
Virginia's Nursing Education Programs: 2019-2020 Academic Year

Healthcare Workforce Data Center


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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	15 Months	24 Months
% with SACS** Accreditation	40%	71%
% with CCNE** Accreditation	NA	46%
% with ACEN** Accreditation	2%	37%
% offering Evening and Weekend Courses	23%	19%
% offering Evening Courses	8%	31%
% offering Online Courses	23%	41%
Median Clinical Experience Hours	426-450	551-575
Median Direct Client Care Hours	400+	500+
Students		
Total Applicants	5,342	20,607
% Qualified Applicants	70%	56%
Total 1st Year Students Enrolled	2,682	6,634
Mean GPA of Admitted Students	2.9	3.2
Mean Age of Admitted Students	27	26
1st Year Student Capacity	3,492	7,629
% Unfilled Capacity	18%	11%
Total Enrollment	2,768	12,514
Attrition Rate	32%	12%
Total Graduates	1,367	4,614
% Male Graduates	7%	10%
Diversity Index*	62%	61%
Faculty		
Total Faculty	447	2,224
% Full-Time Employees	46%	43%
Mean Student-to-Faculty Ratio	7.2	6.5
% Female	93%	92%
Diversity Index	47%	43%
Most Common Degree	MSN	MSN
Full-Time Turnover Rate	19%	13%
Full-Time Newly Appointed Rate	20%	13%
% with Adequate Budget for Full-Time Hiring	90%	87%
% of Full-Time Vacancies in Active Recruitment	72%	73%
% Expecting More Future Employment Disruption	12%	11%

*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 2019-20 academic year, 52 of 56 practical nursing (PN) programs and 80 of 81 registered nursing (RN) programs responded to Nursing Education Program Survey. Some trends in Virginia's Nurse Education programs are worth noting. The number admitted into RN programs is at an all-time high at 8,506. Total enrollment is also at an all-time high for RN programs; total enrollment increased from 11,869 in 2018-19 to 12,514 in 2019-20. By contrast, total enrollment in PN programs declined from 3,259 in 2018-19 to a three-year low of 2,768 in 2019-20. However, the number of graduates increased from the previous year for both programs. RN programs graduated a record number of nurses. For RN programs, the number of graduates increased by 7%. For PN programs, the number of graduates increased by 3% whereas admission declined by 15%. The diversity index of PN graduates also declined from 65% in 2018-19 to 62% in 2019-20; however, non-White graduates continue to be the majority in PN programs. The diversity index of graduates increased from 54% to 61% for RN programs; the majority of the graduates are White.

The percent of both PN and RN programs offering online courses increased considerably in the past year. This is likely due to the coronavirus pandemic that drove most schools to a virtual learning environment. In the 2019-20 academic year, 41% of RN programs offered online classes compared to 29% in the 2018-19 year. The percent of PN programs offering online classes also increased from 9% to 23% in the same period. A lower percentage of PN programs reported education accreditation by the Southern Association of Colleges and Schools (SACS); 40% of PN programs were SACS-accredited in 2019-20 compared to 41% in the previous year. By contrast, RN programs reporting SACS accreditation increased from 70% to 71%. Accreditation by the Accreditation Commission for Education in Nursing (ACEN) also declined from 9% to 2% for PN programs and from 39% to 37% for RN programs; Commission on Collegiate Nursing Education (CCNE) accreditation increased from 45% to 46% for RN programs.

Mean program length declined from 16 months in 2018-19 to 15 months in 2019-20 for PN programs but remained at 24 months for RN 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 5,342 in this current report compared to 5,617 last year; it has gone up and down every other year by at least a hundred applications. The number of total first year PN students enrolled decreased to 2,768 from 2,935 last year. Similarly, the number of first year RN students enrolled declined from 6,640 in 2018-19 to 6,634. Regardless, unfilled first year student capacity declined slightly from 20% in the 2018-19 year to 18% in the 2019-20 year for PN programs. However, unfilled first year student capacity remained at 11% in the 2019-20 year for RN programs.

Some significant changes were also noted in faculty statistics. The total number of faculty reported in PN and RN programs declined. The decline reported for PN programs was more precipitous; the total number of faculty declined from 520 in 2018-19 to 447 now for PN programs. For RN programs, the total number of faculty declined from 2,364 in 2018-19 to 2,224 in 2019-20. The percent of faculty that were full time increased for PN programs; 46% of PN faculty were full time in 2019-20 compared to 41% in 2018-19. For RN programs, the percent full time declined to 43% from 46% in 2018-19. Full time faculty turnover rates increased slightly for PN programs: 18% in 2018-19 to 19% in the current report. However, faculty turnover rate stayed at 13% for RN programs. The full time faculty newly appointed rate also declined for PN programs; the rate declined from 27% in 2018-19 to 20% in 2019-20 whereas, for RN programs, the rate remained at 13%.

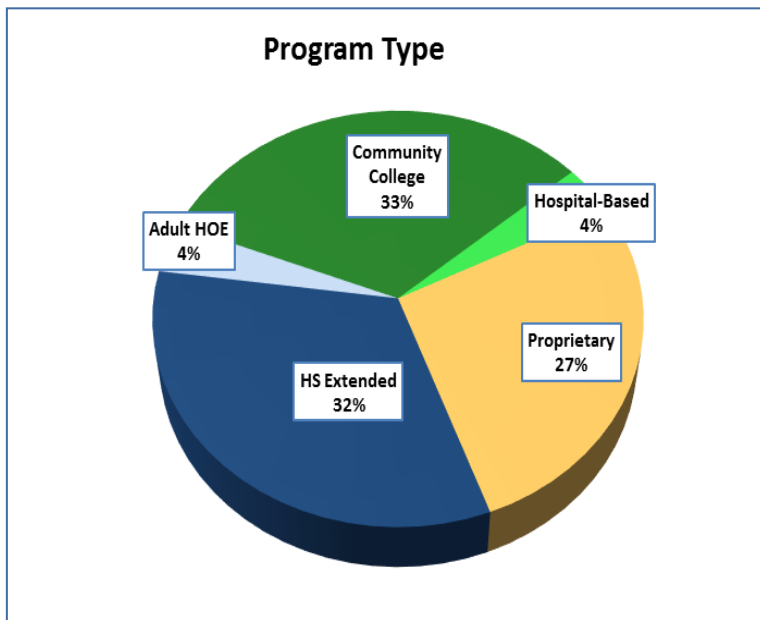
Practical Nursing Education Program

Program Structure

A Closer Look:

Program Type		
Type	#	%
High School Extended	17	33
Post-Secondary Adult HOE	2	4
Community College	17	33
Hospital-Based	2	4
Proprietary	14	27
Total	52	100%

Source: VA. Healthcare Workforce Data Center



Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Type

Community College:	33%
HS Extended:	33%
Proprietary:	27%

Delivery Method

Semester:	77%
Quarters:	15%
Trimester:	8%

Mean Program Length

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

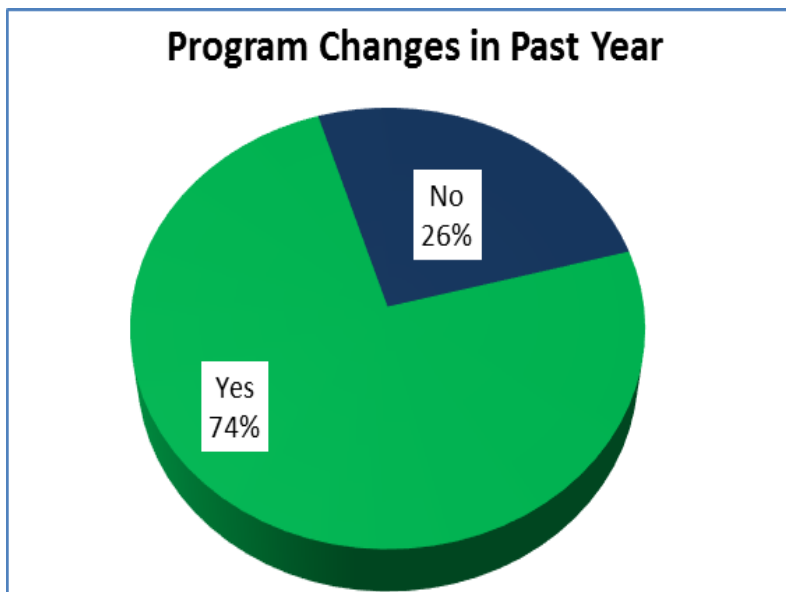
Source: VA. Healthcare Workforce Data Center

There were 56 Practical Nursing (PN) Education Programs approved in Virginia during the 2019-2020 academic year. 52 of these programs responded to this year's survey.

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

Source: VA. Healthcare Workforce Data Center

Program Details



Source: VA. Healthcare Workforce Data Center

At a Glance:

Schedule Options

Daytime Courses:	92%
Evening and Weekend Courses:	23%
Online Courses:	23%

Admissions Frequency (Annual)

One:	67%
Two:	10%
Three:	6%
Four or More:	18%

Source: VA. Healthcare Workforce Data Center

Nearly three-quarters of Virginia's PN programs initiated a change to their program within the past year. Nineteen programs had faculty changes, thirteen reported schedule changes, five reported curriculum changes, and two reported changes in course content.

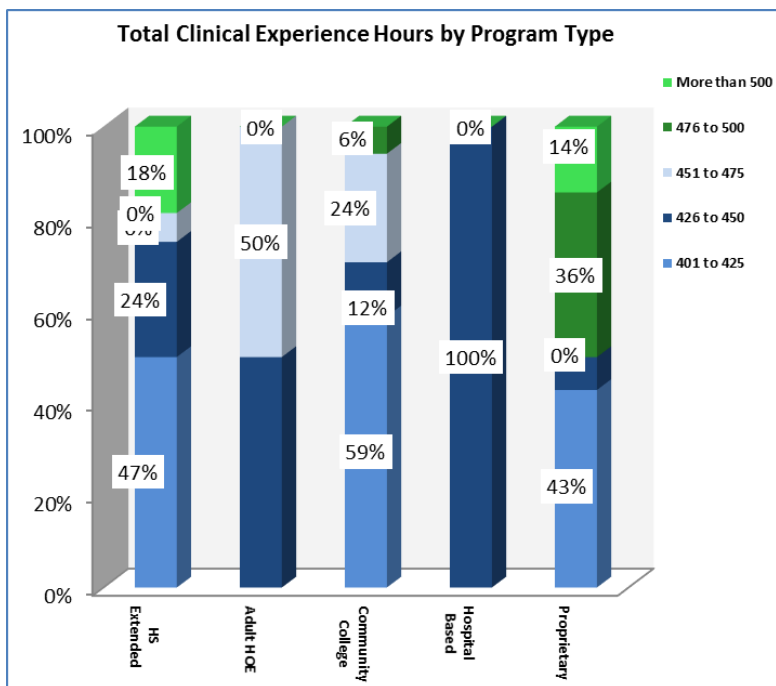
Scheduling Option	#	%
Daytime Courses	48	92%
Evening and Weekend Courses	12	23%
Online Courses	12	23%
Evening Courses	4	8%
Accelerated Courses	1	2%
Weekend Courses	0	0%

Source: VA. Healthcare Workforce Data Center

Accreditation			
Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	21	40
Accreditation Commission for Education in Nursing	ACEN	1	2
Accrediting Bureau of Health Education Schools	ABHES	5	9
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.: 432
- Clinical Simulation: 26-50
- Clinical Observation: 0

Source: VA. Healthcare Workforce Data Center

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. Median clinical simulation hours increased to 26-50 hours this year.

Clinical Experiences Outside Virginia		
State	# of Programs	% of Programs
Washington, D.C.	1	2%
Kentucky	1	2%
North Carolina	1	2%
West Virginia	1	2%
Tennessee	3	6%
At least One	6	12%

Source: VA. Healthcare Workforce Data Center

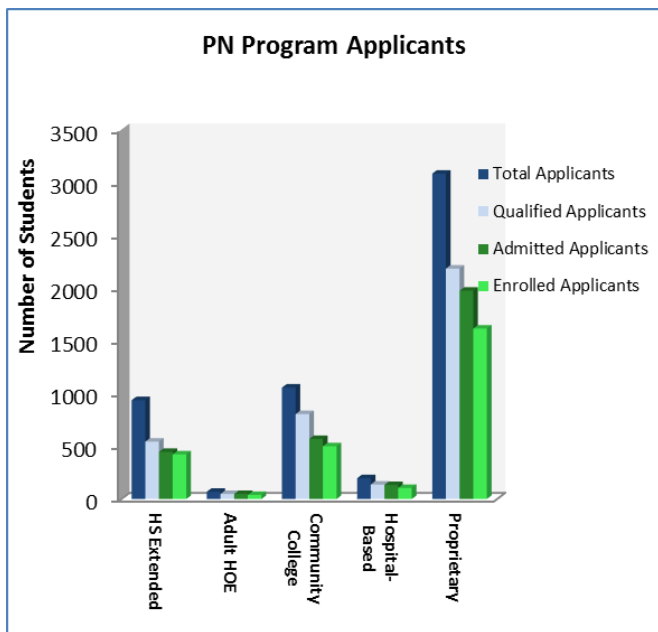
Only 6 programs offered clinical experience hours outside of Virginia. One of these offered in two states. Not surprisingly, most of the clinical experiences reported were obtained in neighboring states.

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	1	0	0	0	0	1	2%
	401 to 425	8	0	10	0	6	24	46%
	426 to 450	4	1	2	2	1	10	19%
	451 to 475	1	1	4	0	0	6	12%
	476 to 500		0	1	0	5	6	12%
	More than 500	3	0	0	0	2	5	10%
	Total		17	2	17	2	14	52
Direct Client Care Hours	300 or less	2	0	3	0	0	5	10%
	301 to 325	1	0	0	0	0	1	2%
	326 to 350	1	0	1	0	0	2	4%
	351 to 375	0	0	1	0	0	1	2%
	376 to 400	3	0	0	1	4	8	15%
	More than 400	10	2	12	1	10	35	67%
	Total		17	2	17	2	14	52
Clinical Simulation Hours	None	6	0	1	0	1	8	15%
	1-25	3	2	5	0	2	12	23%
	26 to 50	2	0	6	2	5	15	29%
	51 to 75	0	0	2	0	2	4	8%
	76 to 100	3	0	1	0	0	4	8%
	More than 100	3	0	2	0	4	9	17%
	Total		17	2	17	2	14	52
Clinical Observation Hours	None	5	1	11	1	11	29	56%
	1-25	10	1	6	0	3	20	38%
	26 to 50	1	0	0	1	0	2	4%
	51 to 75	0	0	0	0	0	0	0%
	76 to 100	1	0	0	0	0	1	2%
	Total		17	2	17	2	14	52

Source: VA. Healthcare Workforce Data Center

Admissions



Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Applicants

Total:	5,342
Qualified:	3,717
Admitted:	3,171
Enrolled:	2,682
Waitlisted:	109

Source: VA. Healthcare Workforce Data Center

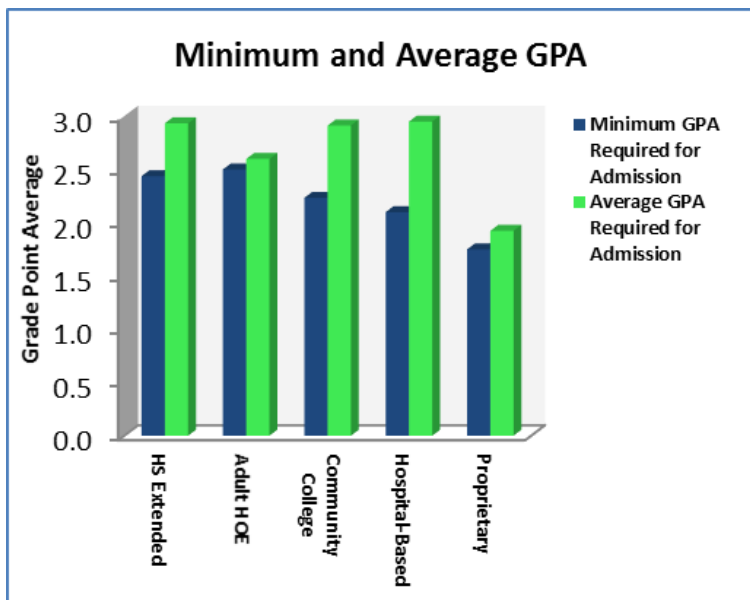
Virginia's PN programs received 5,342 student applications during the 2019-2020 academic year. Half of these applications ultimately resulted in an enrolled student.

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
HS Extended	937	544	58%	447	82%	423	95%	45%
Adult HOE	69	48	70%	48	100%	39	81%	57%
Community College	1,056	805	76%	569	71%	500	88%	47%
Hospital	197	137	70%	133	97%	105	79%	53%
Proprietary	3,083	2,183	71%	1,974	90%	1,615	82%	52%
All Programs	5,342	3,717	70%	3,171	85%	2,682	85%	50%

Source: VA. Healthcare Workforce Data Center

Out of 3,717 qualified applications, 546 did not result in an offer of admission. Eight programs mentioned inability to expand the effective program capacity as the reason for not admitting all qualified students whereas six programs cited lack of clinical space. Another six mentioned lack of classroom space. Six programs also mentioned lack of faculty and another six mentioned the family and personal circumstances of the students. Two mentioned other reasons such as demand for financial aid and inability to contact student.

Background of Admitted Students



Source: VA. Healthcare Workforce Data Center

At a Glance:

GPA (mean)
 Minimum Requirement: 2.2
 Student Average: 2.9

Age (mean)
 Overall: 27
 HS Extended: 24
 Proprietary: 30
 Adult HOE: 31

Source: VA. Healthcare Workforce Data Center

Average Age of Admitted Students	
Program Type	Mean
High School Extended	24
Post-Secondary Adult HOE	31
Community College	28
Hospital-Based	29
Proprietary	30
All Programs	27

Source: VA. Healthcare Workforce Data Center

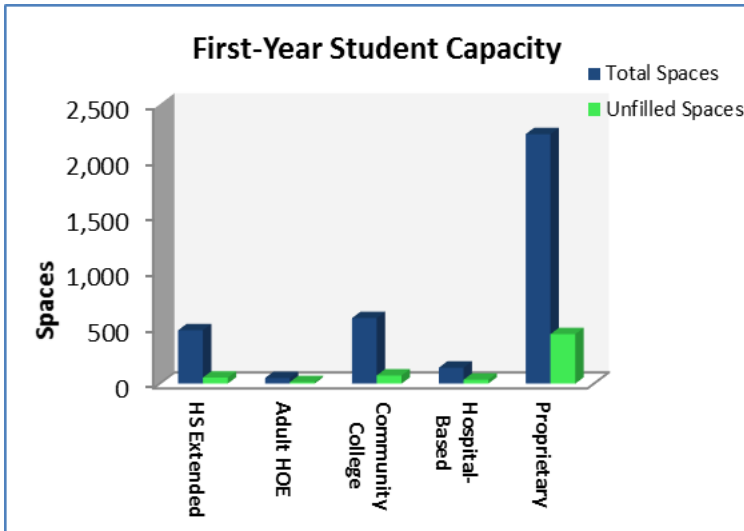
The average age of students who were admitted into Virginia's PN programs was 27. High School Extended programs had the lowest average age of admitted students at 24, while Post-Secondary Adult HOE programs had the highest average age of admitted students at 31.

GPA		
Program Type	Min	Avg.
High School Extended	2.5	3.0
Post-Secondary Adult HOE	2.3	2.8
Community College	2.1	2.8
Hospital-Based	2.1	2.8
Proprietary	2.0	2.8
All Programs	2.2	2.9

Source: VA. Healthcare Workforce Data Center

A typical PN program required that prospective students have a minimum GPA of 2.2, while the average GPA among admitted students was 2.9. On average, High School Extended programs had the highest minimum GPA requirements for admission and the highest average GPA for admitted students; by contrast, Proprietary programs had the lowest GPA required and one of lowest average for admitted students.

Capacity



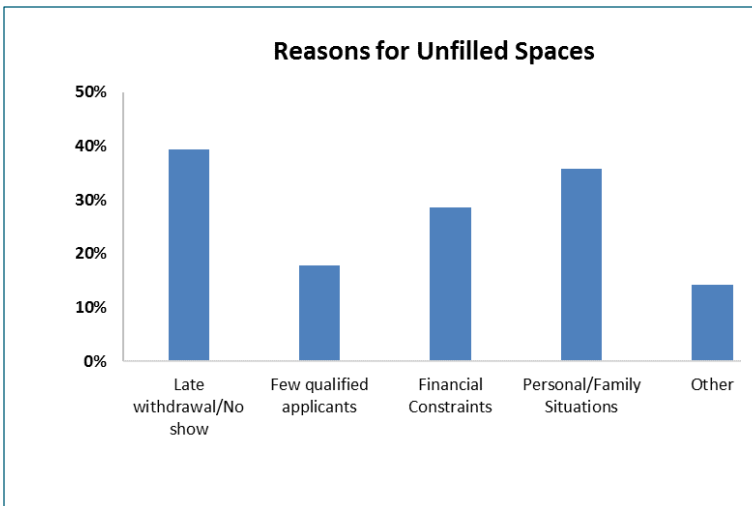
Source: VA. Healthcare Workforce Data Center

At a Glance:

1st-Year Student Capacity
 Spaces Available: 3,492
 Spaces Unfilled: 618

Unfilled Capacity
 % of Programs: 72%
 % of Total Capacity: 18%

Source: VA. Healthcare Workforce Data Center



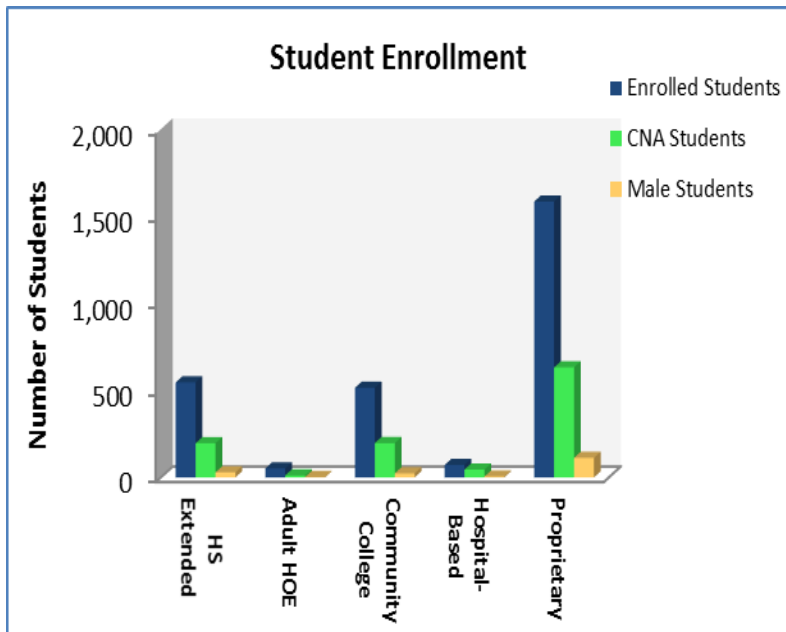
Source: VA. Healthcare Workforce Data Center

Virginia's PN programs were able to utilize 82% 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	6	10	54	9%	478	11%
Adult HOE	0	2	13	2%	50	26%
Community College	6	11	73	12%	587	12%
Hospital-Based	1	1	35	6%	143	24%
Proprietary	1	12	443	72%	2,234	20%
All Programs	14	36	618	100%	3,492	18%

Source: VA. Healthcare Workforce Data Center

Enrollment



Source: VA, Healthcare Workforce Data Center

At a Glance:

Enrollment

Total:	2,768
CNA:	1,081
Male:	171

Enrollment by Program Type

Proprietary:	57%
HS Extended:	20%
Community College:	19%

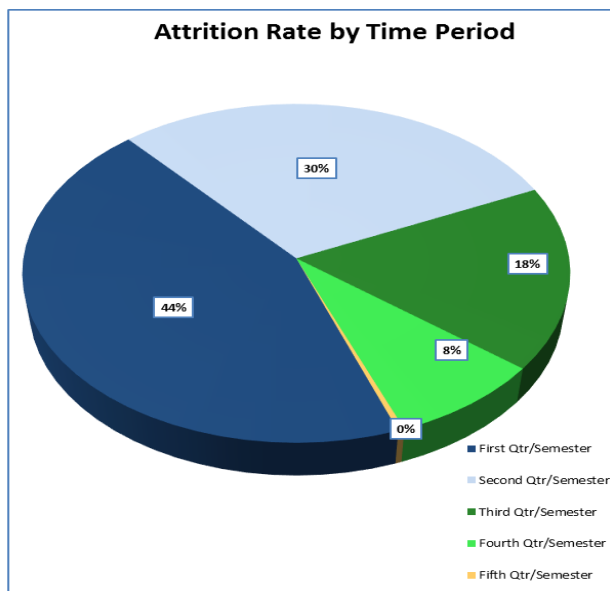
Source: VA, Healthcare Workforce Data Center

A total of 2,768 students were enrolled in Virginia’s PN programs during the current academic year. 39% of these students were CNAs, while 6% of enrolled students were male.

Program Type	Total Enrollment		CNA Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
HS Extended	546	20%	196	18%	29	17%
Adult HOE	51	2%	11	1%	2	1%
Community College	515	19%	197	18%	23	13%
Hospital-Based	71	3%	45	4%	5	3%
Proprietary	1,585	57%	632	58%	112	65%
All Programs	2,768	100%	1,081	100%	171	100%

Source: VA, Healthcare Workforce Data Center

Attrition



Source: VA. Healthcare Workforce Data Center

Quarter/ Semester/ Trimester	Number of Students	
	Count	%
First	348	44%
Second	301	38%
Third	100	13%
Fourth	49	6%
Fifth	1	0%
Total	799	100%

Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduation Rate

Adult HOE:	96%
Hospital-based:	70%
HS Extended:	66%

Attrition Rate

All Programs:	32%
HS Extended:	30%
Proprietary:	37%

Source: VA. Healthcare Workforce Data Center

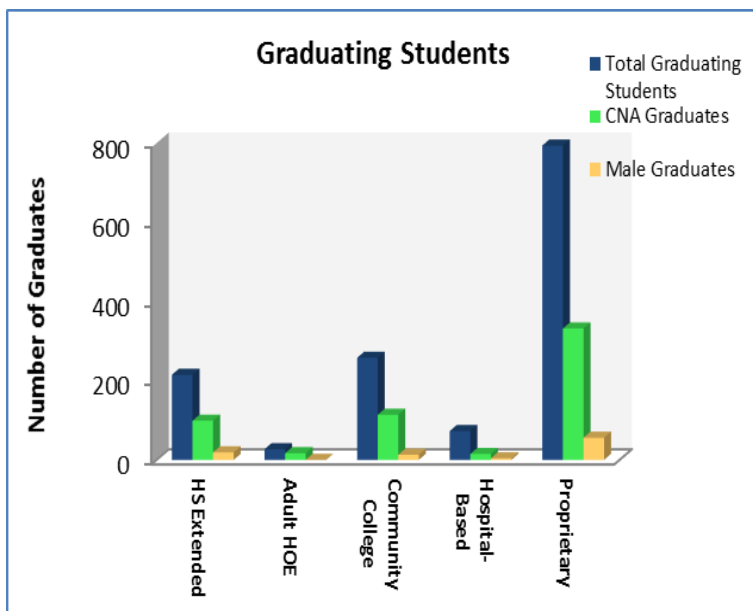
Nearly half of all students who left a PN program without graduating did so during the first quarter or semester of the program.

Attrition Statistics	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Scheduled to Graduate	324	27	396	96	1,587	2,430
Graduated on Time	215	26	186	67	606	1,100
On-Time Graduation Rate	66%	96%	47%	70%	38%	45%
Permanently Left Program	98	0	71	15	592	776
Attrition Rate	30%	0%	18%	16%	37%	32%

Source: VA. Healthcare Workforce Data Center

Among all students who were expected to graduate during this academic year, 45% ultimately did graduate. Meanwhile, 32% 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: 1,367
 % CNA: 42%
 % Male: 7%

Grad. by Program Type
 Proprietary: 58%
 Community College: 19%
 HS Extended: 16%

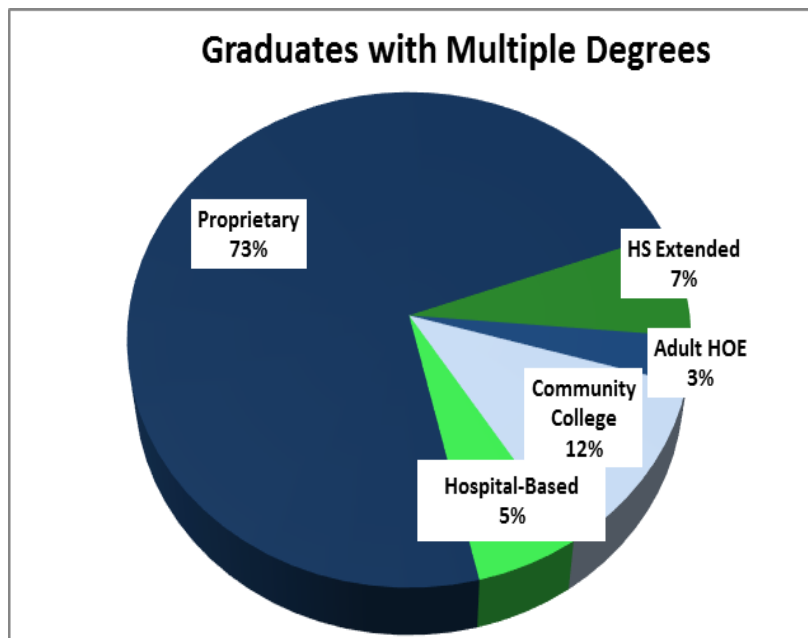
Source: VA. Healthcare Workforce Data Center

A total of 1,367 students graduated from Virginia's PN programs during the current academic year. 42% of these graduates were CNAs, while 7% were male. Over half graduated from Proprietary PN programs.

Program Type	Total Graduates		CNA Graduates		Male Graduates	
	Count	%	Count	%	Count	%
HS Extended	215	16%	99	17%	19	21%
Adult HOE	27	2%	17	3%	0	0%
Community College	258	19%	114	20%	13	14%
Hospital-Based	73	5%	15	3%	4	4%
Proprietary	794	58%	332	58%	56	61%
All Programs	1,367	100%	577	100%	92	100%

Source: VA. Healthcare Workforce Data Center

Background of Graduates



Source: VA. Healthcare Workforce Data Center

At a Glance:

Race/Ethnicity
 White: 43%
 Black: 43%
 Hispanic: 7%

Multi-Degree Grads.
 Multi-Degree Graduates: 130
 % of Total Graduates: 10%

Source: VA. Healthcare Workforce Data Center

Program Type	Multi-Degree Graduates	%	% of Total Graduates
HS Extended	9	7%	4%
Adult HOE	4	3%	15%
Comm. College	15	12%	6%
Hospital Based	7	5%	10%
Proprietary	95	73%	12%
All Programs	130	100%	10%

Source: VA. Healthcare Workforce Data Center

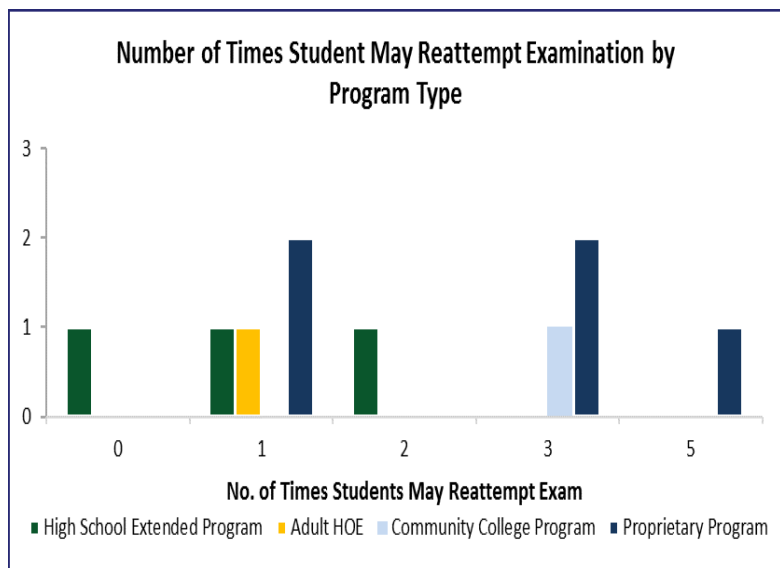
More than half of all graduates from Virginia's PN programs are non-White. 43% of all graduates are non-Hispanic Black and 7% are Hispanic.

Race/Ethnicity	HS Extended		Adult HOE		Comm. College		Hospital Based		Proprietary		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%
White	141	66%	16	59%	161	80%	37	52%	204	26%	559	43%
Black	40	19%	8	30%	27	13%	26	37%	463	58%	564	43%
Hispanic	22	10%	1	4%	7	3%	4	6%	62	8%	96	7%
Asian	5	2%	2	7%	3	1%	0	0%	35	4%	45	3%
American Indian	0	0%	0	0%	0	0%	0	0%	1	0%	1	0%
Pacific Islander	0	0%	0	0%	1	0%	1	1%	1	0%	3	0%
Two or More	6	3%	0	0%	0	0%	3	4%	21	3%	30	2%
Unknown	1	0%	0	0%	3	1%	0	0%	7	1%	11	1%
Total	215	100%	27	100%	202	100%	71	100%	794	100%	1,309	100%

Source: VA. Healthcare Workforce Data Center

Ten 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

Proprietary: 5
 HS. Extended: 2
 Community College: 1

No. Who Did Not Graduate.

Proprietary: 4
 Community College: 2

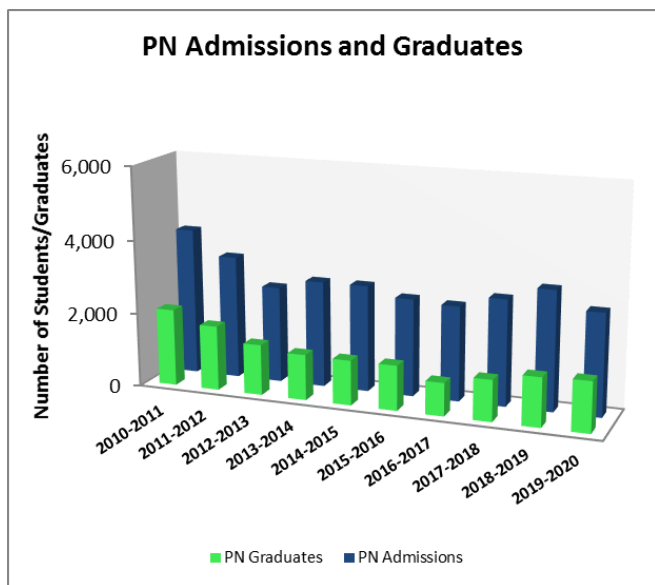
Source: VA. Healthcare Workforce Data Center

Nine programs require students to pass a comprehensive examination before graduating. In the 2019-20 year, 7 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	2	12%	2	100%	1	0
Adult HOE	1	50%	1	0%	1	1
Community College	1	6%	1	100%	3	2
Hospital-Based	0	0%	0	0%	N/A	0
Proprietary	5	36%	5	100%	3	4
All Programs	9	17%	9	100%	2	7

Source: VA. Healthcare Workforce Data Center

Long-Term Trends



Source: VA. Healthcare Workforce Data Center

At a Glance:

Admissions

Total: 3,171

Year-over-Year Change: - 2%

Graduates

Total: 1,367

Year-over-Year Change: 3%

Source: VA. Healthcare Workforce Data Center

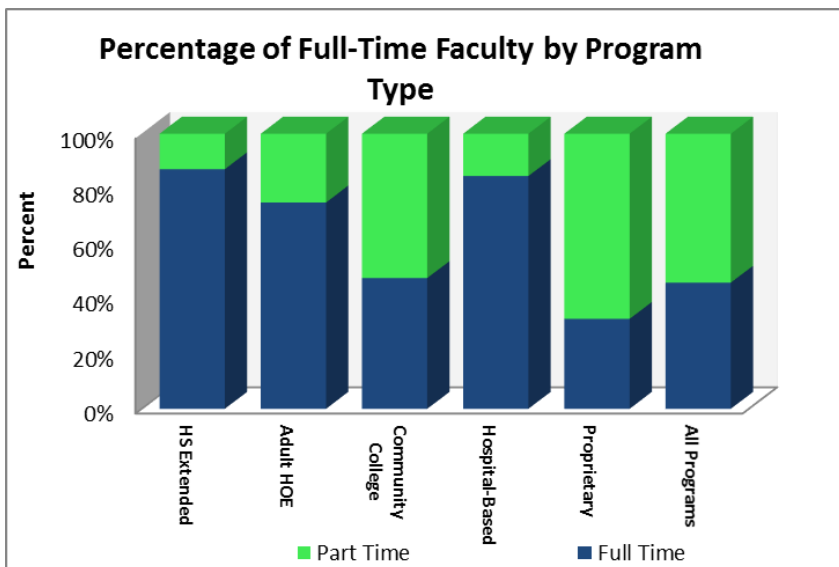
The number of new students who were admitted into Virginia’s PN programs declined by 2% during the 2019-2020 academic year. The number of students who graduated from these programs increased by 3%. The number admitted was lower than the previous year whereas the number who graduated was a seven-year high.

Academic Year	PN Admissions		PN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
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%
2017-2018	2,880	12%	1,117	25%
2018-2019	3,243	13%	1,327	19%
2019-2020	3,171	-15%	1,367	3%

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 33% 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: 59%
 Community College: 23%
 HS Extended: 14%

% Full-Time

HS Extended: 87%
 Hospital Based: 85%
 Adult HOE: 75%

Student-Faculty Ratio

Hospital-Base: 8.6
 Proprietary: 7.8
 Adult HOE: 6.4

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	54	26%	8	3%	62	14%	87%	7.0	8.6	9.9
Adult HOE	6	3%	2	1%	8	2%	75%	6.3	6.4	6.4
Community College	48	23%	53	22%	101	23%	48%	3.6	6.0	8.9
Hospital Based	11	5%	2	1%	13	3%	85%	2.2	2.2	2.2
Proprietary	86	42%	177	73%	263	59%	33%	3.5	7.8	10.4
All Programs	205	100%	242	100%	447	100%	46%	4.2	7.2	9.1

Source: VA. Healthcare Workforce Data Center

On average, the typical PN program had a student-to-faculty ratio of 7.2. However, two 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	1%	2	1%	3	1%	0%
25 to 34	22	11%	29	12%	51	12%	43%
35 to 44	38	19%	60	25%	98	22%	39%
45 to 54	68	35%	75	31%	143	33%	48%
55 to 64	52	27%	51	21%	103	24%	50%
65 to 74	15	8%	18	7%	33	8%	45%
75 and Over	0	0%	3	1%	3	1%	0%
Unknown	0	0%	4	2%	4	1%	0%
Total	196	100%	242	100%	438	100%	45%

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: 44%

Age

% Under 35: 12%
% Over 54: 32%

Diversity

Diversity Index (Total): 47%
Diversity Index (FT Jobs): 38%

Source: VA. Healthcare Workforce Data Center

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	11	6%	17	7%	28	7%	39%
Female	177	94%	225	93%	402	93%	44%
Total	188	100%	242	100%	430	100%	44%

Source: VA. Healthcare Workforce Data Center

In a chance encounter between two faculty members, there is a 47% 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 57%.

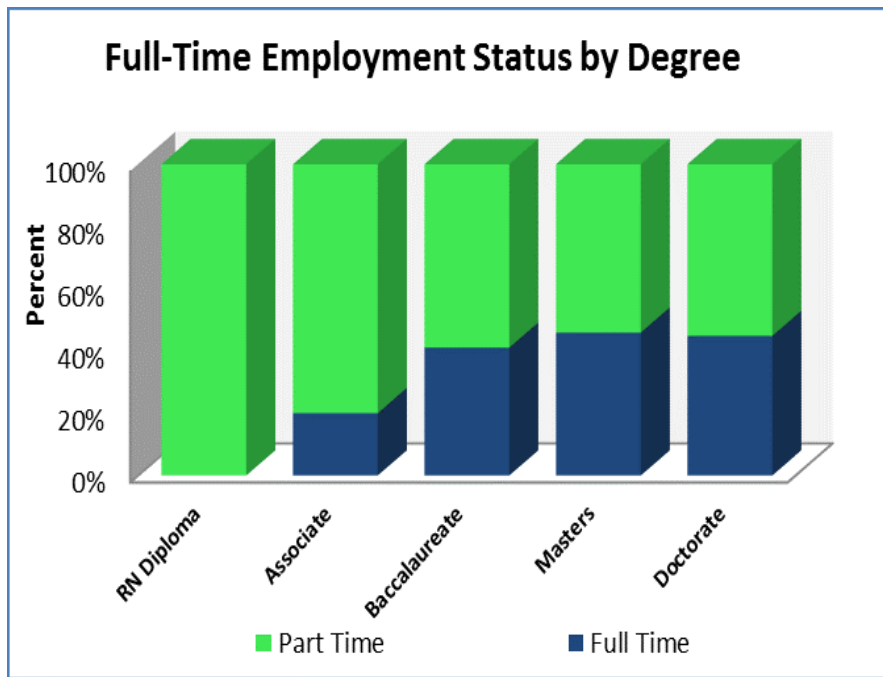
Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	61%	151	77%	150	62%	301	69%	50%
Black	19%	36	18%	65	27%	101	23%	36%
Asian	7%	5	3%	14	6%	19	4%	26%
Other Race	0%	0	0%	0	0%	0	0%	0%
Two or more races	3%	4	2%	7	3%	11	3%	36%
Hispanic	10%	0	0%	5	2%	5	1%	0%
Unknown	0	1	1%	1	0%	2	0%	0%
Total	100%	197	100%	242	100%	439	100%	45%

*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, 2019.

Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:



At a Glance:

Degree

- Masters in Nursing: 41%
- BSN: 34%
- Non-Nursing Bachelors: 13%

Full-Time Employment

- Non-Nursing Masters: 52%
- Masters in Nursing: 45%
- Doctorate: 45%

Source: VA. Healthcare Workforce Data Center

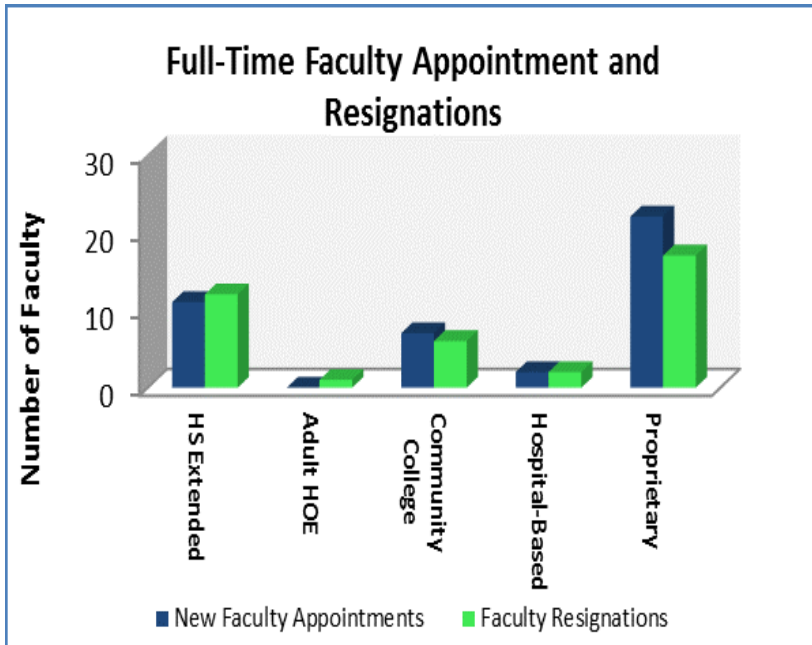
Source: VA. Healthcare Workforce Data Center

Over 75% of all faculty members held either a BSN or a Masters in Nursing as their highest professional degree. Of this group, 45% were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
RN Diploma	0	0%	3	1%	3	1%	0%
ASN	1	1%	4	2%	5	1%	20%
Non-Nursing Bachelors	7	4%	30	13%	37	9%	19%
BSN	71	39%	82	34%	153	36%	46%
Non-Nursing Masters	11	6%	10	4%	21	5%	52%
Masters in Nursing	78	43%	95	40%	173	41%	45%
Doctorate	13	7%	16	7%	29	7%	45%
Total	181	100%	240	100%	421	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: 19%
 Newly Appointed Rate: 20%

Turnover Rate
 HS. Extended: 22%
 Proprietary: 20%

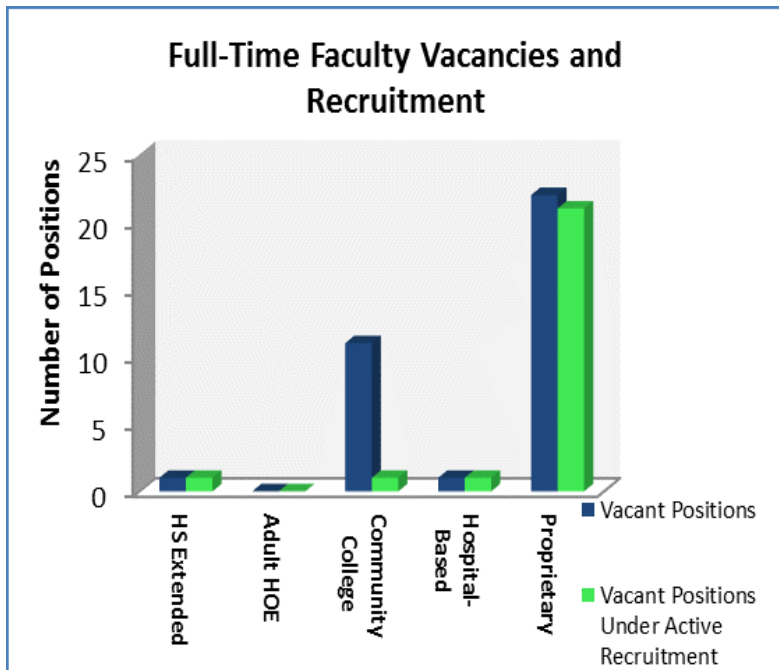
Source: VA. Healthcare Workforce Data Center

Among full-time faculty, Virginia's PN programs experienced a 19% turnover rate and a newly appointed faculty rate of 20% over the past year.

Full-Time Faculty	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Total	54	6	48	11	86	205
Newly Appointed	11	0	7	2	22	42
Resignations	12	1	6	2	17	38
Turnover Rate	22%	17%	13%	18%	20%	19%
Proportion Newly Appointed	20%	0%	15%	18%	26%	20%

Source: VA. Healthcare Workforce Data Center

Future Faculty Requirements



Source: VA. Healthcare Workforce Data Center

At a Glance:

Active Recruitment
 Full-Time Hiring: 72%
 Part-Time Hiring: 92%

Budget Adequacy
 Full-Time Hiring: 90%
 Part-Time Hiring: 96%

Expected Job Disruption
 Less: 53%
 Same: 35%
 More: 12%

Source: VA. Healthcare Workforce Data Center

A total of 21 full-time faculty positions and 34 part-time faculty positions are currently in active recruitment. About 80% of these jobs are listed in Proprietary programs.

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
Yes	46	90%	43	96%
No	5	10%	2	4%
Total	51	100%	45	100%

Source: VA. Healthcare Workforce Data Center

Program Type	Next Year's Expectation for Full-Time Faculty Disruption							
	Expect Less	%	Expect Same	%	Expect More	%	Total	%
HS Extended	9	53%	6	35%	2	12%	17	100%
Adult HOE	1	50%	1	50%	0	0%	2	100%
Community College	6	35%	7	41%	4	24%	17	100%
Hospital	1	50%	1	50%	0	0%	2	100%
Proprietary	10	77%	3	23%	0	0%	13	100%
All Programs	27	53%	18	35%	6	12%	51	100%

Source: VA. Healthcare Workforce Data Center

12% 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.

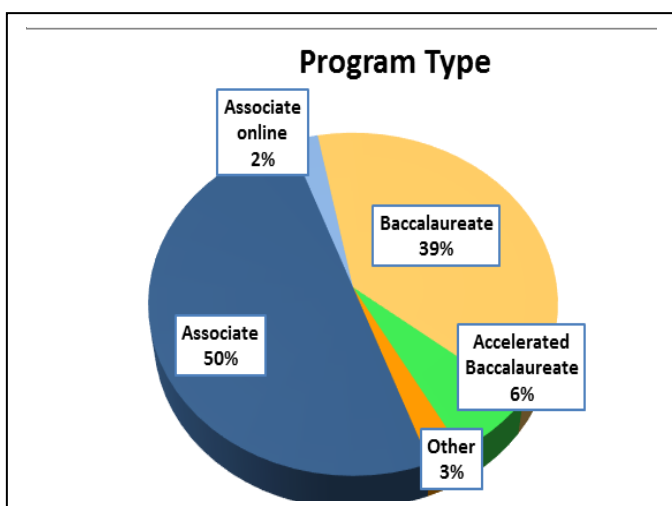
Registered Nursing Education Programs

Program Structure

A Closer Look:

Program Type		
Type	#	%
Associate	40	50%
Associate Online	2	3%
Baccalaureate	31	39%
Accelerated Baccalaureate	5	6%
Accelerated Masters	2	3%
Total	80	100%

Source: VA. Healthcare Workforce Data Center



Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Type

Associate: 50%
 Baccalaureate: 39%
 Accelerated Baccalaureate: 6%

Delivery Method

Semester: 88%
 Quarters: 9%

Mean Program Length

Accel. Baccalaureate: 17 Mos.
 Associate: 23 Mos.
 Accel Master's: 23 Mos.

Source: VA. Healthcare Workforce Data Center

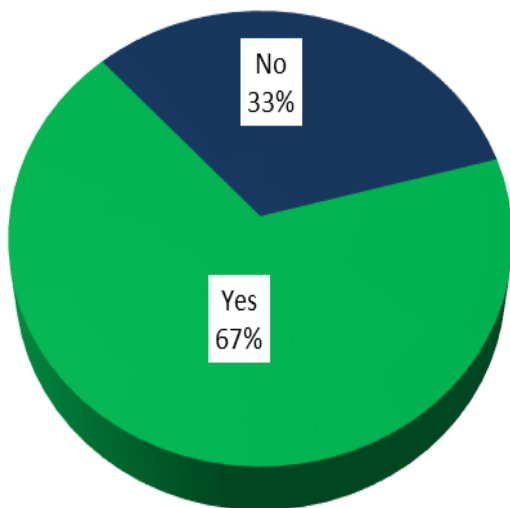
There were 81 Registered Nursing (RN) Education Programs approved in Virginia during the 2019-2020 academic year; 80 responded to this survey. Thirty-three of the programs offer a RN-to-BSN option to their students in addition to their pre-licensure program.

Program Length, Months					
Program Type	Mean	Min	25 th %	75 th %	Max
Associate	23	15	20	24	30
Associate Online	27	24	24	.	30
Baccalaureate	27	15	20	36	36
Accelerated Baccalaureate	17	15	16	19	20
Accelerated Masters	23	22	22	.	24
All Programs	24	15	20	28	36

Source: VA. Healthcare Workforce Data Center

Program Details

Program Changes in Past Year



Source: VA. Healthcare Workforce Data Center

At a Glance:

Schedule Options

Daytime Courses:	91%
Online Courses:	41%
Evening Courses:	31%

Admissions Frequency (Annual)

One:	41%
Two:	31%
Three:	15%
Four or More:	13%

Source: VA. Healthcare Workforce Data Center

Two-thirds of all RN programs implemented a change to their nursing program in the past year. 36 programs initiated faculty changes whereas 21 made schedule changes. Another 16 made curriculum changes whereas 3 changed course content.

Scheduling Option	#	%
Daytime Courses	71	91%
Online Courses	32	41%
Evening Courses	24	31%
Evening & Weekend Courses	15	19%
Weekend Courses	7	9%
Accelerated Courses	5	6%

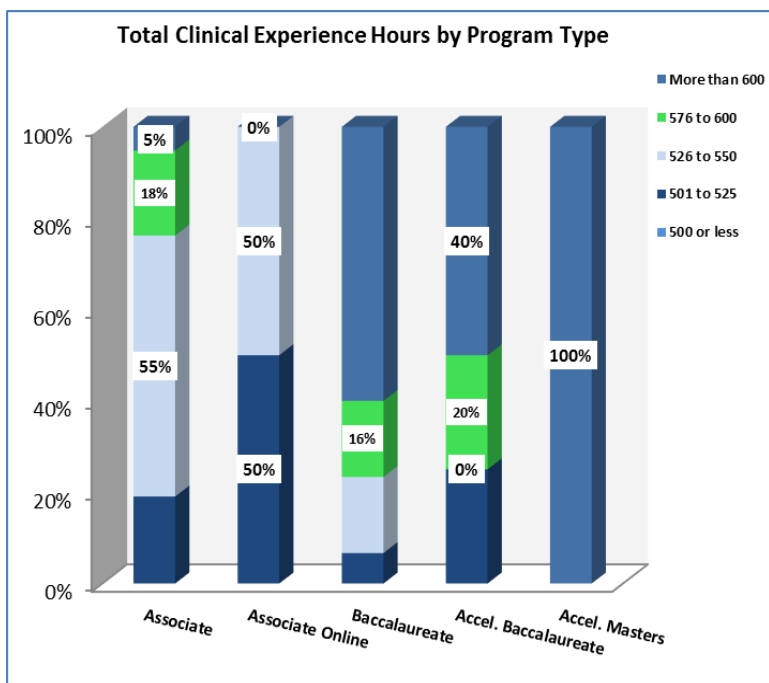
Source: VA. Healthcare Workforce Data Center

Accreditation

Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	54	71%
Commission on Collegiate Nursing Education	CCNE	35	46%
Accreditation Commission for Education in Nursing	ACEN	28	37%
Accrediting Bureau of Health Education Schools	ABHES	9	12%
Accrediting Council for Independent Colleges and Schools	ACICS	3	4%
Commission for Nursing Education Accreditation	CNEA	1	1%
Council on Occupational Education	COE	1	1%
The Higher Learning Commission	HLC	1	1%

Source: VA. Healthcare Workforce Data Center

Clinical Hours



Source: VA. Healthcare Workforce Data Center

At a Glance:

Median Clinical Hours

- Clinical Experience: 551-575
- Direct Client Care: 500+
- Direct Client Care in Va.: 540
- Clinical Simulation: 26-50
- Clinical Observation: 0

Source: VA. Healthcare Workforce Data Center

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.

Clinical Experiences Outside Virginia		
State	# of Programs	% of Programs
Washington, D.C.	15	19%
Maryland	7	9%
Tennessee	4	5%
North Carolina	3	4%
West Virginia	3	4%
Kentucky	1	1%
Other ¹	5	6%
At least One	26	32%

Source: VA. Healthcare Workforce Data Center

Twenty-six 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.

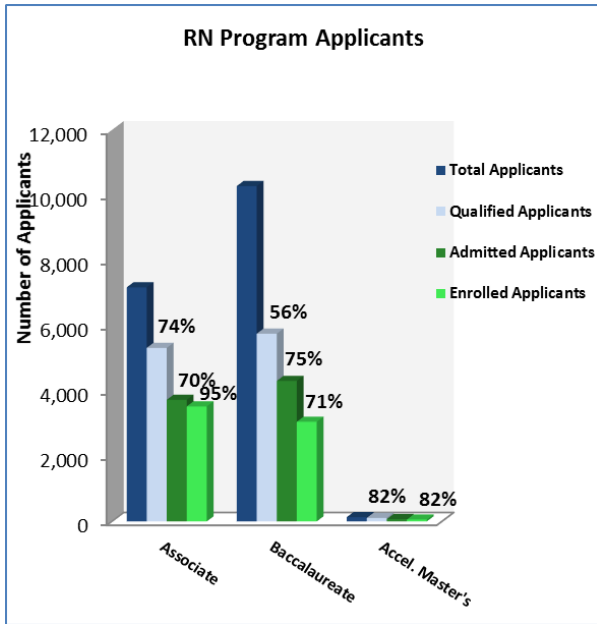
¹ Could be a combination of the states above.

Breakdown of Clinical Hours by Program Type

	Hours	Program Type					
Type	Amount	Associate	Associate Online	Baccalaureate	Accel. Baccalaureate	Accel. Masters	All Programs
Clinical Experience Hours	500 or less	0	0	0	0	0	0
	501 to 525	7	1	2	1	0	11
	526 to 550	21	1	5		0	27
	551 to 575	1	0	1	1	0	3
	576 to 600	7	0	5	1	0	13
	More than 600	2	0	18	2	2	24
	Total	38	2	31	5	2	78
Direct Client Care Hours	400 or less	1	0	0	0	0	1
	401 to 425	0	0	0	0	0	0
	426 to 450	1	0	1	0	0	2
	451 to 475	5	0	2	0	0	7
	476 to 500	10	0	1	2	0	13
	More than 500	21	2	27	3	2	55
	Total	38	2	31	5	2	78
Clinical Simulation Hours	None	3	0	3	0	0	6
	1 to 25	4	0	6	2	0	12
	26 to 50	16	1	6	2	1	26
	51 to 75	5	0	5	0	1	11
	76 to 100	3	0	6	1	0	10
	More than 100	9	1	5	0	0	15
	Total	40	2	31	5	2	80
Clinical Observation Hours	None	37	2	14	3	2	58
	1 to 25	2	0	10	1	0	13
	26 to 50	1	0	1	0	0	2
	51 to 75	0	0	4	1	0	5
	76 to 100	0	0	2	0	0	2
	More than 100	0	0	0	0	0	0
	Total	40	2	31	5	2	80

Source: VA. Healthcare Workforce Data Center

Admissions



Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Applicants

Total:	20,607
Qualified:	11,503
Admitted:	8,506
Enrolled:	6,634
Waitlisted:	717

Source: VA. Healthcare Workforce Data Center

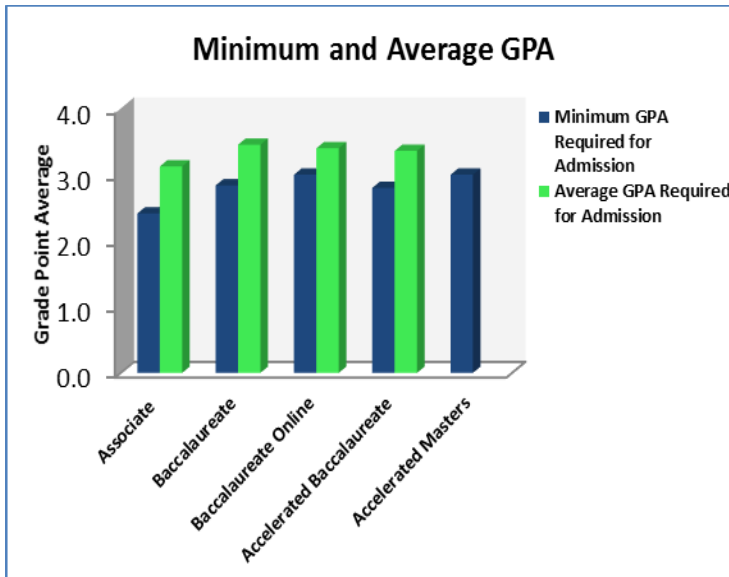
Virginia's RN programs received a total of 20,607 student applications during the 2019-2020 academic year. Approximately 32% of these applications ultimately resulted in an enrolled student.

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
Associate	9,319	4,796	51%	3,698	77%	3,410	92%	37%
Associate Online	686	523	76%	138	26%	138	100%	20%
Baccalaureate	9,665	5,622	58%	4,140	74%	2,756	67%	29%
Accel. Baccalaureate	772	411	53%	427	104%	250	59%	32%
Accel. Masters	165	151	92%	103	68%	80	78%	48%
All Programs	20,607	11,503	56%	8,506	74%	6,634	78%	32%

Source: VA. Healthcare Workforce Data Center

Out of 11,503 qualified applicants, 2,997 were not given an admission offer. Twenty-six programs cited the lack of clinical space, while 23 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 students' personal, 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: 3.2

Age (mean)
 Overall: 26
 Baccalaureate: 23
 Associate Online: 32

Source: VA. Healthcare Workforce Data Center

Average Age of Admitted Students	
Program Type	Mean
Associate	28
Associate Online	32
Baccalaureate	23
Accelerated Baccalaureate	28
Accelerated Masters	28
All Programs	26

Source: VA. Healthcare Workforce Data Center

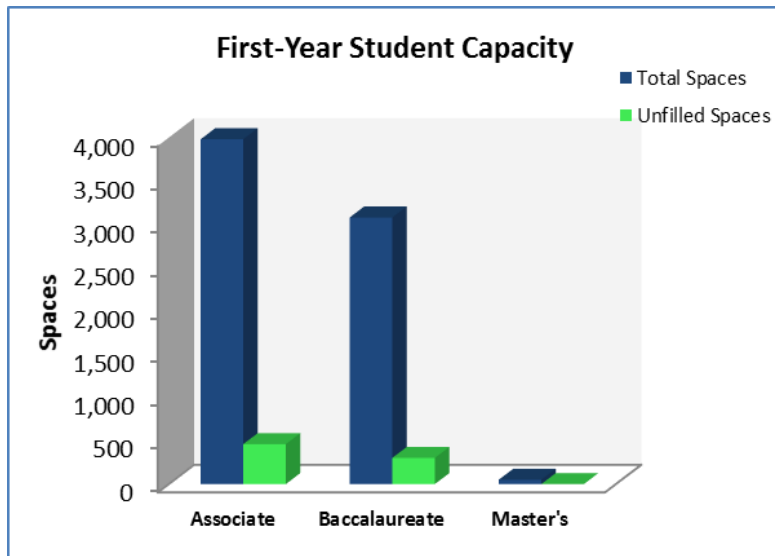
The average age of students who were admitted into Virginia’s RN programs was 26. Baccalaureate programs had the lowest average age of admitted students at 23, while Associate Online programs had the highest average age of admitted students at 32.

Program Type	GPA	
	Min	Avg.
Associate	2.3	3.0
Associate Online	2.7	2.8
Baccalaureate	2.8	3.4
Accelerated Baccalaureate	2.8	3.5
Accelerated Masters	3.0	3.5
All Programs	2.6	3.2

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 3.2. On average, Associate programs had the lowest minimum GPA requirements for admission. Accelerated Baccalaureate and Master’s programs had the highest average GPA among admitted students.

Capacity



Source: VA. Healthcare Workforce Data Center

At a Glance:

1st-Year Student Capacity

Spaces Available: 7,629
Spaces Unfilled: 820

Unfilled Capacity

% of Programs: 56%
% of Total Capacity: 11%

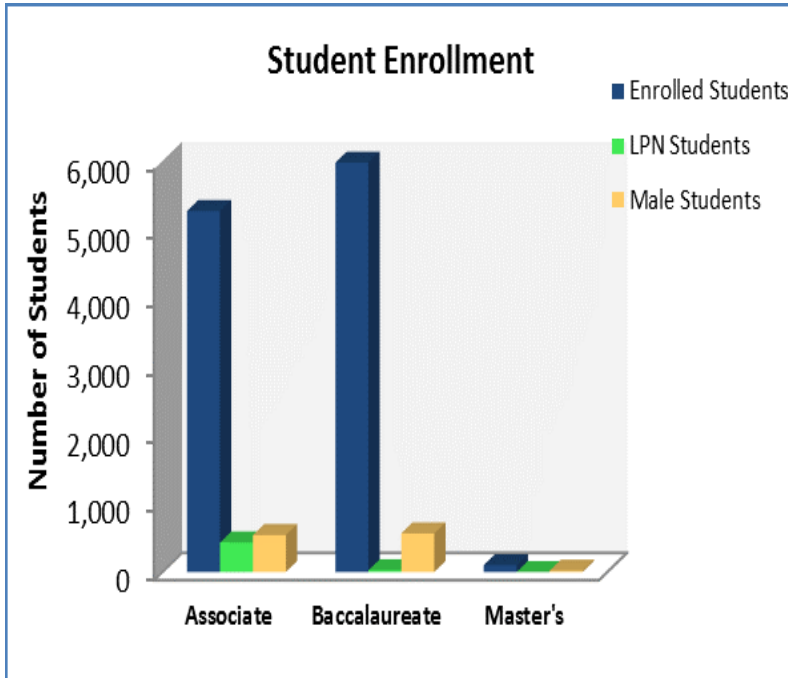
Source: VA. Healthcare Workforce Data Center

Virginia's RN programs were able to fill 89% 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 or they had accepted admission offer at a different program. This year several programs also mentioned COVID-related reasons for unfilled spaces.

Program Type	# of Programs with Unfilled Spaces		Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Number	%		
Associate	14	24	517	63%	4,061	13%
Associate Online	1	1	36	4%	180	20%
Baccalaureate	15	15	225	27%	3,105	7%
Accelerated Baccalaureate	2	3	42	5%	203	21%
Accelerated Masters	2	0	0	0%	80	0%
All Programs	34	43	820	100%	7,629	11%

Source: VA. Healthcare Workforce Data Center

Enrollment



Source: VA. Healthcare Workforce Data Center

At a Glance:

Enrollment

Total: 12,514
 LPN: 519
 Male: 1,200

Enrollment by Program Type

Baccalaureate: 50%
 Associate: 42%

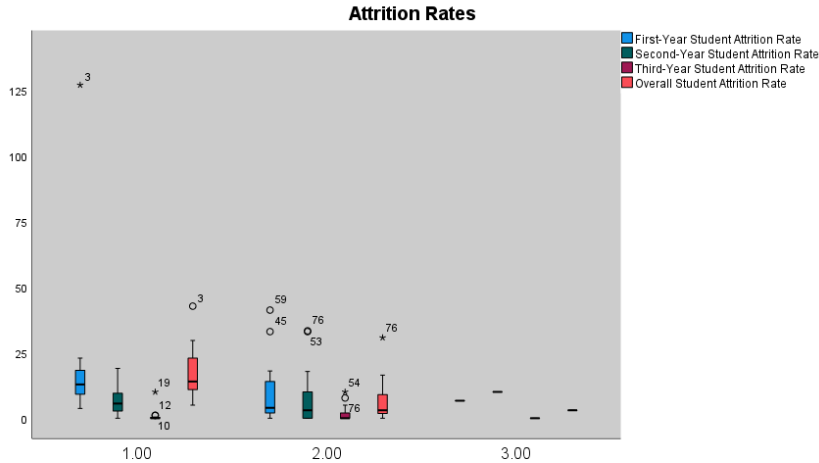
Source: VA. Healthcare Workforce Data Center

Over 12,000 students were enrolled in Virginia’s RN programs during the current academic year. Of these students, 4% were LPNs while 10% were male.

Program Type	Total Enrollment		LPN Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
Associate	5,316	42%	490	94%	457	38%
Associate Online	394	3%	0	0%	51	4%
Baccalaureate	6,258	50%	29	6%	621	52%
Accelerated Baccalaureate	402	3%	0	0%	48	4%
Accelerated Masters	144	1%	0	0%	23	2%
All Programs	12,514	100%	519	100%	1,200	100%

Source: VA. Healthcare Workforce Data Center

Attrition



Source: VA. Healthcare Workforce Data Center

At a Glance:

Attrition Rate

1 st Year Avg.:	14%
2 nd Year Avg.:	9%
3 rd Year Avg.:	1%
Overall Avg.:	12%

Attrition by Program Type

Associate:	18%
Baccalaureate:	8%
Accel. Baccalaureate:	7%

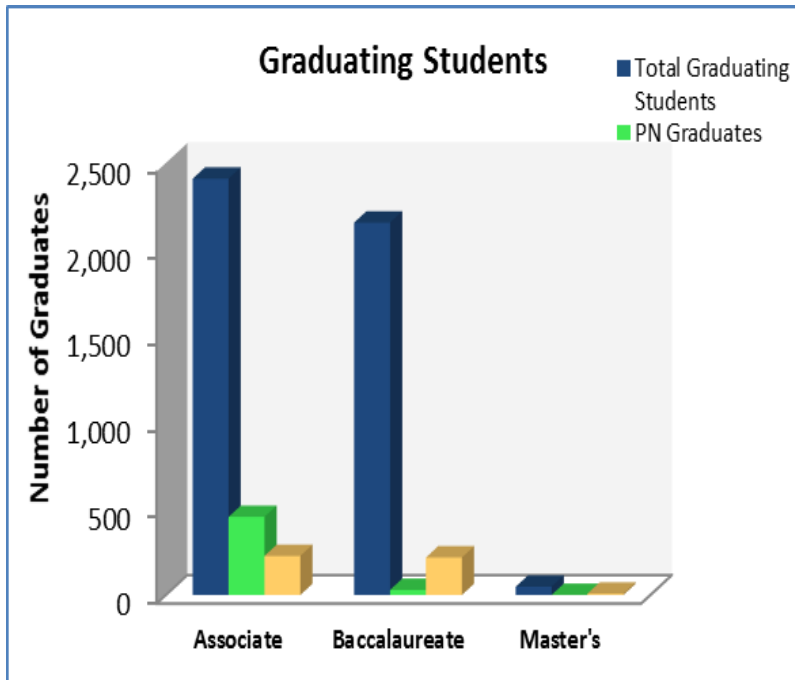
Source: VA. Healthcare Workforce Data Center

Type	Year	Avg	Min	Max	Missing
Associate	1st Year Attrition	19%	1%	127%	3
	2nd Year Attrition	11%	0%	85%	5
	3rd Year Attrition	1%	0%	10%	25
	Overall Attrition	18%	1%	85%	5
Associate Online	1st Year Attrition	13%	10%	16%	0
	2nd Year Attrition	5%	4%	7%	0
	3rd Year Attrition	0%	0%	0%	2
	Overall Attrition	18%	14%	22%	0
Baccalaureate	1st Year Attrition	10%	0%	41%	3
	2nd Year Attrition	6%	0%	33%	4
	3rd Year Attrition	1%	0%	10%	15
	Overall Attrition	8%	0%	32%	1
Accelerated Baccalaureate	1st Year Attrition	4%	0%	17%	0
	2nd Year Attrition	7%	0%	33%	0
	3rd Year Attrition	2%	0%	8%	0
	Overall Attrition	7%	0%	31%	0
Accelerated Masters	1st Year Attrition	3%	0%	7%	0
	2nd Year Attrition	5%	0%	10%	0
	3rd Year Attrition	%	0%	%	1
	Overall Attrition	2%	0%	3%	0
Total	1st Year Attrition	14%	0%	127%	7
	2nd Year Attrition	9%	0%	85%	10
	3rd Year Attrition	1%	0%	10%	44
	Overall Attrition	12%	0%	85%	7

Source: VA. Healthcare Workforce Data Center

The overall attrition rate across all program types was 12%. Associate and Associate Online programs had the highest overall average attrition rate, with 18% of all students leaving the programs. Baccalaureate programs had an attrition rate of 8%, while Accelerated Masters programs had the lowest overall attrition rate at 2%.

Graduates



Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduates

Total:	4,614
% PN:	10%
% Male:	10%

Grad. by Program Type

Associate:	50%
Baccalaureate:	42%
Accel. Baccalaureate:	5%

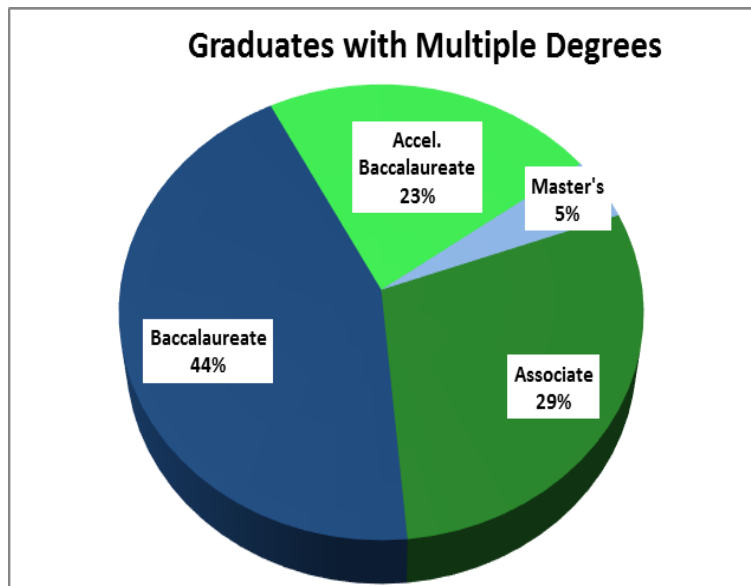
Source: VA. Healthcare Workforce Data Center

A total of 4,614 students graduated from Virginia's RN programs during the current academic year. 10% of these graduates had previously graduated a PN program and 10% were male. Half of all graduating students completed Associate programs.

Program Type	Total Graduates		PN Graduates		Male Graduates	
	Count	%	Count	%	Count	%
Associate	2,306	50%	452	94%	214	47%
Associate Online	104	2%	0	0%	12	3%
Baccalaureate	1,939	42%	29	6%	201	45%
Accelerated Baccalaureate	217	5%	0	0%	16	4%
Accelerated Masters	48	1%	0	0%	8	2%
All Programs	4,614	100%	481	100%	451	100%

Source: VA. Healthcare Workforce Data Center

Background of Graduates



Source: VA. Healthcare Workforce Data Center

At a Glance:

Race/Ethnicity

- White: 59%
- Black: 19%
- Asian: 6%
- Hispanic: 6%

Multi-Degree Grads.

- Multi-Degree Graduates: 923
- % of Total Graduates: 20%

20% of graduates from Virginia's RN programs held other non-nursing degrees.

Program Type	Multi-Degree Graduates	%	% of Total Graduates
Associate	330	36%	14%
Associate Online	7	1%	7%
Baccalaureate	387	42%	20%
Accel. Baccalaureate	151	16%	70%
Accel. Masters	48	5%	100%
All Programs	923	100%	20%

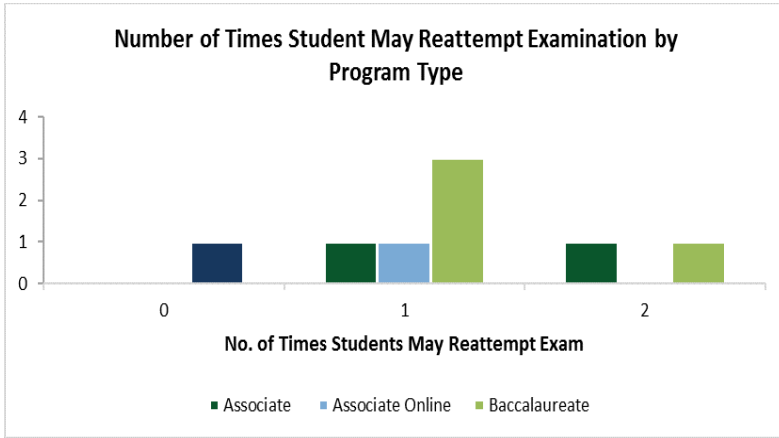
Source: VA. Healthcare Workforce Data Center

59% of all graduates from Virginia's RN programs are non-Hispanic White, while 19% of all graduates are non-Hispanic Black.

Race/Ethnicity	Associate		Associate Online		BSN		Accel. BSN		Accel. Masters		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%
White	1,305	60%	43	42%	1,110	58%	124	57%	36	75%	2,618	59%
Black	508	23%	18	17%	311	16%	27	12%	5	10%	869	19%
Hispanic	86	4%	20	19%	144	8%	14	6%	4	8%	268	6%
Asian	59	3%	12	12%	170	9%	20	9%	2	4%	263	6%
American Indian	13	1%	0	0%	10	1%	1	0%	0	0%	24	1%
Pacific Islander	9	0%	1	1%	11	1%	0	0%	0	0%	21	0%
Two or More	73	3%	5	5%	63	3%	16	7%	1	2%	158	4%
Unknown	116	5%	4	4%	101	5%	15	7%	0	0%	236	5%
Total	2,169	100%	103	100%	1,920	100%	217	100%	48	100%	4,457	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: 4

Associate: 2

No. Who Did Not Graduate.

Baccalaureate: 1

Associate: 0

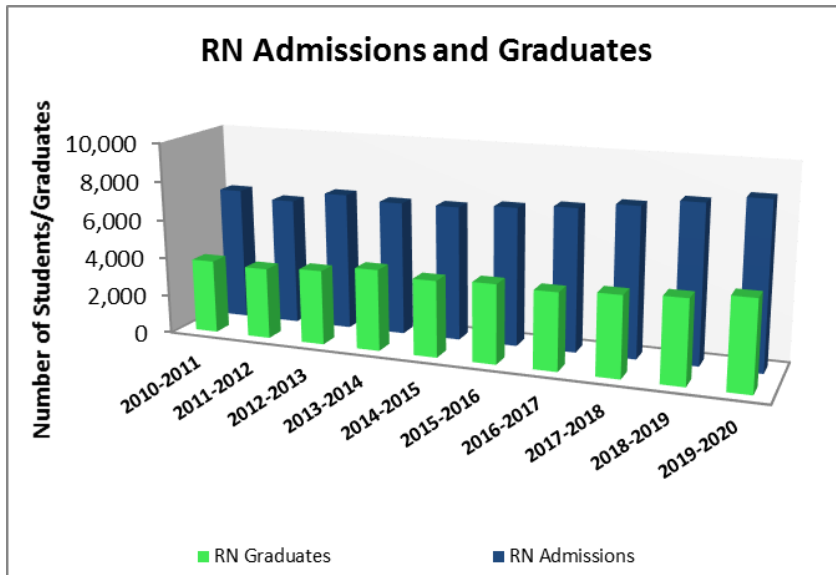
Source: VA. Healthcare Workforce Data Center
Source: VA. Healthcare Workforce Data Center

Seven programs require students to pass a comprehensive examination before graduating. In the 2019-20 year, one student 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		
Associate	2	5%	2	100%	2	0
Baccalaureate	4	13%	4	100%	1	1
Accel. Baccalaureate	1	50%	1	0%	1	0
Baccalaureate Online	0	0%	0	N/A	N/A	N/A
Accel. Masters	0	0%	0	N/A	N/A	N/A
All Programs	7	9%	7	100%	1	1

Source: VA. Healthcare Workforce Data Center

Long-Term Trends



Source: VA. Healthcare Workforce Data Center

At a Glance:

Admissions

Total: 8,506
Year-over-Year Change: 5%

Graduates

Total: 4,614
Year-over-Year Change: 7%

Source: VA. Healthcare Workforce Data Center

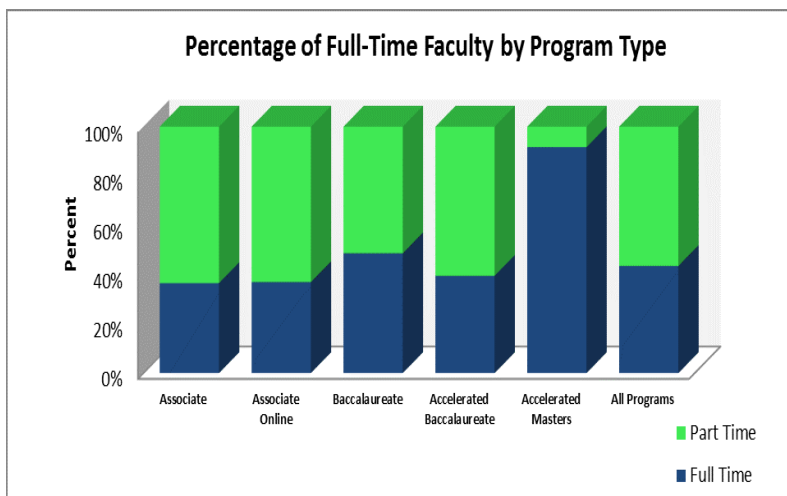
The number of admissions into Virginia's RN programs and the number of graduates from the programs increased during the 2019-20 academic year. Both numbers are at an all-time high.

Academic Year	RN Admissions		RN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
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%
2017-2018	7,711	5%	4,141	4%
2018-2019	8,107	5%	4,295	4%
2019-2020	8,506	5%	4,614	7%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment



Source: VA. Healthcare Workforce Data Center

At a Glance:

% of Total Faculty

Baccalaureate: 53%
 Associate: 35%
 Accel. Baccalaureate: 9%

% Full-Time

Overall: 43%
 Accel. Master's: 92%
 Baccalaureate: 49%

Mean Student-Faculty Ratio

Overall: 6.5
 Associate: 7.3
 Associate Online: 6.5

Source: VA. Healthcare Workforce Data Center

Over half of all RN program faculty work at Baccalaureate programs, while about one-third work for Associate programs. In total, Virginia's RN programs employed 2,224 faculty members, 43% of whom are full-time workers.

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25 th %	Mean	75 th %
Associate	284	29%	494	39%	778	35%	37%	5.2	7.3	9.1
Associate Online	24	2%	41	3%	65	3%	37%	5.7	6.5	-
Baccalaureate	573	59%	606	48%	1,179	53%	49%	3.7	6.4	7.5
Accelerated Baccalaureate	75	8%	115	9%	190	9%	39%	0.6	2.0	3.2
Accelerated Masters	11	1%	1	0%	12	1%	92%	4.7	4.7	4.7
All Programs	967	99%	1,257	100%	2,224	99%	43%	4.1	6.5	8.2

Source: VA. Healthcare Workforce Data Center

On average, the typical RN program had a student-to-faculty ratio of 6.5. Associate programs had the highest ratio at 7.3, whereas Accelerated Baccalaureate programs had the lowest ratio at 2.0.

Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	2	0%	4	0%	6	0%	33%
25 to 34	69	8%	220	18%	289	14%	24%
35 to 44	189	21%	314	26%	503	24%	38%
45 to 54	265	29%	238	20%	503	24%	53%
55 to 64	266	29%	169	14%	435	21%	61%
65 to 74	88	10%	68	6%	156	7%	56%
75 and Over	4	0%	4	0%	8	0%	50%
Unknown	20	2%	179	15%	199	9%	10%
All Programs	903	100%	1,196	100%	2,099	100%	43%

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, 43% of all faculty currently hold full-time jobs.

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	42	5%	108	9%	150	7%	28%
Female	872	95%	1,061	88%	1,933	91%	45%
Unknown	2	0%	30	3%	32	2%	0%
Total	916	100%	1,199	100%	2,115	100%	43%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 91%
% Female w/ FT Job: 45%

Age

% Under 35: 14%
% Over 54: 29%

Diversity

Diversity Index (Total): 43%
Diversity Index (FT Jobs): 32%

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 index is 57%.

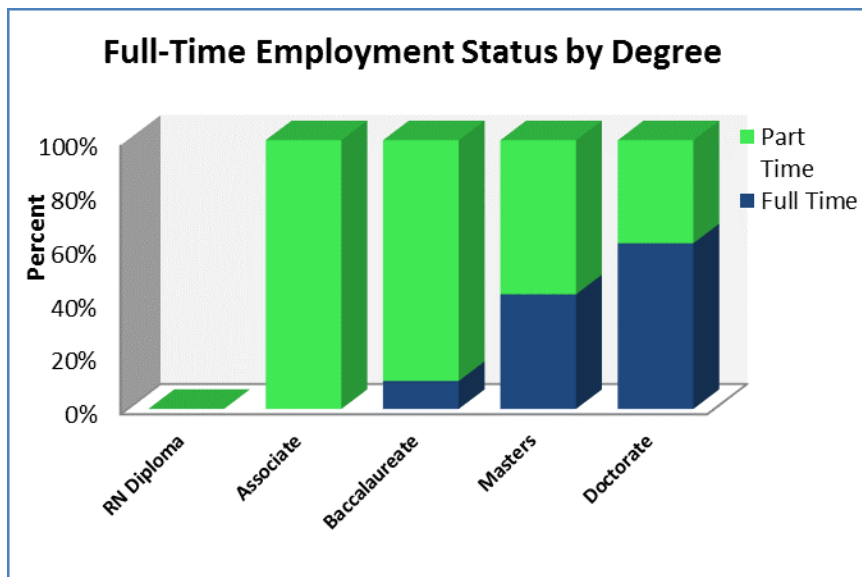
Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	62%	703	81%	810	68%	1,513	73%	46%
Black	19%	118	14%	238	20%	356	17%	33%
Asian	6%	25	3%	30	3%	55	3%	45%
Other Race	1%	2	0%	1	0%	3	0%	67%
Two or more races	3%	4	0%	11	1%	15	1%	27%
Hispanic	9%	8	1%	21	2%	29	1%	28%
Unknown	0	8	1%	86	7%	94	5%	9%
Total	100%	868	100%	1,197	100%	2,065	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, 2019.

Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:



Source: VA. Healthcare Workforce Data Center

At a Glance:

Degree

MSN: 57%
 Nursing Doctorate: 26%
 BSN: 14%

Full-Time Employment

Overall: 42%
 Nursing Doctorate: 67%
 Non-Nursing Doctorate: 58%
 Masters in Nursing: 39%

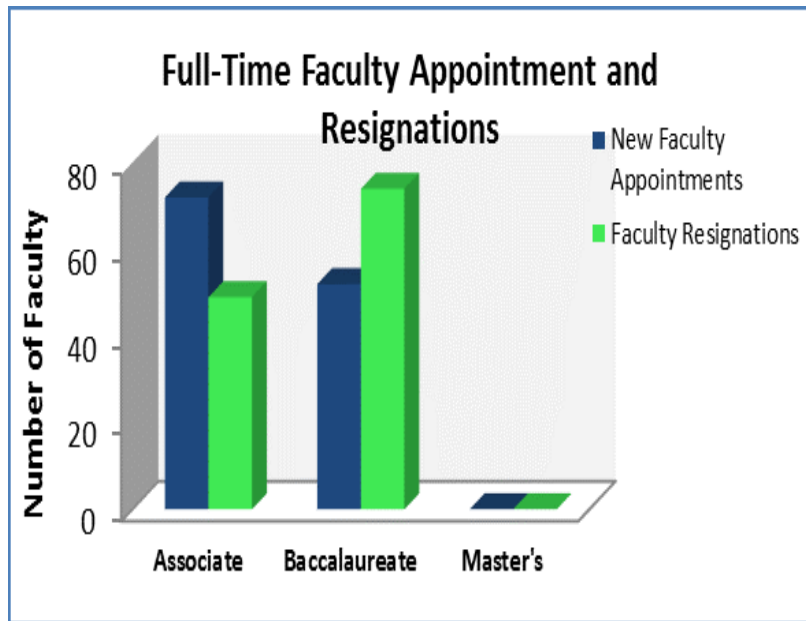
Source: VA. Healthcare Workforce Data Center

57% of all faculty members held a MSN as their highest professional degree, while 26% held a doctorate in nursing. Among all faculty with a reported degree, 42% were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
RN Diploma	0	0%	0	0%	0	N/A	N/A
ASN	0	0%	0	0%	0	N/A	N/A
Non-Nursing Bachelors	0	0%	0	0%	0	N/A	N/A
BSN	20	2%	261	23%	281	14%	7%
Non-Nursing Masters	3	0%	7	1%	10	1%	30%
Masters in Nursing	430	53%	681	60%	1,111	57%	39%
Non-Nursing Doctorate	14	2%	10	1%	24	1%	58%
Nursing Doctorate	342	42%	171	15%	513	26%	67%
Total	809	100%	1,130	100%	1,939	100%	42%

Source: VA. Healthcare Workforce Data Center

Faculty Appointments and Resignations



Source: VA. Healthcare Workforce Data Center

At a Glance:

Full-Time Faculty
 Turnover Rate: 13%
 Newly Appointed Rate: 13%

Turnover Rate
 Associate: 17%
 Baccalaureate: 12%
 Accel. Baccalaureate: 11%

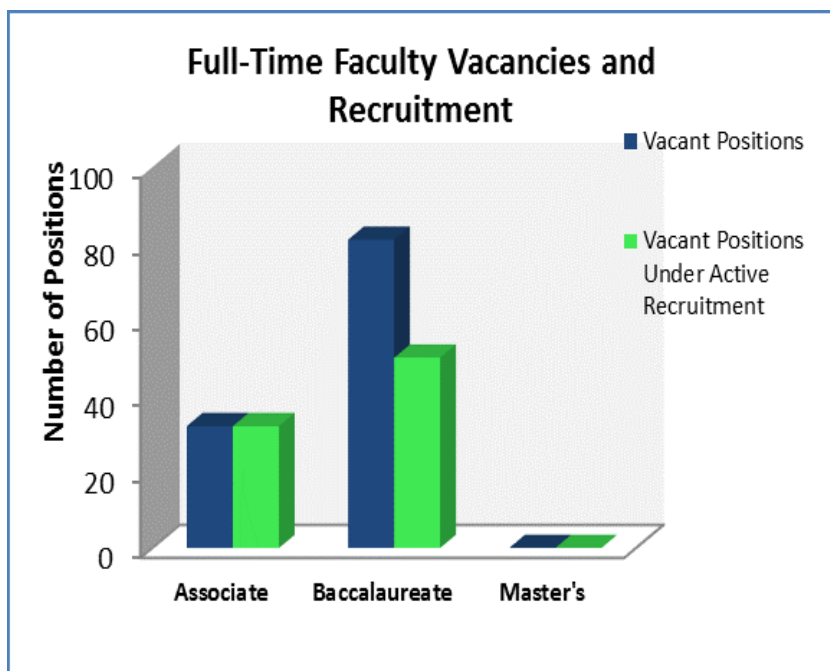
Source: VA. Healthcare Workforce Data Center

Among full-time faculty, Virginia's RN programs experienced a 13% turnover rate and a newly appointed faculty rate of 13% over the past year.

Full-Time Faculty	Program Type					
	ASN	ASN Online	BSN	Accel. BSN	Accel. Masters	All Programs
Total	284	24	573	75	11	967
Newly Appointed	67	5	41	11	0	124
Resignations	47	2	66	8	0	123
Turnover Rate	17%	8%	12%	11%	0%	13%
Proportion Newly Appointed	24%	21%	7%	15%	0%	13%

Source: VA. Healthcare Workforce Data Center

Future Faculty Requirements



Source: VA. Healthcare Workforce Data Center

At a Glance:

Active Recruitment
 % of FT Vacancies: 73%
 % of PT Vacancies: 104%

Budget Adequacy
 Full-Time Hiring: 87%
 Part-Time Hiring: 100%

Expected Job Disruption
 Less: 49%
 Same: 40%
 More: 11%

Source: VA. Healthcare Workforce Data Center

A total of 82 full-time faculty positions and 79 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	67	87%	5	100%
No	10	13%	0	0%
Total	77	100%	5	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	20	53%	12	32%	6	16%	38	100%
Baccalaureate	13	45%	14	48%	2	7%	29	100%
Baccalaureate Online	1	50%	1	50%	0	0%	2	100%
Accelerated Baccalaureate	3	60%	2	40%	0	0%	5	100%
Accelerated Masters	0	0%	1	100%	0	0%	1	100%
All Programs	37	49%	30	40%	8	11%	75	100%

Source: VA. Healthcare Workforce Data Center

Only 11% 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.