
Virginia's Nursing Education Programs: 2021-2022 Academic Year

Healthcare Workforce Data Center

May 2023

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, VA 23233
804-597-4213, 804-527-4466(fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

Get a copy of this report from:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/NursingReports/>

Virginia Department of Health Professions

Arne W. Owens, MS
Director

James L. Jenkins, Jr., RN
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Yetty Shobo, PhD
Director

Barbara Hodgdon, PhD
Deputy Director

Rajana Siva, MBA
Research Analyst

Christopher Coyle, BA
Research Assistant

Virginia Board of Nursing

President

Brandon A. Jones, MSN, RN, CEN, NEA-BC
Roanoke

Vice-Presidents

Cynthia M. Swineford, MSN, RN, CNE
Disputanta

Felisa Smith, PhD, MSA, RN, CNE
Portsmouth

Members

Carol A. Cartte, RN, BSN
Glen Allen

Laurie Buchwald, RNC, MSN, WHNP, FNP
Radford

Yvette Dorsey, DNP, RN
Richmond

Margaret Joan Friedenber
Richmond

Ann T. Gleason, PhD
Zion Crossroads

Paul Hogan,
Reston

James L. Hermansen-Parker, MSN, RN, PCCN-K
Norfolk

Dixie L. McElfresh, LPN
Richmond

Helen M. Parke, DNP, FNP-BC
Concord

Jennifer Phelps, BS, LPN, QMHP-A, CSAC
Lynchburg

Meenakshi Shah, BA, RN
Roanoke

Executive Director

Jay P. Douglas, MSM, RN, CSAC, FRE

Contents

Results in Brief.....	5
Summary of Trends	6
PRACTICAL NURSING EDUCATION PROGRAM.....	7
Program Structure	7
Program Details	8
Clinical Hours.....	9
Admissions.....	11
Background of Admitted Students	12
Capacity	13
Enrollment.....	14
Attrition	15
Graduates	16
Background of Graduates.....	17
Comprehensive Examination Prohibiting Graduation.....	18
Long-Term Trends	19
Faculty Information	20
Employment	20
Faculty Demographics	21
Faculty Educational Background	22
Faculty Appointments and Resignations	23
Future Faculty Requirements	24
REGISTERED NURSING EDUCATION PROGRAMS.....	25
Program Structure	25
Program Details	26
Clinical Hours.....	27
Admissions.....	29
Background of Admitted Students	30
Capacity	31
Enrollment.....	32
Attrition	33
Graduates	34
Background of Graduates.....	35
Comprehensive Examination Prohibiting Graduation.....	36
Long-Term Trends	37
Faculty Information	38
Employment	38
Faculty Demographics	39
Faculty Educational Background	40
Faculty Appointments and Resignations	41
Future Faculty Requirements	42

Virginia's Nursing Education Programs		
	PN Programs	RN Programs
Mean Program Length	18 Months	25 Months
% with SACS Accreditation	32%	70%
% with CCNE Accreditation	NA	64%
% with ACEN Accreditation	9%	38%
% offering Evening and Weekend Courses	26%	20%
% offering Evening Courses	5%	36%
% offering Online Courses	11%	47%
Median Clinical Experience Hours	426-450	576-600
Median Direct Client Care Hours	400+	500+
Students		
Total Applicants	6,323	19,125
% Qualified Applicants	70%	66%
Total 1st Year Students Enrolled	2,682	6,909
Mean GPA of Admitted Students	2.9	3.3
Mean Age of Admitted Students	27	27
1st Year Student Capacity	3,763	9,124
% Unfilled Capacity	21%	15%
Total Enrollment	3,080	11,755
Attrition Rate	38%	17%
Total Graduates	1,252	4,825
% Male Graduates	6%	10%
Diversity Index*	62%	58%
Faculty		
Total Faculty	424	2,273
% Full-Time Employees	49%	44%
Mean Student-to-Faculty Ratio	6.9	7.3
% Female	92%	91%
Diversity Index	51%	45%
Most Common Degree	MSN	MSN
Full-Time Turnover Rate	21%	14%
Full-Time Newly Appointed Rate	28%	18%
% with Adequate Budget for Full-Time Hiring	96%	83%
% of Full-Time Vacancies in Active Recruitment	89%	94%
% Expecting More Future Employment Disruption	8%	10%

*Diversity Index: In a random encounter between two practitioners, the likelihood that they would be of a different race or ethnicity (using the categories listed in the Demographics section of the report). Full names on pages 8 and 26. Source: VA. Healthcare Workforce Data Center

Summary of Trends

In the 2021-22 academic year, all 56 practical nursing (PN) programs and all 84 registered nursing (RN) programs responded to the Nursing Education Program Survey. Some trends in Virginia's Nurse Education programs are worth noting. The number of total PN program applicants decreased from 7,202 during the 2020-2021 academic year to 6,323 applicants in the 2021-22 academic year. The number admitted into RN programs declined very slightly, from 19,219 last year to 19,125. Compared to 2020-2021, total enrollment increased from 2,834 to 3,080 for PN programs. However, for RN programs, there was a decrease in total enrollment from 12,716 to 11,755 between 2020-21 to 2021-22. Compared to 2020-2021, PN programs reported a decline in first year enrollment, from 3,279 to 2,682 and RN programs reported an increase, from 6,640 to 6,909. In terms of unfilled first year student capacity, among PN programs, there was a decline, from 24% to 21% between 2020-21 and 2021-22. However, RN programs reported an increase, from 11% to 15% during the same time period. The number of graduates in PN declined from 1,329 to 1,252 between the 2020-21 and 2021-22 academic years (a decrease of 6%). By contrast, RN programs graduated a record number of nurses, 4,285 (an increase of 1%). The diversity index of PN graduates declined from the 2020-21-level of 65% to 62% in 2021-22, with the majority of PN graduates identifying as non-White. The diversity index of RN graduates also decreased 62% last year to 58% in 2021-22; the majority of the graduates identify as White.

The percent of PN programs offering online classes declined from 15% in 2020-21 to 11% in 2021-22; this could be due to in-person resumption in high schools, who train a significant number of PNs. The percentage of RN programs offering online courses also has decreased, from 49% to 47% between the 2020-21 and 2021-22 academic years. This high percentage in 2020-21 likely is due to the coronavirus pandemic that drove most RN schools to a virtual learning environment

Compared to the 2020-2021 academic year, a lower percentage (32% vs 39%) of PN programs reported education accreditation by the Southern Association of Colleges and Schools (SACS). By contrast, RN programs reporting SACS accreditation declined from 71% to 70%. Accreditation by the Accreditation Commission for Education in Nursing (ACEN), remained steady at 9% for PN programs and for RN programs (38%) from last year; Commission on Collegiate Nursing Education (CCNE) accreditation increased from 47% to 64% for RN programs between 2020-21 and 2021-2022.

Mean program length for PN programs increased from 15 months in 2020-21 to 18 months in 2021-2022. This represents the first increase in program length since the 2018-19 academic year. For RN programs, mean program length remained the same since the 2020-2021 academic year, at 25 months.

Some significant changes were also noted in faculty statistics. The total number of faculty reported in RN programs increased by 17% to 2,273, whereas the number of PN faculty decreased from 453 to 424 for the present survey period. The percentage of faculty that were full time, however, increased from 44% to 49% for PN programs between the 2020-21 and 2021-22 academic years. In contrast, for RN programs, the percent full time decreased from 46% to 44% between 2020-21 and 2021-22.

Full time faculty turnover rates increased slightly for PN programs: 20% in 2020-21 to 21% in the current report. Additionally, the faculty turnover rate for RN programs also increased, slightly, from 13% to 14% during the same time period. The full time faculty newly appointed rate increased for both PN and RN programs; the rate increased from 21% in 2020-21 to 28% in 2021-22 for PN programs whereas, for RN programs, the rate increased from 16% to 18%.

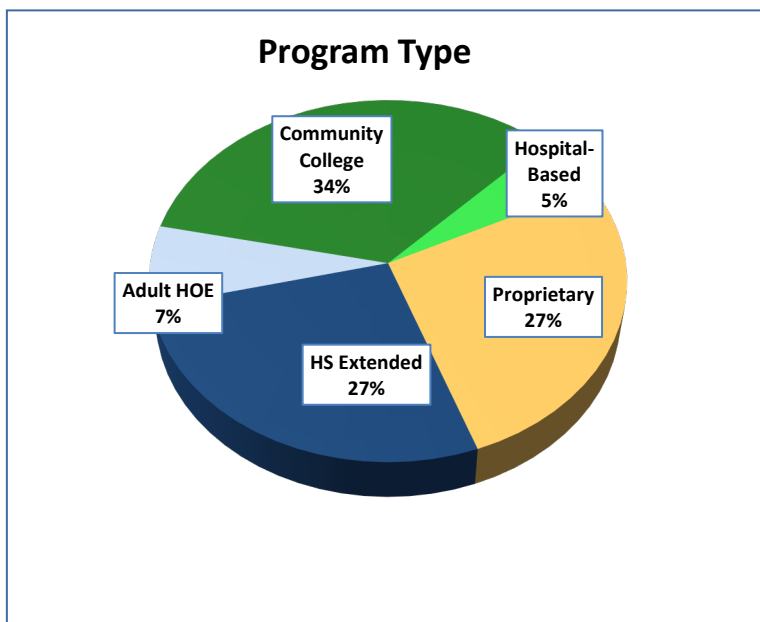
Practical Nursing Education Programs

Program Structure

A Closer Look:

Program Type		
Type	#	%
High School Extended	15	27%
Post-Secondary Adult HOE	4	7%
Community College	19	34%
Hospital-Based	3	5%
Proprietary	15	27%
Total	56	100%

Source: VA. Healthcare Workforce Data Center



Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Type

Community College:	34%
HS Extended:	27%
Proprietary:	27%

Delivery Method

Semester:	80%
Quarters:	11%

Mean Program Length

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

Source: VA. Healthcare Workforce Data Center

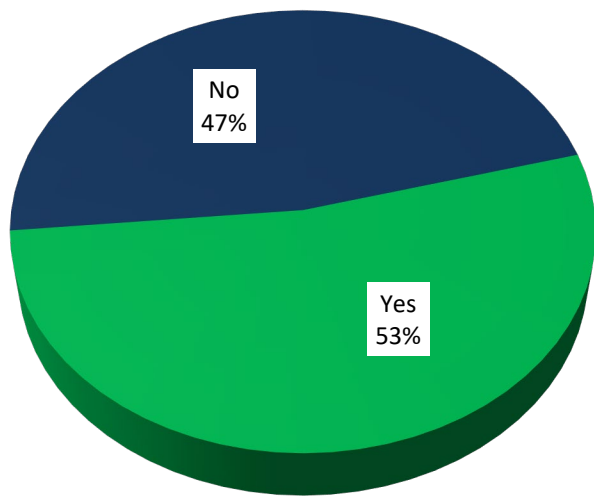
There were 56 Practical Nursing (PN) Education Programs approved in Virginia during the 2021-2022 academic year. All of the programs responded to this year's survey.

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

Source: VA. Healthcare Workforce Data Center

Program Details

Program Changes in Past Year



Source: VA. Healthcare Workforce Data Center

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

At a Glance:

Schedule Options

Daytime Courses: 91%
 Evening and Weekend Courses: 32%
 Online Courses: 11%

Admissions Frequency (Annual)

One: 63%
 Two: 14%
 Three: 7%
 Four or More: 16%

Source: VA. Healthcare Workforce Data Center

Scheduling Option	#	%
Daytime Courses	52	91%
Evening and Weekend Courses	15	26%
Online Courses	6	11%
Evening Courses	3	5%
Accelerated Courses	0	0%
Weekend Courses	1	2%

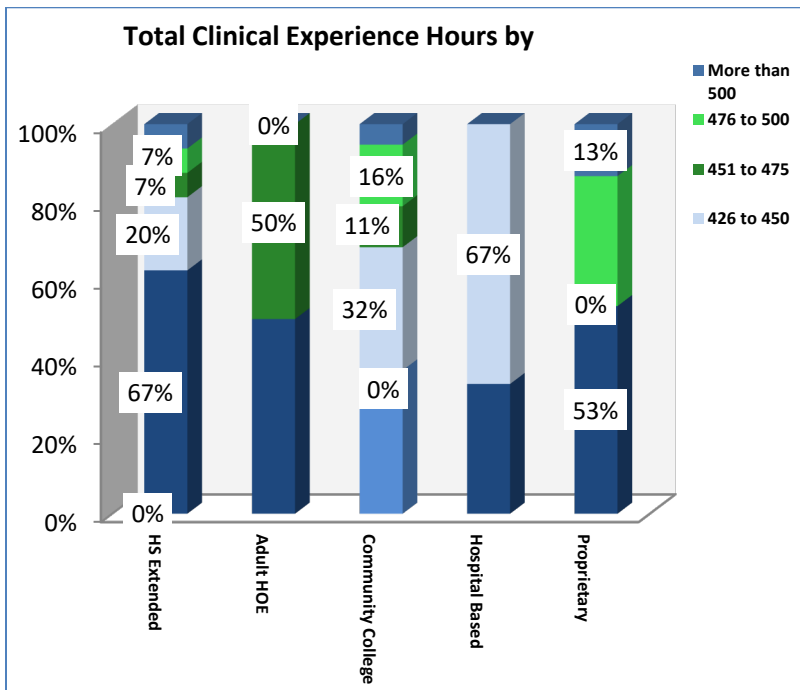
Source: VA. Healthcare Workforce Data Center

Accreditation

Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	18	32%
Accreditation Commission for Education in Nursing	ACEN	5	9%
Accrediting Bureau of Health Education Schools	ABHES	7	12%
Council for Higher Education	CHE	6	12%
Accrediting Council for Independent Colleges and Schools	ACICS	1	2%
Commission for Nursing Education Accreditation	CNEA	1	2%

Source: VA. Healthcare Workforce Data Center

Clinical Hours



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.: 421
 Clinical Simulation: 26-50
 Clinical Observation: 0

Source: VA. Healthcare Workforce Data Center

66% of all PN programs in Virginia required between 400 and 475 hours of clinical experience from their students; 21% 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. Median clinical simulation hours remained at 26-50 hours since last year, when there was an increase from 1-25 hours in the pre-pandemic period.

Clinical Experiences Outside Virginia		
State	# of Programs	% of Programs
Washington, D.C.	1	2%
West Virginia	1	2%
North Carolina	1	2%
Maryland	2	4%
Tennessee	3	5%
At least One	8	14%

Source: VA. Healthcare Workforce Data Center

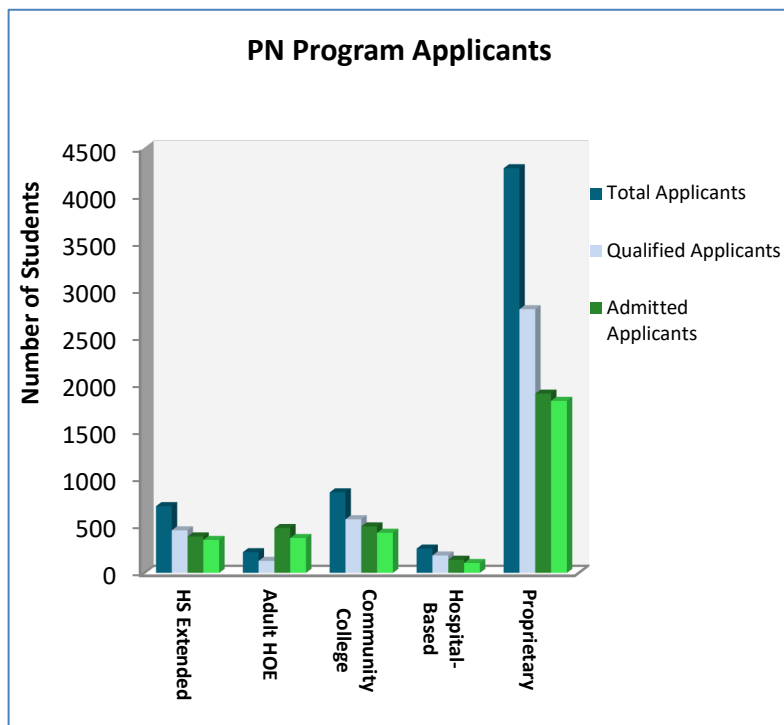
Only 8 programs offered clinical experience hours outside of Virginia. One of these offered in two states. Not surprisingly, most of the clinical experiences reported were obtained in neighboring states.

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	7	0	0	7	13%
	401 to 425	10	2	0	1	8	21	38%
	426 to 450	3	0	6	2	0	11	20%
	451 to 475	1	2	2	0	0	5	9%
	476 to 500	1	0	3	0	5	9	16%
	More than 500	0	0	1	0	2	3	5%
	Total	15	4	19	3	15	56	100%
Direct Client Care Hours	300 or less	1	0	0	0	1	2	4%
	301 to 325	0	1	1	0	0	2	4%
	326 to 350	2	0	0	0	0	2	4%
	351 to 375	0	1	3	1	0	5	9%
	376 to 400	3	1	4	1	3	12	21%
	More than 400	9	1	11	1	11	33	59%
	Total	15	4	19	3	15	56	100%
Clinical Simulation Hours	None	4	1	3	1	1	10	18%
	1-25	4	2	6	0	4	16	29%
	26 to 50	2	0	5	1	5	13	23%
	51 to 75	1	0	3	0	2	6	11%
	76 to 100	3	1	2	1	1	8	14%
	More than 100	1	0	0	0	2	3	5%
	Total	15	4	19	3	15	56	100%
Clinical Observation Hours	None	7	3	13	2	15	40	71%
	1-25	6	1	6	0	0	13	23%
	26 to 50	1	0	0	1	0	2	4%
	51 to 75	1	0	0	0	0	1	2%
	76 to 100	0	0	0	0	0	0	0%
	Total	15	4	19	3	15	56	100%

Source: VA. Healthcare Workforce Data Center

Admissions



Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Applicants

Total:	6,323
Qualified:	4,125
Admitted:	3,393
Enrolled:	3,071
Waitlisted:	122

Source: VA. Healthcare Workforce Data Center

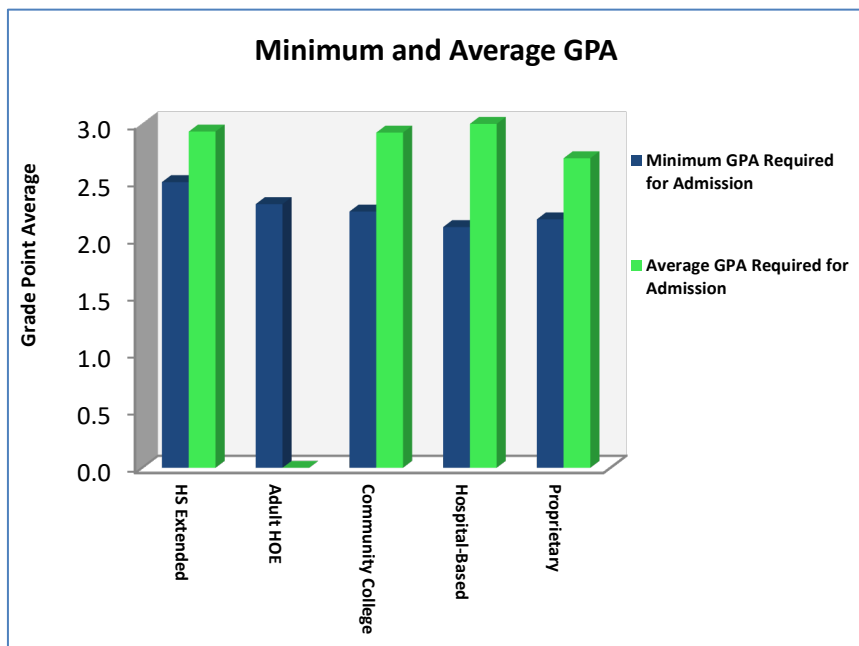
Virginia's PN programs received 6,323 student applications during the 2021-2022 academic year. Over half, 49%, of these applications ultimately resulted in an enrolled student.

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
HS Extended	707	451	64%	386	86%	349	90%	49%
Adult HOE	219	127	58%	475	374%	369	78%	168%
Community College	854	568	67%	492	87%	425	86%	50%
Hospital	257	184	72%	139	76%	104	75%	40%
Proprietary	4,286	2,795	65%	1,901	68%	1,824	96%	43%
All Programs	6,323	4,125	65%	3,393	82%	3,071	91%	49%

Source: VA. Healthcare Workforce Data Center

Out of 4,125 qualified applications, 732 did not result in an offer of admission. Five programs cited lack of clinical space. One program mentioned lack of classroom space, two mentioned lack of faculty, and one mentioned inability to expand the effective program capacity as the reason for not admitting all qualified students. Another eight programs mentioned other reasons such as demand for financial aid, the COVID pandemic, and withdrawal.

Background of Admitted Students



Source: VA. Healthcare Workforce Data Center

At a Glance:

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

Age (mean)
 Overall: 27
 HS Extended: 22
 Proprietary: 31

Source: VA. Healthcare Workforce Data Center

Average Age of Admitted Students	
Program Type	Mean
High School Extended	22
Post-Secondary Adult HOE	29
Community College	27
Hospital-Based	30
Proprietary	31
All Programs	27

Source: VA. Healthcare Workforce Data Center

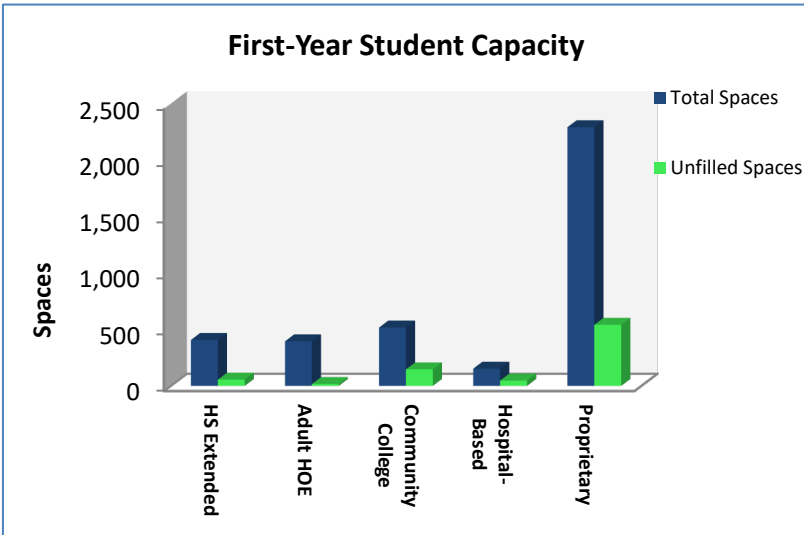
The average age of students who were admitted into Virginia’s PN programs was 27. High School Extended programs had the lowest average age of admitted students at 22, while Proprietary programs had the highest average age of admitted students at 31.

GPA		
Program Type	Min	Avg.
High School Extended	2.5	2.9
Post-Secondary Adult HOE	2.3	N/A
Community College	2.2	2.9
Hospital-Based	2.1	3.0
Proprietary	2.2	2.7
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 GPA requirements for admission. Hospital-based programs had the highest average GPA for admitted students; however, hospital programs also had the lowest GPA required.

Capacity



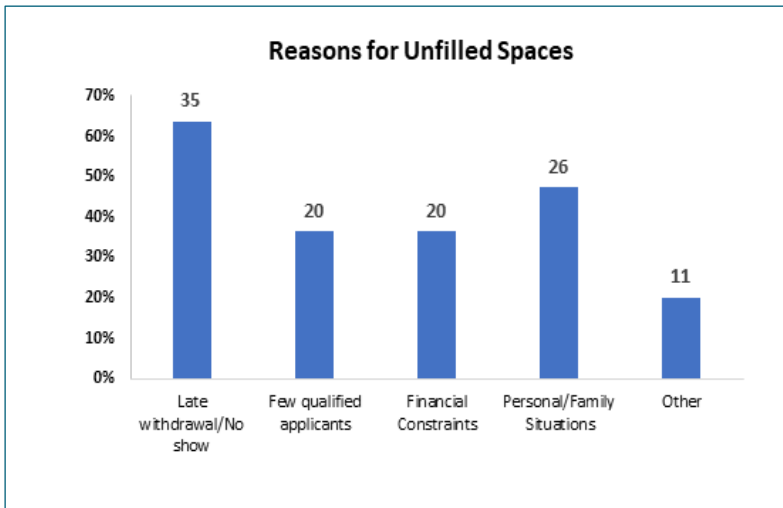
Source: VA. Healthcare Workforce Data Center

At a Glance:

1st-Year Student Capacity
 Spaces Available: 3,763
 Spaces Unfilled: 805

Unfilled Capacity
 % of Programs: 78%
 % of Total Capacity: 21%

Source: VA. Healthcare Workforce Data Center



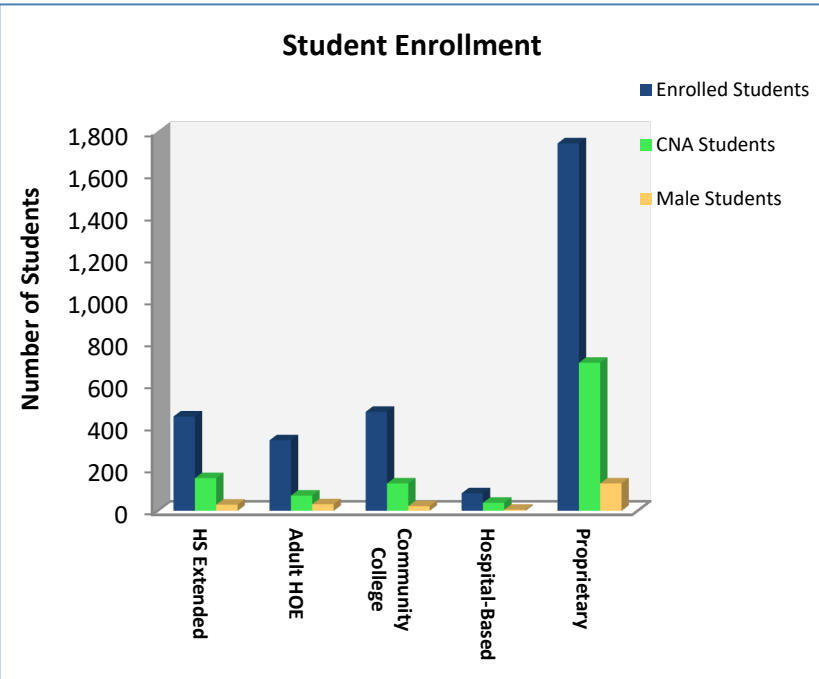
Source: VA. Healthcare Workforce Data Center

Virginia's PN programs were able to utilize 78% of their available first-year student capacity.

Program Type	# of Programs with Unfilled Spaces		# of Unfilled Spaces		Total Spaces	% of Total Capacity Unfilled
	No	Yes	Unfilled Spaces	%		
HS Extended	4	10	55	7%	407	14%
Adult HOE	1	3	16	2%	395	4%
Community College	2	17	146	18%	517	28%
Hospital-Based	1	2	47	6%	152	31%
Proprietary	4	11	541	67%	2,292	24%
All Programs	12	43	805	100%	3,763	21%

Source: VA. Healthcare Workforce Data Center

Enrollment



Source: VA. Healthcare Workforce Data Center

At a Glance:

Enrollment
 Total: 3,080
 CNA: 1,098
 Male: 217

Enrollment by Program Type
 Proprietary: 57%
 Community College: 15%
 HS Extended: 15%

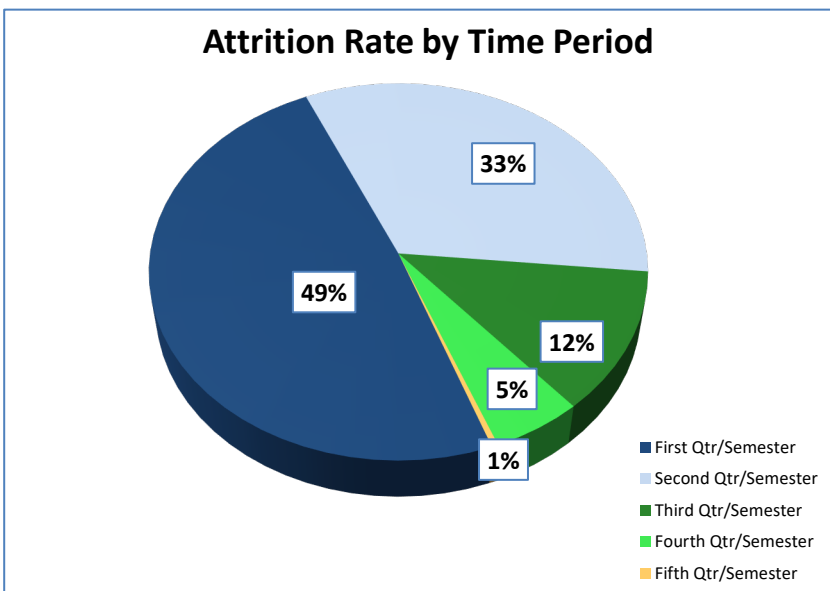
Source: VA. Healthcare Workforce Data Center

A total of 3,080 students were enrolled in Virginia’s PN programs during the current academic year. 36% 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	448	15%	155	14%	29	13%
Adult HOE	335	11%	72	7%	31	14%
Community College	470	15%	130	12%	22	10%
Hospital-Based	83	3%	38	3%	5	2%
Proprietary	1,744	57%	703	64%	130	60%
All Programs	3,080	100%	1,098	100%	217	100%

Source: VA. Healthcare Workforce Data Center

Attrition



Source: VA. Healthcare Workforce Data Center

Quarter/ Semester/ Trimester	Number of Students	
	Count	%
First	382	49%
Second	259	33%
Third	95	12%
Fourth	42	5%
Fifth	3	0%
Total	781	100%

Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduation Rate

Adult HOE: 79%

Hospital-based: 46%

Community College: 48%

Attrition Rate

All Programs: 38%

Adult HOE: 6%

Proprietary: 48%

Source: VA. Healthcare Workforce Data Center

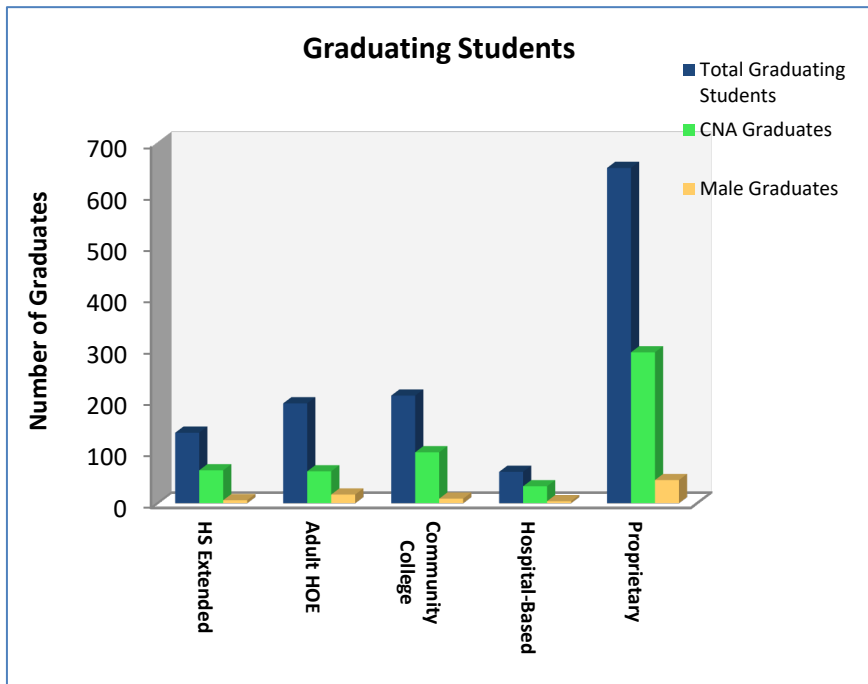
Nearly half of all students who left a PN program without graduating did so during the first quarter or semester of the program.

Attrition Statistics	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Scheduled to Graduate	304	224	370	112	1,453	2,463
Graduated on Time	173	178	176	51	481	1,059
On-Time Graduation Rate	57%	79%	48%	46%	33%	43%
Permanently Left Program	78	13	111	31	700	933
Attrition Rate	26%	6%	30%	28%	48%	38%

Source: VA. Healthcare Workforce Data Center

Among all students who were expected to graduate during this academic year, 43% ultimately did graduate. Meanwhile, 38% of students expected to graduate this year permanently left their respective program instead.

Graduates



Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduates
 Total: 1,252
 % CNA: 44%
 % Male: 6%

Grad. by Program Type
 Proprietary: 52%
 Community College: 17%
 Adult HOE: 15%

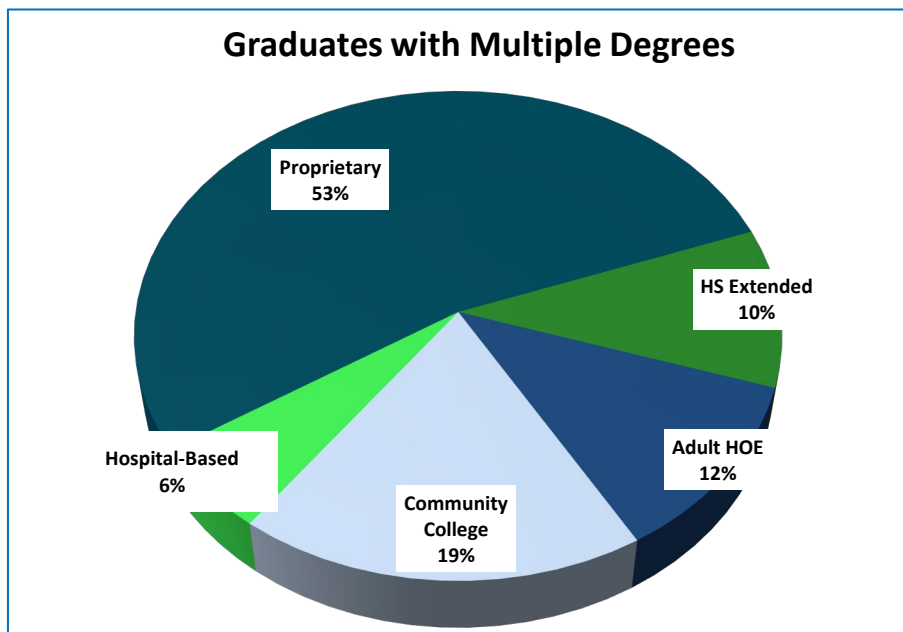
Source: VA. Healthcare Workforce Data Center

A total of 1,252 students graduated from Virginia’s PN programs during the current academic year. 44% of these graduates were CNAs, while 6% were male. Over half graduated from Proprietary PN programs.

Program Type	Total Graduates		CNA Graduates		Male Graduates	
	Count	%	Count	%	Count	%
HS Extended	137	11%	64	12%	6	7%
Adult HOE	194	15%	62	11%	17	21%
Community College	209	17%	99	18%	9	11%
Hospital-Based	61	5%	33	6%	4	5%
Proprietary	651	52%	293	53%	45	56%
All Programs	1,252	100%	551	100%	81	100%

Source: VA. Healthcare Workforce Data Center

Background of Graduates



Source: VA. Healthcare Workforce Data Center

At a Glance:

Race/Ethnicity

White:	34%
Black:	50%
Hispanic:	5%

Multi-Degree Grads.

Multi-Degree Graduates:	86
% of Total Graduates:	7%

Source: VA. Healthcare Workforce Data Center

Program Type	Multi-Degree Graduates	%	% of Total Graduates
HS Extended	9	10%	7%
Adult HOE	10	12%	5%
Comm. College	16	19%	8%
Hospital Based	5	6%	8%
Proprietary	46	53%	7%
All Programs	86	100%	7%

Source: VA. Healthcare Workforce Data Center

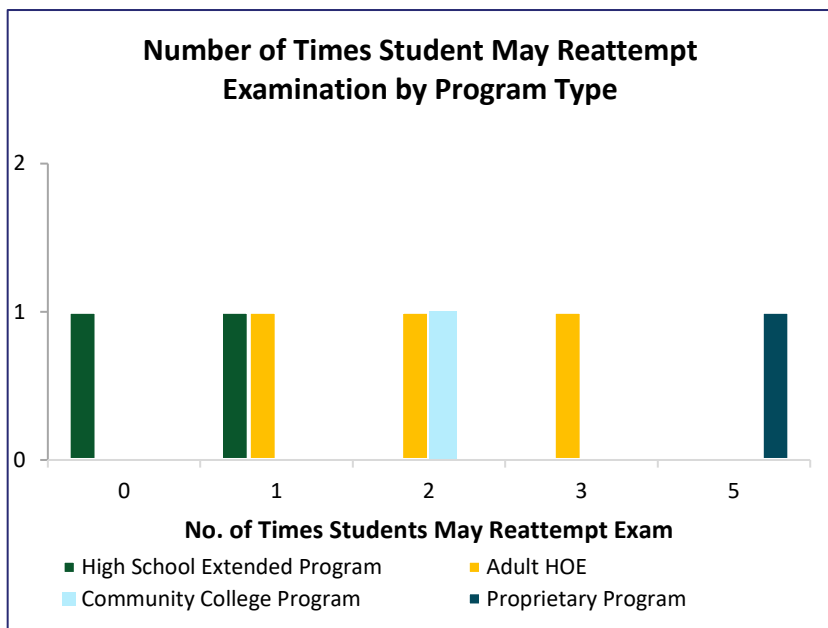
About three out of every five graduates from Virginia's PN programs are non-White. 50% of all graduates are non-Hispanic Black and 5% are Hispanic.

Race/Ethnicity	HS Extended		Adult HOE		Comm. College		Hospital Based		Proprietary		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%
White	94	57%	7	7%	94	64%	43	70%	129	22%	367	34%
Black	45	27%	67	66%	36	24%	14	23%	374	63%	536	50%
Hispanic	14	8%	12	12%	8	5%	1	2%	15	3%	50	5%
Asian	2	1%	10	10%	3	2%	0	0%	24	4%	39	4%
American Indian	1	1%	3	3%	0	0%	0	0%	3	1%	7	1%
Pacific Islander	0	0%	1	1%	1	1%	1	2%	5	1%	8	1%
Two or More	4	2%	0	0%	5	3%	2	3%	28	5%	39	4%
Unknown	5	3%	2	2%	1	1%	0	0%	13	2%	21	2%
Total	165	100%	102	100%	148	100%	61	100%	591	100%	1,067	100%

Source: VA. Healthcare Workforce Data Center

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

Comprehensive Examination Prohibiting Graduation



Source: VA. Healthcare Workforce Data Center

At a Glance:

No. of Programs Requiring Comprehensive Exam
 All Programs: 7
 Adult HOE: 3

No. Who Did Not Graduate.
 Proprietary: 9
 Community College: 19

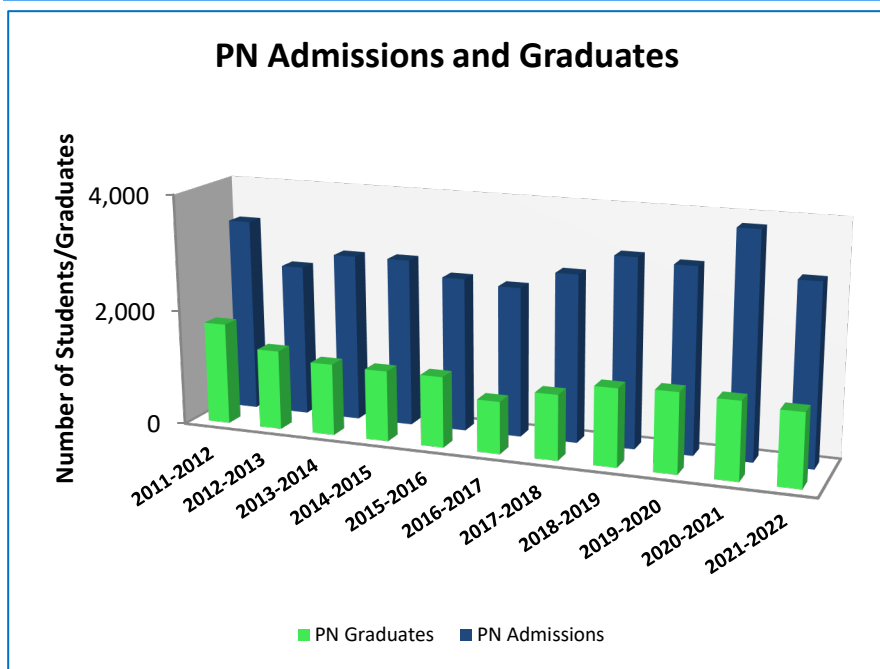
Source: VA. Healthcare Workforce Data Center

Seven programs require students to pass a comprehensive examination before graduating. In the 2021-22 year, 38 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 Rettempt 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	1	7%	1	100%	2	0
Adult HOE	3	75%	1	0%	3	10
Community College	1	5%	1	100%	1	19
Hospital-Based	0	0%	0	0%	N/A	0
Proprietary	2	13%	2	100%	1	9
All Programs	7	13%	5	71%	2	38

Source: VA. Healthcare Workforce Data Center

Long-Term Trends



Source: VA. Healthcare Workforce Data Center

At a Glance:

Admissions

Total: 3,080

Year-over-Year Change: -20%

Graduates

Total: 1,252

Year-over-Year Change: -6%

Source: VA Healthcare Workforce Data Center

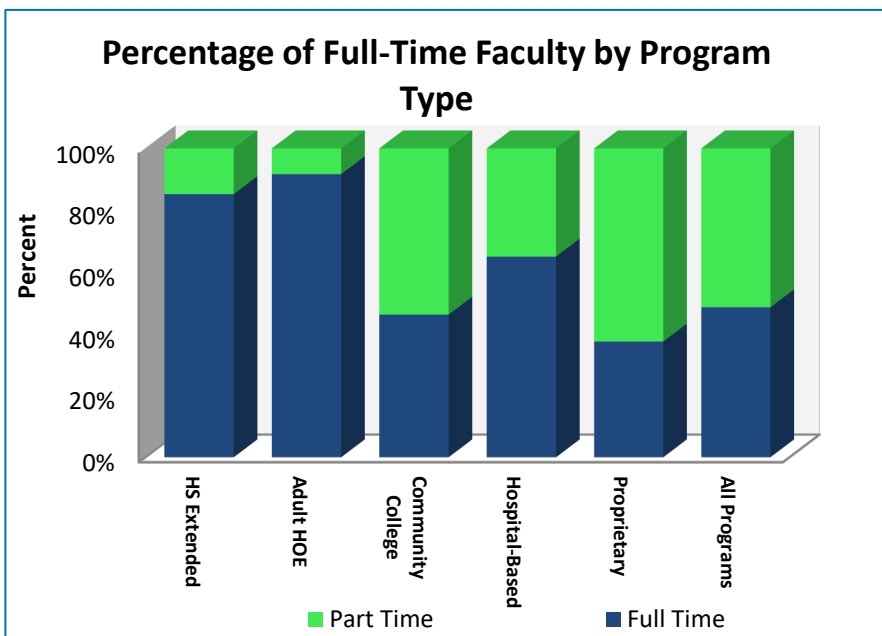
The number of new students who were admitted into Virginia’s PN programs decreased by 20% in the 2021-22 academic year. Additionally, the number of students who graduated from these programs declined by 6%.

Academic Year	PN Admissions		PN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
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%
2017-2018	2,880	12%	1,117	25%
2018-2019	3,243	13%	1,327	19%
2019-2020	3,137	-2%	1,367	3%
2020-2021	3,836	21%	1,329	-3%
2021-2022	3,080	-20%	1,252	-6%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment



Source: VA. Healthcare Workforce Data Center

Over half of all faculty work in proprietary programs, but only 38% of those workers have full-time jobs. Only High School Extended, Adult HOE, and Hospital-Based programs have more than half of their faculty members in full-time positions.

At a Glance:

% of Total Faculty

Proprietary: 55%
 Community College: 25%
 HS Extended: 13%

% Full-Time

HS Extended: 85%
 Adult HOE: 92%
 Hospital-Based: 65%

Student-Faculty Ratio

Hospital-Based: 4.3
 Proprietary: 8.1
 HS Extended: 7.7

Source: VA. Healthcare Workforce Data Center

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25 th %	Mean	75 th %
HS Extended	46	22%	8	4%	54	13%	85%	4.7	7.7	10.2
Adult HOE	11	5%	1	0%	12	3%	92%	5.0	11.4	14.4
Community College	49	24%	57	26%	106	25%	46%	2.5	5.0	7.1
Hospital Based	13	6%	7	3%	20	5%	65%	3.3	4.3	0.0
Proprietary	87	42%	145	67%	232	55%	38%	4.0	8.1	13.0
All Programs	206	100%	218	100%	424	100%	49%	3.3	6.9	9.1

Source: VA. Healthcare Workforce Data Center

On average, the typical PN program had a student-to-faculty ratio of 6.9. However, three of the five program types had student-to-faculty ratios that were above the overall average, skewing the mean upward.

Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	1	0%	0	0%	1	0%	0%
25 to 34	25	12%	33	15%	58	14%	43%
35 to 44	46	22%	58	27%	104	25%	44%
45 to 54	73	35%	60	28%	133	32%	55%
55 to 64	48	23%	42	19%	90	21%	53%
65 to 74	13	6%	21	10%	34	8%	38%
75 and Over	0	0%	2	1%	2	0%	0%
Unknown	0	0%	0	0%	0	0%	0%
Total	206	100%	216	100%	422	100%	49%

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: 92%
% Female w/ FT Job: 51%

Age

% Under 35: 14%
% Over 54: 30%

Diversity

Diversity Index (Total): 51%
Diversity Index (FT Jobs): 45%

Source: VA. Healthcare Workforce Data Center

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	9	4%	26	12%	35	8%	26%
Female	196	96%	192	88%	388	92%	51%
Total	205	100%	218	100%	423	100%	48%

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 58%.

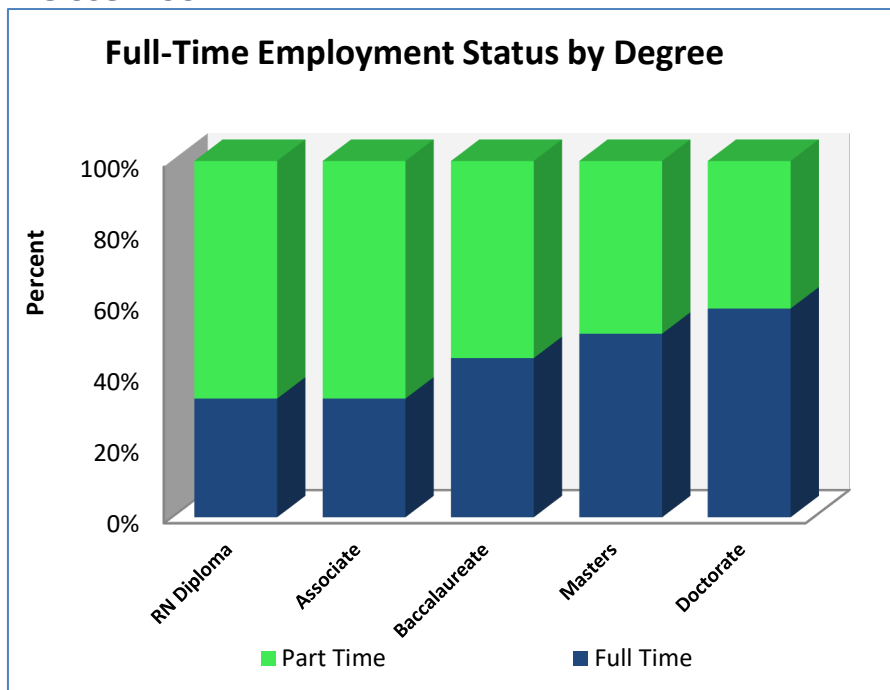
Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	60%	143	70%	127	59%	270	64%	53%
Black	19%	49	24%	68	31%	117	28%	42%
Asian	7%	5	2%	6	3%	11	3%	45%
Other Race	0%	0	0%	1	0%	1	0%	0%
Two or more races	3%	2	1%	4	2%	6	1%	33%
Hispanic	10%	4	2%	7	3%	11	3%	36%
Unknown	0	1	0%	3	1%	4	1%	0%
Total	100%	204	100%	216	100%	420	100%	49%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2020.

Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:



Source: VA. Healthcare Workforce Data Center

At a Glance:

Degree

- Masters in Nursing: 40%
- BSN: 40%
- Non-Nursing Bachelors: 8%

Full-Time Employment

- Masters in Nursing: 52%
- Doctorate: 59%

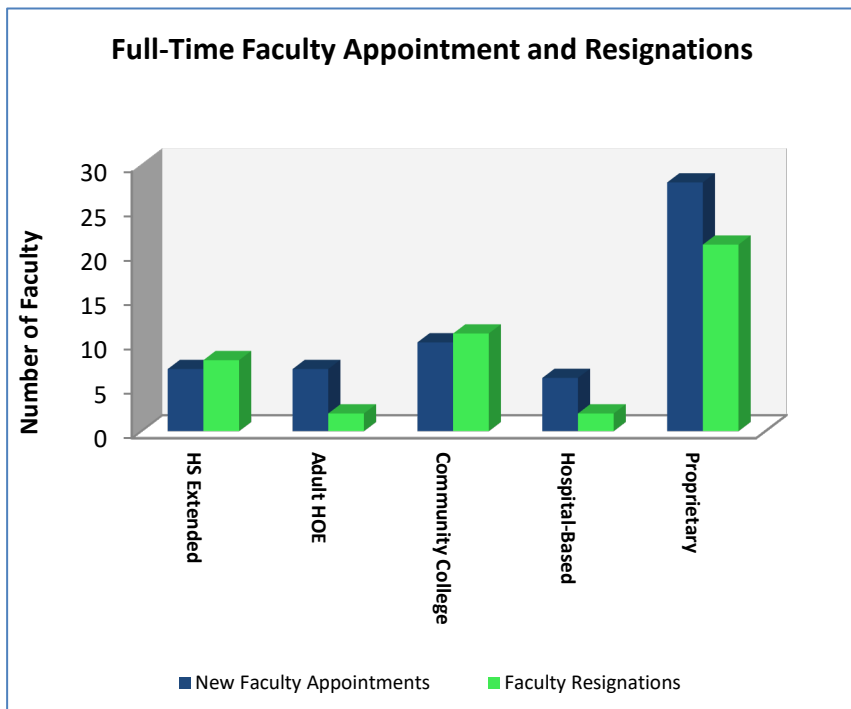
Source: VA. Healthcare Workforce Data Center

Approximately 80% of all faculty members held either a BSN or an MSN as their highest professional degree. Of this group, 49% were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
RN Diploma	1	1%	2	1%	3	1%	33%
ASN	2	1%	4	2%	6	2%	33%
Non-Nursing Bachelors	7	4%	17	9%	24	7%	29%
BSN	69	39%	77	41%	146	40%	47%
Non-Nursing Masters	6	3%	6	3%	12	3%	50%
Masters in Nursing	77	43%	72	38%	149	40%	52%
Doctorate	17	9%	12	6%	29	8%	59%
Total	179	100%	190	100%	369	100%	49%

Source: VA. Healthcare Workforce Data Center

Faculty Appointments and Resignations



Source: VA. Healthcare Workforce Data Center

At a Glance:

Full-Time Faculty
 Turnover Rate: 21%
 Newly Appointed Rate: 28%

Turnover Rate
 Hospital-based: 15%
 Proprietary: 24%

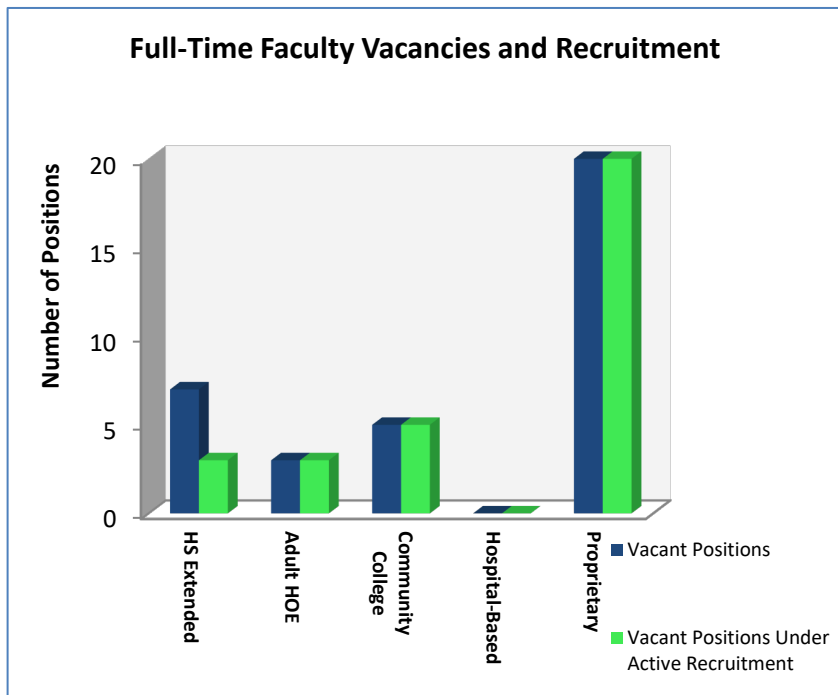
Source: VA. Healthcare Workforce Data Center

Among full-time faculty, Virginia's PN programs experienced a 21% turnover rate and a newly appointed faculty rate of 28% over the past year.

Full-Time Faculty	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Total	46	11	49	13	87	206
Newly Appointed	7	7	10	6	28	58
Resignations	8	2	11	2	21	44
Turnover Rate	17%	18%	22%	15%	24%	21%
Proportion Newly Appointed	15%	64%	20%	46%	32%	28%

Source: VA. Healthcare Workforce Data Center

Future Faculty Requirements



Source: VA. Healthcare Workforce Data Center

At a Glance:

Active Recruitment
 Full-Time Hiring: 86%
 Part-Time Hiring: 92%

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

Expected Job Disruption
 Less: 60%
 Same: 34%
 More: 6%

Source: VA. Healthcare Workforce Data Center

A total of 31 full-time faculty positions and 30 part-time faculty positions are currently in active recruitment. About 74% of these jobs are listed in Proprietary programs.

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
Yes	53	95%	5	9%
No	3	5%	51	91%
Total	56	100%	56	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	6	43%	7	50%	1	7%	14	100%
Adult HOE	3	75%	1	25%	0	0%	4	100%
Community College	7	39%	8	44%	3	17%	18	100%
Hospital	1	50%	1	50%	0	0%	2	100%
Proprietary	6	40%	9	60%	0	0%	15	100%
All Programs	23	43%	26	49%	4	8%	53	100%

Source: VA. Healthcare Workforce Data Center

8% of Virginia's PN programs expect more employment disruption among full-time faculty over the course of the next year. However, most programs currently have a sufficient budget to adequately meet their faculty needs.

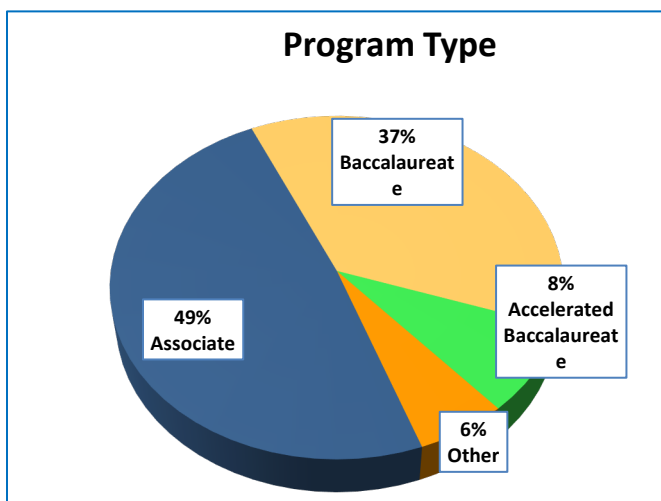
Registered Nursing Education Programs

Program Structure

A Closer Look:

Program Type		
Type	#	%
Associate	41	49%
Associate Online	0	0%
Baccalaureate	31	37%
Baccalaureate Online	3	4%
Accelerated Baccalaureate	7	8%
Accelerated Masters	2	2%
Total	84	100%

Source: VA. Healthcare Workforce Data Center



Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Type

Associate: 49%
 Baccalaureate: 37%
 Accelerated Baccalaureate: 8%

Delivery Method

Semester: 91%
 Quarters: 6%

Mean Program Length

Accel. Baccalaureate: 17 Mos.
 Associate: 23 Mos.
 Baccalaureate: 30 Mos.

Source: VA. Healthcare Workforce Data Center

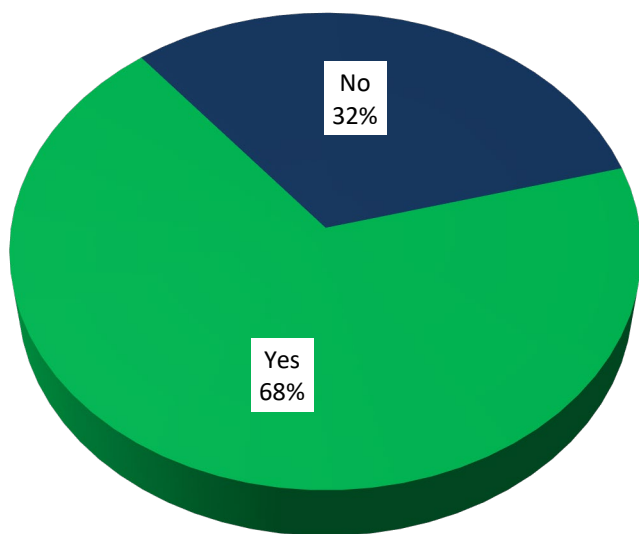
There were 84 Registered Nursing (RN) Education Programs approved in Virginia during the 2021-2022 academic year; all responded to this survey. Thirty of the programs offer a RN-to-BSN in addition to their pre-licensure program.

Program Length, Months					
Program Type	Mean	Min	25 th %	75 th %	Max
Associate	23	15	20	24	30
Associate Online	0	0	0	0	0
Baccalaureate	30	16	24	36	36
Baccalaureate Online	31	29	29	N/A	36
Accelerated Baccalaureate	17	15	15	21	21
Accelerated Masters	23	22	22	N/A	24
All Programs	25	15	20	29	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:	94%
Online Courses:	47%
Evening Courses:	55%

Admissions Frequency (Annual)

One:	35%
Two:	38%
Three:	16%
Four or More:	11%

Source: VA. Healthcare Workforce Data Center

More than four out of every six RN programs implemented a change to their nursing program in the past year. 47 programs initiated faculty changes whereas 14 made schedule changes. Another 18 made curriculum changes whereas 11 changed course content.

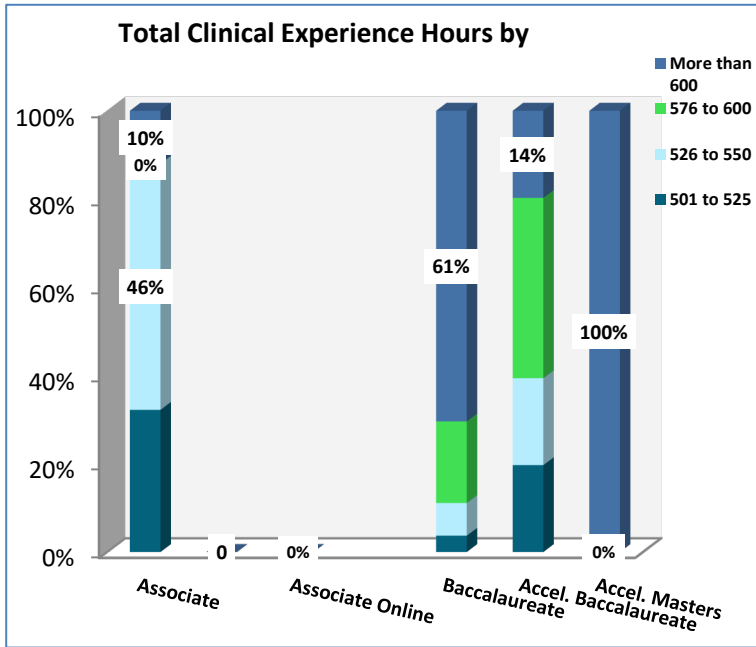
Scheduling Option	#	%
Daytime Courses	82	94%
Online Courses	31	36%
Evening Courses	41	47%
Evening & Weekend Courses	17	20%
Accelerated Courses	16	18%
Weekend Courses	15	17%

Source: VA. Healthcare Workforce Data Center

Accreditation			
Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	61	70%
Commission on Collegiate Nursing Education	CCNE	56	64%
Accreditation Commission for Education in Nursing	ACEN	33	38%
Accrediting Bureau of Health Education Schools	ABHES	11	13%
Commission for Nursing Education Accreditation	CNEA	2	2%
Council on Occupational Education	COE	1	1%
The Higher Learning Commission	HLC	1	1%
Accrediting Council for Independent Colleges and Schools	ACICS	0	0%

Source: VA. Healthcare Workforce Data Center

Clinical Hours



Source: VA. Healthcare Workforce Data Center

At a Glance:

Median Clinical Hours

- Clinical Experience: 578-600
- Direct Client Care: 500+
- Direct Client Care in Va.: 550
- Clinical Simulation: 51-75
- Clinical Observation: 0

Source: VA. Healthcare Workforce Data Center

More than half of all RN programs in Virginia required at least 550 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. Median clinical simulation hours increased since 2021 among RN programs.

Clinical Experiences Outside Virginia		
State	# of Programs	% of Programs
Washington, D.C.	14	16%
Maryland	7	8%
Tennessee	6	7%
West Virginia	4	5%
North Carolina	4	5%
Kentucky	1	1%
Other ¹	1	1%
At least One	28	35%

Source: VA. Healthcare Workforce Data Center

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

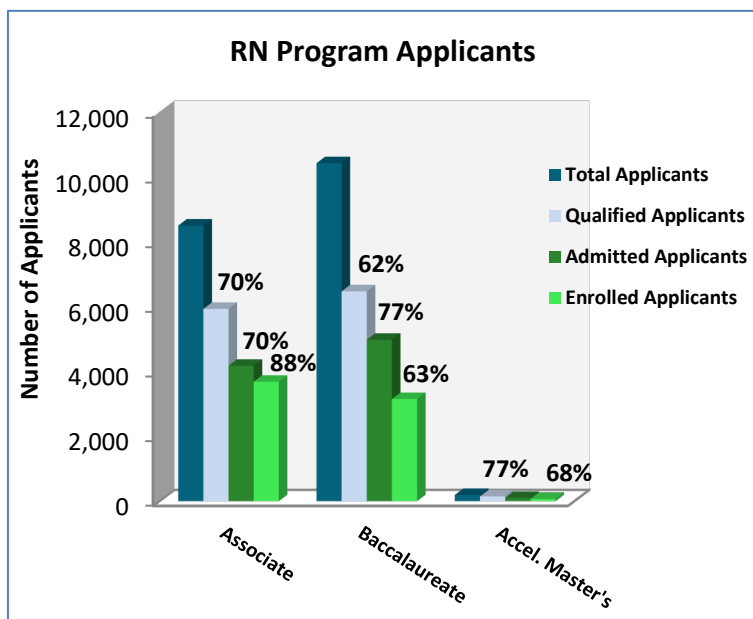
¹ Could be a combination of the states above.

Breakdown of Clinical Hours by Program Type

	Hours	Program Type						
Type	Amount	Associate	Associate Online	Baccalaureate	Baccalaureate Online	Accel. Baccalaureate	Accel. Masters	All Programs
Clinical Experience Hours	500 or less	0	0	0	0	0	0	0
	501 to 525	11	0	1	0	1	0	13
	526 to 550	19	0	2	0	1	0	22
	551 to 575	7	0	4	0	2	0	13
	576 to 600	0	0	5	0	2	0	7
	More than 600	4	0	19	0	1	2	26
	Total	41	0	31	0	7	2	81
Direct Client Care Hours	400 or less	3	0	0	0	0	0	3
	401 to 425	0	0	1	0	0	0	1
	426 to 450	3	0	1	0	1	0	5
	451 to 475	5	0	1	0	2	0	8
	476 to 500	12	0	3	0	1	0	16
	More than 500	18	0	25	0	3	2	48
	Total	41	0	31	0	7	2	81
Clinical Simulation Hours	None	2	0	5	0	1	0	8
	1 to 25	3	0	4	0	1	0	8
	26 to 50	14	0	4	1	1	0	20
	51 to 75	6	0	2	1	0	2	11
	76 to 100	5	0	6	1	2	0	14
	More than 100	10	0	10	0	2	0	22
	Total	40	0	31	3	7	2	83
Clinical Observation Hours	None	34	0	13	0	4	1	52
	1 to 25	5	0	12	1	2		20
	26 to 50	1	0	0	1	0	0	2
	51 to 75	0	0	6	1	1	0	8
	76 to 100	0	0	0	0	0	1	1
	More than 100	0	0	0	0	0	0	0
	Total	40	0	31	3	7	2	83

Source: VA. Healthcare Workforce Data Center

Admissions



Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Applicants

Total:	19,125
Qualified:	12,568
Admitted:	9,264
Enrolled:	6,909
Waitlisted:	502

Source: VA. Healthcare Workforce Data Center

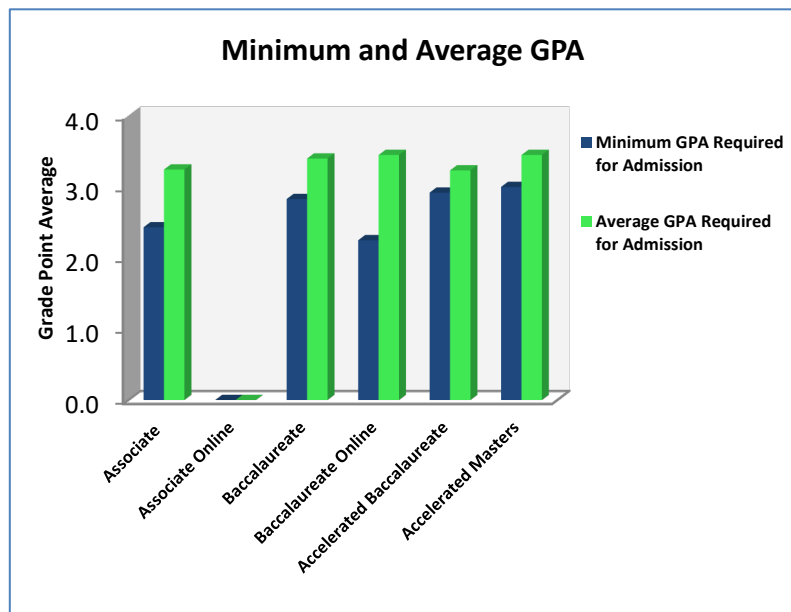
Virginia's RN programs received a total of 19,125 student applications during the 2021-2022 academic year. Approximately 36% of these applications ultimately resulted in an enrolled student.

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
Associate	8,507	5,940	70%	4,182	70%	3,688	88%	43%
Associate Online	0	0	0%	0	0%	0	0%	0%
Baccalaureate	8,236	4,913	60%	3,665	75%	2,376	65%	29%
Baccalaureate Online	633	447	71%	337	75%	273	81%	43%
Accel. Baccalaureate	1,558	1,121	72%	982	88%	505	51%	32%
Accel. Masters	191	147	77%	98	67%	67	68%	35%
All Programs	19,125	12,568	66%	9,264	74%	6,909	75%	36%

Source: VA. Healthcare Workforce Data Center

Out of 12,568 qualified applicants, 3,304 were not given an admission offer. Nineteen programs cited the inability to expand effective program capacity while another fifteen programs cited the lack of clinical space as the main reason for failing to admit qualified applicants. The lack of qualified faculty and classroom space, lack of clinical space, financial, and family issues, were also common reasons for failing to admit qualified applicants.

Background of Admitted Students



Source: VA. Healthcare Workforce Data Center

At a Glance:

GPA (mean)

Minimum Requirement: 2.6
Student Average: 3.3

Age (mean)

Overall: 27
Baccalaureate: 23
Associate: 29

Source: VA. Healthcare Workforce Data Center

Program Type	Mean
Associate	29
Associate Online	-
Baccalaureate	23
Baccalaureate Online	26
Accelerated Baccalaureate	28
Accelerated Masters	31
All Programs	27

Source: VA. Healthcare Workforce Data Center

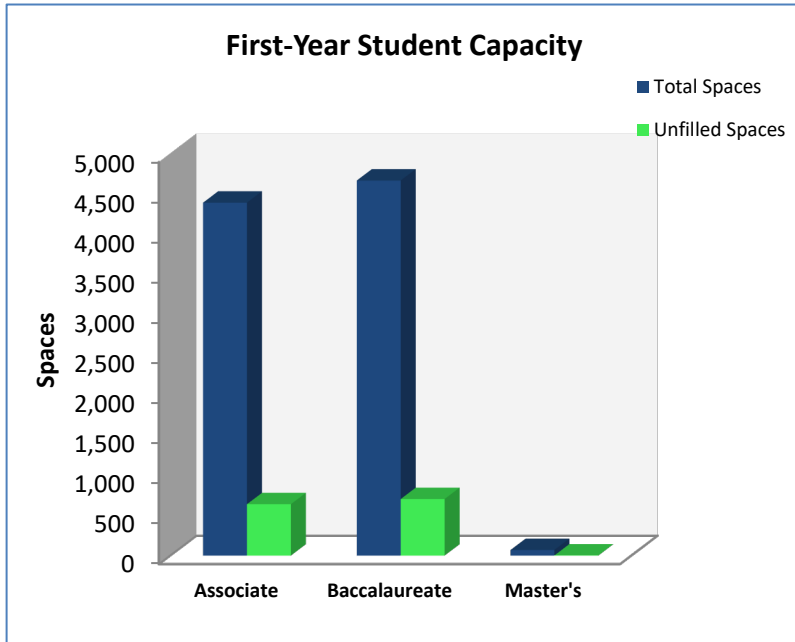
The average age of students who were admitted into Virginia's RN programs was 27. Baccalaureate programs had the lowest average age of admitted students at 23, while Accelerated Masters programs had the highest average age of admitted students at 31.

Program Type	Min	Avg.
Associate	2.4	3.2
Associate Online	-	-
Baccalaureate	2.8	3.4
Baccalaureate Online	2.3	3.5
Accelerated Baccalaureate	2.9	3.2
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, Baccalaureate Online programs had the lowest minimum GPA requirements for admission. Accelerated Master's programs had the highest GPA requirements for admission and one of the highest average GPA among admitted students.

Capacity



Source: VA. Healthcare Workforce Data Center

At a Glance:

1st-Year Student Capacity
 Spaces Available: 9,124
 Spaces Unfilled: 1,346

Unfilled Capacity
 % of Programs: 77%
 % of Total Capacity: 15%

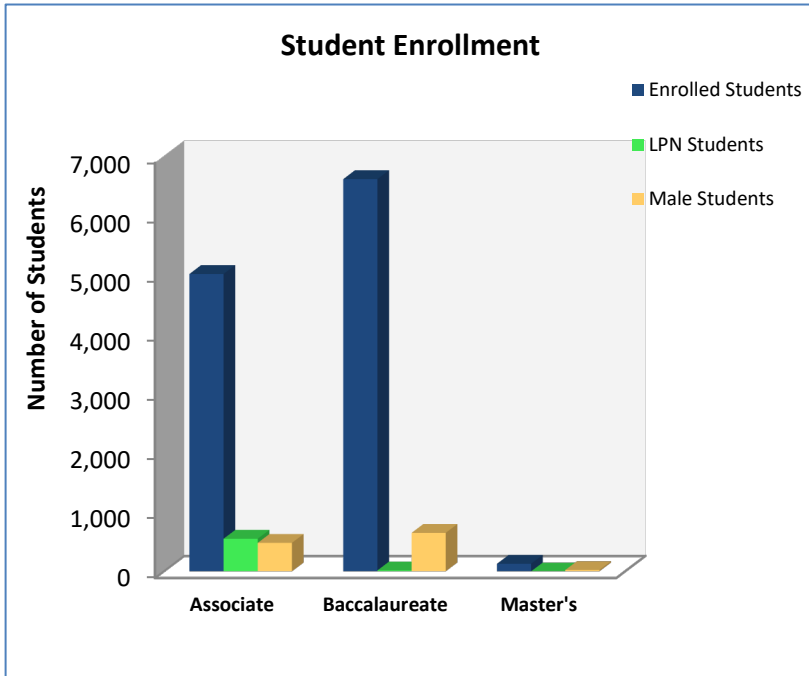
Source: VA. Healthcare Workforce Data Center

Virginia’s RN programs were able to fill 85% 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 personal or family issues that interfered with students’ enrollment. Many programs also cited a lack of qualified applicants and the financial situation of students. This year two programs also mentioned students’ COVID-related reasons for unfilled spaces.

Program Type	# of Programs with Unfilled Spaces		Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Number	%		
Associate	9	31	640	48%	4,390	15%
Associate Online	0	0	0	0%	0	0%
Baccalaureate	6	23	543	40%	3,820	14%
Baccalaureate Online	1	2	17	1%	290	6%
Accelerated Baccalaureate	2	5	144	11%	555	26%
Accelerated Masters	1	1	2	0%	69	3%
All Programs	19	62	1,346	100%	9,124	15%

Source: VA. Healthcare Workforce Data Center

Enrollment



Source: VA. Healthcare Workforce Data Center

At a Glance:

Enrollment

Total: 11,755
 LPN: 5%
 Male: 10%

Enrollment by Program Type

Baccalaureate: 46%
 Associate: 43%

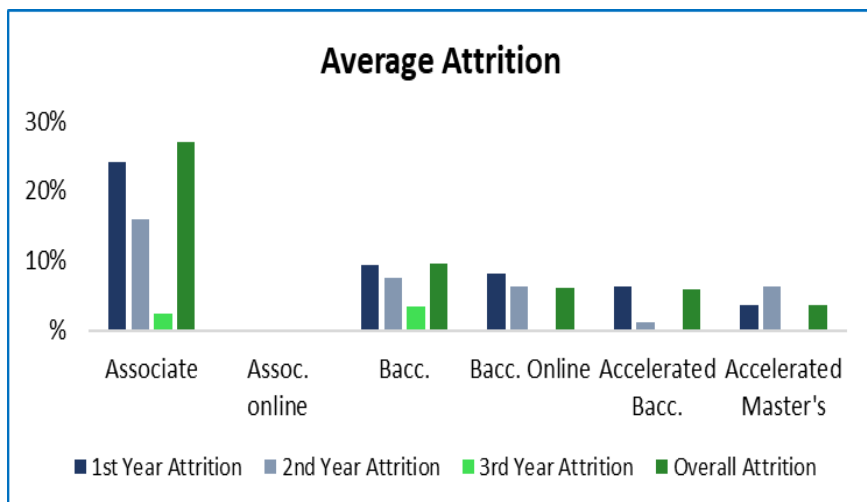
Source: VA. Healthcare Workforce Data Center

Over 11,755 students were enrolled in Virginia’s RN programs during the current academic year. Of these students, 5% were LPNs while about 10% were male.

Program Type	Total Enrollment		LPN Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
Associate	5,014	43%	550	97%	481	42%
Associate Online	0	0%	0	0%	0	0%
Baccalaureate	5,382	46%	13	2%	507	44%
Baccalaureate Online	599	5%	0	0%	42	4%
Accelerated Baccalaureate	632	5%	3	1%	100	9%
Accelerated Masters	128	1%	0	0%	23	2%
All Programs	11,755	100%	566	100%	1,153	100%

Source: VA. Healthcare Workforce Data Center

Attrition



Source: VA. Healthcare Workforce Data Center

Type	Year	Avg	Min	Max	Missing
Associate	1st Year Attrition	24%	1%	95%	3
	2nd Year Attrition	16%	0%	79%	4
	3rd Year Attrition	3%	0%	14%	19
	Overall Attrition	27%	2%	66%	2
Associate Online	1st Year Attrition	0%	0%	0%	0
	2nd Year Attrition	0%	0%	0%	0
	3rd Year Attrition	0%	0%	0%	0
	Overall Attrition	0%	0%	0%	0
Baccalaureate	1st Year Attrition	9%	0%	28%	1
	2nd Year Attrition	8%	0%	38%	2
	Third Year Attrition	4%	0%	40%	13
	Overall Attrition	10%	0%	33%	1
Baccalaureate Online	1st Year Attrition	8%	0%	17%	0%
	2nd Year Attrition	6%	0%	14%	0%
	Third Year Attrition	0%	0%	0%	1%
	Overall Attrition	6%	0%	14%	0%
Accelerated Baccalaureate	1st Year Attrition	6%	0%	22%	0
	2nd Year Attrition	1%	0%	4%	0
	3rd Year Attrition	0%	0%	0%	2
	Overall Attrition	6%	0%	22%	0
Accelerated Masters	1st Year Attrition	4%	2%	6%	0
	2nd Year Attrition	6%	2%	11%	0
	3rd Year Attrition	0%	0%	0%	2
	Overall Attrition	4%	2%	6%	0
Total	1st Year Attrition	16%	0%	95%	7
	2nd Year Attrition	11%	0%	79%	9
	3rd Year Attrition	3%	0%	40%	40
	Overall Attrition	17%	0%	66%	6

Source: VA. Healthcare Workforce Data Center

At a Glance:

Attrition Rate

1 st Year Avg.:	16%
2 nd Year Avg.:	11%
3 rd Year Avg.:	3%
Overall Avg.:	17%

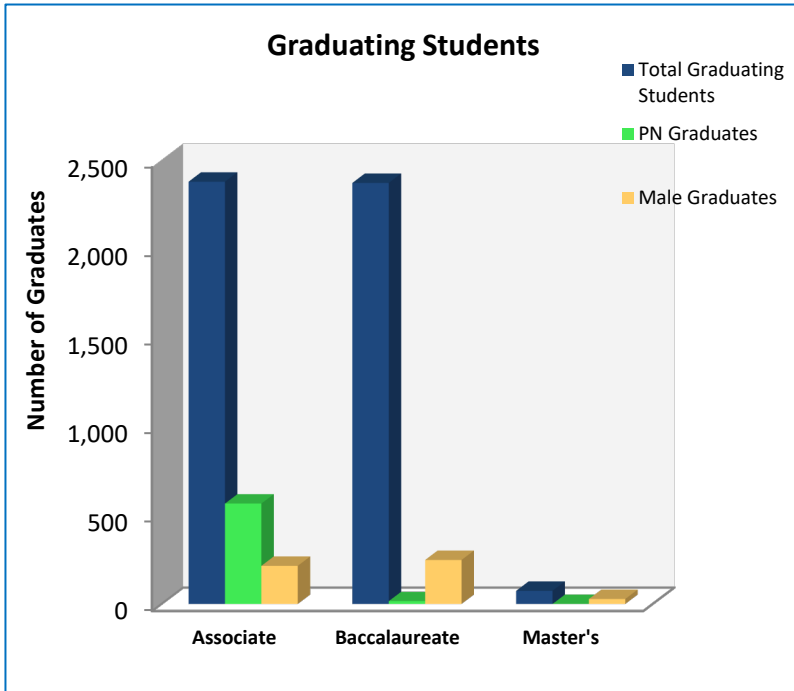
Attrition by Program Type

Associate:	27%
Baccalaureate:	10%
Baccalaureate Online:	6%

Source: VA. Healthcare Workforce Data Center

The overall attrition rate across all program types was 17%. Associate programs had the highest overall average attrition rate, with 27% of all students leaving the programs. Baccalaureate programs had an attrition rate of 10%, while Baccalaureate Online programs had the lowest overall attrition rate at 4%.

Graduates



Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduates

Total: 4,825
 % PN: 12%
 % Male: 10%

Grad. by Program Type

Associate: 49%
 Baccalaureate: 35%
 Accel. Baccalaureate: 10%

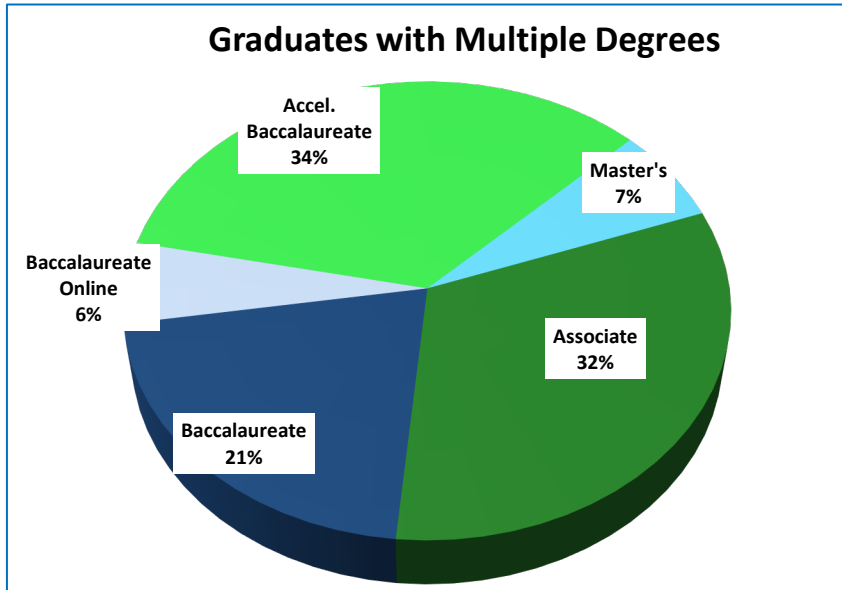
Source: VA. Healthcare Workforce Data Center

A total of 4,825 students graduated from Virginia's RN programs during the current academic year. 12% of these graduates had previously graduated a PN program and 10% were male. Nearly half of all graduating students completed Associate programs.

Program Type	Total Graduates		PN Graduates		Male Graduates	
	Count	%	Count	%	Count	%
Associate	2,379	49%	566	97%	215	44%
Associate Online	0	0%	0	0%	0	0%
Baccalaureate	1,674	35%	13	2%	151	31%
Baccalaureate Online	210	4%	0	0%	20	4%
Accelerated Baccalaureate	488	10%	3	1%	77	16%
Accelerated Masters	74	2%	0	0%	28	6%
All Programs	4,825	100%	582	100%	491	100%

Source: VA. Healthcare Workforce Data Center

Background of Graduates



Source: VA. Healthcare Workforce Data Center

At a Glance:

Race/Ethnicity
 White: 61%
 Black: 20%
 Hispanic: 6%
 Asian: 6%

Multi-Degree Grads.
 Multi-Degree Graduates: 1,098
 % of Total Graduates: 23%

Source: VA. Healthcare Workforce Data Center

23% of graduates from Virginia's RN programs held other non-nursing degrees.

Program Type	Multi-Degree Graduates	%	% of Total Graduates
Associate	352	32%	15%
Associate Online	0	%	0%
Baccalaureate	231	21%	14%
Baccalaureate Online	63	6%	30%
Accel. Baccalaureate	378	34%	77%
Accel. Masters	74	7%	100%
All Programs	1,098	100%	23%

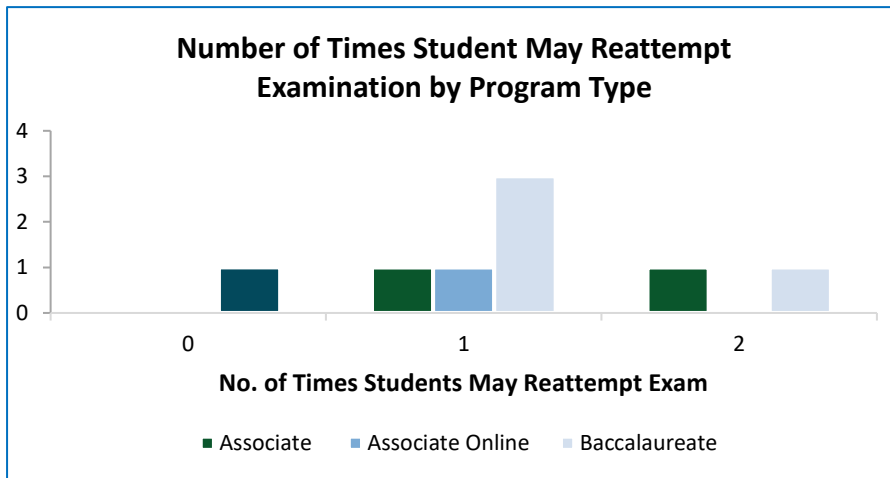
Source: VA. Healthcare Workforce Data Center

61% of all graduates from Virginia's RN programs are non-Hispanic White, while 20% of all graduates are non-Hispanic Black.

Race/Ethnicity	Associate		Associate Online		BSN		BSN Online		Accel. BSN		Accel. Masters		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
White	1,275	63%	0	0%	944	62%	143	68%	244	50%	36	63%	2,642	61%
Black	495	24%	0	0%	246	16%	25	12%	76	16%	6	11%	848	20%
Hispanic	80	4%	0	0%	95	6%	14	7%	63	13%	4	7%	256	6%
Asian	61	3%	0	0%	120	8%	15	7%	54	11%	6	11%	256	6%
American Indian	11	1%	0	0%	7	0%	0	0%	0	0%	0	0%	18	0%
Pacific Islander	6	0%	0	0%	2	0%	0	0%	3	1%	0	0%	11	0%
Two or More	59	3%	0	0%	55	4%	11	5%	21	4%	5	9%	151	4%
Unknown	41	2%	0	0%	51	3%	2	1%	27	6%	0	0%	121	3%
Total	2,028	100%	0	0%	1,520	100%	142	100%	434	100%	46	100%	4,642	100%

Source: VA. Healthcare Workforce Data Center

Comprehensive Examination Prohibiting Graduation



Source: VA. Healthcare Workforce Data Center

At a Glance:

No. of Programs Requiring Comprehensive Exam

Baccalaureate: 2
Associate: 1

No. Who Did Not Graduate.

Baccalaureate: 1
Associate: 0

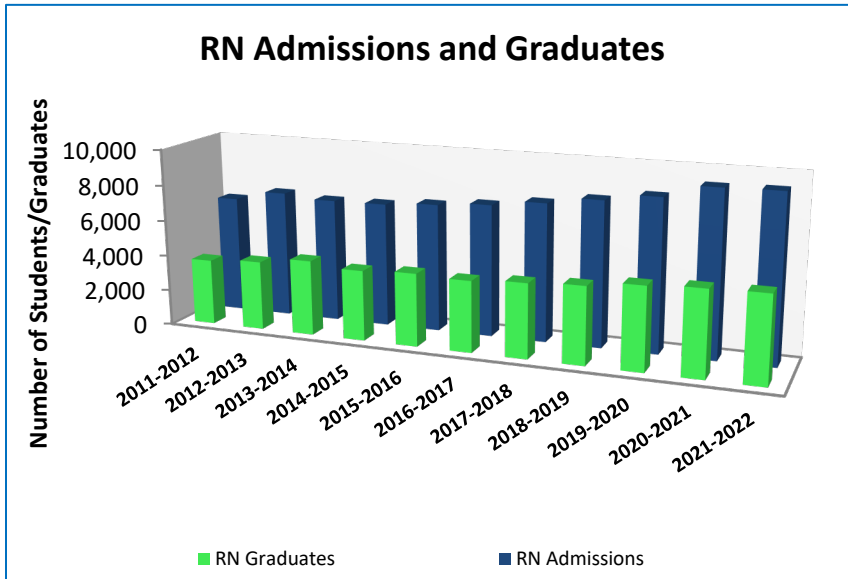
Source: VA. Healthcare Workforce Data Center

Three programs require students to pass a comprehensive examination before graduating. In the 2021-22 academic year, one student did not graduate as a result of this requirement.

Program Type	Total Requiring Comprehensive Exam Prohibiting Graduation if Failed		Number Allowing Students who Fail Comprehensive to Rettempt 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	1	2%	1	100%	2	0
Associate Online	0	0%	0	0%	0	0
Baccalaureate	2	6%	1	50%	1	1
Baccalaureate Online	0	0%	0	N/A	N/A	0
Accel. Baccalaureate	0	0%	0	N/A	N/A	0
Accel. Masters	0	0%	0	N/A	N/A	0
All Programs	3	4%	2	67%	1	1

Source: VA. Healthcare Workforce Data Center

Long-Term Trends



Source: VA. Healthcare Workforce Data Center

At a Glance:

Admissions
 Total: 9,264
 Year-over-Year Change: <1%

Graduates
 Total: 4,825
 Year-over-Year Change: 1%

Source: VA. Healthcare Workforce Data Center

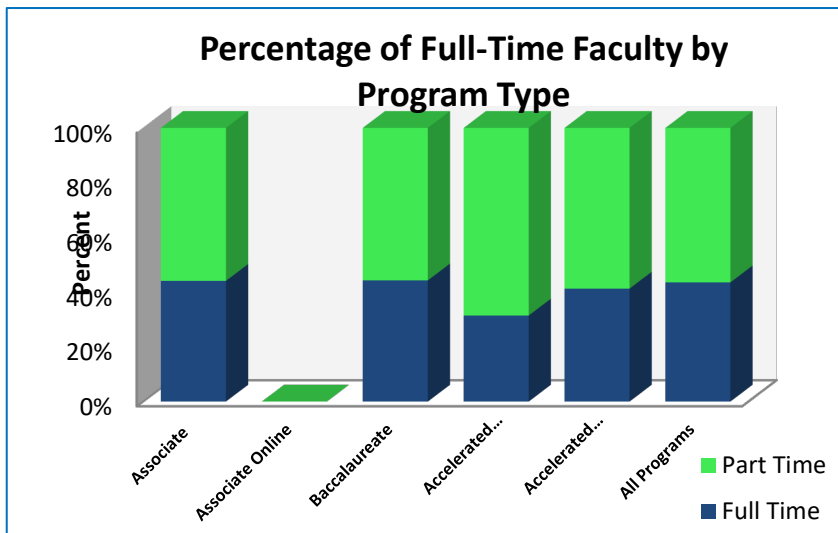
There has been a slight increase in the admissions into Virginia’s RN programs and the number of graduates from the programs increased during the 2021-22 academic year. Both numbers are at an all-time high.

Academic Year	RN Admissions		RN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
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%
2017-2018	7,711	5%	4,141	4%
2018-2019	8,107	5%	4,295	4%
2019-2020	8,506	5%	4,614	7%
2020-2021	9,219	8%	4,761	3%
2021-2022	9,264	<1%	4,825	1%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment



Source: VA. Healthcare Workforce Data Center

At a Glance:

% of Total Faculty

Baccalaureate: 44%
 Associate: 33%
 Accel. Baccalaureate: 12%

% Full-Time

Overall: 44%
 Baccalaureate: 44%
 Baccalaureate Online: 73%

Mean Student-Faculty Ratio

Overall: 7.3
 Associate: 7.5
 Baccalaureate: 8.3

Source: VA. Healthcare Workforce Data Center

More than 2 out of every 5 of all RN program faculty work at Baccalaureate programs, while 33% work for Associate programs. In total, Virginia's RN programs employed 2,273 faculty members, 44% of whom are full-time workers.

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25 th %	Mean	75 th %
Associate	333	34%	422	33%	755	33%	44%	4.9	7.5	9.3
Associate Online	0	0%	0	0%	0	0%	0%	0.0	0.0	0.0
Baccalaureate	438	44%	551	43%	989	44%	44%	3.6	8.3	11.7
Baccalaureate Online	66	7%	25	2%	91	4%	73%	5.8	6.4	.
Accelerated Baccalaureate	89	9%	194	15%	283	12%	31%	1.5	3.5	5.3
Accelerated Masters	64	6%	91	7%	155	7%	41%	0.7	1.7	.
All Programs	990	100%	1,283	100%	2,273	100%	44%	3.8	7.3	9.3

Source: VA. Healthcare Workforce Data Center

On average, the typical RN program had a student-to-faculty ratio of 7.3. Baccalaureate programs had the highest ratio at 8.3, whereas Accelerated Masters programs had the lowest ratio at 1.7.

Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	1	0%	8	1%	9	0%	11%
25 to 34	63	7%	198	18%	261	13%	24%
35 to 44	198	23%	278	25%	476	24%	42%
45 to 54	277	32%	278	25%	555	28%	50%
55 to 64	226	26%	171	15%	397	20%	57%
65 to 74	72	8%	105	9%	177	9%	41%
75 and Over	7	1%	8	1%	15	1%	47%
Unknown	25	3%	63	6%	88	4%	28%
All Programs	869	100%	1,109	100%	1,978	100%	44%

Source: VA. Healthcare Workforce Data Center

91% of all faculty are female, and nearly half are between the ages of 45 and 64. In addition, 44% of all faculty currently hold full-time jobs.

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	58	7%	109	10%	167	9%	35%
Female	782	93%	998	90%	1,780	91%	44%
Total	2	0%	2	0%	4	0%	50%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 91%
% Female w/ FT Job: 44%

Age

% Under 35: 14%
% Over 54: 30%

Diversity

Diversity Index (Total): 45%
Diversity Index (FT Jobs): 38%

Source: VA. Healthcare Workforce Data Center

In a chance encounter between two faculty members, there is a 45% 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 index is 58%.

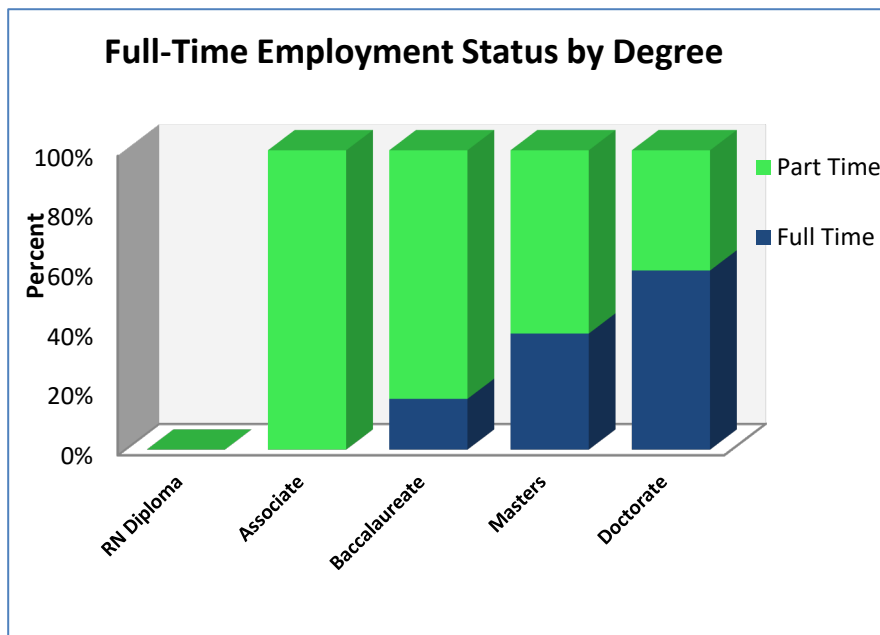
Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	60%	647	77%	761	68%	1,408	72%	46%
Black	19%	121	14%	200	18%	321	16%	38%
Asian	7%	20	2%	28	3%	48	2%	42%
Other Race	0%	0	0%	6	1%	6	0%	0%
Two or more races	3%	7	1%	20	2%	27	1%	26%
Hispanic	10%	11	1%	28	3%	39	2%	28%
Unknown	0	33	4%	75	7%	108	6%	31%
Total	100%	839	100%	1,118	100%	1,957	100%	43%

* 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, 2021.

Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:



Source: VA. Healthcare Workforce Data Center

At a Glance:

Degree

MSN: 55%

Nursing Doctorate: 29%

BSN: 12%

Full-Time Employment

Overall: 43%

Non-Nursing Doctorate: 61%

Nursing Doctorate: 54%

Masters in Nursing: 39%

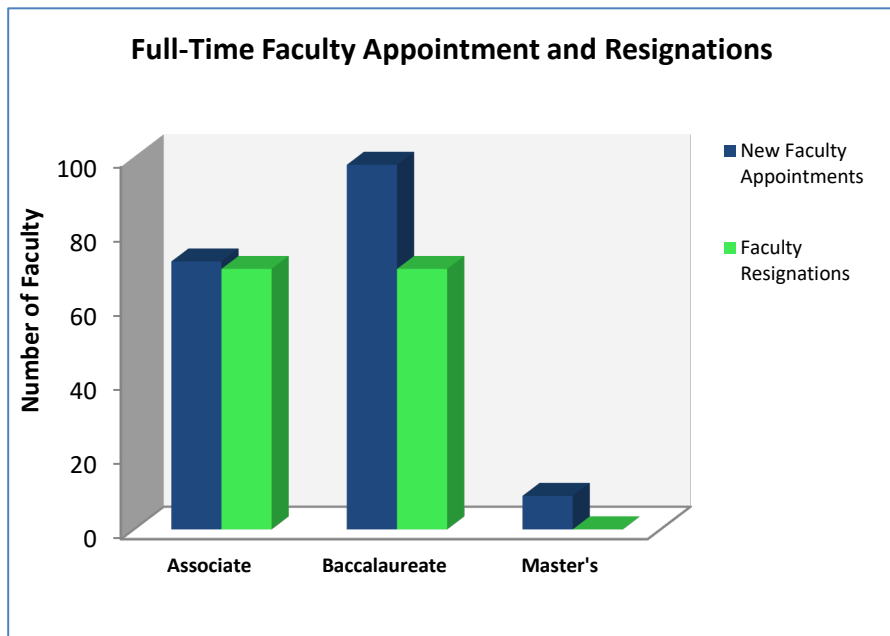
Source: VA. Healthcare Workforce Data Center

55% of all faculty members held an MSN as their highest professional degree, while 29% held a doctorate in nursing. Among all faculty with a reported degree, 43% 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%	1	0%	1	0%	0%
Non-Nursing Bachelors	0	0%	1	0%	1	0%	0%
BSN	36	5%	175	17%	211	12%	17%
Non-Nursing Masters	9	1%	21	2%	30	2%	30%
Masters in Nursing	387	50%	603	59%	990	55%	39%
Non-Nursing Doctorate	28	4%	24	2%	52	3%	54%
Nursing Doctorate	331	40%	2,034	20%	514	29%	61%
Total	771	100%	1,028	100%	1,799	100%	43%

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: 18%

Turnover Rate
 Associate: 21%
 Baccalaureate: 13%
 Accel. Baccalaureate: 9%

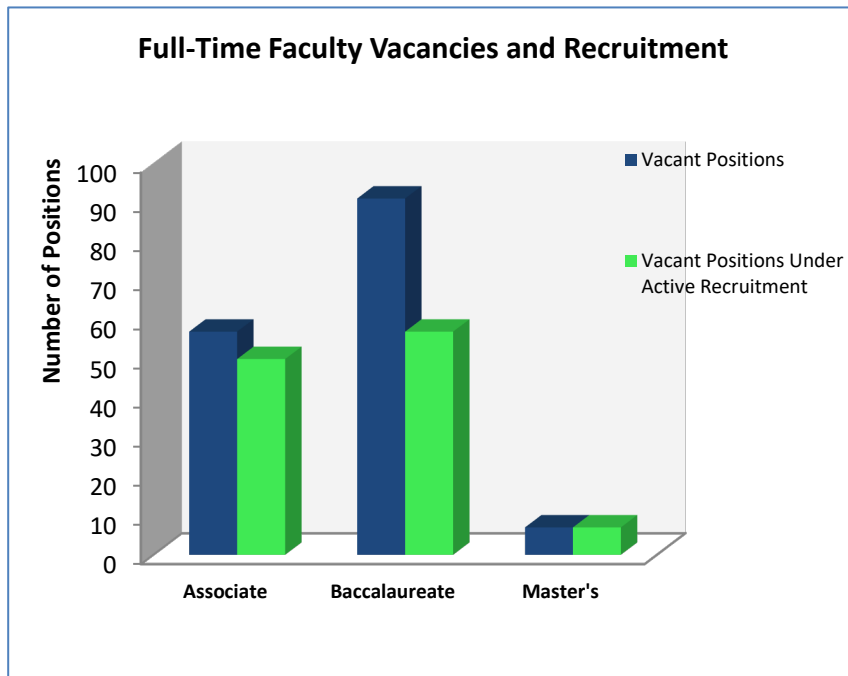
Source: VA. Healthcare Workforce Data Center

Among full-time faculty, Virginia's RN programs experienced a 14% turnover rate and a newly appointed faculty rate of 18% over the past year.

Full Time Faculty	Program Type						
	ASN	ASN Online	BSN	BSN Online	Accel. BSN	Accel. Masters	All Programs
Total	333	0	438	66	89	64	990
Newly Appointed	72	0	71	12	15	9	179
Resignations	70	0	59	3	8	0	140
Turnover Rate	21%	0%	13%	5%	9%	0%	14%
Proportion Newly Appointed	22%	0%	16%	18%	17%	14%	18%

Source: VA. Healthcare Workforce Data Center

Future Faculty Requirements



Source: VA. Healthcare Workforce Data Center

At a Glance:

Active Recruitment
 % of FT Vacancies: 74%
 % of PT Vacancies: 111%

Budget Adequacy
 Full-Time Hiring: 79%
 Part-Time Hiring: 100%

Expected Job Disruption
 Less: 51%
 Same: 44%
 More: 5%

Source: VA. Healthcare Workforce Data Center

A total of 114 full-time faculty positions and 124 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	69	83%	77	94%
No	14	17%	5	6%
Total	83	100%	82	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	%
Associate	17	43%	19	48%	4	10%	40	100%
Associate Online	0	0%	0	0%	0	0%	0	0%
Baccalaureate	17	55%	12	39%	2	6%	31	100%
Baccalaureate Online	2	67%	1	33%	0	0%	3	100%
Accelerated Baccalaureate	3	43%	3	43%	1	14%	7	100%
Accelerated Masters	0	0%	1	50%	1	50%	2	100%
All Programs	39	47%	36	43%	8	10%	83	100%

Source: VA. Healthcare Workforce Data Center

Approximately 10% 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.