

# West Virginia Center for Nursing

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# 2016

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## Nursing Faculty Survey

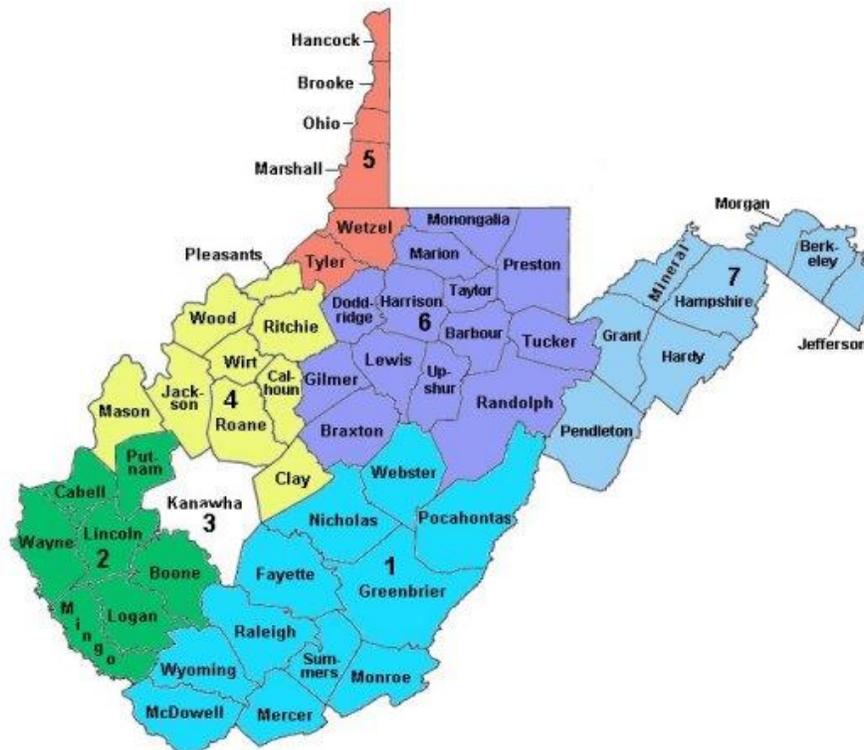
# West Virginia Center for Nursing 2016 Nursing Faculty Survey

In 2016, the West Virginia Center for Nursing undertook a survey of nursing programs leading to the associate or bachelors degree preparing students for licensure as a registered nurse. All nursing programs meeting these criteria were invited to respond. After a number of reminders and a visit to the professional association meeting for these schools, the final sample size is seventeen (17) schools. The total number of eligible schools was twenty (20) for a response rate of 85%. This same survey was completed by the WV Center for Nursing in 2010.

Data from the survey are analyzed and presented below. The WV Center for Nursing presents these data for education planning, workforce planning, and potential legislative solutions to the continuing nursing and faculty shortage.

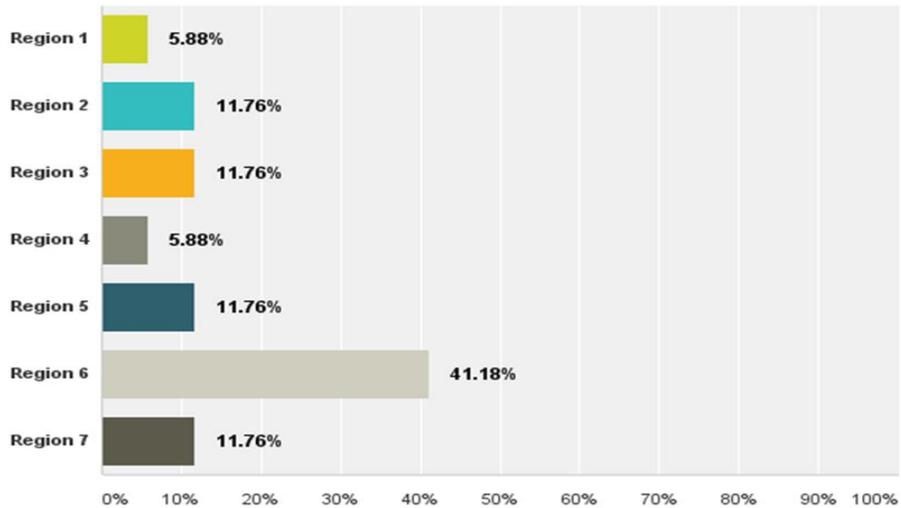
## Demographics

The seventeen responding schools represented each of the seven workforce regions from across the state of West Virginia. Regions are not expected to be equally represented, as some regions may have more schools of nursing than others.



### Q2 Please Indicate Primary/Main Campus Location by Workforce Region

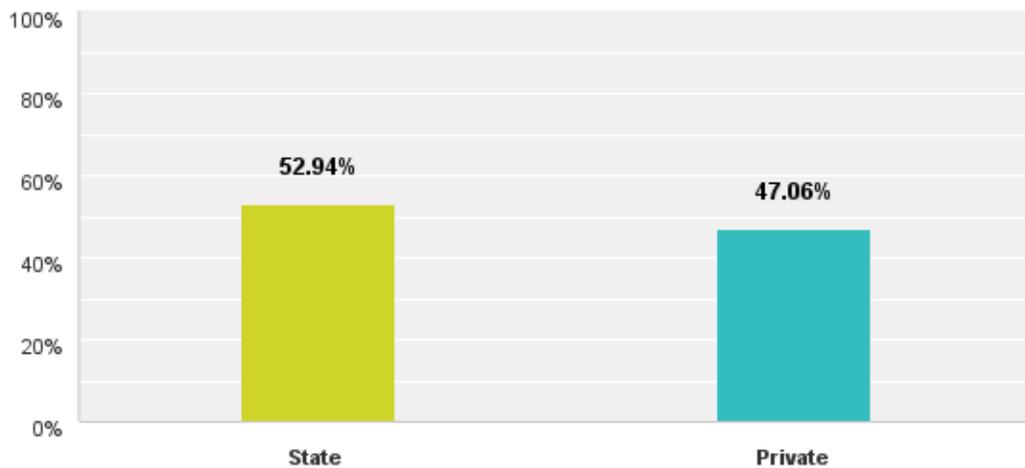
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Institutional funding source was fairly equally represented between state and private sources as evidenced in the next table.

### Q3 Type of Institutional Funding

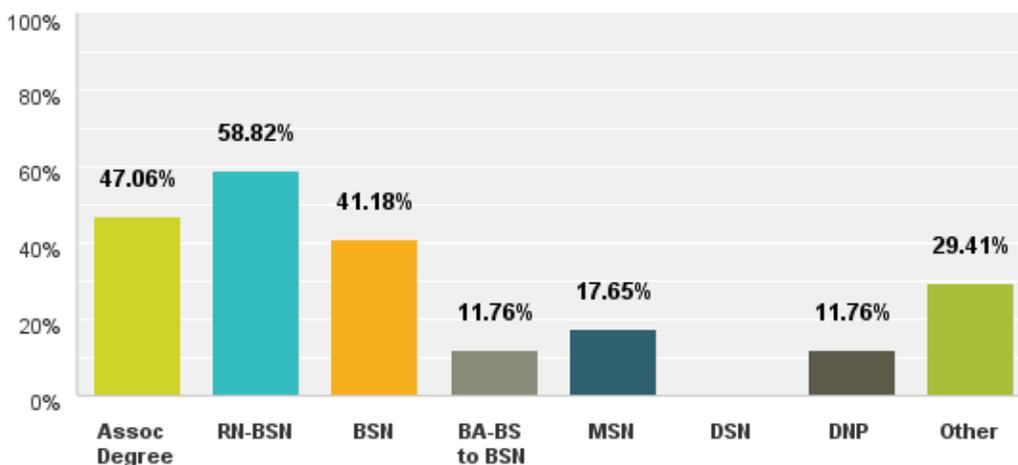
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Respondents represented all types of nursing programs, with entry level programs (Associate Degree and BSN) being about equally represented.

### Q4 Type of Nursing Programs Offered (Respondents could opt to select one or more type of program)

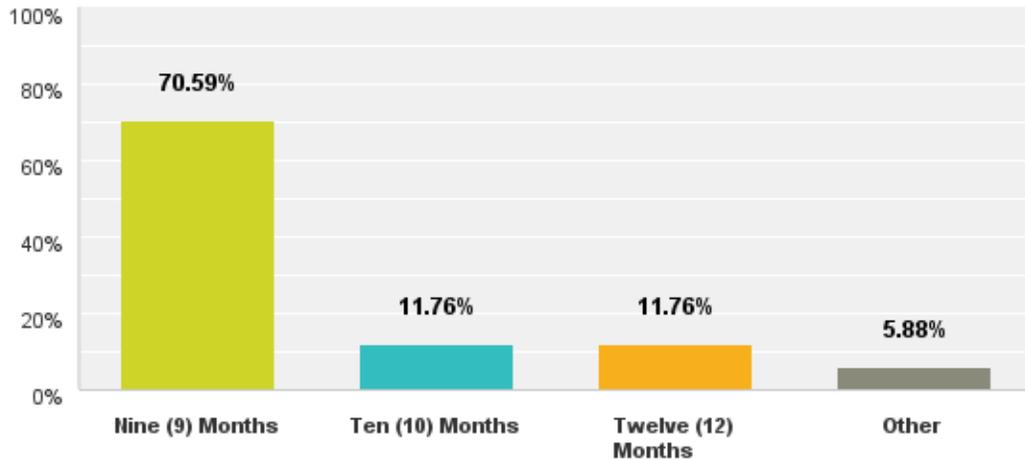
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Programs who responded represented 195 total full time or part time permanent faculty members (range 2-34 in responding schools), and 51 total temporary or adjunct faculty (range 0-15 in responding schools). The majority of these faculty members were only employed on a 9 month contract. The majority of faculty held a master's degree or higher degree, which is a regulatory and accreditation requirement for nursing faculty.

## Q9 Length of employment contract for majority of nursing faculty as of May 2016

Answered: 17 Skipped: 0



### Faculty Salaries

Faculty salaries by rank were disparate across all of the reporting schools. Since there a wide variety of results, ranges are provided below by rank and length of employment contract as opposed to providing mean salary levels. It has been noted in previous surveys that schools owned by hospitals pay salaries based on an equivalent administrative role in the hospital, and hence report higher salaries at all ranks than other schools.

	9 month contract	10 month contract	12 month contract
<b>Lecturer/Instructor</b>	\$31,533-\$58,931	\$77,000*	\$60,000-\$81,387
<b>Assistant Professor</b>	\$40,000-\$68,629	\$37,000-\$77,000	\$50,000-\$90,163
<b>Associate Professor</b>	\$41,215-\$75,817	\$58,000-\$77,000	\$67,300-\$100,200
<b>Professor</b>	\$51,000-\$82,759	\$67,000-\$77,000	\$76,000-\$106,533

*\*one respondent only*

### Nursing Faculty Vacancies and Retirements

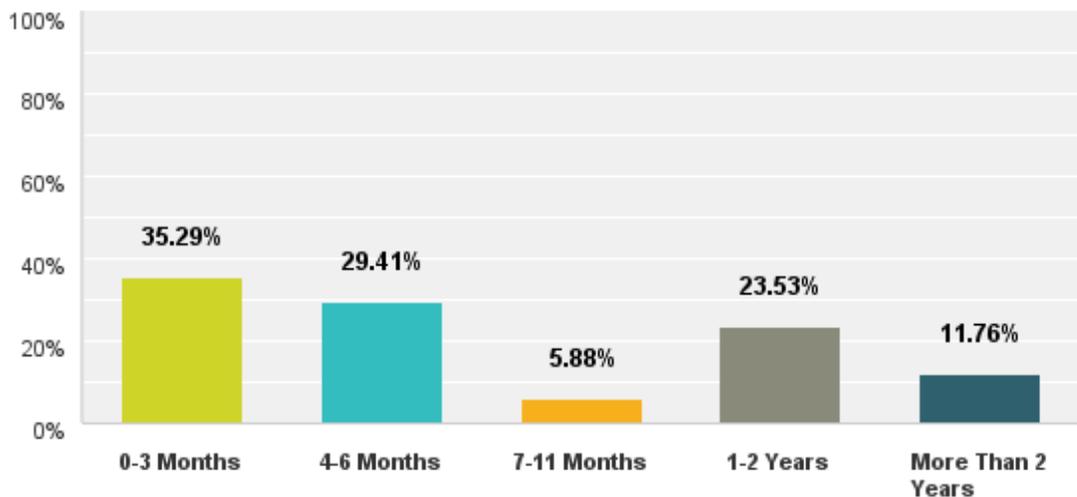
The nursing programs who reported that their budget included nursing faculty lines noted that there were thirty five (35) vacant faculty lines as of May 2016. In addition, nursing programs reported another six (6) anticipated nursing faculty retirements in 2016 with another six (6)

anticipated for 2017 and eight (8) anticipated in 2018, for a total of 20 anticipated retirements over the next 3 years in the 17 responding schools of nursing.

Of note, over 40% of responding schools indicated that it takes from six (6) months to over two years to recruit and fill a nursing faculty vacancy.

### Q19 How long on the average does it take to recruit and fill a vacant nursing faculty position?

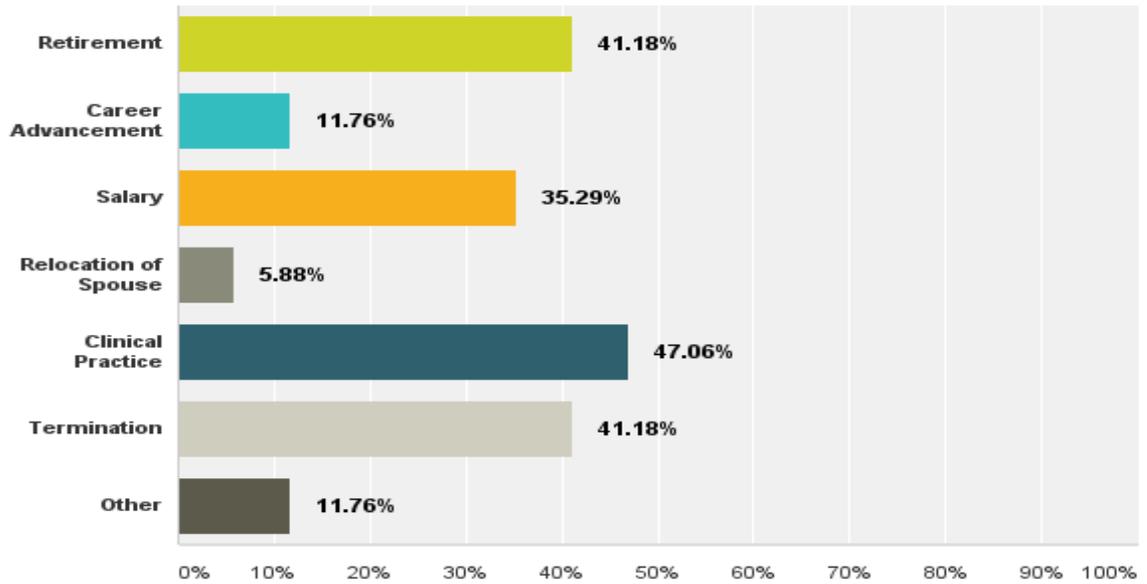
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Reasons for faculty departure from schools of nursing varied, but most were due to retirement, return to clinical practice, termination or request not to return to the faculty role, or salary.

## Q20 Primary reason for nursing faculty departures in last two years

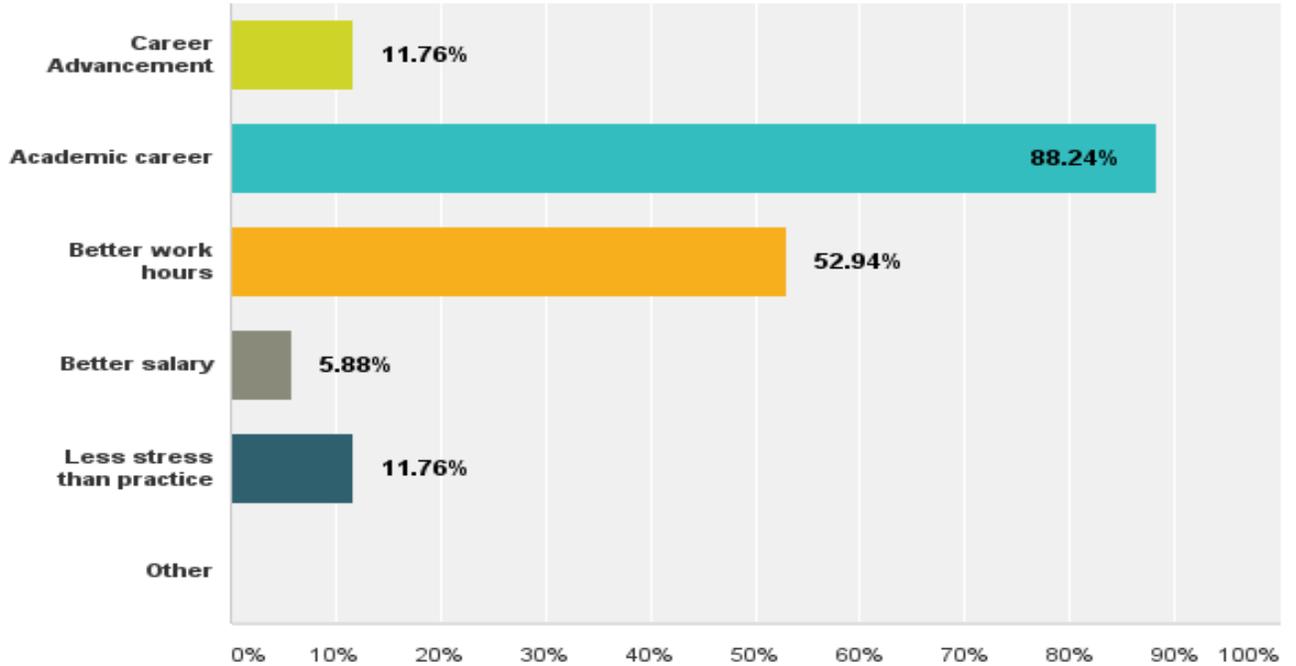
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Of note, programs reported that motivators for seeking a nursing faculty position indicated that candidates are attracted to the academic environment, or are looking for more practical rewards, like better hours than nursing practice, or less stress.

## Q21 Primary motivator for seeking a nursing faculty position in last two years

Answered: 17 Skipped: 0



### Needs related to expansion of nursing programs

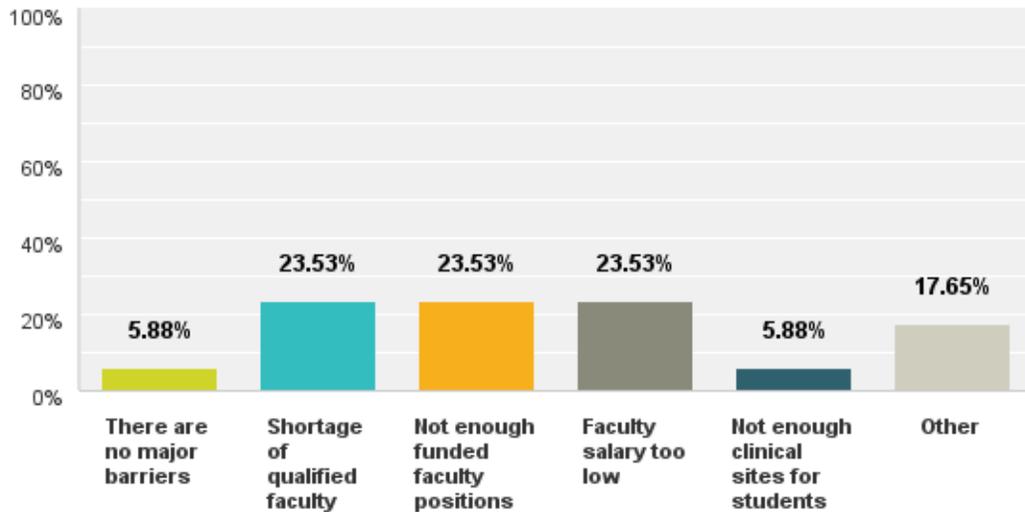
Program respondents were asked to estimate the number of new faculty they would need in order to expand their program by 20 students per year. The following chart indicates the total faculty by program site that were estimated to be needed for expansion. *\*Note that schools could respond for more than one program type if they have multiple program types.*

Program Type (Respondents)	FTEs needed to expand by 20 admissions per year
Associate Degree (11)	22
RN-BSN (9)	12.5
BSN (7)	18.5
MSN (3)	8.5
Total	61.5 FTEs across 17 respondents

When asked to indicate barriers to program expansion, respondents indicated that a shortage of qualified faculty, not enough funded faculty positions in their current budget, or low faculty salaries were the main barriers.

### Q23 Major barriers to program expansion

Answered: 17 Skipped: 0



In the area of funding for positions, three schools indicated that they had grant funded faculty positions that would continue throughout 2017. In addition, four schools indicated that they had faculty positions that were funded by hospitals or health care facilities.

### Comparison to 2010 results

In 2010, 18 schools responded to the survey. At that time, respondents were more likely to be from state supported schools (66%) than private schools (33%) that in the 2016 survey where respondents were relatively equally split. In 2010, the primary reasons for leaving a faculty position were similar to the 2016 reasons, most left positions for career advancement or salary. The time to fill nursing faculty positions has not changed, with some areas still reporting up to 2 years to fill a faculty position. Indicative of the aging of the nursing faculty workforce, the respondents to the 2016 survey reported many more anticipated faculty retirements (20 over the next three years) vs. 12 reported in 2010. Motivation for seeking a faculty position remained unchanged, with the majority noting a desire for an academic career as the primary reason. Unfortunately, barriers to program expansion also remain unchanged, with the shortage of qualified faculty, insufficient faculty funded positions and non-competitive faculty salary leading the way. One significant change that has occurred is a reduction in respondents indicating that insufficient clinical sites being cited as a barrier to program expansion. The WV

Center for Nursing has worked on this issue extensively since \_\_\_\_, when the Center introduced a regional clinical scheduling program, allowing maximum usage of available clinical sites for nursing student training. The 2016 survey seems to indicate that this process is working. Finally, salaries for nursing faculty have not made significant gains in the 6 years since the original survey. In fact, the responding schools indicated that for entry level positions (which require a master's degree in nursing), salaries from the lowest range for 9 month faculty members decreased by about 1000.00 per year. Upper range increased from 46K to 58K but this was only reported by one school. Assistant, Associate, and Professor salaries made some slight gains in some schools reporting, however, many slipped below the 2010 results. Any gains made were minimal.

### **Limitations of Salary Comparisons**

There are certain limitations to the comparisons between the 2010 and 2016 data. Different schools may have responded to the surveys, which particularly may skew salary comparisons. In addition, new schools may have opened since the 2010 survey, and at least one school has closed. Differences between state supported school salaries and private school salaries have been well documented, and can again skew salary results depending on the mix of schools responding.

### **Summary**

Seventeen nursing programs, equally representing associate, bachelors, and higher degree programs responded to this survey. Each workforce region was represented. Nursing faculty vacancies, salaries, and qualifications continue to be a challenge to nursing programs. Retirements over the next few years will further stress the system.

Efforts should continue to provide higher education for nurses, improve salaries, and improve investment in adequate nursing faculty budgets to allow for expansion of nursing programs. Replacement needs for faculty retirements have been increasing, and will continue to increase with the aging of the nursing faculty workforce. Plans for replacement of nursing faculty should include analysis of salary and funded positions. The WV Center for Nursing should work with regions to introduce the Clinical Scheduling program to more regions across the state to continue to reduce the barriers to clinical site placement for nursing students.