

# **SPECIAL SURVEY ON VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2014-2015**

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American Association *of Colleges of Nursing*  
ADVANCING HIGHER EDUCATION IN NURSING



# 2014-2015 Faculty Vacancy Survey Overview

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

## Survey Response Rate

Overall – 80.0%

Member – 85.2%

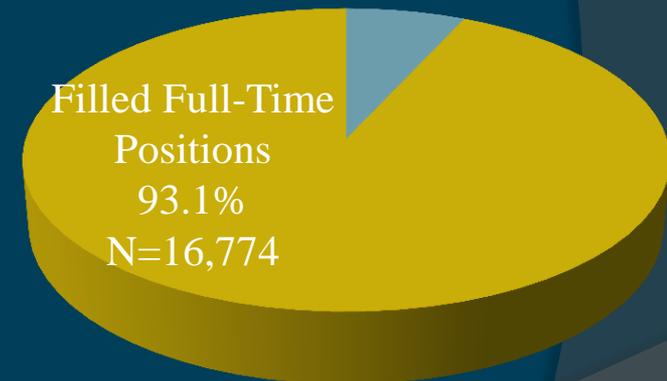
Non-Member – 54.4%

# Number and Percent of Filled Full-Time Positions and Vacancies for Academic Year 2014-2015

**Number of Schools Responding: 714**  
**(633 or 88.7% of AACN Member Schools)**

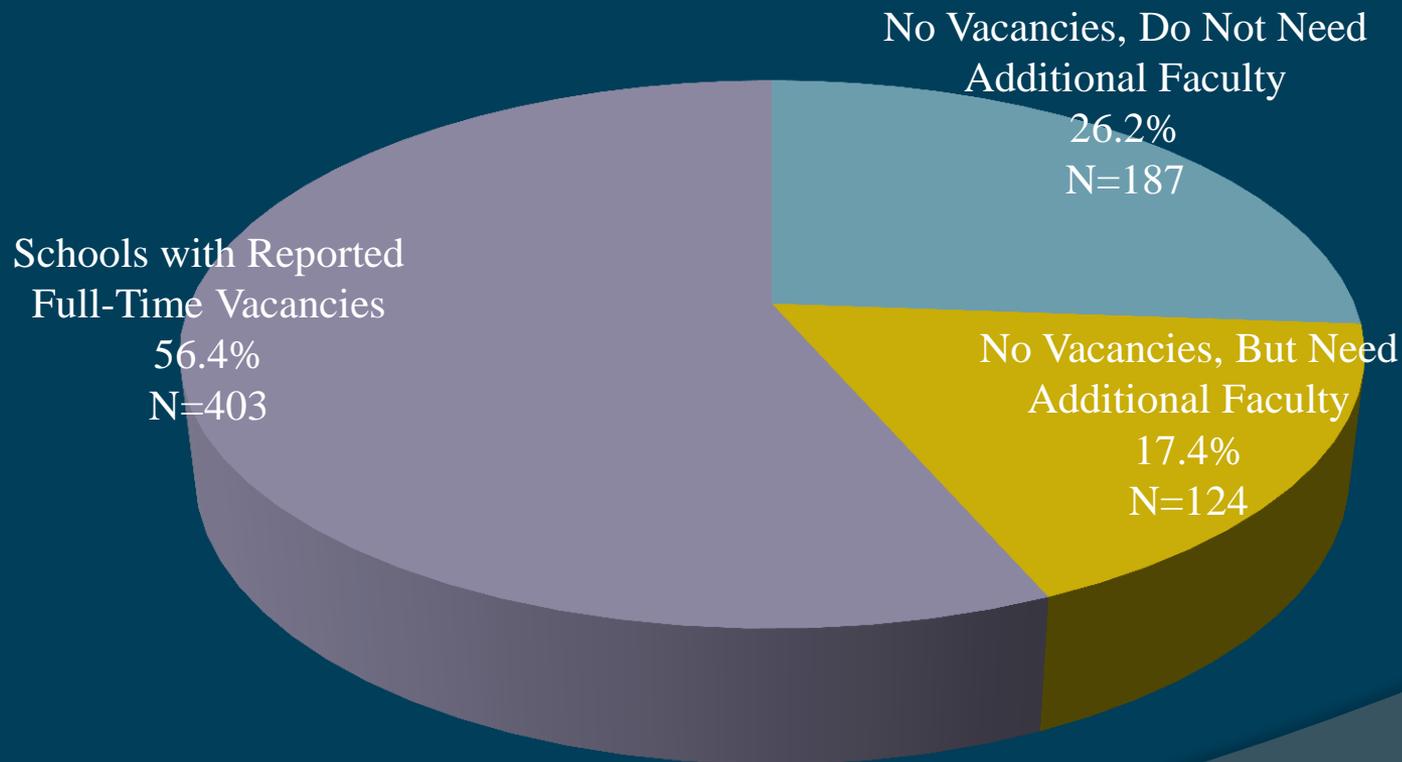
- Total Full-Time Budgeted Positions: 18,010
- Total number of Full-Time Vacancies: 1,236 (6.9%)
- Total Number of Filled Full-Time Positions: 16,774 (93.1%)
- Mean Number of Full-Time Vacancies: 1.7 per school
- Range of Number of Full-Time Vacancies: 1 to 20
- Number of Schools with No Full-Time Vacancies: But NEED Additional Faculty: 124
- Number of Schools with No Full-Time Vacancies, That Do NOT Need Additional Faculty: 187

Full-Time  
Vacancies  
6.9%  
N=1,236



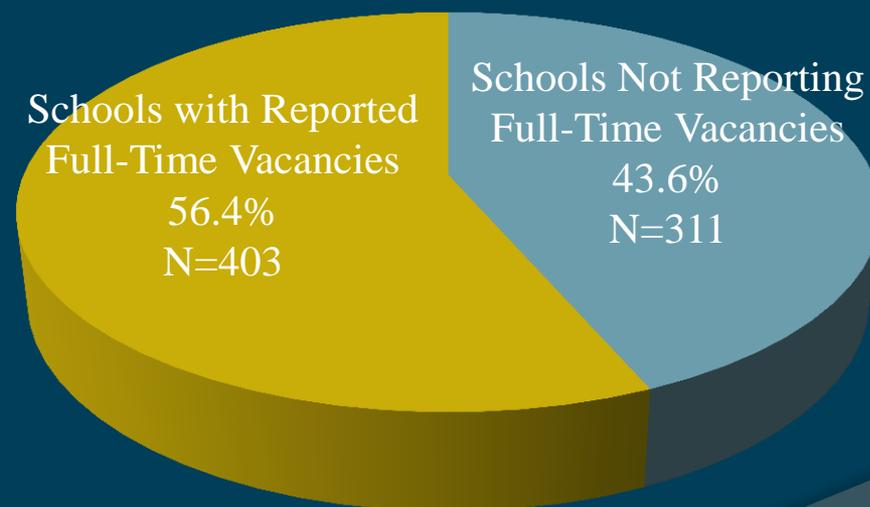
# Number and Percent of Schools With and Without Vacant Full-Time Positions for Academic Year 2014-2015

N=714 (Response Rate=80.0%)

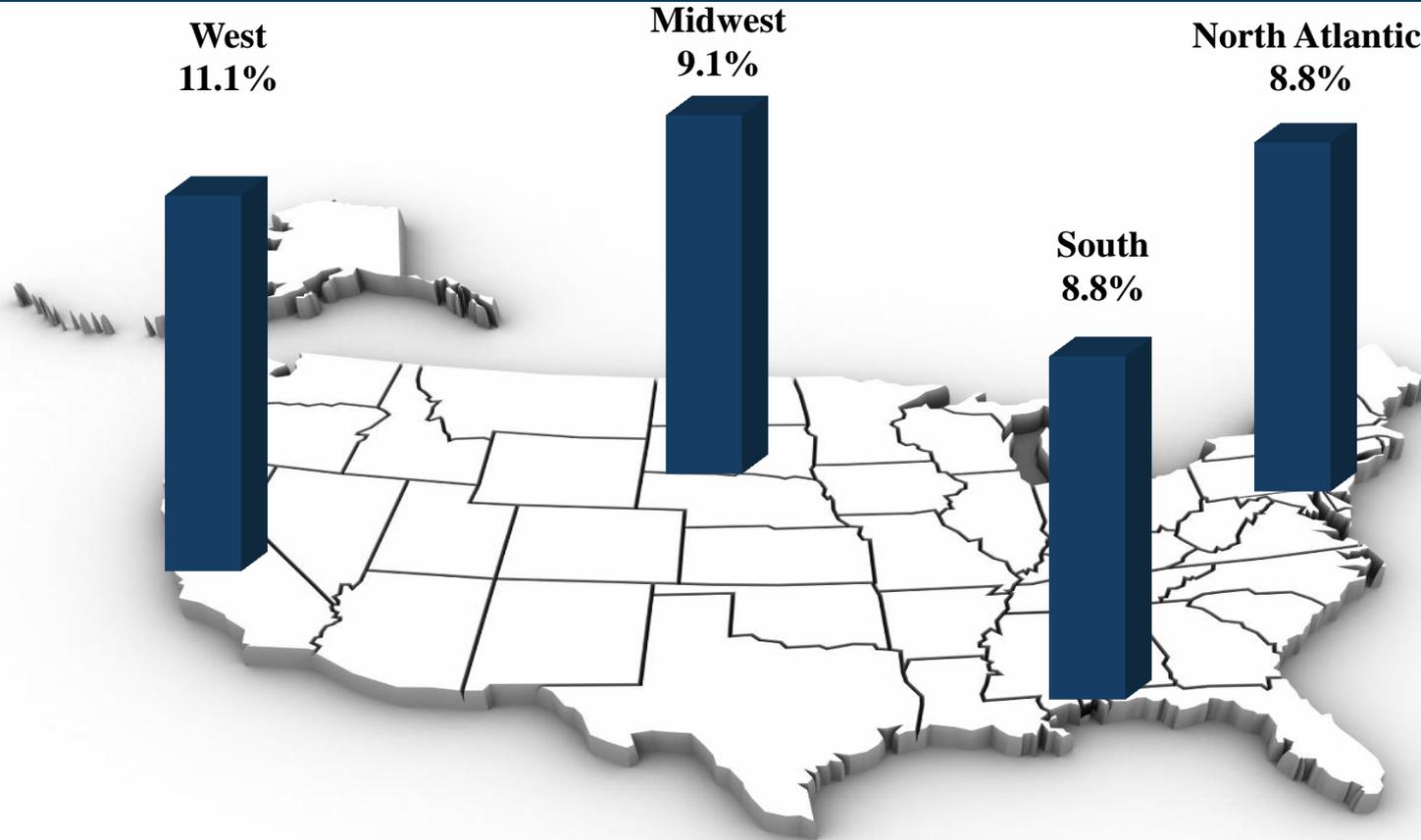


# Number and Percent of Full-Time Vacancies for Academic Year 2014-2015

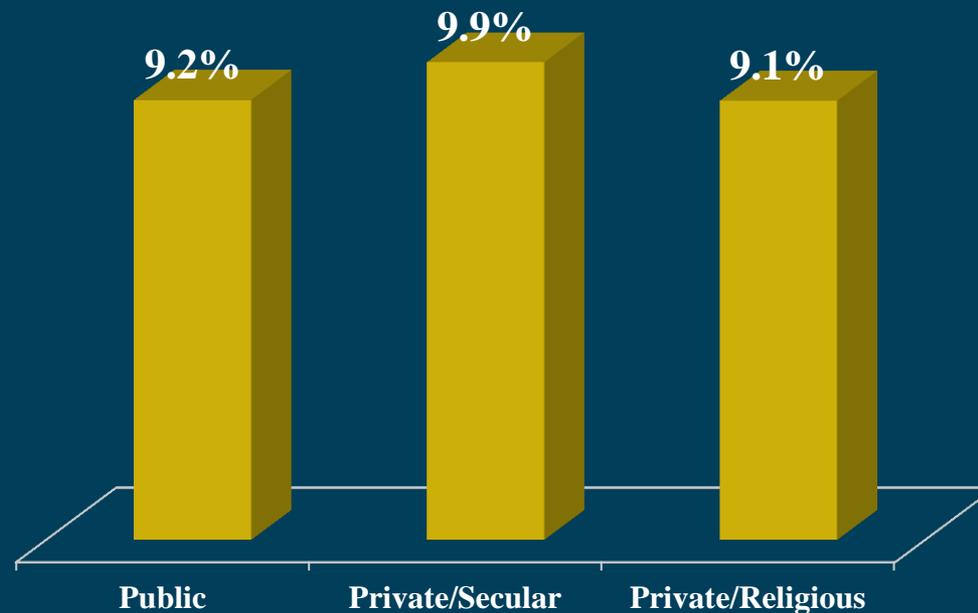
Within those schools reporting full-time vacancies, the vacancy rate was 9.3 % (1,236 full-time faculty positions left unfilled.)



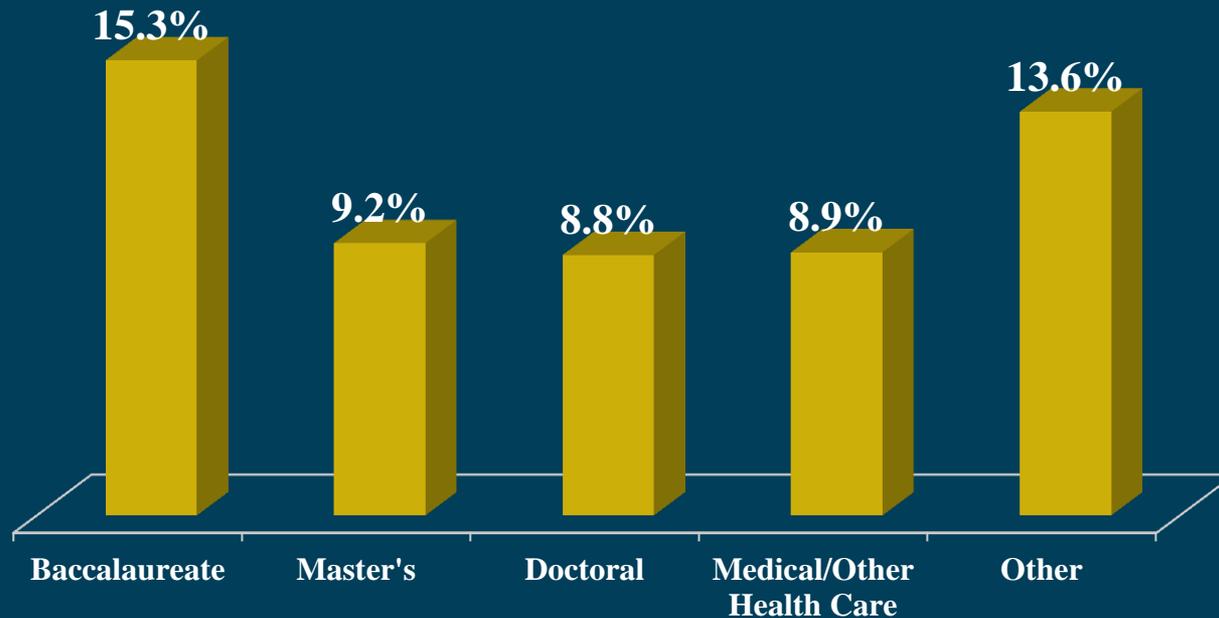
# Full-Time Vacancy Rate by Region in Schools Reporting Vacancies for Academic Year 2014-2015



# Full-Time Vacancy Rate by Institutional Type in Schools Reporting Vacancies for Academic Year 2014-2015

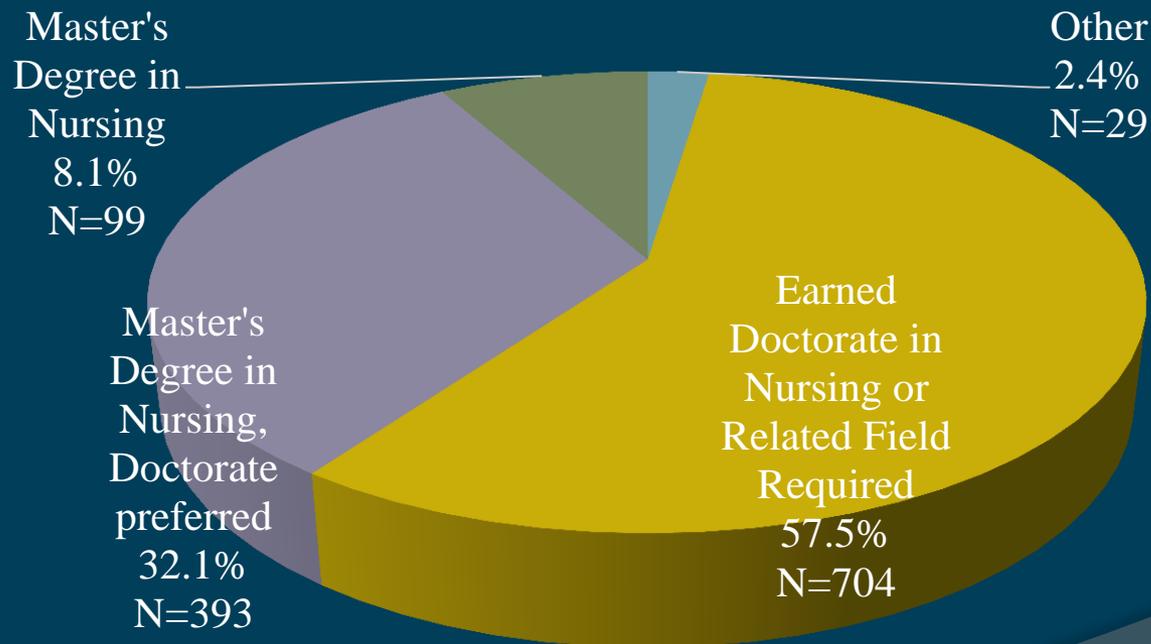


# Full-Time Vacancy Rate by Carnegie Classifications in Schools Reporting Vacancies for Academic Year 2014-2015



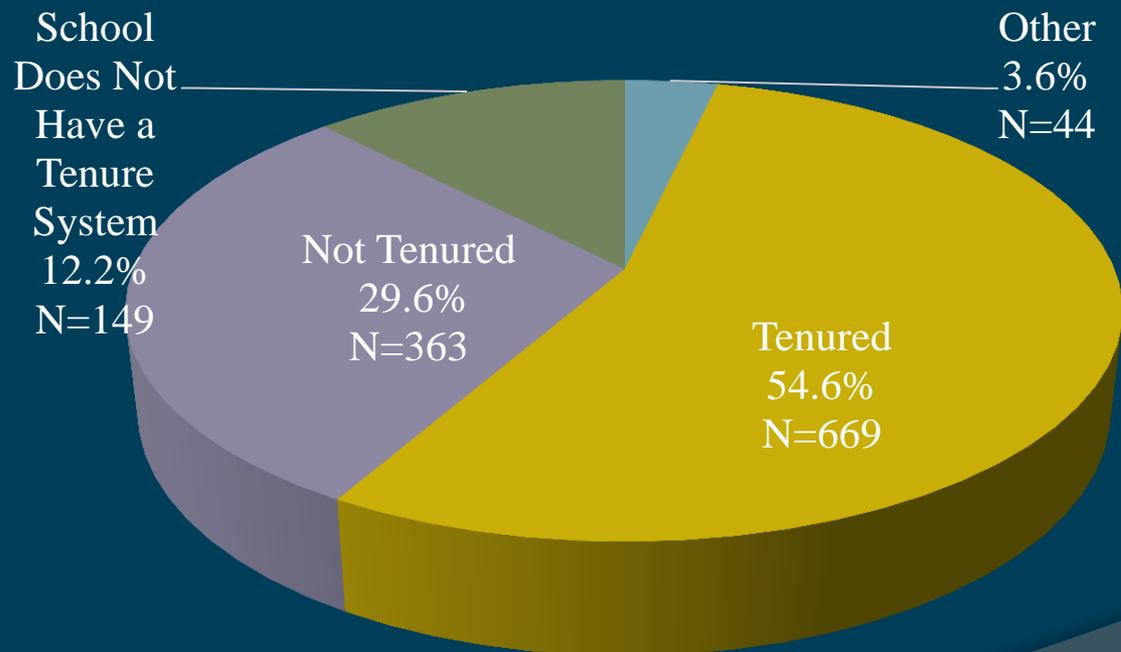
# Selected Characteristics of Full-Time Vacant Faculty Positions for Academic Year 2014-2015

(Degree Requirements Valid N=1,225 )



# Selected Characteristics of Full-Time Vacant Faculty Positions for Academic Year 2014-2015

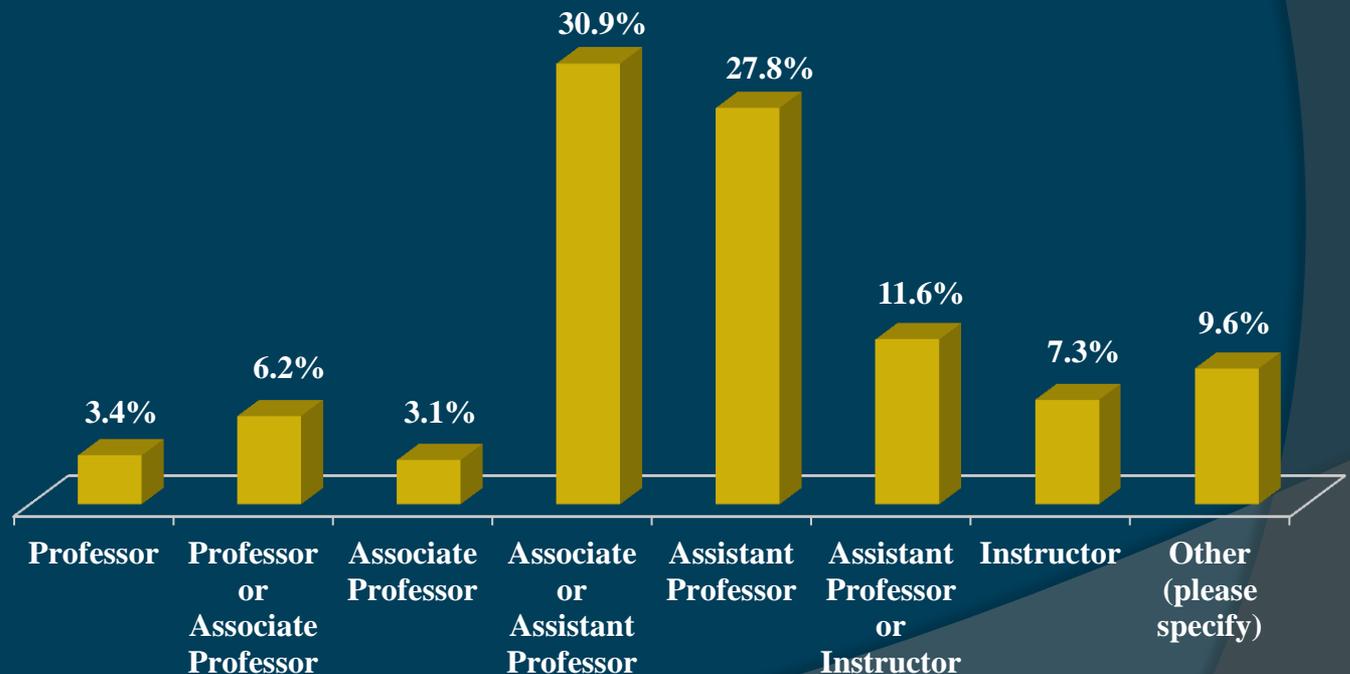
(Tenure Track Valid N=1,225)



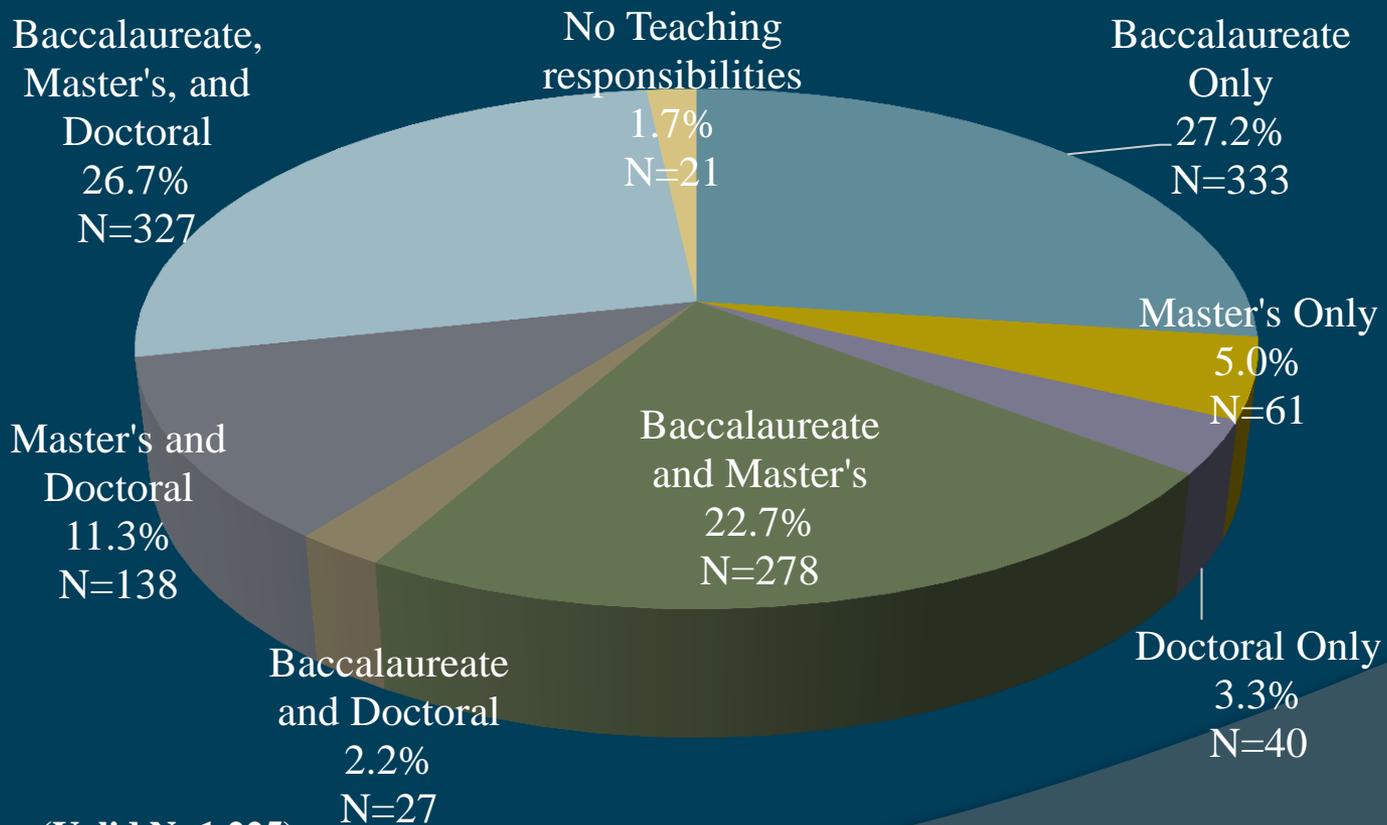
# Selected Characteristics of Vacant Full-Time Faculty Positions for Academic Year 2014-2015

(Incoming Level of Appointment Valid N=1,225)

Only 10.0% of vacant full-time positions had 50 percent or more of one's effort devoted to administrative responsibilities.



# Selected Characteristics of Vacant Full-Time Faculty Positions for Academic Year 2014-2015

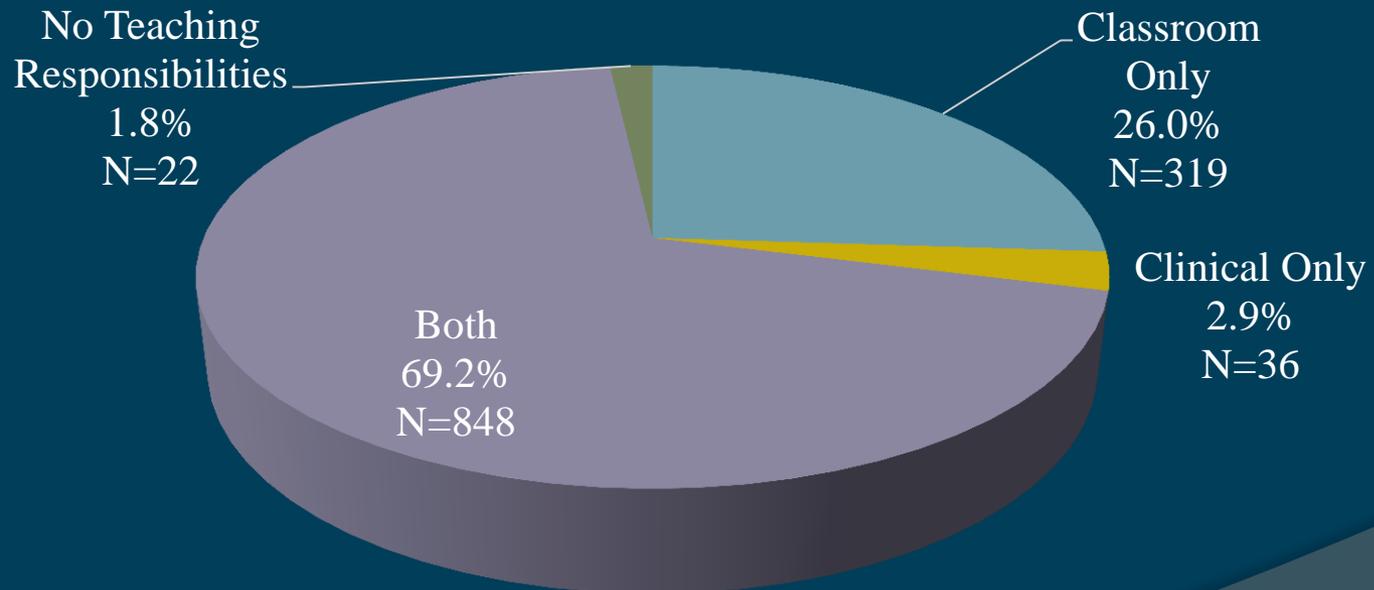


Level of Teaching (Valid N=1,225)



# Selected Characteristics of Vacant Full-Time Faculty Positions for Academic Year 2014-2015

(Teaching Responsibilities Valid N=1,225)



# Major Barriers to Hiring Additional Full-Time Faculty for Academic Year 2014-2015

(Valid N=124 schools with no vacant positions but need more)

- ⦿ Insufficient funds to hire new faculty (61.3%)
- ⦿ Unwillingness of administration to commit to additional full-time positions (39.5%)
- ⦿ Inability to recruit qualified faculty because of competition for jobs with other marketplaces (31.5%)
- ⦿ Qualified applicants for faculty positions are unavailable in our geographic area (25.0%)

# Percentage of Schools Reporting Various Issues Related to Faculty Recruitment for Academic Year 2014-2015

(N=714)

- ⦿ Limited pool of doctorally prepared faculty (68.2%)
- ⦿ Finding faculty with the right specialty mix (63.0%)
- ⦿ Noncompetitive salaries (59.7%)
- ⦿ Finding faculty willing/able to teach clinical courses (30.4%)
- ⦿ High faculty workload (25.6%)
- ⦿ Finding faculty willing/able to conduct research (20.0%)

# Single Most Critical Issue Faced by Schools in Nursing Related to Faculty Recruitment for Academic Year 2014-2015

- ⦿ Noncompetitive salaries (32.1%)
- ⦿ Limited pool of doctorally prepared faculty (28.6%)
- ⦿ Finding faculty with the right specialty mix (20.6%)
- ⦿ Finding faculty willing/able to conduct research (5.3%)
- ⦿ Finding faculty willing/able to teach clinical courses (4.5%)
- ⦿ High faculty workload (2.9%)

# Other Critical Issues Noted by Nursing Schools Regarding Faculty Recruitment

- ⦿ Religious institutions had difficulty finding faculty with the same religious affiliation.
- ⦿ Schools in rural areas had difficulty finding faculty.