Special Survey on Vacant Faculty Positions for Academic Year 2010-2011

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Since 2000, AACN has collected data from schools of nursing to assess the current state of the nurse faculty shortage. The Faculty Vacancy survey collects data on budgeted but unfilled full-time faculty positions by rank, tenure, and level of teaching.

Response Rate
Overall – 70.3%
Member – 77.1%
Non-Member – 40.0%
Number and Percent of Filled Positions and Vacancies for Academic Year 2010-2011

Number of Schools Responding: 556 (498 or 77.1% of AACN Membership)
• Total Budgeted Positions: 12,783
• Total Number of Vacancies: 880 (6.9%)
• Total Number of Filled Positions: 11,903 (93.1%)
• Mean Number of Vacancies: 1.6 per school
• Range of Number of Vacancies: 1 to 16
• Number of Schools with No Vacancies, BUT NEED additional faculty: 112
  Number of Schools with No Vacancies, that do NOT need additional Faculty: 141
Number and Percent of Schools With and Without Vacant Positions
N=556 Respondents
(Response Rate = 70.3%)

- Vacancies, Need Additional Faculty
  N = 303
  54.5%

- No Vacancies, No Additional Faculty Needed
  N = 141
  25.4%

- No Vacancies, But Need Additional Faculty
  N = 112
  20.1%
Within those schools reporting vacancies, the vacancy rate was 9.7% (880 faculty positions left unfilled.)
Vacancy Rate by Region in Schools
Reporting Vacancies for Academic Year 2010-2011

- 11.7%
- 9.2%
- 9.5%
- 9.2%
Selected Characteristics of Vacant Faculty Positions for Academic Year 2010-2011

Degree Requirements (Valid N=851)

- Master’s Degree, Doctorate Preferred* N=316 (37.1%)
- Earned Doctorate Required* N=472 (55.5%)
- Master’s Degree* N=58 (6.8%)
- Other, Please Specify N=5 (0.6%)

* In nursing or related field.
Selected Characteristics of Vacant Faculty Positions for Academic Year 2010-2011

Tenure Track (Valid N=851)

- YES: N=478 (56.2%)
- NO: N=269 (31.6%)
- No Tenure System: N=27 (3.2%)
- Other: N=77 (9.0%)
Selected Characteristics of Vacant Faculty Positions for Academic Year 2010-2011

Incoming Level of Appointment (Valid N=851)

- Professor: 2.9%
- Professor or Associate Professor: 7.6%
- Associate Professor: 3.8%
- Associate Professor or Assistant Professor: 31.3%
- Assistant Professor: 20.8%
- Assistant Professor or Instructor: 12.2%
- Instructor: 6.7%
- Other (please specify): 14.7%

Only 9.2% of vacant positions had 50 percent or more of one's effort devoted to administrative responsibilities.
Selected Characteristics of Vacant Faculty Positions for Academic Year 2010-2011

Level of Teaching (Valid N=851)

- Baccalaureate Only: N=257 (30.2%)
- Baccalaureate and Master's: N=241 (28.3%)
- All Levels: N=169 (19.9%)
- Master's and Doctoral: N=107 (12.6%)
- Master's only: N=41 (4.8%)
- No Teaching Responsibilities: N=10 (1.2%)
- Doctoral Only: N=17 (2.0%)
- Baccalaureate and Doctoral: N=9 (1.1%)
Selected Characteristics of Vacant Faculty Positions for Academic Year 2010-2011

Teaching Responsibilities (Valid N=851)

- Classroom Only
  - N=204
  - 24.0%

- No Teaching Responsibilities
  - N=10
  - 1.2%

- Classroom and Clinical
  - N=623
  - 73.2%

- Clinical Only
  - N=14
  - 1.6%
Number and Percent of Faculty Vacancies by Academic Health Center Status

**Academic Health Center Affiliation (Valid N=880)**

- **Part of an Academic Health Center**
  - N=330
  - 37.5%
- **Not Part of an Academic Health Center**
  - N=550
  - 62.5%
Major Reasons Precluding Schools of Nursing from Hiring Additional Full-Time Faculty for Academic Year 2010-2011

(Valid N=112 Schools with no vacant positions but need more)

• Insufficient funds to hire new faculty
• Unwillingness of administration to commit to additional full-time positions
• Inability to recruit qualified faculty because of competition for jobs with other marketplaces
• Qualified applicants for faculty positions are unavailable in our geographic area
Most Critical Issues Faced by Schools of Nursing Related to Faculty Recruitment and Retention (Valid N = 546)

- Limited pool of doctorally prepared faculty (30.4%)
- Noncompetitive salaries (30.2%)
- Finding faculty with the right specialty mix (18.5%)
- Finding faculty willing/able to teach clinical courses (4.7%) and finding faculty willing/able to conduct Research (3.6%)
- High faculty workload (2.9%)
Other Critical Issues Noted by Nursing School’s Regarding Faculty Recruitment

• Lack of Required/Preferred Degrees in Nursing – Doctoral and Master’s
• State Budget Constraints/ Hiring Freezes
• Limited Teaching Experience Among Applicants
• New Faculty Do Not Want to Teach Clinical
• Competing Institutions Are Offering Higher Salaries and Recruiting Faculty from Other Programs