

Chapter 2: Educational Capacity

This chapter is divided into two sections. The first section describes self-reported data from pre-licensure and post-licensure programs for Registered Nurse (RN) education. **Pre-licensure** programs qualify graduates to sit for the National Council Licensure Examination (NCLEX). **Post-licensure** programs provide additional credentials for graduates who have already passed the NCLEX and have attained their RN licensure. The second section describes self-reported data from programs for Licensed Practical Nurse (LPN) education. The third section describes employment and demographic data for faculty in RN and LPN educational programs. The data spans the 2015-2016 academic year.

Section 1: Educational Capacity Report - RN

New Jersey RN Program Characteristics

This report includes data for the 41 of the 43 schools in New Jersey that provide education for registered nurses (RNs).

The schools reported the following **pre-licensure** programs:

- **6** Diploma degree programs
- **27** Associate Degree in Nursing (ADN)
 - **15** ADN – Generic
 - **12** ADN – Bridge
- **23** Bachelor of Science in Nursing (BSN)
 - **14** BSN – Generic
 - **9** Accelerated BSN
- **1** Pre-licensure Master's of Science in Nursing (MSN)

The schools reported the following **post-licensure** programs:

- **(16)** RN – BSN
- **(15)** Post-licensure Masters of Science in Nursing (MSN)
- **(9)** Doctorate of Nursing Practice (DNP)
- **(3)** Doctor of Philosophy (PhD) in Nursing

Figure 2-A. Nursing Program Types

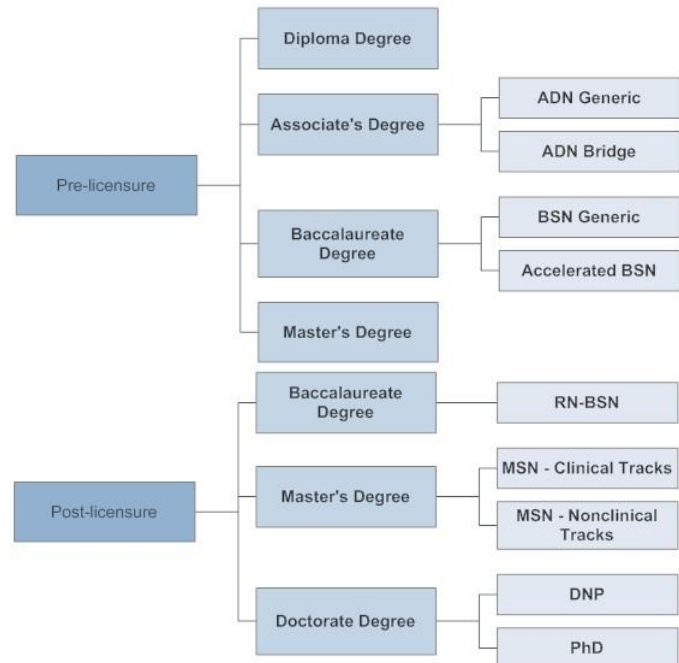
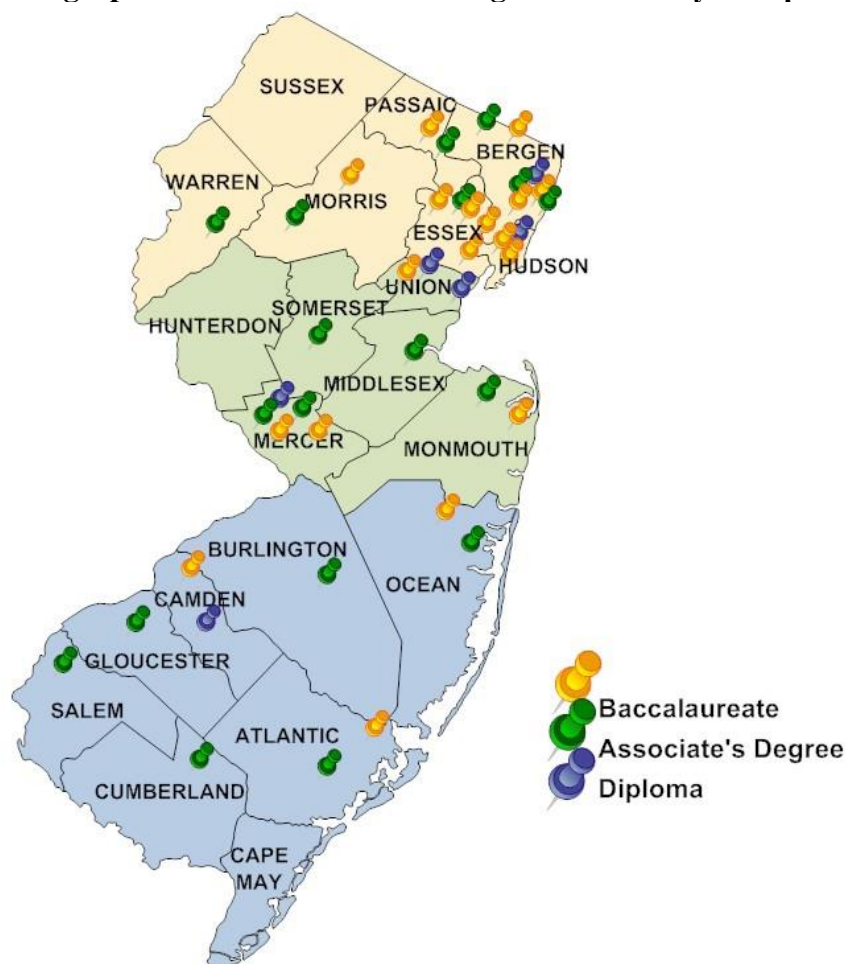


Figure 2-B. Geographic Distribution of RN Programs' Primary Campuses*



*This figure displays the location of nursing programs' primary campuses. Many of the Baccalaureate and Associate Degree programs also have satellite locations.

Table 2-A. Program Distribution by County

2	Atlantic County	1	Middlesex County
7	Bergen County	2	Monmouth County
1	Burlington County	2	Morris County
2	Camden County	2	Ocean County
1	Cumberland County	2	Passaic County
5	Essex County	1	Salem County
1	Gloucester County	1	Somerset County
3	Hudson County	3	Union County
5	Mercer County	1	Warren County

Table 2-B. Federal Tax Classification - 2016

	Diploma	Associate's	Baccalaureate
Public	1	15	7
Private/For-Profit	1	3	1
Private/Non-Profit	4	0	8
Total	6	18	16

Table 2-C. Distribution of Clinical Hands-on Practice Time (%) - 2016

	Diploma	Associate's	Baccalaureate
Acute	82.5	78.9	64.5
Post-Acute	11.7	16	10.3
Preventative	1.7	2.4	10.4
Home Care	2.5	0.2	9.8
Other	1.7	2.4	5
Total	100.0	100.0	100.0

Pre-Licensure Application, Admission, and Enrollment

Pre-Licensure programs are those that prepare students for the **initial** National Council Licensure Examination (NCLEX-RN) that leads to licensure as a registered nurse. The number of qualified and admitted applicants displayed here may be inflated if a person applied to or was admitted by more than one school. Our data do not provide unique identifiers for each applicant.

Table 2-D. Pre-Licensure Student Application, Admission, and Enrollment Rates - 2016

	Diploma	ADN (Generic)	ADN (Bridge)	BSN	Accelerated BSN	Pre- Licensure MSN	Total
Available Seats	913	1599	767	1115	525	70	4989
Qualified Applicants	1388	1934	1096	5292	743	76	10529
Admitted Applicants	822	1408	719	3321	534	76	6872
Enrollees	792	1376	693	1114	406	55	4396
Enrollees (%)	96%	98%	96%	34%	76%	72%	64%

Table 2-E. Pre-Licensure Admission and Enrollment Trend Analysis 2012-2016

	2013	2014	2015	2016
Available Seats	4797	5030	5348	4989
Qualified Applicants	8347	9465	10531	10529
Admitted Applicants	5670	5961	6967	6872
Enrollees	4211	4477	4677	4396
Enrollees (%)	74%	75%	67%	64%

From 2013-2016, the number of available seats and enrollees has remained stable, but the number of admitted applicants has seen a 20% increase. This may be due to the way that schools report their number of available seats. In past years, schools have reported an “unlimited” number of available seats to reflect the fact that they are able to adjust their facilities and faculty to accommodate any reasonable number of enrollees. However, such reports skew the data, and we have encouraged schools to report an estimate of their capacity in lieu of reporting unlimited seats. The most recent data reflects compliance with our suggested change.

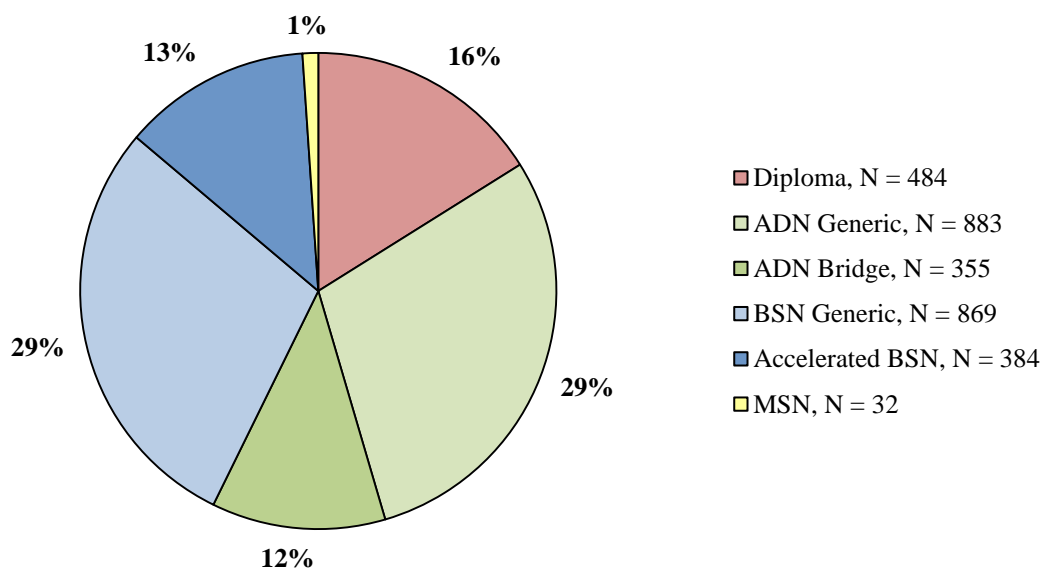
The lack of unique identifiers for applicants means that the data cannot be used to ascertain whether there are sufficient seats for all qualified applicants. However, based on the identified available seats and the number of enrollees, it appears to be sufficient.

Graduation Rates

Pre-Licensure RN Graduation rates have been stable for the last four years.

	2013	2014	2015	2016
Diploma	513	523	457	484
ADN Generic	1012	1015	1002	883
ADN Bridge	317	357	522	355
BSN Generic	753	667	788	869
BSN Accelerated	486	500	368	384
MSN Pre-Licensure	20	15	24	32
Total	3101	3077	3161	3007

Figure 2-C. Pre-Licensure Graduates 2016



Pre-Licensure Student Demographics

Table 2-G. Pre-Licensure Student Demographics

	Diploma N = 2867	ADN Generic N = 2701	ADN Bridge N = 792	BSN Generic N = 3984	BSN Accelerated N = 793	MSN Pre- Licensure N = 87
Gender						
Female	2443 (85%)	2203 (82%)	683 (86%)	3456 (87%)	667 (84%)	77 (89%)
Male	408 (14%)	450 (17%)	92 (12%)	518 (13%)	136 (16%)	10 (11%)
Did not Disclose	16 (1%)	48 (2%)	17 (2%)	10 (0%)	0 (0%)	0 (0%)
Race/Ethnicity						
American Indian	15 (1%)	2 (0%)	3 (0%)	6 (0%)	0 (0%)	0 (0%)
Asian	225 (8%)	224 (8%)	42 (5%)	670 (17%)	72 (9%)	5 (6%)
Black/African American	924 (32%)	313 (12%)	467 (59%)	438 (11%)	105 (13%)	16 (18%)
Hawaiian/Pacific Islander	20 (1%)	25 (1%)	6 (1%)	17 (0%)	4 (1%)	0 (0%)
White/Caucasian	660 (23%)	1530 (57%)	105 (13%)	1898 (48%)	400 (50%)	24 (28%)
Hispanic/Latino	694 (24%)	375 (14%)	73 (9%)	608 (15%)	102 (13%)	20 (23%)
Other	71 (2%)	18 (1%)	0 (0%)	12 (0%)	4 (1%)	0 (0%)
Two or More Races	18 (1%)	81 (3%)	9 (1%)	130 (3%)	22 (3%)	3 (3%)
Did not Disclose	240 (8%)	133 (5%)	87 (11%)	205 (5%)	84 (11%)	19 (2%)
Age						
17-20	315 (11%)	211 (8%)	3 (0%)	1986 (50%)	34 (4%)	0 (0%)
21-25	796 (28%)	971 (36%)	82 (10%)	1323 (33%)	235 (30%)	10 (11%)
26-30	683 (24%)	549 (20%)	156 (20%)	163 (4%)	181 (23%)	17 (20%)
31-40	762 (27%)	574 (21%)	297 (38%)	176 (4%)	195 (25%)	15 (17%)
41-50	243 (8%)	255 (9%)	178 (22%)	89 (2%)	85 (11%)	16 (18%)
51-60	65 (2%)	61 (2%)	34 (4%)	48 (1%)	50 (6%)	15 (17%)
61+	3 (0%)	6 (0%)	2 (0%)	5 (0%)	3 (0%)	2 (2%)
Did not Disclose	0 (0%)	74 (3%)	40 (5%)	194 (5%)	10 (1%)	12 (14%)

Table 2-H. Pre-Licensure Demographic Characteristics Trends Analysis 2013-2016

	2013	2014	2015	2016
	N = 10,301	N = 10,943	N = 10,669	N = 11,224
Program				
Diploma	2983 (29%)	3018 (28%)	2971 (28%)	2867 (26%)
ADN	3182 (31%)	3850 (35%)	3360 (31%)	3493 (31%)
BSN (Generic)	3317 (32%)	3361 (31%)	3719 (35%)	3984 (35%)
BSN (Accelerated)	773 (8%)	663 (6%)	578 (5%)	793 (7%)
Master's (Pre-licensure)	46 (0%)	51 (0%)	41 (0%)	87 (1%)
Race/Ethnicity				
American Indian	34 (0%)	38 (0%)	39 (0%)	26 (0%)
Asian	1394 (14%)	1145 (10%)	1207 (11%)	1238 (11%)
Black/African American	2244 (22%)	2561 (23%)	2268 (21%)	2263 (20%)
Hawaiian/Pacific Islander	0 (0%)	215 (2%)	66 (1%)	72 (1%)
White/Caucasian	4739 (46%)	4368 (39%)	4324 (41%)	4617 (41%)
Hispanic/Latino	1784 (17%)	1680 (15%)	1754 (16%)	1872 (17%)
Other	0 (0%)	182 (2%)	140 (1%)	105 (1%)
Two or More Races	0 (0%)	166 (1%)	212 (2%)	263 (2%)
Did not Disclose	106 (1%)	858 (8%)	659 (6%)	768 (7%)
Age				
17-20	2231 (22%)	2212 (19%)	2443 (23%)	2549 (23%)
21-25	3248 (32%)	3323 (30%)	3314 (31%)	3417 (30%)
26-30	1695 (16%)	1763 (16%)	1912 (18%)	1749 (16%)
31-40	1844 (18%)	1943 (17%)	1788 (17%)	2019 (18%)
41-50	919 (9%)	963 (9%)	768 (7%)	866 (8%)
51-60	238 (2%)	277 (2%)	173 (2%)	273 (2%)
61+	20 (0%)	17 (0%)	10 (0%)	21 (0%)
Did not Disclose	206 (2%)	815 (7%)	261 (2%)	330 (3%)

NCLEX Pass Rates for Pre-licensure Students

Students must pass the National Council Licensure Exam (NCLEX-RN) to apply for licensure as an RN. These data are self-reported by schools to the NJCCN according to **fiscal year**. There may be differences between the data that are reported here and the final numbers that are reported to the National Council of State Boards of Nursing due to a timing factor.

Table 2-I. NCLEX Pass Rate of First-Time Candidates

	Diploma	ADN Generic	ADN Bridge	BSN Generic	BSN Accelerated	MSN (Pre- licensure)
Mean	86.6%	79.4%	80.1%	81.0%	82.2%	95.8%
Max	100%	98%	100%	100%	100%	95.8%
Min	70.1%	10.5%	22.2%	70.1%	31.1	95.8%

Post-Licensure Application, Admission, and Enrollment

Post-licensure programs are for students who are already licensed as Registered Nurses. Post-licensure data indicate that there are sufficient seats available for new enrollees. However, the number of qualified and admitted applicants displayed here may be inflated if a person applied to or was admitted by more than one school. Our data do not provide unique identifiers for each applicant. Trended data for four years demonstrates a 50% increase in RN to BSN completion. Unlike previous years, the 2016 data does not include doctoral programs other than DNP or PhD in nursing.

Table 2-J. Post-Licensure Student Application, Admission, and Enrollment Rates

	RN to BSN	MSN	DNP	PhD
Available Seats	3168	1624	135	18
Qualified Applicants	1797	794	350	12
Admitted Applicants	1712	767	342	12
Enrollees	851	504	255	3
Enrollees (%)	49.7%	65.7%	74.6%	25.0%

Table 2-K. Post-Licensure Admission and Enrollment Trends 2013-2016

	2013	2014	2015	2016
Available Seats	4039	6590	5109	4945
Qualified Applicants	5628	3989	2775	2953
Admitted Applicants	5027	3739	2675	2833
Enrollees	3055	2900	1932	1613
Enrollees (%)	60.8%	77.6%	72.2%	56.9%

Post-Licensure Graduation

Post-Licensure RN Graduation rates have been stable for the last four years.

Table 2-L. Post-Licensure Graduation Trend Analysis 2013-2016

	2013	2014	2015	2016
RN-BSN	693	926	1068	1063
MSN	642	634	601	616
DNP	65	59	93	88
PhD	17	26	14	7
Total	1417	1645	1776	1774

Figure 2-D. Post-Licensure Graduates 2016

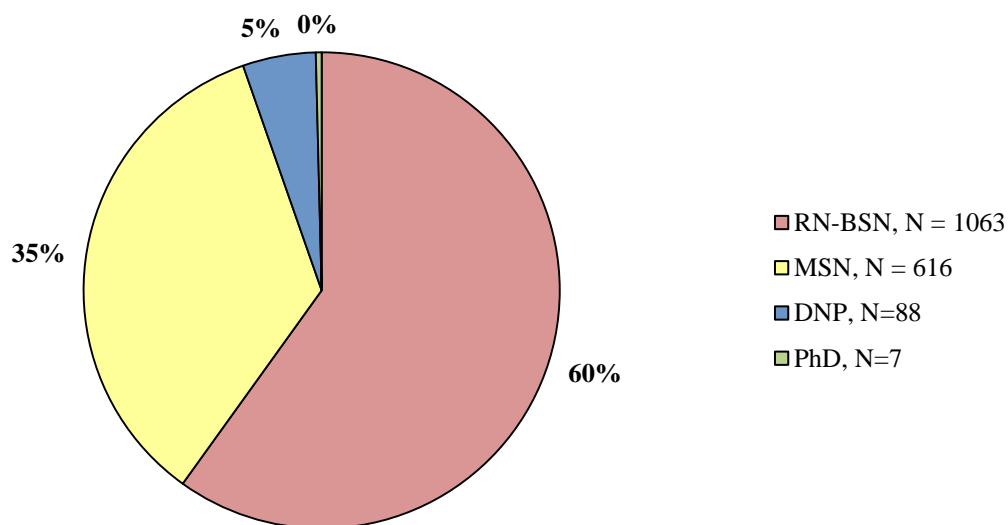


Table 2-M. Post-Licensure Student Demographics

	RN to BSN N = 2402	MSN Clinical N = 1144	MSN Non-Clinical N = 653	DNP N = 713	PhD N = 58
Gender					
Female	2134 (89%)	1029 (91%)	579 (89%)	610 (86%)	55 (95%)
Male	268 (11%)	108 (9%)	74 (11%)	103 (14%)	3 (5%)
Did not Disclose	0 (0%)	7 (1%)	0 (0%)	0 (0%)	0 (0%)
Race/Ethnicity					
American Indian	1 (0%)	4 (0%)	1 (0%)	1 (0%)	0 (0%)
Asian	193 (8%)	168 (15%)	37 (6%)	114 (16%)	3 (5%)
Black/African American	276 (11%)	168 (15%)	52 (8%)	157 (22%)	3 (5%)
Hawaiian/Pacific Islander	20 (1%)	9 (1%)	6 (1%)	0 (0%)	0 (0%)
White/Caucasian	1301 (54%)	554 (49%)	259 (40%)	320 (45%)	47 (81%)
Hispanic/Latino	265 (11%)	116 (10%)	51 (8%)	65 (9%)	5 (9%)
Other	10 (0%)	0 (0%)	2 (0%)	0 (0%)	0 (0%)
Two or More Races	22 (1%)	22 (2%)	10 (2%)	15 (2%)	0 (0%)
Did not Disclose	314 (13%)	103 (9%)	235 (36%)	41 (6%)	0 (0%)
Age					
17-20	52 (2%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
21-25	230 (10%)	219 (19%)	40 (6%)	87 (12%)	0 (0%)
26-30	548 (23%)	245 (22%)	77 (12%)	198 (28%)	12 (21%)
31-40	689 (29%)	347 (31%)	89 (14%)	195 (27%)	30 (52%)
41-50	508 (21%)	263 (23%)	141 (22%)	145 (20%)	11 (19%)
51-60	314 (13%)	64 (6%)	99 (15%)	73 (10%)	3 (5%)
61+	37 (2%)	3 (0%)	14 (2%)	13 (2%)	2 (3%)
Did not Disclose	24 (1%)	3 (0%)	193 (30%)	2 (0%)	0 (0%)

Table 2-N. Post-Licensure Demographic Characteristics Trends 2013-2016

	2013	2014	2015	2016
	N = 8383	N = 8908	N = 6337	N = 4970
Post-Licensure Total Enrollment by Program 2013-2016				
RN to BSN	5225 (62%)	5727 (64%)	3600 (57%)	2604* (52%)
MSN Clinical	1635 (20%)	1324 (15%)	1268 (20%)	1064* (21%)
MSN Non-Clinical	935 (11%)	1083 (12%)	792 (12%)	541* (11%)
DNP	418 (5%)	629 (7%)	589 (9%)	677* (14%)
PhD	170 (2%)	145 (2%)	88 (1%)	84* (2%)
Race/Ethnicity of Post-Licensure Enrollees 2012-2016				
American Indian	16 (0%)	16 (0%)	9 (0%)	7 (0%)
Asian	773 (9%)	869 (10%)	671 (11%)	515 (10%)
Black/African American	1240 (15%)	1262 (14%)	938 (15%)	656 (13%)
Hawaiian/Pacific Islander	91 (1%)	80 (1%)	47 (1%)	35 (1%)
White/Caucasian	4639 (55%)	4898 (55%)	3370 (53%)	2481 (50%)
Hispanic/Latino	770 (9%)	817 (9%)	545 (9%)	502 (10%)
Other	-	65 (1%)	29 (0%)	12 (0%)
Two or More Races	-	70 (1%)	55 (1%)	69 (1%)
Did not Disclose	854 (10%)	831 (9%)	673 (11%)	693 (14%)
Age of Post-Licensure Enrollees 2012-2016				
17-20	7 (0%)	19 (0%)	8 (0%)	52 (1%)
21-25	470 (6%)	429 (5%)	433 (7%)	576 (12%)
26-30	1401 (17%)	1282 (14%)	1163 (18%)	1080 (22%)
31-40	2315 (28%)	2467 (28%)	2042 (32%)	1350 (27%)
41-50	2369 (28%)	2310 (26%)	1635 (26%)	1068 (21%)
51-60	1382 (16%)	1359 (15%)	887 (14%)	553 (11%)
61+	208 (2%)	204 (2%)	89 (1%)	69 (1%)
Did not Disclose	231 (3%)	838 (9%)	80 (1%)	222 (4%)

*Program enrollment rates were erroneously inflated beyond the number of students reported in each race and age category. Thus, we imputed the enrollment rates to match proportionally.

New Jersey RN Nursing Programs

Schools	Diploma	ADN	ADN Bridge	BSN	Accel. BSN	Pre-licensure MSN	RN-BSN	Post-licensure MSN	DNP	PhD
Atlantic Cape Community College		■	■							
Bergen Community College		■								
Bloomfield College				■			■			
Brookdale Community College		■	■							
Caldwell University				■	■		■			
CarePoint Health	■									
College of Saint Elizabeth							■	■		
County College of Morris		■								
Cumberland County College		■	■							
Eastern International College*		■								
Eastwick College			■							
Essex County College		■	■							
Fairleigh Dickinson University				■	■		■	■	■	
Felician University				■	■		■	■	■	
Georgian Court University				■						
Holy Name Medical Center	■									
Jersey College at Ewing			■							
Jersey College at Teterboro			■							
JFK Muhlenberg Snyder	■									
Kean University							■	■		■
Mercer County Community College		■	■							
Middlesex County College		■								
Monmouth University				■			■	■	■	
New Jersey City University*					■		■	■		
Ocean County College		■								
Our Lady of Lourdes	■									
Passaic County Community College		■	■							
Ramapo College				■			■	■		
Raritan Valley Community College		■	■							
Richard Stockton University				■	■		■	■		
Rowan College at Burlington County		■								
Rowan College at Gloucester County		■	■							
Rutgers School of Nursing				■	■		■	■	■	■
Rutgers School of Nursing – Camden				■	■		■	■	■	
Saint Peter's University				■			■	■	■	
Salem Community College			■							
Seton Hall University				■	■	■	■	■	■	■
St. Francis Medical Center	■									
The College of New Jersey				■			■	■		
Thomas Edison State University					■		■	■	■	
Trinitas School of Nursing	■									
Warren County Community College		■								
William Patterson University				■				■	■	

*Schools did not participate in this survey period

Section 2: Educational Capacity Report - LPN

New Jersey LPN Program Characteristics

Figure 2-E. Geographic Distribution of LPN Programs

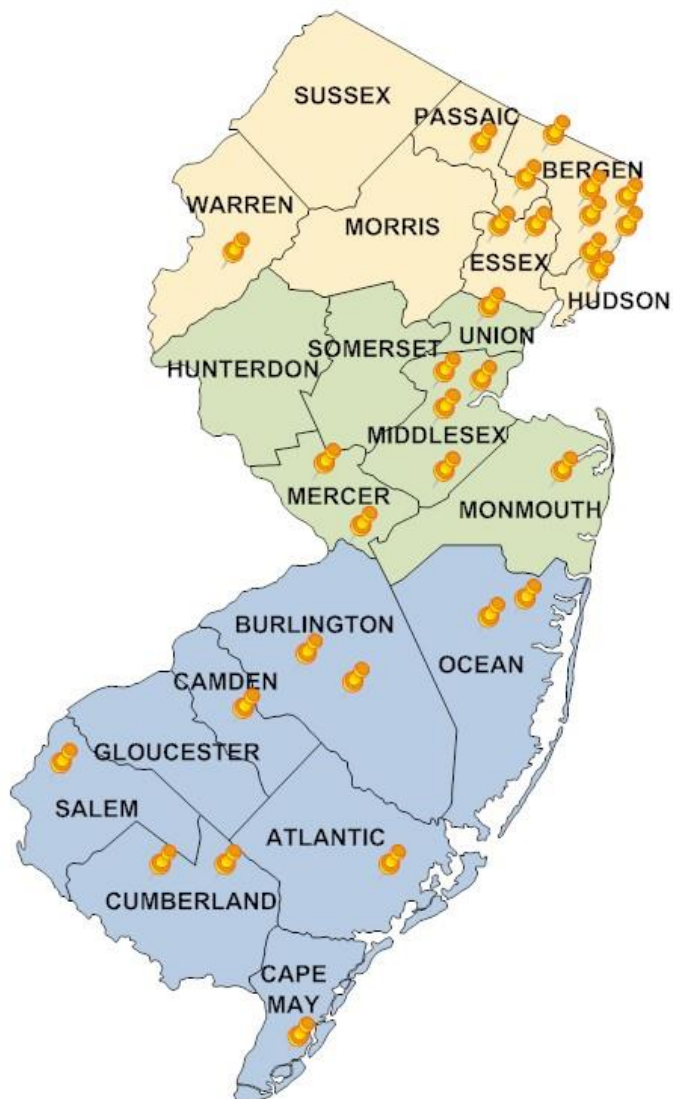


Table 2-O. Program Distribution by County

1	Atlantic County	4	Middlesex County
5	Bergen County	1	Monmouth County
2	Burlington County	1	Morris County
1	Camden County	2	Ocean County
1	Cape May	2	Passaic County
2	Cumberland County	1	Salem County
2	Essex County	1	Union County
2	Hudson County	1	Warren County
2	Mercer County		

Table 2-P. Federal Tax Classification of LPN Programs - 2016

Public	20
Private/For-Profit	10
Private/Non-Profit	1
Total	31

Table 2-Q. Distribution of Clinical Hands-on Practice Time (%) - 2016

Skill Lab	22.2
Simulation Lab	11.5
Hands-on	65.1
Other	1.2
Total	100.0

LPN Application, Admission, and Enrollment

Table 2-R. Practical Nursing Application, Admission, and Enrollment Rates - 2016

Available Seats	Qualified Applicants	Admitted Applicants	Enrollees	Enrollees %
2862	2882	2265	1882	83%

Table 2-S. Practical Nursing Admission, Enrollment, and Graduation Trends

	2013	2014	2015	2016
Available Seats	3870	3569	3515	2862
Qualified Applicants	3218	3406	3286	2882
Admitted Applicants	2866	2617	2530	2265
Enrollees	2376	2368	2117	1882
Enrolled (%)	83%	90%	84%	83%
Graduates	1777	1575	1543	1247

Practical Nursing Program data indicate that there are sufficient seats available for new enrollees. However, the number of qualified and admitted applicants displayed here may be inflated if a person applied to or was admitted by more than one school.

Table 2-T. Practical Nursing Student Demographics

Gender		N = 2146
Female	1862	(87%)
Male	282	(13%)
Did not Disclose	2	(0%)
Race/Ethnicity		
American Indian	3	(0%)
Asian	107	(5%)
Black/African American	1075	(50%)
Hawaiian/Pacific Islander	31	(1%)
White/Caucasian	420	(20%)
Hispanic/Latino	330	(15%)
Other	32	(1%)
Two or More Races	18	(1%)
Did not Disclose	130	(6%)
Age		
17-20	98	(5%)
21-25	516	(24%)
26-30	534	(25%)
31-40	595	(28%)
41-50	255	(12%)
51-60	111	(5%)
61+	9	(0%)
Did not Disclose	28	(1%)

Table 2-U. Practical Nursing Demographic Characteristics Trends 2013-2016

	2013	2014	2015	2016
Race/Ethnicity				
American Indian	5 (0%)	5 (0%)	5 (0%)	3 (0%)
Asian	103 (4%)	231 (9%)	142 (5%)	107 (5%)
Black/African American	1374 (53%)	1378 (54%)	1408 (52%)	1075 (50%)
Hawaiian/Pacific Islander	126 (5%)	0 (0%)	25 (1%)	31 (1%)
White/Caucasian	440 (17%)	380 (15%)	531 (20%)	420 (20%)
Hispanic/Latino	370 (14%)	372 (15%)	369 (14%)	330 (15%)
Other	-	-	29 (1%)	32 (1%)
Two or More Races	-	-	111 (4%)	18 (1%)
Did not Disclose	186 (6%)	171 (7%)	89 (3%)	130 (6%)
Age				
17-20	137 (5%)	132 (5%)	122 (5%)	98 (5%)
21-25	581 (22%)	562 (22%)	604 (22%)	516 (24%)
26-30	659 (25%)	649 (26%)	652 (24%)	534 (25%)
31-40	754 (29%)	748 (29%)	833 (31%)	595 (28%)
41-50	342 (13%)	336 (13%)	382 (14%)	255 (12%)
51-60	80 (3%)	79 (3%)	104 (4%)	111 (5%)
61+	4 (0%)	4 (0%)	5 (0%)	9 (0%)
Did not Disclose	29 (1%)	27 (1%)	7 (0%)	28 (1%)

LPN Nursing Programs

Atlantic County Institute of Technology

Avtech Institute of Technology

Best Care Training Institute

Berkeley College

Brooks Alternative Technical School*

Burlington County Institute of Technology

Camden County College

Cape May County Technical School

Cumberland County College

Cumberland County Technical Education Center

Eastwick College, Ramsey

Eastwick College, Hackensack

Essex County College

Holy Name Medical Center School for Nursing

Hudson County Community College

Jersey College – Ewing

Jersey College – Teterboro

Lincoln Technical Institute – Edison

Lincoln Technical Institute – Moorestown

Lincoln Technical Institute - Paramus

Morris County Vocational School

Mercer County Technical School

Merit Technical Institute

Middlesex County Vocational School

Monmouth County Vocational School District

Ocean County Vocational Technical School

Passaic County Technical Institute

Pinelands School of Practical Nursing

Prism Career Center

Salem Community College

Sierra Allied Health Academy

Warren County Technical School

Union County College

Universal Training Institute

*Schools did not participate in this survey period

Section 3: New Jersey Nursing Faculty Report

RN Faculty Employment

The following two tables describe the number of full-time and part-time faculty positions RN nursing schools. More than half (59%) of the Nursing Faculty Workforce comprises part-time instructors. Baccalaureate and higher education schools account for the greatest portion of the Nursing Faculty Workforce.

Table 2-V. RN Nursing Faculty Positions and Vacancies 2016

	Diploma	Associate	Baccalaureate & Graduate	Total
Total Faculty Positions	N = 189	N = 483	N = 961	N = 1633
Full-Time Position Vacancies	2 (1%)	1 (0%)	36 (4%)	39 (2%)
Full-Time Faculty Employed	72 (38%)	163 (34%)	354 (37%)	589 (36%)
Part-Time Position Vacancies	0 (0%)	16 (3%)	19 (2%)	35 (2%)
Part-Time Faculty Employed	115 (61%)	303 (63%)	552 (58%)	970 (59%)

Table 2-W. Nursing Faculty Vacancy Trend

	2013		2014		2015		2016	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Diploma	5	2	4	10	1	1	2	0
Associate	10	2	9	12	5	6	1	16
Baccalaureate & Graduate	18	6	23	14	30	25	36	19
Total	33	10	36	36	36	32	39	35

Trending shows an increase in vacancies in baccalaureate and higher education faculty positions. Over 53% of full-time baccalaureate and higher education faculty are over the age of 56. The vacancy rate has doubled for this group since 2013.

RN Faculty Demographics

Table 2-X. RN Faculty Demographics

	Diploma		Associate		Baccalaureate & Higher	
	N = 72	N = 115	N = 163	N = 303	N = 354	N = 552
Gender	FT	PT	FT	PT	FT	PT
Female	70 (97%)	109 (95%)	151 (93%)	242 (80%)	316 (89%)	504 (91%)
Male	2 (3%)	6 (5%)	9 (6%)	17 (6%)	21 (6%)	48 (9%)
Did not Disclose	0 (0%)	0 (0%)	3 (2%)	44 (15%)	17 (5%)	0 (0%)
Race/Ethnicity						
American Indian	0 (0%)	2 (2%)	0 (0%)	0 (0%)	0 (0%)	2 (0%)
Asian	2 (3%)	11 (10%)	6 (4%)	23 (8%)	15 (4%)	39 (7%)
Black/African American	14 (19%)	22 (19%)	19 (12%)	49 (16%)	25 (7%)	55 (10%)
Hawaiian/Pacific Islander	1 (1%)	2 (2%)	1 (1%)	2 (1%)	3 (1%)	3 (1%)
White/Caucasian	51 (71%)	64 (56%)	120 (74%)	181 (60%)	274 (77%)	315 (57%)
Hispanic/Latino	3 (4%)	14 (12%)	3 (2%)	11 (4%)	13 (4%)	19 (3%)
Other	0 (0%)	0 (0%)	2 (1%)	1 (0%)	0 (0%)	0 (0%)
Two or More Races	0 (0%)	0 (0%)	1 (1%)	0 (0%)	0 (0%)	0 (0%)
Did not Disclose	1 (1%)	0 (0%)	11 (7%)	36 (12%)	24 (7%)	119 (22%)
Age						
30 or younger	0 (0%)	0 (0%)	1 (1%)	4 (1%)	0 (0%)	18 (3%)
31-40	12 (17%)	16 (14%)	11 (7%)	36 (12%)	21 (6%)	85 (15%)
41-50	26 (36%)	44 (38%)	25 (15%)	64 (21%)	51 (14%)	159 (29%)
51-55	9 (13%)	19 (17%)	27 (17%)	53 (17%)	57 (16%)	84 (15%)
56-60	10 (14%)	15 (13%)	33 (20%)	48 (16%)	69 (17%)	76 (14%)
61-65	11 (15%)	12 (10%)	39 (24%)	39 (13%)	66 (19%)	46 (8%)
66-70	3 (4%)	5 (4%)	18 (11%)	12 (4%)	40 (11%)	13 (2%)
71+	1 (1%)	4 (3%)	2 (1%)	6 (2%)	20 (6%)	11 (2%)
Did not Disclose	0 (0%)	0 (0%)	7 (4%)	41 (14%)	30 (8%)	60 (11%)

Table 2-Y. RN Faculty Age and Race Trends

	2013		2014		2015		2016	
	N = 543	N = 781	N = 602	N = 886	N = 601	N = 1089	N = 354	N = 552
Race/Ethnicity	FT	PT	FT	PT	FT	PT	FT	PT
American Indian	1 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (0%)
Asian	29 (5%)	54 (7%)	28 (5%)	5 (6%)	28 (5%)	79 (7%)	15 (4%)	39 (7%)
Black/African American	53 (10%)	116 (15%)	61 (10%)	134 (15%)	63 (10%)	165 (15%)	25 (7%)	55 (10%)
Hawaiian/Pacific Islander	-	-	3 (0%)	12 (1%)	3 (0%)	12 (1%)	3 (1%)	3 (1%)
White/Caucasian	440 (81%)	574 (74%)	470 (78%)	559 (63%)	479 (80%)	623 (57%)	274 (77%)	315 (57%)
Hispanic/Latino	20 (4%)	35 (4%)	22 (4%)	31 (3%)	20 (3%)	37 (3%)	13 (4%)	19 (3%)
Other	-	-	4 (1%)	2 (0%)	0 (0%)	3 (0%)	0 (0%)	0 (0%)
Two or More Races	-	-	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Did not Disclose	0 (0%)	0 (0%)	14 (2%)	93 (10%)	8 (1%)	170 (16%)	24 (7%)	119 (22%)
Age								
30 or younger	2 (0%)	3 (0%)	5 (1%)	28 (3%)	6 (1%)	22 (2%)	0 (0%)	18 (3%)
31-40	45 (8%)	91 (12%)	47 (8%)	103 (12%)	39 (6%)	158 (14%)	21 (6%)	85 (15%)
41-50	117 (22%)	271 (35%)	113 (19%)	184 (21%)	113 (19%)	261 (24%)	51 (14%)	159 (29%)
51-55	96 (18%)	204 (26%)	105 (17%)	167 (19%)	112 (19%)	191 (18%)	57 (16%)	84 (15%)
56-60	118 (22%)	134 (17%)	130 (22%)	108 (12%)	134 (22%)	180 (17%)	69 (17%)	76 (14%)
61-65	101 (19%)	48 (6%)	105 (17%)	72 (8%)	114 (19%)	112 (10%)	66 (19%)	46 (8%)
66-70	43 (8%)	23 (3%)	45 (7%)	29 (3%)	52 (9%)	40 (4%)	40 (11%)	13 (2%)
71+	21 (4%)	7 (1%)	21 (3%)	10 (1%)	19 (3%)	12 (1%)	20 (6%)	11 (2%)
Did not Disclose	0 (0%)	0 (0%)	31 (5%)	185 (21%)	12 (2%)	113 (10%)	30 (8%)	60 (11%)

LPN Faculty Employment

The following two tables describe the number of full-time and part-time faculty positions at LPN nursing schools. More than half (65%) of the Nursing Faculty Workforce comprises part-time instructors.

Table 2-Z. LPN Nursing Faculty Positions and Vacancies 2016

Total Faculty Positions	N = 446
Full-Time Position Vacancies	8 (2%)
Full-Time Faculty Employed	150 (34%)
Part-Time Position Vacancies	25 (6%)
Part-Time Faculty Employed	263 (59%)

Table 2-AA. LPN Nursing Faculty Vacancy Trend

2013		2014		2015		2016	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
12	17	6	22	9	28	8	25

*LPN Faculty Demographics***Table 2-BB. Practical Nursing Faculty Demographics**

	N = 150	N = 263
Gender	Full-Time	Part-Time
Female	133 (89%)	133 (89%)
Male	17 (11%)	24 (9%)
Did not Disclose	0 (0%)	0 (0%)
Race/Ethnicity	Full-Time	Part-Time
American Indian	0 (0%)	0 (0%)
Asian	13 (9%)	31 (12%)
Black/African American	45 (30%)	71 (27%)
Hawaiian/Pacific Islander	2 (1%)	12 (5%)
White/Caucasian	83 (55%)	134 (51%)
Hispanic/Latino	7 (8%)	14 (5%)
Other	0 (0%)	0 (0%)
Two or More Races	0 (0%)	0 (0%)
Did not Disclose	0 (0%)	0 (0%)
Age	Full-Time	Part-Time
30 or younger	1 (1%)	7 (3%)
31-40	20 (13%)	40 (15%)
41-50	27 (18%)	77 (29%)
51-55	34 (23%)	53 (29%)
56-60	28 (19%)	41 (16%)
61-65	24 (16%)	25 (10%)
66-70	5 (3%)	12 (5%)
71+	5 (3%)	2 (1%)
Did not Disclose	6 (4%)	6 (2%)

Table 2-CC. Practical Nursing Faculty Age and Race Trends 2014-2016

Race/Ethnicity	2014		2015		2016	
	N = 139	N = 241	N = 152	N = 283	N = 150	N = 263
	FT	PT	FT	PT	FT	PT
American Indian	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian	11 (8%)	25 (10%)	18 (12%)	38 (13%)	13 (9%)	31 (12%)
Black/African American	29 (21%)	55 (23%)	43 (29%)	101 (36%)	45 (30%)	71 (27%)
Hawaiian/Pacific Islander	1 (0%)	12 (5%)	0 (0%)	9 (3%)	2 (1%)	12 (5%)
White/Caucasian	90 (65%)	110 (46%)	83 (55%)	119 (42%)	83 (55%)	134 (51%)
Hispanic/Latino	8 (6%)	17 (7%)	6 (4%)	12 (4%)	7 (8%)	14 (5%)
Other	-	-	1 (1%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	-	-	1 (1%)	0 (0%)	0 (0%)	0 (0%)
Did not Disclose	0 (0%)	22 (9%)	0 (0%)	4 (1%)	0 (0%)	0 (0%)
Age						
30 or younger	6 (4%)	8 (3%)	3 (2%)	4 (1%)	1 (1%)	7 (3%)
31-40	19 (14%)	40 (17%)	16 (11%)	33 (12%)	20 (13%)	40 (15%)
41-50	28 (20%)	87 (36%)	32 (21%)	79 (28%)	27 (18%)	77 (29%)
51-55	26 (19%)	51 (21%)	36 (24%)	52 (18%)	34 (23%)	53 (29%)
56-60	26 (19%)	30 (12%)	27 (18%)	49 (17%)	28 (19%)	41 (16%)
61-65	12 (9%)	14 (6%)	21 (14%)	27 (10%)	24 (16%)	25 (10%)
66-70	2 (1%)	4 (2%)	0 (0%)	4 (1%)	5 (3%)	12 (5%)
71+	2 (1%)	4 (2%)	4 (3%)	3 (1%)	5 (3%)	2 (1%)
Did not Disclose	18 (13%)	3 (1%)	13 (9%)	32 (11%)	6 (4%)	6 (2%)