

WCN 2010 Nursing Faculty Diversity Survey

Summary of Results

As part of our effort to increase diversity in nursing education and practice, the Washington Center for Nursing surveyed the deans and directors of all nursing programs in Washington State about the diversity of their faculty in fall 2010. 100% of WA State approved nursing programs responded to the survey which was based on U.S. Census categories. The results showed that:

- Out of 43 programs, over 2/3 (29) had minority faculty members.
- The community college programs report a larger proportion of minority faculty members (15.7%) than the university programs (10.4%).
- Asians represented the most minority faculty overall with 5.3%. Combined with Native Hawaiian/Pacific Islanders at 1.2%, the percentage of this minority among nurses came closest to its proportion among Washington State's population and was higher than its proportion among RNs in the state.
- Black/African American faculty followed with 2.5%. They were also better represented among faculty than among the state's RNs (by a factor of 3), but were less represented among faculty and RNs than in the population overall.
- 1.6% of faculty were American Indian/Alaska Native, notably higher than both the percentage of this minority among the state's population and RNs.
- 1.6% of nursing faculty were Hispanic/Latino/Spanish faculty. However, this is more than 6 times lower than the percentage of this minority among the state's overall population. In addition, this is the only minority with a lower representation among nursing faculty than among RNs.

	Overall US population	National RN	WA population	RNs in WA (2007)	Nursing Faculty in WA (2010)
African American	12.4%	5.4%	3.5%	0.8%	2.5%
Asian & Pacific Islander	4.5%	5.8%	7.2%	4.7%	6.5%
Hispanic or Latino/a	15.1%	3.6%	10.2%	2%	1.6%
American Indian or Alaska Native (non-Hispanic)	0.8	0.3%	1.4%	0.4%	1.6%
2 or more races, non-Hispanic	2.2%	1.7%	2.8%	3.3%	n/a
Total minority population	35	16.8%	25%	9.2%	12.8

WCN 2010 Nursing Faculty Diversity Survey - Summary of Results

College/ University	Black/African American	American Indian/ Alaskan Native	Asian	Hispanic/Latino/ Spanish	Native Hawaiian/Pacific Islander	White	Other	Total Faculty	M*	F*
<i>Community Colleges</i>										
Total LPN only, LPN/ADN(/BSN)	3	3	13	6	1	160	1	187	10	167
Total ADN only	3	3	4	3	6	98	2	119	3	116
Total for Community Colleges	6	6	17	9	7	258	3	306	13	293
	2%	2%	5.6%	2.9%	2.3%	84.3%	1%		4.2 %	95.8 %
<i>Universities</i>										
Total BSN only	0	0	0	0	0	18	0	18	0	18
Total RN-BSN & higher	3	0	2	0	0	49	1	55	3	52
Total BSN & Master's	5	2	7	1	1	91	0	107	5	102
Total BSN, Master's & Doctorate	3	3	10	1	0	179	0	196	0	196
Total for Universities	11	5	19	2	1	337	1	376	8	368
	2.9%	1.3%	5%	0.5%	0.3%	89.6%	.3%		2.1 %	97.9%
Grand Total	17	11	36	11	8	595	4	682	21	661
	2.5%	1.6%	5.3%	1.6%	1.2%	87.2%	0.6%		3%	97%

* Information on gender was not specifically requested and was not provided by all programs. Therefore, numbers for female faculty could be overstated and those for male faculty understated.

References

Bureau of Health Professions (2010). *The registered nurse population: Findings from the March 2008 National Sample Survey of Registered Nurses*. Washington, DC: U.S. Department of Health and Human Services, Health Resources and Services Administration. Available at: <http://bhpr.hrsa.gov/healthworkforce/rnsurvey/2008/nssrn2008.pdf>

Office of Financial Management (2010). Washington State population by race and Hispanic origin: 2000 and 2010 (Executive Summary). Olympia, WA: Office of Financial Management. Available at: <http://www.ofm.wa.gov/pop/race/10estimates/executivesummary10.pdf>

Seago JA, Spetz J, Chapman S, Dyer W, Grumbach K. (2004). *Supply, demand, and use of licensed practical nurses*. Center for Health Workforce Distribution Studies, University of California, San Francisco. Washington, DC: U.S. Department of Health and Human Services, Health Resources and Services Administration. Available at: <http://bhpr.hrsa.gov/healthworkforce/reports/nursing/lpn/default.htm>

Skillman SM, Andrilla CHA, Tieman L, Doescher MP. (2008). *Demographic, education, and practice characteristics of registered nurses in Washington State: results of a 2007 survey*. Final Report #120. Seattle, WA: WWAMI Center for Health Workforce Studies, University of Washington.

U.S. Census Bureau (2010). American Community Survey 5-Year Estimates, Data Profile. Available at: <http://www.census.gov/acs/www/>