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USG Faculty and Staff in Nursing Departments Fall 2007

Introduction

The University System of Georgia (USG) had nursing programs at 25 institutions in the Fall 2007 semester. The operations of these programs, including rules and guidance for nursing program faculty and staff, are governed by Board of Regents and institutional policy and practice and are also influenced by licensure and accrediting organizations. As a result, USG's nursing programs operate slightly differently from other academic disciplines within the University System. First, nursing programs at Georgia institutions must be approved initially and on an ongoing basis by the Georgia Board of Nursing of the Secretary of State's Office. A part of the Board of Nursing rules¹ includes minimum requirements for nursing faculty such as the following:

- Nursing faculty must hold at least a baccalaureate or higher degree in nursing;
- For any given academic term, the nursing program must have at least 75 percent of full-time and part-time faculty holding a graduate degree in nursing;
- A full-time faculty member with only a baccalaureate degree in nursing must be in the process of earning a graduate degree in nursing;
- A faculty/student ratio of at least one full-time nursing faculty member for each 20 students enrolled in the nursing program must be maintained; and
- A faculty/student ratio of at least one registered nurse faculty member for no more than 10 students engaged in clinical settings must exist.

The Board of Nursing rules impact the requirements for the educational level of the nursing faculty within USG institutions as well as control the number of students that may enroll in a nursing program as a ratio of the number of available faculty members.

Nursing programs are also affected by the requirements of accrediting bodies. The U.S. Secretary of Education recognizes several national organizations to accredit degree programs in nursing. Two of the most commonly used bodies in Georgia are the National League of Nursing Accrediting Commission and the Commission on Collegiate Nursing Education. Both the Georgia Board of Nursing and the accrediting bodies have specific rules and requirements governing the faculty of nursing programs which have an effect on the nursing employees within each program.

¹ Georgia Secretary of State's Office, Georgia Board of Nursing, *Rules of the Georgia Board of Nursing*, Chapter 410-3-.05: Faculty.

Although there have been several studies of USG nursing faculty based on survey data, this paper presents the first study using the human resource data of each institution.

Methodology

In order to gain a better understanding of the characteristics of the employees in these nursing programs, the USG conducted an analysis of the faculty and other employees using data extracted from the USG Human Resources Data Mart (HRDM). In the spring of 2008, a query was conducted in HRDM of all faculty and staff linked to a nursing department as of Fall 2007. Because there was no direct way to select all faculty and staff in nursing departments, employees were selected if they were employed in any department with “NURS” in the department label or with a teaching Classification of Instructional Programs (CIP) code beginning with 5116 (nursing) at any of the 25 USG institutions with a nursing program.

Each dean or director at the 25 nursing programs was then sent a file with the names and title of each individual identified from the query for their respective institution. The dean/director was asked to verify the list and make any necessary additions or deletions of employees for those that were not identified in the query or those that were not an employee in their nursing department as of December 1, 2007. The edited list of employees was then sent back to HRDM for a data extraction of employee characteristics such as title, highest degree earned, tenure status, salary, and demographic information. These data were compiled into the following tables for comparison across institutions and within the USG.

The data and resulting analysis are limited in that they rely on verification from each of the 25 nursing departments of the employees in each respective department. If any staff or faculty members were not initially captured using the “NURS” identifier or teaching CIP of 5116, it is possible that would be inadvertently left out of the analysis. Further, if institutions did not accurately maintain an employee’s Human Resources records, then that employee’s data would not be valid as used in this analysis. With an acknowledgement of these limitations, the results of the analysis are presented in the following tables.

Definitions

The following tables present data for three groups of employees within nursing departments: 1) Corps of Instruction; 2) instructional faculty; and 3) full-time employees. Each of these is defined below.

Corps of Instruction

The Corps of Instruction includes full-time instructional faculty, research faculty, general administrators, academic administrators, public service faculty, librarians, and counselors who hold academic rank; are tenured, on tenure track, or in positions that are not tenure type or tenure track; and are employed on at least an academic year contract. Instructional faculty are a subset of this group. Part-time faculty, including part-time clinical faculty members, are not included in the Corps of Instruction. The Corps of Instruction also does not include retired faculty receiving benefits or inactive faculty. As of December 1, 2007, there were 489 faculty members in the nursing Corps of Instruction.

Instructional Faculty

Instructional faculty are a subset of the Corps of Instruction. The instructional faculty represent those full-time employees whose primary responsibility is teaching, although they may also have release time for public service and research. “Primary responsibility” is defined as more than 50 percent of workload

in instructional activities. Excluded are general and academic administrators with rank and research faculty. Part-time faculty, including part-time clinical faculty members, are not included in the instructional faculty. As of December 1, 2007, there were 410 faculty members in the nursing instructional faculty.

Full-Time Employees

The data for full-time employees include information on all of the full-time employees within a nursing department. Included in this group are the instructional personnel and other types of positions such as administrative, managerial, professional non-faculty, and secretarial. As of December 1, 2007, there were 650 full-time nursing employees.

Rank

Table 1 presents data on the nursing Corps of Instruction by rank. Full-time professors, associate professors, assistant professors, instructors, lecturers, and senior lecturers are considered the Corps of Instruction. The appointment of full-time lecturers and senior lecturers is limited to research, regional, and state universities. Lecturers and senior lecturers are grouped together below under lecturer.

Table 1
Nursing Corps of Instruction by Rank: December 2007

Institution	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
Georgia State University	3	9	13	7	0	32
Medical College of Georgia	3	10	21	22	0	56
<i>Research Universities</i>	6	19	34	29	0	88
Georgia Southern University	4	4	8	7	0	23
Valdosta State University	2	5	5	12	0	24
<i>Regional Universities</i>	6	9	13	19	0	47
Albany State University	1	2	10	1	0	14
Armstrong Atlantic State University	2	5	12	2	0	21
Augusta State University	1	0	10	0	0	11
Clayton State University	1	6	9	4	0	20
Columbus State University	2	7	7	1	0	17
Georgia College & State University	2	2	15	1	0	20
Georgia Southwestern State University	1	1	4	0	0	6
Kennesaw State University	11	6	15	0	15	47
North Georgia College & State University	3	6	14	1	0	24
University of West Georgia	5	2	12	1	0	20
<i>State Universities</i>	29	37	108	11	15	200
Abraham Baldwin Agricultural College	0	1	6	2	0	9
College of Coastal Georgia	0	5	5	0	0	10
Dalton State College	1	5	2	0	0	8
Gordon College	1	4	10	1	0	16
Macon State College	1	4	17	0	0	22
Middle Georgia College	2	5	4	1	0	12
<i>State Colleges</i>	5	24	44	4	0	77
Bainbridge College	0	0	1	1	0	2
Darton College	1	0	9	14	0	24
Georgia Highlands College	2	7	2	7	0	18
Georgia Perimeter College	0	12	3	7	0	22
South Georgia College	0	2	3	6	0	11
<i>Two-Year Colleges</i>	3	21	18	35	0	77
SYSTEM TOTAL	49	110	217	98	15	489

Highest Degree

Table 2 presents the nursing Corps of Instruction by the highest degree earned. Doctorate degrees include the Ph.D., DNS, DNP, Ed.D., and other doctorate-level degrees. First professional degrees include the J.D., M.D., Pharm.D., and other degrees that are required for professional practice. Master's degrees include the MSN and other Master's degree types. Baccalaureate degrees include the BSN and other baccalaureate degree types.

Table 2
Nursing Corps of Instruction by Highest Degree: December 2007

Institution	Doctorate		First Professional		Master's		Baccalaureate		Not Specified		Total
	#	%	#	%	#	%	#	%	#	%	
Georgia State University	18	56.3%	0	0.0%	14	43.8%	0	0.0%	0	0.0%	32
Medical College of Georgia	28	50.0%	2	3.6%	25	44.6%	0	0.0%	1	1.8%	56
Research Universities	46	52.3%	2	2.3%	39	44.3%	0	0.0%	1	1.1%	88
Georgia Southern University	16	69.6%	0	0.0%	6	26.1%	1	4.3%	0	0.0%	23
Valdosta State University	12	50.0%	0	0.0%	11	45.8%	1	4.2%	0	0.0%	24
Regional Universities	28	59.6%	0	0.0%	17	36.2%	2	4.3%	0	0.0%	47
Albany State University	5	35.7%	0	0.0%	9	64.3%	0	0.0%	0	0.0%	14
Armstrong Atlantic State University	10	47.6%	0	0.0%	11	52.4%	0	0.0%	0	0.0%	21
Augusta State University	1	9.1%	0	0.0%	10	90.9%	0	0.0%	0	0.0%	11
Clayton State University	9	45.0%	1	5.0%	10	50.0%	0	0.0%	0	0.0%	20
Columbus State University	4	23.5%	0	0.0%	13	76.5%	0	0.0%	0	0.0%	17
Georgia College & State University	5	25.0%	1	5.0%	13	65.0%	1	5.0%	0	0.0%	20
Georgia Southwestern State Univ.	4	66.7%	0	0.0%	2	33.3%	0	0.0%	0	0.0%	6
Kennesaw State University	24	51.1%	1	2.1%	22	46.8%	0	0.0%	0	0.0%	47
North Georgia College & State Univ.	7	29.2%	0	0.0%	16	66.7%	1	4.2%	0	0.0%	24
University of West Georgia	8	40.0%	0	0.0%	12	60.0%	0	0.0%	0	0.0%	20
State Universities	77	38.5%	3	1.5%	118	59.0%	2	1.0%	0	0.0%	200
Abraham Baldwin Agricultural Coll.	0	0.0%	0	0.0%	9	100.0%	0	0.0%	0	0.0%	9
College of Coastal Georgia	0	0.0%	0	0.0%	8	80.0%	2	20.0%	0	0.0%	10
Dalton State College	1	12.5%	0	0.0%	7	87.5%	0	0.0%	0	0.0%	8
Gordon College	0	0.0%	0	0.0%	12	75.0%	4	25.0%	0	0.0%	16
Macon State College	1	4.5%	0	0.0%	21	95.5%	0	0.0%	0	0.0%	22
Middle Georgia College	1	8.3%	0	0.0%	10	83.3%	1	8.3%	0	0.0%	12
State Colleges	3	3.9%	0	0.0%	67	87.0%	7	9.1%	0	0.0%	77
Bainbridge College	0	0.0%	0	0.0%	1	50.0%	1	50.0%	0	0.0%	2
Darton College	4	16.7%	0	0.0%	18	75.0%	2	8.3%	0	0.0%	24
Georgia Highlands College	2	11.1%	0	0.0%	15	83.3%	1	5.6%	0	0.0%	18
Georgia Perimeter College	2	9.1%	0	0.0%	20	90.9%	0	0.0%	0	0.0%	22
South Georgia College	0	0.0%	0	0.0%	8	72.7%	3	27.3%	0	0.0%	11
Two-Year Colleges	8	10.4%	0	0.0%	62	80.5%	7	9.1%	0	0.0%	77
SYSTEM TOTAL	162	33.1%	5	1.0%	303	62.0%	18	3.7%	1	0.2%	489

Tenure Status

Table 3 presents the nursing Corps of Instruction by tenure status. Tenure is awarded and resides at the institutional level. Only assistant professors, associate professors, and professors who are normally employed full-time by an institution are eligible for tenure. Tenure may be awarded at the end of a five-year period, and the maximum time that may be served at the rank of assistant professor or above without the award of tenure is seven years. In exceptional circumstances tenure may also be awarded upon appointment. Administrators do not hold tenure in their administrative positions but may be awarded rank and tenure as a faculty member. The Board has also established a non-tenure track policy for persons with faculty rank. There is no limit for years of service in this category, but persons cannot be considered for the award of tenure or receive probationary credit toward tenure for years of service in this track.

Table 3
Nursing Corps of Instruction by Tenure Status: December 2007

Institution	Tenured		Non-Tenured/ On Track		Non-Tenure Type Position		Not Tenure Track		Total
	#	%	#	%	#	%	#	%	
Georgia State University	10	31.3%	5	15.6%	17	53.1%	0	0.0%	32
Medical College of Georgia	6	10.7%	3	5.4%	47	83.9%	0	0.0%	56
Research Universities	16	18.2%	8	9.1%	64	72.7%	0	0.0%	88
Georgia Southern University	9	39.1%	9	39.1%	5	21.7%	0	0.0%	23
Valdosta State University	7	29.2%	15	62.5%	2	8.3%	0	0.0%	24
Regional Universities	16	34.0%	24	51.1%	7	14.9%	0	0.0%	47
Albany State University	1	7.1%	8	57.1%	0	0.0%	5	35.7%	14
Armstrong Atlantic State University	7	33.3%	6	28.6%	8	38.1%	0	0.0%	21
Augusta State University	3	27.3%	5	45.5%	2	18.2%	1	9.1%	11
Clayton State University	2	10.0%	6	30.0%	8	40.0%	4	20.0%	20
Columbus State University	4	23.5%	3	17.6%	10	58.8%	0	0.0%	17
Georgia College & State University	9	45.0%	10	50.0%	0	0.0%	1	5.0%	20
Georgia Southwestern State University	2	33.3%	4	66.7%	0	0.0%	0	0.0%	6
Kennesaw State University	12	25.5%	11	23.4%	16	34.0%	8	17.0%	47
North Georgia College & State University	8	33.3%	2	8.3%	3	12.5%	11	45.8%	24
University of West Georgia	5	25.0%	7	35.0%	8	40.0%	0	0.0%	20
State Universities	53	26.5%	62	31.0%	55	27.5%	30	15.0%	200
Abraham Baldwin Agricultural College	4	44.4%	3	33.3%	2	22.2%	0	0.0%	9
College of Coastal Georgia	5	50.0%	1	10.0%	4	40.0%	0	0.0%	10
Dalton State College	4	50.0%	4	50.0%	0	0.0%	0	0.0%	8
Gordon College	5	31.3%	11	68.8%	0	0.0%	0	0.0%	16
Macon State College	3	13.6%	19	86.4%	0	0.0%	0	0.0%	22
Middle Georgia College	7	58.3%	4	33.3%	0	0.0%	1	8.3%	12
State Colleges	28	36.4%	42	54.5%	6	7.8%	1	1.3%	77
Bainbridge College	0	0.0%	2	100.0%	0	0.0%	0	0.0%	2
Darton College	7	29.2%	13	54.2%	0	0.0%	4	16.7%	24
Georgia Highlands College	10	55.6%	3	16.7%	4	22.2%	1	5.6%	18
Georgia Perimeter College	11	50.0%	9	40.9%	2	9.1%	0	0.0%	22
South Georgia College	4	36.4%	4	36.4%	3	27.3%	0	0.0%	11
Two-Year Colleges	32	41.6%	31	40.3%	9	11.7%	5	6.5%	77
SYSTEM TOTAL	145	29.7%	167	34.2%	141	28.8%	36	7.4%	489

Gender

Table 4 presents the nursing Corps of Instruction by gender.

Table 4
Nursing Corps of Instruction by Gender: December 2007

Institution	Male		Female		Total
	#	%	#	%	
Georgia State University	0	0.0%	32	100.0%	32
Medical College of Georgia	10	17.9%	46	82.1%	56
<i>Research Universities</i>	10	11.4%	78	88.6%	88
Georgia Southern University	0	0.0%	23	100.0%	23
Valdosta State University	4	16.7%	20	83.3%	24
<i>Regional Universities</i>	4	8.5%	43	91.5%	47
Albany State University	1	7.1%	13	92.9%	14
Armstrong Atlantic State University	0	0.0%	21	100.0%	21
Augusta State University	0	0.0%	11	100.0%	11
Clayton State University	0	0.0%	20	100.0%	20
Columbus State University	0	0.0%	17	100.0%	17
Georgia College & State University	1	5.0%	19	95.0%	20
Georgia Southwestern State University	0	0.0%	6	100.0%	6
Kennesaw State University	3	6.4%	44	93.6%	47
North Georgia College & State University	0	0.0%	24	100.0%	24
University of West Georgia	0	0.0%	20	100.0%	20
<i>State Universities</i>	5	2.5%	195	97.5%	200
Abraham Baldwin Agricultural College	1	11.1%	8	88.9%	9
College of Coastal Georgia	1	10.0%	9	90.0%	10
Dalton State College	0	0.0%	8	100.0%	8
Gordon College	1	6.3%	15	93.8%	16
Macon State College	1	4.5%	21	95.5%	22
Middle Georgia College	1	8.3%	11	91.7%	12
<i>State Colleges</i>	5	6.5%	72	93.5%	77
Bainbridge College	1	50.0%	1	50.0%	2
Darton College	0	0.0%	24	100.0%	24
Georgia Highlands College	0	0.0%	18	100.0%	18
Georgia Perimeter College	0	0.0%	22	100.0%	22
South Georgia College	1	9.1%	10	90.9%	11
<i>Two-Year Colleges</i>	2	2.6%	75	97.4%	77
SYSTEM TOTAL	26	5.3%	463	94.7%	489

Race/Ethnicity

Table 5 presents the nursing Corps of Instruction by race/ethnicity.

Table 5
Nursing Corps of Instruction by Race/Ethnicity: December 2007

Institution	White		Black		Hispanic/ Latino		Asian		Multi- Racial		Not Specified		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Georgia State University	24	75.0%	6	18.8%	0	0.0%	2	6.3%	0	0.0%	0	0.0%	32
Medical College of Georgia	50	89.3%	5	8.9%	0	0.0%	1	3.1%	0	0.0%	0	0.0%	56
Research Universities	74	84.1%	11	12.5%	0	0.0%	3	3.4%	0	0.0%	0	0.0%	88
Georgia Southern University	20	87.0%	1	4.3%	0	0.0%	2	8.7%	0	0.0%	0	0.0%	23
Valdosta State University	22	91.7%	1	4.2%	1	4.2%	0	0.0%	0	0.0%	0	0.0%	24
Regional Universities	42	89.4%	2	4.3%	1	2.1%	2	4.3%	0	0.0%	0	0.0%	47
Albany State University	5	35.7%	9	64.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	14
Armstrong Atlantic State University	20	95.2%	1	4.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	21
Augusta State University	7	63.6%	4	36.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	11
Clayton State University	13	65.0%	3	15.0%	0	0.0%	0	0.0%	0	0.0%	4	20.0%	20
Columbus State University	12	70.6%	5	29.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	17
Georgia College & State University	18	90.0%	2	10.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	20
Georgia Southwestern State University	5	83.3%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6
Kennesaw State University	41	87.2%	5	10.6%	0	0.0%	0	0.0%	1	2.1%	0	0.0%	47
North Georgia College & State University	23	95.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.2%	24
University of West Georgia	20	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	20
State Universities	164	82.0%	30	15.0%	0	0.0%	0	0.0%	1	0.5%	5	2.5%	200
Abraham Baldwin Agricultural College	9	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9
College of Coastal Georgia	10	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	10
Dalton State College	6	75.0%	2	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	8
Gordon College	12	75.0%	4	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	16
Macon State College	20	90.9%	1	4.5%	0	0.0%	1	4.5%	0	0.0%	0	0.0%	22
Middle Georgia College	11	91.7%	1	8.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	12
State Colleges	68	88.3%	8	10.4%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	77
Bainbridge College	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2
Darton College	21	87.5%	2	8.3%	0	0.0%	1	4.2%	0	0.0%	0	0.0%	24
Georgia Highlands College	16	88.9%	0	0.0%	0	0.0%	1	5.6%	0	0.0%	1	5.6%	18
Georgia Perimeter College	11	50.0%	11	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	22
South Georgia College	11	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	11
Two-Year Colleges	61	79.2%	13	16.9%	0	0.0%	2	2.6%	0	0.0%	1	1.3%	77
SYSTEM TOTAL	409	83.6%	64	13.1%	1	0.2%	8	1.6%	1	0.2%	6	1.2%	489

Age

Table 6 presents the nursing Corps of Instruction by age as of December 1, 2007.

Table 6
Nursing Corps of Instruction by Age: December 2007

Institution	Over 65		56 - 65		46 - 55		36 - 45		35 & under		Total
	#	%	#	%	#	%	#	%	#	%	
Georgia State University	2	6.3%	12	37.5%	13	40.6%	4	12.5%	1	3.1%	32
Medical College of Georgia	0	0.0%	14	25.0%	23	41.1%	16	28.6%	3	5.4%	56
Research Universities	2	2.3%	26	29.5%	36	40.9%	20	22.7%	4	4.5%	88
Georgia Southern University	1	4.3%	9	39.1%	6	26.1%	7	30.4%	0	0.0%	23
Valdosta State University	0	0.0%	6	25.0%	9	37.5%	6	25.0%	3	12.5%	24
Regional Universities	1	2.1%	15	31.9%	15	31.9%	13	27.7%	3	6.4%	47
Albany State University	1	7.1%	4	28.6%	4	28.6%	5	35.7%	0	0.0%	14
Armstrong Atlantic State University	0	0.0%	10	47.6%	9	42.9%	2	9.5%	0	0.0%	21
Augusta State University	0	0.0%	1	9.1%	6	54.5%	4	36.4%	0	0.0%	11
Clayton State University	0	0.0%	4	20.0%	8	40.0%	6	30.0%	2	10.0%	20
Columbus State University	0	0.0%	6	35.3%	5	29.4%	3	17.6%	3	17.6%	17
Georgia College & State University	1	5.0%	7	35.0%	4	20.0%	7	35.0%	1	5.0%	20
Georgia Southwestern State University	0	0.0%	1	16.7%	2	33.3%	2	33.3%	1	16.7%	6
Kennesaw State University	3	6.4%	16	34.0%	21	44.7%	5	10.6%	2	4.3%	47
North Georgia College & State University	0	0.0%	9	37.5%	10	41.7%	4	16.7%	1	4.2%	24
University of West Georgia	0	0.0%	8	40.0%	4	20.0%	6	30.0%	2	10.0%	20
State Universities	5	2.5%	66	33.0%	73	36.5%	44	22.0%	12	6.0%	200
Abraham Baldwin Agricultural College	0	0.0%	2	22.2%	5	55.6%	2	22.2%	0	0.0%	9
College of Coastal Georgia	0	0.0%	7	70.0%	1	10.0%	2	20.0%	0	0.0%	10
Dalton State College	0	0.0%	2	25.0%	5	62.5%	1	12.5%	0	0.0%	8
Gordon College	1	6.3%	4	25.0%	4	25.0%	3	18.8%	4	25.0%	16
Macon State College	0	0.0%	10	45.5%	5	22.7%	7	31.8%	0	0.0%	22
Middle Georgia College	0	0.0%	5	41.7%	1	8.3%	3	25.0%	3	25.0%	12
State Colleges	1	1.3%	30	39.0%	21	27.3%	18	23.4%	7	9.1%	77
Bainbridge College	0	0.0%	0	0.0%	1	50.0%	0	0.0%	1	50.0%	2
Darton College	0	0.0%	6	25.0%	7	29.2%	8	33.3%	3	12.5%	24
Georgia Highlands College	0	0.0%	7	38.9%	7	38.9%	2	11.1%	2	11.1%	18
Georgia Perimeter College	0	0.0%	11	50.0%	7	31.8%	4	18.2%	0	0.0%	22
South Georgia College	0	0.0%	0	0.0%	4	36.4%	3	27.3%	4	36.4%	11
Two-Year Colleges	0	0.0%	24	31.2%	26	33.8%	17	22.1%	10	13.0%	77
SYSTEM TOTAL	9	1.8%	161	32.9%	171	35.0%	112	22.9%	36	7.4%	489

Average Salary

Table 7 presents the average salary of nursing instructional faculty by rank as of December 1, 2007. Average salaries are calculated for all full-time instructional faculty with rank. The averages exclude faculty whose primary responsibilities are administrative and faculty who hold special chairs. Fiscal year (12-month) salaries have been adjusted to an academic year base to make all salaries comparable.

Table 7
Nursing Instructional Faculty by Rank and Average Salary: December 2007

Institution	Professor		Associate Professor		Assistant Professor		Instructor/ Lecturer		Total	
	Salary	N	Salary	N	Salary	N	Salary	N	Salary	N
Georgia State University	NR	1	\$77,026	9	\$59,033	12	\$51,225	7	\$63,730	29
Medical College of Georgia	NR	2	\$76,585	5	\$59,382	19	\$70,680	21	\$66,519	47
Research Universities	\$78,951	3	\$76,868	14	\$59,247	31	\$65,816	28	\$65,454	76
Georgia Southern University	\$95,167	3	\$69,350	4	\$62,588	8	\$50,660	5	\$65,845	20
Valdosta State University	NR	1	\$66,831	4	\$55,104	5	\$52,935	10	\$57,091	20
Regional Universities	\$88,780	4	\$68,090	8	\$59,709	13	\$52,177	15	\$61,468	40
Albany State University	-	0	NR	2	\$53,837	8	NR	1	\$53,421	11
Armstrong Atlantic State University	NR	1	\$64,657	5	\$51,699	7	-	0	\$58,130	13
Augusta State University	-	0	-	0	\$54,774	10	-	0	\$54,774	10
Clayton State University	-	0	\$64,641	5	\$56,629	7	\$50,833	3	\$58,141	15
Columbus State University	NR	2	\$56,000	7	\$52,987	6	-	0	\$57,350	15
Georgia College & State University	-	0	NR	2	\$55,402	14	NR	1	\$55,835	17
Georgia Southwestern State University	-	0	NR	1	\$48,503	4	-	0	\$52,168	5
Kennesaw State University	\$70,905	7	\$60,407	4	\$57,651	13	\$50,141	15	\$57,424	39
North Georgia College & State University	NR	2	\$61,322	6	\$49,094	14	-	0	\$55,076	22
University of West Georgia	\$81,340	4	NR	2	\$54,909	11	-	0	\$62,249	17
State Universities	\$74,936	16	\$60,846	34	\$53,884	94	\$50,506	20	\$56,969	164
Abraham Baldwin Agricultural College	-	0	NR	1	\$51,017	5	NR	2	\$51,477	8
College of Coastal Georgia	-	0	\$63,352	3	\$52,759	5	-	0	\$56,731	8
Dalton State College	-	0	\$47,700	5	NR	2	-	0	\$46,072	7
Gordon College	NR	1	\$61,053	3	\$52,883	10	NR	1	\$55,121	15
Macon State College	-	0	\$56,893	4	\$50,972	17	-	0	\$52,100	21
Middle Georgia College	NR	1	\$55,559	5	\$48,160	4	-	0	\$53,511	10
State Colleges	NR	2	\$56,103	21	\$50,951	43	\$47,547	3	\$52,814	69
Bainbridge College	-	0	-	0	NR	1	NR	1	NR	2
Darton College	-	0	-	0	\$54,819	8	\$49,431	13	\$51,484	21
Georgia Highlands College	-	0	\$49,479	6	NR	2	NR	2	\$47,353	10
Georgia Perimeter College	-	0	\$54,977	10	\$48,965	3	\$48,560	5	\$52,192	18
South Georgia College	-	0	NR	1	\$51,667	3	\$42,667	6	\$46,450	10
Two Year Colleges	-	0	\$52,949	17	\$52,218	17	\$46,653	27	\$49,959	61
SYSTEM TOTAL	\$76,938	25	\$61,361	94	\$54,326	198	\$54,171	93	\$57,239	410

Note: NR indicates that there are fewer than three faculty in the cell. These data are redacted for privacy purposes. The salaries for these cells are added to the System total and also to the sector subtotals.

Courses Taught

Table 8 categorizes those persons teaching courses in USG institutions in Fall 2007 into four groups: 1) instructional faculty, 2) temporary faculty, 3) part-time instructors, 4) other instructional personnel. Instructional faculty include those full-time employees whose primary responsibility is teaching. Full-time faculty in the Corps of Instruction who do not fall into this category are included with "Other." Data are grouped by the institution where the course is offered. This means that if an instructor teaches at more than one institution he/she will be counted more than once. If a person meets the criteria for inclusion as an instructional faculty member at Institution A (and is employed at Institution A), but teaches a course at Institution B, where he/she is not employed, the faculty status at Institution A does not apply to the status at Institution B. In that instance, the person is counted as instructional faculty at Institution A and as "Other" at Institution B.

Table 8
Number and Percent of Courses Taught by Nursing Instructor Type: Fall 2007

Institution	Instructional Faculty			Temporary Faculty			Part-Time Instructors			Other			Total	
	#	#	%	#	#	%	#	#	%	#	#	%	#	# of sections
Georgia State University	28	50	78.1%	1	3	4.7%	3	6	9.4%	4	5	7.8%	36	64
Medical College of Georgia	41	79	68.7%	0	0	0.0%	15	17	14.8%	10	19	16.5%	66	115
Research Universities	69	129	72.1%	1	3	1.7%	18	23	12.8%	14	24	13.4%	102	179
Georgia Southern University	19	84	97.7%	1	1	1.2%	0	0	0.0%	1	1	1.2%	21	86
Valdosta State University	19	33	75.0%	2	1	2.3%	7	3	6.8%	2	7	15.9%	30	44
Regional Universities	38	117	90.0%	3	2	1.5%	7	3	2.3%	3	8	6.2%	51	130
Albany State University	10	25	75.8%	0	0	0.0%	2	2	6.1%	3	6	18.2%	15	33
Armstrong Atlantic State University	13	48	43.6%	6	24	21.8%	16	33	30.0%	1	5	4.5%	36	110
Augusta State University	10	2	50.0%	0	0	0.0%	7	1	25.0%	1	1	25.0%	18	4
Clayton State University	14	58	67.4%	3	11	12.8%	0	0	0.0%	10	17	19.8%	27	86
Columbus State University	14	18	66.7%	2	2	7.4%	13	7	25.9%	0	0	0.0%	29	27
Georgia College & State University	16	65	83.3%	1	2	2.6%	4	4	5.1%	3	7	9.0%	24	78
Georgia Southwestern State University	4	16	55.2%	0	0	0.0%	5	12	41.4%	2	1	3.4%	11	29
Kennesaw State University	19	66	85.7%	1	1	1.3%	3	3	3.9%	5	7	9.1%	28	77
North Georgia College & State University	22	50	86.2%	1	0	0.0%	13	6	10.3%	1	2	3.4%	37	58
University of West Georgia	17	39	68.4%	1	1	1.8%	7	10	17.5%	2	7	12.3%	27	57
State Universities	139	387	69.2%	15	41	7.3%	70	78	14.0%	28	53	9.5%	252	559
Abraham Baldwin Agricultural College	7	17	89.5%	0	0	0.0%	1	1	5.3%	1	1	5.3%	9	19
College of Coastal Georgia	8	10	76.9%	0	0	0.0%	0	0	0.0%	3	3	23.1%	11	13
Dalton State College	7	7	70.0%	0	0	0.0%	0	0	0.0%	1	3	30.0%	8	10
Gordon College	15	10	66.7%	0	0	0.0%	11	2	13.3%	1	3	20.0%	27	15
Macon State College	21	63	87.5%	0	0	0.0%	4	8	11.1%	1	1	1.4%	26	72
Middle Georgia College	10	27	90.0%	0	0	0.0%	1	1	3.3%	1	2	6.7%	12	30
State Colleges	68	134	84.3%	0	0	0.0%	17	12	7.5%	8	13	8.2%	93	159
Bainbridge College	2	2	50.0%	0	0	0.0%	0	0	0.0%	2	2	50.0%	4	4
Darton College	21	26	100.0%	0	0	0.0%	1	0	0.0%	1	0	0.0%	23	26
Georgia Highlands College	10	3	42.9%	4	1	14.3%	0	0	0.0%	4	3	42.9%	18	7
Georgia Perimeter College	17	12	100.0%	2	0	0.0%	0	0	0.0%	0	0	0.0%	19	12
South Georgia College	6	8	88.9%	0	0	0.0%	0	0	0.0%	1	1	11.1%	7	9
Two Year Colleges	36	51	87.9%	6	1	1.7%	1	0	0.0%	8	6	10.3%	51	58
SYSTEM TOTAL	370	818	75.4%	25	47	4.3%	113	116	10.7%	61	104	9.6%	569	1,085

Nursing Employees by Occupational Class

Table 9 includes the number of full-time nursing employees by occupational class. Three categories of instructional personnel are included. Faculty include those persons whose primary assignments are instruction, research, or public service, who hold academic rank and are tenured, on tenure track, or in positions that are not tenure track. Faculty includes department chairpersons if their principal activity is instructional and includes faculty on nine-month and twelve-month contracts. Temporary Faculty includes instructional personnel hired full-time for not more than 12 months. Other instructional personnel include persons whose primary assignments are instruction, research, or public service and who do not hold instructional rank, or who are not on at least an academic contract.

Other types of occupations included in Table 9 are executive and management positions which include those persons whose assignments require primary responsibility in management of the institution, including department chairpersons if their principal activity is administrative. Professional non-faculty positions include persons with specialized professional training who cannot be classified in any of the other classifications (e.g., librarians, lawyers, physicians). Secretarial/clerical positions include occupations such as secretaries, bookkeepers, sales clerks, and data entry clerks. Technical and paraprofessional categories include those persons with technical skills (e.g., computer programmers). Skilled crafts occupations include persons with special manual skills (e.g., mechanics, electricians, machinists, carpenters). Service and maintenance occupations include positions with service or maintenance skill requirements (e.g., food service and cleaning workers, drivers, laborers, and groundskeepers). Because skilled crafts, service, and maintenance positions generally serve multiple departments, they are not usually classified as working at the department level. The “other” category includes persons such as student workers, and interns.

Table 9
USG Full-Time Nursing Employees by Occupational Class: December 2007

Institution	Instructional			Executive/ Administrative	Administrative/ Management	Professional Non- Faculty	Secretarial/ Clerical	Technical/ Paraprofessional	Skilled Crafts	Service/ Maintenance	Other	Total
	Faculty	Temporary Faculty	Other									
Georgia State University	29	1	2	2	0	2	7	1	0	0	0	44
Medical College of Georgia	47	0	4	4	9	15	21	1	0	1	5	107
Research Universities	76	1	6	6	9	17	28	2	0	1	5	151
Georgia Southern University	20	2	0	1	0	1	4	0	0	0	0	28
Valdosta State University	20	2	0	1	2	1	2	0	0	0	0	28
Regional Universities	40	4	0	2	2	2	6	0	0	0	0	56
Albany State University	11	0	0	2	0	2	3	1	0	0	0	19
Armstrong Atlantic State University	13	7	0	1	0	0	5	0	0	0	0	26
Augusta State University	10	0	0	1	0	1	2	0	0	0	0	14
Clayton State University	15	3	0	2	1	2	0	0	0	0	14	37
Columbus State University	15	2	0	0	0	0	2	0	0	0	0	19
Georgia College & State University	17	1	1	1	1	1	2	0	0	0	0	24
Georgia Southwestern State University	5	0	0	1	0	2	1	0	0	0	0	9
Kennesaw State University	39	1	0	3	6	2	4	0	0	0	0	55
North Georgia College & State University	22	1	0	1	0	1	3	0	0	0	2	30
University of West Georgia	17	1	0	1	1	0	2	0	0	0	0	22
State Universities	164	16	1	13	9	11	24	1	0	0	16	255
Abraham Baldwin Agricultural College	8	0	0	1	0	4	1	0	0	0	0	14
College of Coastal Georgia	8	0	4	1	1	0	0	0	0	0	0	14
Dalton State College	7	0	0	1	0	1	1	0	0	0	0	10
Gordon College	15	0	0	1	0	1	0	0	0	0	0	17
Macon State College	21	0	0	1	0	0	2	0	0	0	0	24
Middle Georgia College	10	0	0	1	0	0	2	0	0	0	1	14
State Colleges	69	0	4	6	1	6	6	0	0	0	1	93
Bainbridge College	2	0	2	1	0	0	1	0	0	0	0	6
Darton College	21	0	0	2	0	1	2	1	0	0	0	27
Georgia Highlands College	10	4	0	1	3	0	2	0	0	0	0	20
Georgia Perimeter College	18	2	0	2	1	4	3	0	0	0	0	30
South Georgia College	10	0	0	1	0	0	1	0	0	0	0	12
Two-Year Colleges	61	6	2	7	4	5	9	1	0	0	0	95
SYSTEM TOTAL	410	27	13	34	25	41	73	4	0	1	22	650

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