

GENERAL POSTLICENSURE PROGRAMS SURVEY

Prior to completing the program-specific surveys, please provide the postlicensure program information requested below, including Administration & Staffing and Faculty Information.

The following questions pertain to all of your postlicensure nursing education programs in the period between **August 1, 2022 and July 31, 2023** unless otherwise noted.

If the program has **no instances** of a particular population, please **enter 0** in the space provided. If the data are **not available**, or the category is **not applicable**, please **leave the space blank**.

If you have prelicensure programs, and you have the same director for your pre and postlicensure programs, please fill out the information about the director in the **Prelicensure Programs Survey**.

If you have prelicensure programs, and you have a different director for your pre and postlicensure programs, fill out the information for postlicensure program director below and for the prelicensure program director in the **Prelicensure Programs Survey**.

POSTLICENSURE ADMINISTRATION & STAFFING

1. Do your pre- and post-licensure programs both have the same director?

Yes No Not applicable, postlicensure program only

(If yes, skip to question 4 and make sure that you completed program director info in the Prelicensure Program survey section.)

2. Has the Program Director been in this position for less than one year?

Yes No

3. Current Director of the Postlicensure Nursing Education Program

Name: _____

Title: _____

Phone: _____

Email: _____

4. Individual providing survey information:

Director

Someone other than the director

a) If the Dean/Director of Nursing Education is **not** completing this survey, please complete the following for the person(s) completing the survey:

Name: _____

Title: _____

Phone: _____

Email: _____

5. If the Postlicensure Director oversees multiple programs, which of the following does (s)he oversee?
 (Check all that apply.)

	Director, Postlicensure
LVN	<input type="checkbox"/>
CNA	<input type="checkbox"/>
HHA	<input type="checkbox"/>
EMT	<input type="checkbox"/>
Paramedic	<input type="checkbox"/>
Technician (i.e., psychiatric, radiologic, etc.)	<input type="checkbox"/>
Health sciences	<input type="checkbox"/>
Health professions	<input type="checkbox"/>
RN Prelicensure programs	<input type="checkbox"/>
Other graduate programs	<input type="checkbox"/>
Other (Please describe):	<input type="checkbox"/>

6. How many postlicensure assistant directors do you have? (If total =0, skip to question 7.)

#

Post-licensure only assistant directors _____

a) Between 8/1/22 and 7/31/23, what was the average number of weekly hours each **postlicensure assistant director** was allotted and the average number of weekly hours they actually spent administering the registered nursing education programs? **Do not** include time spent on other health-related programs.

	Average weekly hours <u>allotted</u>	Average weekly hours <u>actually spent</u>
Postlicensure Only Assistant Directors		
Assistant director 1	_____	_____
Assistant director 2	_____	_____
Assistant director 3	_____	_____
Average for the remaining Assistant directors	_____	_____

Comments: _____

7. What is the total number of individuals (individual people not FTEs) that provide **clerical support** for the **postlicensure** programs (including student workers)? *Count each individual, including those working on a full-time, part-time and intermittent basis.*

	# Of staff
Post-licensure—only clerical support staff	

- a) What is the total number of hours per week (on average throughout the year) these individuals **combined** spend providing **clerical support** for the **postlicensure** programs (including student workers)? *For example, if you have 3 different individuals providing clerical support and one averages 40 hours per week, one 30 and one 20, the total reported here would be 90 hours.*

	Total # of clerical support hours per week
Postlicensure—only clerical support staff	Hrs./wk.

- b) How adequate is the amount of **clerical support** for your postlicensure programs?

	More than adequate	Adequate	Less than adequate	Not at all adequate
Postlicensure Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. What is the total number of individuals (individual people not FTEs) that provide **clinical placement coordination support** (i.e., secures clinical placements and preceptors, maintains relationships with agencies, assigns students, makes schedule, etc.) for the postlicensure programs (including student workers)? *Count each individual, including those working on a full-time, part-time and intermittent basis.*

	# Of clinical placement coordination staff
Postlicensure—only clinical placement coordination staff	

- a) What is the total number of hours per week (on average throughout the year) these individuals **combined** spend providing **clinical placement coordination support** for the **postlicensure** programs (including student workers)? *For example, if you have 3 different individuals providing clinical placement coordination support and one averages 40 hours per week, one 30 and one 20, the total reported here would be 90 hours.*

	Total # of clinical placement coordination hours per week
Post-licensure—Only clinical placement coordination staff	Hrs./wk.

b) How adequate is the amount of clinical placement coordination support for your postlicensure programs?

	More than adequate	Adequate	Less than adequate	Not at all adequate
Postlicensure Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

c) (If you have only a postlicensure program) Are there some clinical placement coordinators in the postlicensure nursing program that also serve other clinical areas (e.g., LVN, MA, PCAT, or RT programs)?

Yes No (If no, skip to question 9.)

8.c.i) If yes, please list the total number of postlicensure nursing program clinical placement coordinators that also serve other clinical areas (e.g., LVN, MA, PCAT, or RT programs). _____

9. Which of the following institutional accreditations (not nursing program accreditation) does your college or university have? (Check all that apply.)

Institutional Accreditation: “Accreditation of the institution by an agency recognized by the United States Secretary of Education (as required by the BRN) to assure the public that the educational institution meets clearly defined objectives appropriate to education.”

(Notes: specific nursing program degree accreditations will be collected later in the survey. **Data from this question is posted on the BRN website.)

- Accrediting Bureau of Health Education Schools (ABHES)
- Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges (ACCJC/WASC-JC).
- Accrediting Commission of Career Schools & Colleges (ACCSC)
- Accrediting Commission of Career Schools and Colleges of Technology (ACC SCT)
- Accrediting Council for Independent Colleges and Schools (ACICS)
- Higher Learning Commission (HLC)
- Northwest Commission on Colleges and Universities (NWCCU)
- WASC – Senior College and University Commission (WSCUC)
- Other: _____

10. Which of your post-licensure programs have regionally or nationally approved online programs? (Check all that apply.)

- None
- RN to BSN Other _____
- MSN
- DNP
- Research-based PhD

POSTLICENSURE FACULTY INFORMATION

POSTLICENSURE FACULTY DEMOGRAPHICS

Please include all active faculty who teach students in your nursing programs during the dates specified. Do not include personnel that do not have a current teaching assignment during the specified period even if your program classifies them as faculty.

Active faculty include faculty who teach students and have a teaching assignment during the time period specified. Include deans/directors, professors, associate professors, assistant professors, adjunct professors, instructors, assistant instructors, clinical teaching assistants, and any other faculty who have a current teaching assignment.

11. How many of your prelicensure active faculty also teach post-licensure students?

12. Does your nursing school use any active faculty that **teach post-licensure students only** (no prelicensure students)? *If no, skip to the next applicable section.*

Yes No

13. On **October 15, 2023**, how many **full-time** active faculty did you have that teach **ONLY** postlicensure students? *(Report the number of individuals, not FTES).*

*Number of full-time active faculty that teach **ONLY post-licensure** students* _____

a) Of these **full-time** active postlicensure faculty, how many were:

	<i>Full-time active faculty that teach ONLY post-licensure students</i>
a.i) Budgeted positions?	
a.ii) Funded 100% by external funding (i.e., grants, donors) to teach?	
a.ii) Funded by a combination of the above?	

14. On **October 15, 2023**, how many **part-time** active postlicensure faculty did you have that teach **ONLY** postlicensure students? (*Report the number of individuals, not FTES*).

Number of part-time active faculty that teach **ONLY post-licensure** students _____

a) Of these **part-time** active faculty, how many were:

	<i>Part-time active faculty that teach ONLY post-licensure students</i>
a.i) Budgeted positions?	
a.ii) Funded 100% by external funding (i.e., grants, donors) to teach?	
a.ii) Funded by a combination of the above?	

15. Please provide the following census data for your active postlicensure faculty on **October 15, 2023** (combine full-time and part-time faculty).

FACULTY RACE AND ETHNICITY	<i>Faculty that teach ONLY post-licensure students</i>
Black/African-American	
American Indian or Alaska Native	
South Asian (e.g., Indian, Pakistani, etc.)	
Filipino	
Native Hawaiian	
Other Asian	
Other Pacific Islander	
White/Caucasian	
Hispanic/Latino	
Mixed race	
Other race	
Unknown race or ethnicity	

FACULTY GENDER	<i>Number of faculty</i>
Male	
Female	
Other gender	
Unknown gender	

FACULTY AGE	<i>Number of faculty</i>
30 years or younger	
31-40 years	
41-50 years	
51-55 years	
56-60 years	
61-65 years	
66-70 years	
71 years and older	
Unknown age	

16. Has your program begun hiring significantly more part-time than full-time active postlicensure faculty over the past 5 years than previously (i.e., has your ratio of full to part faculty changed significantly)?

Yes No (If no, skip to question 17.)

a) If yes, what are the reasons for this shift? Please rank the following in order of importance from 1-10 with one being the most important and 10 the least. Please write N/A in categories that are not applicable to your school/programs.

Reasons

- Non-competitive salaries for full-time faculty _____
- Shortage of RNs applying for full-time faculty positions _____
- Insufficient number of full-time faculty applicants with required credential _____
- Private, state university or community college laws, rules or policies _____
- Need for part-time faculty to teach specialty content _____
- Need for faculty to have time for clinical practice _____
- Insufficient budget to afford benefits and other costs of FT faculty _____
- To allow for flexibility with respect to enrollment changes _____
- Need for full-time faculty to have teaching release time for scholarship, clinical practice, sabbaticals, etc. _____
- Other: _____

17. Will your externally funded positions continue to be funded for the **2022-2023** academic year?

Yes No Don't know Not applicable

18. If you do not receive funding for faculty from outside sources, how many students would you be able to enroll next year (**2022-2023**)?

_____post-licensure students

19. Please provide a breakdown of all active postlicensure-only faculty by highest degree held on **October 15, 2023**.

a) Full-time active faculty <i>The total for this question should equal the total number of faculty reported in question 13</i>	<i># Of faculty that teach ONLY post-licensure students</i>
Associate Degree in Nursing/Nursing Diploma (i.e., ADN)	
Baccalaureate Degree in Nursing (i.e., BSN)	
Non-nursing Baccalaureate Degree	
Master's Degree in Nursing (i.e., MSN)	
Non-nursing Master's Degree	
PhD in Nursing	
Doctorate of Nursing Practice (DNP)	
Other Doctorate in Nursing	
Non-nursing doctorate	
Unknown degree	
Total full-time active faculty	
b) Part-time active faculty <i>The total for this question should equal the total number of faculty reported in question 14.</i>	<i># Of faculty that teach ONLY post-licensure students</i>
Associate Degree in Nursing/Nursing Diploma (i.e., ADN)	
Baccalaureate Degree in Nursing (i.e., BSN)	
Non-nursing Baccalaureate Degree	
Master's Degree in Nursing (i.e., MSN)	
Non-nursing Master's Degree	
PhD in Nursing	
Doctorate of Nursing Practice (DNP)	
Other Doctorate in Nursing	
Non-nursing doctorate	
Unknown degree	
Total part-time active faculty	

20. How many of your active postlicensure faculty (full-time and part-time) are currently pursuing an advanced degree (i.e., BSN to MSN, PhD, DNP, etc.)?

Number of faculty _____

21. For all of the **active postlicensure faculty** you reported (both full- and part-time), how many teach only clinical courses, only didactic courses or a combination of both? *The total for this question should equal the total number of faculty reported in question 13 plus the number reported in question 14.)*

Number of faculty

Only clinical courses _____

Only didactic courses _____

Combination of both clinical and didactic courses _____

Total number of faculty _____

Part-time Faculty

22. Which of the following do you use to prepare your **part-time active postlicensure faculty** to teach? *(Check all that apply.)*

- None
- Specific orientation program
- Mentoring program
- Teaching strategies
- Program policies
- Curriculum review
- Faculty orientation
- Administrative policies
- External program that trains adjunct faculty
- Other: _____

Full-time Faculty

23. Between **August 1, 2022 and July 31, 2023**, were any **full-time active postlicensure faculty** working an overloaded schedule?

Yes No (If no, skip to question 24.)

a) If yes, do you pay these **active postlicensure faculty** extra for the overloaded schedule?

Yes No

FACULTY ATTRITION AND VACANCIES

24. How many of your **active postlicensure faculty** (**part-time** and **full-time**) retired or left the program this year (2022-2023)? (If "0", please skip to question 25.)

*Faculty that teach
ONLY post-licensure students*

Full-time active faculty vacancies _____

Part-time active faculty vacancies _____

Total number of faculty

a) Why did **full-time active postlicensure faculty** leave the program? (Check all that apply.)

- NOT APPLICABLE
- Retirement
- Career advancement
- Salary/benefits
- Relocation of spouse or other family obligation
- Return to clinical practice
- Termination, requested resignation, contract not renewed
- Resigned for unknown reasons
- Layoffs (for budgetary reasons)
- Workload
- Personal health issues/death
- Workplace climate
- Concern about exposure to COVID-19
- Unwillingness to convert to virtual instruction
- Child care challenges due to childcare/school closures
- Other: _____

b) Why did **Part-time** Faculty leave the program? (*Check all that apply.*)

- NOT APPLICABLE
- Retirement
- Career advancement
- Salary/benefits
- Relocation of spouse or other family obligation
- Return to clinical practice
- Termination, requested resignation, contract not renewed
- Resigned for unknown reasons
- Layoffs (for budgetary reasons)
- Workload
- Personal health issues/death
- Workplace climate
- Concern about exposure to COVID-19
- Unwillingness to convert to virtual instruction
- Child care challenges due to childcare/school closures
- Other: _____

25. How many of your active full-time postlicensure faculty went from **full-time** to **part-time** during this program year (8/1/22 to 7/31/23)? (*If "0", please skip to question 26.*)

*Faculty that teach
ONLY post-licensure students*

Of full-time faculty moving to part-time _____

a) Why did full-time active postlicensure faculty move to part-time active faculty during this program year (8/1/22 to 7/31/23)? (*Check all that apply.*)

- Child care challenges due to childcare/school closures
- Other family obligations
- Return to clinical practice
- Personal health issues
- Workplace climate
- Preparing for retirement
- Requested by program due to budgetary reason
- Workload
- Other: _____

26. How many of your active postlicensure faculty are you expecting to retire or leave next year (2022-2023)?

*Faculty that teach
ONLY post-licensure students*

Full-time active faculty vacancies _____

Part-time active faculty vacancies _____

27. On October 15, 2023, how many positions for active postlicensure faculty were you seeking to fill?
 (Report the number of individuals, not FTEs.)

*Faculty that teach
ONLY post-licensure students*

Full-time active faculty vacancies _____

Part-time active faculty vacancies _____

FACULTY HIRING

28. Did you hire any active postlicensure faculty between 8/1/22 and 7/31/23?

Yes No (If no, skip to question 29.)

	<i>Faculty that teach ONLY post-licensure students</i>
a) How many active postlicensure faculty did you hire between 8/1/22 and 7/31/23?	
b) Of the <u>active postlicensure faculty</u> hired between 8/1/22 and 7/31/23, how many were hired to teach:	
<u>Full-time</u> ?	
<u>Part-time</u> ?	
c) How many had less than one year of teaching experience before they began teaching at your school?	

d) Which of the following are characteristics of the active postlicensure faculty you hired between 8/1/22 and 7/31/23? (Check all that apply.)

	<i>Faculty that teach ONLY post-licensure students</i>
In the last two years, completed a graduate degree program (i.e., MSN, MA, PhD, DNP)	<input type="checkbox"/>
Experience teaching as a nurse educator in a clinical setting	<input type="checkbox"/>
Experience student teaching while in graduate school	<input type="checkbox"/>
Experience teaching at another nursing school	<input type="checkbox"/>
Experience teaching in a setting outside of nursing	<input type="checkbox"/>
No teaching experience	<input type="checkbox"/>
Other:	<input type="checkbox"/>

Please describe: _____

e) Why did you hire the active postlicensure faculty between 8/1/22 and 7/31/23? (Check all that apply.)

- Due to program expansion
- To reduce faculty workload
- To replace faculty that retired or left the program
- To fill longstanding faculty vacancies (positions vacant for more than one year)
- To hire faculty with specific experience in online teaching
- To hire faculty with specific experience in virtual &/or simulation education
- Other: _____

29. Did your nursing school have a hiring freeze for active faculty during the 2022-2023 academic year?

- Yes No (If no, skip to question 30.)

a) Did a hiring freeze prevent you from hiring all needed postlicensure faculty during the 2022-2023 academic year?

- Yes No

FACULTY RECRUITMENT AND COMPENSATION

30. What strategies are you using to recruit diverse faculty?

- Share program/school goals and commitments to diversity
- Highlight campus and community demographics
- Showcase how diversity issues have been incorporated into the curriculum
- Highlight success of faculty, including faculty of color
- Share faculty development and mentoring opportunities
- Send job announcements to a diverse group of institutions and organizations for posting and recruitment
- Use of publications targeting minority professionals (e.g., Minority Nurse)
- External funding and/or salary enhancements (e.g., endowed lectureship)
- Other: _____

31. For which clinical specialty areas did you have difficulty recruiting new active postlicensure faculty in 2022-2023? (Check all that apply.)

- None
- Public Health/Community Health
- Leadership rotation
- Practicum experience
- Other: _____

32. Which of the following factors serve as barriers to recruiting active postlicensure faculty to your program?

(Check all that apply.)

- No barriers to recruiting faculty
- Non-competitive salaries
- Overall shortage of RNs
- Insufficient number of faculty applicants with required credential
- Private, state university or community college laws, rules or policies:
- BRN rules and regulations
- Workload (i.e., not wanting to assume faculty responsibilities)
- Concern about exposure to COVID-19
- Lack of child care availability / school closures
- Unwillingness of potential faculty to teach virtually
- Housing costs
- Other: _____

33. How many new active postlicensure faculty (full-time and part-time) do you anticipate being budgeted over the next year (2023-2024)?

Number of faculty

New full-time active postlicensure faculty _____

New part-time active postlicensure faculty _____

34. Please provide the lowest and highest annual base salaries that you **currently pay** your **full-time active postlicensure faculty**. Do not include overload pay. Do **not** include deans, directors, or faculty in administrative or research roles. (Round to the nearest dollar amount. Do not use decimals.)

*Faculty that teach **ONLY post-licensure** students*

	Salary Range		Length of teaching appointment for faculty				
	Lowest annual salary	Highest annual salary	9 - mos.	10 - mos.	12 - mos.	Other	If "Other" length of teaching appointment (Please describe)
Master's Degree	\$	\$	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Doctoral Degree (PhD, DNP, MD, etc.)	\$	\$	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	