthcare Workforce Data Center
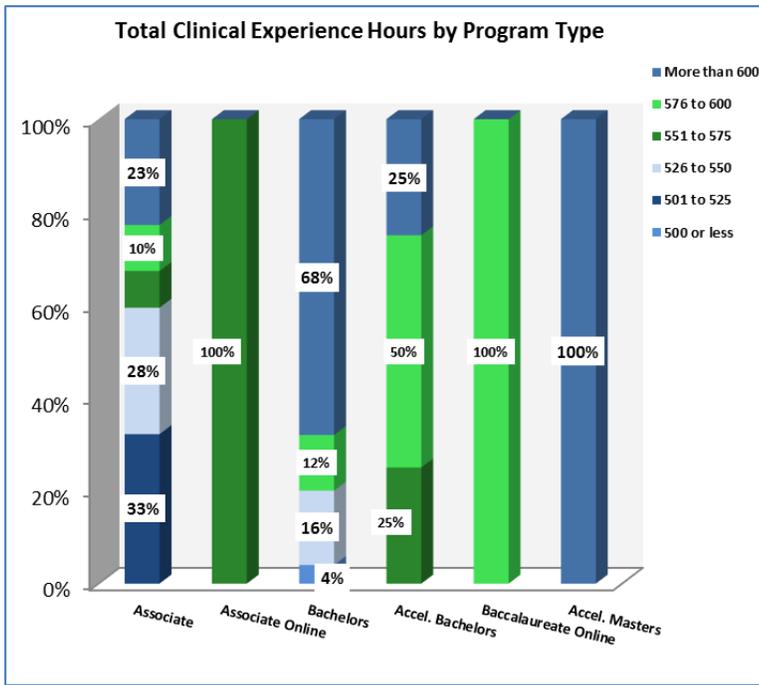
Clinical Hours

Total Clinical Experience Hours by Program Type

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

Associate: 23%, 10%, 28%, 33%
Associate Online: 100%
Bachelors: 68%, 12%, 16%, 4%
Accel. Bachelors: 25%, 50%, 25%
Baccalaureate Online: 100%
Accel. Masters: 100%

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.:	540
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 90-27-100.D, Virginia's RN programs are required to provide 500 hours of direct client care, of which 25% may be simulated.

Clinical Experiences Outside Virginia		
State	**# of Programs**	**% of Programs**
Washington, D.C.	14	19%
Maryland	6	8%
North Carolina	3	4%
West Virginia	2	3%
Tennessee	2	3%
Other[1]	6	8%
At least One	**23**	**32%**

*Source: VA. Healthcare Workforce Data Center*

23 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	Associate	Associate Online	Baccalaureate	Accel. Baccalaureate	BSN Online	Accel. Masters	All Programs
Clinical Experience Hours	500 or less	0	0	1	0	0	0	1
	501 to 525	13	0	0	0	0	0	13
	526 to 550	11	0	4	0	0	0	15
	551 to 575	3	1	0	1	0	0	5
	576 to 600	4	0	3	2	1	0	10
	More than 600	9	0	17	1	0	1	28
	Total	40	1	25	4	1	1	72
Direct Client Care Hours	400 or less	1	0	0	0	0	0	1
	401 to 425	0	0	0	0	0	0	0
	426 to 450	0	0	0	0	0	0	0
	451 to 475	1	0	0	0	0	0	1
	476 to 500	7	0	2	0	0	0	9
	More than 500	31	1	23	4	1	1	61
	Total	40	1	25	4	1	1	72
Clinical Simulation Hours	None	2	0	4	0	0	0	6
	1 to 25	10	1	6	2	0	0	19
	26 to 50	13	0	8	2	1	1	25
	51 to 75	8	0	4	0	0	0	12
	76 to 100	6	0	2	0	0	0	8
	More than 100	1	0	1	0	0	0	2
	Total	40	1	25	4	1	1	72
Clinical Observation Hours	None	24	0	7	1	0	1	33
	1 to 25	13	1	7	2	0	0	23
	26 to 50	3	0	4	1	0	0	8
	51 to 75	0	0		0	0	0	0
	76 to 100	0	0	4	0	1	0	5
	More than 100	0	0	3	0	0	0	3
	Total	40	1	25	4	1	1	72

Source: VA. Healthcare Workforce Data Center

Student Information

Admissions

RN Program Applicants

Legend: Total Applicants, Qualified Applicants, Admitted Applicants, Enrolled Applicants
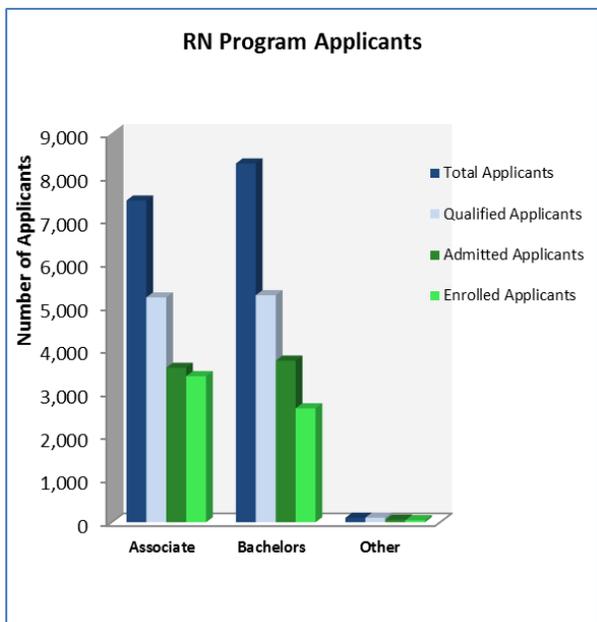
Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Applicants
Total: 15,846
Qualified: 10,561
Admitted: 7,373
Enrolled: 6,062
Waitlisted: 994

Source: VA. Healthcare Workforce Data Center

Virginia's RN programs received a total of 15,846 student applications during the 2016-2017 academic year. Approximately 38% 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
Associate	7,200	5,001	69%	3,511	70%	3,316	94%	46%
Assoc. Online	243	200	82%	63	32%	63	100%	26%
Baccalaureate	6,418	4,066	63%	2,729	67%	2,071	76%	32%
Accel. Baccalaureate	1,430	877	61%	810	92%	376	46%	26%
Baccalaureate Online	452	310	69%	200	65%	188	94%	42%
Accel. Masters	103	107	104%	60	56%	48	80%	47%
All Programs	**15,846**	**10,561**	**67%**	**7,373**	**70%**	**6,062**	**82%**	**38%**

Source: VA. Healthcare Workforce Data Center

Out of 10,561 qualified applicants, 3,188 were not given an admission offer. 25 programs cited the lack of clinical space, while 26 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 classroom space, and personal and family issues, including student finances, were also common reasons for failing to admit.

Background of Admitted Students

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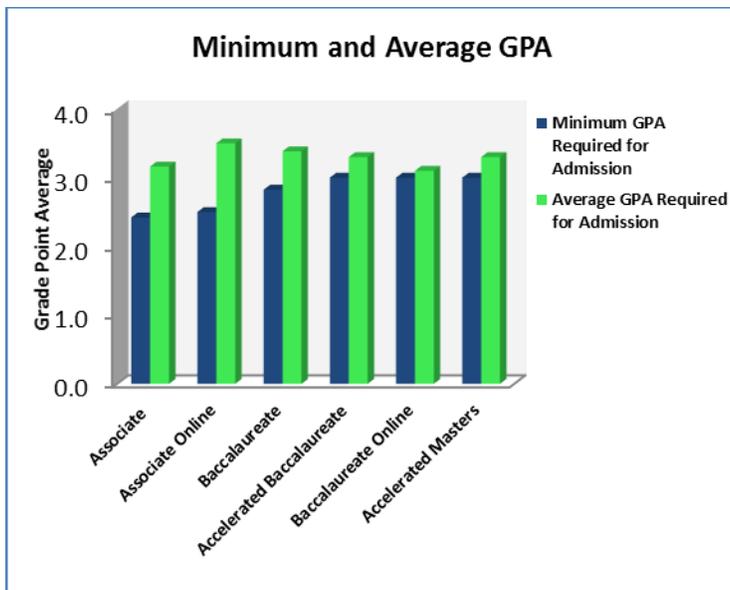
Source: VA. Healthcare Workforce Data Center

At a Glance:

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

Age (mean)
Overall: 27
Associate: 38
Baccalaureate: 24

Source: VA. Healthcare Workforce Data Center

Average Age of Admitted Students	
Program Type	Mean
Associate	29
Associate Online	38
Baccalaureate	24
Accelerated Baccalaureate	27
Baccalaureate Online	29
Accelerated Masters	26
All Programs	**27**

Source: VA. Healthcare Workforce Data Center

The average age of students who were admitted into Virginia's RN programs was 27. 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 38.

GPA		
Program Type	Min	Avg.
Associate	2.4	3.2
Associate Online	2.5	3.5
Baccalaureate	2.8	3.4
Accelerated Baccalaureate	3.0	3.3
Baccalaureate Online	3.0	3.1
Accelerated Masters	3.0	3.3
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, Associate programs had the lowest minimum GPA requirements for admission. Associate Online program had the highest average GPA among admitted students.
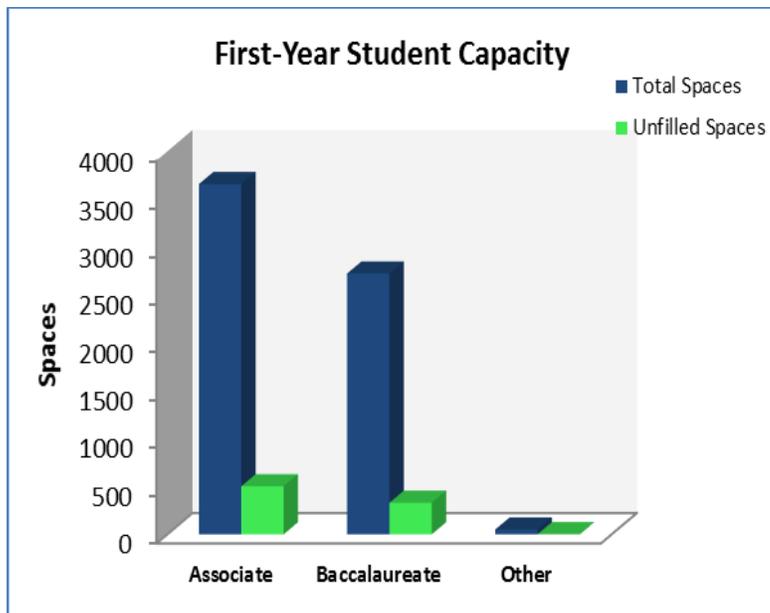
Capacity

First-Year Student Capacity

Source: VA. Healthcare Workforce Data Center

At a Glance:

1st-Year Student Capacity
Spaces Available: 6,434
Spaces Unfilled: 834

Unfilled Capacity
% of Programs: 67%
% of Total Capacity: 13%

Source: VA. Healthcare Workforce Data Center

Virginia's RN programs were able to utilize 87% of their available first-year student capacity. Programs provided a variety of reasons for the 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 take or pass the entrance examination.

Program Type	# of Programs with Unfilled Spaces		Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Number	%		
Associate	13	27	500	60%	3,594	14%
Associate Online	0	1	2	0%	65	3%
Baccalaureate	9	15	292	35%	2,160	14%
Accelerated Baccalaureate	1	2	25	3%	395	6%
Baccalaureate Online	0	1	13	2%	170	8%
Accelerated Masters	0	1	2	0%	50	4%
All Programs	**23**	**47**	**834**	**100%**	**6,434**	**13%**

Source: VA. Healthcare Workforce Data Center

Enrollment

Student Enrollment

- Enrolled Students
- LPN Students
- Male Students
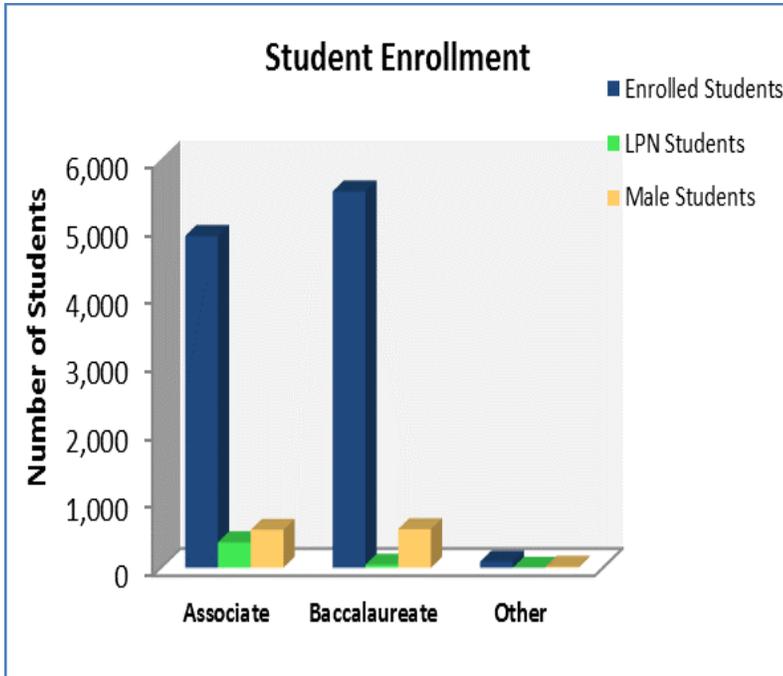
Source: VA. Healthcare Workforce Data Center

At a Glance:

Enrollment
Total: 10,503
LPN: 417
Male: 1,141

Enrollment by Program Type
Associate: 46%
Baccalaureate: 43%
Accel. Baccalaureate: 6%

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	%
Associate	4,834	46%	374	90%	547	48%
Associate Online	44	0%	0	0%	10	1%
Baccalaureate	4,512	43%	39	9%	452	40%
Accelerated Baccalaureate	657	6%	4	1%	101	9%
Baccalaureate Online	365	3%	0	0%	14	1%
Accelerated Masters	91	1%	0	0%	17	1%
All Programs	**10,503**	**100%**	**417**	**100%**	**1,141**	**100%**

Source: VA. Healthcare Workforce Data Center

Attrition

Attrition Rates

First-Year Student Attrition Rate
Second-Year Student Attrition Rate
Third-Year Student Attrition Rate
Overall Student Attrition Rate

Source: VA. Healthcare Workforce Data Center

Type	Year	Avg	Min	Max	Missing
Associate	1st Year Attrition	23%	%	69%	1
	2nd Year Attrition	10%	%	36%	3
	3rd Year Attrition	0%	0%	2%	27
	Overall Attrition	23%	0%	55%	1
Online Associate	1st Year Attrition	32%	32%	32%	0
	2nd Year Attrition	12%	12%	12%	0
	3rd Year Attrition	0%	0%	0%	1
	Overall Attrition	N/A	N/A	N/A	1
Baccalaureate	1st Year Attrition	12%	0%	57%	2
	2nd Year Attrition	9%	0%	53%	3
	3rd Year Attrition	9%	0%	74%	11
	Overall Attrition	14%	0%	75%	2
Accelerated Baccalaureate	1st Year Attrition	7%	1%	20%	0
	2nd Year Attrition	1%	%	4%	0
	Third Year Attrition	0%	0%	0%	3
	Overall Attrition	7%	2%	20%	0
Baccalaureate Online	1st Year Attrition	8%	8%	8%	0
	2nd Year Attrition	4%	4%	4%	0
	3rd Year Attrition	0%	0%	0%	1
	Overall Attrition	12%	12%	12%	1
Accelerated Masters	1st Year Attrition	6%	3%	6%	0
	2nd Year Attrition	3%	3%	3%	0
	3rd Year Attrition	0%	0%	0%	1
	Overall Attrition	5%	5%	5%	0
Total	**1st Year Attrition**	18%	0%	69%	3
	2nd Year Attrition	9%	0%	53%	6
	3rd Year Attrition	4%	0%	74%	43
	Overall Attrition	19%	0%	75%	4

Source: VA. Healthcare Workforce Data Center

At a Glance:

Attrition Rate
1st Year Avg.:   18%
2nd Year Avg.:   9%
3rd Year Avg.:   4%
Overall Avg.:   19%

Attrition by Program Type
Associate: 23%
Baccalaureate: 14%
Baccalaureate Online: 12%

Source: VA. Healthcare Workforce Data Center

The overall attrition rate across all program types was 19%. Associate programs had the highest overall average attrition rate, with 20% of all students leaving the program. Baccalaureate programs had an attrition rate of 11%, while Accelerated Masters programs had the lowest overall attrition rate at 5%.

Graduates

Graduating Students
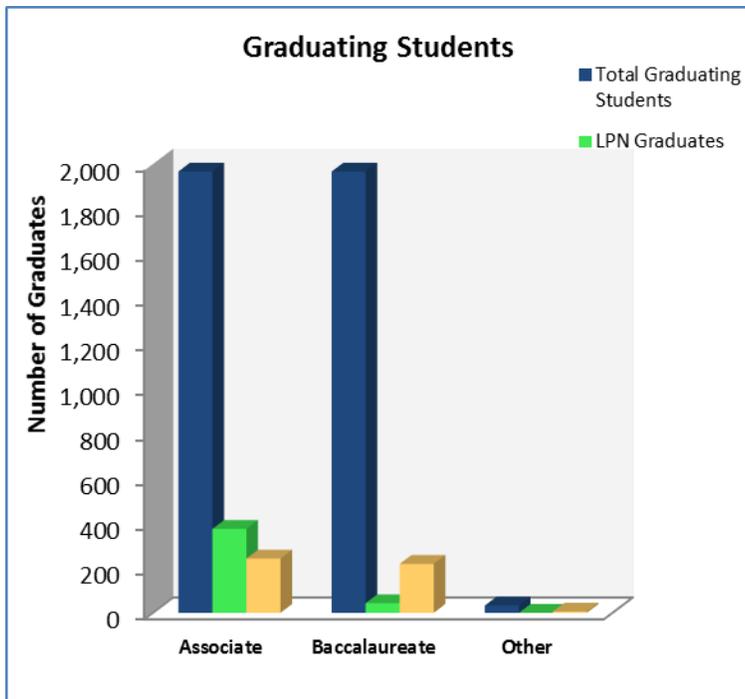
Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduates
Total:	3,966
% LPN:	11%
% Male:	12%

Grad. by Program Type
Associate:	48%
Baccalaureate:	38%
Accel. Baccalaureate:	8%

Source: VA. Healthcare Workforce Data Center

A total of 3,966 students graduated from Virginia's RN programs during the current academic year. 11% of these graduates were LPN students and another 12% were male. Close to half of all graduating students came from Associate programs.

Program Type	Total Graduates		LPN Graduates		Male Graduates	
	Count	%	Count	%	Count	%
Associate	1,911	48%	374	90%	232	50%
Associate Online	56	1%	0	0%	10	2%
Baccalaureate	1,517	38%	39	9%	153	33%
Accelerated Baccalaureate	328	8%	4	1%	53	11%
Baccalaureate Online	122	3%	0	0%	12	3%
Accelerated Masters	32	1%	0	0%	6	1%
All Programs	**3,966**	**100%**	**417**	**100%**	**466**	**100%**

Source: VA. Healthcare Workforce Data Center

Background of Graduates

Graduates with Multiple Degrees

- Accel. Baccalaureate 30%
- Other 14%
- Associate 35%
- Baccalaureate 21%
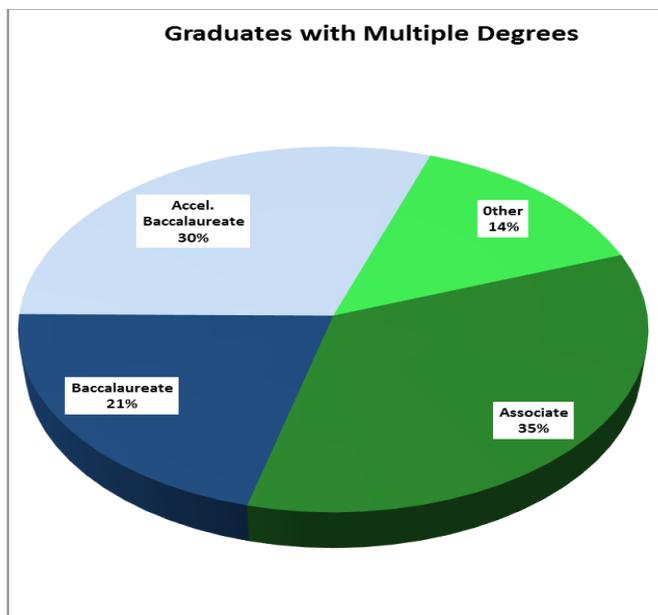
Source: VA. Healthcare Workforce Data Center

At a Glance:

Race/Ethnicity

White:	67%
Black:	16%
Asian:	6%
Hispanic:	5%

Multi-Degree Grads.

Multi-Degree Graduates:	1,045
% of Total Graduates:	27%

Source: VA. Healthcare Workforce Data Center

*More than a quarter of graduates from Virginia's RN programs held other non-nursing degrees.*

Program Type	Multi-Degree Graduates	%	% of Total Graduates
Associate	362	35%	19%
Associate Online	34	3%	61%
Baccalaureate	220	21%	15%
Accel. Baccalaureate	316	30%	96%
Baccalaureate Online	81	8%	66%
Accel. Masters	32	3%	100%
All Programs	**1,045**	**100%**	**26%**

Source: VA. Healthcare Workforce Data Center

67% of all graduates from Virginia's RN programs are non-Hispanic White, while 16% of all graduates are non-Hispanic Black.

Race/ Ethnicity	BSN Online		Associate		Associate Online		BSN		Accel. BSN		Accel. Masters		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
White	65	56%	1,310	69%	20	36%	942	68%	187	57%	N/A	N/A	2,524	67%
Black	27	23%	339	18%	7	13%	192	14%	48	15%	N/A	N/A	613	16%
Hispanic	5	4%	70	4%	7	13%	62	4%	26	8%	N/A	N/A	170	5%
Asian	14	12%	68	4%	6	11%	94	7%	28	9%	N/A	N/A	210	6%
American Indian	2	2%	4	0%	0	0%	5	0%	0	0%	N/A	N/A	11	0%
Pacific Islander	1	1%	3	0%	1	2%	6	0%	0	0%	N/A	N/A	11	0%
Two or More	1	1%	48	3%	0	0%	42	3%	12	4%	N/A	N/A	103	3%
Unknown	1	1%	52	3%	15	27%	40	3%	27	8%	N/A	N/A	135	4%
Total	116	100%	1,894	100%	56	100%	1,383	100%	328	100%	N/A	N/A	3,777	100%

Source: VA. Healthcare Workforce Data Center

Comprehensive Examination Prohibiting Graduation

Number Times Student May Reattempt Examination by Program Type

Source: VA. Healthcare Workforce Data Center

Five programs require students to pass a comprehensive examination before graduating. In the 2016-17 year, two students did not graduate as a result of this requirement.
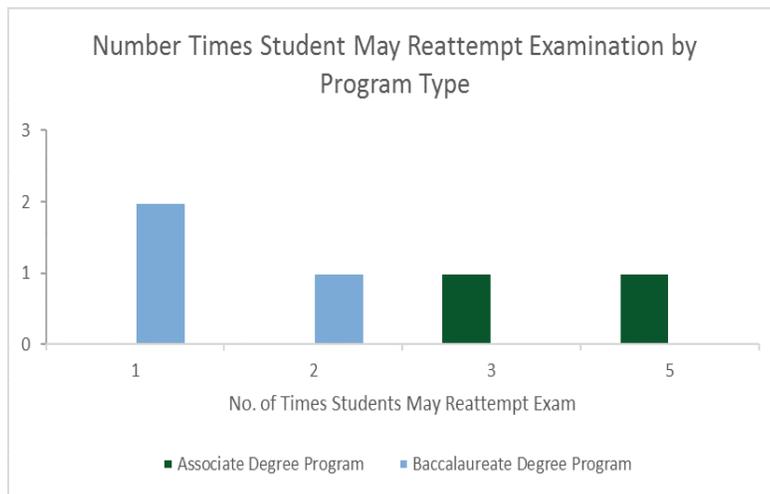
At a Glance:

No. of Programs Requiring Comprehensive Exam
Associate: 2
Baccalaureate: 3

No. Who Did Not Graduate.
Baccalaureate: 2

Source: VA. Healthcare Workforce Data Center

	Total Requiring Comprehensive Exam Prohibiting Graduation if Failed		Number Allowing Students who Fail Comprehensive to Reattempt Exams		Average Number of Times Students May Retake Exam	Number who Didn't Graduate Because of Exam
	Count	% of All Programs	Count	% of Those Requiring Exam Prohibiting Graduation		
Associate	2	5%	2	100%	4	0
Associate Online	0	0%	N/A	0%	N/A	N/A
Baccalaureate	3	12%	3	100%	1	2
Accel. Baccalaureate	0	0%	N/A	0%	N/A	N/A
Baccalaureate Online	0	0%	N/A	N/A	N/A	N/A
Accel. Masters	0	0%	N/A	N/A	N/A	N/A
All Programs	**5**	**7%**	**5**	**100%**	**N/A**	**2**

Source: VA. Healthcare Workforce Data Center

Long-Term Trends

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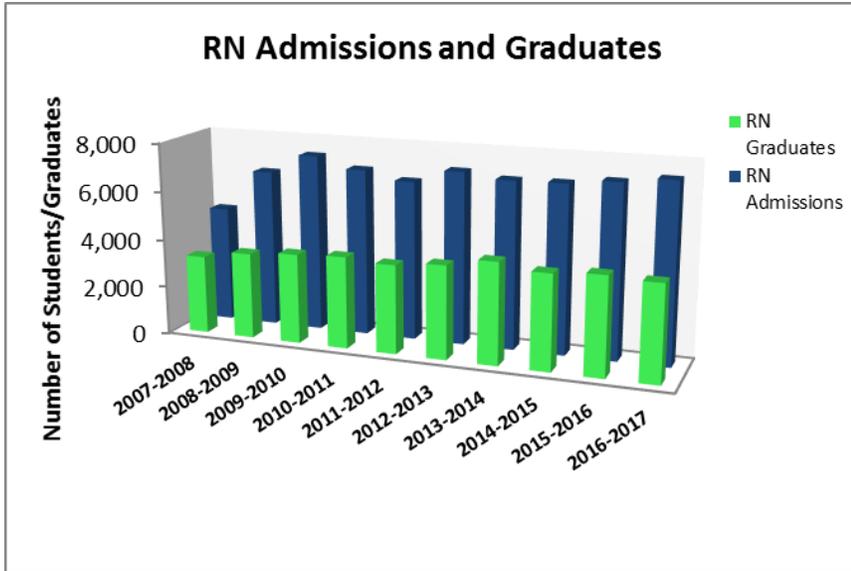
Source: VA. Healthcare Workforce Data Center

At a Glance:

Admissions
Total: 7,373
Year-over-Year Change: 3%

Graduates
Total: 3,966
Year-over-Year Change: -2%

Source: VA. Healthcare Workforce Data Center

Admission to Virginia's RN programs increased during the academic year, whereas the number of graduates decreased by 2%. However, the number of graduates is still the third highest in the past decade.

Academic Year	RN Admissions		RN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
2007-2008	4,799	-	3,228	-
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%
2016-2017	7,373	3%	3,966	-2%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment

Percentage of Full-Time Faculty by Program Type

Source: VA. Healthcare Workforce Data Center

Nearly 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 2,158 faculty members, 46% of whom are full-time workers.
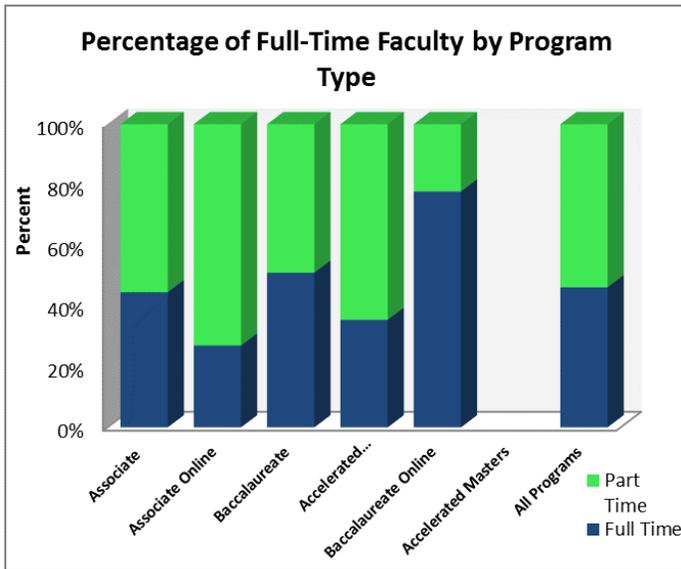
At a Glance:

% of Total Faculty
Baccalaureate: 49%
Associate: 31%
Accel. Baccalaureate: 16%

% Full-Time
Overall: 46%
Baccalaureate online: 78%
Baccalaureate: 51%

Mean Student-Faculty Ratio
Overall: 6.0
Associate: 7.4
Baccalaureate: 4.5

Source: VA. Healthcare Workforce Data Center

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25th %	Mean	75th %
Associate	296	30%	368	32%	664	31%	45%	5.1	7.4	8.8
Associate Online	17	2%	46	4%	63	3%	27%	0.7	0.7	0.7
Baccalaureate	539	54%	518	45%	1,057	49%	51%	2.2	4.5	5.2
Accelerated Baccalaureate	123	12%	224	19%	347	16%	35%	1.3	2.0	2.8
Baccalaureate Online	21	2%	6	1%	27	1%	78%	13.5	13.5	13.5
Accelerated Masters	-	-	-	-	-	-	-	-	-	-
All Programs	996	100%	1,162	100%	2,158	100%	46%	3.0	6.0	8.0

Source: VA. Healthcare Workforce Data Center

On average, the typical RN program had a student-to-faculty ratio of 6.0. Associate programs had an average student-to-faculty ratio of 7.4, while Baccalaureate programs had an average student-to-faculty ratio of 4.5.

Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	0	0%	0	0%	0	0%	0%
25 to 34	58	6%	135	13%	193	10%	30%
35 to 44	172	18%	282	27%	454	23%	38%
45 to 54	273	29%	272	26%	545	27%	50%
55 to 64	329	35%	183	17%	512	26%	64%
65 to 74	101	11%	69	7%	170	9%	59%
75 and Over	0	0%	7	1%	7	0%	0%
Unknown	0	0%	103	10%	103	5%	0%
All Programs	933	100%	1,051	100%	1,984	100%	47%

Source: VA. Healthcare Workforce Data Center

93% of all faculty are female, and over half are between the ages of 45 and 64. In addition, 47% of all faculty currently hold full-time jobs.

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	40	4%	99	9%	139	7%	29%
Female	923	96%	1,053	91%	1,976	93%	47%
Total	963	100%	1,152	100%	2,115	100%	46%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Age
% Under 35: 10%
% Over 54: 30%

Diversity
Diversity Index (Total): 43%
Diversity Index (FT Jobs): 34%

Source: VA. Healthcare Workforce Data Center

In a chance encounter between two faculty members, there is a 43% 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%	733	80%	779	69%	1,512	74%	48%
Black	19%	141	15%	191	17%	332	16%	42%
Asian	6%	22	2%	45	4%	67	3%	33%
Other Race	0%	1	0%	2	0%	3	0%	33%
Two or more races	3%	4	0%	4	0%	8	0%	50%
Hispanic	9%	13	1%	30	3%	43	2%	30%
Unknown	0	6	1%	77	7%	83	4%	7%
Total	100%	920	100%	1,128	100%	2,048	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
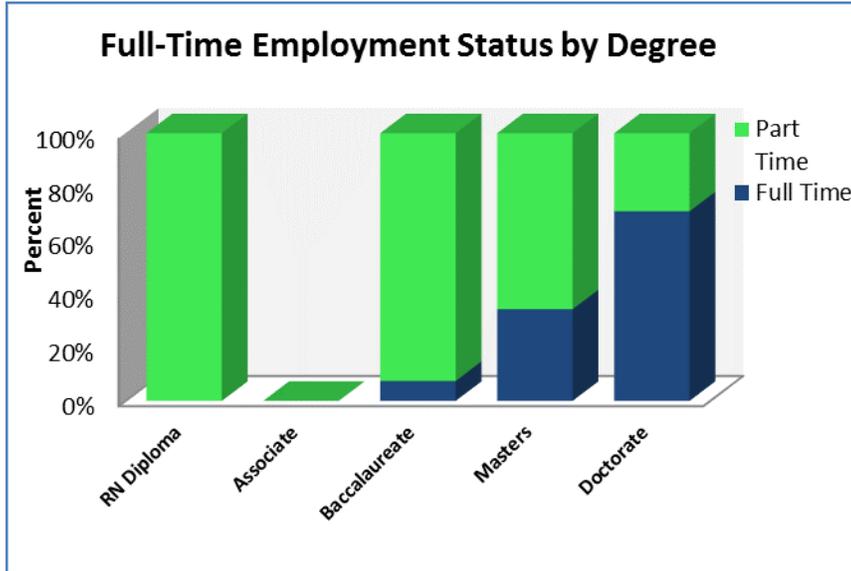
Source: VA. Healthcare Workforce Data Center

At a Glance:

Degree

MSN:	60%
Nursing Doctorate:	23%
BSN:	11%

Full-Time Employment

Overall:	42%
Nursing Doctorate:	72%
Non-Nursing Doctorate:	65%
Masters in Nursing:	34%

Source: VA. Healthcare Workforce Data Center

60% of all faculty members held a MSN as their highest professional degree, while 23% held a doctorate in nursing. Among all faculty, 41% were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
RN Diploma	0	0%	0	0%	0	0%	0%
ASN	0	0%	4	0%	4	0%	0%
Non-Nursing Bachelors	0	0%	0	0%	0	0%	0%
BSN	16	2%	199	18%	215	11%	7%
Non-Nursing Masters	7	1%	22	2%	29	2%	24%
Masters in Nursing	391	51%	743	67%	1,134	60%	34%
Non-Nursing Doctorate	37	5%	20	2%	57	3%	65%
Nursing Doctorate	315	41%	125	11%	440	23%	72%
Total	**766**	**100%**	**1,113**	**100%**	**1,879**	**100%**	**41%**

Source: VA. Healthcare Workforce Data Center

Faculty Appointments and Resignations

Full-Time Faculty Appointment and Resignations

■ New Faculty Appointments
■ Faculty Resignations
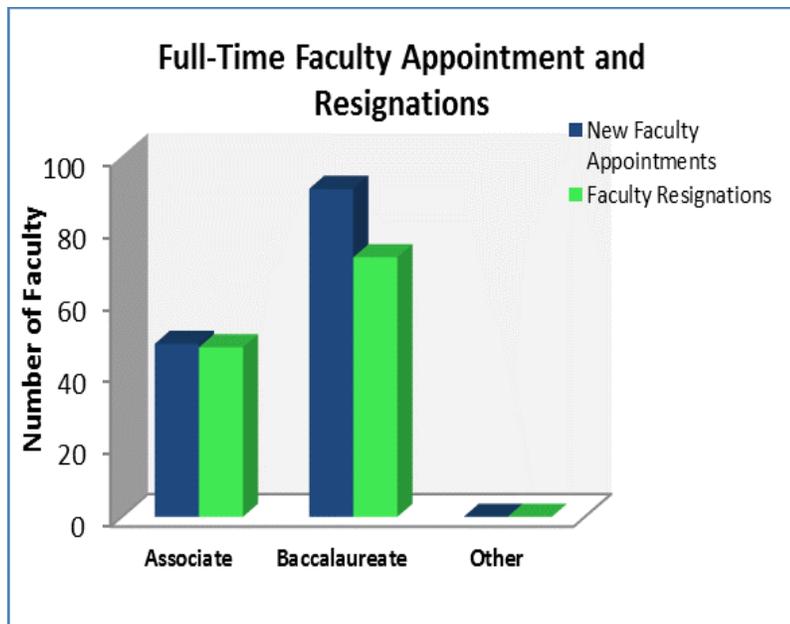
Source: VA. Healthcare Workforce Data Center

At a Glance:

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

Turnover Rate
Associate: 16%
Baccalaureate: 12%
Baccalaureate Online: 10%

Source: VA. Healthcare Workforce Data Center

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

Full-Time Faculty	Program Type						
	ASN	Online ASN	BSN	Accel. BSN	BSN Online	Accel. Masters	All Programs
Total	296	17	539	123	21	-	996
Newly Appointed	46	2	80	7	4	-	139
Resignations	46	1	62	8	2	-	119
Turnover Rate	16%	6%	12%	7%	10%	-	12%
Proportion Newly Appointed	16%	12%	15%	6%	19%	-	14%

Source: VA. Healthcare Workforce Data Center

Future Faculty Requirements

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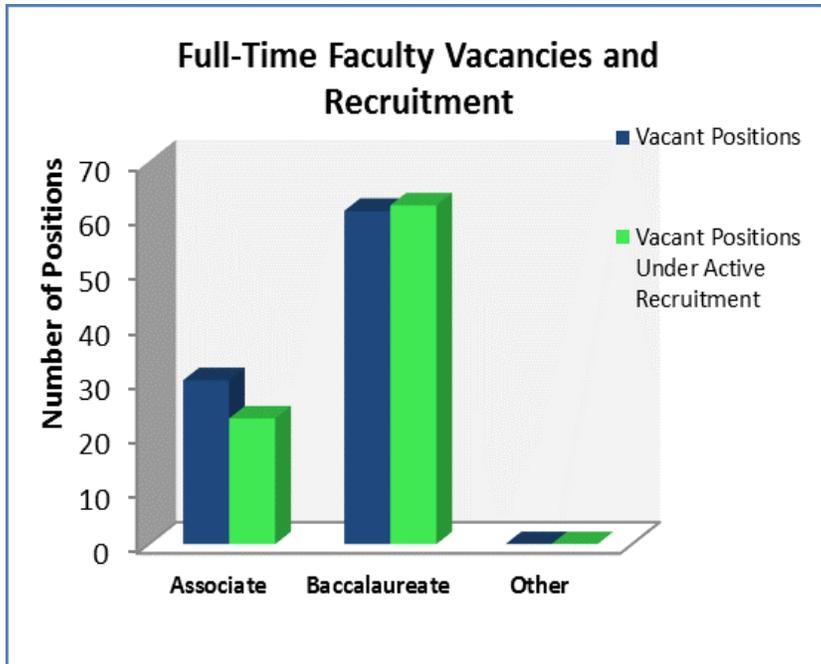
Source: VA. Healthcare Workforce Data Center

At a Glance:

Active Recruitment

% of FT Vacancies:	93%
% of PT Vacancies:	105%

Budget Adequacy

Full-Time Hiring:	90%
Part-Time Hiring:	98%

Expected Job Disruption

Less:	48%
Same:	51%
More:	2%

Source: VA. Healthcare Workforce Data Center

A total of 85 full-time faculty positions and 39 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	60	90%	63	98%
No	7	10%	1	2%
Total	67	100%	64	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%	1	100%	0	0%	1	100%
Associate	18	53%	15	44%	1	3%	34	100%
Associate Online	0	0%	1	100%	0	0%	1	100%
Baccalaureate	12	48%	13	52%	0	0%	25	100%
Accelerated Baccalaureate	1	25%	3	75%	0	0%	4	100%
Accelerated Masters	-	-	-	-	-	-	-	-
All Programs	**31**	**48%**	**33**	**51%**	**1**	**2%**	**65**	**100%**

Source: VA. Healthcare Workforce Data Center

Only 2% 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.