

Meeting of the Nursing Shortage Reduction Program Rider 28 Study Work Group
Texas Higher Education Coordinating Board
Board Room, First Floor, 1.170
1200 East Anderson Lane, Austin
Thursday, February 13, 2020
9:30 a.m.

Agenda

- I. Call to order
- II. Consideration and approval of the minutes from the October 28, 2019, and the January 7, 2020, meetings
- III. Discussion of ways to improve the state's efforts to address the nursing shortage
- IV. Planning for subsequent meetings
- V. Adjournment

Texas Penal Code Section 46.035(c) states: "A license holder commits an offense if the license holder intentionally, knowingly, or recklessly carries a handgun under the authority of Subchapter H, Chapter 411, Government Code, regardless of whether the handgun is concealed or carried in a shoulder or belt holster, in the room or rooms where a meeting of a governmental entity is held and if the meeting is an open meeting subject to Chapter 551, Government Code, and the entity provided notice as required by that chapter." Thus, no person can carry a handgun and enter the room or rooms where a meeting of the THECB is held if the meeting is an open meeting subject to Chapter 551, Government Code.

Please Note that this governmental meeting is, in the opinion of counsel representing THECB, an open meeting subject to Chapter 551, Government Code and THECB is providing notice of this meeting as required by Chapter 551. In addition, please note that the written communication required by Texas Penal Code Sections 30.06 and 30.07, prohibiting both concealed and open carry of handguns by Government Code Chapter 411 licensees, will be posted at the entrances to this governmental meeting.

**Meeting of the NSRP Rider 28 Study Work Group
Texas Higher Education Coordinating Board
Board Room, First Floor
1200 East Anderson Lane, Austin, TX
Monday, October 28, 2019
10:00 a.m.**

Minutes

Agenda Item 1: Introductions

The meeting was called to order at 10:00 a.m. by the facilitator of the meeting, Dr. Ginger Gossman, Texas Higher Education Coordinating Board (THECB).

The work group members introduced themselves.

Agenda Item II: Review the scope of the study

Dr. Gossman read Rider 28 of the General Appropriations Act, HB 1, which requires the study.

Agenda Item III: Review the history of NSRP

Dr. Julie Eklund, THECB, provided an overview of the NSRP. She also provided information about pre-licensure admissions, nursing graduates by academic years, and returned funds in the program.

Agenda Item IV: Discuss the effectiveness of NSRP in addressing the shortage of professional nurses

Dr. Gossman asked work group members to share their thoughts on the opportunities and challenges of this program.

Dr. Marla Erbin-Roesemann, Texas State University, said many institutions are at the point of saturation. Challenges include clinical space, funding, and paying faculty.

Ms. Tracey Cooper, Temple College, said they use the funds to hire new faculty. They turn away over 200 students per year because they don't have faculty. She just received her notice of how much they are getting, which makes it hard for her to plan, and then they don't get the funds until November. She has to ask her board for new faculty positions early.

Dr. Brenda Nichols, Lamar University, said they use money for updating equipment in the skills lab and the simulation labs. She also uses the money to supplement faculty salaries. The challenge for them is fluctuating classes because of hurricanes. She suggested looking at a two-or-three-year pattern instead of just one year.

Dr. Nancy Fahrenwald, Texas A&M, suggested using the funds for graduate education in nursing.

Dr. Jonas Nguu, Ranger College, said their situation is unique because they are in a rural area with only one hospital where students can do clinicals. The hospital can only take 10

students at a time, so it had to create different models for students to do their clinical practicum.

Dr. Marla Erbin-Roesemann, Texas State University, said she has used the money for her simulation lab. The lab helps her achieve better educational outcomes.

Dr. Poldi Tschurch, University of St. Thomas, said the timeline doesn't always line up with institutional decisions. Since she can't predict the amount she will get, she uses the money for things such as retention services. She needs stable funds to hire full-time faculty. She agreed that using funds for graduate education may be a good idea.

Dr. Tetsuya Umebayashi, Tarrant County College, said his grants office won't let him spend the money the way he wants to spend it. For example, he wants to spend it to send faculty to out-of-state conferences, but his grants office doesn't think it's appropriate to spend it that way.

Dr. Nina Almasy, Austin Community College, said her college has had success in increasing graduates, but not in increasing enrollments, for the reasons mentioned by others. As a new department chair, it was hard for her to keep track of the grants for multiple years and to know how the funds could be spent.

Dr. Gossman asked about challenges created by the timeline.

Ms. Linda Lane, Texas Tech HSC, said they applied for the Over 70 Program for 2018-19 knowing they wouldn't have enough growth to keep all the money. They had to send some money back the first year. In the second year, they almost met the target and will get to keep most of it. She has to wait until January for the numbers to know how much she will get to keep. You have to grow, she said, but you can't use the money to grow.

Dr. Linda Yoder, UT Austin, agreed with the point about saturation. UT Austin has a group of prelicensure students who never get a BSN. The program is called the Alternate Entry Program. These students come to them with an undergraduate degree in something else. They spend one year in the nursing school and then they pass the NCLEX, but they still don't have a nursing degree. Many of them work part time while they matriculate into the master's program, where they will earn a MSN. There are 40 to 45 of these students a year. She said the work group should consider including these students in NSRP.

Dr. Marla Erbin-Roesemann, Texas State University, said some schools don't spend the money until they knew they will get to keep it.

Dr. Elizabeth Merwin, UT Arlington, said that to spend money on increasing faculty, you must make a long-term commitment to that faculty member.

Dr. Gossman asked if there were any successes on spending the money on time.

Dr. Marla Erbin-Roesemann, Texas State University, said she doesn't have any problem spending the money on the Regular Program.

Ms. Tracey Cooper, Temple College, said they use the money to give a market adjustment to existing faculty to help with the retention of faculty. It's not a stipend, but it works like a one. Faculty members understand that the adjustment will go away if the funds go away.

Ms. Linda Lane, Texas Tech HSC, said they save the dollars for the last. They use them for clinical and adjunct faculty.

Dr. Tetsuya Umebayashi, Tarrant County College, said he spends most of the funds to buy textbooks for underrepresented population of students with financial challenges, and he spends some money on the Student Success Center.

Dr. Marla Erbin-Roesemann, Texas State University, said she uses the money for a peer tutoring center.

Dr. Elizabeth Merwin, UT Arlington, said it would be helpful to have a list of things the money could be spent on.

Ms. Linda Lane, Texas Tech HSC, said she didn't think NSRP was considered a grant, so you have to make your institution understand what kind of money it is. She asked if the money could be used for scholarships.

Mr. Ed Buchanan, THECB, said it was his understanding that the funds could be used for financial aid. He said he thought grant language would probably be removed from future program announcements. He said the money should be considered formula funding.

Dr. Cindy Zolnierrek, Texas Nurses Association, asked if anyone used the funds to develop clinical education in community-based settings.

Dr. Jonas Nguh, Ranger College, replied that he is doing that now.

Dr. Elizabeth Merwin, UT Arlington, asked if the funds could be used to set up a dedicated teaching unit in a hospital, where the funds would be used to pay hospital employees who teach and precept students.

Mr. Ed Buchanan, THECB, replied that if the goal is to increase the number of graduates, then that would be an acceptable goal and expenditure. He said the statute doesn't give a list of allowable expenditures; instead, it gives broad guidelines, or goals to be accomplished.

Dr. Cindy Zolnierrek, Texas Nurses Association, reminded the group that previously funds were only available after the increase was accomplished, and the feedback from institutions was that it was hard for them to implement a change since they didn't have the funds up front.

Dr. Stacey Silverman, THECB, asked if everyone pays for clinicals.

Dr. Marla Erbin-Roesemann, Texas State University, said for undergraduate students, some institutions pay to belong to a clinical placement system. For example, in the Austin area,

it's \$16,000 a year to belong. Overall, most schools don't pay for preceptors for graduate students, but they may have to pay for them in the future.

Dr. Gossman asked the work group what would help with the nursing shortage in Texas, besides NSRP.

Dr. Tetsuya Umebayashi, Tarrant County College, said many students enter an LVN program because they can't afford two years of college. They want to get a job as a nurse and then enter the pathway to become an RN.

Dr. Jonas Nguh, Ranger College, suggested focusing on increasing nurses from underrepresented populations, especially men.

Dr. Marla Erbin-Roesemann, Texas State University, said about 20 percent of nurse educators will retire in the next five years, which will be a problem. She asked if the program could be reshaped to focus on nurses who will teach.

Dr. Marla Erbin-Roesemann, Texas State University, said the next generation of NCLEX will start in 2023. It will increase the quality of nurses, but there will be a short-term decrease in the number of nursing students who graduate.

Agenda Item V: Identify topics and materials for the next meeting

Dr. Gossman asked the work group what they would like to know for the next meeting. She said the work group may want to share how institutions are spending their funds.

Ms. Julie Davis, Texas Nurses Association, suggested creating a timeline that overlays the NSRP timeline with the institutions' timeline to see where they aren't matching up and where there may be areas for adjustment.

Dr. Julie Eklund, THECB, said it would be helpful if there were someone from an institution who could help the THECB with the institutions' timeline.

Mr. Ed Buchanan, THECB, said for the Regular Program, the THECB must wait until the institutions report their data on October 1. The THECB asks institutions to report the data earlier for this program than they would normally report it, so the disbursement time can be moved up. Institutions should receive funds in October or early November. For the Over 70 Program, the data comes from the Center for Workforce Studies, which the THECB gets in January or early February. For the Under 70 Program, which is a two-year program, the THECB can't do a settle-up and determine what the institutions have earned until the third year.

Dr. Nancy Fahrenwald, Texas A&M, said it would be helpful to know the proportion of funds over time that have been used for newly licensed nurses compared to advancing the education of currently licensed nurses.

Dr. Julie Eklund, THECB, said there would be challenges providing that data because the THECB gets the restricted nursing program codes from some institutions, but not from all of them, so that data isn't clean. The THECB, however, can try to provide something along

those lines. She said that maybe the THECB could summarize more clearly how much has gone to each program.

Dr. Marla Erbin-Roesemann, Texas State University, said that we often talk about the number of qualified applicants who aren't admitted, but many times those applicants are counted three or four times because they apply to multiple programs.

Ms. Julie Davis, Texas Nurses Association, suggested looking at the average age of entry-level students vs. graduates.

Dr. Julie Eklund, THECB, said the THECB could provide that data.

Dr. Nancy Fahrenwald, Texas A&M, said that when we report Texas workforce data, it would also be helpful to have the national workforce data for comparison.

Dr. Julie Eklund, THECB, asked if there was a source for the national data.

Dr. Nancy Fahrenwald, Texas A&M, said the National Council of State Boards of Nursing has data. The American Association of Colleges of Nursing, which accredits a lot of programs, also has data, although it won't include all programs. Institutions receive an annual report from them on faculty and students. She uses it for benchmarking diversity, faculty age, and retirements.

Ms. Pamela Lauer, Texas Center for Workforce Studies, said there are a few sources for national workforce studies, which she will share.

Dr. Julie Eklund, THECB, said the THECB would serve as a clearinghouse for data members of the workgroup wanted to share. The THECB can track graduates who stay in Texas and enter the workforce. The data will show if nursing graduates enter a hospital setting.

Dr. Julie Eklund, THECB, asked the work group where they get data about nurses who are no longer in the profession.

Dr. Janice Hooper, Texas Board of Nursing, said that number of nurses coming back and doing a refresher to renew their license is in the hundreds. She asked all states for their data and she got 50 kinds of data, so one of NSCBN's recommendations is that every state provide some essential data that is comparable.

Ms. Pamela Lauer, Texas Center for Workforce Studies, said they look at the Board of Nursing's re-licensure data.

Dr. Gossman asked the work group what its thoughts were on how it will contribute to the report.

Dr. Elizabeth Merwin, UT Arlington, asked if new data would be collected or if existing data would be used.

Dr. Julie Eklund, THECB, said feedback from the work group would be helpful regarding things they want to look at.

Dr. Cindy Zolnierrek, Texas Nurses Association, said it would be helpful to have a timeline for the scope of work.

Dr. Nina Almasy, Austin Community College, asked the THECB to send the work group members a copy of the rider.

Dr. Brenda Nichols, Lamar University, suggested work groups be formed on the following issues: graduate education, timing related to using money for nursing faculty, capacity for growth considering limited clinical opportunities, and alternative clinical education. She said it would be helpful to have a summary of the uses of funds. She also said the work group should look at the limits of the program. For example, funds currently can't be used for quality.

Dr. Gossman asked about future meetings.

Dr. Julie Eklund, THECB, said there would probably be five or six meetings. She said the THECB would send out a poll regarding the next meeting.

Ms. Pamela Lauer, Texas Center for Workforce Studies, suggested the work group meet in January if it wants updated workforce data.

Dr. Gossman said THECB staff would look for a date in the first or second week of January.

Agenda Item VI: Adjournment

The work group adjourned at 11:56 a.m.

**Meeting of the NSRP Rider 28 Study Work Group
Texas Higher Education Coordinating Board
Board Room, First Floor
1200 East Anderson Lane, Austin, TX
Tuesday, January 7, 2020
1:00 p.m.**

Minutes

Attendees:

Ms. Gail Acuna, Dr. Nina Almasy, Ms. Julie Arteaga, Ms. Tracey Cooper, Ms. Julie Davis, Dr. Julie Eklund, Dr. Marla Erbin-Roesemann, Dr. Nancy Fahrenwald, Dr. Janice Hooper, Dr. Steven Johnson, Ms. Linda Lane, Ms. Pamela Lauer, Dr. Elizabeth Merwin, Dr. Jonas Nguh, Dr. Brenda Nichols, Dr. Stacey Silverman, Dr. Kathryn Tart, Dr. Poldi Tschurch, Dr. Tetsuya Umebayashi, Ms. Sally Williams, Dr. Linda Yoder, Dr. Cindy Zolnierrek

Absent: Ms. Beverly Skloss

Staff: Dr. Ginger Gossman, Mr. Ed Buchanan, Mr. Gordon Taylor, Mr. David Young

Agenda Item 1: Call to order

Dr. Ginger Gossman, facilitator of the meeting, Texas Higher Education Coordinating Board (THECB), called the meeting to order at 1:00 p.m.

Agenda Item II: Consideration and approval of the minutes from the October 28, 2019, meeting

Dr. Julie Eklund, THECB, said she had been asked to make a few technical edits to the minutes.

Dr. Marla Erbin-Roesemann, Texas State University, said it wasn't clear in the minutes that some of the speakers were referring to the Over 70 Program, not the Regular Program. Dr. Eklund asked the members to let THECB staff know which program they were referring to, if there were issues, so staff could revise the minutes. Since the minutes would need to be revised, she suggested the work group approve the minutes at the next meeting.

Agenda Item III: Discussion of ways to improve the state's efforts to address the nursing shortage

Dr. Julie Eklund, THECB, provided highlights from the data requested by the work group at the previous meeting. This data was included in the agenda materials.

Dr. Kathryn Tart, University of Houston, asked which expenditure category simulation equipment would be under. Mr. Ed Buchanan, THECB, said it would be under Computer Based Aid.

Dr. Marla Erbin-Roesemann, Texas State University, asked if the wages reported for master's and doctoral degree earners working at hospitals and those working at colleges, universities, and professional schools were both based on 9 months or 12 months.

Dr. Julie Eklund, THECB, said the methodology was the same for each, based on 12 months of salary. She added that some people included in the data would have multiple jobs; for example, people who are faculty members and practicing nurses. Staff took a closer look at people who have multiple jobs to get a better understanding of what those numbers look like. She said she would provide that data, but she doesn't think it will provide much additional information.

Dr. Kathryn Tart, University of Houston, asked if the THECB still posted gainful employment data. Dr. Eklund said the THECB provides the data through Texas CREWS, and it has data for 2016-17 graduates. The THECB needs time to track their wages, so the data is more current than it may appear. The data will be updated in approximately six months.

Dr. Kathryn Tart, University of Houston, said LVNs and nursing assistants are not degreed people, so they shouldn't be included in the data.

Dr. Nancy Fahrenwald, Texas A&M, asked if there was a way to differentiate between the funding that went to initial licensure vs. post-licensure, such as RN-to-BSN.

Dr. Julie Eklund, THECB, said the Over and Under 70 programs are for new licensure and the Regular Program includes both initial licensure and post-licensure. The THECB can't provide an accurate breakout for the Regular Program, because it doesn't have complete Restricted Program Admission (RPA) code data. The THECB will provide what it has, with the understanding that it won't be a complete representation of what is happening in the state.

Dr. Marla Erbin-Roesemann, Texas State University, said she was concerned that programs with large RN-to-BSN numbers are getting a large part of the funds, and it's not adding to the workforce.

Dr. Nina Almasy, Austin Community College, asked why the table for health-related institutions master's degree graduates doesn't include NAICS code 623110, which is nursing care facilities. Dr. Eklund explained that it was probably because the THECB didn't have at least five graduates in that category. To protect identity, the THECB masked anything under five. Anything under five was lumped with "All other industries."

Dr. Ginger Gossman, THECB, requested the THECB staff to do a summary of the methodology used for calculating employment by industry.

Ms. Pamela Lauer, Texas Center for Workforce Studies, provided data on enrollment, graduation, and admissions, which shows steady growth from 2016 to 2019.

Dr. Julie Eklund, THECB, said that in 2014-17 we didn't see growth in pre-licensure graduates. She asked why it looked like there was stagnation, and then a jump in the last two years. Ms. Lauer said the number of programs changed from year to year, with some schools closing. Several programs were added in the last year, which made a big difference.

Dr. Linda Yoder, UT Austin, said they hadn't been including their alternate entry students for NSRP funds, but they will ask the THECB for permission to include them in the future, because they are pre-licensure enrollees.

Ms. Lauer provided a comparison of Texas and national demographic data.

Dr. Janice Hooper, Texas Board of Nursing, asked if the data was reflective of the lack of healthcare in Texas or of empty positions. Ms. Lauer responded that it was probably a little of both.

Dr. Linda Yoder, UT Austin, said Texas has a lot of military nurses that are licensed in Texas, and the army nurse corps is 34 percent male, which may skew some of the diversity numbers for Texas.

Dr. Nina Almasy, Austin Community College, asked if they could use funds for specific initiatives, such as for geriatrics or for improving the diversity of students. Dr. Silverman said NSRP is generating a formula allocation. Any initiative that would recruit more men into nursing would be justifiable.

Dr. Janice Hooper, Texas Board of Nursing, provided data on National Council Licensure Examination pass rates.

Dr. Ginger Gossman, THECB, asked the members to break out into three work groups to discuss ideas that would address the nursing shortage.

Below are the written notes from the breakout groups:

Group 1

- For the regular program, pay for percentage of increase in enrollment instead of number of students. This will distribute the funds more fairly so that larger programs don't monopolize all the funds.
- Channel all funds to the Regular Program and remove the Over 70 and Under 70 programs. This will encourage schools to not only enroll more students but to retain them through graduation.
- Allow funds for schools that are no longer able to grow but are able to maintain the number of quality graduates.
- Allow additional funds to schools that graduate underrepresented populations (men, Hispanic, etc.)

Group 2

- Once you figure out the program, it works, but it takes a few years to figure out.
- Important to find ways to simplify the program. This is especially true if you're new to the state. It's really burdensome and predicated on the state's addiction to increased enrollment rather than improvements in graduation.
- The regular program is built on graduation, and it works well.
- Money is not great for hiring faculty because your program may not meet the requirements in the following year.
- Allow institutions to set their own targets. The required growth requirement was great in the beginning, but is no longer helpful.
- Over 70 program is the one where you have to return funding. One program example had a growth rate requirement of 12 percent in the first year and then an 18 percent in the second year. Funding would have been helpful to achieve the 18 percent increase, but instead institution had to return \$300,000.

- Make the regular program the overall program. Allow funding to support graduate students.
- Consider a five-year rolling average.
- Make sure that the program is for in-state students
- Create a timeline as an example for new deans
- Increase funding for Nursing Loan Repayment Program and allow for part-time faculty

Group 3 Notes

- Community colleges moving towards BSN
- Saturation - being at capacity. Think about more innovation than simulation. Think outside the box.
- Separate RN-to-BSN vs. BSN
- Increase diversity of placements
- Look at growth – new programs vs. existing
- Not as much clinical space as needed
- More consistency and predictability – three- or five-year graduation pool
- Collaboration in different ways with those who offer clinical opportunities and creatively integrating simulation activities into clinical opportunities
- National models for quality of programs / pass rates
- Incentivize accreditation of simulation centers
- Rural areas most costly and may need more flexibility
- Consider rural areas as a type of demographic diversity if diversity is used as an incentive
- Confusion about use of dollars for the program– make that clearer
- Public health / administration needed
- Faculty shortage – salary issue is a challenge
- Loan repayment – consider allowing part-time nursing faculty to qualify for loan repayment

Dr. Ginger Gossman, THECB, called the meeting back to order and asked that someone from each group share one idea.

Ms. Tracey Cooper, Temple College, who represented Group 1, suggested that to more evenly distribute the funds, distribute them by percentage of growth instead of by the number of graduates.

Dr. Stacey Silverman, THECB, who represented Group 2, suggested that institutions in the Over 70 program be allowed to set their own targets for growth.

Dr. Steven Johnson, WGU-Texas, said Group 2 agreed with Group 1's idea, but it would move all the money into the Regular Program and create a formula.

Ms. Linda Lane, Texas Tech HSC, from Group 2, suggested basing growth on a three- to five-year rolling average.

Dr. Cindy Zolnierke, Texas Nurses Association, from Group 2, said they also talked about sequestering funds for pre-licensure students.

Ms. Tracey Cooper, Temple College, who represented Group 1, said her group also discussed sequestering funds for pre-licensure students. They want separate funds for pre-licensure and RN-to-BSN.

Dr. Linda Yoder, UT Austin, who represented Group 3, said they also wanted to separate out funds for RN-to-BSN vs. regular BSN programs. There was a lot of discussion in her group about coming up with innovative ways beyond simulation to deliver curriculum.

Dr. Ginger Gossman, THECB, asked the groups to share a second-best idea.

Ms. Tracey Cooper, Temple College, who represented Group 1, said her group talked about giving a percentage or points to institutions that had reached capacity for maintaining the quality of the program and the number of students. They also talked about giving points for diversity.

Stacey Silverman, THECB, said Group 2 talked about making sure funding only goes to support students who are in Texas.

Dr. Julie Eklund, THECB, said the THECB doesn't count out-of-state students who don't have a presence in Texas. Out-of-state students who take face-to-face programs in Texas are included.

Dr. Kathryn Tart, University of Houston, said she wants to only fund Texas residents.

Ms. Tracey Cooper, Temple College, said her institution has students from Fort Hood who go somewhere else when they graduate. They don't have control over where they go.

Dr. Stacey Silverman, THECB, from Group 2, said her group discussed tying something to the workforce, but it wouldn't be feasible because of the long timeline.

Dr. Stacey Silverman, THECB, said it would be helpful for new nursing deans and program directors to have a timeline that shows how to participate in a program. It should include when to apply, what the counts are based on, and when the program can spend the money.

Agenda Item IV: Planning for subsequent meetings

The work group discussed meeting dates for the next meeting, which will be in February.

Dr. Marla Erbin-Roesemann, Texas State University, said deans and directors could provide information about how they spend the money.

Dr. Linda Yoder, UT Austin, said Group 3 talked about increasing the nursing faculty loan repayment amount. Graduates have to work full time as a faculty member to be eligible, but many nurses don't want to give up their hospital job, because it pays more and has better health benefits. They, therefore, work part time as faculty. She asked if the program could be restructured so that it accounts for semesters of teaching, so students could carve together repayment.

Dr. Cindy Zolnieriek, Texas Nurses Association, said there was a bill last session that would have made the money available to part-time faculty and would have increased the amount of loan

repayment, but it didn't progress through the session. TNA plans to float the bill again next session.

Dr. Julie Eklund, THECB, said she would be happy to go back to the person who raised this idea and look at some of the other repayment programs to get ideas for how we might improve the nursing faculty loan repayment program.

The meeting was adjourned at 3:00 p.m.

Nursing Shortage Reduction Program (NSRP) Work Group

Nursing Graduate Workforce Outcomes Methodology

01/07/2020

Texas Higher Education Coordinating Board staff provided the NSRP Work Group employment data for fiscal year (FY) 2018 nursing graduates. In these data tables, FY 2018 nursing graduates were linked to 4th quarter 2018 Texas Unemployment Insurance (UI) data to obtain employment counts and percentages by industry, classified by North American Industry Classification (NAICS) code. In cases where graduates are found employed in more than one industry, the highest paying industry is included. Graduates with invalid Social Security Numbers were excluded from the analyses.

Data are provided by institution type, 4-digit Classification of Instructional Programs (CIP) code, and award level, which is specified in the table heading. The category "All Other Industries" includes the sum of all graduates employed in industries employing fewer than 5 graduates. This group is combined due to Family Educational Rights and Privacy Act (FERPA) requirements that prevent sharing aggregated data on fewer than 5 students. The category "Not Found" includes graduates who were not found in the Texas UI data. Those not found may include, for example, graduates not employed in the 4th quarter, graduates employed out of state, graduates who are self-employed, or graduates employed by the Federal government or military. Occupation data are not available in the Texas UI data.

In addition to the analyses above, two additional data elements were included for the following CIP codes: 51.3808 (Nursing Science) and 51.3817 (Nursing Education). These CIP codes receive a greater weight in funding as they are tied to credentials that prepare graduates for teaching in nursing fields. For these specific CIP codes, average 4th quarter wages were also provided by industry. All wages reported in the Texas UI data for the given quarter are included in this average wage, regardless of industry. In cases where graduates are found employed in more than one industry, the wage is labeled under the highest paying industry. For interpretation purposes, the 4th quarter wage was also multiplied by 4 to approximate an annual wage.

Community and Technical College Nursing Associate Degree Earners 4th Quarter Employment by Industry, FY 2018, CIP 51.38-Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing

NAICS Code	Industry	Count	%
622110	General Medical and Surgical Hospitals	2,782	56.5%
623110	Nursing Care Facilities (Skilled Nursing Facilities)	294	6.0%
621610	Home Health Care Services	290	5.9%
621111	Offices of Physicians (except Mental Health Specialists)	133	2.7%
561330	Professional Employer Organizations	120	2.4%
921140	Executive and Legislative Offices, Combined	90	1.8%
621492	Kidney Dialysis Centers	89	1.8%
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	81	1.6%
923130	Administration of Human Resource Programs (except Education, Public Health, and Veterans' Affairs Pr	62	1.3%
622210	Psychiatric and Substance Abuse Hospitals	50	1.0%
623311	Continuing Care Retirement Communities	43	0.9%
611310	Colleges, Universities, and Professional Schools	33	0.7%
611110	Elementary and Secondary Schools	26	0.5%
561320	Temporary Help Services	25	0.5%
621493	Freestanding Ambulatory Surgical and Emergency Centers	24	0.5%
722511	Full-Service Restaurants	21	0.4%
623220	Residential Mental Health and Substance Abuse Facilities	16	0.3%
621498	All Other Outpatient Care Centers	12	0.2%
624120	Services for the Elderly and Persons with Disabilities	11	0.2%
561110	Office Administrative Services	10	0.2%
445110	Supermarkets and Other Grocery (except Convenience) Stores	8	0.2%
551114	Corporate, Subsidiary, and Regional Managing Offices	8	0.2%
621340	Offices of Physical, Occupational and Speech Therapists, and Audiologists	8	0.2%
446110	Pharmacies and Drug Stores	7	0.1%
621112	Offices of Physicians, Mental Health Specialists	7	0.1%
621910	Ambulance Services	7	0.1%
611210	Junior Colleges	6	0.1%
623312	Assisted Living Facilities for the Elderly	6	0.1%
447110	Gasoline Stations with Convenience Stores	5	0.1%
524114	Direct Health and Medical Insurance Carriers	5	0.1%
561311	Employment Placement Agencies	5	0.1%
621399	Offices of All Other Miscellaneous Health Practitioners	5	0.1%
621491	HMO Medical Centers	5	0.1%
722513	Limited-Service Restaurants	5	0.1%
	All Other Industries*	135	2.7%
	Not Found	493	10.0%
	Total	4,927	100.0%

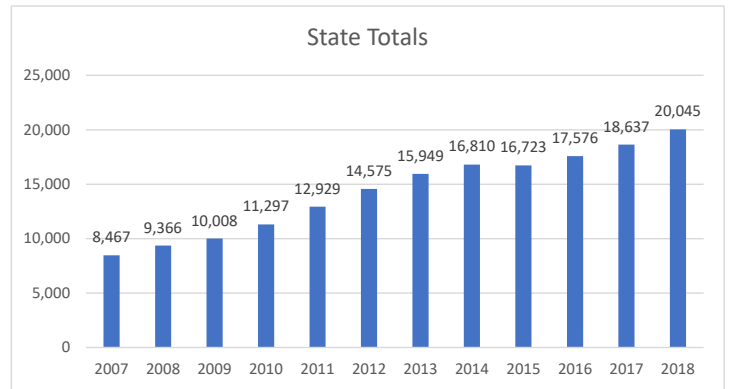
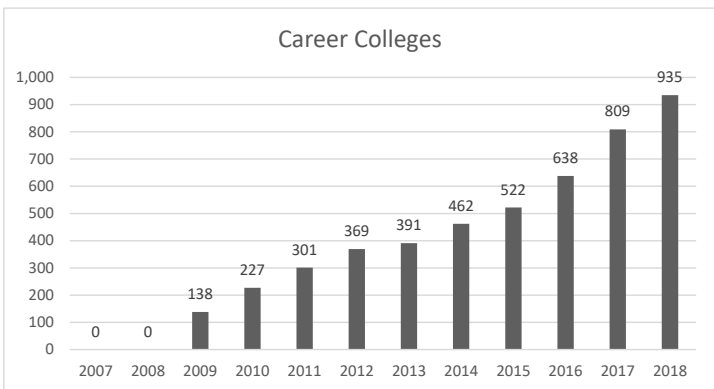
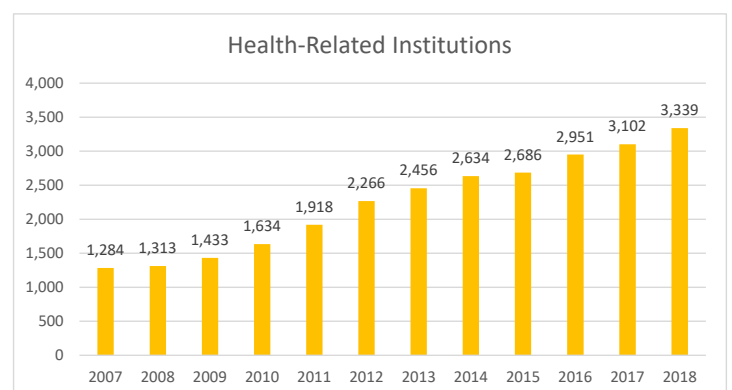
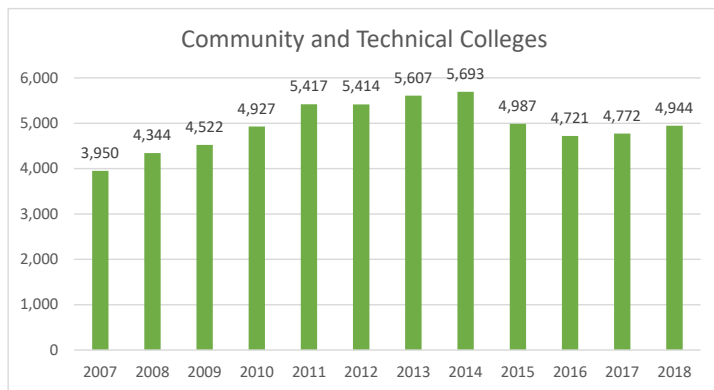
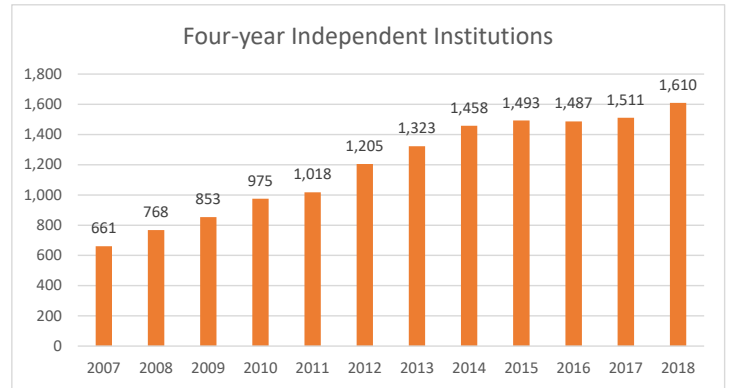
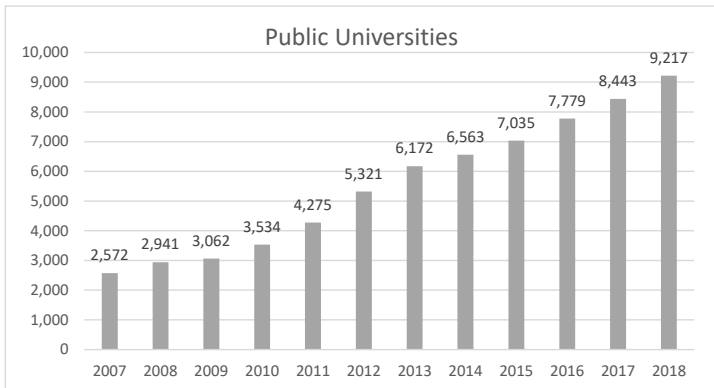
*Industry employed fewer than 5 graduates

Note: If a graduate is found employed in multiple industries, the highest paying industry is presented.

State Totals Nursing Graduates by Academic Year

	2014	2015	2016	2017	2018
New Programs	0	42	128	181	253
Ongoing Programs	16,810	16,681	17,448	18,456	19,792
State Totals	<u>16,810</u>	<u>16,723</u>	<u>17,576</u>	<u>18,637</u>	<u>20,045</u>
Discontinued Programs	107	73	36	15	0

Comparison of Nursing Graduates by Academic Year & by Sector



Nursing Shortage Reduction Regular Program - FY 2019
Award Allocation
October 17, 2018

Institution Name	Number of Graduates		Increased Number of Graduates	Payment Amount	Dollars Split						
	Fiscal Yr.	Fiscal Yr.			Initial	RN-BSN	Unknown				
	2017 (9/16 - 8/17)	2018 (9/17 - 8/18)									
Community Colleges (Including Tech and Tech Prep):											
Alvin Community College	64	80	16	\$	29,530.54	\$	29,530.54	\$	-	\$	-
Brazosport College	17	26	9		16,610.93		16,610.93		-		-
Central Texas College	45	67	22		40,604.49		40,604.49		-		-
Cisco College	48	55	7		12,919.61		12,919.61		-		-
College of the Mainland CCD	44	75	31		57,215.42		57,215.42		-		-
Grayson County College	101	109	8		14,765.27		14,765.27		-		-
Howard College	56	73	17		31,376.20		31,376.20		-		-
Lee College	57	64	7		12,919.61		12,919.61		-		-
Lone Star College - North Harris	91	118	27		49,832.79		49,832.79		-		-
Mountain View - Dallas Co. Comm. College	25	28	3		5,536.97		5,536.97		-		-
Northeast Texas Community College	35	42	7		12,919.61		12,919.61		-		-
Panola College	58	61	3		5,536.97		5,536.97		-		-
Paris Junior College	22	52	30		55,369.76		55,369.76		-		-
San Jacinto College South Campus	63	76	13		23,993.56		23,993.56		-		-
Southwest Texas Junior College	25	35	10		18,456.59		18,456.59		-		-
Texarkana College	69	74	5		8,238.24		8,238.24		-		-
TX State Tech College - Harlingen	-	29	29		53,524.10		53,524.10		-		-
TX State Tech College - West Texas	67	78	11		20,302.24		20,302.24		-		-
Tyler Junior College	99	225	126		207,603.76		207,603.76		-		-
Weatherford College	115	128	13		23,993.56		23,993.56		-		-
Wharton County Junior College	42	43	1		1,845.71		1,845.71		-		-
21 Total Community Colleges	1,143	1,538	395	\$	703,095.93	\$	703,095.93	\$	-	\$	-

State Universities:

Midwestern State University	172	197	25	46,141.46	\$ (36,913.17)	\$ 44,295.80	\$ 38,758.83
Texas A & M Univ. - Commerce	25	64	39	71,980.69	70,135.03	1,845.66	-
Texas A&M Univ. - Corpus Christi	319	369	50	97,819.91	66,517.54	5,869.19	25,433.18
Texas State University	116	121	5	9,228.29	9,228.29	-	-

Nursing Shortage Reduction Regular Program - FY 2019
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October 17, 2018

Institution Name	Number of Graduates		Increased Number of Graduates	Payment Amount	Dollars Split			
	Fiscal Yr.	Fiscal Yr.			Initial	RN-BSN	Unknown	
	2017 (9/16 - 8/17)	2018 (9/17 - 8/18)						
Texas Woman's University	701	771	70	129,196.11	110,739.52	44,295.81	(25,839.22)	
Univ. of Texas at Arlington	4304	4829	525	1,013,266.60	119,434.47	123,287.19	770,544.94	
Univ. of Texas at El Paso	404	512	108	210,405.09	38,963.91	19,481.95	151,959.23	
Univ. of Texas at Tyler	490	592	102	215,019.24	-	105,401.59	109,617.65	
University of Houston	76	97	21	38,758.83	143,961.37	3,691.32	(108,893.86)	
9 Total State Universities	6,607	7,552	945	\$ 1,831,816.22	\$ 522,066.96	\$ 348,168.51	\$ 961,580.75	
Independent Institutions								
Abilene Christian University	44	47	3	5,536.97	\$ 1,845.66	\$ -	\$ 3,691.31	
Hardin-Simmons University	24	32	8	15,688.10	5,883.04	-	9,805.06	
Baylor University	225	250	25	46,141.46	55,369.75	-	(9,228.29)	
Concordia University	61	66	5	9,228.29	3,691.32	(1,845.66)	7,382.63	
Wayland Baptist University	3	20	17	31,376.20	23,993.56	-	7,382.64	
University of the Incarnate Word	106	129	23	42,450.15	35,067.52	(25,839.22)	33,221.86	
6 Total Independent Institutions	463	544	81	\$ 150,421.17	\$ 125,850.84	\$ (27,684.88)	\$ 52,255.21	
Health Related Institutions:								
Texas Tech Univ. Health Sciences Center	1289	1297	8	\$ 14,765.27	\$ (465,106.01)	\$ -	\$ 479,871.28	
Texas Tech Univ. HSC at El Paso	118	121	3	5,536.97	(1,845.66)	-	7,382.63	
UT Health Science Center - Houston	570	743	173	319,298.95	5,536.98	-	313,761.97	
UT Medical Branch - Galveston	533	582	49	93,205.76	42,719.31	-	50,486.45	
4 Total Health Related Institutions	2,510	2,743	233	\$ 432,806.95	\$ (418,695.38)	\$ -	\$ 851,502.33	
Diploma Programs:								
Covenant School of Nursing	111	144	33	\$ 60,906.73	\$ 60,906.73	\$ -	\$ -	
1 Total Diploma Programs	111	144	33	\$ 60,906.73	\$ 60,906.73	\$ -	\$ -	

**Nursing Shortage Reduction Regular Program - FY 2019
Award Allocation
October 17, 2018**

Institution Name	Number of Graduates		Increased Number of Graduates	Payment Amount	Dollars Split		
	Fiscal Yr.	Fiscal Yr.			Initial	RN-BSN	Unknown
	2017 (9/16 - 8/17)	2018 (9/17 - 8/18)					
Total All Other Than Community Colleges							
41 Grand Totals - All Institutions	10,834	12,521	1,687	\$ 3,179,047.00	\$ 993,225.08	\$ 320,483.63	\$ 1,865,338.29
					31.2%	10.1%	58.7%

Nursing Shortage Reduction Regular Program - FY 2020
Award Allocation
October 9, 2019

Institution Name	Number of Graduates		Increased Number of Graduates	Payment Amount	Dollars Split			
	Fiscal Yr.	Fiscal Yr.			Initial	RN-BSN	Unknown	
	2018 (9/17 - 8/18)	2019 (9/18 - 8/19)						
Community Colleges (Including Tech and Tech Prep):								
Alvin Community College	80	83	3	\$ 8,189.66	\$ 8,189.66	\$ -	\$ -	
Amarillo College	114	138	24	65,517.28	65,517.28	-	-	
Angelina College	75	79	4	10,919.55	10,919.55	-	-	
Austin Community College	233	272	39	106,465.59	106,465.59	-	-	
Blinn College	84	85	1	2,729.89	2,729.89	-	-	
Brazosport College	26	33	7	19,109.20	19,109.20	-	-	
Central Texas College	67	74	7	19,109.20	19,109.20	-	-	
Cisco College	55	65	10	27,298.87	27,298.87	-	-	
Collin Co. Community College District	157	201	44	120,115.03	120,115.03	-	-	
Del Mar College	118	143	25	68,247.17	68,247.17	-	-	
Hill College	10	24	14	38,218.42	38,218.42	-	-	
Houston Community College	36	75	39	106,465.59	106,465.59	-	-	
Lamar State College - Port Arthur	34	36	2	5,459.78	5,459.78	-	-	
Lee College	64	77	13	35,488.53	35,488.53	-	-	
Mountain View - Dallas Co. Comm. College	28	37	9	24,568.98	24,568.98	-	-	
San Jacinto College Central & North Campus	99	108	9	24,568.98	24,568.98	-	-	
South Plains College	53	63	10	27,298.87	27,298.87	-	-	
South Texas College	222	253	31	84,626.50	84,626.50	-	-	
Tarrant County - South Campus + Trinity River Campus	272	295	23	62,787.40	62,787.40	-	-	
Temple College	58	94	36	98,275.92	98,275.92	-	-	
TX State Tech College - West Texas	78	79	1	2,729.90	2,729.90	-	-	
Weatherford College	128	161	33	90,086.27	90,086.27	-	-	
22 Total Community Colleges	2,091	2,475	384	\$ 1,048,276.58	\$ 1,048,276.58	\$ -	\$ -	

State Universities:

Sam Houston State University	97	117	20	\$ 54,597.74	\$ 35,488.53	\$ 19,109.21	\$ -
Stephen F. Austin State University	112	136	24	65,517.28	51,867.85	10,919.55	2,729.89
Tarleton State University	192	212	20	54,597.74	38,218.42	8,189.66	8,189.66
Texas A&M Univ. - Corpus Christi	369	375	6	16,379.33	35,488.55	2,729.89	(21,839.11)
Texas State University	121	122	1	2,729.89	(5,459.78)	-	8,189.67
Univ. of Texas at Arlington	4830	5078	248	677,011.93	144,684.00	95,546.04	436,781.89

**Nursing Shortage Reduction Regular Program - FY 2020
Award Allocation
October 9, 2019**

Institution Name	Number of Graduates		Increased Number of Graduates	Dollars Split				
	Fiscal Yr.	Fiscal Yr.		Payment Amount	Initial	RN-BSN	Unknown	
	2018 (9/17 - 8/18)	2019 (9/18 - 8/19)						
Univ. of Texas at Austin	186	195	9	24,568.98	5,459.77	2,729.89	16,379.32	
Univ. of Texas at El Paso	512	576	64	174,712.76	73,706.95	(32,758.64)	133,764.46	
Univ. of Texas - Permian Basin	56	74	18	49,137.97	21,839.10	24,568.99	2,729.89	
Univ. of Texas Rio Grande Valley	172	178	6	19,109.20	(38,218.40)	57,327.60	-	
West Texas A&M University	143	159	16	43,678.19	(2,729.89)	21,839.10	24,568.98	
11 Total State Universities	6,790	7,222	432	\$ 1,182,041.01	\$ 360,345.10	\$ 210,201.27	\$ 611,494.65	
Independent Institutions:								
Abilene Christian University	47	61	14	38,218.42	\$ 16,379.32	\$ -	\$ 21,839.10	
Baylor University	250	293	43	105,232.63	63,629.03	-	41,603.60	
Concordia University	66	104	38	103,735.70	134,576.04	8,411.00	(39,251.35)	
Schreiner University	57	79	22	60,057.51	(27,298.87)	79,166.72	8,189.66	
fp								
4 Total Independent Institutions	420	537	117	\$ 307,244.26	\$ 187,285.53	\$ 87,577.72	\$ 32,381.01	
Health Related Institutions:								
Texas Tech Univ. Health Sciences Center	1297	1314	17	\$ 65,517.28	\$ 30,667.66	\$ -	\$ 34,849.62	
Texas Tech Univ. HSC at El Paso	121	144	23	62,787.40	73,706.95	-	(10,919.55)	
UT Health Science Center - Houston	743	832	89	252,514.54	87,954.50	-	164,560.04	
Texas A&M Health Science Center	175	222	47	129,669.63	60,696.42	-	68,973.21	
UT Medical Branch - Galveston	582	597	15	40,948.30	(17,914.88)	-	58,863.18	
5 Total Health Related Institutions	2,918	3,109	191	\$ 551,437.15	\$ 235,110.65	\$ -	\$ 316,326.50	
Total All Other Than Community Colleges								
42 Grand Totals - All Institutions	12,219	13,343	1,124	\$ 3,088,999.00	\$ 1,831,017.86	\$ 297,778.99	\$ 960,202.15	
					59.3%	9.6%	31.1%	