

NYS FACULTY AND NURSING SCHOOL CAPACITY SURVEY FOR ACADEMIC YEAR 2016 – 2017 - PRELIMINARY RESULTS

YVONNE JOHNSTON, DRPH, MS, FNP
LINDA MILLENBACH, RN, PhD

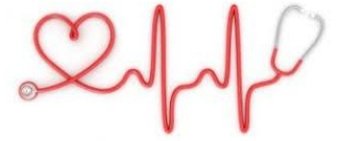


New York Organization of Nurse Executives and Leaders
Annual Meeting and Leadership Conference
Westchester Marriott Hotel
Monday, March 19, 2018 1:00-2:00 pm





PRESENTER DISCLOSURES



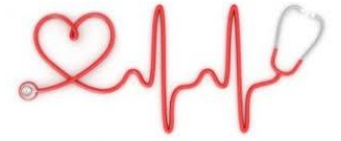
- YVONNE JOHNSTON, DRPH, MS, FNP
- LINDA MILLENBACH, RN, PhD

The following personal financial relationships with commercial interests relevant to this presentation existed during the past 12 months:

“NO RELATIONSHIPS TO DISCLOSE”



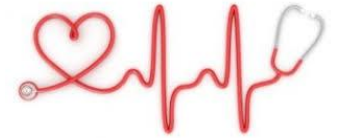
SESSION OBJECTIVES



- Review the process for survey development data gathering
- Discuss the findings from the 2016-2017 Faculty and Nursing School Capacity Survey
- Compare the 2016-2017 Faculty and Nursing School Capacity Survey to the 2010-2011 findings
- Discuss the implications for nursing of the findings from the 2016-2017 Faculty and Nursing School Capacity Survey



Thank You

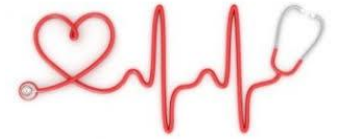


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Center for Nursing at the
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- **Gertrude B. Hutchinson, DNS, RN, MA, MSIS, CCRN-R**
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Center for Nursing, FNYSN
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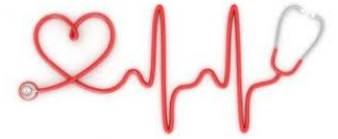
BACKGROUND



- This study is a replication of the New York State Nursing Schools and Faculty Report: 2010-2011
 - Survey data were collected for academic year 2016-2017.
 - Survey questions were designed to align with previous surveys so that trends could be identified.
 - New areas of inquiry included online and hybrid program offerings.
- The results from this study provide detailed information about nursing faculty in New York State including:
 - Number of faculty aggregated by age, gender, race/ethnicity, highest level of educational
 - Tenure status as well as the number of full-time, part-time, or adjunct faculty
 - Vacancies
 - Anticipated retirements
 - Information about recruitment strategies and approaches employed to compensate for vacancies
- These findings have vital implications for nursing education, faculty recruitment, and employment policies



METHODS



■ Sample

- Convenient sample of the members from:
 - *Council of Deans of Nursing Senior Colleges and Universities of NYS*
 - *Council for Associate Degree Nursing in NYS*

■ Setting

- Survey created in Cvent software
- Data collection period: October 28, 2017 to December 15, 2017 [extended till January 15, 2018]

■ Data collection tool

- Revision of the 2010-2011 New York State Nursing and Faculty Survey tool
- Additions made by the steering committee based on recommendations from the previous survey.
- Three former nursing school deans piloted the tool for validity and reliability

■ Institutional Review Board approval

- IRB approval was obtained from Binghamton University

■ Data collection process

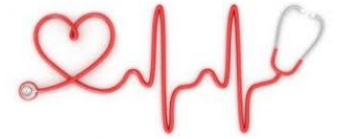
- Data collected electronically.
- The study was described to members of the councils prior to data collection.
- An email was sent from the study's steering committee by the secretaries from both councils to their members.
- The email described the study and provided an electronic link to the survey tool.

■ Analyses

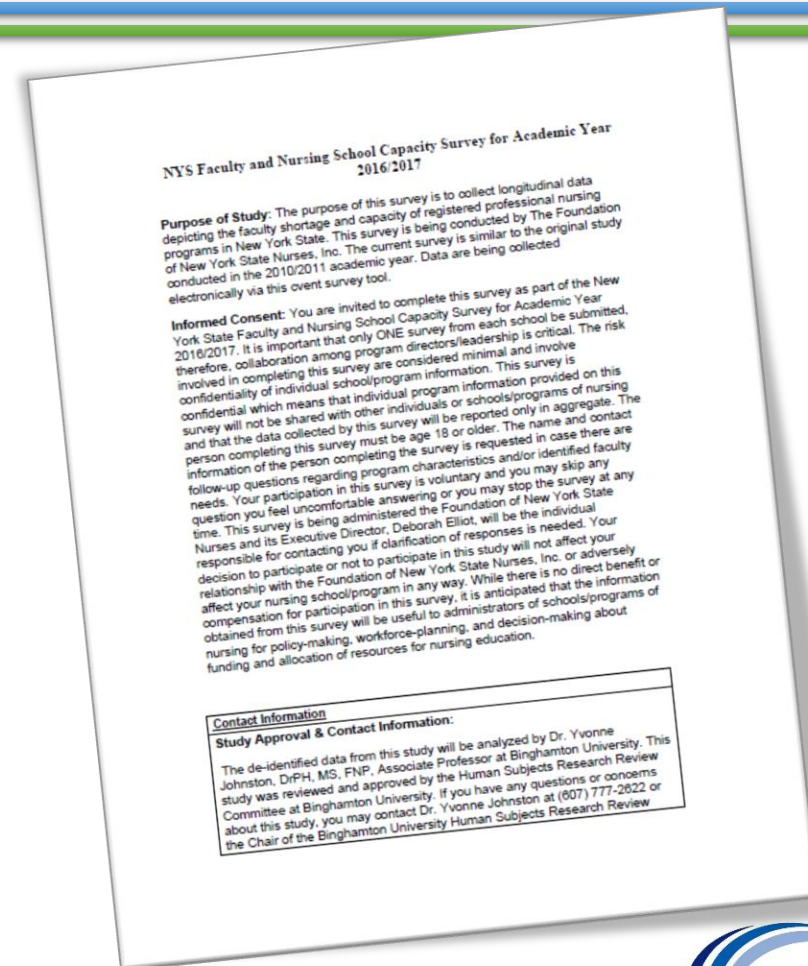
- Data were downloaded from Cvent software into an Excel file
- SPSS was used for data analysis
- Data were analyzed using descriptive statistics



SURVEY INSTRUMENT

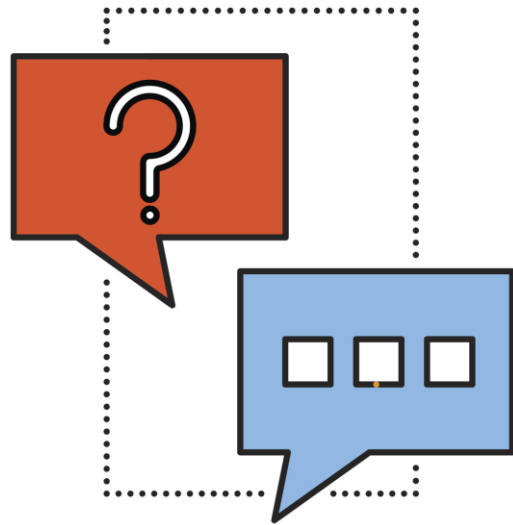
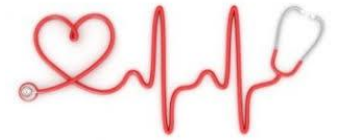


- Program type
- Method of instruction
- Enrollments
 - Reasons for turning away applicants
- Current faculty: full-time, part-time, adjunct
 - Demographics
 - Educational preparation
 - Tenure status & Salary
 - Budgeted positions FT / PT
 - Vacancies
 - Payment method
 - New Positions
- Faculty recruitment & recruitment strategies
 - Areas of need
 - Separation
 - Retirements





RESPONSE RATES



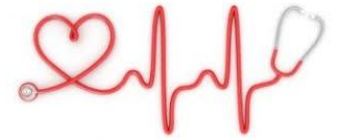
RESPONSE

	Number of Responses	*Number of NYS Nursing Schools	Response Rate
CUNY	6	13	46.1%
SUNY	20	46	43.5%
Private	23	55	41.8%
TOTAL	49	114	43.0%

* Number of NYS nursing schools based on the NYS Education Department website <http://www.op.nysed.gov/prof/nurse/nurseprogs.htm>

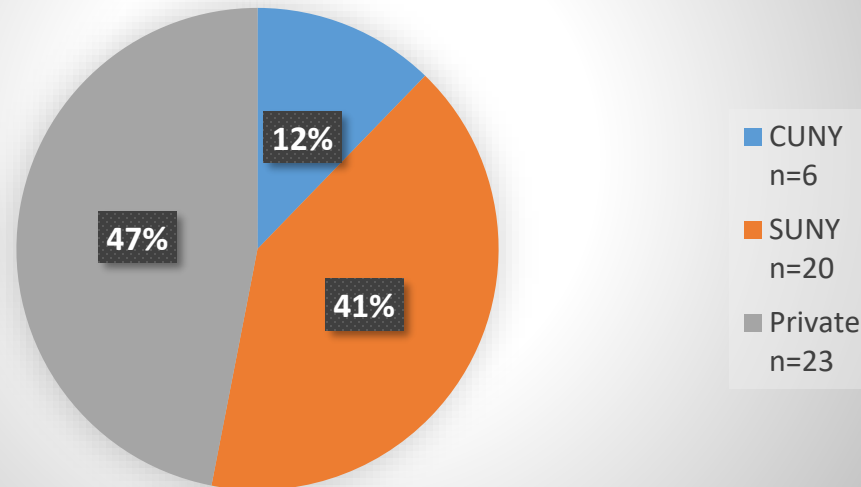


NURSING SCHOOLS & PROGRAMS



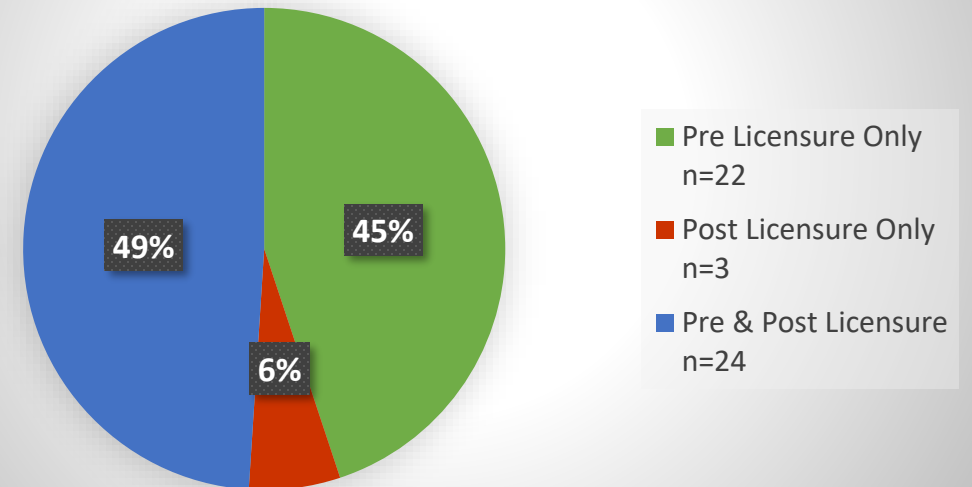
TYPE OF NURSING SCHOOL

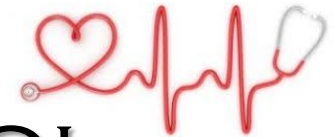
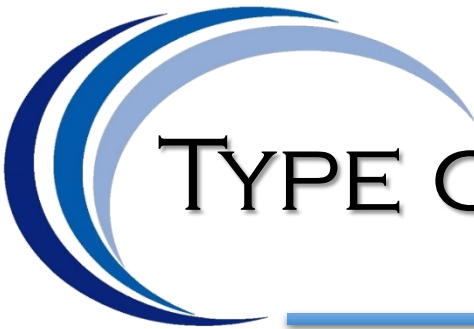
NYS Faculty & Nursing School Capacity Survey,
2016-2017
Type of Nursing School



TYPE OF NURSING PROGRAM

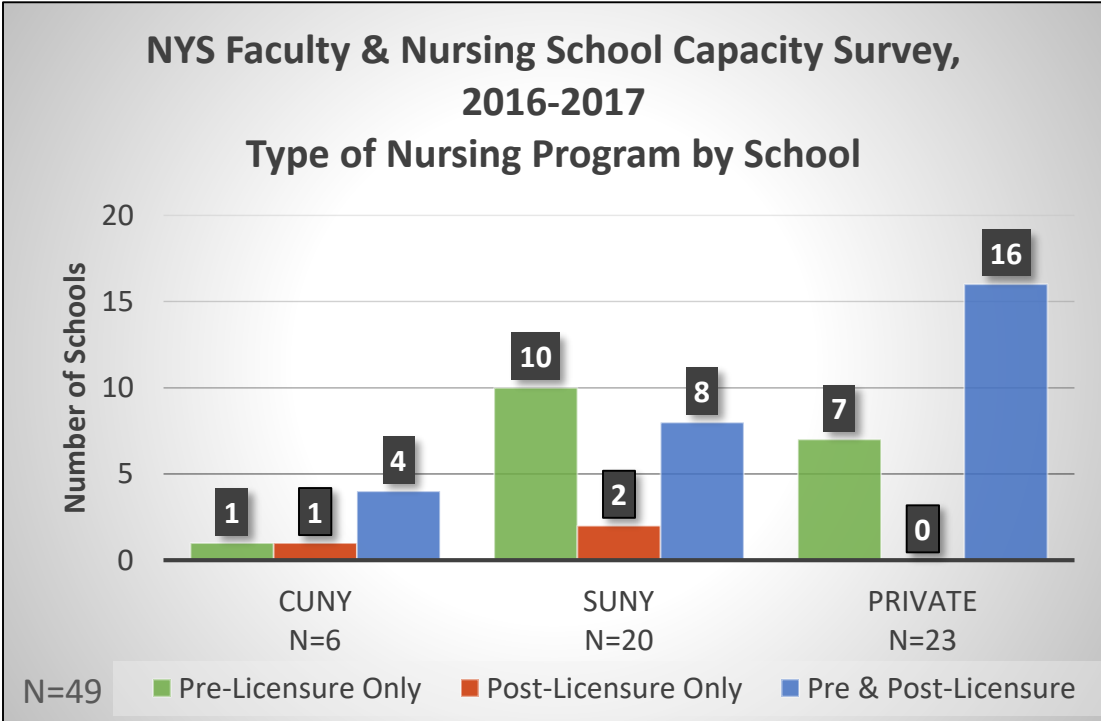
NYS Faculty & Nursing School Capacity Survey,
2016-2017
Type of Nursing Program

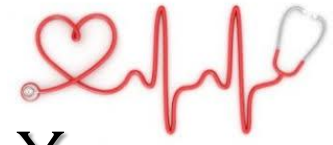




TYPE OF NURSING PROGRAM BY SCHOOL

TYPE OF PROGRAM BY SCHOOL

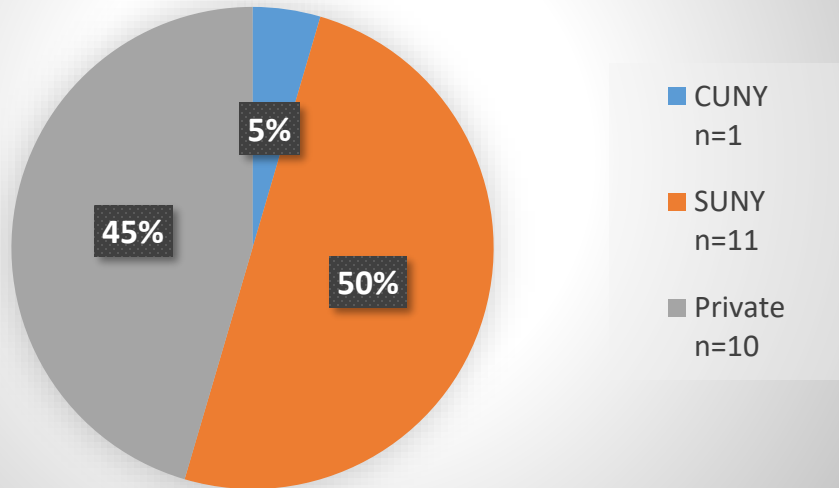




SCHOOLS WITH PRE LICENSURE PROGRAMS ONLY

PRE LICENSURE PROGRAMS ONLY

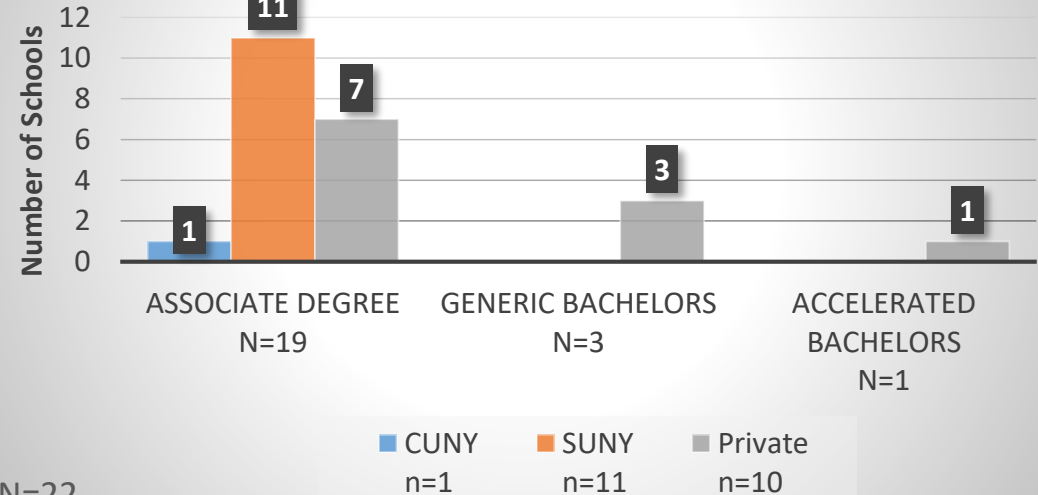
NYS Faculty & Nursing School Capacity Survey, 2016-2017
Schools with Pre Licensure Programs Only



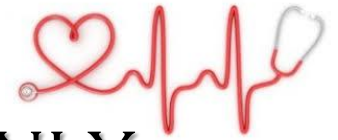
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PRE LICENSURE PROGRAMS ONLY

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Schools with Pre Licensure Programs Only by Type of Degree Offered



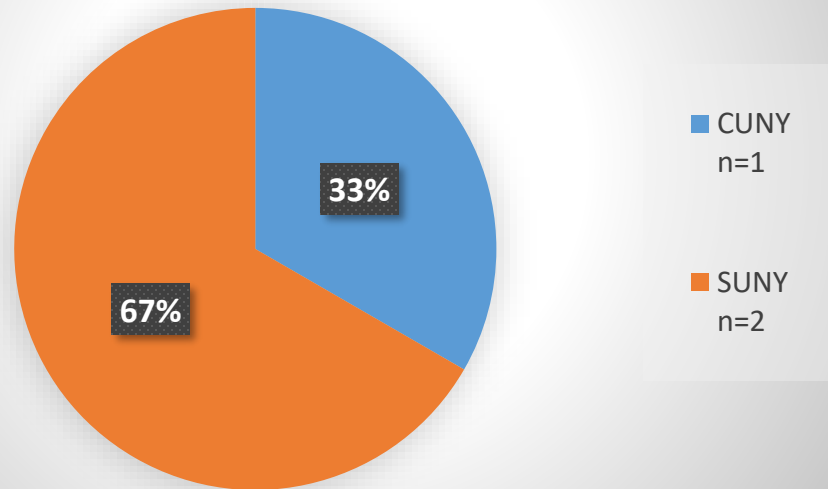
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SCHOOLS WITH POST LICENSURE PROGRAMS ONLY

POST LICENSURE PROGRAMS ONLY

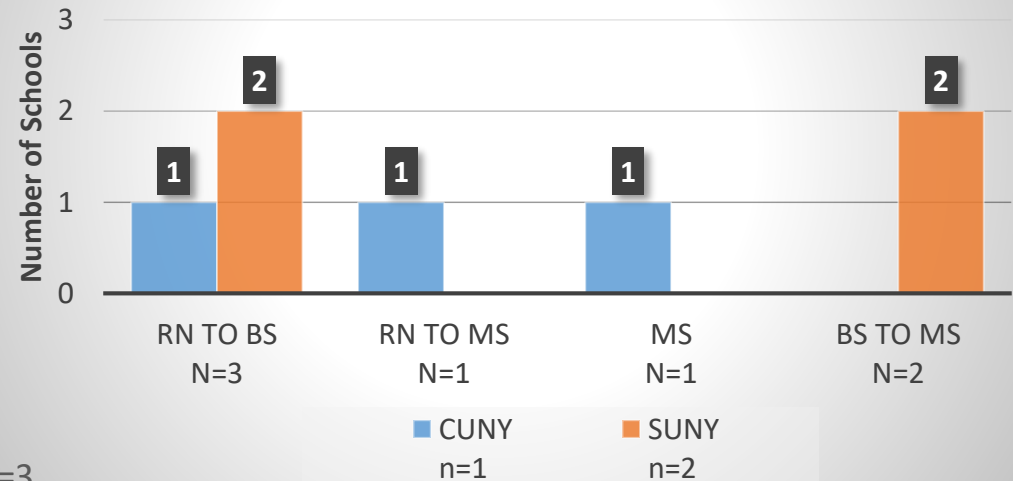
NYS Faculty & Nursing School Capacity Survey, 2016-2017
Schools with Post Licensure Programs Only



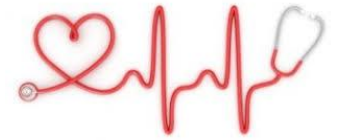
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POST LICENSURE PROGRAMS ONLY

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Schools with Post Licensure Programs Only by Type of Degree Offered



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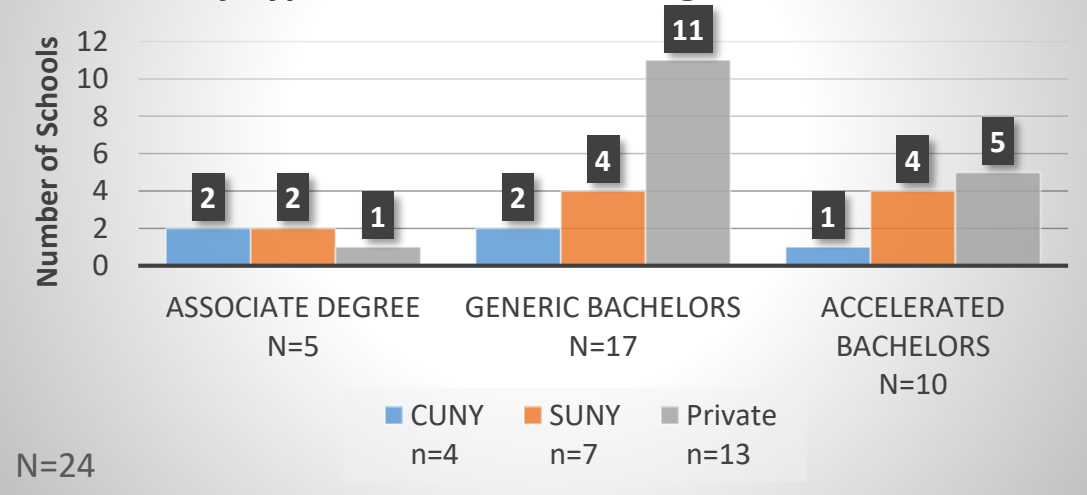


SCHOOLS WITH BOTH PRE & POST LICENSURE PROGRAMS

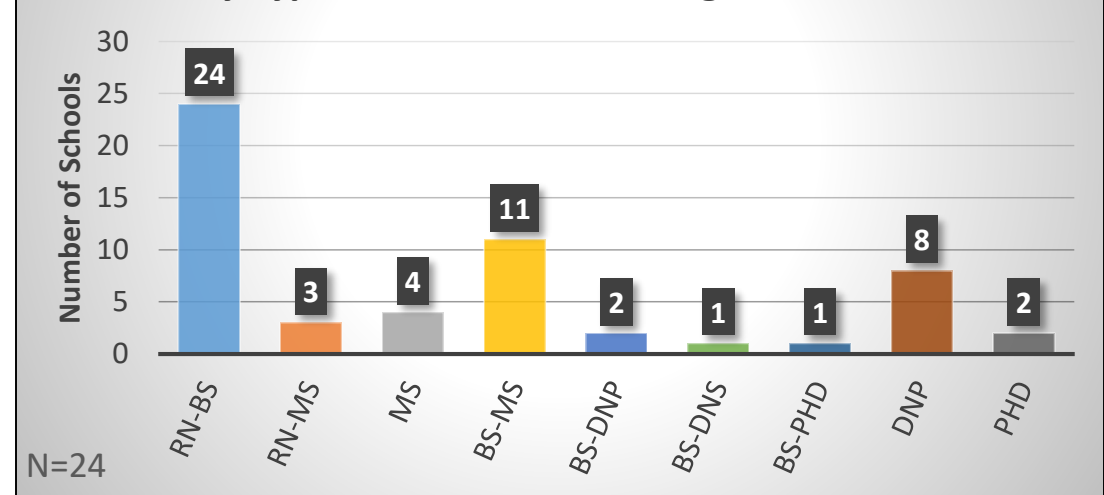
TYPE OF PRE LICENSURE PROGRAM

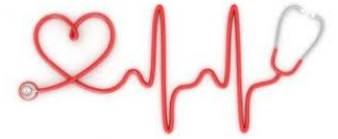
TYPE OF POST LICENSURE PROGRAM

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Schools with Both Pre & Post-Licensure Programs by Type of Pre Licensure Degree Offered



NYS Faculty & Nursing School Capacity Survey, 2016-2017, Schools with Both Pre & Post-Licensure Programs by Type of Post Licensure Degree Offered



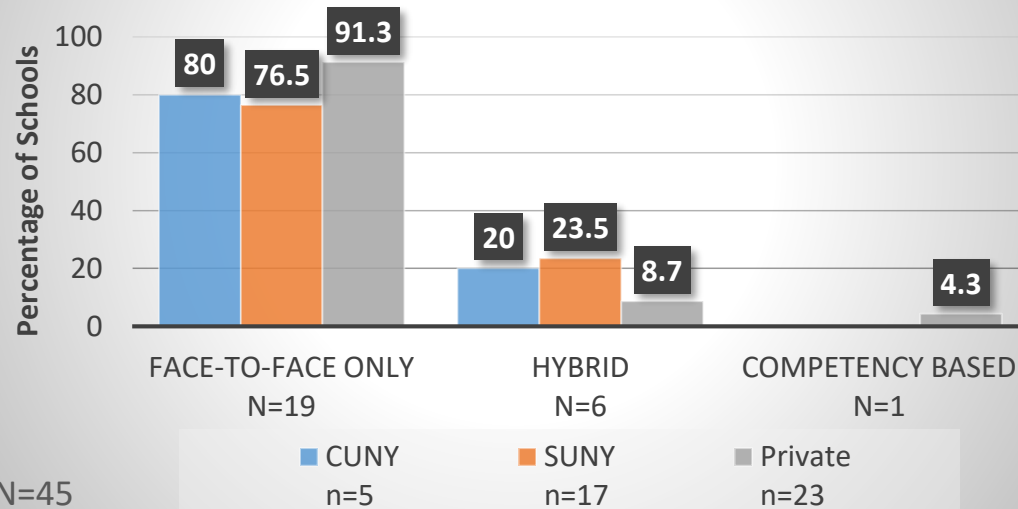


HOW PRE LICENSURE PROGRAMS ARE OFFERED

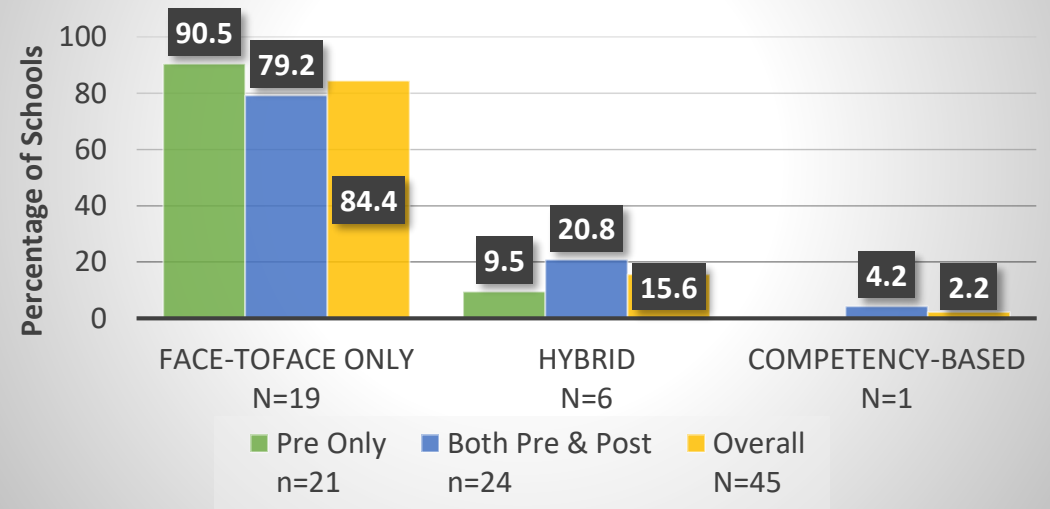
BY TYPE OF SCHOOL

BY TYPE OF PROGRAM

NYS Faculty & Nursing School Capacity Survey, 2016-2017, How Pre Licensure Programs are Offered by Type of School

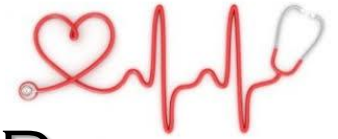


NYS Faculty & Nursing School Capacity Survey, 2016-2017, How Pre Licensure Programs are Offered by Type of Program



Includes schools with:

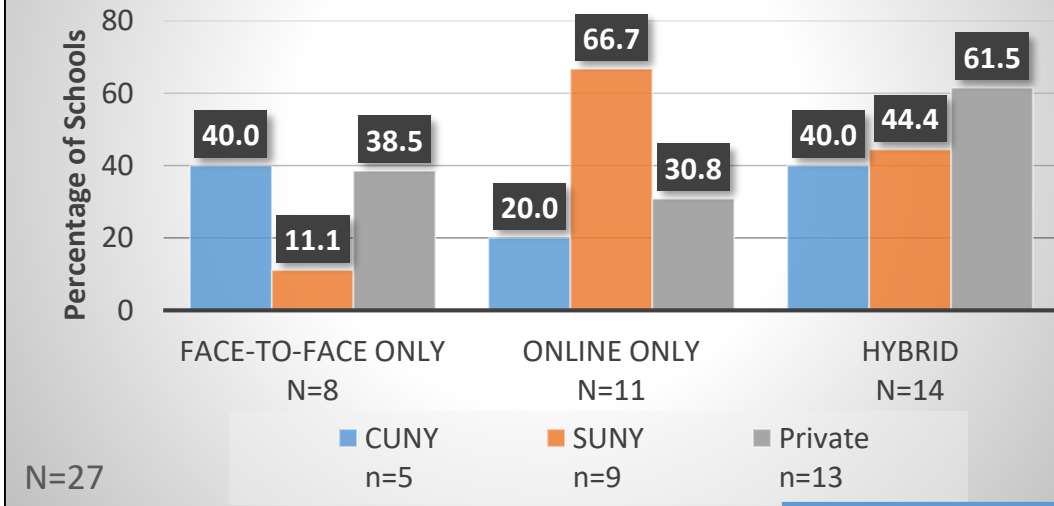
- Pre Licensure programs only
- Both Pre & Post Licensure programs



HOW POST LICENSURE PROGRAMS ARE OFFERED

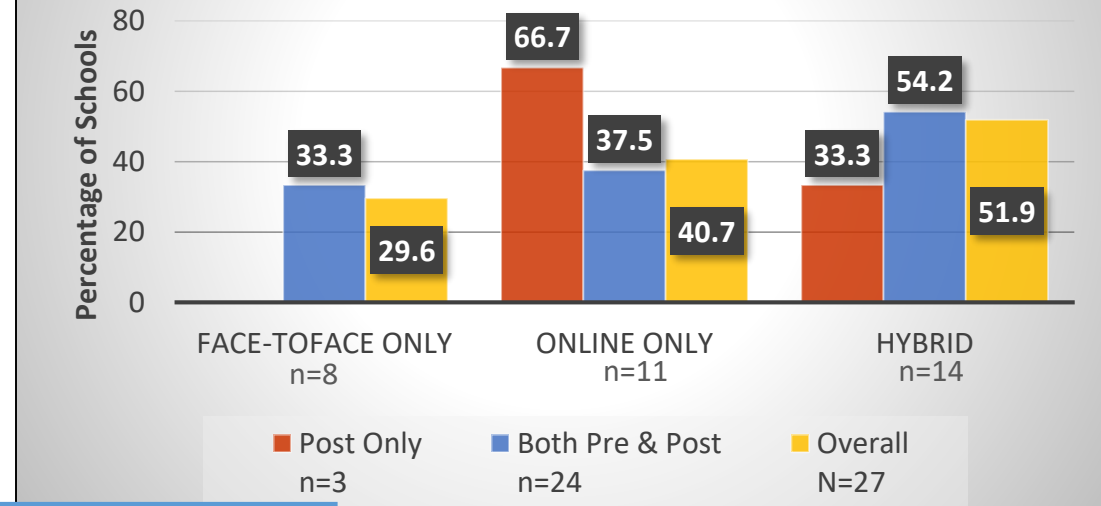
BY TYPE OF SCHOOL

NYS Faculty & Nursing School Capacity Survey, 2016-2017, How Post Licensure Programs are Offered by Type of School



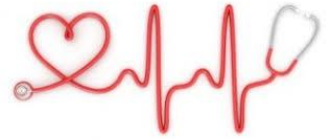
BY TYPE OF PROGRAM

NYS Faculty & Nursing School Capacity Survey, 2016-2017, How Post Licensure Programs are Offered by Type of Program



Includes schools with:

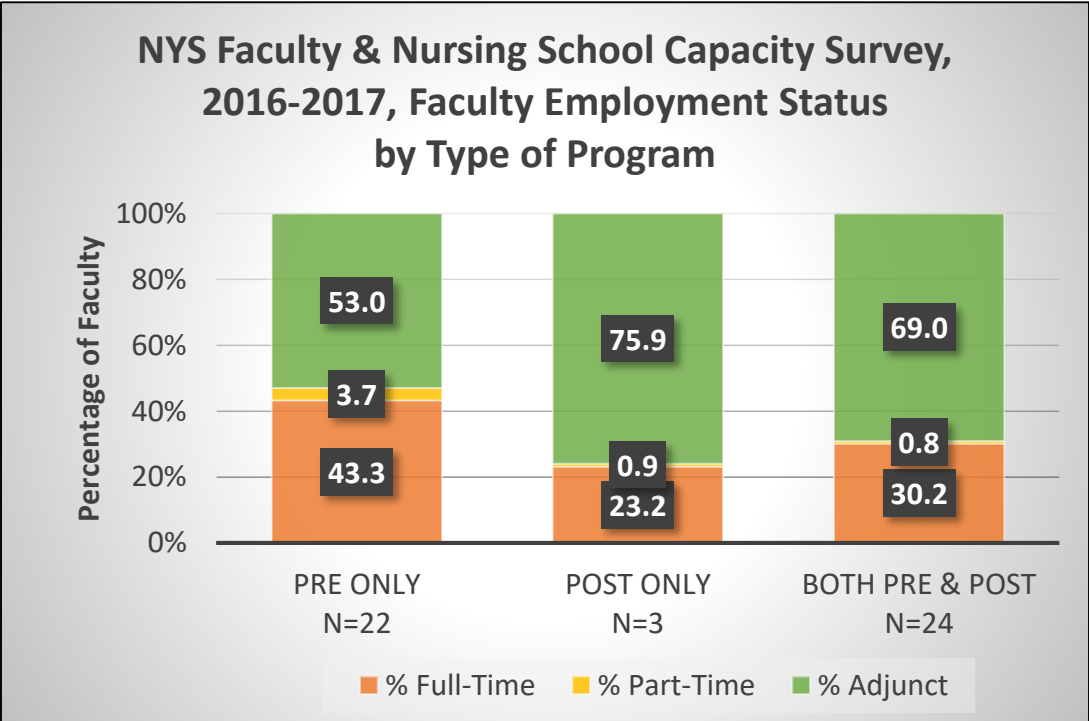
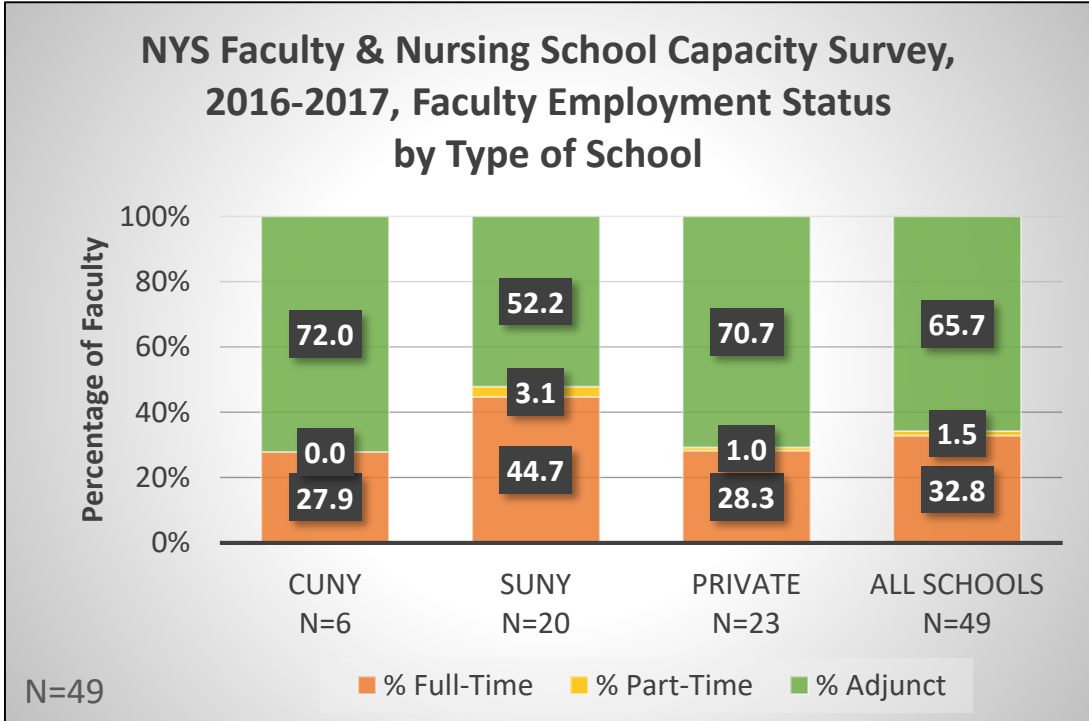
- Post Licensure programs only
- Both Pre & Post Licensure programs

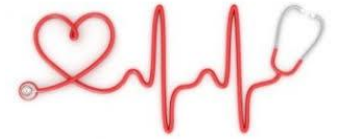


FACULTY: EMPLOYMENT STATUS

EMPLOYMENT BY TYPE OF SCHOOL

EMPLOYMENT BY TYPE OF PROGRAM

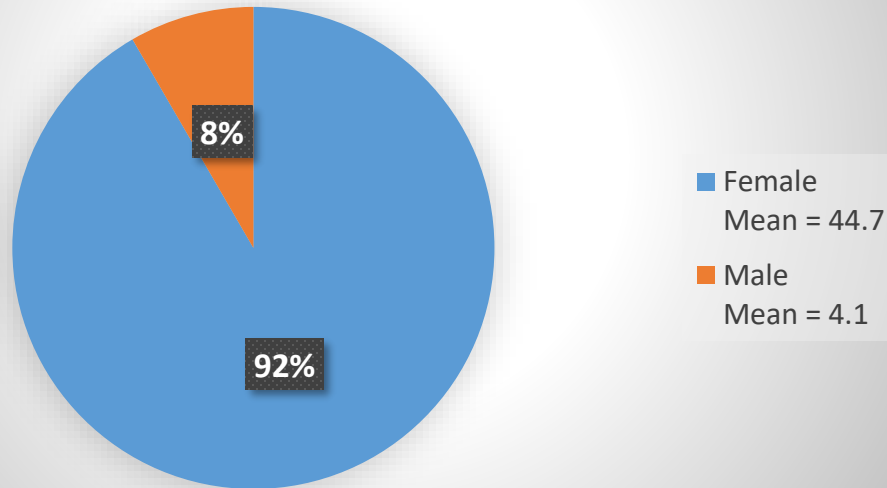




FACULTY: GENDER & EMPLOYMENT STATUS

GENDER

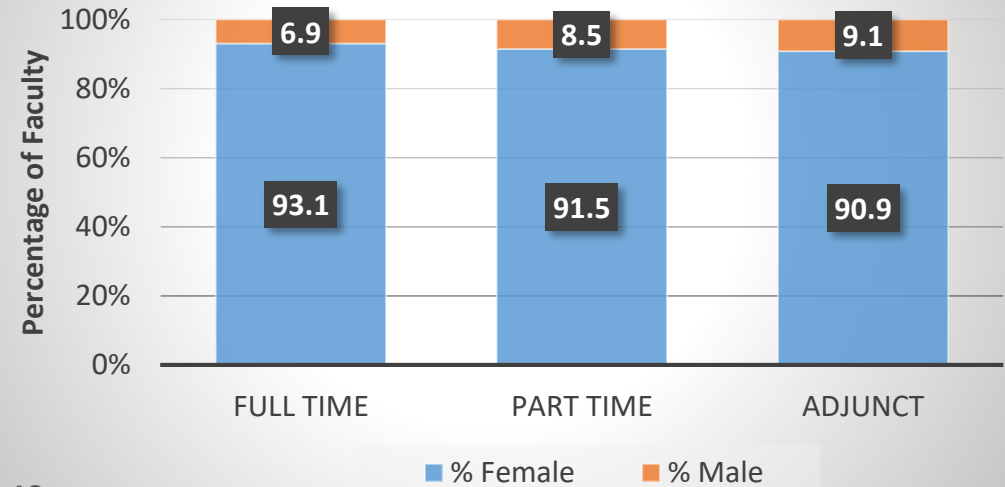
NYS Faculty & Nursing School Capacity Survey, 2016-2017, Average Number of Faculty by Gender



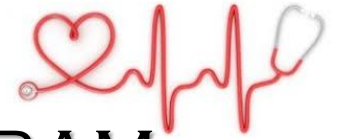
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GENDER BY EMPLOYMENT STATUS

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Faculty Gender by Type of Program



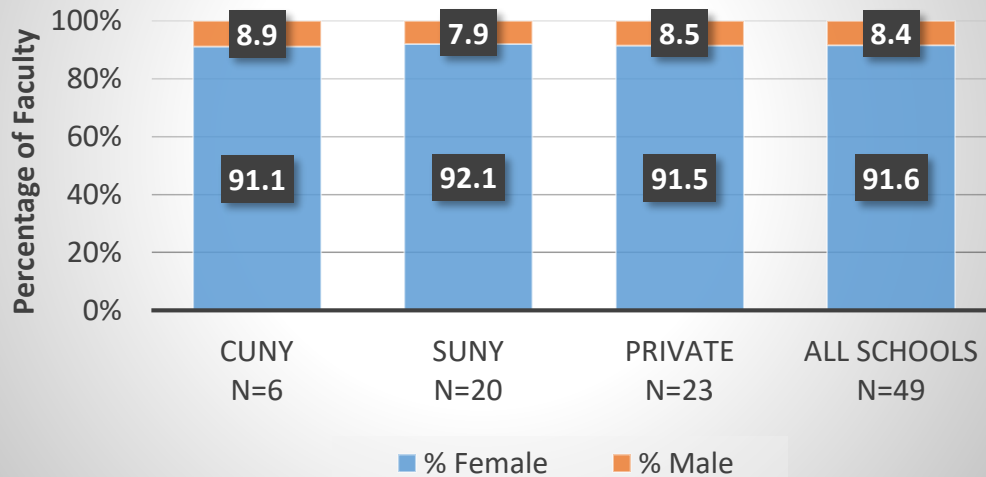
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FACULTY: GENDER BY TYPE OF SCHOOL / PROGRAM

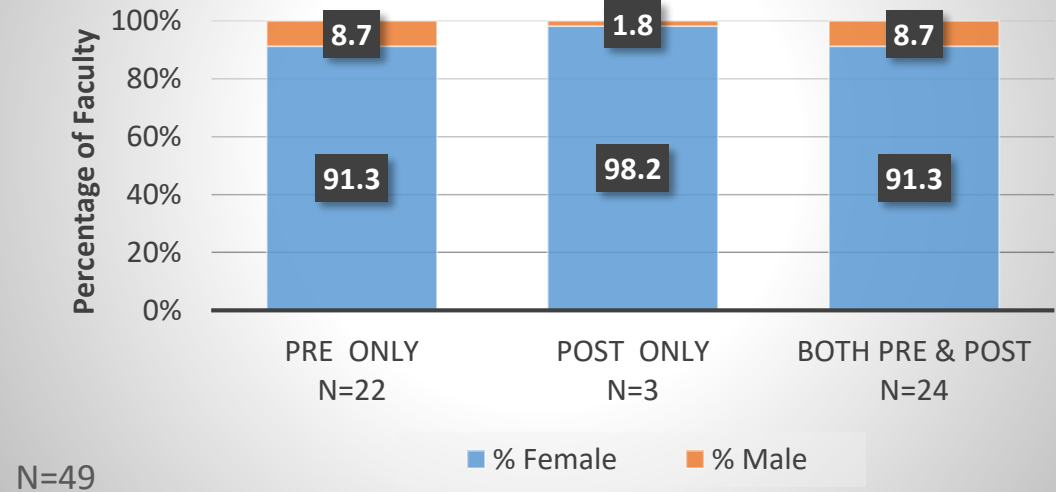
GENDER BY TYPE OF SCHOOL

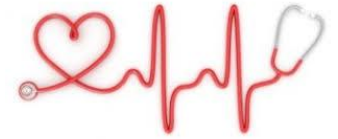
NYS Faculty & Nursing School Capacity Survey, 2016-2017, Faculty Gender by Type of School



GENDER BY TYPE OF PROGRAM

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Faculty Gender by Type of Program

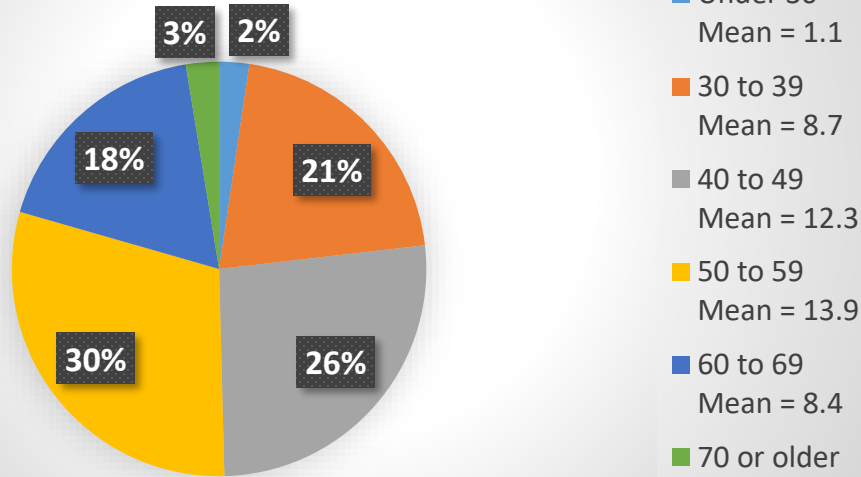




FACULTY: AGE GROUP & EMPLOYMENT STATUS

AGE GROUP

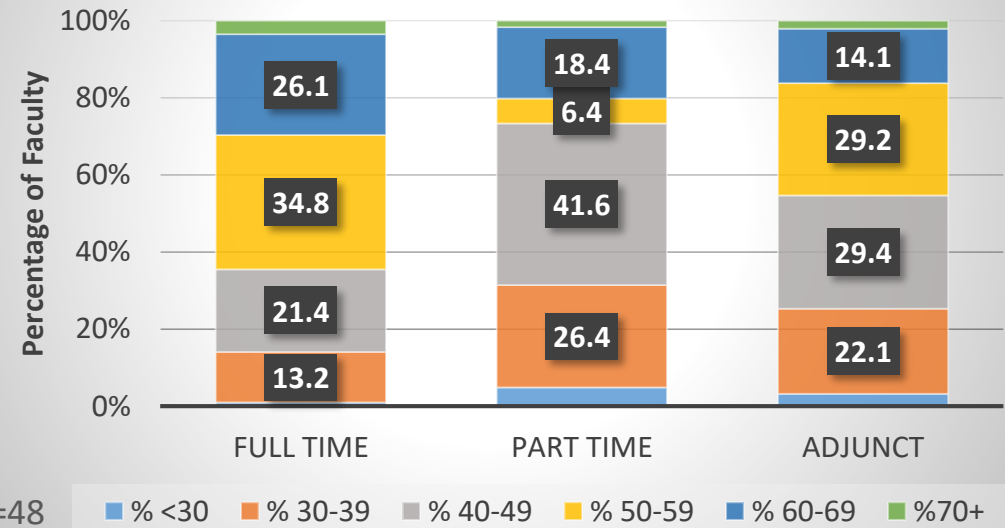
NYS Faculty & Nursing School Capacity Survey, 2016-2017, Average Number of Faculty by Age Group



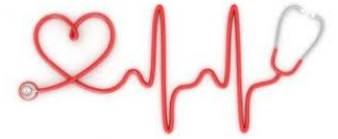
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AGE GROUP BY EMPLOYMENT STATUS

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Faculty Age Group by Employment Status



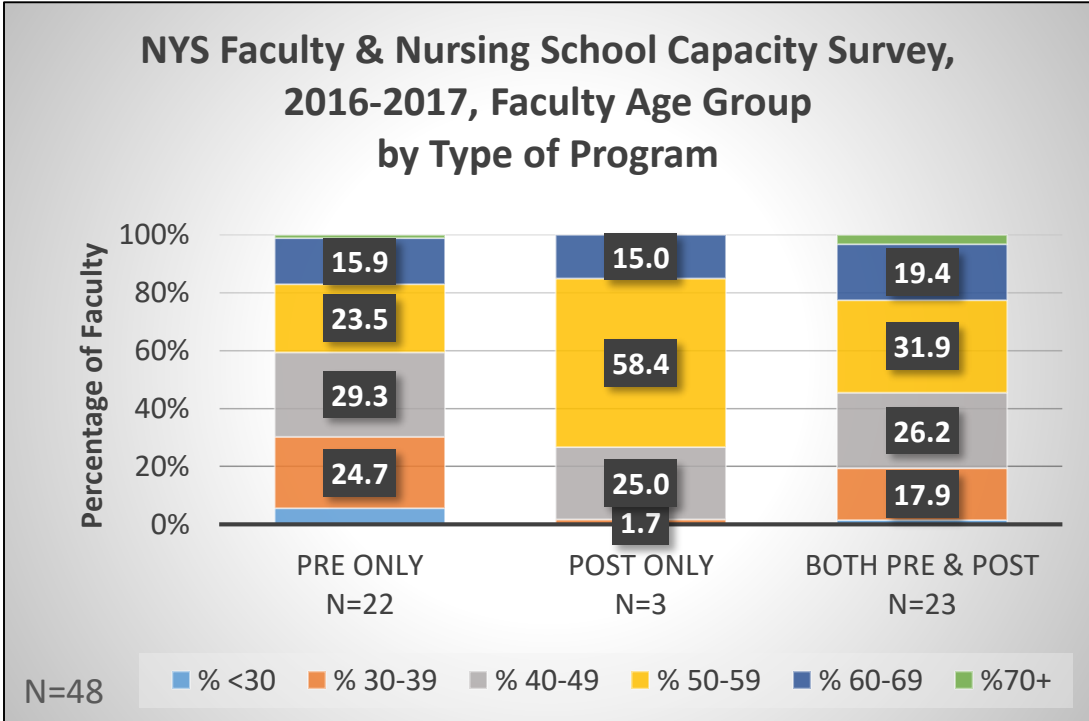
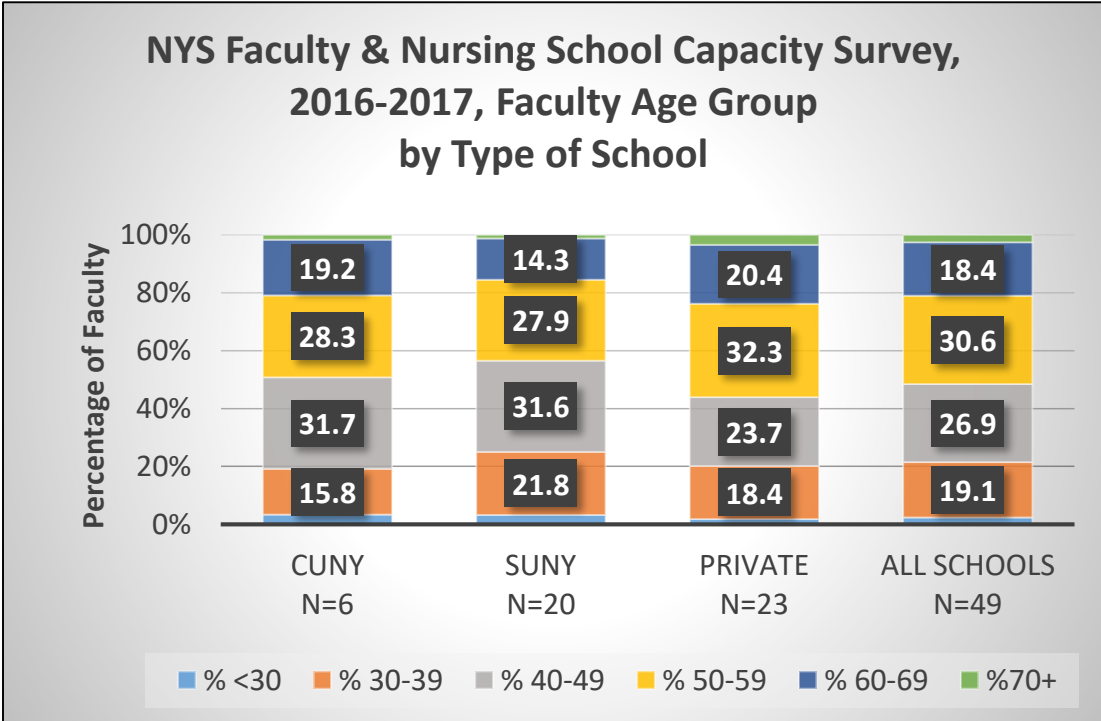
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FACULTY: AGE GROUP BY SCHOOL / PROGRAM

AGE GROUP BY TYPE OF SCHOOL

AGE GROUP BY TYPE OF PROGRAM

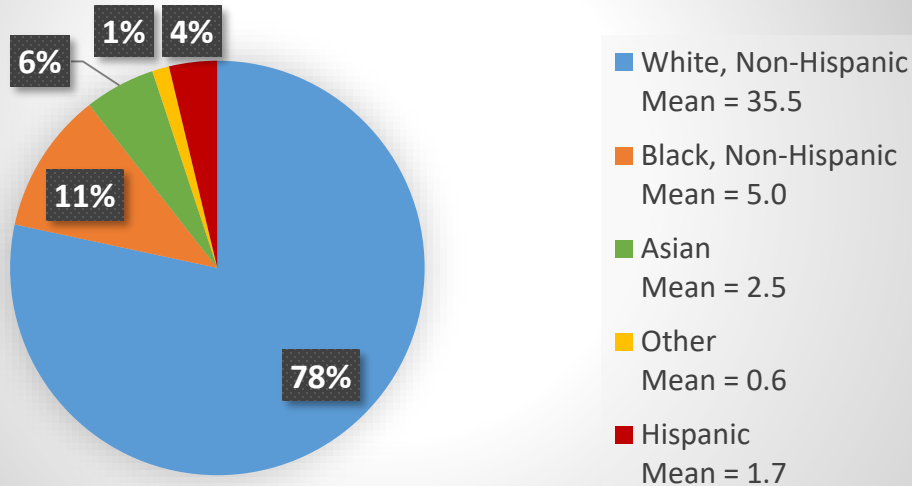




FACULTY: RACE / ETHNICITY & EMPLOYMENT STATUS

RACE / ETHNICITY

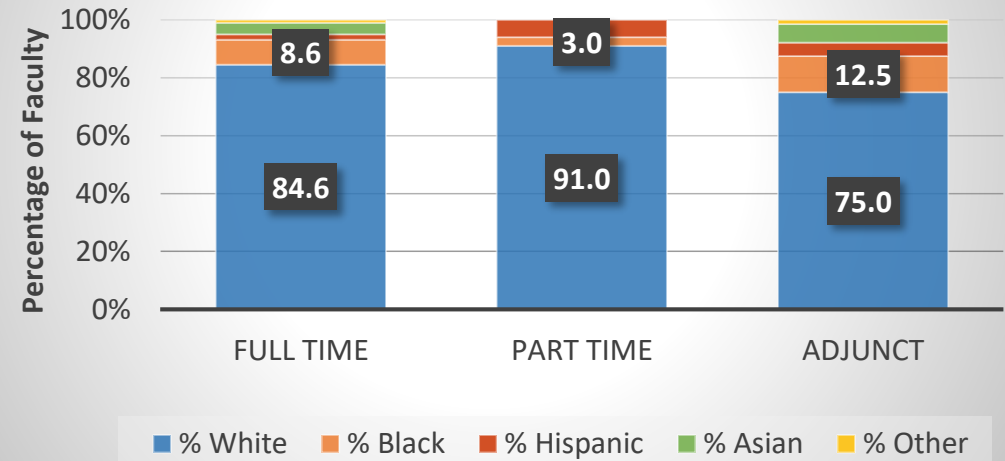
NYS Faculty & Nursing School Capacity Survey, 2016-2017, Average Number of Faculty by Race / Ethnicity



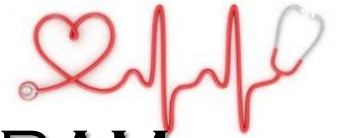
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RACE/ETHNICITY BY EMPLOYMENT

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Faculty Race / Ethnicity by Employment Status



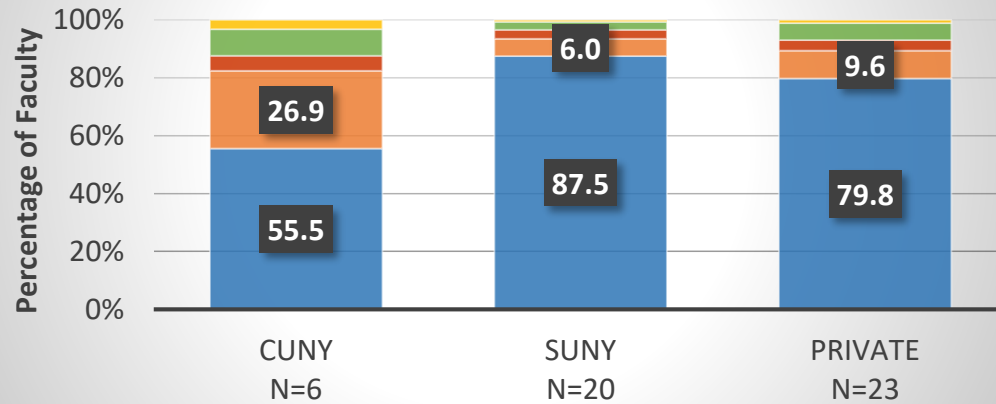
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FACULTY: RACE/ETHNICITY BY SCHOOL / PROGRAM

RACE/ETHNICITY BY TYPE OF SCHOOL

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Faculty Race / Ethnicity by Type of School

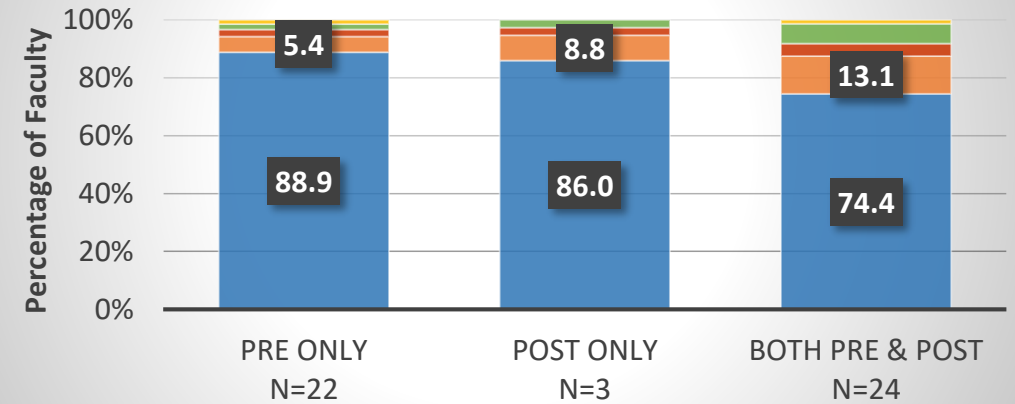


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■ % White ■ % Black ■ % Hispanic ■ % Asian ■ % Other

RACE/ETHNICITY BY TYPE OF PROGRAM

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Faculty Race / Ethnicity by Type of Program

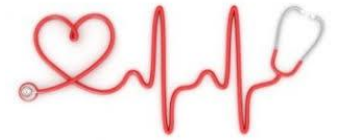


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■ % White ■ % Black ■ % Hispanic ■ % Asian ■ % Other

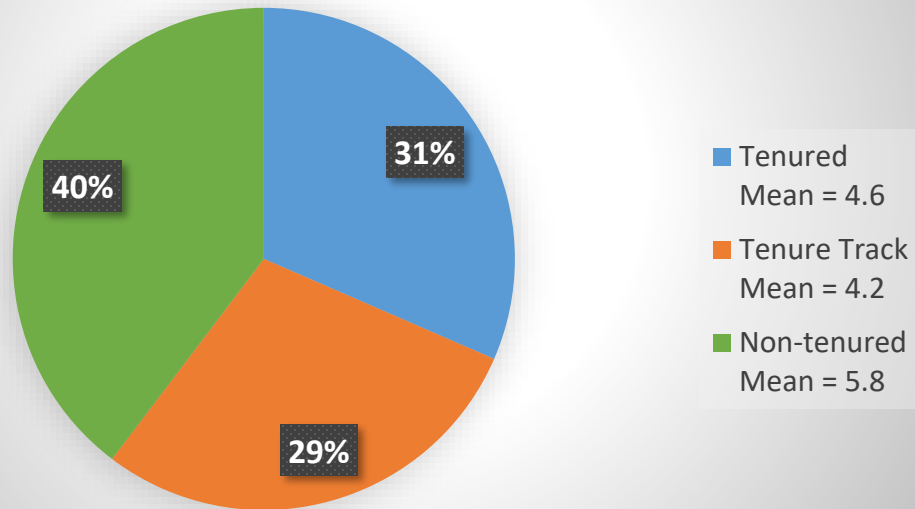


FACULTY: TENURE STATUS



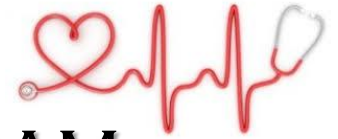
TENURE STATUS

NYS Faculty & Nursing School Capacity Survey,
2016-2017, Average Number of Faculty
by Tenure Status



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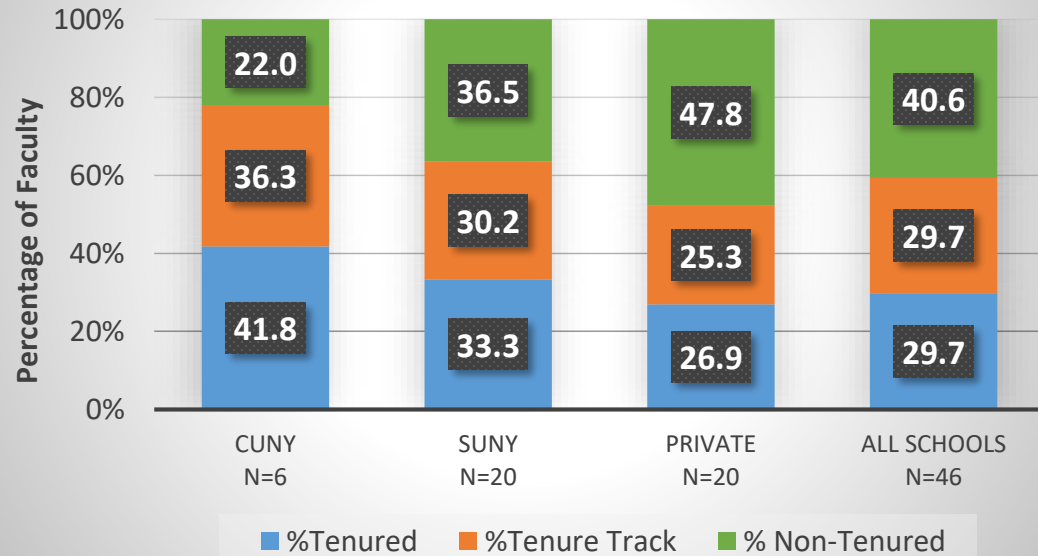




FACULTY: TENURE STATUS BY SCHOOL / PROGRAM

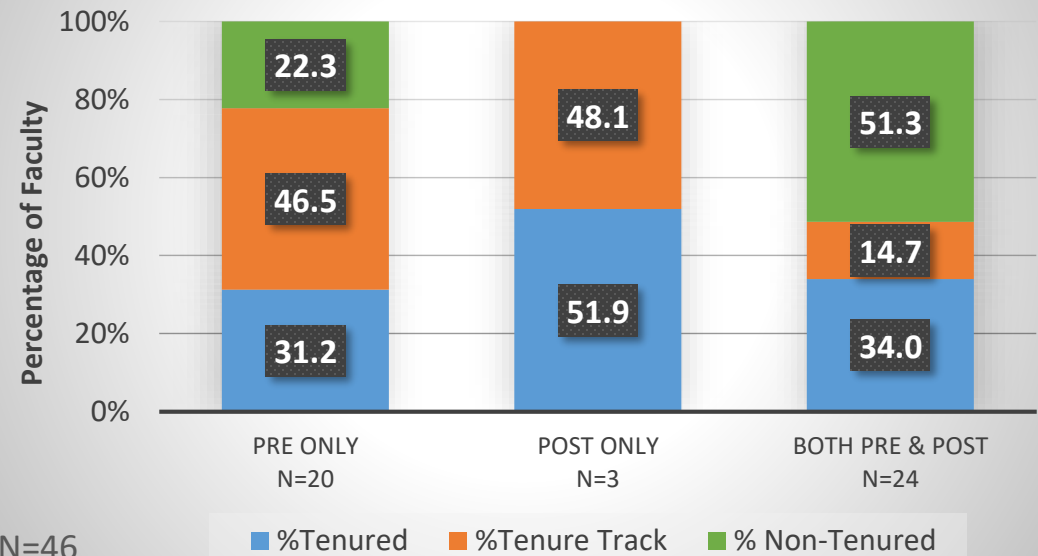
TENURE STATUS BY SCHOOL

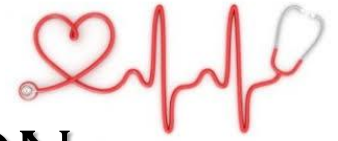
NYS Faculty & Nursing School Capacity Survey, 2016-2017, Tenure Status by Type of School



TENURE BY TYPE OF PROGRAM

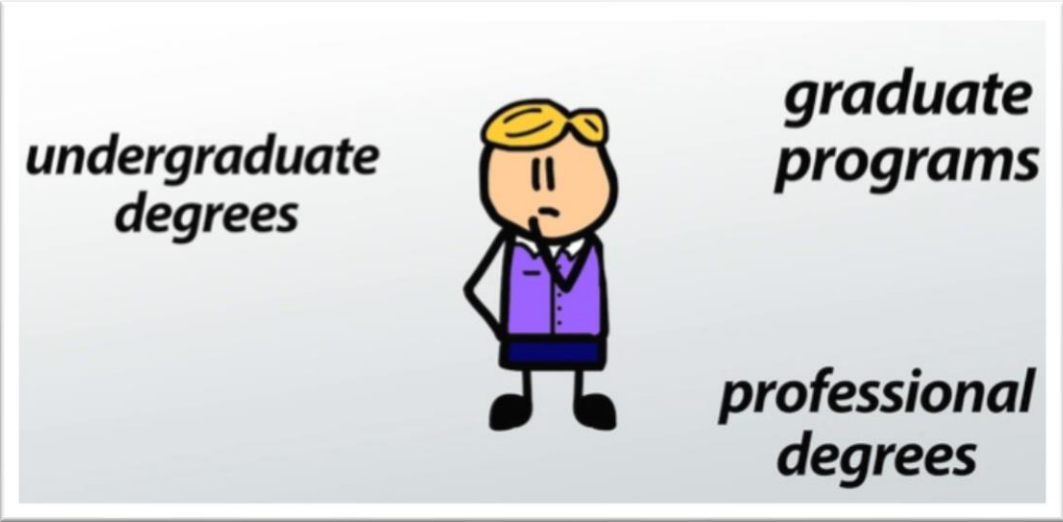
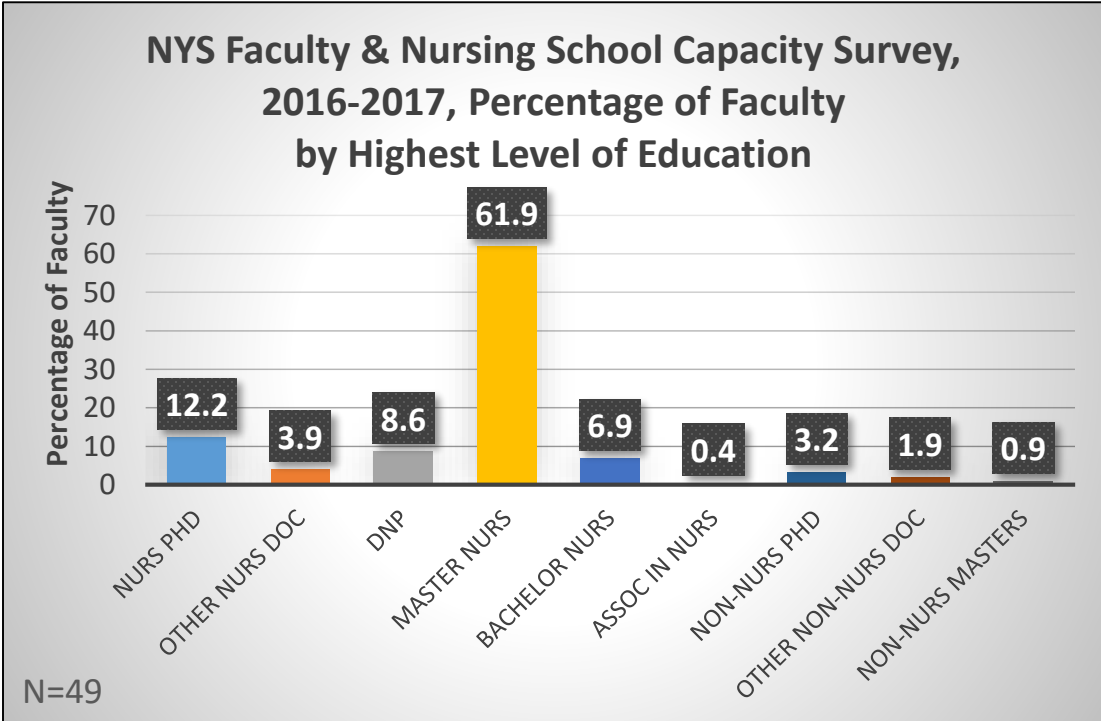
NYS Faculty & Nursing School Capacity Survey, 2016-2017, Tenure Status by Type of Program





FACULTY: TENURE STATUS & HIGHEST EDUCATION

HIGHEST LEVEL OF EDUCATION

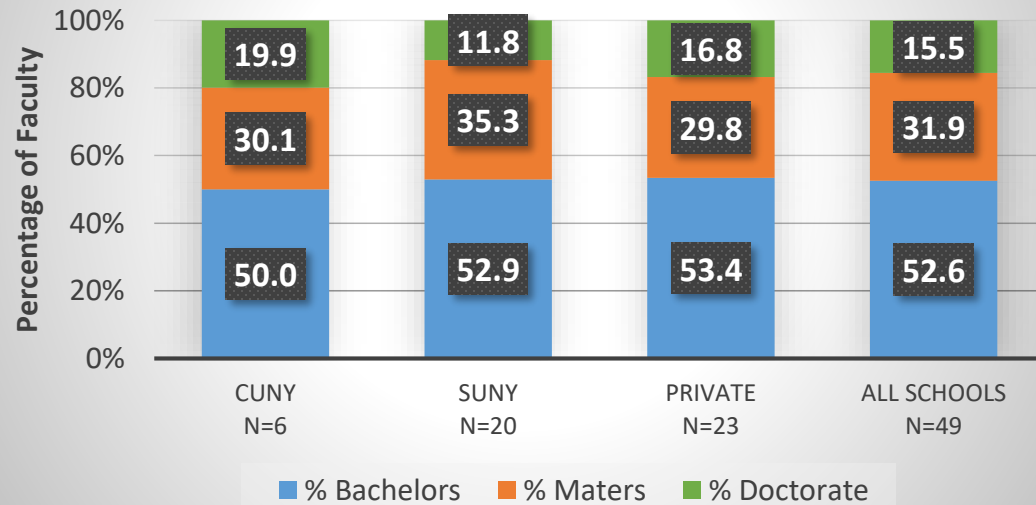




FACULTY: EDUCATION BY SCHOOL / PROGRAM

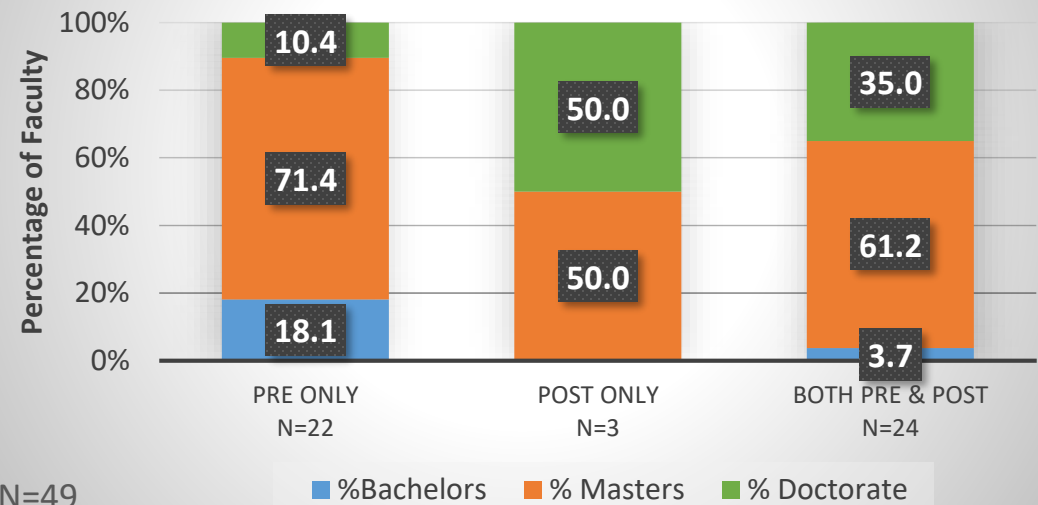
EDUCATION BY TYPE OF SCHOOL

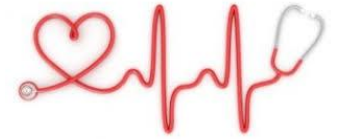
NYS Faculty & Nursing School Capacity Survey, 2016-2017, Highest Level of Education by Type of School



EDUCATION BY TYPE OF PROGRAM

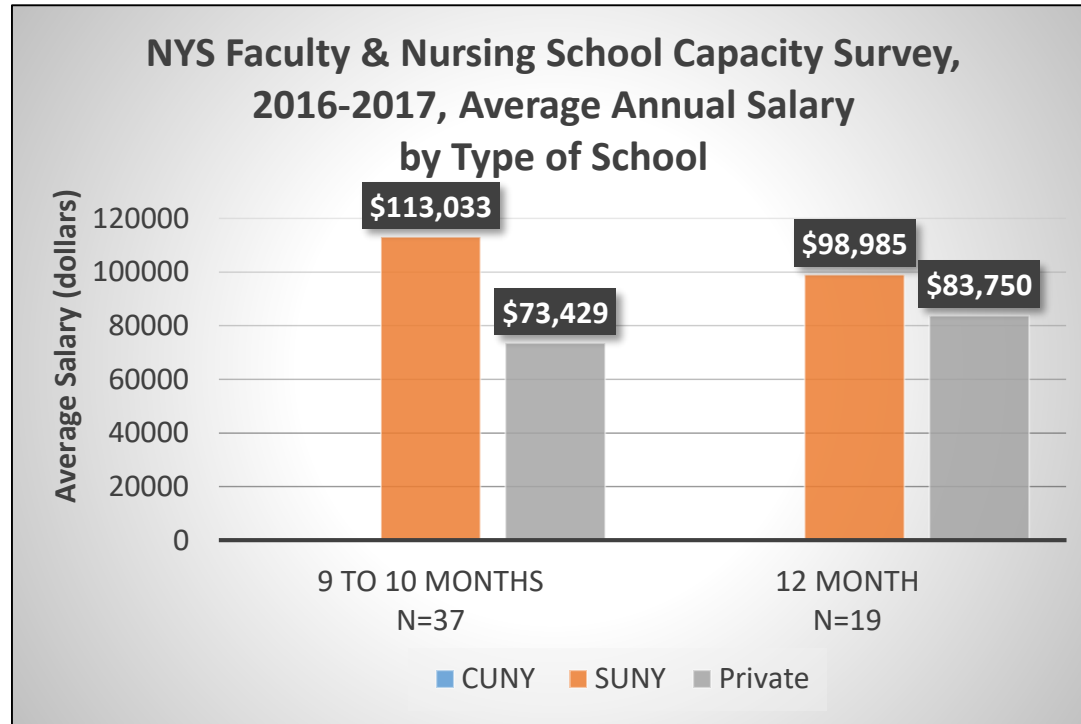
NYS Faculty & Nursing School Capacity Survey, 2016-2017, Highest Level of Education by Type of Program



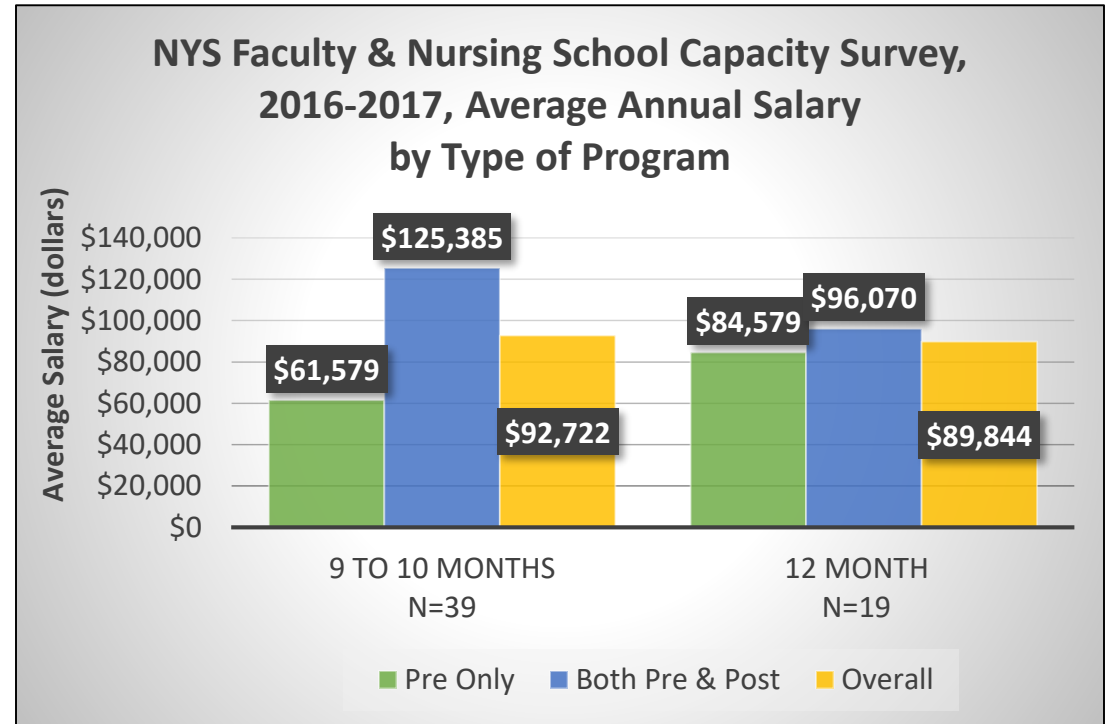


AVERAGE ANNUAL FULL-TIME FACULTY SALARY

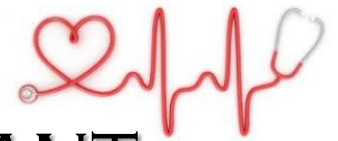
FT SALARY BY TYPE OF SCHOOL



FT SALARY BY TYPE OF PROGRAM

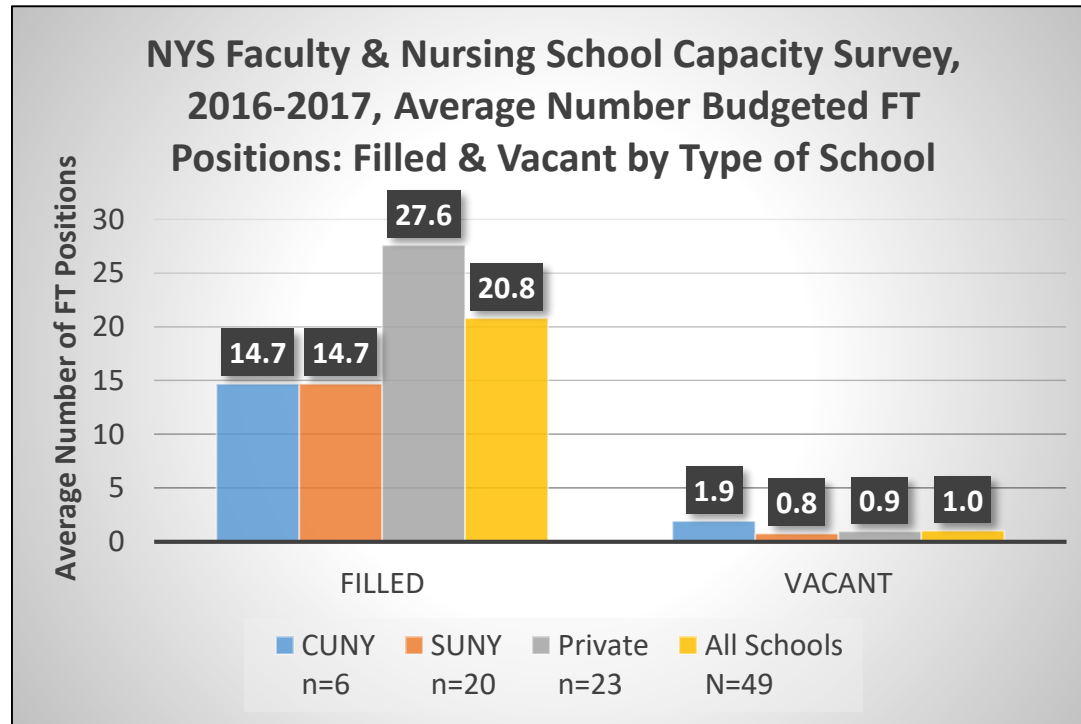


Schools with Post Licensure programs only not included due to small sample size

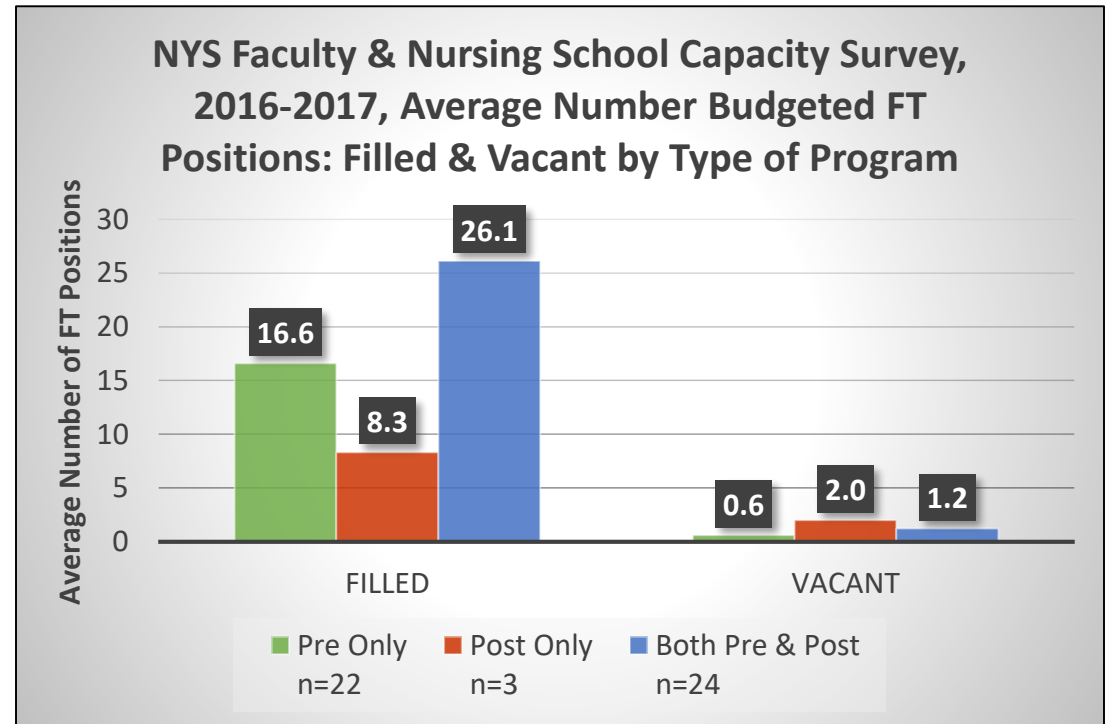


BUDGETED FULL-TIME POSITIONS: FILLED & VACANT

FT POSITIONS BY TYPE OF SCHOOL



FT POSITIONS BY TYPE OF PROGRAM

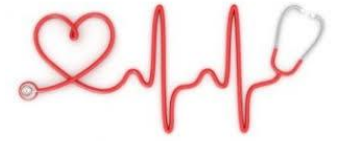


Vacancy Rate: CUNY 12.9% SUNY 5.1% Private 3.4% All Schools 4.8%

Vacancy Rate: Pre Only 3.6% Post Only 24.1% Both Pre & Post 4.6%

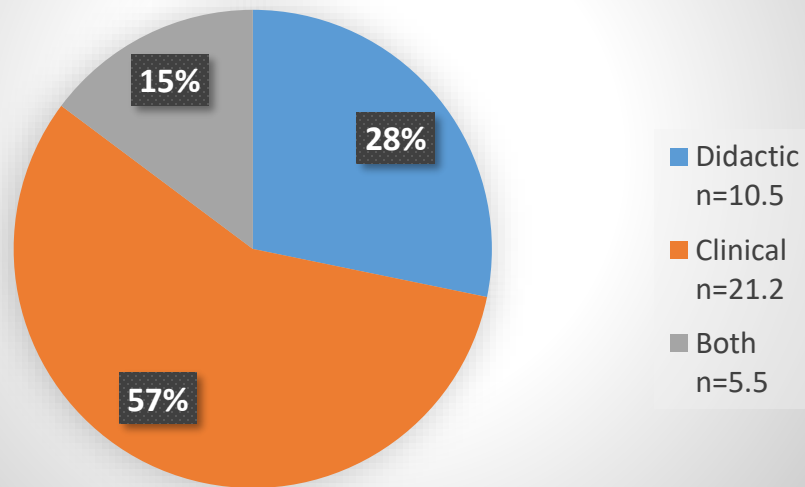


ADJUNCT FACULTY



NUMBER OF ADJUNCTS

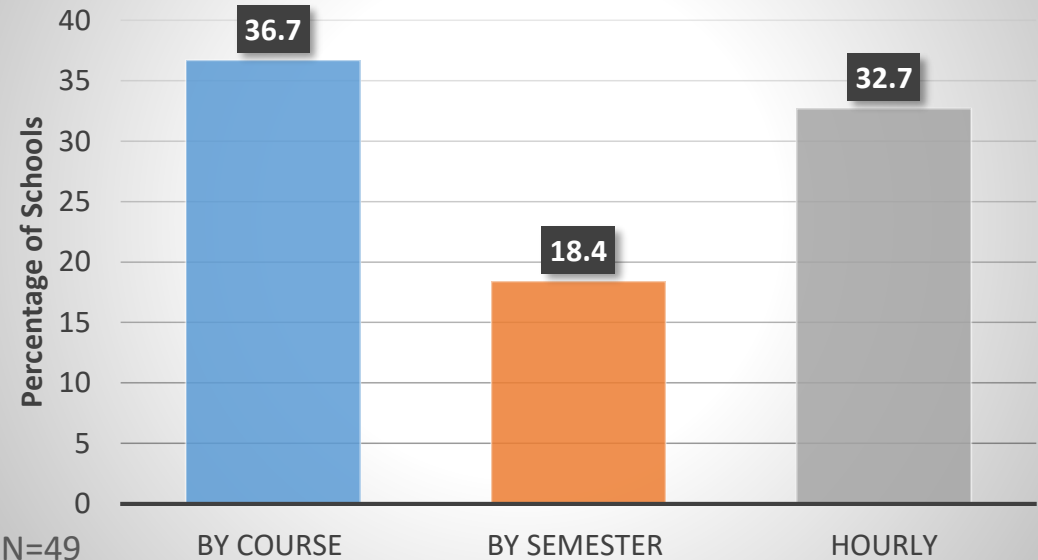
NYS Faculty & Nursing School Capacity Survey, 2016-2017, Average Number of Adjunct Faculty by Teaching Role



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HOW ADJUNCTS ARE PAID

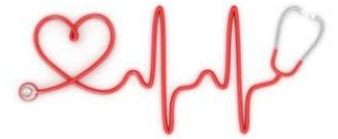
NYS Faculty & Nursing School Capacity Survey, 2016-2017, How Adjuncts are Paid



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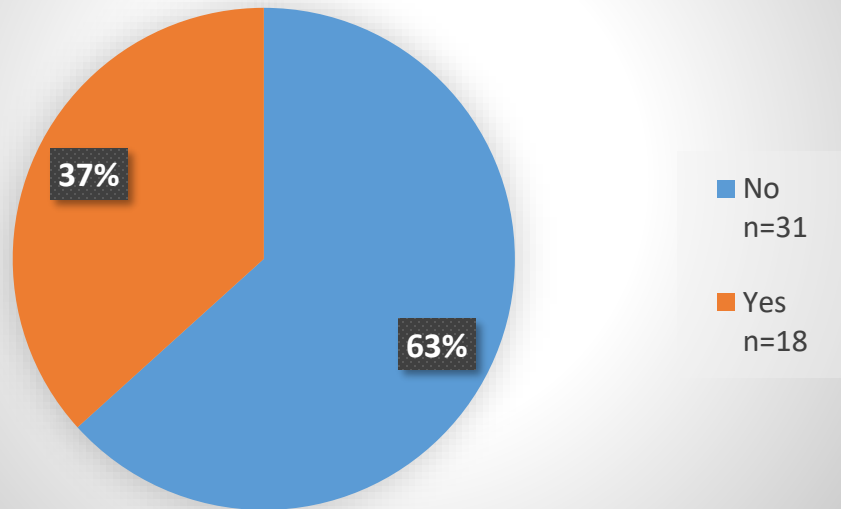


USE OF ADJUNCTS TO COVER VACANCIES



USE OF ADJUNCT FACULTY

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Use of Adjunct Faculty to Cover Vacancies

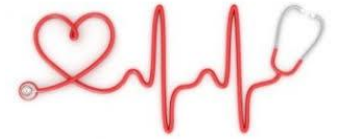


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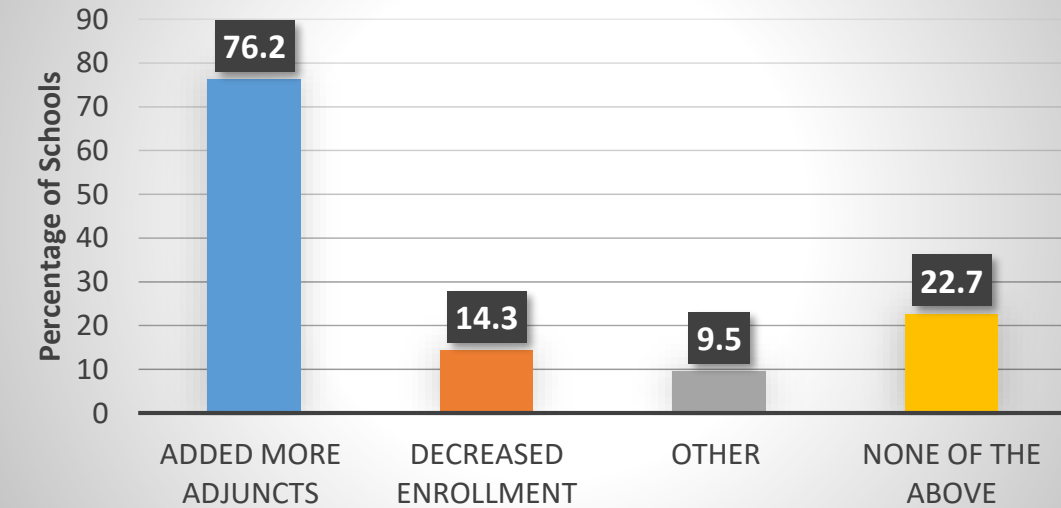


VACANCY IMPACTS & NEW HIRES



IMPACT OF VACANCIES ON PROGRAM

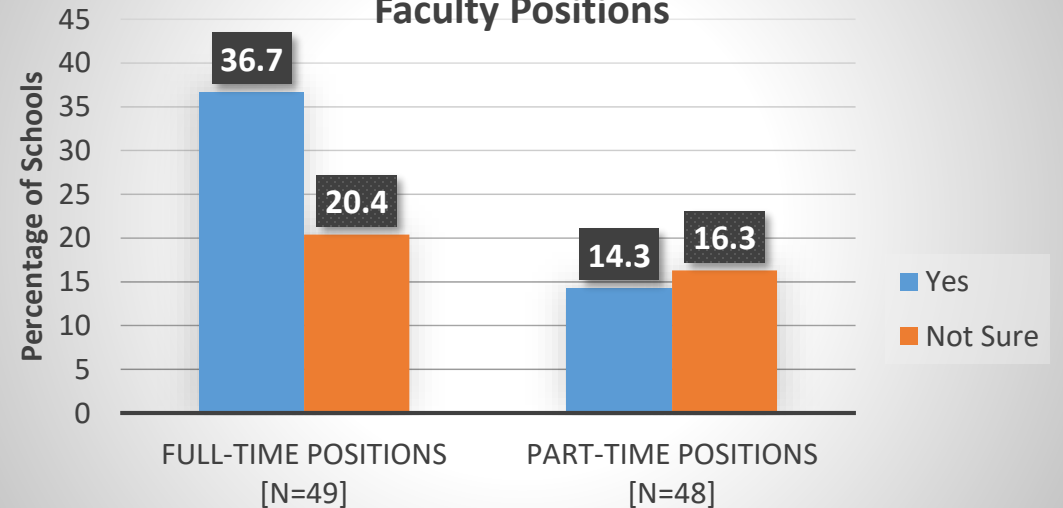
NYS Faculty & Nursing School Capacity Survey, 2016-2017, Impact of Vacancies on Program



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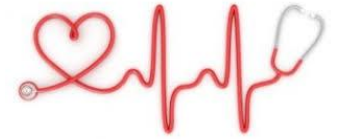
ANTICIPATE BUDGETING FOR NEW FACULTY POSITIONS

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Anticipate Budgeting for New Faculty Positions



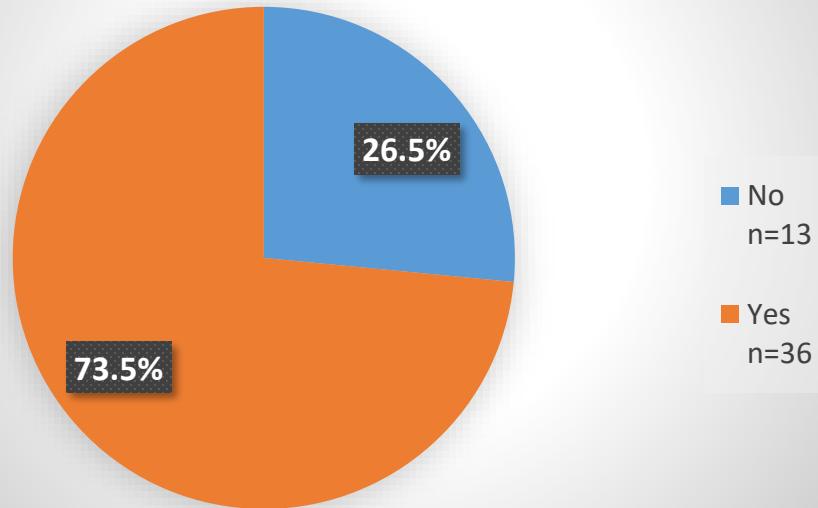


FACULTY RECRUITMENT DIFFICULTIES



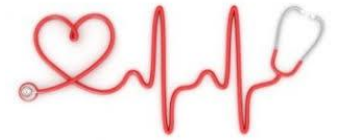
DIFFICULTY RECRUITING NEW FACULTY WITH SPECIFIC SPECIALTIES/CREDENTIALS

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Difficulty Recruiting New Faculty with Specific Specialties or Credentials



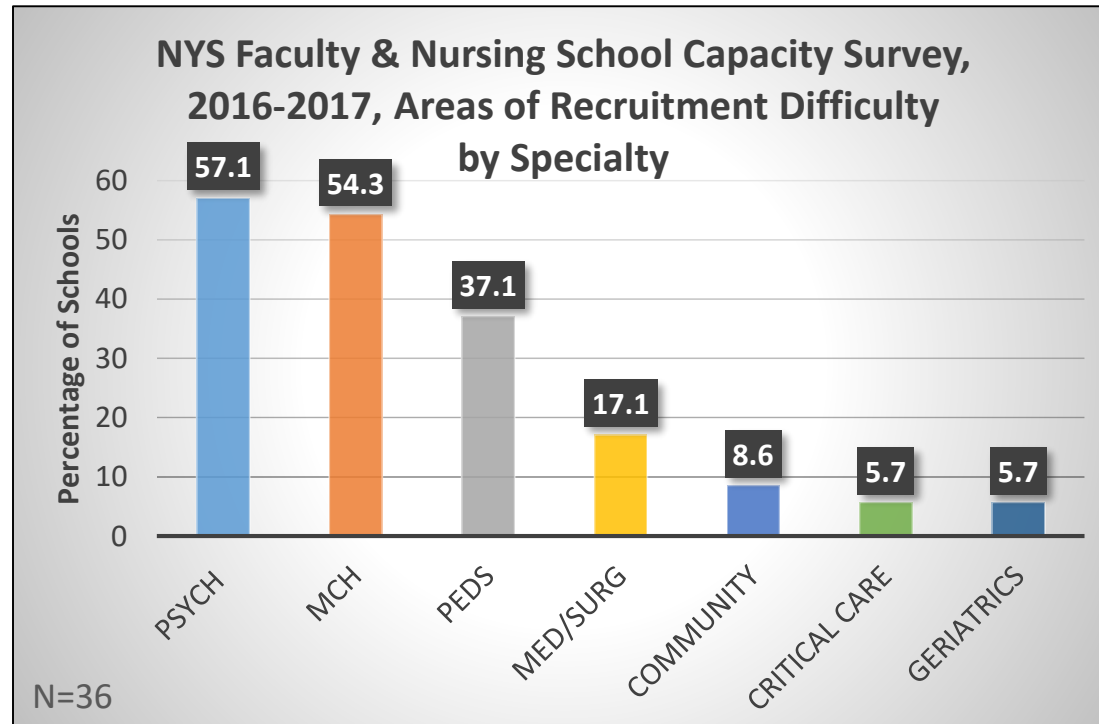
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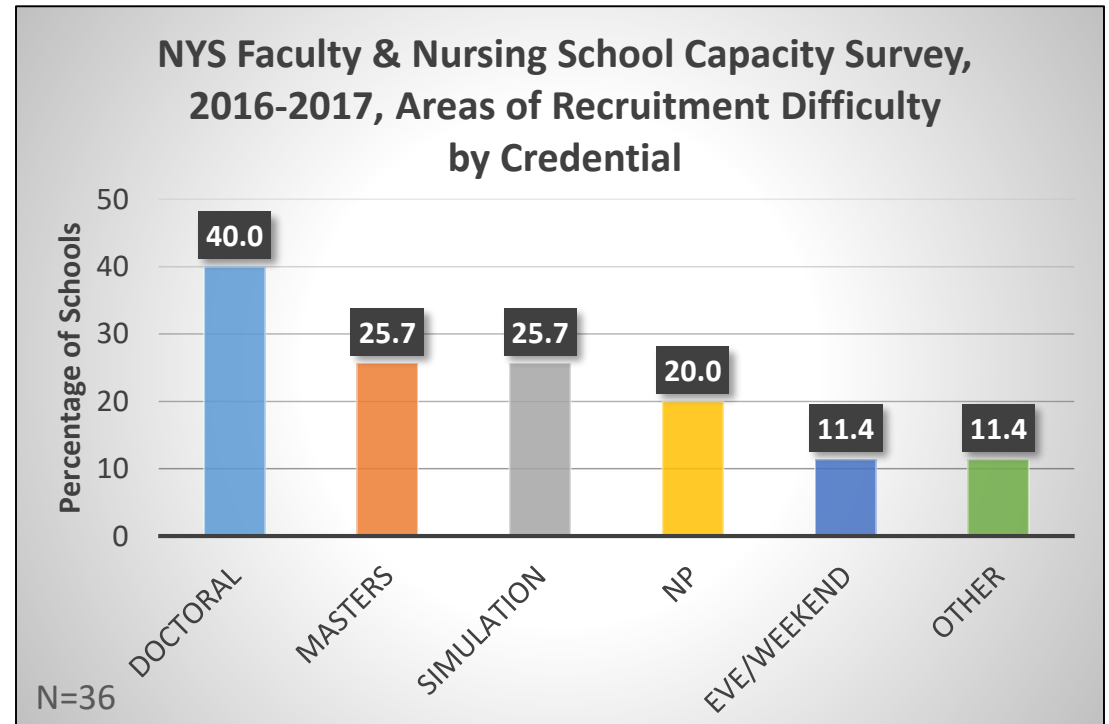


FACULTY RECRUITMENT DIFFICULTIES

RECRUITING DIFFICULTY BY SPECIALTY

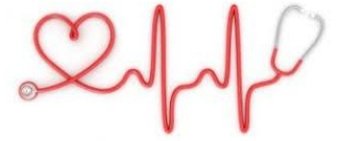


RECRUITING DIFFICULTY BY CREDENTIAL



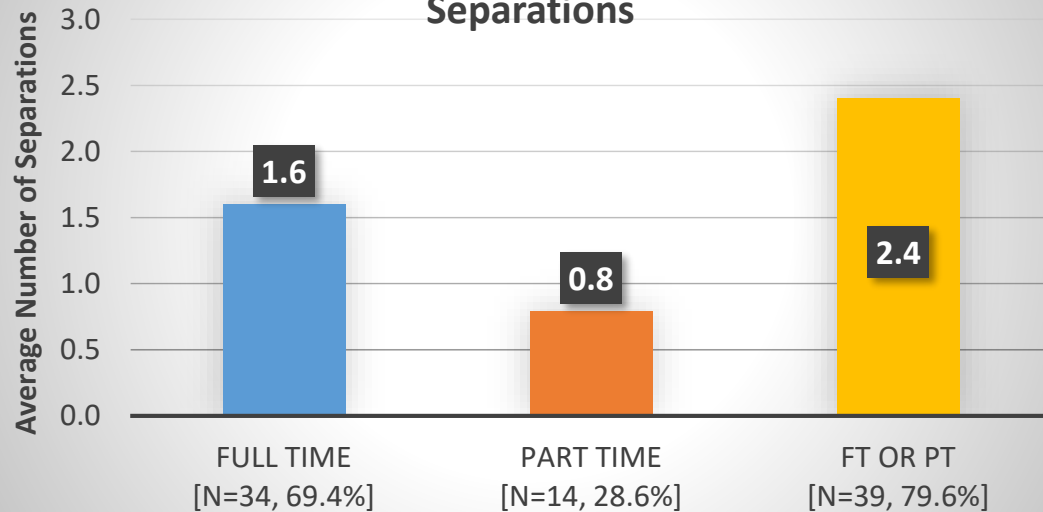


FACULTY SEPARATIONS



NUMBER OF FACULTY SEPARATIONS

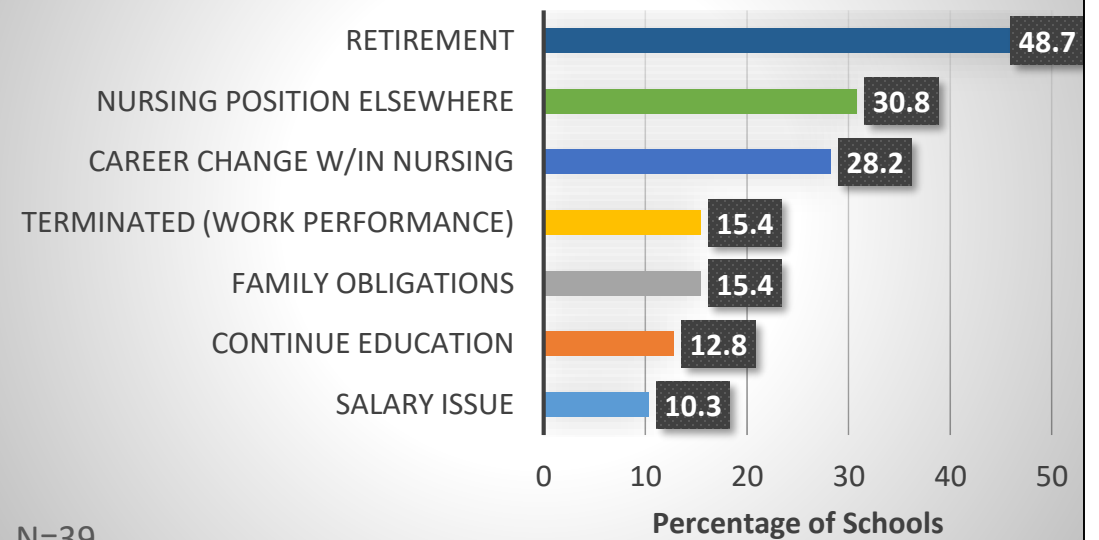
NYS Faculty & Nursing School Capacity Survey, 2016-2017, Average Number of Faculty Separations



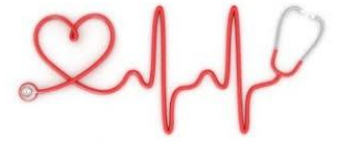
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REASONS FOR FACULTY SEPARATIONS

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Reasons for Faculty Separations

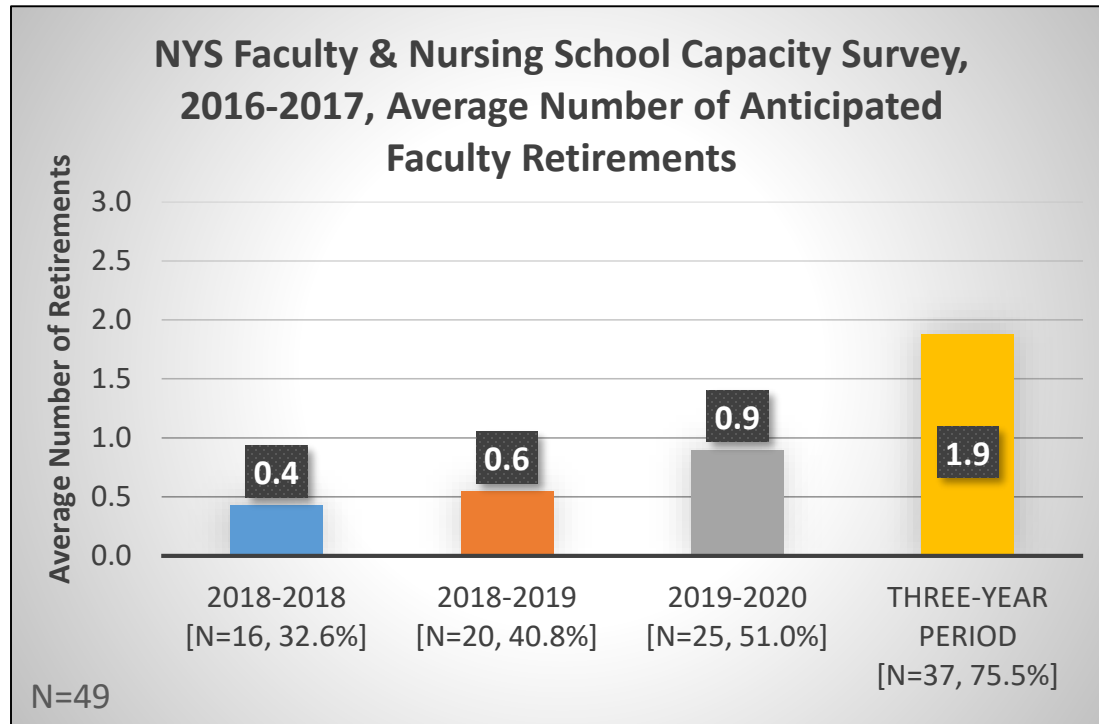


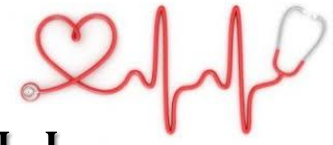
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ANTICIPATED FACULTY RETIREMENTS

ANTICIPATED RETIREMENTS



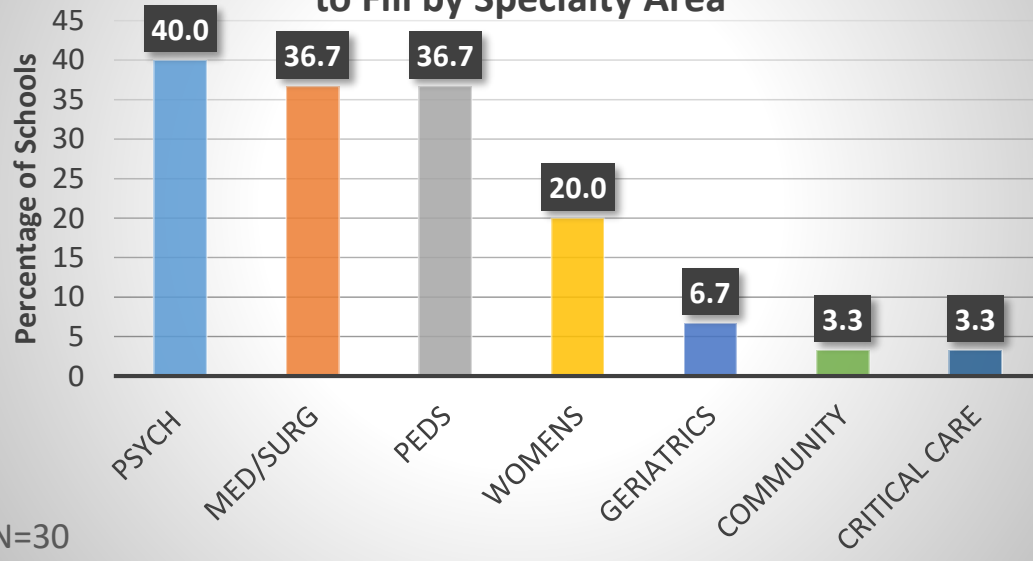


BUDGETED FULL-TIME FACULTY POSITIONS TO FILL

FACULTY POSITIONS BY SPECIALTY

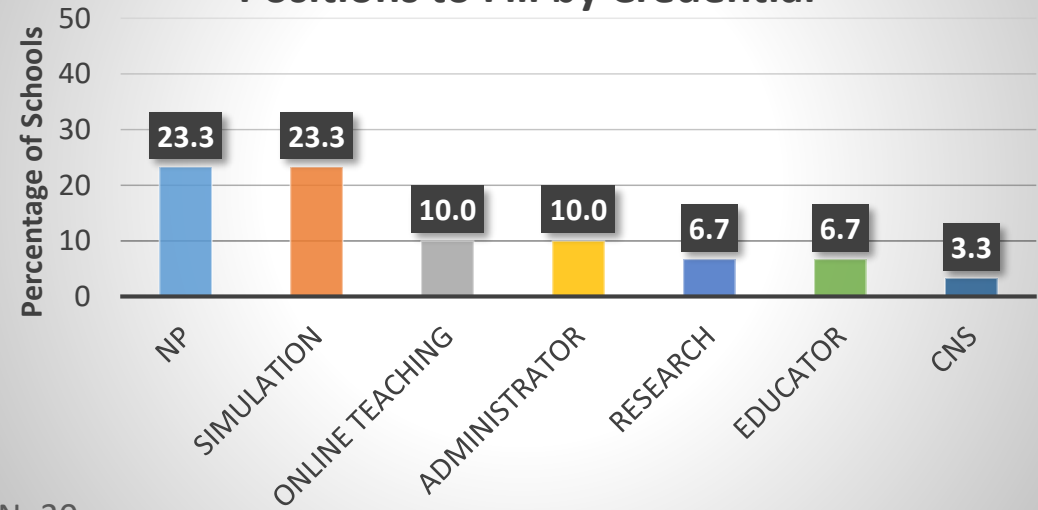
FACULTY POSITIONS BY CREDENTIAL

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Budgeted Full-Time Faculty Positions to Fill by Specialty Area

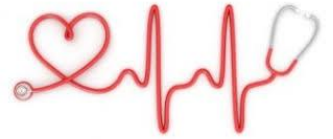


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NYS Faculty & Nursing School Capacity Survey, 2016-2017, Budgeted Full-Time Faculty Positions to Fill by Credential



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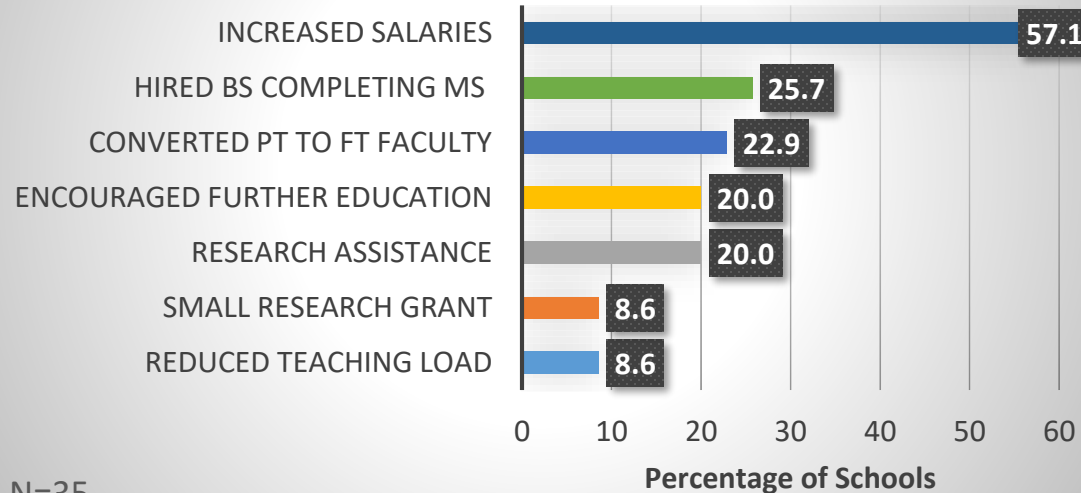


STRATEGIES TO FILL FULL-TIME VACANCIES

STRATEGIES TO FILL FULL-TIME VACANCIES

NYS Faculty & Nursing School Capacity Survey,
2016-2017

Strategies to Fill Full-Time Vacancies





SUMMARY: AREAS OF STRENGTH / CONCERN

AREAS OF STRENGTH

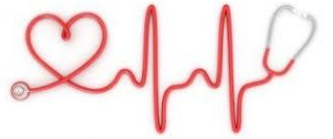
- **Increased faculty diversity, but ...**
 - Not representative of population at large
- **Greater proportion of males, but ...**
 - Not representative of population at large
- **Higher salaries**
 - Salaries increased by ~35% over 6 year period for year-round employees
- **Many post licensure programs**
 - Greater capacity to support BS in 10
- **Diversity of post licensure programs**
 - Alternative formats support BS in 10
- **Vacancies being filled by**
 - Hiring those working toward next level of education
 - Converting part-time to full-time positions

AREAS OF CONCERN

- **Use of adjunct over part time faculty**
 - Challenging to ensure curriculum fidelity, faculty may need more support
- **Aging faculty & number of retirements**
 - Will stress existing human resources & require creative solutions to fill vacancies
- **Specialty area needs: mental health, maternal-child health & pediatrics**
 - Shortage of faculty may necessitate new modes of teaching & experiential learning
- **New areas of expertise required for online teaching & simulation**
 - Changing learning environments demand new skill development for faculty



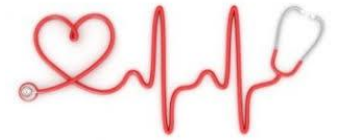
QUESTIONS FOR DISCUSSION



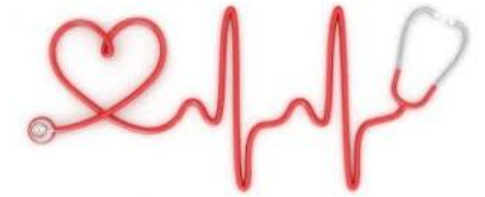
- How can practice and academia work together to meet faculty need?
- What creative programs exist now to meet the educational needs of students?
- What additional supports are needed to increase the number of doctoral prepared faculty?



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Yvonne Johnston, DrPH, MPH, MS, RN, FNP

*Research Associate Professor &
Founding Director MPH Program*

Binghamton University
PO Box 6000
Binghamton, NY 13902-6000

Email: johnston@binghamton.edu

Linda Millenbach, RN, PhD

Chair, Center for Nursing Research

Foundation of New York State Nurses
2113 Western Ave
Guilderland, NY 12084

Email: lmillenbach@icloud.com

THANK YOU