

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"







- 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 STEERING COMMITTEE MEMBERS



- Deborah Elliott, MBA, RN
 Executive Director
 Center for Nursing at the
 Foundation of New York State Nurses [FNYSN]
- Gertrude B. Hutchinson, DNS, RN, MA, MSIS, CCRN-R Director of History & Education & Archivist Center for Nursing, FNYSN
- Kennedee Blanchard, BA Communications & Office Manager Center for Nursing, FNYSN
- Linda Millenbach, RN, PhD Adjunct Nursing Faculty, Empire College Chair, Center for Nursing Research
- Yvonne Johnston, DrPH, MS, FNP Associate Professor & Founding Director Master of Public Health Program Binghamton University

- M. Bridget Nettleton, PhD, RN, CNE Dean, School of Nursing SUNY Empire State College
- Kathy Prairie, DNP, RN, FNP
 Associate Chief Nursing Officer
 Vassar Brothers Medical Center
- Jeanine Santelli, PhD, RN, AGPCNP-BC, FAAN Executive Director ANA-NY
- Kathleen F. Sellers, PhD, RN
 Associate Professor
 College of Health Sciences and Management
 SUNY Polytechnic
- Marilyn Stapleton, PhD, RN Director Ellis Medicine, The Belanger School of Nursing







- 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





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





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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

NYS Faculty and Nursing School Capacity Survey for Academic Year 2016/2017

Purpose of Study: The purpose of this survey is to collect longitudinal data depicting the faculty shortage and capacity of registered professional nursing programs in New York State. This survey is being conducted by The Foundation of New York State Nurses, Inc. The current survey is similar to the original study or New York State Nurses, Inc. The current survey is similar to the original study conducted in the 2010/2014 academic year. Data are being collected electronically via this ovent survey tool.

ved Consent: You are invited to complete this survey as part of the New York State Faculty and Nursing School Capacity Survey for Academic Year 10th obsite natury and reuning School capacity oursely for Adapting 1 ear. 2016/2017, it is important that only ONE survey from each school be submitted. therefore, collaboration among program directors/leadership is critical. The risk involved in completing this survey are considered minimal and involve envolved in companying one survey are considered maintain and involve confidentiality of individual school/program information. This survey is confidential which means that individual program information provided on this commormal which means that than that program sharehabor programs of turning survey will not be shared with other individuals or schools programs of nursing survey will not oe shared with other sharmouse or survey-registre or internet and that the data collected by this survey will be reported only in aggregate. The erns the data collection by this survey will be reported only in eggingate. The person completing this survey must be age 18 or older. The name and contact person completing this survey mass we age to drough. The historic and domain information of the person completing the survey is requested in case there are follow-up questions regarding program characteristics and/or identified faculty needs. Your participation in this survey is voluntary and you may skip any question you feel uncomfortable answering or you may stop the survey at any quesions you see unions or an expension of you may subjust solves as time. This survey is being administered the Foundation of New York State Nurses and its Executive Director, Deborah Elliot, will be the individual THE SET OF THE LIST CANCELLING UNITED THE STATE OF THE INDIVIDUAL TRESPONSIBLE FOR CONTACTING YOU If clarification of responses is needed. Your responsible for contacting you if clarification of responses is needed. decision to participate or not to participate in this study will not affect your decision to participate or not to participate in this stouy will not written your relationship with the Foundation of New York State Nurses, Inc. or adversely affect your nursing school/program in any way. While there is no direct benefit or compensation for participation in this survey, it is anticipated that the information outspensation for participation in this survey, it is attriopated that the information obtained from this survey will be useful to administrators of schools/programs of outsined num unb survey will be used to a survey will bear the survey will be used to a survey will be used to a survey w

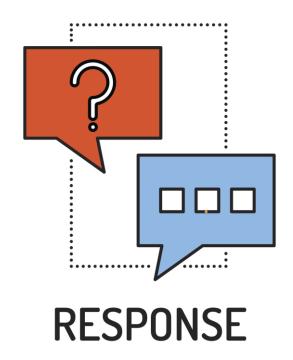
Contact Information

Study Approval a Consider of the Study will be analyzed by Dr. Yvonne
The de-identified data from this study will be analyzed by Dr. Yvonne
Johnston, DrPH, MS, FNP, Associate Professor at Binghamton University. This
study was reviewed and approved by the Human Subjects Research Review
Committee at Binghamton University, if you have any questions or concerns
about this study, you may contact Dr. Yvonne Johnston at (607) 777-2622 or
about this study, you may contact Dr. Yvonne Johnston at Review
The Professor of the Binghamton University Human Subjects Research Review









	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



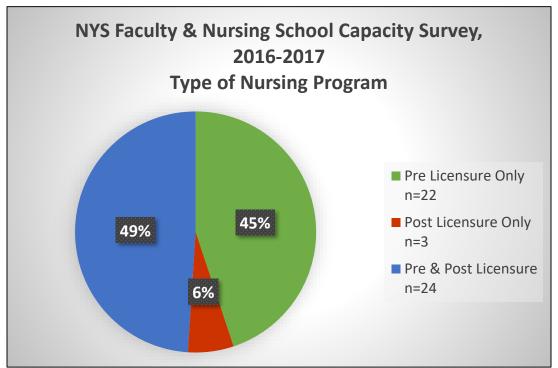


NURSING SCHOOLS & PROGRAMS

TYPE OF NURSING SCHOOL

NYS Faculty & Nursing School Capacity Survey, 2016-2017 Type of Nursing School 12% 12% 12% 12% Private n=23

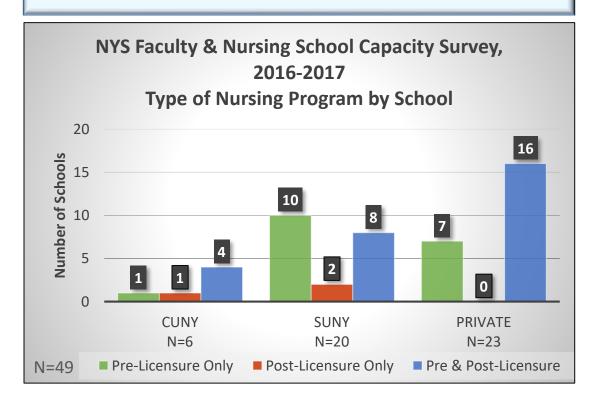
TYPE OF NURSING PROGRAM





TYPE OF NURSING PROGRAM BY SCHOOL

TYPE OF PROGRAM BY SCHOOL







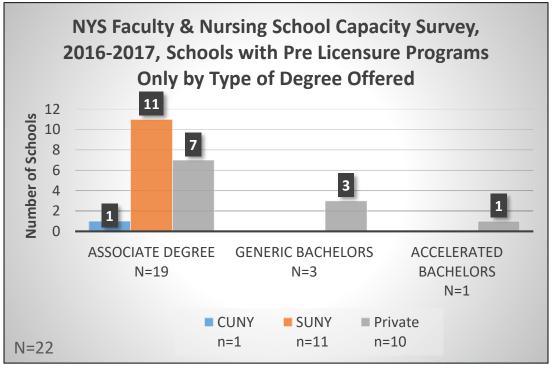


SCHOOLS WITH PRE LICENSURE PROGRAMS ONLY

PRE LICENSURE PROGRAMS ONLY

NYS Faculty & Nursing School Capacity Survey, 2016-2017 Schools with Pre Licensure Programs Only CUNY n=1 SUNY n=11 Private n=10

PRE LICENSURE PROGRAMS ONLY



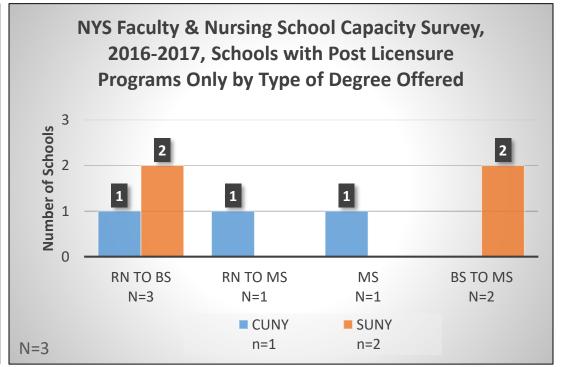


SCHOOLS WITH POST LICENSURE PROGRAMS ONLY

POST LICENSURE PROGRAMS ONLY

NYS Faculty & Nursing School Capacity Survey, 2016-2017 **Schools with Post Licensure Programs Only** CUNY n=1 33% SUNY 67% n=2 N=3

POST LICENSURE PROGRAMS ONLY





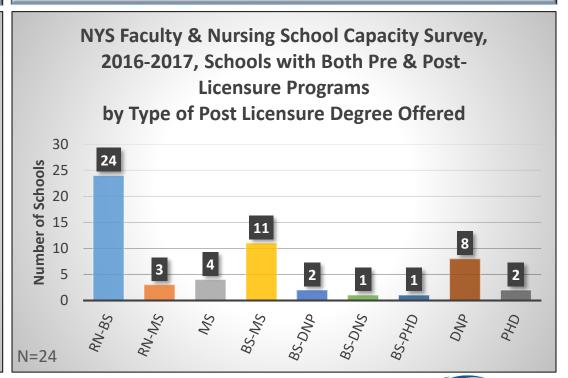


SCHOOLS WITH BOTH PRE & POST LICENSURE PROGRAMS

TYPE OF PRE LICENSURE PROGRAM

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Schools with Both Pre & Post-**Licensure Programs** by Type of Pre Licensure Degree Offered **Number of Schools** 10 8 6 ASSOCIATE DEGREE **GENERIC BACHELORS ACCELERATED** N=5 N=17 **BACHELORS** N = 10■ Private CUNY n=13 n=4 n=7 N = 24

TYPE OF POST LICENSURE PROGRAM





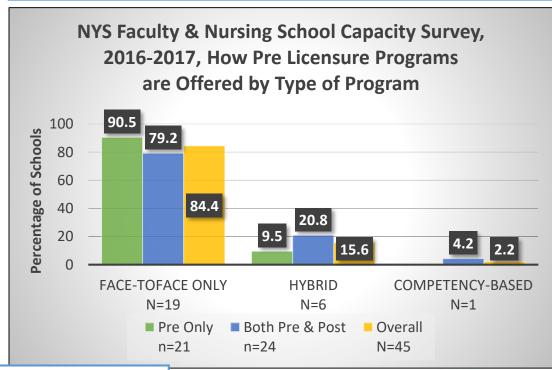


How Pre Licensure Programs are Offered

BY TYPE OF SCHOOL

NYS Faculty & Nursing School Capacity Survey, 2016-2017, How Pre Licensure Programs are Offered by Type of School 100 Percentage of Schools 76.5 80 **FACE-TO-FACE ONLY HYBRID** COMPETENCY BASED N=1 N=19 N=6 ■ Private CUNY SUNY N = 45n=23 n=5 n=17

By Type of Program



Includes schools with:

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

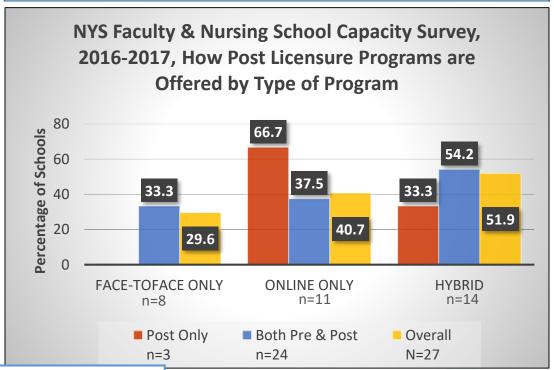




BY TYPE OF SCHOOL

NYS Faculty & Nursing School Capacity Survey, 2016-2017, How Post Licensure Programs are Offered by Type of School 80 Percentage of Schools 61.5 60 40.0 44.4 40.0 38.5 30.8 20.0 11.1 **FACE-TO-FACE ONLY** ONLINE ONLY **HYBRID** N=14 N=8 N = 11CUNY SUNY ■ Private N = 27n=5 n=9 n=13

By Type of Program



Includes schools with:

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

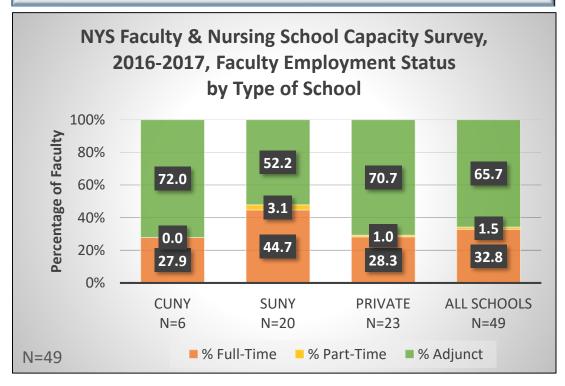




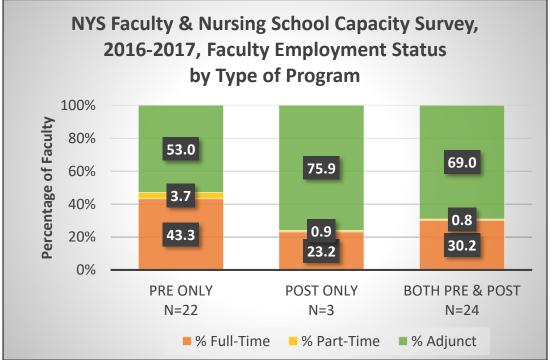


FACULTY: EMPLOYMENT STATUS

EMPLOYMENT BY TYPE OF SCHOOL



EMPLOYMENT BY TYPE OF PROGRAM





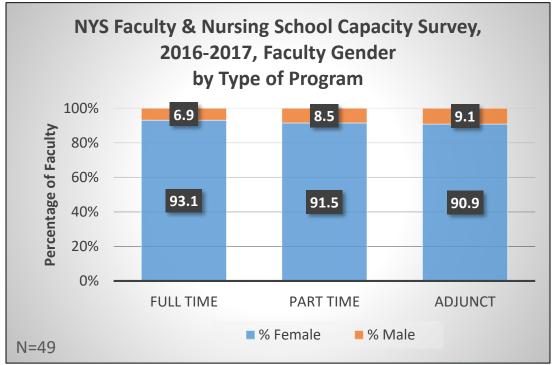


FACULTY: GENDER & EMPLOYMENT STATUS

GENDER

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Average Number of Faculty by Gender 8% ■ Female Mean = 44.7Male Mean = 4.192% N = 49

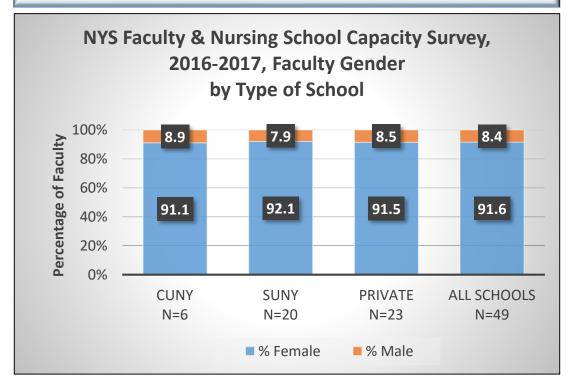
GENDER BY EMPLOYMENT STATUS



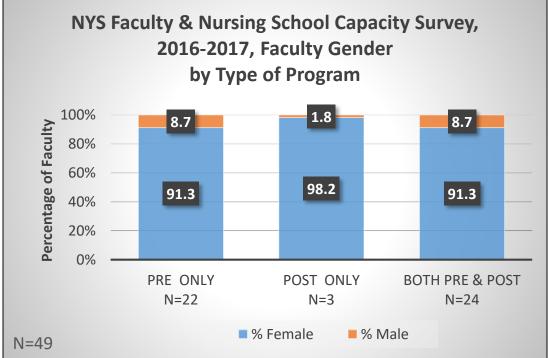


FACULTY: GENDER BY TYPE OF SCHOOL / PROGRAM

GENDER BY TYPE OF SCHOOL



GENDER BY TYPE OF PROGRAM





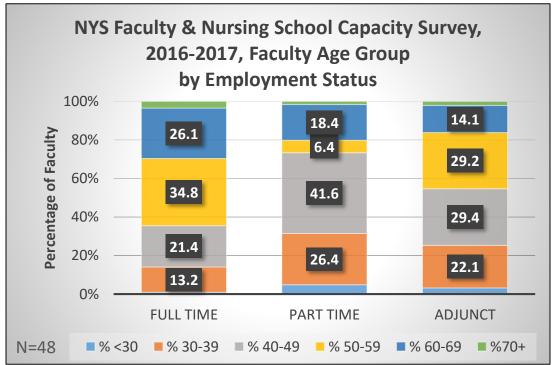


FACULTY: AGE GROUP & EMPLOYMENT STATUS

AGE GROUP

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Average Number of Faculty by Age Group Under 30 Mean = 1.130 to 39 Mean = 8.718% 21% ■ 40 to 49 Mean = 12.350 to 59 Mean = 13.930% 26% ■ 60 to 69 Mean = 8.4■ 70 or older Mean = 1.2N = 48

AGE GROUP BY EMPLOYMENT STATUS





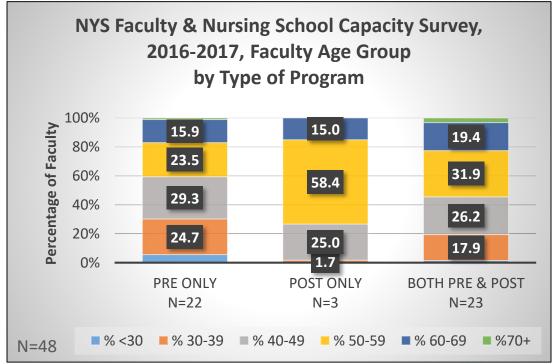


FACULTY: AGE GROUP BY SCHOOL / PROGRAM

AGE GROUP BY TYPE OF SCHOOL

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Faculty Age Group by Type of School 100% of Faculty 14.3 19.2 20.4 18.4 80% 27.9 28.3 30.6 60% 32.3 Percentage 31.6 40% 31.7 26.9 23.7 20% 21.8 15.8 19.1 18.4 0% CUNY **PRIVATE** ALL SCHOOLS SUNY N=6 N = 20N = 23N = 49■ % 50-59 ■ % 60-69 ■ %70+ ■ % <30 ■ % 30-39 ■ % 40-49

AGE GROUP BY TYPE OF PROGRAM



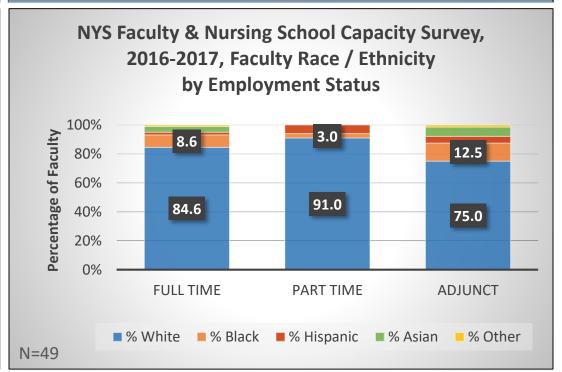


FACULTY: RACE / ETHNICITY & EMPLOYMENT STATUS

RACE / ETHNICITY

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Average Number of Faculty by Race / Ethnicity ■ White, Non-Hispanic Mean = 35.5■ Black, Non-Hispanic 11% Mean = 5.0Asian Mean = 2.5Other 78% Mean = 0.6■ Hispanic Mean = 1.7N = 49

RACE/ETHNICITY BY EMPLOYMENT



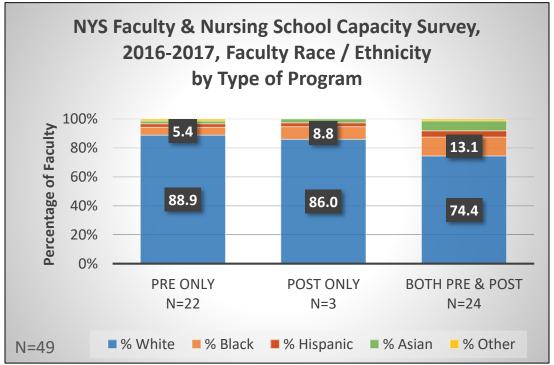


FACULTY: RACE/ETHNICITY BY SCHOOL / PROGRAM

RACE/ETHNICITY BY TYPE OF SCHOOL

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Faculty Race / Ethnicity by Type of School 100% of Faculty 6.0 9.6 80% 26.9 60% Percentage 87.5 40% 79.8 55.5 20% 0% CUNY **PRIVATE** SUNY N=6 N=23 N = 20■ % White ■ % Black ■ % Hispanic ■ % Asian ■ % Other N = 49

RACE/ETHNICITY BY TYPE OF PROGRAM

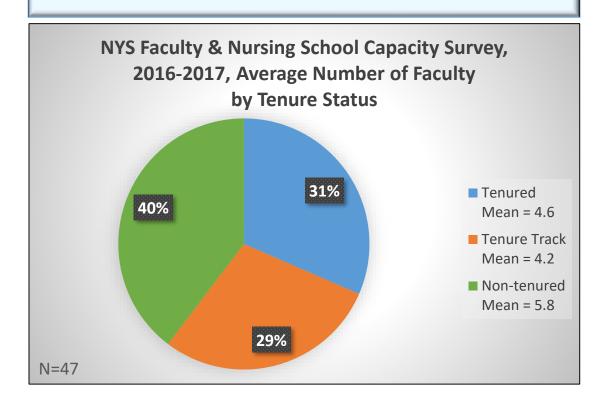






FACULTY: TENURE STATUS

TENURE STATUS

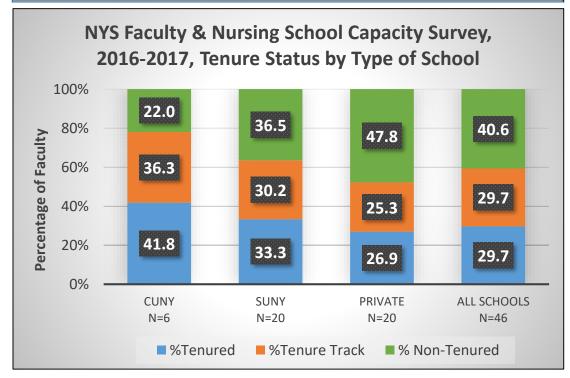




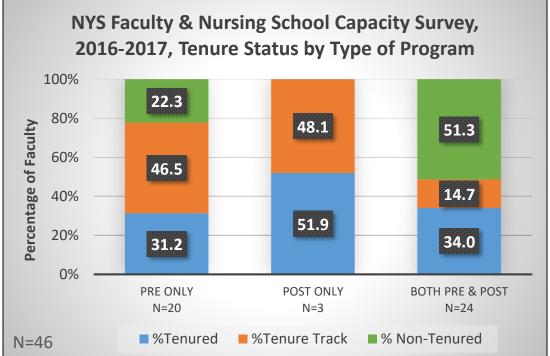


FACULTY: TENURE STATUS BY SCHOOL / PROGRAM

TENURE STATUS BY SCHOOL



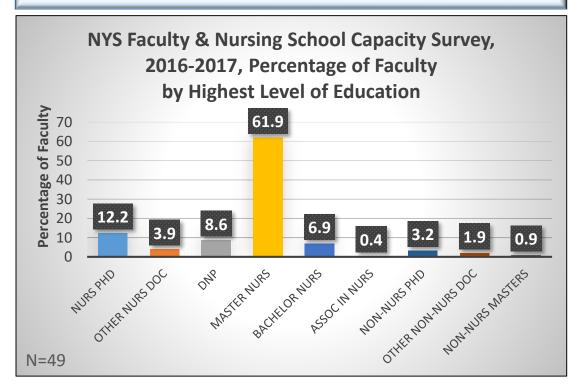
TENURE BY TYPE OF PROGRAM

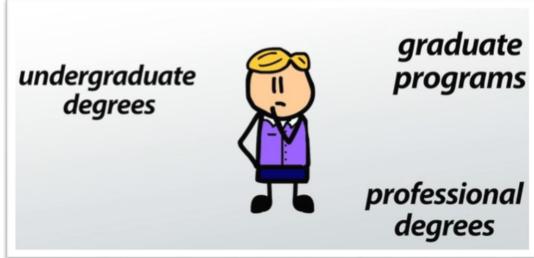






HIGHEST LEVEL OF EDUCATION





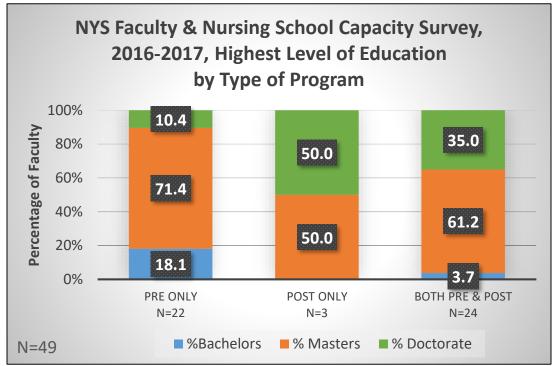


FACULTY: EDUCATION BY SCHOOL / PROGRAM

EDUCATION BY TYPE OF SCHOOL

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Highest Level of Education by Type of School 100% 11.8 16.8 15.5 19.9 Percentage of Faculty 80% 35.3 31.9 29.8 30.1 40% 52.9 53.4 52.6 50.0 20% 0% **ALL SCHOOLS** CUNY PRIVATE SUNY N=6 N=20 N=23 N=49 ■ % Bachelors ■ % Maters ■ % Doctorate

EDUCATION BY TYPE OF PROGRAM





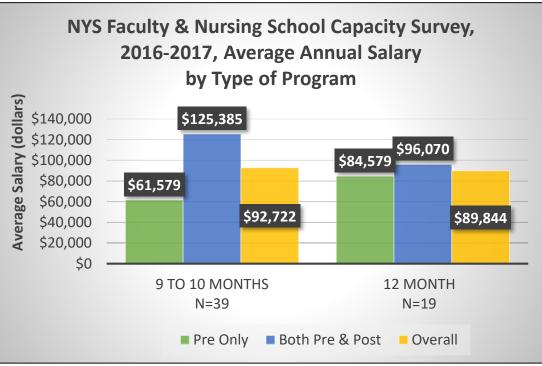


AVERAGE ANNUAL FULL-TIME FACULTY SALARY

FT SALARY BY TYPE OF SCHOOL

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Average Annual Salary by Type of School \$113,033 120000 \$98,985 100000 \$83,750 \$73,429 80000 60000 40000 20000 9 TO 10 MONTHS 12 MONTH N = 37N = 19■ CUNY ■ SUNY ■ Private

FT SALARY BY TYPE OF PROGRAM



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

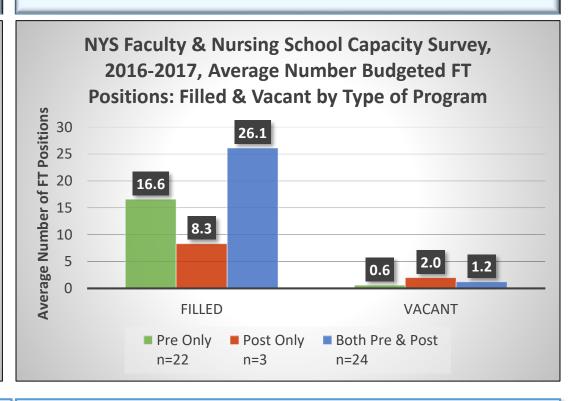


BUDGETED FULL-TIME POSITIONS: FILLED & VACANT

FT POSITIONS BY TYPE OF SCHOOL

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Average Number Budgeted FT Positions: Filled & Vacant by Type of School **FT Positions** 30 25 20.8 20 14.7 14.7 15 10 Average FILLED VACANT All Schools CUNY SUNY Private N = 49n = 20n=23 n=6

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%

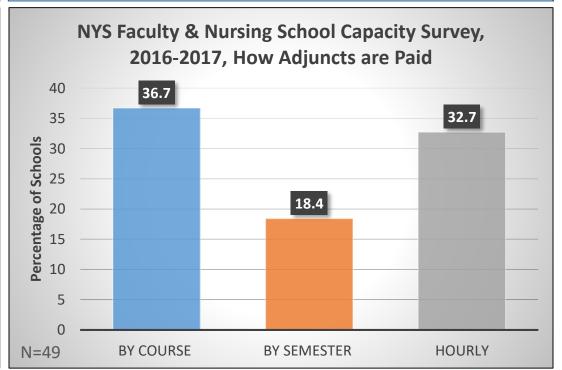




NUMBER OF ADJUNCTS

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Average Number of Adjunct Faculty by Teaching Role Didactic n=10.5 Clinical n=21.2 Both n=5.5

HOW ADJUNCTS ARE PAID

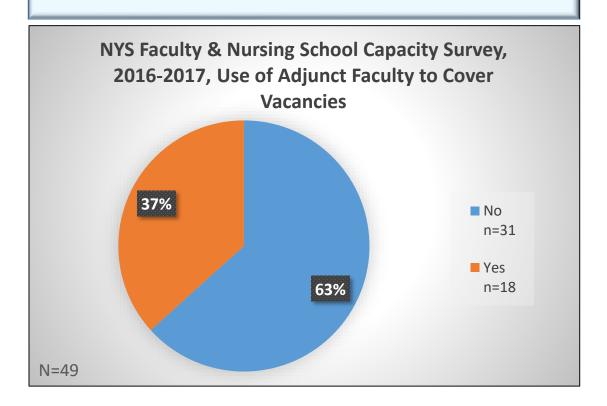






USE OF ADJUNCTS TO COVER VACANCIES

USE OF ADJUNCT FACULTY









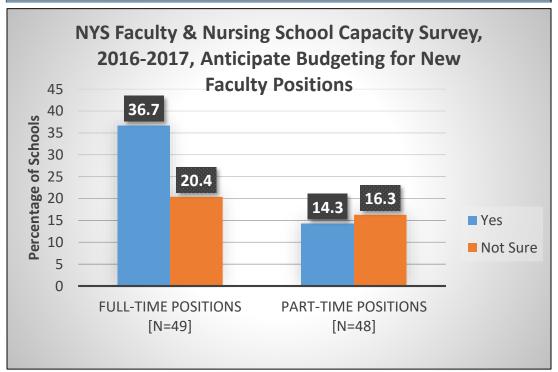


VACANCY IMPACTS & NEW HIRES

IMPACT OF VACANCIES ON PROGRAM

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Impact of Vacancies on Program 90 76.2 22.7 9.5 10 **ADDED MORE DECREASED OTHER** NONE OF THE **ADJUNCTS ENROLLMENT ABOVE** N = 21

ANTICIPATE BUDGETING FOR NEW FACULTY POSITIONS

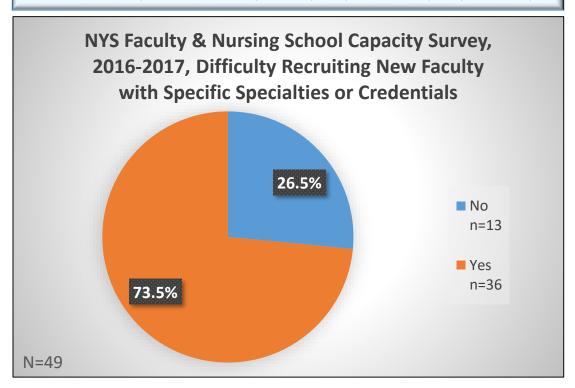






FACULTY RECRUITMENT DIFFICULTIES

DIFFICULTY RECRUITING NEW FACULTY WITH SPECIFIC SPECIALTIES/CREDENTIALS







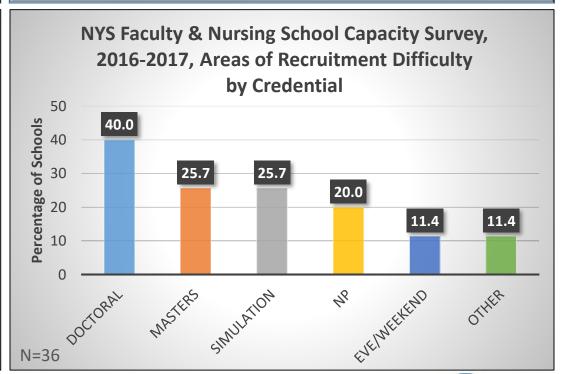




RECRUITING DIFFICULTY BY SPECIALTY

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Areas of Recruitment Difficulty by Specialty 57.1 60 Percentage of Schools 37.1 17.1 8.6 N = 36

RECRUITING DIFFICULTY BY CREDENTIAL

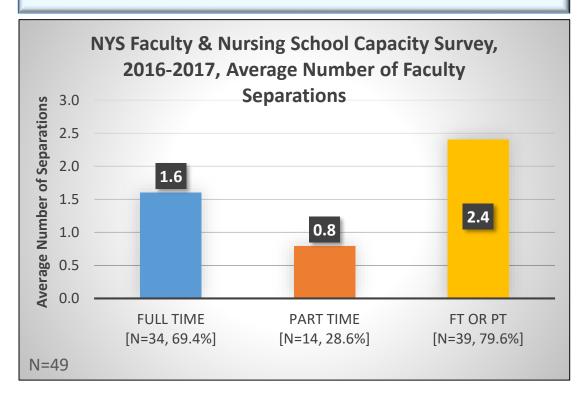




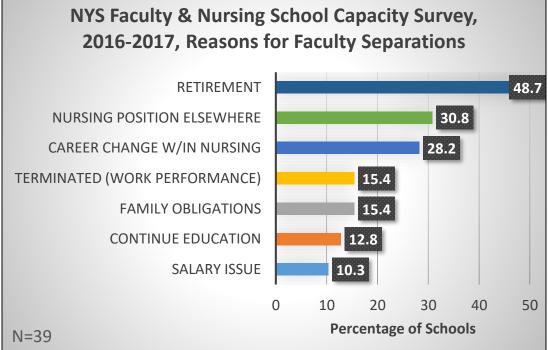




NUMBER OF FACULTY SEPARATIONS



REASONS FOR FACULTY SEPARATIONS

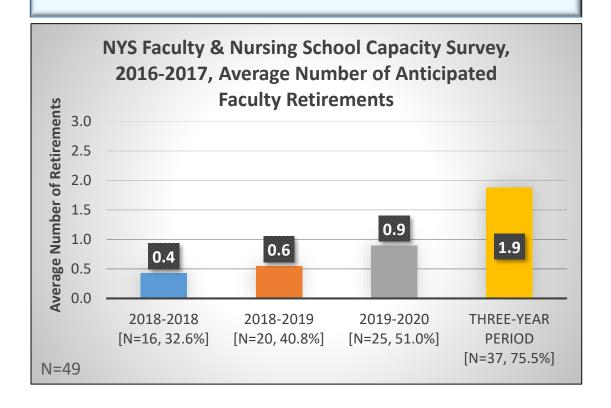






ANTICIPATED FACULTY RETIREMENTS

ANTICIPATED RETIREMENTS





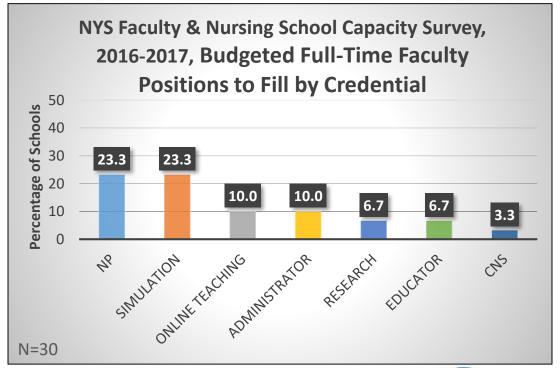




FACULTY POSITIONS BY SPECIALTY

NYS Faculty & Nursing School Capacity Survey, 2016-2017, Budgeted Full-Time Faculty Positions to Fill by Specialty Area 40.0 36.7 36.7 40 Percentage of Schools 20.0 6.7 N = 30

FACULTY POSITIONS BY CREDENTIAL

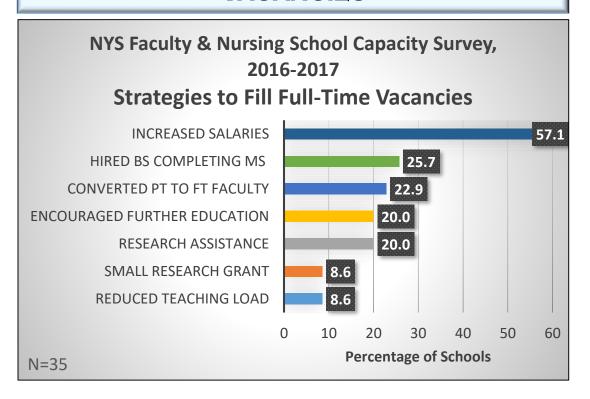






STRATEGIES TO FILL FULL-TIME VACANCIES

STRATEGIES TO FILL FULL-TIME VACANCIES









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

Center for Nursina





- 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 need to increase the number of doctoral prepared faculty?

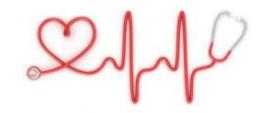






Center for Nursina

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THANK YOU

