



American Association *of* Colleges of Nursing

The Voice of Academic Nursing

Introduction

Q1.

Thank you in advance for taking the time to complete this brief but important survey. The data obtained from this survey are crucial to AACN's efforts to inform stakeholders, legislators, and the national media about the dire situation with respect to faculty shortages.

We are asking for your help again to assess the current situation. This updated information is needed to assist our lobbying efforts on behalf of faculty development loan programs and to continue the dialogue about strategies to overcome this serious problem.

Please direct any questions to Jenny Keyt at (202) 463-6930 x244, jkeyt@aacnnursing.org or datarequest@aacnnursing.org.

Institutional Information

Q2. What is the name of your institution? (If your institution is not present, please select Other/Not Listed).

Select
your
school



Q3. If you cannot find your school name from the drop-down menu in the previous question and you selected Other/Not Listed, please enter your school name below.

Q4. Please enter the name and contact information for the person who is completing this survey.

Name

Title

Phone Number (with area code)

Email

Address

Faculty Information

Q5. What is the number of **budgeted full-time faculty positions** in your school of nursing for the coming academic year (2026-2027)?

Please only include faculty who teach in baccalaureate, master's and doctoral programs. Do not include those who only teach in associate programs. Please note, these are full-time positions, not FTEs. For example, do not include two part-time positions that would equal one full-time position.

Please enter whole numbers only.

Q6. Out of these budgeted full-time positions, are any of them **vacant**?

- ☐ Yes
- ☐ No

Q7. How many of the \$ {q://QID5/ChoiceTextEntryValue} **budgeted full-time positions are vacant**? For the purposes of this survey, 'vacant' is defined as positions that are unfilled or filled on a temporary basis until the appropriate faculty can be recruited.

Please note, these are full-time positions, not FTEs. For example, do not include two part-time positions that would equal one full-time position. Please enter whole numbers only.

Q8. How many of the vacant positions have been vacant for more than **one year**?

Q9. Please enter the numbers of your vacant full-time faculty positions by **tenure track status**. The total number of all tenure track categories should be equal to $\$ \{q://QID7/ChoiceTextEntryValue\}$, the number of vacant positions you answered in Question #7.

Tenure Track

Non-Tenure Track

Other (School Does Not Have a Tenure System)

Total

Q10. Please enter the numbers of your vacant full-time faculty positions by **degree requirement**. The total number of all degree requirement categories should be equal to $\$ \{q://QID7/ChoiceTextEntryValue\}$, the number of vacant positions you answered in Question #7.

Research-Focused Doctoral (PhD; in nursing or related field) required	0
Doctor of Nursing Practice required	0
Doctoral Degree (PhD in nursing or related field, or DNP) required	0
Master's Degree in Nursing required, Doctoral preferred	0
Master's Degree in Nursing required	0
Other	0
Total	0

Q11. If you reported any vacancies under Other in Question #11, please specify the relevant **degree requirement**.

Q12. Please enter the numbers of your vacant full-time faculty positions by **incoming level of appointment**.

For example, if you are replacing a faculty member at the associate level but are hiring for an open rank faculty member, please select open rank, not associate. If you are hiring clinical faculty (e.g., a clinical associate professor), please include those positions under associate professor.

The total number of all incoming level of appointment categories should be equal to $\$ \{q://QID7/ChoiceTextEntryValue\}$, the number of vacant positions you answered in Question #7.

Professor	0
Professor or Associate Professor	0
Associate Professor	0
Associate Professor or Assistant Professor	0
Assistant Professor	0
Assistant Professor or Instructor/Lecturer	0
Instructor/Lecturer	0
Open Rank	0
Total	0

Q13. Please enter the numbers of your vacant full-time faculty positions by **level of teaching**.

For example, if you are hiring a faculty member to teach across all of your existing program types (and you have a baccalaureate, master's, and PhD program), you might select baccalaureate, master's, and doctoral (PhD); if you do not have a master's program, you might select

baccalaureate and doctoral (PhD). If you offer a DNP but not a PhD, you might select baccalaureate and DNP. The total number of all incoming level of teaching categories should be equal to $\$ \{q://QID7/ChoiceTextEntryValue\}$, the number of vacant positions you answered in Question #7.

Baccalaureate Only	0
Master's Only	0
Doctoral (PhD) Only	0
Doctoral (DNP) Only	0
Baccalaureate and Master's	0
Baccalaureate and PhD	0
Baccalaureate and DNP	0
Master's and PhD	0
Master's and DNP	0
DNP and PhD	0
Baccalaureate, Master's, and DNP	0
Baccalaureate, Master's, and PhD	0
Baccalaureate, Master's, PhD, and DNP	0
No Teaching Responsibilities	0
Other	0
Total	0

Q14. If you reported any vacancies under Other in Question #15, please specify the **level(s) of teaching**.

Q15. Please enter the number of your vacant full-time faculty positions by **area of teaching**.

Hover over each of the first three response options for definitions, if helpful. The total number of all area of teaching categories should be equal to $\{q://QID7/ChoiceTextEntryValue\}$, the number of vacant positions you answered in Question #7.

Didactic Only

Clinical Only

Lab/Simulation Only

Didactic and Clinical

Didactic and Lab/Simulation

Clinical and Lab/Simulation

Didactic, Clinical, and Lab/Simulation

No Teaching Responsibilities

0

Other

0

Total

0

Q16. If you reported any vacancies under Other in Question #17, please specify the **area(s) of teaching**.

Q17. Please enter the number of your vacant full-time faculty positions by **specialty type**. The total number of all specialty type categories should be equal to $\{q://QID7/ChoiceTextEntryValue\}$, the number of vacant positions you answered in Question #7.

General/No Specialty Area

0

Nurse Anesthesia

0

Nurse Midwifery

0

Nurse Practitioner (Any Specialty)

0

Family NP

0

Adult Gerontology Primary Care NP

0

Adult Gerontology Acute Care NP

0

Pediatric Primary Care NP

0

Pediatric Acute Care NP

0

Psychiatric & Mental Health NP

0

Neonatal NP

0

Women's Health NP

0

Clinical Nurse Specialist (CNS)

0

Other

0

Total

0

Q18. If you reported any vacancies under Other in Question #19, please specify the **specialty type**.

Q19. You answered that your school has no budgeted full-time faculty positions that are vacant. Do you still need additional faculty to support your programs?

☐ Yes☐ No

Q20. How many additional full-time faculty are needed but are not budgeted for? Please enter whole numbers only.

Q21. Please elaborate on the reason(s) that preclude you from hiring additional full-time faculty. Please check all that apply.

- ☐ Administrative constraints around hiring additional full-time faculty
- ☐ Qualified applicants for faculty positions are unavailable in your geographic area
- ☐ Insufficient funds to hire new faculty
- ☐ Preference to use adjunct or part-time faculty rather than hiring full-time faculty with benefits
- ☐ Unable to recruit qualified faculty because of competition for jobs with other marketplaces
- ☐ Uncertainty related to recent federal policy, regulatory, or funding changes
- ☐ Other (please specify):

Q22. Please select your school's most critical issues regarding faculty recruitment. Check all that apply.

If none of these issues are relevant to your school, please select "None, we have no issues regarding faculty recruitment"

- ☐ Finding faculty willing/able to conduct research
- ☐ Finding faculty willing/able to teach clinical courses
- ☐ Finding faculty with the necessary teaching experience
- ☐ Finding faculty with the right specialty mix
- ☐ Finding faculty that match the institution's mission, values, and campus culture
- ☐ High faculty workload
- ☐ Institutional commitment to hiring historically underrepresented groups
- ☐ Geographic area
- ☐ Limited pool of PhD prepared faculty
- ☐ Limited pool of Master's prepared faculty
- ☐ Noncompetitive Salaries
- ☐ Other (please specify):
- ☐ None, we have no issues regarding faculty recruitment

Q23. Please rank your school's most critical issues regarding faculty recruitment, with 1 being the most critical. Drag the issues to rearrange them in numerical order the with most critical issue (1) at the top.

Finding faculty willing/able to conduct research

Finding faculty willing/able to teach clinical courses

Finding faculty with the necessary teaching experience

Finding faculty with the right specialty mix

Finding faculty that match the institution's mission, values, and campus culture

High faculty workload

Institutional commitment to hiring historically underrepresented groups

Geographic area

Limited pool of PhD prepared faculty

Limited pool of Master's prepared faculty

Noncompetitive Salaries

Other (please specify):

Q24. To what extent have faculty vacancies negatively affected your institution in the following areas?

	Significant	Moderate	Very Little	No Effect
Classroom instruction	☐	☐	☐	☐
Clinical instruction / supervision	☐	☐	☐	☐
Oversight of simulations and skills labs	☐	☐	☐	☐
Student advising	☐	☐	☐	☐
Student progression	☐	☐	☐	☐
Committee work / program governance	☐	☐	☐	☐
Research	☐	☐	☐	☐
Administrative / operational duties	☐	☐	☐	☐

Q25a. Which of the following impacts of faculty vacancies related to **instruction** have you observed at your Institution?

- ☐ Disruptions to classroom instruction
- ☐ Reduced capacity for clinical instruction and/or supervision
- ☐ Challenges in overseeing simulation and skills laboratories
- ☐ Increased student to faculty ratios

- ☐ Reduction in course offerings
- ☐ Scheduling challenges
- ☐ None. We have not experienced any effects on instruction

Q25b. Which of the following impacts of faculty vacancies related to **operations** have you observed at your Institution?

- ☐ Strain on administrative and operational functions
- ☐ Increased burden on committee work and program governance
- ☐ Difficulty maintaining accreditation standards
- ☐ Reduced clinical placement capacity
- ☐ None. We have not experienced any effects on operations

Q25c. Which of the following impacts of faculty vacancies related to your **workforce** have you observed at your Institution?

- ☐ Increased workload for existing faculty
- ☐ Greater reliance on adjunct faculty (temporary or contractual faculty that teach specific courses, labs, or clinical rotations)
- ☐ Greater reliance on part-time faculty (faculty with less than a fulltime workload but are NOT adjunct)
- ☐ Increased burnout or turnover among remaining faculty
- ☐ Faculty ability to engage in clinical practice

☐ None. We have not experienced any effects on our workforce

Q25d. Which of the following impacts of faculty vacancies related to **student outcomes** have you observed at your Institution?

- ☐ Decreased student advising capacity
- ☐ Reduced availability of mentoring support
- ☐ Delays in program completion
- ☐ Effects on student enrollment and admissions
- ☐ Declines in student satisfaction
- ☐ None. We have not experienced any effects on student outcomes

Q25e. Which of the following impacts of faculty vacancies related to **research capacity** have you observed at your Institution?

- ☐ Declines in research productivity
- ☐ Fewer faculty being granted sabbaticals
- ☐ None. We have not experienced any effects on research capacity

Q26. Please enter any additional comments about faculty vacancies or the survey below.



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