

**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**  
Tuesday, January 7, 2020  
1:00 p.m.

Agenda

- I. Call to order
- II. Consideration and approval of the minutes from the October 28, 2019, meeting
- 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.

Mr. 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.

Mr. 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.

Mr. 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.

## HIGHER EDUCATION COORDINATING BOARD

(Continued)

appropriated for the purpose set forth in Strategy C.1.1. Any payments received on Texas Armed Services Scholarship Program loans are appropriated to Strategy A.1.2 for administration of the program.

- 28. Professional Nursing Shortage Reduction Program.** Appropriations for the Professional Nursing Shortage Reduction program total \$9,940,024 in fiscal year 2020 and \$9,940,024 in fiscal year 2021. These funds shall be allocated as follows:

The Texas Higher Education Coordinating Board (THECB) shall allocate the funds appropriated in their bill pattern in Strategy F.1.6, as follows:

- a. Up to 5 percent each year may be used for administrative expenses.
- b. \$3,288,999 in fiscal year 2020 and \$3,288,999 in fiscal year 2021 shall be distributed in an equitable manner to institutions with nursing programs, including institutions graduating their first nursing class, based on increases in numbers of nursing student graduating. The THECB shall apply a weight of 1.5 for increased graduates in nursing educator programs identified with a Classification of Instructional Program code of 51.3808 and 51.3817. The THECB shall allocate up to 50 percent in each fiscal year of the biennium and any unexpended amounts to community colleges.
- c. \$4,530,025 in fiscal year 2020 and \$4,530,025 in fiscal year 2021 shall be distributed at a rate of \$10,000 per year for each additional nursing student enrolled in a professional nursing program to institutions with professional nursing programs based on the following criteria: (1) a graduation rate of 70 percent or above as reflected in the final 2018 graduation rates reported by the THECB and (2) an increase in new enrollees for fiscal year 2020 and in fiscal year 2021 of the first-year enrollments for the 2017-18 academic year as reported by the institutions to the Texas Center for Nursing Workforce Studies. The percentage increase required each year of the biennium shall be determined by the Higher Education Coordinating Board in consultation with eligible nursing programs. The methodology for determining the required percentage increase may allow for the required increase to vary by institution and account for the reallocation of unearned funds.
- d. \$2,121,000 in fiscal year 2020 and \$2,121,000 in fiscal year 2021 to (1) professional nursing programs with nursing graduation rates below 70 percent as reflected in the final 2018 graduation rates reported by the THECB, (2) hospital-based diploma programs, or (3) new professional nursing programs whose graduation rates which have not been determined by the THECB. From funds available for that purpose, institutions shall receive \$20,000 for each additional initial RN graduate in two year programs and \$10,000 for each additional graduate in one-year programs. If sufficient funds are not available to provide this allocation, the THECB shall distribute the funds on a pro rata basis equally among the nursing programs participating. THECB shall develop an application process for institutions willing to increase the number of nursing graduates. The application shall indicate the number of nursing graduates for initial licensure the institution will produce; indicate the number of payments and payment schedule; identify benchmarks an institution must meet to receive payment; and specify the consequences of failing to meet the benchmarks.
- e. For THECB expenditure purposes, any funds not expended in fiscal year 2020 may be expended in fiscal year 2021 for the same purposes. If an institution does not meet targets for purposes of subsections b, c, and d, the institution shall return these unearned funds to the THECB by the date specified by THECB rule. The THECB shall reallocate these funds to other qualified programs. All institutions receiving funds shall submit to the THECB a detailed accounting of funds received, obligated or expended.
- f. If the funds appropriated under Paragraphs b, c, or d exceed the funds that can be expended in accordance with the requirements of that paragraph, THECB may expend the excess funds for any purpose described in Paragraphs b, c, or d. The THECB may not include nonresident students who are enrolled in online professional nursing programs while residing outside of the state in methodologies used to calculate program awards described in Paragraphs b, c, or d.
- g. Using funds under (a), the Higher Education Coordinating Board shall study the effectiveness of the Professional Nursing Shortage Reduction Program in addressing the shortage of professional nurses in the state. This study shall be conducted in coordination with a work group convened by the THECB and composed of representatives from the state



**HIGHER EDUCATION COORDINATING BOARD**  
(Continued)

nursing association, Texas Board of Nursing, Department of State Health Services Center for Nursing Workforce Studies, nursing deans and directors from public and private institutions of higher education in the state (or individuals that serve in similar roles) and other stakeholders as appropriate. In conducting this study, the Coordinating Board shall examine the structure and efficiency of the program, as well as other state funding strategies to address the nursing shortage. The Coordinating Board shall report the results of this study as well as any recommendations to improve the state's efforts to address the nursing shortage to the Legislature by November 1, 2020. THECB may reimburse work group travel expenses pursuant to Article IX, Section 5.08.

- 29. Physician Education Loan Repayment Program.** The funds provided to Strategy F.1.7, Physician Education Loan Repayment Program, are appropriated in accordance with Education Code §§ 61.531 - 61.539 for repayment of eligible student loans received by a physician who meets the stipulated requirements. Any balances on hand at the end of fiscal year 2020 may be carried over to fiscal year 2021 for the same purpose.
- 30. Family Practice Rural and Public Health Rotations.** Funds appropriated above for Family Practice Residency Programs, include up to \$119,955 in fiscal year 2020 and \$119,955 in fiscal year 2021 for one month rural rotations or one month public health rotations for family practice residents in accordance with the provision of Education Code §51.918.
- 31. Teach for Texas Loan Repayment Assistance Program.**
- a. Of the funds appropriated above in Strategy E.1.2, Teach for Texas Loan Repayment Program, any unexpended balances on hand at the end of fiscal year 2020 are appropriated for the same purposes in fiscal year 2021.
  - b. Any payments received from students are hereby appropriated for the same purposes as the original Teach for Texas Loan Repayment Assistance Program.
- 32. Developmental Education.** Funds appropriated above in Strategy D.1.2, Developmental Education Program, \$1,225,000 in General Revenue for fiscal year 2020 and \$1,225,000 in General Revenue for fiscal year 2021 shall be used to continued scaling effective strategies that promote systemic reforms, to improve student outcomes and provide professional development opportunities for faculty and staff focused on improving advising, acceleration strategies and completion of underprepared students. Out of funds appropriated to this strategy, the Higher Education Coordinating Board will collaborate with Texas public institutions of higher education, to scale effective interventions such as corequisite models, non-course competency based interventions, emporium/modular models, tutoring and supplemental instruction. Out of funds appropriated to this strategy, the Higher Education Coordinating Board will analyze and compare information collected annually from all Texas public institutions on the annual Developmental Education Program Survey and other Texas Success Initiative (TSI) data to determine the most effective and efficient interventions and submit a report to the Governor, Lieutenant Governor, Speaker of the House, the Chair of the Senate Finance Committee, the Chair of House Appropriations, Senate Committee on Higher Education and House Committee on Higher Education before January 1, 2021. Any balances remaining as of August 31, 2020, are hereby appropriated for the same purpose for the fiscal year beginning September 1, 2020.
- 33. Toward EXcellence, Access and Success (TEXAS) Grant Program.** For all funds appropriated in Strategy C.1.1, TEXAS Grant Program, and funds transferred into the TEXAS Grant Program, any unexpended balances on hand at the end of fiscal year 2020 are hereby appropriated for the same purposes in fiscal year 2021.

Any amounts received by the Higher Education Coordinating Board as donations under Texas Education Code §56.310 during the biennium beginning September 1, 2019, are hereby appropriated for the purpose of awarding TEXAS Grants during the biennium beginning September 1, 2019.

Any amounts transferred to the Higher Education Coordinating Board by the Comptroller of Public Accounts in accordance with Texas Property Code §72.1016(e) which provides that five percent of the money collected from stored value cards presumed to be abandoned are to be used as grants under Subchapter M. Education Code Chapter 56, are hereby appropriated for the biennium beginning September 1, 2019, for the purpose of awarding TEXAS Grants during the biennium beginning September 1, 2019.

## **NSRP Rider 28 Study Timeline**

October 2019 through June 2020 – Work group meets

Late June, 2020 – Work group completes its work

September 16, 2020 – Committee on Affordability, Accountability and Planning considers report

October 22, 2020 – Board considers report for approval

November 1, 2020 – Report due to the Legislature

## **Data Takeaways**

### History of Awards

- 53.6 percent of the awards have been for the Regular Program, 28.2 percent for the Over 70 Program, and 18.2 percent for the Under 70 Program

### Expenditure History

- 24.1 percent of the funds were used for nursing faculty retention, 20.6 percent for nursing faculty education, and 19.2 percent for preceptors

### Graduates by Industry

- 59.7 percent of FY 2018 university nursing bachelor's degree earners are employed by general medical and surgical hospitals
- 39.1 percent of FY 2018 university nursing master's degree earners are employed by general medical and surgical hospitals and 19.4 percent are employed by offices of physicians
- 21.8 percent of FY 2018 university nursing doctoral research scholarship degree earners are employed by offices of physicians, 18.8 percent are employed by colleges, universities, and professional schools, and 15.8 percent are employed by general medical and surgical hospitals
- 56.5 percent of FY 2018 community and technical college nursing associate degree earners are employed by general medical and surgical hospitals, 6.0 percent are employed by nursing care facilities, and 5.9 percent are employed by home health care services
- 75.1 percent of FY 2018 health-related institution nursing bachelor's degree graduates are employed by general medical and surgical hospitals
- 41.5 percent of FY 2018 health-related institution nursing master's degree graduates are employed by general medical and surgical hospitals and 17.6 percent are employed by offices of physicians
- 73.1 percent of FY 2018 independent college and university nursing bachelor's degree graduates are employed by general medical and surgical hospitals

### Wages of Master's and Doctoral Degree Earners

- The approximate average annual wage of FY 2018 nursing master's degree earners who are employed by general medical and surgical hospitals is \$85,996, compared to \$58,385 for nursing master's degree earners who are employed by colleges, universities, and professional schools.
- The approximate average annual wage of FY 2018 nursing doctoral research scholarship degree earners who are employed by general medical and surgical hospitals is \$98,741, compared to \$76,746 for nursing doctoral research scholarship degree earners who are employed by colleges, universities, and professional schools.

#### Average Age of New Nursing Students in Fall 2018

- The average age of new undergraduate nursing students at public universities is 25.3, compared to 28.4 at community and technical colleges
- The average age of new graduate nursing students at public universities is 32.0

**NSRP History of Awards - Sorted In Descending Order (All Programs Column) by Sector As of 10/25/19**

	Regular			Over 70			Under 70			All Programs	
	Total All Years	% Share		Total All Years	% Share		Total All Years	% Share		Total All Years	% Share
<b>COMMUNITY COLLEGES</b>											
Austin Community College	\$ 1,523,551.72	1.7%		\$ 1,649,639.00	3.4%		\$ -	0.0%		\$ 3,173,190.72	1.8%
Tyler Junior College	743,169.61	0.8%		2,156,635.00	4.4%		-	0.0%		2,899,804.61	1.7%
Weatherford College	1,008,553.99	1.1%		1,144,788.00	2.4%		713,869.00	2.3%		2,867,210.99	1.7%
San Antonio College - Alamo Com. Clg. Dist.	477,331.69	0.5%		2,117,153.84	4.4%		-	0.0%		2,594,485.53	1.5%
Tarrant County South Campus/Trinity River	904,873.10	1.0%		1,253,533.00	2.6%		-	0.0%		2,158,406.10	1.3%
San Jacinto College <b>Central &amp; North</b> - San Jacinto CCD	884,781.25	1.0%		-	0.0%		1,252,170.00	4.0%		2,136,951.25	1.2%
College of the Mainland CCD	409,731.25	0.4%		870,000.00	1.8%		766,451.00	2.4%		2,046,182.25	1.2%
El Centro College - Dallas Co. CC Dist.	730,778.00	0.8%		-	0.0%		1,200,929.81	3.8%		1,931,707.81	1.1%
Collin Co. Community College District	654,603.06	0.7%		1,211,901.71	2.5%		-	0.0%		1,866,504.77	1.1%
Amarillo College	466,153.12	0.5%		-	0.0%		1,217,803.00	3.9%		1,683,956.12	1.0%
South Texas College	1,206,191.74	1.3%		469,000.00	1.0%		-	0.0%		1,675,191.74	1.0%
Houston Community College	595,128.70	0.6%		-	0.0%		1,073,789.00	3.4%		1,668,917.70	1.0%
South Plains College	576,996.05	0.6%		-	0.0%		1,070,121.00	3.4%		1,647,117.05	1.0%
McLennan Community College	568,715.97	0.6%		360,000.00	0.7%		517,954.38	1.6%		1,446,670.35	0.8%
Lone Star College - North Harris	463,629.90	0.5%		-	0.0%		795,668.00	2.5%		1,259,297.90	0.7%
Texas Southmost College	829,622.00	0.9%		399,978.00	0.8%		-	0.0%		1,229,600.00	0.7%
Angelina College	272,772.57	0.3%		400,000.00	0.8%		552,701.00	1.8%		1,225,473.57	0.7%
Lone Star College - Kingwood	558,067.00	0.6%		235,436.38	0.5%		429,389.00	1.4%		1,222,892.38	0.7%
Del Mar College	711,920.35	0.8%		-	0.0%		494,429.00	1.6%		1,206,349.35	0.7%
Navarro College	446,610.84	0.5%		740,800.00	1.5%		-	0.0%		1,187,410.84	0.7%
Panola College	256,103.97	0.3%		-	0.0%		773,014.00	2.5%		1,029,117.97	0.6%
Odessa College	491,944.69	0.5%		537,022.00	1.1%		-	0.0%		1,028,966.69	0.6%
Coastal Bend College	55,162.00	0.1%		829,650.77	1.7%		129,483.00	0.4%		1,014,295.77	0.6%
Grayson County College	309,379.09	0.3%		-	0.0%		671,714.64	2.1%		981,093.73	0.6%
Cisco College	449,477.41	0.5%		60,000.00	0.1%		470,000.00	1.5%		979,477.41	0.6%
Central Texas College	468,756.69	0.5%		116,196.36	0.2%		367,983.00	1.2%		952,936.05	0.6%
Lone Star College - CyFair	230,904.00	0.3%		301,964.00	0.6%		404,694.00	1.3%		937,562.00	0.5%
San Jacinto College <b>South</b> - San Jacinto CCD	255,724.59	0.3%		20,000.00	0.0%		647,580.00	2.1%		923,304.59	0.5%
Trinity Valley Community College	422,842.71	0.5%		469,661.00	1.0%		-	0.0%		892,503.71	0.5%
Midland College	259,542.14	0.3%		606,599.00	1.2%		-	0.0%		866,141.14	0.5%
Vernon College	268,519.27	0.3%		590,500.00	1.2%		-	0.0%		859,019.27	0.5%
Kilgore College	499,382.00	0.5%		340,380.00	0.7%		-	0.0%		839,762.00	0.5%
Blinn College	291,750.08	0.3%		504,000.00	1.0%		-	0.0%		795,750.08	0.5%
Howard College	226,075.15	0.2%		-	0.0%		555,567.00	1.8%		781,642.15	0.5%
Lee College	658,073.26	0.7%		-	0.0%		111,757.00	0.4%		769,830.26	0.4%
Alvin Community College	509,774.03	0.6%		19,000.00	0.0%		240,000.00	0.8%		768,774.03	0.4%
El Paso Community College District	761,936.39	0.8%		-	0.0%		-	0.0%		761,936.39	0.4%
Northeast Texas Community College	287,816.13	0.3%		369,461.36	0.8%		55,399.00	0.2%		712,676.49	0.4%
Temple College	415,981.69	0.5%		293,500.00	0.6%		-	0.0%		709,481.69	0.4%
Laredo Community College	240,411.15	0.3%		-	0.0%		447,518.00	1.4%		687,929.15	0.4%
Texarkana College	394,834.32	0.4%	13	60,000.00	0.1%		178,040.00	0.6%		632,874.32	0.4%

	Total All Years	% Share	Total All Years	% Share	Total All Years	% Share	Total All Years	% Share
Brookhaven College - DCCCD	265,637.00	0.3%	345,816.00	0.7%	-	0.0%	611,453.00	0.4%
Brazosport College	202,516.14	0.2%	60,000.00	0.1%	291,338.00	0.9%	553,854.14	0.3%
Victoria College	191,584.54	0.2%	359,380.00	0.7%	-	0.0%	550,964.54	0.3%
Wharton County Junior College	252,051.71	0.3%	262,444.00	0.5%	-	0.0%	514,495.71	0.3%
Clarendon College	266,826.65	0.3%	-	0.0%	245,117.00	0.8%	511,943.65	0.3%
Paris Junior College	298,257.50	0.3%	131,651.11	0.3%	46,064.00	0.1%	475,972.61	0.3%
Southwest Texas Junior College	402,546.06	0.4%	-	0.0%	32,371.00	0.1%	434,917.06	0.3%
Galveston College	115,777.03	0.1%	9,500.00	0.0%	280,000.00	0.9%	405,277.03	0.2%
North Central Texas College	252,432.40	0.3%	60,000.00	0.1%	-	0.0%	312,432.40	0.2%
Lone Star College - Montgomery	248,960.00	0.3%	-	0.0%	-	0.0%	248,960.00	0.1%
Ranger College	89,567.32	0.1%	-	0.0%	-	0.0%	89,567.32	0.1%
Hill College	73,285.42	0.1%	-	0.0%	-	0.0%	73,285.42	0.0%
St. Philip's College - Alamo Com. College Dist.	-	0.0%	-	0.0%	50,484.00	0.2%	50,484.00	0.0%
Mountain View - Dallas Co. Comm. College	32,088.47	0.0%	-	0.0%	-	0.0%	32,088.47	0.0%
Lone Star College - Tomball	-	-	-	-	-	-	-	0.0%
<b>56</b>	<b>\$ 24,479,102.91</b>	<b>26.5%</b>	<b>\$ 19,355,590.53</b>	<b>39.9%</b>	<b>\$ 16,083,397.83</b>	<b>51.2%</b>	<b>\$ 59,918,091.27</b>	<b>34.8%</b>
Total Count	289		104		46		439	

	Regular	% Share	Over 70	% Share	Under 70	% Share	All Programs	% Share
LAMAR INSTITUTIONS	Total All Years		Total All Years		Total All Years		Total All Years	
Lamar State College-Port Arthur	\$ 322,881.27	0.4%	\$ -	0.0%	\$ 1,070,821.00	3.4%	\$ 1,393,702.27	0.8%
Texas State Technical College - West Texas	618,554.99	0.7%	534,364.66	1.1%	48,556.00	0.2%	1,201,475.65	0.7%
Lamar State College-Orange	136,537.00	0.1%	50,000.00	0.1%	-	0.0%	186,537.00	0.1%
Texas State Technical College - Harlingen	138,168.10	0.1%	-	0.0%	-	0.0%	138,168.10	0.1%
<b>4</b>	<b>\$ 1,216,141.36</b>	<b>1.3%</b>	<b>\$ 584,364.66</b>	<b>1.2%</b>	<b>\$ 1,119,377.00</b>	<b>3.6%</b>	<b>\$ 2,919,883.02</b>	<b>1.7%</b>
Total Count	18		4		3		25	

	Regular	% Share	Over 70	% Share	Under 70	% Share	All Programs	% Share
Independent INSTITUTIONS	Total All Years		Total All Years		Total All Years		Total All Years	
Baylor University	\$ 737,502.65	0.8%	\$ 1,724,358.92	3.6%	\$ -	0.0%	\$ 2,461,861.57	1.4%
Texas Christian University	1,283,444.76	1.4%	825,000.00	1.7%	-	0.0%	2,108,444.76	1.2%
University of Mary Hardin-Baylor	1,193,145.20	1.3%	-	0.0%	708,460.00	2.3%	1,901,605.20	1.1%
Wayland Baptist University	207,348.20	0.2%	-	0.0%	1,241,646.00	4.0%	1,448,994.20	0.8%
University of the Incarnate Word	794,505.03	0.9%	454,788.00	0.9%	-	0.0%	1,249,293.03	0.7%
Baptist Health Systems	1,141,396.17	1.2%	-	0.0%	-	0.0%	1,141,396.17	0.7%
Univ. of St. Thomas - Houston	236,361.89	0.3%	258,729.33	0.5%	517,427.00	1.6%	1,012,518.22	0.6%
Concordia University	134,771.70	0.1%	597,879.42	1.2%	260,000.00	0.8%	992,651.12	0.6%
Covenant School of Nursing	756,334.07	0.8%	-	0.0%	153,291.00	0.5%	909,625.07	0.5%
Abilene Christian University	461,441.50	0.5%	300,000.00	0.6%	-	0.0%	761,441.50	0.4%
Southwestern Adventist University	415,461.65	0.5%	-	0.0%	320,625.00	1.0%	736,086.65	0.4%
Schreiner University	154,116.51	0.2%	-	0.0%	408,753.00	1.3%	562,869.51	0.3%
Hardin-Simmons University	230,057.95	0.2%	330,000.00	0.7%	-	0.0%	560,057.95	0.3%
Houston Baptist University	9,254.00	0.0%	-	0.0%	427,257.00	1.4%	436,511.00	0.3%

	<b>Total All Years</b>	<b>% Share</b>	<b>Total All Years</b>	<b>% Share</b>	<b>Total All Years</b>	<b>% Share</b>	<b>Total All Years</b>	<b>% Share</b>
McMurry University	213,101.90	0.2%	-	0.0%	141,106.00	0.4%	354,207.90	0.2%
Texas Lutheran University	69,178.73	0.1%	-	0.0%	220,000.00	0.7%	289,178.73	0.2%
East Texas Baptist University	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Howard Payne University	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Western Governor's University	-	0.0%	-	0.0%	-	0.0%	-	0.0%
19	<b>\$ 8,037,421.91</b>	<b>8.7%</b>	<b>\$ 4,490,755.67</b>	<b>9.3%</b>	<b>\$ 4,398,565.00</b>	<b>14.0%</b>	<b>\$ 16,926,742.58</b>	<b>9.8%</b>
Total Count	86		18		14		118	

<b>Public Institutions</b>	<b>Regular</b>	<b>% Share</b>	<b>Over 70</b>	<b>% Share</b>	<b>Under 70</b>	<b>% Share</b>	<b>All Programs</b>	<b>% Share</b>
	<b>Total All Years</b>		<b>Total All Years</b>		<b>Total All Years</b>		<b>Total All Years</b>	
Univ. of Texas at Arlington	\$ 20,463,419.14	22.2%	\$ 6,448,047.36	13.3%	\$ -	0.0%	\$ 26,911,466.50	15.6%
Univ. of Texas at Tyler	2,679,665.98	2.9%	2,273,050.00	4.7%	-	0.0%	4,952,715.98	2.9%
Univ. of Texas at El Paso	4,116,155.60	4.5%	57,000.00	0.1%	-	0.0%	4,173,155.60	2.4%
Texas A&M Univ. - Corpus Christi	1,802,461.25	2.0%	2,211,992.00	4.6%	-	0.0%	4,014,453.25	2.3%
Texas Woman's University	2,134,132.64	2.3%	1,812,653.69	3.7%	-	0.0%	3,946,786.33	2.3%
Tarleton State University	966,795.37	1.0%	-	0.0%	2,495,474.00	7.9%	3,462,269.37	2.0%
Sam Houston State University	808,193.42	0.9%	156,056.10	0.3%	1,126,784.00	3.6%	2,091,033.52	1.2%
Texas A&M International University	603,417.53	0.7%	420,000.00	0.9%	991,046.00	3.2%	2,014,463.53	1.2%
Texas State University	339,942.66	0.4%	-	0.0%	1,673,918.00	5.3%	2,013,860.66	1.2%
Lamar University	1,616,079.28	1.8%	-	0.0%	260,227.00	0.8%	1,876,306.28	1.1%
Univ. of Texas - Pan American	612,080.93	0.7%	576,920.00	1.2%	640,000.00	2.0%	1,829,000.93	1.1%
Angelo State University	919,617.00	1.0%	885,472.63	1.8%	-	0.0%	1,805,089.63	1.0%
Prairie View A&M University	1,196,350.96	1.3%	-	0.0%	463,765.00	1.5%	1,660,115.96	1.0%
West Texas A&M University	1,501,837.48	1.6%	-	0.0%	-	0.0%	1,501,837.48	0.9%
Stephen F. Austin State University	612,194.90	0.7%	570,000.00	1.2%	-	0.0%	1,182,194.90	0.7%
Midwestern State University	935,408.19	1.0%	-	0.0%	-	0.0%	935,408.19	0.5%
Univ. of Texas - Permian Basin	429,701.02	0.5%	-	0.0%	320,000.00	1.0%	749,701.02	0.4%
Univ. of Texas at Austin	627,902.63	0.7%	120,000.00	0.2%	-	0.0%	747,902.63	0.4%
University of Houston - Victoria	502,503.03	0.5%	-	0.0%	151,080.00	0.5%	653,583.03	0.4%
Texas A&M Univ. - Commerce	354,879.45	0.4%	-	0.0%	180,000.00	0.6%	534,879.45	0.3%
University of Houston	38,758.83	0.0%	471,066.00	1.0%	-	0.0%	509,824.83	0.3%
Univ. of Texas at Brownsville	405,680.00	0.4%	-	0.0%	-	0.0%	405,680.00	0.2%
Univ. of Texas Rio Grande Valley	339,689.25	0.4%	-	0.0%	-	0.0%	339,689.25	0.2%
Texas A&M Univ. - Texarkana	-	0.0%	-	0.0%	-	0.0%	-	0.0%
24	<b>\$ 44,006,866.54</b>	<b>47.7%</b>	<b>\$ 16,002,257.78</b>	<b>33.0%</b>	<b>\$ 8,302,294.00</b>	<b>26.4%</b>	<b>\$ 68,311,418.32</b>	<b>39.7%</b>
Total Count	149		43		21		213	

<b>Health-Related Institutions</b>	<b>Regular</b>	<b>% Share</b>	<b>Over 70</b>	<b>% Share</b>	<b>Under 70</b>	<b>% Share</b>	<b>All Programs</b>	<b>% Share</b>
	<b>Total All Years</b>		<b>Total All Years</b>		<b>Total All Years</b>		<b>Total All Years</b>	
Texas Tech Univ. Health Sciences Center	\$ 5,603,995.27	6.1%	\$ 960,513.00	2.0%	\$ -	0.0%	\$ 6,564,508.27	3.8%
UT Health Science Center - Houston	2,772,879.00	3.0%	2,145,819.00	4.4%	-	0.0%	4,918,698.00	2.9%
UT Medical Branch - Galveston	2,572,415.76	2.8%	1,908,641.00	3.9%	-	0.0%	4,481,056.76	2.6%
UT Health Science Center - San Antonio	2,116,806.59	2.3%	2,052,366.00	4.2%	-	0.0%	4,169,172.59	2.4%

		<b>Total All Years</b>	<b>% Share</b>	<b>Total All Years</b>	<b>% Share</b>	<b>Total All Years</b>	<b>% Share</b>	<b>Total All Years</b>	<b>% Share</b>
Texas A&M Health Science Center		1,084,084.11	1.2%	1,042,252.46	2.1%	1,116,790.00	3.6%	3,243,126.57	1.9%
Texas Tech University Health Sciences Center - El Paso		331,266.93	0.4%	-	0.0%	390,000.00	1.2%	721,266.93	0.4%
	6	<b>\$ 14,481,447.66</b>	<b>15.7%</b>	<b>\$ 8,109,591.46</b>	<b>16.7%</b>	<b>\$ 1,506,790.00</b>	<b>4.8%</b>	<b>\$ 24,097,829.12</b>	<b>14.0%</b>
Total Count		54		20		2		76	
	<b>109</b>	<b>\$ 92,220,980.38</b>	<b>100.0%</b>	<b>\$ 48,542,560.10</b>	<b>100.0%</b>	<b>\$ 31,410,423.83</b>	<b>100.0%</b>	<b>\$ 172,173,964.31</b>	<b>100.0%</b>
Total Count All Sectors		596		189		86		871	
Percentage Comparison Regular vs Over/Under		<b>53.6%</b>		28.2%		18.2%		100.0%	
				Total Over/Under	<b>46.4%</b>				



NSRP Expenditure History  
As of 8/31/2019

		Regular	% Share of Total	Over 70	% Share of Total	Under 70	% Share of Total	All Programs	% Share of Total
		Total All Years		Total All Years		Total All Years		Total All Years	
Nursing Faculty Enhancement	Number of Positions Education	2036.89 \$ 19,611,693.66	24.6%	1040.38 \$ 7,280,678.92	17.4%	684.56 \$ 4,227,911.55	14.3%	3761.83 \$ 31,120,284.13	20.6%
	Number of Positions Recruitment	960.55 \$ 3,593,124.15	4.5%	432.02 \$ 2,469,930.62	5.9%	116.76 \$ 2,581,430.10	8.7%	1509.33 \$ 8,644,484.87	5.7%
	Number of Positions Retention	4447.83 \$ 19,824,227.77	24.8%	1496.94 \$ 9,843,850.25	23.6%	1628.25 \$ 6,798,116.93	23.0%	7573.02 \$ 36,466,194.95	24.1% 50.5%
Innovation in Recruitment & Retention of Initial Licensure Students	Number of Positions Recruitment / Enrollment	3,279 \$ 809,601.19	1.0%	1,779 \$ 732,803.96	1.8%	1,726 \$ 1,287,415.32	4.4%	6,784 \$ 2,829,820.47	1.9%
	Number of Positions Financial Aid	2,554 \$ 3,103,859.47	3.9%	273 \$ 299,572.42	0.7%	1,206 \$ 2,483,449.17	8.4%	4,033 \$ 5,886,881.06	3.9%
	Number of Positions Textbooks	1,567 \$ 188,915.82	0.2%	310 \$ 39,737.41	0.1%	705 \$ 189,070.29	0.6%	2,582 \$ 417,723.52	0.3%
	Computer Based Aids	\$ 3,225,504.53	4.0%	\$ 2,240,209.10	5.4%	\$ 1,323,626.36	4.5%	\$ 6,789,339.99	4.5%
	Other	\$ 3,633,093.28	4.6%	\$ 1,875,140.68	4.5%	\$ 3,869,464.75	13.1%	\$ 9,377,698.71	6.2% 16.8%
Innovative Methods/ Sharing Between Programs	Curriculum	\$ 508,565.62	0.6%	\$ 285,738.44	0.7%	\$ 302,659.45	1.0%	\$ 1,096,963.51	0.7%
	Admin. or Instructional	\$ 5,711,449.90	7.2%	\$ 7,337,915.91	17.6%	\$ 3,187,055.25	10.8%	\$ 16,236,421.06	10.8%
	Facilities	\$ 1,213,968.50	1.5%	\$ 837,420.52	2.0%	\$ 1,164,289.01	3.9%	\$ 3,215,678.03	2.1%
	Number of Positions Preceptors	1,426 \$ 18,353,045.39	23.0%	533 \$ 8,485,284.95	20.3%	202 \$ 2,106,175.54	7.1%	2,161 \$ 28,944,505.88	19.2% 32.8%
Total Expenditures		\$ 79,777,049.28	100.0%	\$ 41,728,283.18	100.0%	\$ 29,520,663.72	100.0%	\$ 151,025,996.18	100.0% 100.0%

**FY 2018 University Nursing Graduates 4th Quarter FY 2018 Employment by Industry, CIP 51.38-Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing**

<b>NAICS Code</b>	<b>Industry</b>	<b>Count</b>	<b>%</b>
622110	General Medical and Surgical Hospitals	5,080	54.6%
621111	Offices of Physicians (except Mental Health Specialists)	552	5.9%
621610	Home Health Care Services	194	2.1%
611310	Colleges, Universities, and Professional Schools	180	1.9%
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	176	1.9%
623110	Nursing Care Facilities (Skilled Nursing Facilities)	99	1.1%
611110	Elementary and Secondary Schools	91	1.0%
561330	Professional Employer Organizations	83	0.9%
621498	All Other Outpatient Care Centers	57	0.6%
524114	Direct Health and Medical Insurance Carriers	54	0.6%
621493	Freestanding Ambulatory Surgical and Emergency Centers	50	0.5%
921140	Executive and Legislative Offices, Combined	46	0.5%
621492	Kidney Dialysis Centers	45	0.5%
622210	Psychiatric and Substance Abuse Hospitals	44	0.5%
611210	Junior Colleges	40	0.4%
923130	Administration of Human Resource Programs (except Education, Public Health, and Veterans' Affairs Programs)	37	0.4%
561110	Office Administrative Services	31	0.3%
561320	Temporary Help Services	31	0.3%
624120	Services for the Elderly and Persons with Disabilities	22	0.2%
551114	Corporate, Subsidiary, and Regional Managing Offices	13	0.1%
621491	HMO Medical Centers	13	0.1%
722511	Full-Service Restaurants	13	0.1%
623220	Residential Mental Health and Substance Abuse Facilities	12	0.1%
621112	Offices of Physicians, Mental Health Specialists	11	0.1%
623311	Continuing Care Retirement Communities	11	0.1%
621399	Offices of All Other Miscellaneous Health Practitioners	10	0.1%
524113	Direct Life Insurance Carriers	9	0.1%
624190	Other Individual and Family Services	8	0.1%
812199	Other Personal Care Services	8	0.1%
452210	Department Stores	6	0.1%
621910	Ambulance Services	6	0.1%
621999	All Other Miscellaneous Ambulatory Health Care Services	6	0.1%
623312	Assisted Living Facilities for the Elderly	6	0.1%
541715	Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	5	0.1%
621310	Offices of Chiropractors	5	0.1%
623210	Residential Intellectual and Developmental Disability Facilities	5	0.1%
722513	Limited-Service Restaurants	5	0.1%
	All Other Industries*	163	1.8%
	Not Found	2,083	22.4%
	<b>Total</b>	<b>9,310</b>	<b>100.0%</b>

\*Industry employed fewer than 5 graduates

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

**FY 2018 University Nursing Bachelor's Degree Earners 4th Quarter FY 2018 Employment by Industry, CIP 51.38-  
Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing**

NAICS Code	Industry	Count	%
622110	General Medical and Surgical Hospitals	4,266	59.7%
621610	Home Health Care Services	155	2.2%
621111	Offices of Physicians (except Mental Health Specialists)	136	1.9%
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	122	1.7%
623110	Nursing Care Facilities (Skilled Nursing Facilities)	87	1.2%
611110	Elementary and Secondary Schools	72	1.0%
611310	Colleges, Universities, and Professional Schools	71	1.0%
561330	Professional Employer Organizations	47	0.7%
621492	Kidney Dialysis Centers	41	0.6%
524114	Direct Health and Medical Insurance Carriers	38	0.5%
622210	Psychiatric and Substance Abuse Hospitals	35	0.5%
921140	Executive and Legislative Offices, Combined	34	0.5%
923130	Administration of Human Resource Programs (except Education, Public Health, and Veterans' Affairs Pro	31	0.4%
621498	All Other Outpatient Care Centers	29	0.4%
621493	Freestanding Ambulatory Surgical and Emergency Centers	26	0.4%
561320	Temporary Help Services	22	0.3%
561110	Office Administrative Services	18	0.3%
624120	Services for the Elderly and Persons with Disabilities	15	0.2%
722511	Full-Service Restaurants	13	0.2%
551114	Corporate, Subsidiary, and Regional Managing Offices	10	0.1%
621491	HMO Medical Centers	10	0.1%
623311	Continuing Care Retirement Communities	9	0.1%
452210	Department Stores	6	0.1%
611210	Junior Colleges	6	0.1%
621910	Ambulance Services	6	0.1%
623220	Residential Mental Health and Substance Abuse Facilities	6	0.1%
623312	Assisted Living Facilities for the Elderly	6	0.1%
524113	Direct Life Insurance Carriers	5	0.1%
722513	Limited-Service Restaurants	5	0.1%
	All Other Industries	130	1.8%
	Not Found	1,690	23.6%
	<b>Total</b>	<b>7,147</b>	<b>100.0%</b>

**FY 2018 University Nursing Master's Degree Earners 4th Quarter FY 2018 Employment by Industry, CIP 51.38-  
Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing**

NAICS Code	Industry	Count	%
622110	General Medical and Surgical Hospitals	752	39.1%
621111	Offices of Physicians (except Mental Health Specialists)	374	19.4%
611310	Colleges, Universities, and Professional Schools	84	4.4%
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	46	2.4%
621610	Home Health Care Services	36	1.9%
561330	Professional Employer Organizations	32	1.7%
611210	Junior Colleges	23	1.2%
621493	Freestanding Ambulatory Surgical and Emergency Centers	23	1.2%
621498	All Other Outpatient Care Centers	22	1.1%
611110	Elementary and Secondary Schools	16	0.8%
524114	Direct Health and Medical Insurance Carriers	15	0.8%
561110	Office Administrative Services	12	0.6%
623110	Nursing Care Facilities (Skilled Nursing Facilities)	11	0.6%
921140	Executive and Legislative Offices, Combined	11	0.6%
561320	Temporary Help Services	8	0.4%
621112	Offices of Physicians, Mental Health Specialists	7	0.4%
621399	Offices of All Other Miscellaneous Health Practitioners	7	0.4%
622210	Psychiatric and Substance Abuse Hospitals	7	0.4%
541715	Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and	5	0.3%
621999	All Other Miscellaneous Ambulatory Health Care Services	5	0.3%
623220	Residential Mental Health and Substance Abuse Facilities	5	0.3%
923130	Administration of Human Resource Programs (except Education, Public Health, and Veterans' Affairs Pro	5	0.3%
	All Other Industries*	72	3.7%
	Not Found	345	17.9%
	<b>Total</b>	<b>1,923</b>	<b>100.0%</b>

**FY 2018 University Nursing Doctoral Research Scholarship Degree Earners 4th Quarter FY 2018 Employment by Industry, CIP 51.38-Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing**

<b>NAICS Code</b>	<b>Industry</b>	<b>Count</b>	<b>%</b>
621111	Offices of Physicians (except Mental Health Specialists)	22	21.8%
611310	Colleges, Universities, and Professional Schools	19	18.8%
622110	General Medical and Surgical Hospitals	16	15.8%
611210	Junior Colleges	5	5.0%
	All Other Industries*	23	22.8%
	Not Found	16	15.8%
	<b>Total</b>	<b>101</b>	<b>100.0%</b>

\*Industry employed fewer than 5 graduates

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

**FY 2018 Community and Technical College Nursing Associate Degree Earners 4th Quarter FY 2018 Employment by Industry, CIP 51.38-Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing & CIP 51.39- Practical Nursing, Vocational Nursing and Nursing Assistants**

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 Programs)	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%
	<b>Total</b>	<b>4,927</b>	<b>100.0%</b>

\*Industry employed fewer than 5 graduates

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

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

NAICS Code	Industry	Count	%
622110	General Medical and Surgical Hospitals	2,930	55.8%
621610	Home Health Care Services	296	5.6%
623110	Nursing Care Facilities (Skilled Nursing Facilities)	295	5.6%
621111	Offices of Physicians (except Mental Health Specialists)	142	2.7%
561330	Professional Employer Organizations	121	2.3%
621492	Kidney Dialysis Centers	92	1.8%
921140	Executive and Legislative Offices, Combined	92	1.8%
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	87	1.7%
923130	Administration of Human Resource Programs (except Education, Public Health, and Veterans' Affairs Programs)	62	1.2%
622210	Psychiatric and Substance Abuse Hospitals	51	1.0%
623311	Continuing Care Retirement Communities	43	0.8%
611310	Colleges, Universities, and Professional Schools	33	0.6%
611110	Elementary and Secondary Schools	29	0.6%
722511	Full-Service Restaurants	26	0.5%
561320	Temporary Help Services	25	0.5%
621493	Freestanding Ambulatory Surgical and Emergency Centers	24	0.5%
623220	Residential Mental Health and Substance Abuse Facilities	17	0.3%
624120	Services for the Elderly and Persons with Disabilities	15	0.3%
561110	Office Administrative Services	13	0.2%
621498	All Other Outpatient Care Centers	12	0.2%
445110	Supermarkets and Other Grocery (except Convenience) Stores	9	0.2%
551114	Corporate, Subsidiary, and Regional Managing Offices	9	0.2%
611210	Junior Colleges	8	0.2%
621340	Offices of Physical, Occupational and Speech Therapists, and Audiologists	8	0.2%
623312	Assisted Living Facilities for the Elderly	8	0.2%
446110	Pharmacies and Drug Stores	7	0.1%
452210	Department Stores	7	0.1%
621112	Offices of Physicians, Mental Health Specialists	7	0.1%
621910	Ambulance Services	7	0.1%
447110	Gasoline Stations with Convenience Stores	6	0.1%
561311	Employment Placement Agencies	6	0.1%
722513	Limited-Service Restaurants	6	0.1%
524114	Direct Health and Medical Insurance Carriers	5	0.1%
621399	Offices of All Other Miscellaneous Health Practitioners	5	0.1%
621491	HMO Medical Centers	5	0.1%
623210	Residential Intellectual and Developmental Disability Facilities	5	0.1%
623990	Other Residential Care Facilities	5	0.1%
	All Other Industries*	149	2.8%
	Not Found	587	11.2%
	<b>Total</b>	<b>5,254</b>	<b>100.0%</b>

\*Industry employed fewer than 5 graduates

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

**FY 2018 Health-Related Institution Nursing Graduates 4th Quarter FY 2018 Employment by Industry, CIP 51.38- Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing**

NAICS Code	Industry	Count	%
621111	Offices of Physicians (except Mental Health Specialists)	178	5.4%
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	126	3.8%
621498	All Other Outpatient Care Centers	74	2.2%
611310	Colleges, Universities, and Professional Schools	67	2.0%
621610	Home Health Care Services	58	1.8%
561330	Professional Employer Organizations	29	0.9%
921140	Executive and Legislative Offices, Combined	24	0.7%
621493	Freestanding Ambulatory Surgical and Emergency Centers	23	0.7%
622210	Psychiatric and Substance Abuse Hospitals	21	0.6%
611110	Elementary and Secondary Schools	16	0.5%
623110	Nursing Care Facilities (Skilled Nursing Facilities)	15	0.5%
561320	Temporary Help Services	14	0.4%
621492	Kidney Dialysis Centers	14	0.4%
561110	Office Administrative Services	8	0.2%
923130	Administration of Human Resource Programs (except Education, Public Health, and Veterans' Affairs Programs)	7	0.2%
621112	Offices of Physicians, Mental Health Specialists	6	0.2%
0		5	0.2%
621399	Offices of All Other Miscellaneous Health Practitioners	5	0.2%
624120	Services for the Elderly and Persons with Disabilities	5	0.2%
	All Other Industries*	2,268	68.7%
	Not Found	340	10.3%
	<b>Total</b>	<b>3,303</b>	<b>100.0%</b>

\*Industry employed fewer than 5 graduates

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

**FY 2018 Health-Related Institution Nursing Bachelor's Degree Graduates 4th Quarter FY 2018 Employment by Industry, CIP 51.38-Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing**

NAICS Code	Industry	Count	%
622110	General Medical and Surgical Hospitals	1,871	75.1%
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	73	2.9%
621498	All Other Outpatient Care Centers	53	2.1%
621610	Home Health Care Services	44	1.8%
621111	Offices of Physicians (except Mental Health Specialists)	36	1.4%
611310	Colleges, Universities, and Professional Schools	26	1.0%
921140	Executive and Legislative Offices, Combined	19	0.8%
622210	Psychiatric and Substance Abuse Hospitals	18	0.7%
621492	Kidney Dialysis Centers	14	0.6%
561330	Professional Employer Organizations	12	0.5%
611110	Elementary and Secondary Schools	12	0.5%
623110	Nursing Care Facilities (Skilled Nursing Facilities)	11	0.4%
621493	Freestanding Ambulatory Surgical and Emergency Centers	8	0.3%
561320	Temporary Help Services	5	0.2%
	All Other Industries*	70	2.8%
	Not Found	218	8.8%
	<b>Total</b>	<b>2,490</b>	<b>100.0%</b>

**FY 2018 Health-Related Institution Nursing Master's Degree Graduates 4th Quarter FY 2018 Employment by Industry, CIP 51.38-Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing**

NAICS Code	Industry	Count	%
622110	General Medical and Surgical Hospitals	300	41.5%
621111	Offices of Physicians (except Mental Health Specialists)	127	17.6%
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	45	6.2%
611310	Colleges, Universities, and Professional Schools	22	3.0%
621498	All Other Outpatient Care Centers	17	2.4%
561330	Professional Employer Organizations	15	2.1%
621493	Freestanding Ambulatory Surgical and Emergency Centers	14	1.9%
621610	Home Health Care Services	14	1.9%
561320	Temporary Help Services	8	1.1%
621112	Offices of Physicians, Mental Health Specialists	5	0.7%
621399	Offices of All Other Miscellaneous Health Practitioners	5	0.7%
921140	Executive and Legislative Offices, Combined	5	0.7%
	All Other Industries*	39	5.4%
	Not Found	107	14.8%
	<b>Total</b>	<b>723</b>	<b>100.0%</b>

**FY 2018 Health-Related Institution Nursing Doctoral Research Scholarship Graduates 4th Quarter FY 2018 Employment by Industry, CIP 51.38-Registered Nursing, Nursing Administration, Nursing Research and Clinical**

NAICS Code	Industry	Count	%
611310	Colleges, Universities, and Professional Schools	19	21.6%
621111	Offices of Physicians (except Mental Health Specialists)	15	17.0%
622110	General Medical and Surgical Hospitals	14	15.9%
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	8	9.1%
	All Other Industries*	17	19.3%
	Not Found	15	17.0%
	<b>Total</b>	<b>88</b>	<b>100.0%</b>

\*Industry employed fewer than 5 graduates

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



**FY 2018 Independent College and University Nursing Graduates 4th Quarter FY 2018 Employment by Industry, CIP 51.38-Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing**

NAICS Code	Industry	Count	%
622110	General Medical and Surgical Hospitals	999	61.1%
621111	Offices of Physicians (except Mental Health Specialists)	122	7.5%
611310	Colleges, Universities, and Professional Schools	36	2.2%
623110	Nursing Care Facilities (Skilled Nursing Facilities)	20	1.2%
561330	Professional Employer Organizations	19	1.2%
621610	Home Health Care Services	17	1.0%
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	11	0.7%
622210	Psychiatric and Substance Abuse Hospitals	8	0.5%
561320	Temporary Help Services	5	0.3%
611110	Elementary and Secondary Schools	5	0.3%
621492	Kidney Dialysis Centers	5	0.3%
923130	Administration of Human Resource Programs (except Education, Public Health, and Veterans' Affairs Programs)	5	0.3%
	All Other Industries*	61	3.7%
	Not Found	322	19.7%
	<b>Total</b>	<b>1,635</b>	<b>100.0%</b>

\*Industry employed fewer than 5 graduates

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

**FY 2018 Independent College and University Nursing Bachelor's Degree Graduates 4th Quarter FY 2018  
Employment by Industry, CIP 51.38-Registered Nursing, Nursing Administration, Nursing Research and Clinical  
Nursing**

NAICS Code	Industry	Count	%
622110	General Medical and Surgical Hospitals	914	73.1%
611310	Colleges, Universities, and Professional Schools	17	1.4%
621610	Home Health Care Services	15	1.2%
623110	Nursing Care Facilities (Skilled Nursing Facilities)	15	1.2%
561330	Professional Employer Organizations	11	0.9%
621111	Offices of Physicians (except Mental Health Specialists)	11	0.9%
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	9	0.7%
622210	Psychiatric and Substance Abuse Hospitals	7	0.6%
621492	Kidney Dialysis Centers	5	0.4%
	All Other Industries*	46	3.7%
	Not Found	200	16.0%
	<b>Total</b>	<b>1,250</b>	<b>100.0%</b>

**FY 2018 Independent College and University Nursing Master's Degree Graduates 4th Quarter FY 2018 Employment  
by Industry, CIP 51.38-Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing**

NAICS Code	Industry	Count	%
622110	General Medical and Surgical Hospitals	66	28.2%
621111	Offices of Physicians (except Mental Health Specialists)	59	25.2%
611310	Colleges, Universities, and Professional Schools	10	4.3%
	All Other Industries*	27	11.5%
	Not Found	72	30.8%
	<b>Total</b>	<b>234</b>	<b>100.0%</b>

**FY 2018 Independent College and University Nursing Doctoral Research Scholarship and Professional Practice  
Graduates 4th Quarter FY 2018 Employment by Industry, CIP 51.38-Registered Nursing, Nursing Administration,  
Nursing Research and Clinical Nursing**

NAICS Code	Industry	Count	%
621111	Offices of Physicians (except Mental Health Specialists)	48	36.4%
622110	General Medical and Surgical Hospitals	16	12.1%
611310	Colleges, Universities, and Professional Schools	9	6.8%
	All Other Industries*	11	8.3%
	Not Found	48	36.4%
	<b>Total</b>	<b>132</b>	<b>100.0%</b>

\*Industry employed fewer than 5 graduates

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

**Master's Degree Earners' 4th Quarter Employment and Wages by Industry, FY 2018 Graduates,  
Nursing Education (CIP 51.3817)**

NAICS Code	Industry	Count	%	Q4 Avg Wage	Proxy Annual Wage**
622110	General Medical and Surgical Hospitals	128	40.4%	\$ 21,499	\$ 85,996
611310	Colleges, Universities, and Professional Schools	42	13.2%	\$ 14,596	\$ 58,385
611210	Junior Colleges	18	5.7%	\$ 15,167	\$ 60,669
611110	Elementary and Secondary Schools	7	2.2%	\$ 13,334	\$ 53,335
621111	Offices of Physicians (except Mental Health Specialists)	6	1.9%	\$ 19,792	\$ 79,168
621610	Home Health Care Services	6	1.9%	\$ 18,435	\$ 73,739
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	5	1.6%	\$ 23,409	\$ 93,637
	All Other Industries*	24	7.6%	\$ 18,981	\$ 75,924
	Not Found	81	25.6%		
	<b>Total</b>	<b>317</b>	<b>100.0%</b>		

\*Industry employed fewer than 5 graduates

\*\*Proxy of annual wage is the 4th quarter wage multiplied by 4.

Note: If a graduate is found employed in multiple industries, the highest paying industry is presented. All reported wages are included in the average wage.

Additional analyses found that 61 graduates were employed in *both* a medical industry and a higher education industry (junior college, college, university, or professional school). In this group, the average wage from the medical industry was \$14,965 and the average wage from the higher education industry was \$8,688. It is important to note that this includes any wage reported under each industry regardless of occupation.

**Doctoral Research Scholarship Degree Earners' 4th Quarter Employment and Wages by Industry, FY 2018 Graduates, Nursing Science (CIP 51.3808)**

<b>NAICS Code</b>	<b>Industry</b>	<b>Count</b>	<b>%</b>	<b>Q4 Avg Wage</b>	<b>Proxy Annual Wage**</b>
611310	Colleges, Universities, and Professional Schools	15	32.6%	\$ 19,186	\$ 76,746
611210	Junior Colleges	6	13.0%	\$ 23,464	\$ 93,854
622110	General Medical and Surgical Hospitals	5	10.9%	\$ 24,685	\$ 98,741
	All Other Industries*	6	13.0%	\$ 30,753	\$ 123,011
	Not Found	14	30.4%		
	<b>Total</b>	<b>46</b>	<b>100.0%</b>		

\*Industry employed fewer than 5 graduates

\*\*Proxy of annual wage is the 4th quarter wage multiplied by 4.

Note: If a graduate is found employed in multiple industries, the highest paying industry is presented. All reported wages are included in the average wage.

### Average Age of New Nursing Students in Fall 2017 and 2018

Student level	Sector	Fall 2017		Fall 2018	
		Number of students*	Average age	Number of students*	Average age
Undergraduate	Public University	3,327	26.1	3,635	25.3
	Private University	1,086	24.9	1,125	24.1
	Community or Technical College	4,405	28.2	4,394	28.4
Graduate	Public University	534	31.8	457	32.0
	Private University	95	29.3	74	28.9
All Students	All Sectors	9,447	27.3	9,685	26.9

\* Students with RPA (restricted program access) codes of 06 to 15 (nursing students) enrolled in Texas public or private 2- and 4-year institutions who were not enrolled with any of these RPA codes in the prior two academic years. No students with these RPA codes were found in HRIs.

**NSRP Programs**  
Typical Timing Schedule for Programs  
November 1, 2019

	<b>Regular Program</b>	<b>Over 70 Program</b>	<b>Under 70 Program</b>
	Awards Earned Upon Receipt	Advances Paid	Advances Paid
Mid July		Notices Sent to Institutions Advising Them of Participation in Either the Over or Under Program for the Next Two Years	
Mid August	Send out Application Packet for Year One		
	<b>Year One of Biennium</b>		
Mid September	Application & Program Reports Due		
October 1	Institutions Report Graduates on CBM009		Institutions Report Graduates on CBM009
Late October/Early November	Institutions Receive Awards		Determine Under 70 Awards/Refunds - Prior Biennium
November			Collect Refunds - Prior Biennium
Late November			Pay Over-Target Payments - Prior Biennium
Late January/February		Receive Enrollment Numbers from CNWS for Prior 8/31/xx	
March		Send out Application Packets - Application is for Both Years of Current Biennium	Send out Application Packets - Application is for the Two Year Period
April		Applications Due for Both Years of Current Biennium	Applications Due
April		Applications Processed - Institution Advance Amounts Determined for Both Years	Applications Processed - Institution Advance Amounts Determined for Both Years
May		Pay Year One Advances	Pay Year One Advances
Mid August	Send out Application Packet for Year Two		

	Regular Program	Over 70 Program	Under 70 Program
	Year Two of Biennium		
Early September		Pay Year Two Advances	Pay Year Two Advances
Mid September	Application & Program Reports Due		
October 1	Institutions Report Graduates on CBM009		
Late October/Early November	Institutions Receive Awards		
Late January/February		Receive Enrollment Numbers from CNWS for Prior 8/31/xx	
March		Determine Over 70 Awards/Refunds for Year One	
March/April		Collect Refunds	
April		Pay Over-Target Payments	
Mid July		Notices Sent to Intuitions Advising Them of Participation in Either the Over or Under Program for the Next Two Years	
Mid August	Send out Application Packet for Year One of Next Biennium		
	Next Biennium		
Mid September	Application & Program Reports Due		
October 1	Institutions Report Graduates on CBM009		Institutions Report Graduates on CBM009
Late October/Early November	Institutions Receive Awards		Determine Under 70 Awards/Refunds - Prior Biennium
November			Collect Refunds - Prior Biennium
Late November			Pay Over-Target Payments - Prior Biennium
Late January/February		Receive Enrollment Numbers from CNWS	
March		Determine Over 70 Awards/Refunds for Year Two	
March/April		Collect Refunds	
April		Pay Over-Target Payments	

## **NSRP Options for Consideration**

1. Include alternate entry programs, such as UT Austin's
2. Look at a two- or three-year pattern instead of just one year
3. Focus on increasing nurses from underrepresented populations, especially men
4. Focus on nurses who will teach
5. Increase the five-year limit of \$35,000 for the nursing faculty loan repayment program