



Special Survey on Vacant Faculty Positions for Academic Year 2009-2010

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2009-2010 Faculty Vacancy Survey - Overview

Since 2000, AACN has collected data from member 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.

In 2009, AACN opened the Faculty Vacancy Survey to both member and non-member schools to enhance our understanding of this issue.

Response Rate

Overall - 70.2%

Member – 75.2%

Non-Member – 48.3%



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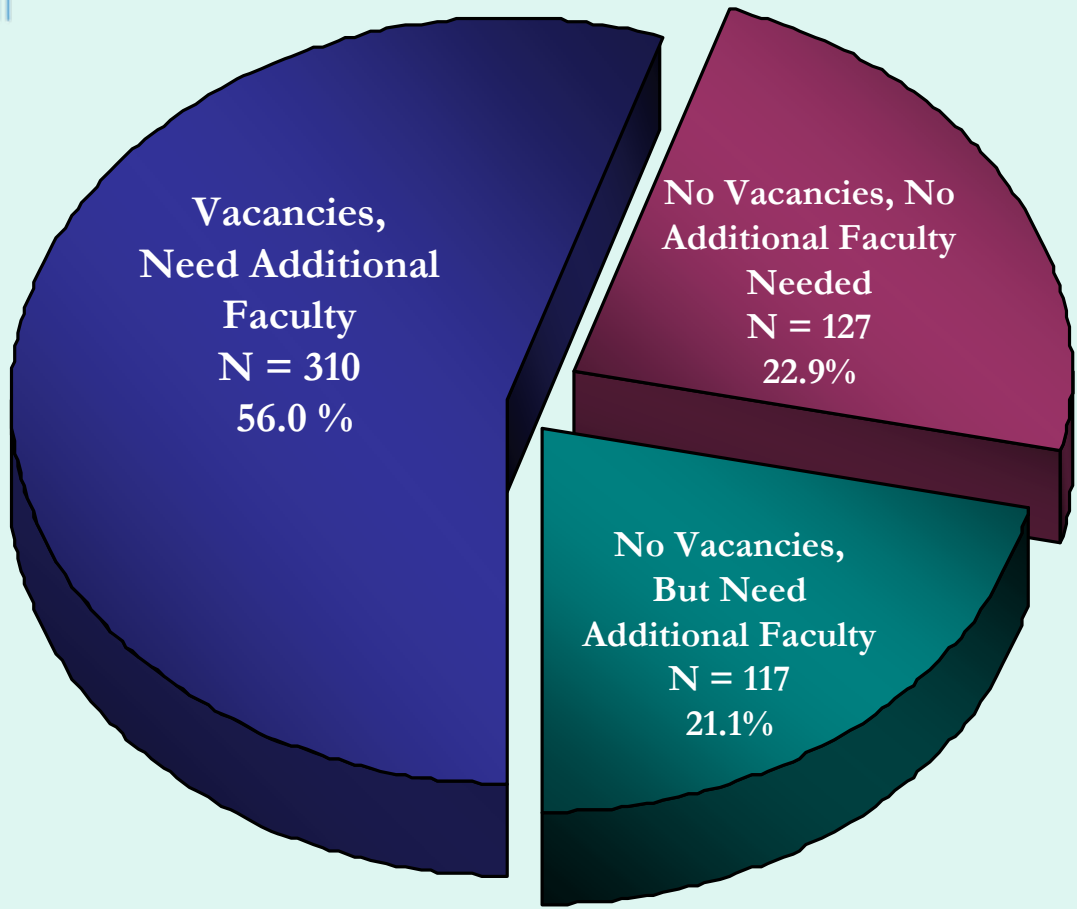
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Number and Percent of Schools With and Without Vacant Positions

N=554 Respondents
(Response Rate = 70.2%)



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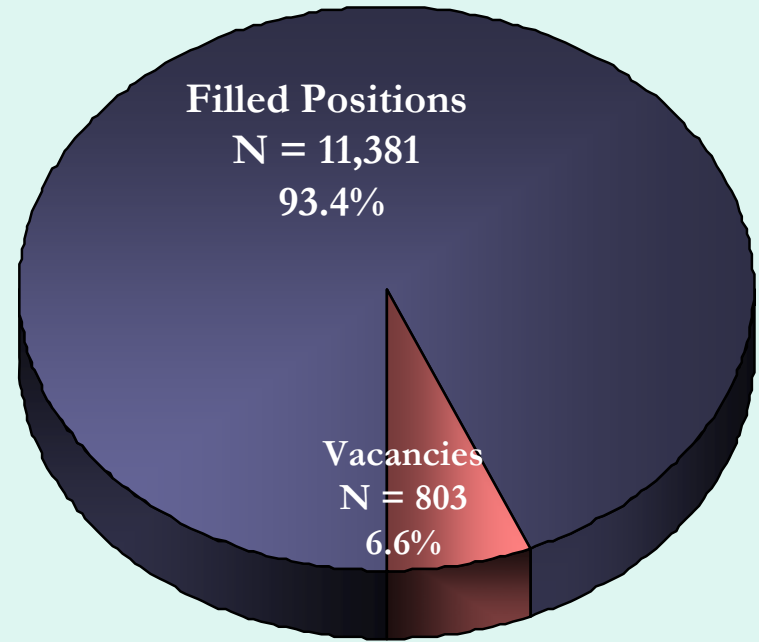


Number and Percent of Filled Positions and Vacancies for Academic Year 2009-2010

Number of Schools Responding: 554 (484 or 75.2% of AACN Membership)

- **Total Budgeted Positions: 12,184**
- **Total Number of Vacancies: 803 (6.6%)**
- **Total Number of Filled Positions: 11,385 (93.4%)**
- **Mean Number of Vacancies: 1.4 per school**
- **Range of Number of Vacancies: 1 to 13**
- **Number of Schools with No Vacancies, BUT NEED additional faculty: 117**

Number of Schools with No Vacancies, that do NOT need additional Faculty: 127

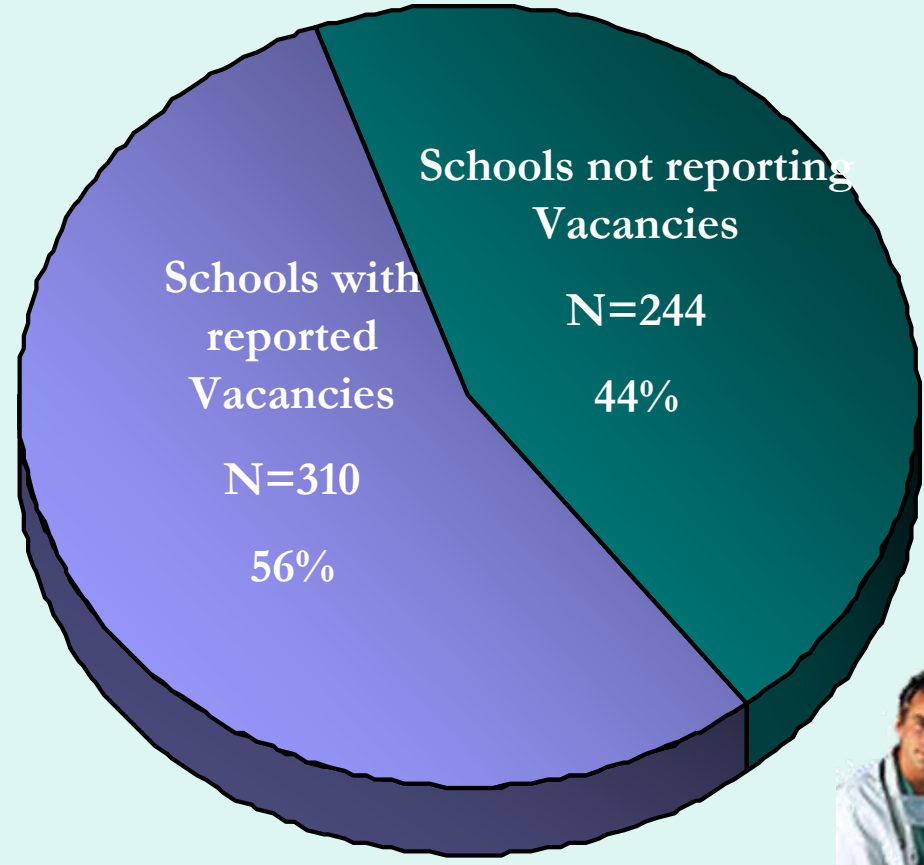


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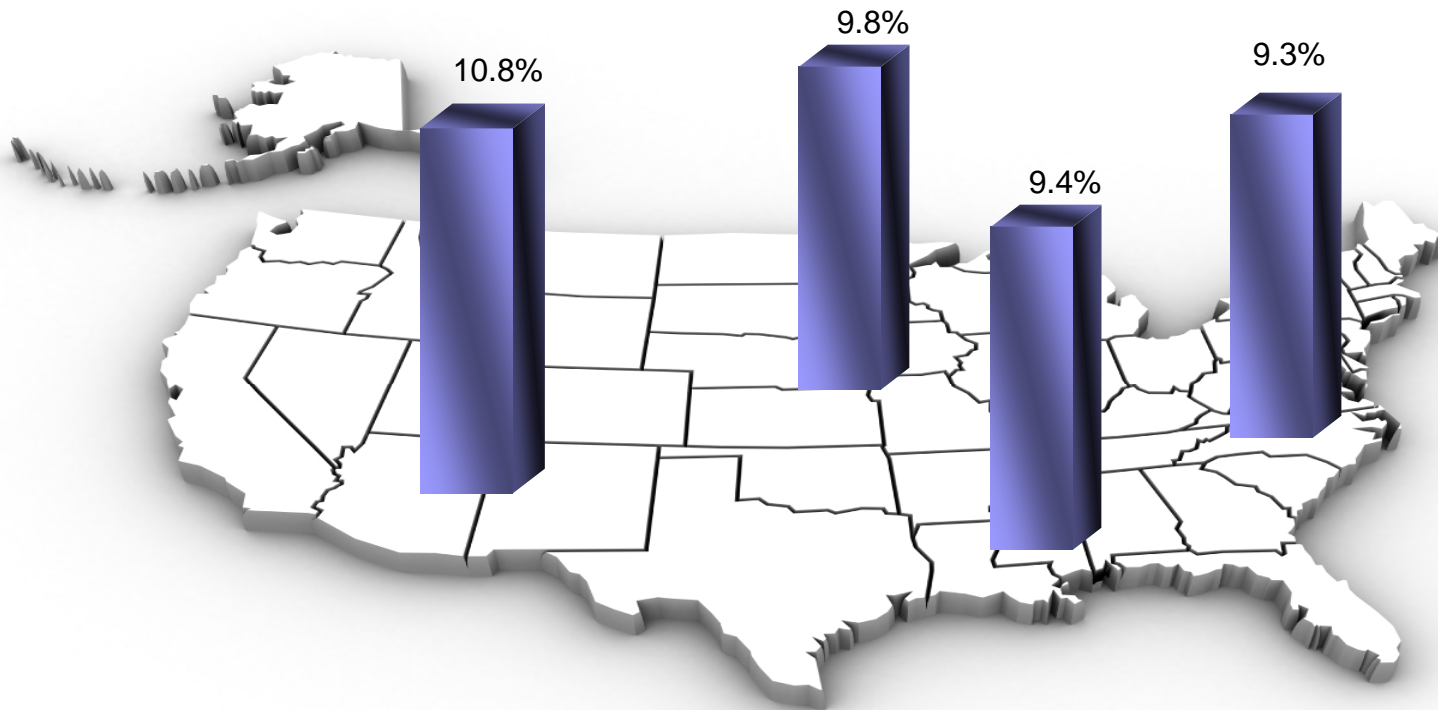
Number and Percent and Vacancies for Academic Year 2009-2010

Within those schools reporting vacancies, the vacancy rate was 9.7% (803 faculty positions left unfilled.)



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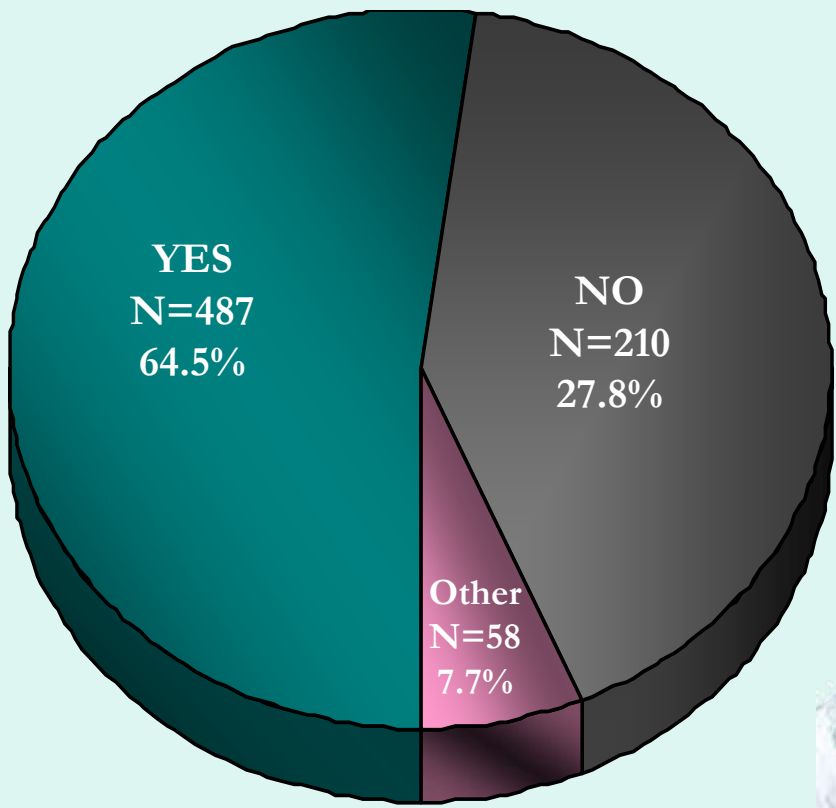
Vacancy Rate by Region in Schools Reporting Vacancies for Academic Year 2009-2010





Selected Characteristics of Vacant Faculty Positions for Academic Year 2009-2010

Tenure Track (Valid N=755)

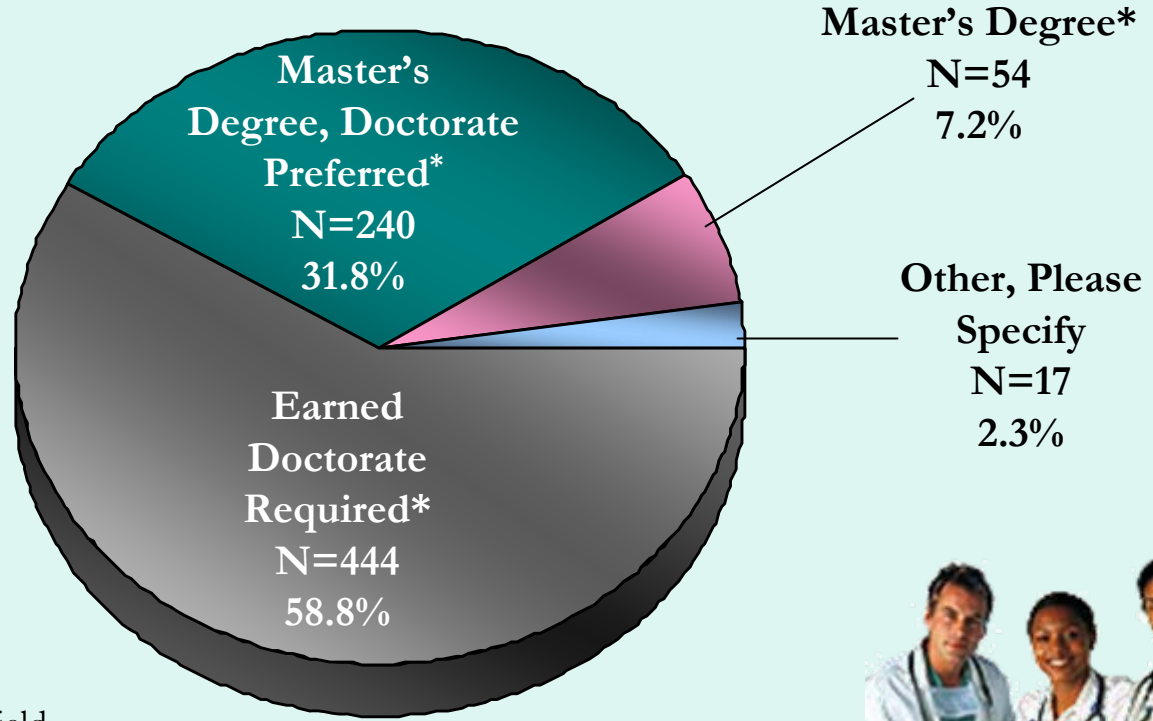


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Selected Characteristics of Vacant Faculty Positions for Academic Year 2009-2010

Degree Requirements (Valid N=755)



* In nursing or related field.

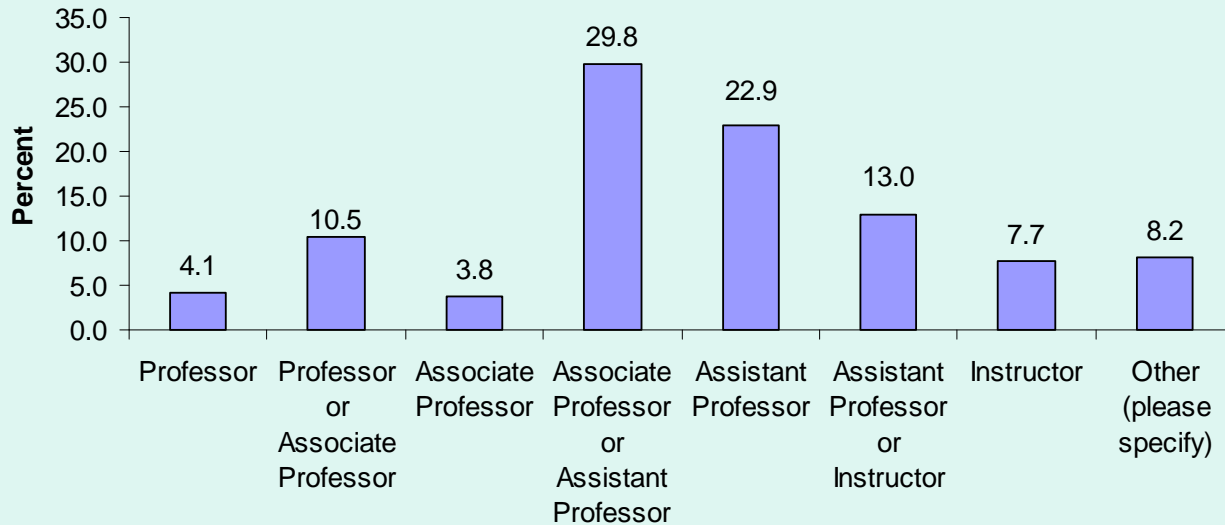


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Selected Characteristics of Vacant Faculty Positions for Academic Year 2009-2010

Incoming Level of Appointment
(Valid N=755)



Only 8.1% of vacant positions had 50 percent or more of one's effort devoted to administrative responsibilities.



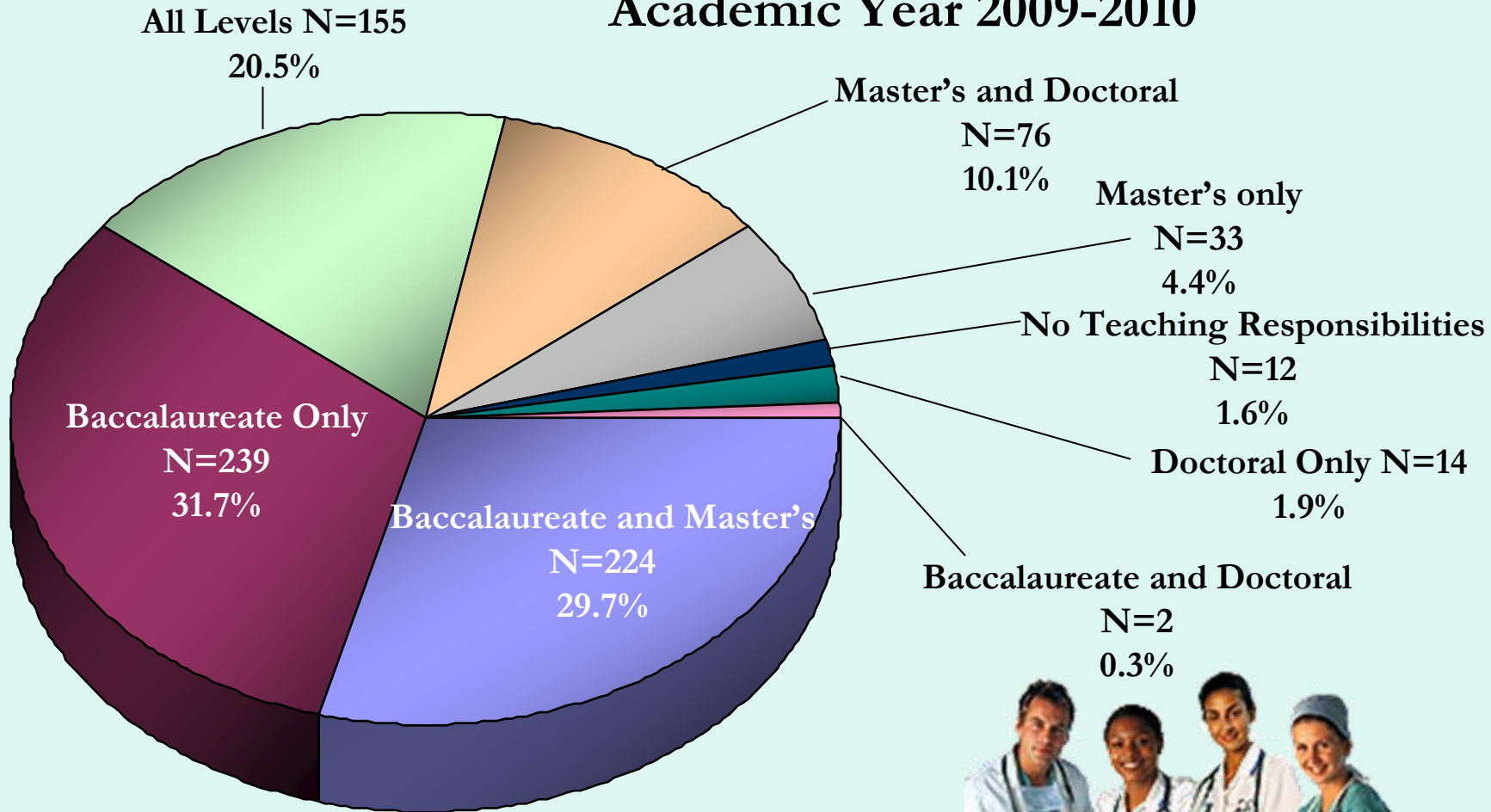
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Selected Characteristics of Vacant Faculty Positions for Academic Year 2009-2010



Level of Teaching (Valid N=755)

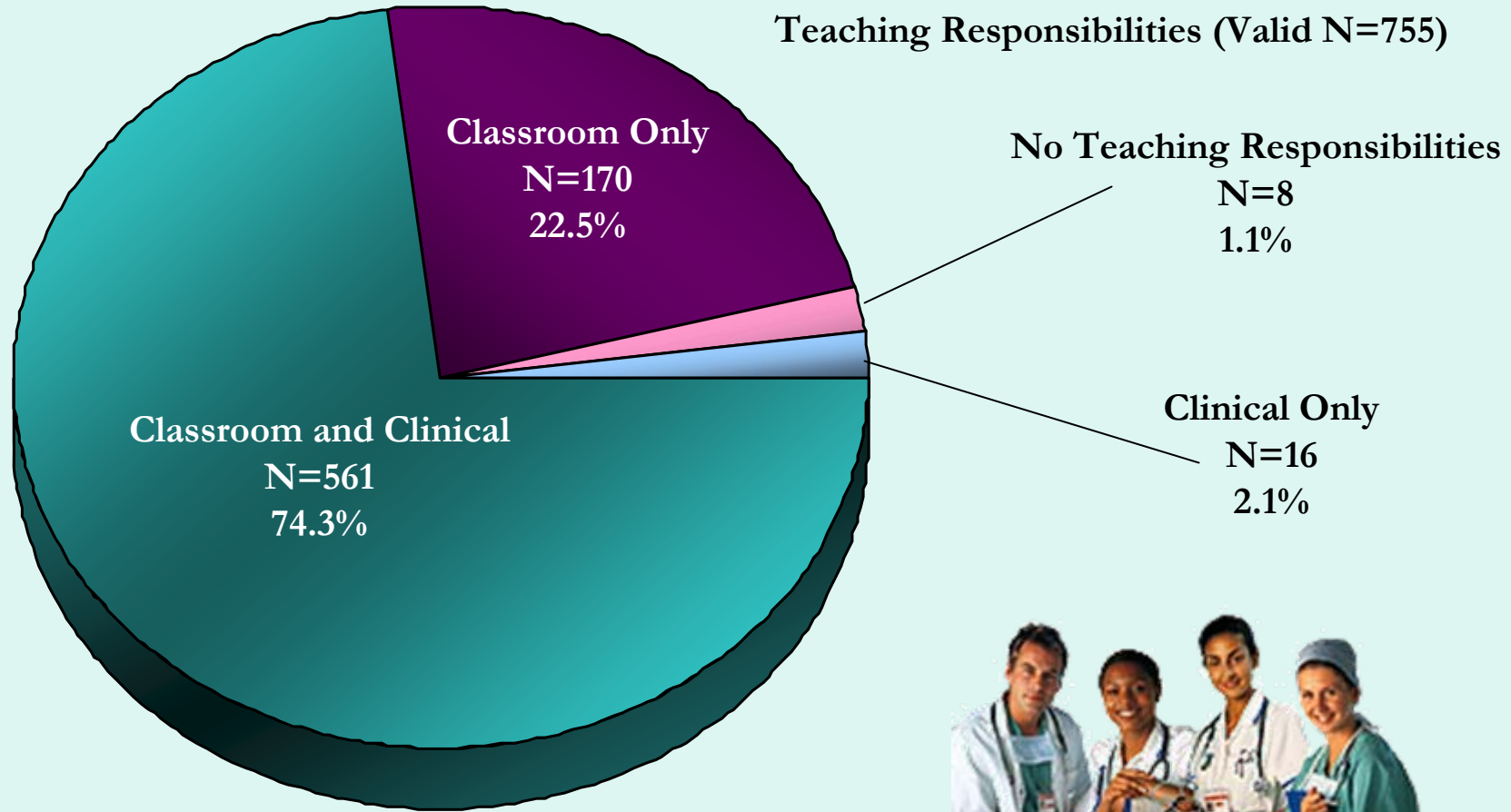
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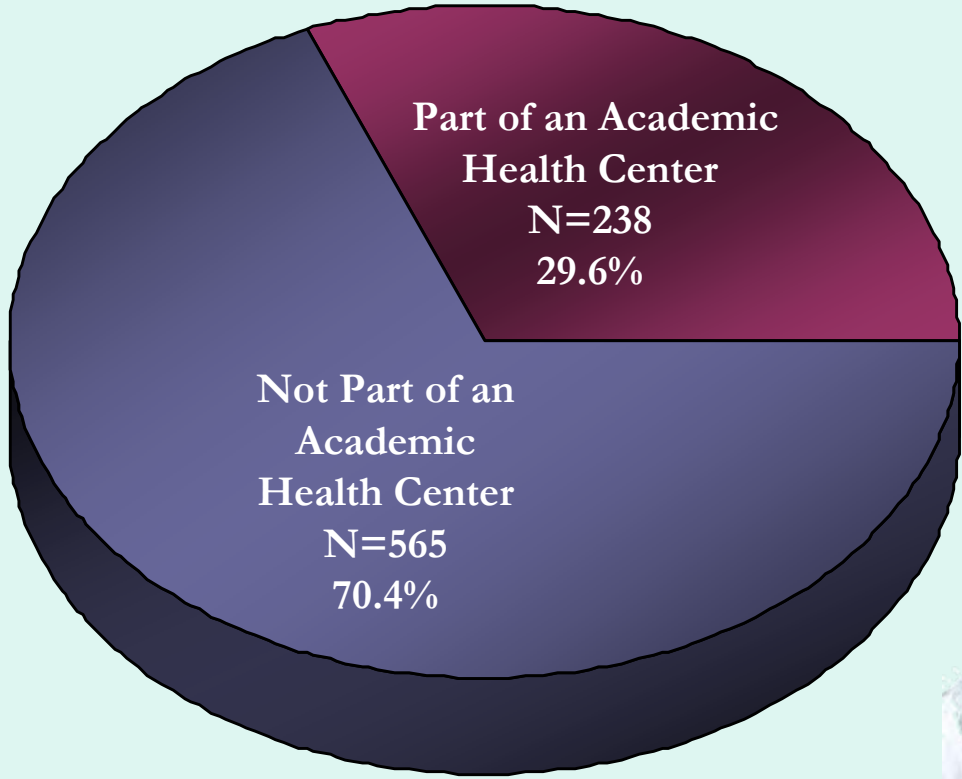


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Number and Percent of Faculty Vacancies by Academic Health Center Status

Academic Health Center Affiliation (Valid N=803)



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Major Reasons Precluding Schools of Nursing from Hiring Additional Full-Time Faculty for Academic Year 2009-2010

(Valid N=117 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 your geographic area**



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Most Critical Issues Faced by Schools of Nursing RE:

Faculty Recruitment and Retention

(Valid N = 544)

- **Noncompetitive salaries (32.2%)**
- **Limited pool of doctorally prepared faculty (30.3%)**
- **Finding faculty with the right specialty mix (16.5%)**
- **Finding faculty willing/able to teach clinical courses (5.1%)
and finding faculty willing/able to conduct Research (3.7%)**
- **High faculty workload (3.1%)**



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Other Critical Issues Noted by School's Regarding Faculty Recruitment (based on school comments)

- **Lack of Required/Preferred Degrees in Nursing –
Doctoral and Master's**
- **State Budget Constraints/ Hiring Freezes**
- **Current Faculty delaying Retirement**



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