Virginia's Nursing Education Programs: 2013-2014 Academic Year

Healthcare Workforce Data Center

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Virginia Department of Health Professions

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Contents

Virginia's Nursing Education Programs		
	PN Programs	RN Programs
Mean Program Length	15 Months	24 Months
% with SACS Accreditation	46%	58%
% with NLNAC Accreditation	11%	34%
% offering Evening Courses	40%	45%
% offering Weekend Courses	26%	28%
% offering Online Courses	15%	30%
Median Clinical Experience Hours	426-450	>600
Median Direct Client Care Hours	400+	>500
Students		
Total Applicants	4,391	15,611
% Qualified Applicants	76%	60%
Total 1st Year Students Enrolled	2,536	5,768
Mean GPA of Admitted Students	2.9	3.3
Mean Age of Admitted Students	27	28
1st Year Student Capacity	2,628	5,935
% Unfilled Capacity	21%	10%
Total Enrollment	2,702	9,955
Attrition Rate	32%	18%
Total Graduates	1,235	4,186
% Male Graduates	7%	8%
Diversity Index*	61%	49%
Faculty		
Total Faculty	447	2,034
% Full-Time Employees	47%	46%
Mean Student-to-Faculty Ratio	7.36	5.50
% Female	94%	84%
Diversity Index	43%	52%
Most Common Degree	BSN	MSN
Full-Time Turnover Rate	17%	11%
Full-Time Newly Appointed Rate	15%	15%
% with Adequate Budget for Full-Time Hiring	94%	94%
% of Full-Time Vacancies in Active Recruitment	60%	70%
% Expecting More Future Employment Disruption	32%	9%

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

Practical Nursing Education Program

Program Structure

A Closer Look:

Program Type		
Type	#	%
Community College	20	36%
High School Extended	17	31%
Proprietary	15	27%
Hospital-Based	2	4%
Post-Secondary Adult HOE	1	2%
Total	55	100%

Source: VA. Healthcare Workforce Data Center
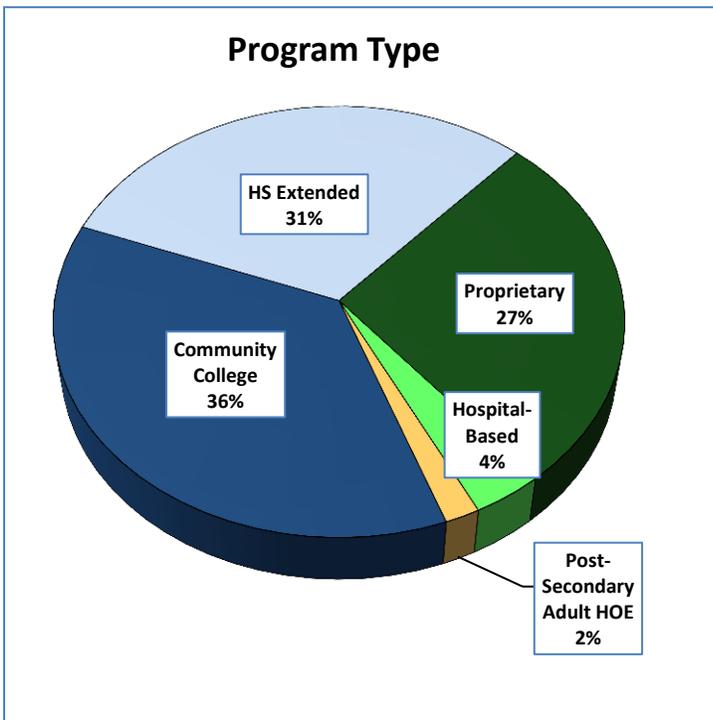
Program Type

Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Type
Community College: 36%
HS Extended: 31%
Proprietary: 27%

Delivery Method
Semester: 90%
Trimester: 3%
Quarter: 7%

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

Source: VA. Healthcare Workforce Data Center

There were 60 Practical Nursing (PN) Education Programs approved in Virginia during the 2013-2014 academic year. 55 of these programs responded to this year's survey.

Program Length (Months)					
Program Type	Mean	Min	25th %	75th %	Max
HS Extended	18	18	18	18	24
Adult HOE	18	18	18	18	18
Community College	14	12	12	17	21
Hospital-Based	12	12	12	12	12
Proprietary	14	12	14	15	16
All Programs	15	12	12	18	24

Source: VA. Healthcare Workforce Data Center

Program Details

Program Changes in Past Year

No
71%

Yes
29%
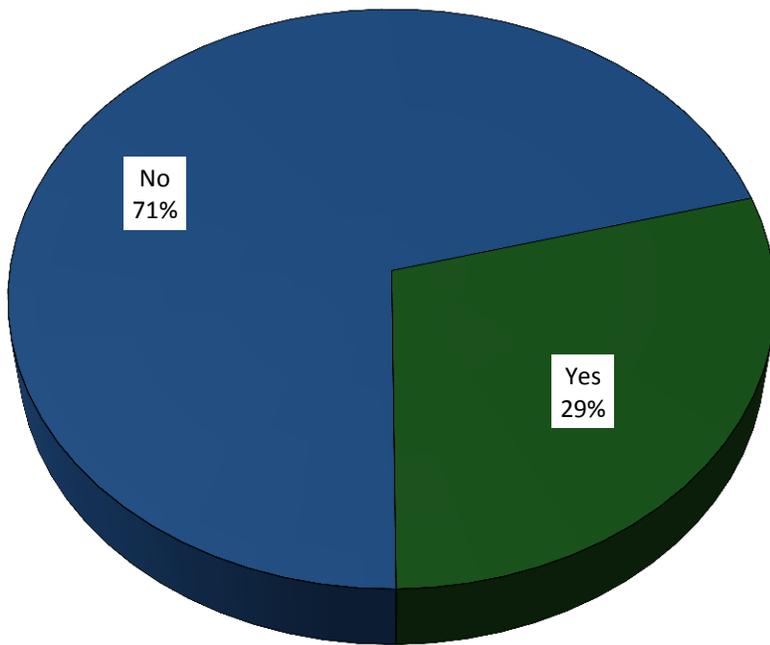
Source: VA. Healthcare Workforce Data Center

At a Glance:

Schedule Options
Daytime Courses:	95%
Evening Courses:	40%
Weekend Courses:	26%
Online Courses:	15%

Admissions Frequency (Annual)
One:	67%
Two:	6%
Three:	9%
Four or More:	18%

Source: VA. Healthcare Workforce Data Center

Nearly one-third of Virginia's PN programs initiated a change to their program within the past year. Most of these changes centered on one of three areas: curriculum or clinic hour changes, faculty hiring and turnover, and the addition of weekend and/or evening classes.

Scheduling Option	#	%
Daytime Courses	52	95%
Evening AND Weekend Courses	13	24%
Evening Courses	9	16%
Online Courses	8	15%
Accelerated Courses	1	2%
Weekend Courses	1	2%

Source: VA. Healthcare Workforce Data Center

Accreditation			
Accrediting Agency	**Abbv.**	**#**	**%**
Southern Association of Colleges and Schools	**SACS**	25	46%
National League for Nursing Accrediting Commission	**NLNAC**	6	11%
Accrediting Bureau of Health Education Schools	**ABHES**	3	6%
Accrediting Comission of Career Schools and Colleges	**ACCSC**	2	4%
Accrediting Council for Independent Colleges and Schools	**ACICS**	3	6%
Council on Occupational Education	**COE**	2	4%

Source: VA. Healthcare Workforce Data Center
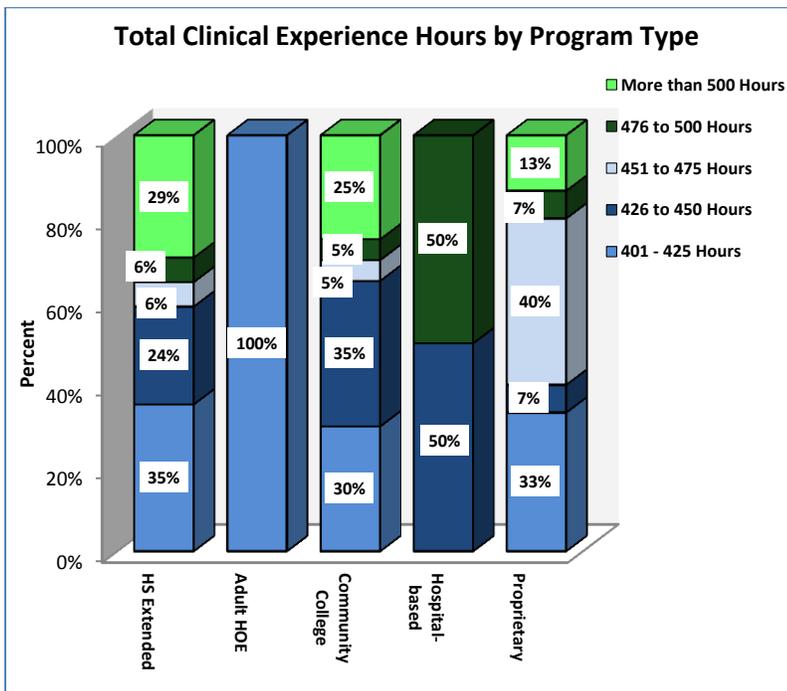
Clinical Hours

Total Clinical Experience Hours by Program Type

Source: VA. Healthcare Workforce Data Center

At a Glance:

Median Clinical Hours

Clinical Experience:	426-450
Direct Client Care:	400+
Direct Client Care in Va.:	430
Clinical Simulation:	1-25
Clinical Observation:	1-25

Source: VA. Healthcare Workforce Data Center

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

Clinical Experiences Outside Virginia		
State	**# of Programs**	**% of Programs**
Washington, D.C.	3	6%
North Carolina	2	4%
West Virginia	2	4%
Maryland	1	2%
Tennessee	1	2%
At least one	8	15%

Source: VA. Healthcare Workforce Data Center

Only 8 programs offered clinical experience hours outside of Virginia. Washington, D.C., North Carolina, and West Virginia were the only areas where clinical experience was offered by more than one program.

Breakdown of Clinical Hours by Program Type

Clinical Hours		Program Type						
Type	Amount	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs	% of Total
Clinical Experience Hours	400 or less	0	0	0	0	0	0	**0%**
	401 to 425	6	1	6	0	5	18	**33%**
	426 to 450	4	0	7	1	1	13	**24%**
	451 to 475	1	0	1	0	6	8	**15%**
	476 to 500	1	0	1	1	1	4	**7%**
	More than 500	5	0	5	0	2	12	**22%**
	Total	**17**	**1**	**20**	**2**	**15**	**55**	**100%**
Direct Client Care Hours	300 or less	0	0	0	0	0	0	**0%**
	301 to 325	0	0	0	0	0	0	**0%**
	326 to 350	0	0	1	0	1	2	**4%**
	351 to 375	0	0	0	0	0	0	**0%**
	376 to 400	2	0	3	0	4	9	**16%**
	More than 400	15	1	16	2	10	44	**80%**
	Total	**17**	**1**	**20**	**2**	**15**	**55**	**100%**
Clinical Simulation Hours	25 or less	11	1	13	1	10	36	**65%**
	26 to 50	4	0	5	1	3	13	**24%**
	51 to 75	2	0	2	0	0	4	**7%**
	76 to 100	0	0	0	0	1	1	**2%**
	More than 100	0	0	0	0	1	1	**2%**
	Total	**17**	**1**	**20**	**2**	**15**	**55**	**100%**
Clinical Observation Hours	25 or less	13	1	19	2	15	50	**91%**
	26 to 50	3	0	1	0	0	4	**7%**
	51 to 75	1	0	0	0	0	1	**2%**
	76 to 100	0	0	0	0	0	0	**0%**
	More than 100	0	0	0	0	0	0	**0%**
	Total	**17**	**1**	**20**	**2**	**15**	**55**	**100%**

Source: VA. Healthcare Workforce Data Center

Student Information

Admissions

PN Program Applicants
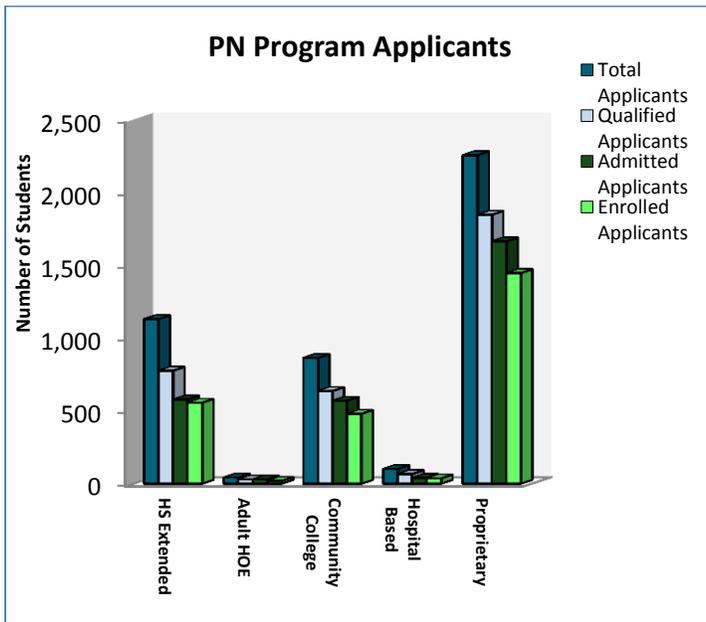
Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Applicants
Total: 4,391
Qualified: 3,353
Admitted: 2,881
Enrolled: 2,536
Waitlisted: 55

Source: VA. Healthcare Workforce Data Center

Virginia's PN programs received a total of 4,391 student applications during the 2013-2014 academic year. Over half of these applications ultimately resulted in an enrolled student.

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
HS Extended	1,130	776	69%	578	74%	556	96%	49%
Adult HOE	42	29	69%	29	100%	19	66%	45%
Community College	863	636	74%	570	90%	479	84%	56%
Hospital	101	66	65%	40	61%	36	90%	36%
Proprietary	2,255	1,846	82%	1,664	90%	1,446	87%	64%
All Programs	4,391	3,353	76%	2,881	86%	2,536	88%	58%

Source: VA. Healthcare Workforce Data Center

Out of 3,353 qualified applications, 472 did not result in an offer of admission. Lack of clinical and classroom space and the inability to expand effective program capacity were the most common reasons cited for denying admission to qualified applicants.

Background of Admitted Students

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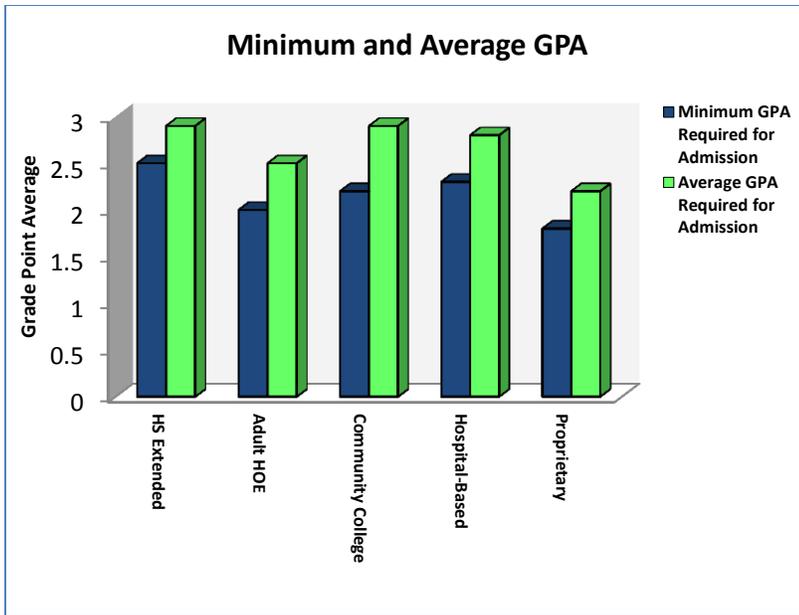
Source: VA. Healthcare Workforce Data Center

At a Glance:

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

Age (mean)
Overall: 27
HS Extended: 24
Community College: 29

Source: VA. Healthcare Workforce Data Center

Average Age of Admitted Students	
Program Type	Mean
High School Extended	24
Post-Secondary Adult HOE	25
Community College	29
Hospital-Based	29
Proprietary	29
All Programs	27

Source: VA. Healthcare Workforce Data Center

The average age of students who were admitted into Virginia's PN programs was 27. High School Extended programs had the lowest average age of admitted students at 24, while three other programs had the highest average age of admitted students at 29.

GPA		
Program Type	Min	Avg.
High School Extended	2.5	2.9
Post-Secondary Adult HOE	2.0	2.5
Community College	2.2	2.9
Hospital-Based	2.3	2.8
Proprietary	1.8	2.2
All Programs	2.3	2.9

Source: VA. Healthcare Workforce Data Center

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

Capacity
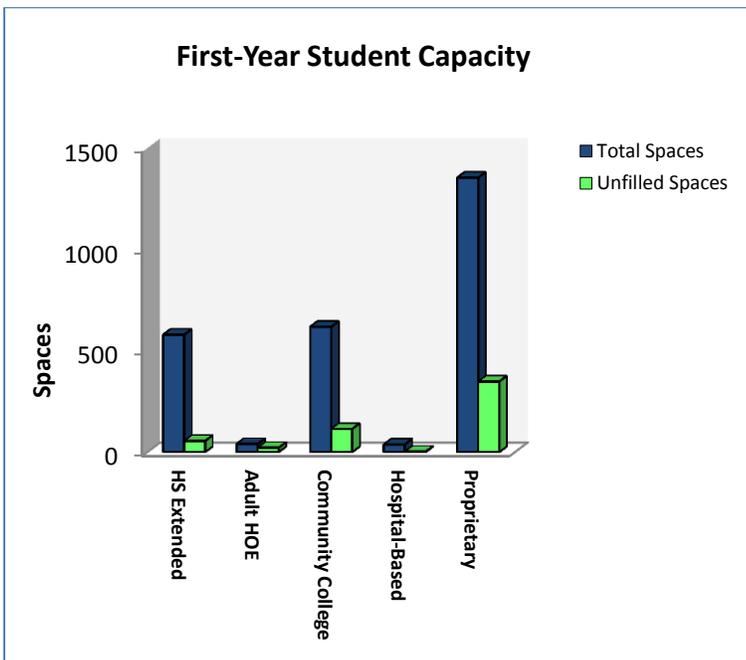
First-Year Student Capacity

Source: VA. Healthcare Workforce Data Center

At a Glance:

1st-Year Student Capacity
Spaces Available: 2,628
Spaces Unfilled: 540

Unfilled Capacity
% of Programs: 66%
% of Total Capacity: 21%

Source: VA. Healthcare Workforce Data Center

Virginia's PN programs were able to utilize 79% of its available first-year student capacity. Programs provided a variety of reasons for explaining the cause of unfilled spaces. Many programs cited a lack of qualified applicants. In addition, many accepted students either chose not to enroll or quit soon after the program started. Some of the students who did not matriculate into a specific program had multiple admission offers, while others did not enter any program because of unspecified personal issues. Financial issues were also a major problem for many admitted students who chose not to enroll in any program.

Program Type	# of Programs with Unfilled Spaces		# of Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Unfilled Spaces	%		
HS Extended	8	8	55	10%	579	9%
Adult HOE	0	1	21	4%	40	53%
Community College	5	14	114	21%	618	18%
Hospital-Based	1	1	2	0%	37	5%
Proprietary	4	11	348	64%	1,354	26%
All Programs	18	35	540	100%	2,628	21%

Source: VA. Healthcare Workforce Data Center

Enrollment

Student Enrollment
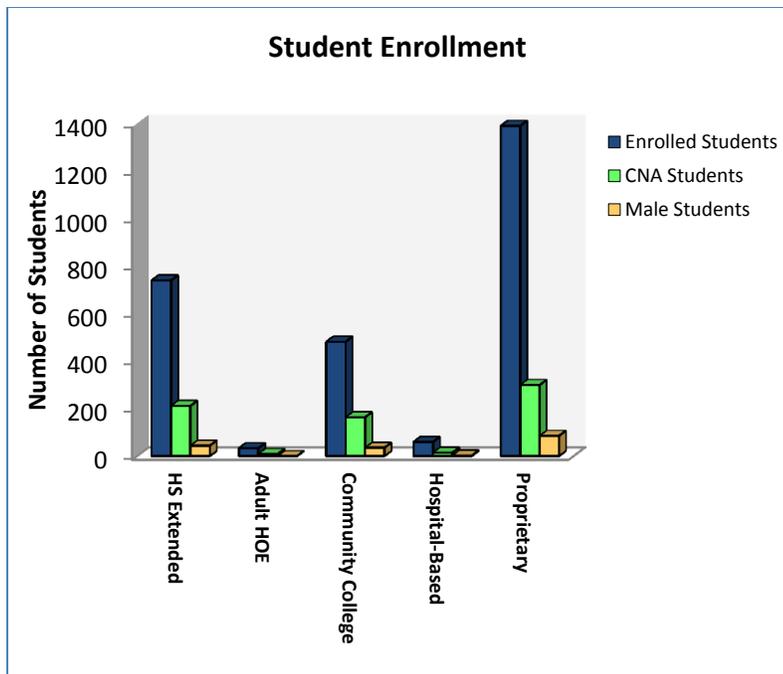
Source: VA. Healthcare Workforce Data Center

At a Glance:

Enrollment
Total:	2,702
CNA:	696
Male:	166

Enrollment by Program Type
Proprietary:	51%
HS Extended:	27%
Community College:	18%

Source: VA. Healthcare Workforce Data Center

A total of 2,702 students were enrolled in Virginia's PN programs during the current academic year. 26% 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	739	27%	211	30%	44	27%
Adult HOE	33	1%	9	1%	0	0%
Community College	481	18%	163	23%	35	21%
Hospital-Based	59	2%	14	2%	2	1%
Proprietary	1,390	51%	299	43%	85	51%
All Programs	2,702	100%	696	100%	166	100%

Source: VA. Healthcare Workforce Data Center

Attrition

Attrition Rate by Time Period

- First Quarter/Semester
- Second Quarter/Semester
- Third Quarter/Semester
- Fourth Quarter/Semester

57%
24%
15%
4%

Source: VA. Healthcare Workforce Data Center

Quarter/ Semester	Number of Students	
	Count	%
First	303	57%
Second	124	23%
Third	80	15%
Fourth	22	4%
Fifth	0	0%
Total	529	100%

Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduation Rate

Hospital Based:	95%
Adult HOE:	79%
HS Extended:	63%
Community College:	52%

Attrition Rate

Hospital Based:	5%
Adult HOE:	14%
HS Extended:	26%

Source: VA. Healthcare Workforce Data Center

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

Attrition Statistics	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Scheduled to Graduate	354	28	465	41	1,090	1,978
Graduated on Time	222	22	243	39	411	937
On-Time Graduation Rate	63%	79%	52%	95%	38%	47%
Permanently Left Program	91	4	137	2	398	632
Attrition Rate	26%	14%	29%	5%	37%	32%

Source: VA. Healthcare Workforce Data Center

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

Graduates

Graduating Students
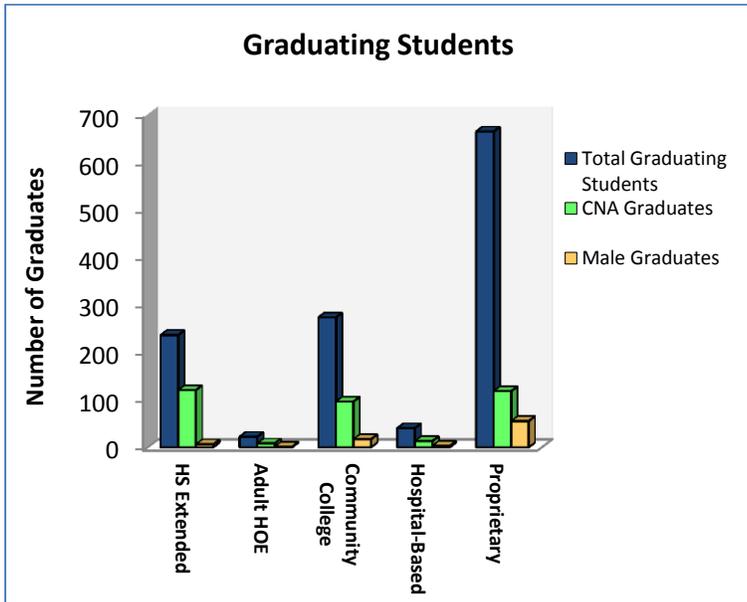
Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduates
Total:	1,235
% CNA:	29%
% Male:	7%

Grad. by Program Type
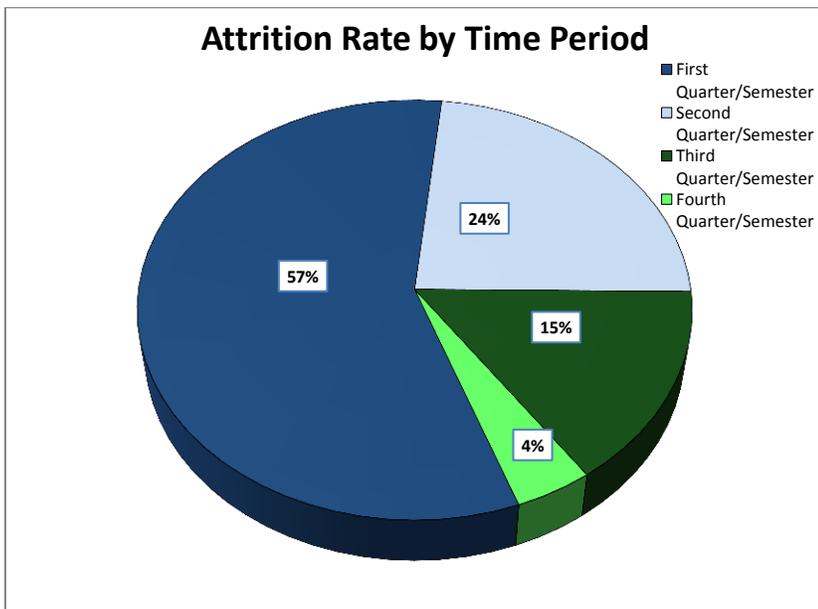|	
Proprietary:	54%
Community College:	22%
HS Extended:	19%

Source: VA. Healthcare Workforce Data Center

A total of 1,235 students graduated from Virginia's PN programs during the current academic year. 29% of these graduates were CNA students, while 7% were male. More than half graduated from Proprietary PN programs.

Program Type	Total Graduates		CNA Graduates		Male Graduates	
	Count	%	Count	%	Count	%
HS Extended	236	19%	120	34%	6	7%
Adult HOE	22	2%	8	2%	1	1%
Community College	273	22%	96	27%	17	21%
Hospital-Based	40	3%	13	4%	3	4%
Proprietary	664	54%	118	33%	55	67%
All Programs	1,235	100%	355	100%	82	100%

Source: VA. Healthcare Workforce Data Center

Background of Graduates

Graduates with Multiple Degrees

- HS Extended
- Adult HOE
- Comm. College
- Hospital Based
- Proprietary

40%
4%
3%
21%
16%

Source: VA. Healthcare Workforce Data Center
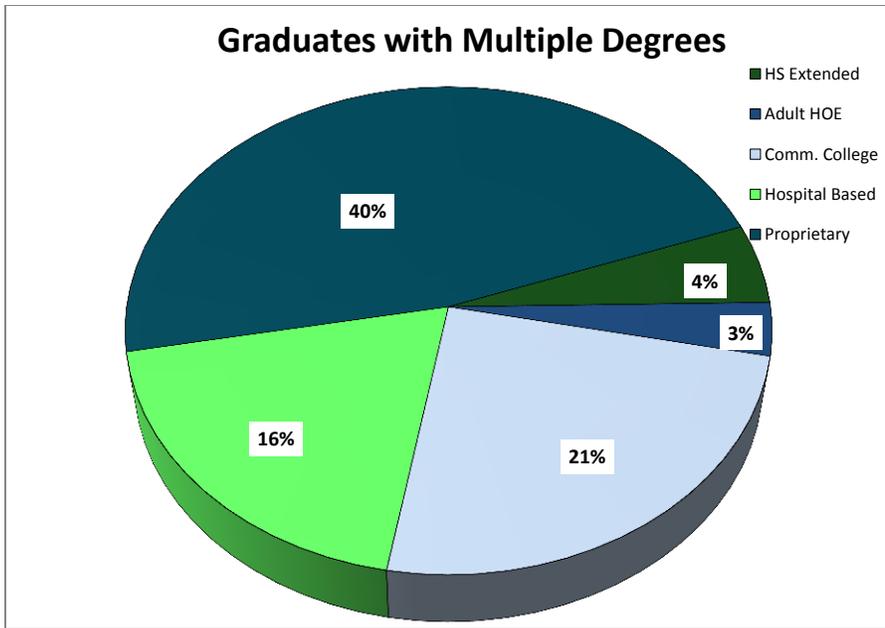
At a Glance:

Race/Ethnicity
White: 51%
Black: 36%
Hispanic: 5%

Multi-Degree Grads.
Multi-Degree Graduates: 67
% of Total Graduates: 5%

Source: VA. Healthcare Workforce Data Center

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

Program Type	Multi-Degree Graduates	%	% of Total Graduates
HS Extended	13	19%	6%
Adult HOE	2	3%	9%
Comm. College	14	21%	5%
Hospital Based	11	16%	28%
Proprietary	27	40%	4%
All Programs	67	100%	5%

Source: VA. Healthcare Workforce Data Center

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

Race/Ethnicity	HS Extended		Adult HOE		Comm. College		Hospital Based		Proprietary		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%
White	151	64%	20	91%	189	69%	31	78%	218	34%	609	51%
Black	56	24%	2	9%	59	22%	5	13%	316	50%	438	36%
Hispanic	10	4%	0	0%	11	4%	1	3%	39	6%	61	5%
Asian	7	3%	0	0%	9	3%	1	3%	27	4%	44	4%
American Indian	1	0%	0	0%	0	0%	2	5%	0	0%	3	0%
Pacific Islander	0	0%	0	0%	1	0%	0	0%	0	0%	1	0%
Two or More	10	4%	0	0%	0	0%	0	0%	4	1%	14	1%
Unknown	1	0%	0	0%	4	1%	0	0%	28	4%	33	3%
Total	236	100%	22	100%	273	100%	40	100%	632	100%	1,203	100%

Source: VA. Healthcare Workforce Data Center

Long-Term Trends

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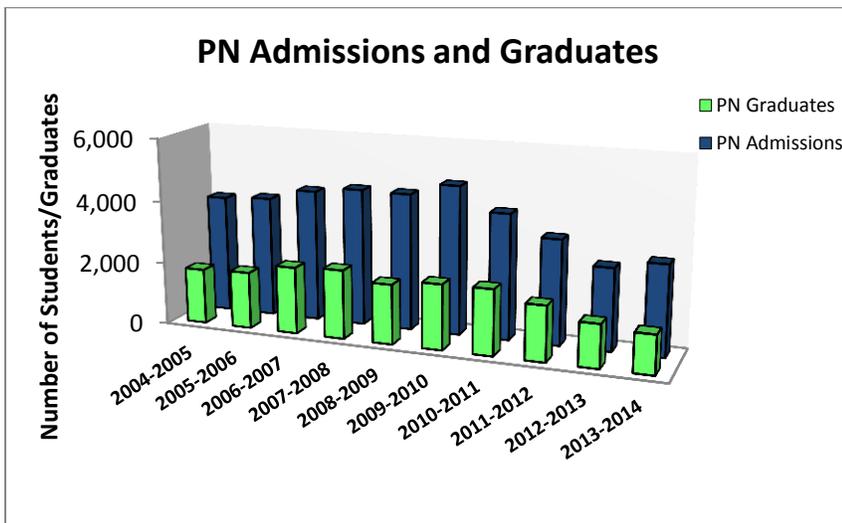
Source: VA. Healthcare Workforce Data Center

At a Glance:

Admissions
Total:	2,881
Year-over-Year Change:	10%

Graduates
Total:	1,235
Year-over-Year Change:	-10%

Source: VA Healthcare Workforce Data Center

The number of new students who were admitted into Virginia's PN programs increased by 10% whereas the number of enrolled students who graduated from these programs declined by 10% during the 2013-2014 academic year.

Academic Year	PN Admissions		PN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
2004-2005	3,759	-	1,752	-
2005-2006	3,847	2%	1,804	3%
2006-2007	4,206	9%	2,123	18%
2007-2008	4,376	4%	2,191	3%
2008-2009	4,358	0%	1,900	-13%
2009-2010	4,742	9%	2,072	9%
2010-2011	4,003	-16%	2,086	1%
2011-2012	3,346	-16%	1,753	-16%
2012-2013	2,614	-22%	1,371	-22%
2013-2014	2,881	10%	1,235	-10%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment

Percentage of Full-Time Faculty by Program Type

Source: VA. Healthcare Workforce Data Center

More than half of all faculty work in proprietary programs, but only 36% of those workers have full-time jobs. Only High School Extended and Hospital Based programs have at least half of their faculty members in full-time positions.
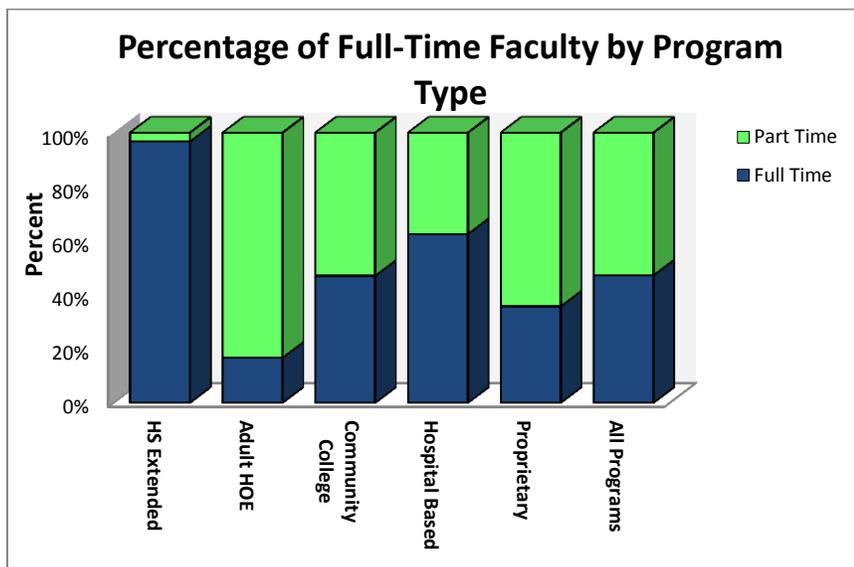
At a Glance:

% of Total Faculty
Proprietary:	57%
Community College:	26%
HS Extended:	14%

% Full-Time
HS Extended:	97%
Hospital Based:	63%
Community College:	47%

Student-Faculty Ratio
Community College:	5.11
Proprietary:	5.23
Adult HOE:	5.50

Source: VA. Healthcare Workforce Data Center

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25th %	Mean	75th %
HS Extended	59	28%	2	1%	61	14%	97%	9.58	12.48	15.70
Adult HOE	1	0%	5	2%	6	1%	17%	5.50	5.50	5.50
Community College	55	26%	62	26%	117	26%	47%	2.03	5.11	7.88
Hospital Based	5	2%	3	1%	8	2%	63%	5.75	5.75	5.75
Proprietary	91	43%	164	69%	255	57%	36%	3.29	5.23	6.32
All Programs	211	100%	236	100%	447	100%	47%	3.40	7.36	10.00

Source: VA. Healthcare Workforce Data Center

On average, the typical PN program had a student-to-faculty ratio of 7.36. However, four of the five program types had student-to-faculty ratios that were below the overall average, which was skewed upward by the higher mean of HS Extended programs.

Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	0	0%	1	0%	1	0%	0%
25 to 34	21	10%	20	9%	41	9%	51%
35 to 44	41	20%	67	29%	108	25%	38%
45 to 54	60	29%	69	30%	129	29%	47%
55 to 64	72	35%	53	23%	125	29%	58%
65 to 74	14	7%	20	9%	34	8%	41%
75 and Over	0	0%	0	0%	0	0%	0%
Total	208	100%	230	100%	438	100%	47%

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: 94%
% Female w/ FT Job: 48%

Age
% Under 35:   9%
% Over 54:   37%

Diversity
Diversity Index (Total):   43%
Diversity Index (FT Jobs): 40%

Source: VA. Healthcare Workforce Data Center

In a chance encounter between two faculty members, there is a 43% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 55%.

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	9	4%	16	7%	25	6%	36%
Female	199	96%	214	93%	413	94%	48%
Total	208	100%	230	100%	438	100%	47%

Source: VA. Healthcare Workforce Data Center

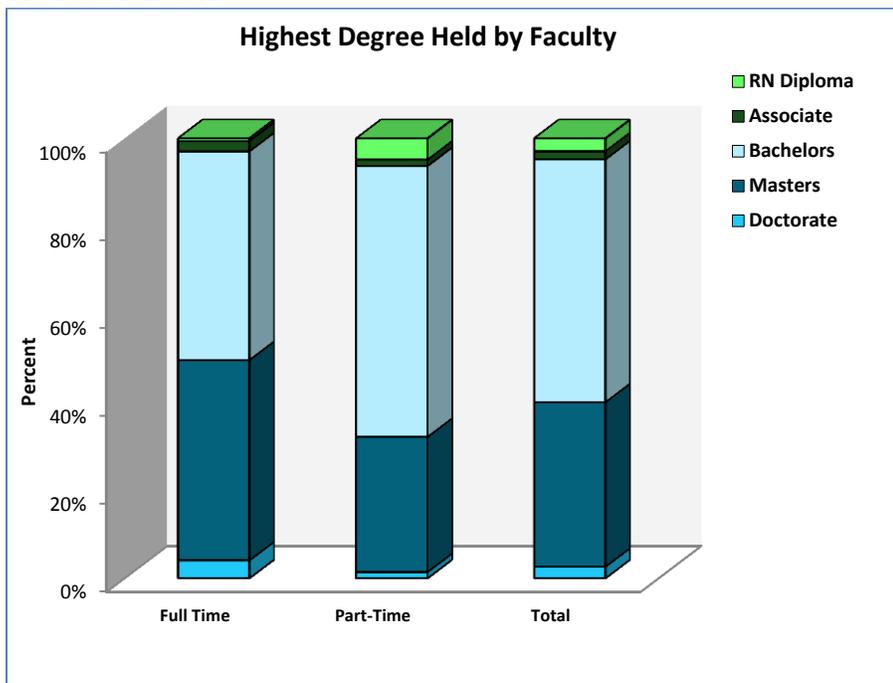| Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	63%	155	75%	157	68%	312	71%	50%
Black	20%	44	21%	63	27%	107	24%	41%
Asian	6%	4	2%	7	3%	11	3%	36%
Other Race	1%	0	0%	1	0%	1	0%	0%
Two or more races	3%	4	2%	0	0%	4	1%	100%
Hispanic	9%	1	0%	2	1%	3	1%	33%
Total	102%**	208	100%	230	100%	438	100%	47%

*Population data in this chart is from the US Census, Population Estimates for 2014.
** Does not add up to 100% because of rounding
Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:

Highest Degree Held by Faculty

Legend:
- RN Diploma
- Associate
- Bachelors
- Masters
- Doctorate

Source: VA. Healthcare Workforce Data Center

At a Glance:

Degree

BSN:	42%
Masters in Nursing:	32%
Non-Nursing Bachelors:	13%

Full-Time Employment

Doctorate:	70%
Non-Nursing Masters:	58%
Associate in Nursing:	57%

Source: VA. Healthcare Workforce Data Center

More than 70% of all faculty members held either a BSN or a Masters in Nursing as their highest professional degree. Of this group, 46% were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
RN Diploma	1	1%	10	5%	11	3%	9%
ASN	4	2%	3	1%	7	2%	57%
Non-Nursing Bachelors	19	11%	32	15%	51	13%	37%
BSN	62	36%	96	46%	158	42%	39%
Non-Nursing Masters	11	6%	8	4%	19	5%	58%
Masters in Nursing	67	39%	56	27%	123	32%	54%
Doctorate	7	4%	3	1%	10	3%	70%
Total	171	100%	208	100%	379	100%	45%

Source: VA. Healthcare Workforce Data Center

Faculty Appointments and Resignations

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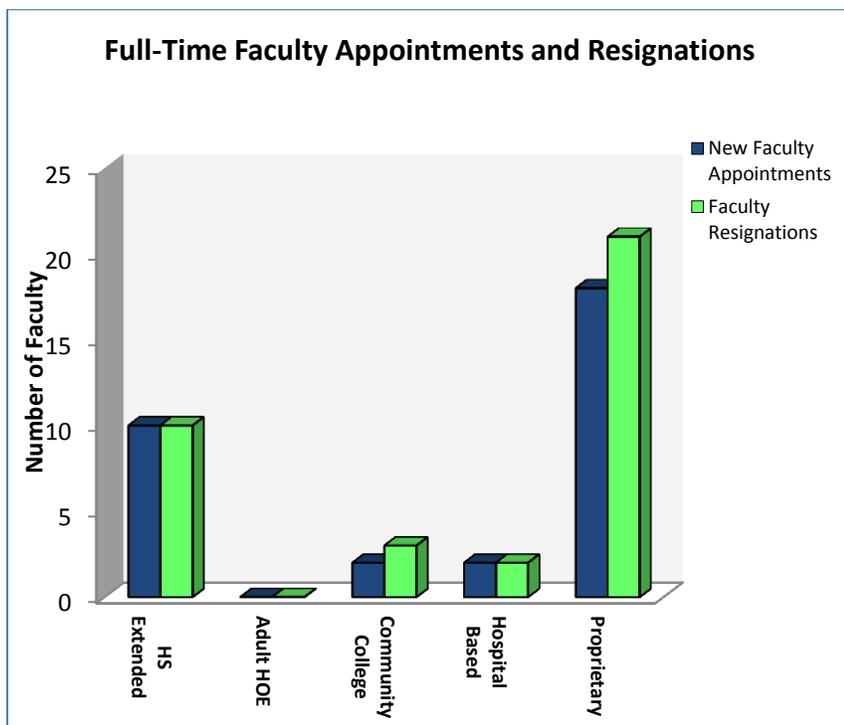
Source: VA. Healthcare Workforce Data Center

At a Glance:

Full-Time Faculty
Turnover Rate: 17%
Newly Appointed Rate: 15%

Turnover Rate
Hospital Based: 40%
Proprietary: 23%
HS Extended: 17%

Source: VA. Healthcare Workforce Data Center

Among full-time faculty, Virginia's PN Programs experienced a 17% turnover rate and a newly appointed faculty rate of 15% over the past year.

Full-Time Faculty	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Total	59	1	55	5	91	211
Newly Appointed	10	0	2	2	18	32
Resignations	10	0	3	2	21	36
Turnover Rate	17%	0%	5%	40%	23%	17%
Proportion Newly Appointed	17%	0%	4%	40%	20%	15%

Source: VA. Healthcare Workforce Data Center

Future Faculty Requirements

Actively Recruited Positions
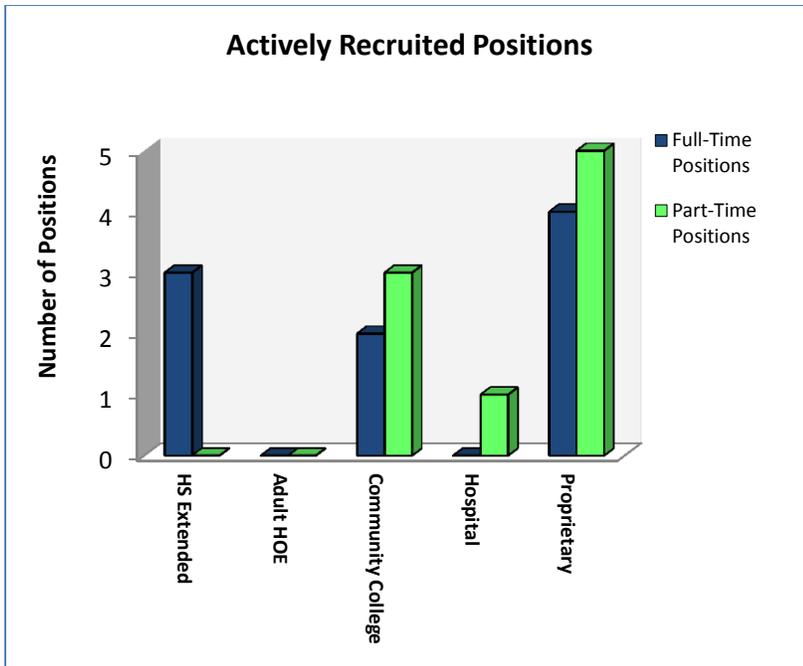
Source: VA. Healthcare Workforce Data Center

At a Glance:

Active Recruitment

Full-Time Hiring:	60%
Part-Time Hiring:	90%

Budget Adequacy

Full-Time Hiring:	94%
Part-Time Hiring:	93%

Expected Job Disruption

Less:	37%
Same:	31%
More:	32%

Source: VA. Healthcare Workforce Data Center

A total of 9 full-time faculty positions and 9 part-time faculty positions are currently in active recruitment. Most of these jobs are needed in Proprietary programs.

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
Yes	45	94%	39	93%
No	3	6%	3	7%
Total	48	100%	42	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	8	53%	4	27%	3	20%	15	100%
Adult HOE	0	0%	0	0%	1	100%	1	100%
Community College	4	24%	11	65%	2	12%	17	100%
Hospital	1	100%	0	0%	0	0%	1	100%
Proprietary	10	36%	4	14%	14	50%	28	100%
All Programs	23	37%	19	31%	20	32%	62	100%

Source: VA. Healthcare Workforce Data Center

32% of Virginia's PN programs expect more employment disruption among full-time faculty over the course of the next year. In addition, most programs currently have a budget of sufficient size to adequately meet their faculty needs.
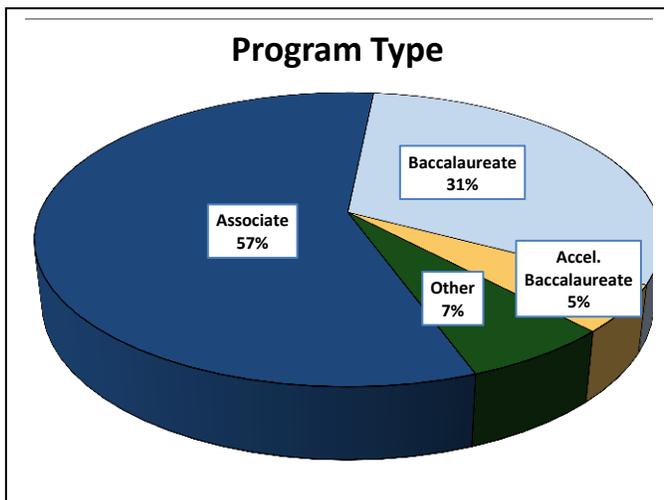
Registered Nursing Education Programs

Program Structure

A Closer Look:

Program Type		
Type	#	%
Associate	44	57%
Baccalaureate	24	31%
Accelerated Baccalaureate	4	5%
Associate Online	2	3%
Accelerated Masters	2	3%
Diploma	1	1%
Total	77	100%

Source: VA. Healthcare Workforce Data Center

Program Type

Baccalaureate
31%

Associate
57%

Other
7%

Accel.
Baccalaureate
5%

Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Type
Associate: 57%
Baccalaureate: 31%
Accelerated Baccalaureate: 5%

Delivery Method
Semester: 91%
Quarters: 9%

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

Source: VA. Healthcare Workforce Data Center

There were 77 Registered Nursing (RN) Education Programs approved in Virginia during the 2013-2014 academic year. 27 of these programs offer a RN-to-BSN option to their students in addition to their pre-licensure program.

Program Length, Months					
Program Type	**Mean**	**Min**	**25th %**	**75th %**	**Max**
Diploma	24	24	24	24	24
Associate	22	15	20	24	36
Associate Online	21	17	17	24	24
Baccalaureate	29	16	23	36	36
Accelerated Baccalaureate	18	15	15	22	24
Accelerated Masters	22	20	20	24	24
All Programs	24	15	20	26	36

Source: VA. Healthcare Workforce Data Center
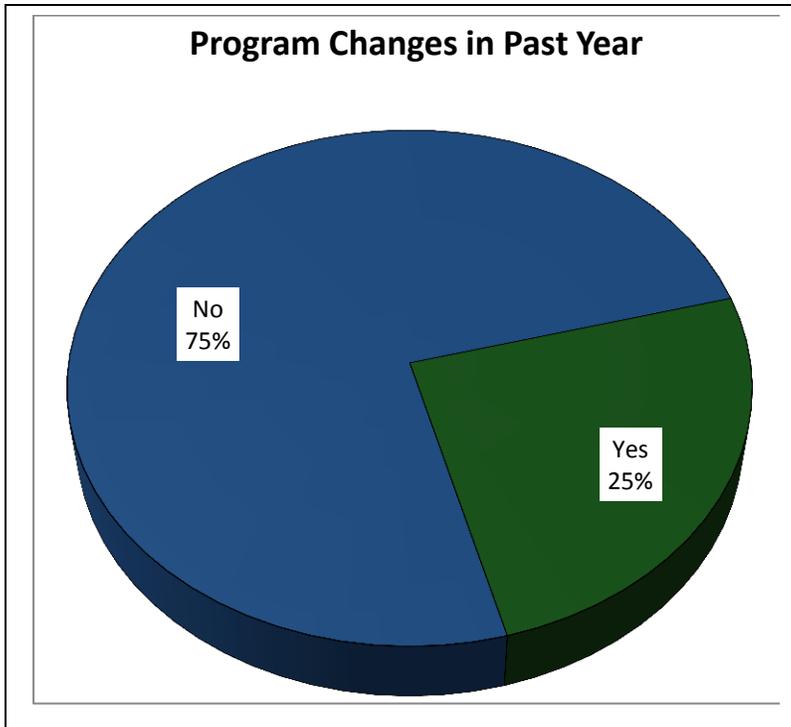
Program Details

Program Changes in Past Year

No
75%

Yes
25%

Source: VA. Healthcare Workforce Data Center

At a Glance:

Schedule Options
Daytime Courses:	99%
Evening Courses:	45%
Online Courses:	30%
Weekend Courses:	28%

Admissions Frequency (Annual)
One:	45%
Two:	36%
Three:	12%
Four or More:	7%

Source: VA. Healthcare Workforce Data Center

About one-quarter of all RN programs implemented a change to their nursing program in the past year. Many changes relate to either the curriculum or scheduling. In addition, one program added a Veteran BSN program.

Scheduling Option	#	%
Daytime Courses	76	99%
Evening Courses	21	27%
Online Courses	23	30%
Evening & Weekend Courses	14	18%
Accelerated Courses	11	14%
Weekend Courses	8	10%

Source: VA. Healthcare Workforce Data Center

Accreditation			
Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	45	58%
National League for Nursing Accreditation Commission	NLNAC	26	34%
Commission on Collegiate Nursing Education	CCNE	25	32%
Accrediting Council for Independent Colleges and Schools	ACICS	9	12%
Accrediting Bureau of Health Education Schools	ABHES	4	5%
Council on Occupational Education	COE	2	3%
The Higher Learning Commission	HLC	1	1%
Middle States Commission on Higher Education	MSCHE	1	1%

Source: VA. Healthcare Workforce Data Center
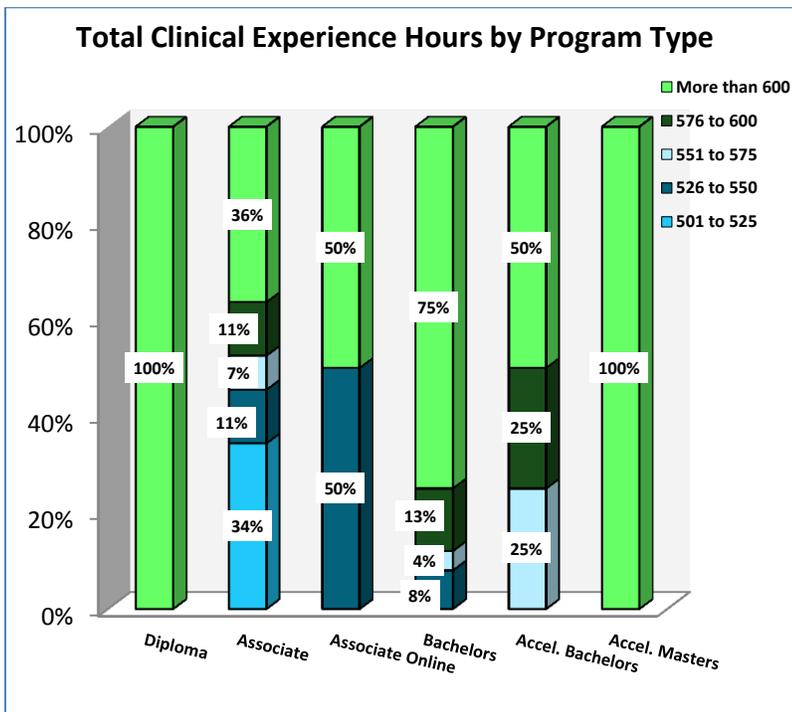
Clinical Hours

Total Clinical Experience Hours by Program Type

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

Source: VA. Healthcare Workforce Data Center

At a Glance:

Median Clinical Hours
Clinical Experience:	> 600
Direct Client Care:	> 500
Direct Client Care in Va.:	526
Clinical Simulation:	26-50
Clinical Observation:	1-25

Source: VA. Healthcare Workforce Data Center

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

Clinical Experiences Outside Virginia		
State	**# of Programs**	**% of Programs**
Washington, D.C.	15	20%
Maryland	6	8%
North Carolina	3	4%
West Virginia	3	4%
Other	3	4%
Tennessee	2	3%
Pennsylvania	1	1%
At least One	21	27%

Source: VA. Healthcare Workforce Data Center

21 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.
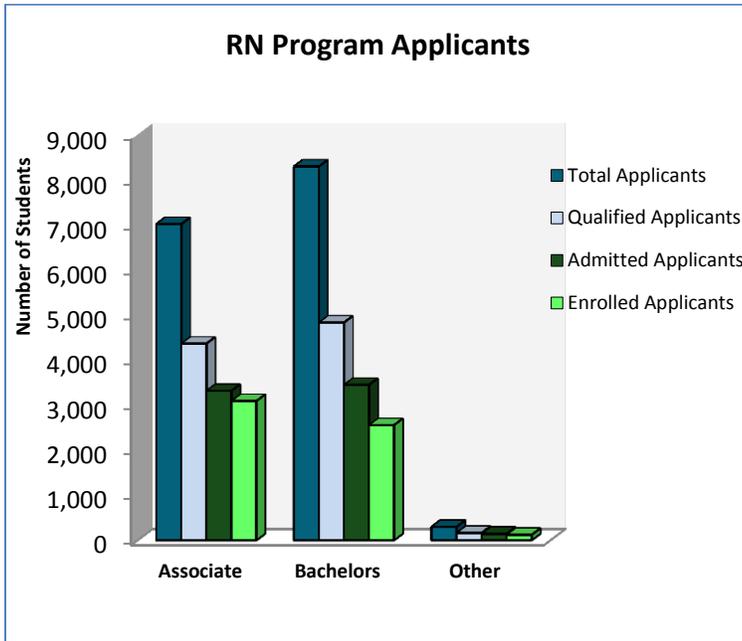
Breakdown of Clinical Hours by Program Type

Clinical Hours		Program Type						All Programs
Type	Amount	Diploma	Associate	Associate Online	Baccalaureate	Accel. Baccalaureate	Accel. Masters	All Programs
Clinical Experience Hours	500 or less	0	0	0	0	0	0	0
	501 to 525	0	15	0	0	0	0	15
	526 to 550	0	5	1	2	0	0	8
	551 to 575	0	3	0	1	1	0	5
	576 to 600	0	5	0	3	1	0	9
	More than 600	1	16	1	18	2	2	40
	Total	1	44	2	24	4	2	77
Direct Client Care Hours	400 or less	0	2	0	0	0	0	2
	401 to 425	0	0	0	0	0	0	0
	426 to 450	0	1	0	0	0	0	1
	451 to 475	0	1	0	0	0	0	1
	476 to 500	0	7	0	3	0	0	10
	More than 500	1	33	2	21	4	2	63
	Total	1	44	2	24	4	2	77
Clinical Simulation Hours	None	0	4	0	2	0	0	6
	1 to 25	0	19	2	5	2	1	29
	26 to 50	1	10	0	9	1	0	21
	51 to 75	0	5	0	3	0	0	8
	76 to 100	0	3	0	2	1	0	6
	More than 100	0	3	0	3	0	1	7
	Total	1	44	2	24	4	2	77
Clinical Observation Hours	None	0	20	0	5	3	1	29
	1 to 25	1	19	2	7	0	0	29
	26 to 50	0	5	0	5	1	0	11
	51 to 75	0	0	0	2	0	0	2
	76 to 100	0	0	0	2	0	0	2
	More than 100	0	0	0	3	0	1	4
	Total	1	44	2	24	4	2	77

Source: VA. Healthcare Workforce Data Center

Student Information

Admissions

RN Program Applicants

Legend:
- Total Applicants
- Qualified Applicants
- Admitted Applicants
- Enrolled Applicants

Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Applicants

Total:	15,611
Qualified:	9,361
Admitted:	6,912
Enrolled:	5,768
Waitlisted:	752

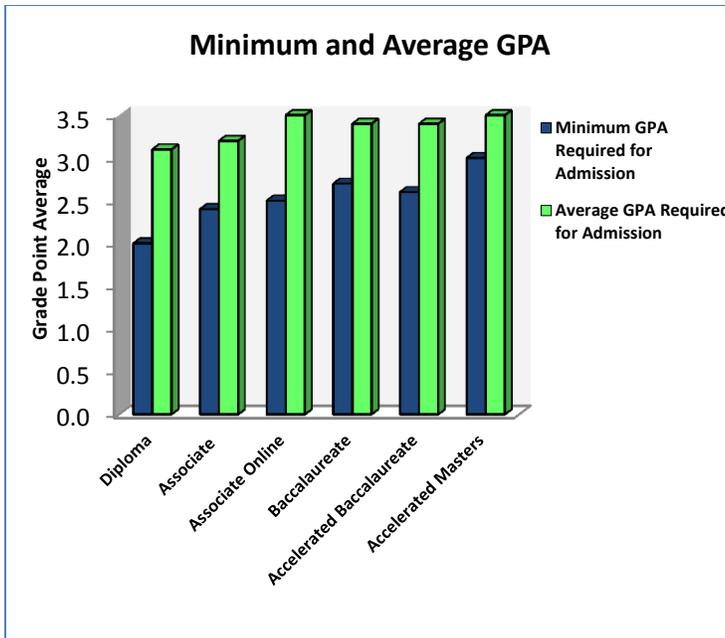*Source: VA. Healthcare Workforce Data Center*

Virginia's RN programs received a total of 15,611 student applications during the 2013-2014 academic year. Approximately 37% of these applications ultimately resulted in an enrolled student.

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
Diploma	177	105	59%	95	90%	86	91%	49%
Associate	6,873	4,228	62%	3,218	76%	3,005	93%	44%
Assoc. Online	144	136	94%	99	73%	85	86%	59%
Baccalaureate	6,910	4,062	59%	2,857	70%	2,126	74%	31%
Accel. Baccalaureate	1,384	770	56%	593	77%	430	73%	31%
Accel. Masters	123	60	49%	50	83%	36	72%	29%
All Programs	15,611	9,361	60%	6,912	74%	5,768	83%	37%

Source: VA. Healthcare Workforce Data Center

Out of 9,361 qualified applicants, 2,449 were not given an admission offer. 19 programs cited the inability to expand effective program capacity as the main reason for failing to admit qualified applicants, while 9 programs cited the lack of clinical space. The lack of qualified faculty and student finances were also common reasons for failing to admit qualified applicants.

Background of Admitted Students

Minimum and Average GPA

Source: VA. Healthcare Workforce Data Center

At a Glance:

GPA (mean)
Minimum Requirement: 2.5
Student Average: 3.3

Age (mean)
Overall: 28
Associate: 29
Baccalaureate: 25
Diploma: 28

Source: VA. Healthcare Workforce Data Center

Average Age of Admitted Students

Program Type	Mean
Diploma	28
Associate	29
Associate Online	33
Baccalaureate	25
Accelerated Baccalaureate	28
Accelerated Masters	-
All Programs	28

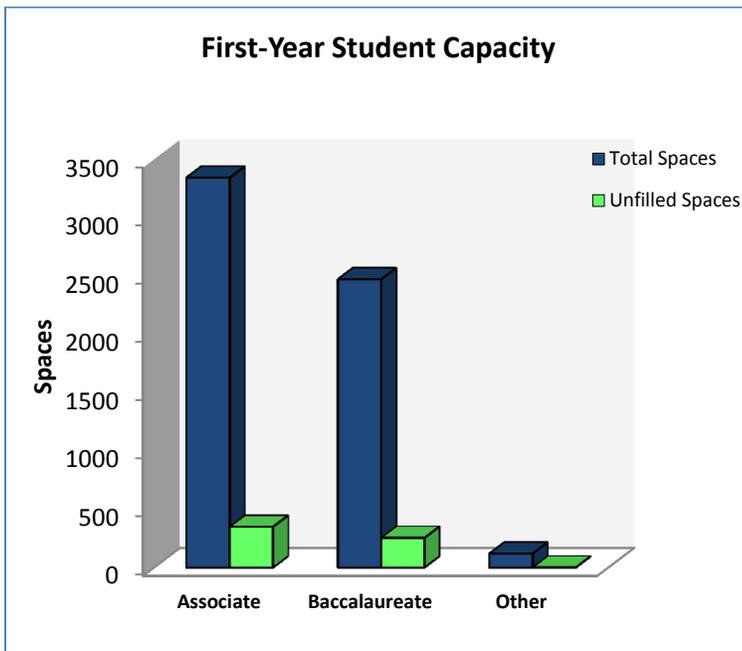*Source: VA. Healthcare Workforce Data Center*

The average age of students who were admitted into Virginia's RN programs was 28. Baccalaureate programs had the lowest average age of admitted students at 25, while Associate Online programs had the highest average age of admitted students at 33.

GPA

Program Type	Min	Avg.
Diploma	2.0	3.1
Associate	2.4	3.2
Associate Online	2.5	3.5
Baccalaureate	2.7	3.4
Accelerated Baccalaureate	2.6	3.4
Accelerated Masters	3.0	3.5
All Programs	2.5	3.3

Source: VA. Healthcare Workforce Data Center

A typical RN program required that prospective students have a minimum GPA of 2.5, while the average GPA among admitted students was 3.3. On average, Accelerated Masters programs had the highest minimum GPA requirements for admission and the highest average GPA among admitted students along with Associate Online programs.

Capacity

First-Year Student Capacity

Source: VA. Healthcare Workforce Data Center

At a Glance:

1st-Year Student Capacity
Spaces Available: 5,935
Spaces Unfilled: 603

Unfilled Capacity
% of Programs: 49%
% of Total Capacity: 10%

Source: VA. Healthcare Workforce Data Center

Virginia's RN programs were able to utilize 90% of its available first-year student capacity. Programs provided a variety of reasons for explaining the cause of unfilled spaces. One of the most common explanations was the lack of qualified applicants. Many programs also had admitted students who chose not to enroll and enrolled students who either failed to show up or dropped out soon after classes started. Some of these students went to other programs, while others chose not to attend any program because of financial or other personal difficulties.

Program Type	# of Programs with Unfilled Spaces		Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Number	%		
Diploma	1	0	0	0%	84	0%
Associate	19	25	349	58%	3237	11%
Associate Online	2	0	0	0%	107	0%
Baccalaureate	15	9	212	35%	2242	9%
Accelerated Baccalaureate	1	3	42	7%	230	18%
Accelerated Masters	1	0	0	0%	35	0%
All Programs	39	37	603	100%	5,935	10%

Source: VA. Healthcare Workforce Data Center

Enrollment

Student Enrollment
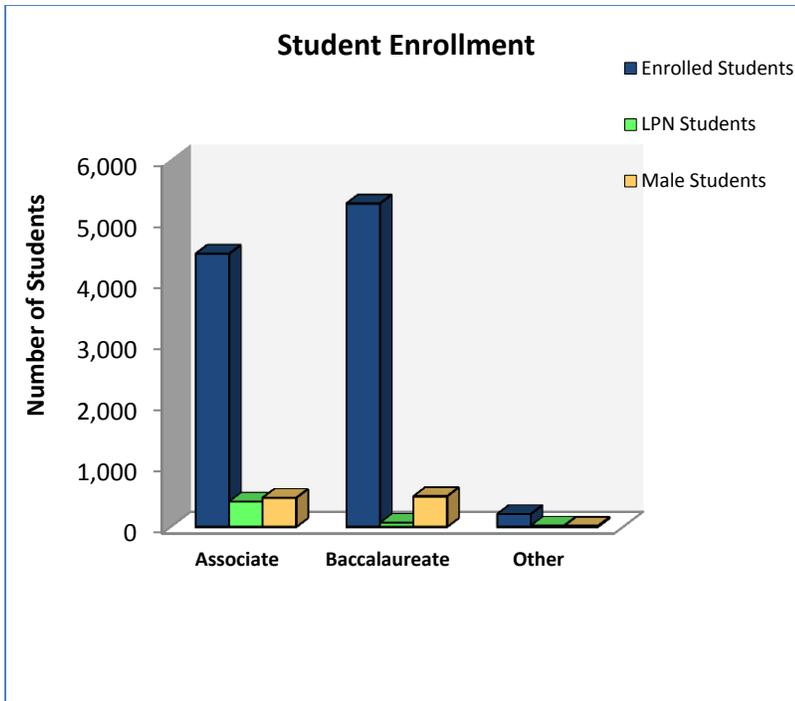
Source: VA. Healthcare Workforce Data Center

At a Glance:

Enrollment
Total:	9,955
LPN:	506
Male:	990

Enrollment by Program Type
Baccalaureate:	47%
Associate:	44%
Accel. Baccalaureate:	6%

Source: VA. Healthcare Workforce Data Center

Nearly 10,000 students were enrolled in Virginia's RN programs during the current academic year. 5% of these students are LPNs, while 10% of enrolled students are male.

Program Type	Total Enrollment		LPN Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
Diploma	135	1%	22	4%	7	1%
Associate	4,337	44%	415	82%	463	47%
Associate Online	125	1%	0	0%	12	1%
Baccalaureate	4,719	47%	63	12%	443	45%
Accelerated Baccalaureate	563	6%	6	1%	58	6%
Accelerated Masters	76	1%	0	0%	7	1%
All Programs	9,955	100%	506	100%	990	100%

Source: VA. Healthcare Workforce Data Center

Attrition

Student Attrition

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

Source: VA. Healthcare Workforce Data Center

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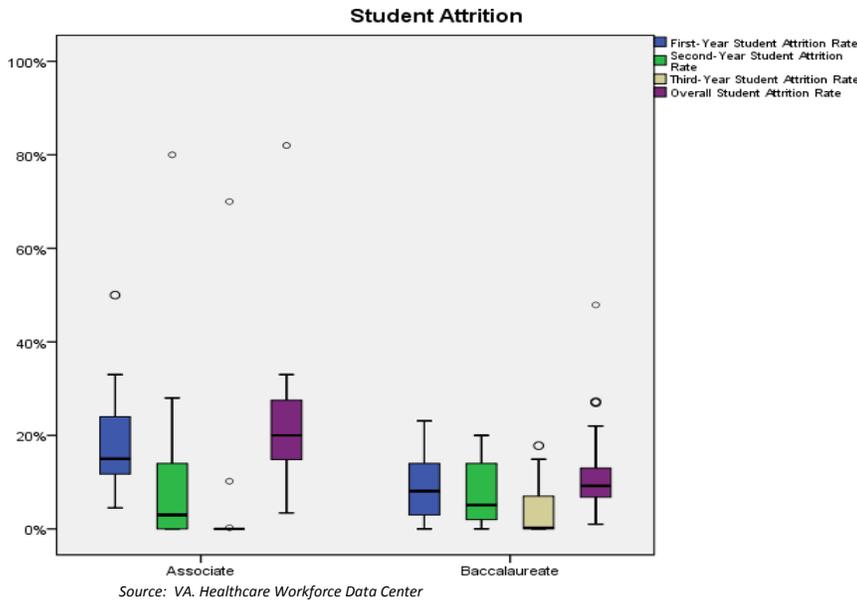
At a Glance:

Attrition Rate
1st Year Avg.:	16%
2nd Year Avg.:	10%
3rd Year Avg.:	4%
Overall Avg.:	18%

Attrition by Program Type
Associate:	23%
Baccalaureate:	14%
Accel. Baccalaureate:	12%

Source: VA. Healthcare Workforce Data Center

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Type	Year	Avg	Min	Max	Missing
Diploma	1st Year Attrition	1%	1%	1%	0
	2nd Year Attrition	0%	0%	0%	0
	3rd Year Attrition	0%	0%	0%	1
	Overall Attrition	**1%**	**1%**	**1%**	**0**
Associate	1st Year Attrition	21%	1%	88%	3
	2nd Year Attrition	12%	0%	80%	3
	3rd Year Attrition	5%	0%	70%	29
	Overall Attrition	**23%**	**1%**	**82%**	**4**
Online Associate	1st Year Attrition	7%	3%	11%	0
	2nd Year Attrition	4%	0%	7%	0
	3rd Year Attrition	-	-	-	2
	Overall Attrition	**11%**	**3%**	**18%**	**0**
Baccalaureate	1st Year Attrition	11%	0%	39%	0
	2nd Year Attrition	8%	0%	34%	1
	3rd Year Attrition	4%	0%	18%	9
	Overall Attrition	**14%**	**0%**	**48%**	**1**
Accelerated Baccalaureate	1st Year Attrition	10%	4%	18%	0
	2nd Year Attrition	5%	0%	11%	0
	Third Year Attrition	0%	0%	0%	1
	Overall Attrition	**12%**	**4%**	**27%**	**0**
Accelerated Masters	1st Year Attrition	11%	11%	11%	1
	2nd Year Attrition	0%	0%	0%	1
	3rd Year Attrition	-	-	-	2
	Overall Attrition	**11%**	**11%**	**11%**	**1**
Total	**1st Year Attrition**	**16%**	**0%**	**88%**	**4**
	2nd Year Attrition	**10%**	**0%**	**80%**	**5**
	3rd Year Attrition	**4%**	**0%**	**70%**	**44**
	Overall Attrition	**18%**	**0.1%**	**82%**	**6**

Source: VA. Healthcare Workforce Data Center

The overall attrition rate across all program types was 18%. Associate programs had the highest overall attrition rate, with nearly one-quarter of all students leaving the program. Baccalaureate programs had an attrition rate of 14%, while Diploma programs had the lowest overall attrition rate at 1%.

Graduates

Graduating Students

Legend:
- Total Graduating Students
- LPN Graduates
- Male Graduates

Y-axis: Number of Graduates (0, 500, 1,000, 1,500, 2,000, 2,500)
X-axis: Associate, Baccalaureate, Other
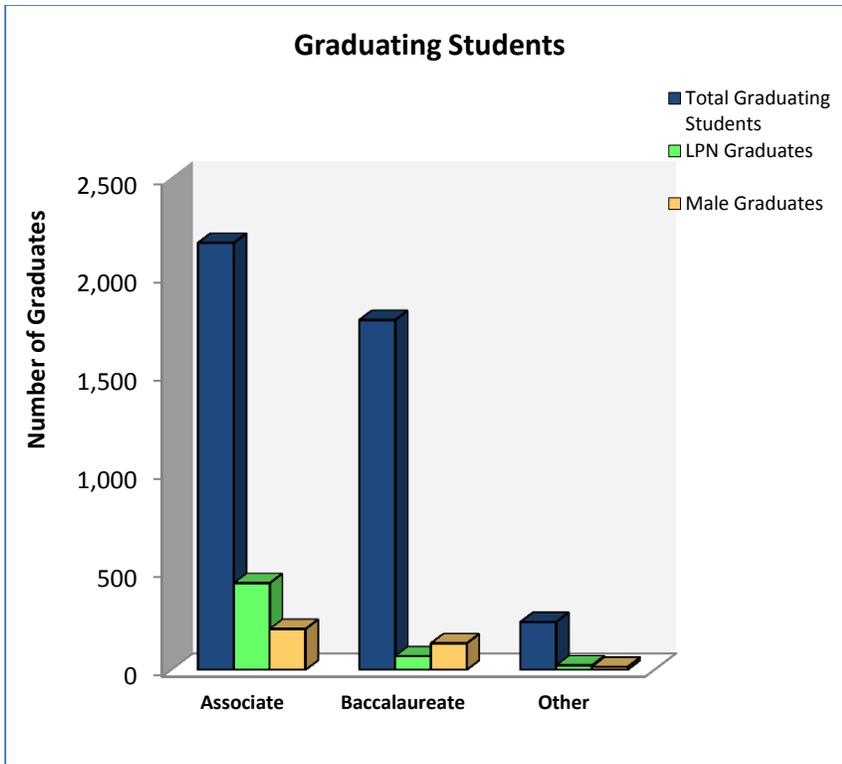
Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduates
Total:	4,186
% LPN:	13%
% Male:	8%

Grad. by Program Type
|	
Associate:	50%
Baccalaureate:	34%
Accel. Baccalaureate:	8%

Source: VA. Healthcare Workforce Data Center

A total of 4,186 students graduated from Virginia's RN programs during the current academic year. 13% of these graduates were LPN students, while 8% were male. About half of all graduating students came from Associate programs.

Program Type	Total Graduates		LPN Graduates		Male Graduates	
	Count	%	Count	%	Count	%
Diploma	88	2%	22	4%	4	1%
Associate	2,085	50%	440	83%	200	56%
Associate Online	83	2%	0	0%	7	2%
Baccalaureate	1,439	34%	63	12%	98	28%
Accelerated Baccalaureate	337	8%	6	1%	36	10%
Accelerated Masters	154	4%	0	0%	10	3%
All Programs	4,186	100%	531	100%	355	100%

Source: VA. Healthcare Workforce Data Center
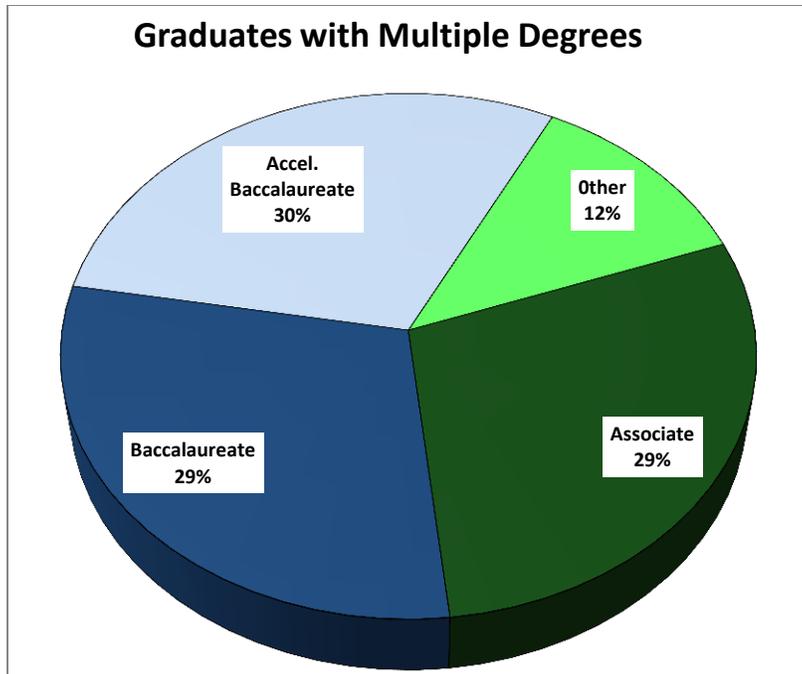
Background of Graduates

Graduates with Multiple Degrees

Source: VA. Healthcare Workforce Data Center

More than 20% percent of all graduates from Virginia's PN programs held other non-nursing degrees.

| Program Type	Multi-Degree Graduates	%	% of Total Graduates
Diploma	25	3%	28%
Associate	260	29%	12%
Associate Online	45	5%	54%
Baccalaureate	266	29%	18%
Accel. Baccalaureate	268	30%	80%
Accel. Masters	38	4%	25%
All Programs	902	100%	22%

Source: VA. Healthcare Workforce Data Center

69% of all graduates from Virginia's RN programs are non-Hispanic White, while 17% of all graduates are non-Hispanic Black.

Race/ Ethnicity	Diploma		Associate		Associate Online		BSN		Accel. BSN		Accel. Masters		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
White	71	81%	1,219	74%	53	65%	850	64%	112	58%	30	79%	2,335	69%
Black	8	9%	275	17%	11	13%	225	17%	41	21%	0	0%	560	17%
Hispanic	3	3%	35	2%	7	9%	72	5%	12	6%	3	8%	132	4%
Asian	2	2%	45	3%	3	4%	82	6%	13	7%	3	8%	148	4%
American Indian	0	0%	4	0%	1	1%	3	0%	2	1%	0	0%	10	0%
Pacific Islander	0	0%	2	0%	3	4%	6	0%	2	1%	0	0%	13	0%
Two or More	4	5%	17	1%	0	0%	36	3%	3	2%	2	5%	62	2%
Unknown	0	0%	59	4%	4	5%	52	4%	7	4%	0	0%	122	4%
Total	88	100%	1,656	100%	82	100%	1,326	100%	192	100%	38	100%	3,382	100%

Source: VA. Healthcare Workforce Data Center

Long-Term Trends

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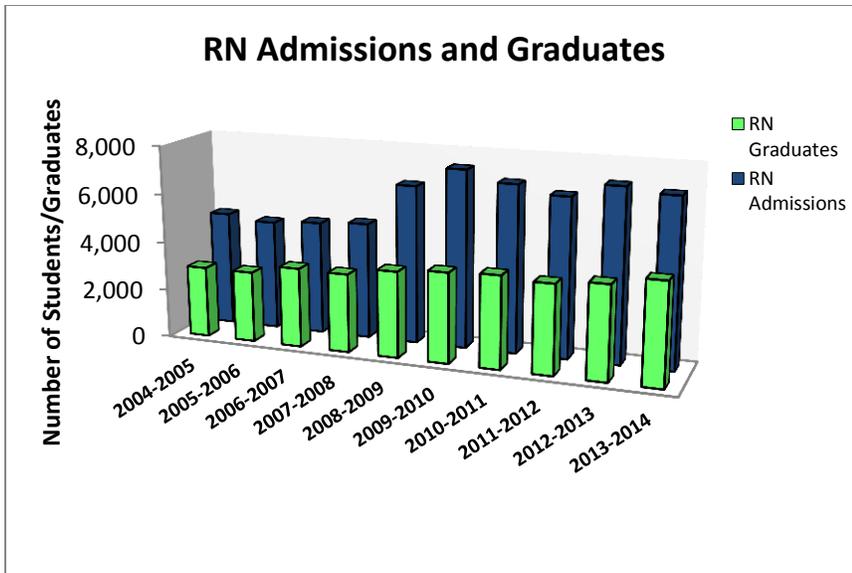
Source: VA. Healthcare Workforce Data Center

At a Glance:

Admissions
Total: 6,912
Year-over-Year Change: -3%

Graduates
Total: 4,186
Year-over-Year Change: 9%

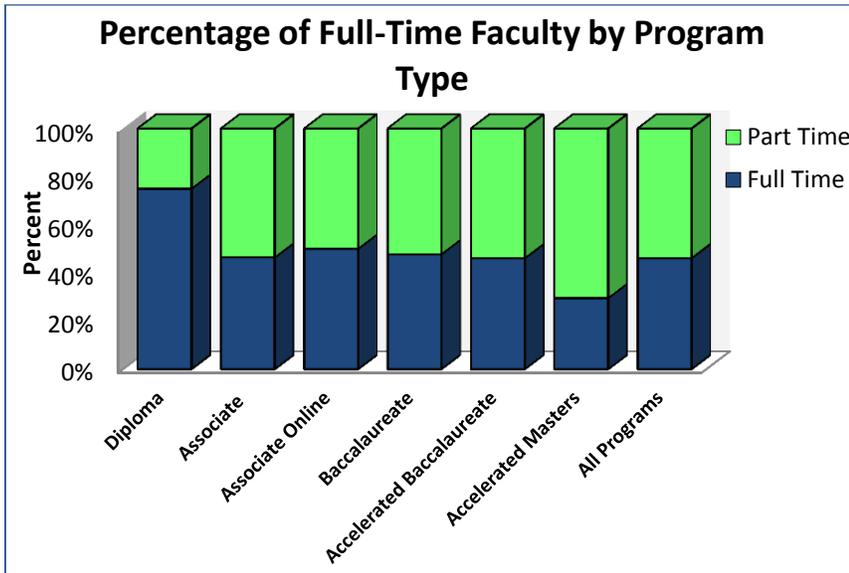Source: VA. Healthcare Workforce Data Center

Admission to Virginia's RN programs declined by 3% during the academic year, whereas the number of graduates increased by 9%. The number of graduates from Virginia's RN in the 2013-2014 academic year is the highest it has ever been in the past decade.

Academic Year	RN Admissions		RN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
2004-2005	4,724	-	2,912	-
2005-2006	4,528	-4%	2,909	0%
2006-2007	4,671	3%	3,265	12%
2007-2008	4,799	3%	3,228	-1%
2008-2009	6,526	36%	3,536	10%
2009-2010	7,338	12%	3,698	5%
2010-2011	6,898	-6%	3,788	2%
2011-2012	6,562	-5%	3,660	-3%
2012-2013	7,115	8%	3,845	5%
2013-2014	6,912	-3%	4,186	9%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment

Percentage of Full-Time Faculty by Program Type

Source: VA. Healthcare Workforce Data Center

Nearly half of all RN program faculty work at Baccalaureate programs, while about one-third work for Associate programs. In total, Virginia's RN programs employed 2,034 faculty members, 46% of whom are full-time workers.

At a Glance:

% of Total Faculty
Baccalaureate:	49%
Associate:	33%
Accel. Baccalaureate:	8%

% Full-Time
Overall:	46%
Diploma:	75%
Associate Online:	50%

Student-Faculty Ratio
Overall:	5.5
Diploma:	6.8
Associate:	5.7

Source: VA. Healthcare Workforce Data Center

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25th %	Mean	75th %
Diploma	15	2%	5	0%	20	1%	75%	6.8	6.8	6.8
Associate	311	33%	359	33%	670	33%	46%	3.2	5.7	7.8
Associate Online	22	2%	22	2%	44	2%	50%	0.7	0.7	0.7
Baccalaureate	476	51%	521	48%	997	49%	48%	2.7	5.5	7.2
Accelerated Baccalaureate	71	8%	83	8%	154	8%	46%	2.2	4.7	7.7
Accelerated Masters	44	5%	105	10%	149	7%	30%	0.0	0.0	0.0
All Programs	939	100%	1,095	100%	2,034	100%	46%	2.8	5.5	7.2

Source: VA. Healthcare Workforce Data Center

On average, the typical RN program had a student-to-faculty ratio of 5.5. Diploma programs had an average student-to-faculty ratio of 6.8, while Associate programs had an average student-to-faculty ratio of 5.7.

Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	0	0%	3	0%	3	0%	0%
25 to 34	47	5%	119	11%	166	8%	28%
35 to 44	137	15%	186	17%	323	17%	42%
45 to 54	225	25%	217	20%	442	23%	51%
55 to 64	301	34%	165	15%	466	24%	65%
65 to 74	42	5%	51	5%	93	5%	45%
75 and Over	2	0%	3	0%	5	0%	40%
Unknown	137	15%	321	30%	458	23%	30%
All Programs	891	100%	1,065	100%	1,956	100%	46%

Source: VA. Healthcare Workforce Data Center

84% of all faculty are female, and nearly half are between the ages of 45 and 64. In addition, nearly half of all faculty currently hold full-time jobs.

At a Glance:

Gender
% Female: 84%
% Female w/ FT Job: 51%

Age
% Under 35: 8%
% Over 54: 29%

Diversity
Diversity Index (Total): 52%
Diversity Index (FT Jobs): 32%

Source: VA. Healthcare Workforce Data Center

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	31	4%	72	7%	103	5%	30%
Female	842	96%	794	74%	1636	84%	51%
Unknown	0	0%	210	20%	210	11%	0%
Total	873	100%	1,076	100%	1,949	100%	48%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two faculty members, there is a 52% 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 55%.

| Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	63%	722	81%	571	54%	1,293	66%	56%
Black	20%	120	13%	123	12%	243	12%	49%
Asian	6%	19	2%	29	3%	48	2%	40%
Other Race	1%	3	0%	3	0%	6	0%	50%
Two or more races	3%	5	1%	2	0%	7	0%	71%
Hispanic	9%	8	1%	18	2%	26	1%	31%
Unknown	0%	13	1%	319	30%	332	17%	4%
Total	102%**	890	100%	1,065	100%	1,955	100%	46%

*Population data in this chart is from the US Census, Population Estimates for 2014.
** Does not add to 100% because of rounding
Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:

Full-Time Employment Status by Degree

Source: VA. Healthcare Workforce Data Center
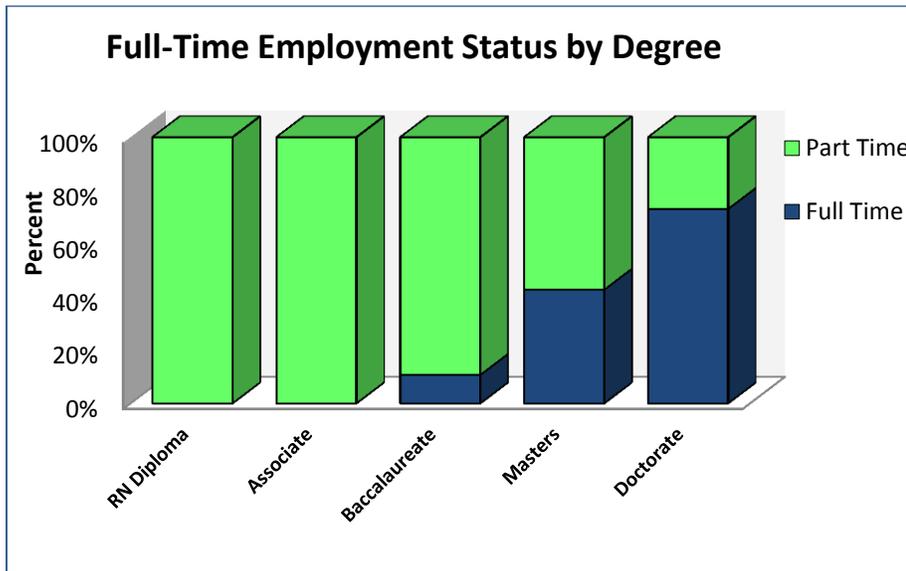
At a Glance:

Degree

MSN:	63%
Doctorate:	19%
BSN:	12%

Full-Time Employment

|	
Overall:	45%
Doctorate:	76%
Non-Nursing Doctorate:	56%
Masters in Nursing:	44%

Source: VA. Healthcare Workforce Data Center

Over 60% of all faculty members held a MSN as their highest professional degree, while nearly 20% held a doctorate. Among all faculty, close to half were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
RN Diploma	0	0%	1	0%	1	0%	0%
ASN	0	0%	6	0%	6	0%	0%
Non-Nursing Bachelors	0	0%	1	0%	1	0%	0%
BSN	18	3%	149	19%	167	12%	11%
Non-Nursing Masters	11	2%	32	4%	43	3%	26%
Masters in Nursing	385	60%	499	65%	884	63%	44%
Non-Nursing Doctorate	25	4%	20	8%	45	3%	56%
Doctorate	203	32%	64	8%	267	19%	76%
Total	642	100%	772	100%	1,414	100%	45%

Source: Va. Healthcare Wo[...]

Source: VA. Healthcare Workforce Data Center

Faculty Appointments and Resignations

Full-Time Faculty Appointments and Resignations

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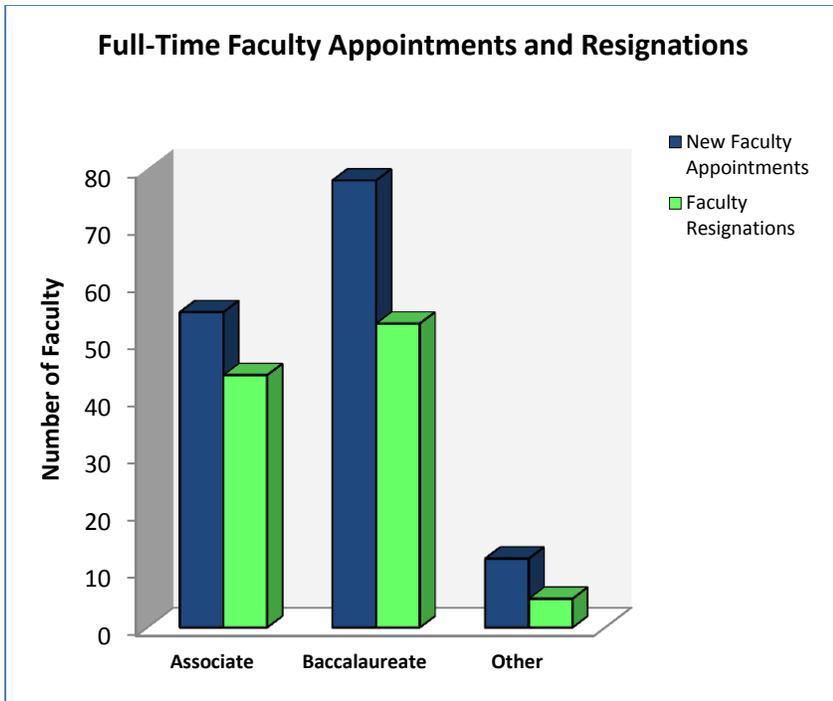
Source: VA. Healthcare Workforce Data Center

At a Glance:

Full-Time Faculty
Turnover Rate:	11%
Newly Appointed Rate:	15%

Turnover Rate
|	
Associate:	14%
Accelerated BSN:	11%
Baccalaureate:	9%

Source: VA. Healthcare Workforce Data Center

Among full-time faculty, Virginia's RN programs experienced an 11% turnover rate and a newly appointed faculty rate of 15% over the past year.

Full-Time Faculty	Program Type						
	Diploma	ASN	Online ASN	BSN	Accel. BSN	Accel. Masters	All Programs
Total	15	311	22	476	71	44	939
Newly Appointed	1	55	0	71	7	11	145
Resignations	1	43	1	45	8	4	102
Turnover Rate	7%	14%	5%	9%	11%	9%	11%
Proportion Newly Appointed	7%	18%	0%	15%	10%	25%	15%

Source: VA. Healthcare Workforce Data Center

Future Faculty Requirements

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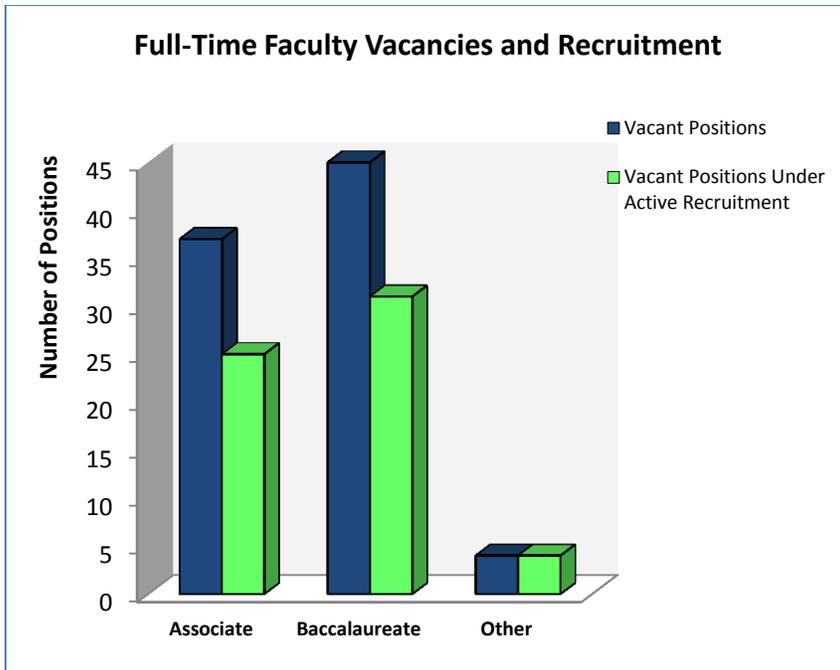
Source: VA. Healthcare Workforce Data Center

At a Glance:

Active Recruitment
% of FT Vacancies:	70%
% of PT Vacancies:	39%

Budget Adequacy
Full-Time Hiring:	94%
Part-Time Hiring:	93%

Expected Job Disruption
Less:	43%
Same:	49%
More:	9%

Source: VA. Healthcare Workforce Data Center

A total of 60 full-time faculty positions and 16 part-time faculty positions are currently in active recruitment. Most of the full-time jobs are needed in Baccalaureate programs, whereas part-job need is equally split between Associate and Baccalaureate programs.

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
Yes	65	94%	62	93%
No	4	6%	5	7%
Total	69	100%	67	100%

Source: VA. Healthcare Workforce Data Center

Program Type	Next Year's Expectation for Full-Time Faculty Disruption							
	Expect Less	%	Expect Same	%	Expect More	%	Total	%
RN Diploma	0	0%	1	100%	0	0%	1	100%
Associate	19	49%	15	38%	5	13%	39	100%
Associate Online	0	0%	1	100%	0	0%	1	100%
Baccalaureate	8	33%	15	63%	1	4%	24	100%
Accelerated Baccalaureate	2	50%	2	50%	0	0%	4	100%
Accelerated Masters	1	100%	0	0%	0	0%	1	100%
All Programs	30	43%	34	49%	6	9%	70	100%

Source: VA. Healthcare Workforce Data Center

Only 9% 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.