

**SPECIAL SURVEY ON
VACANT FACULTY POSITIONS FOR
ACADEMIC YEAR 2013-2014**

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



2013-2014 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 – 79.7%

Member – 84.6%

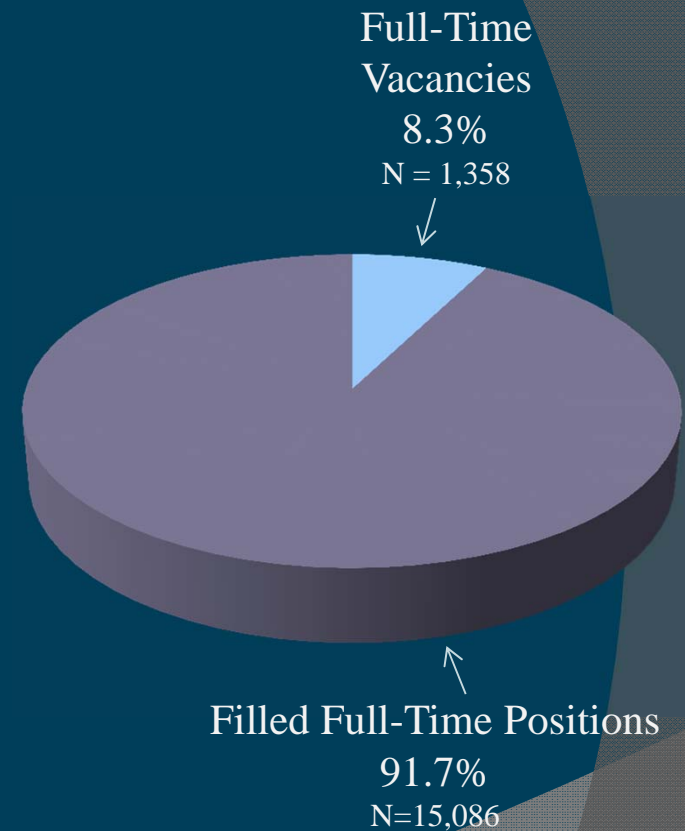
Non-Member – 52.3%



Number and Percent of Filled Full-Time Positions and Vacancies

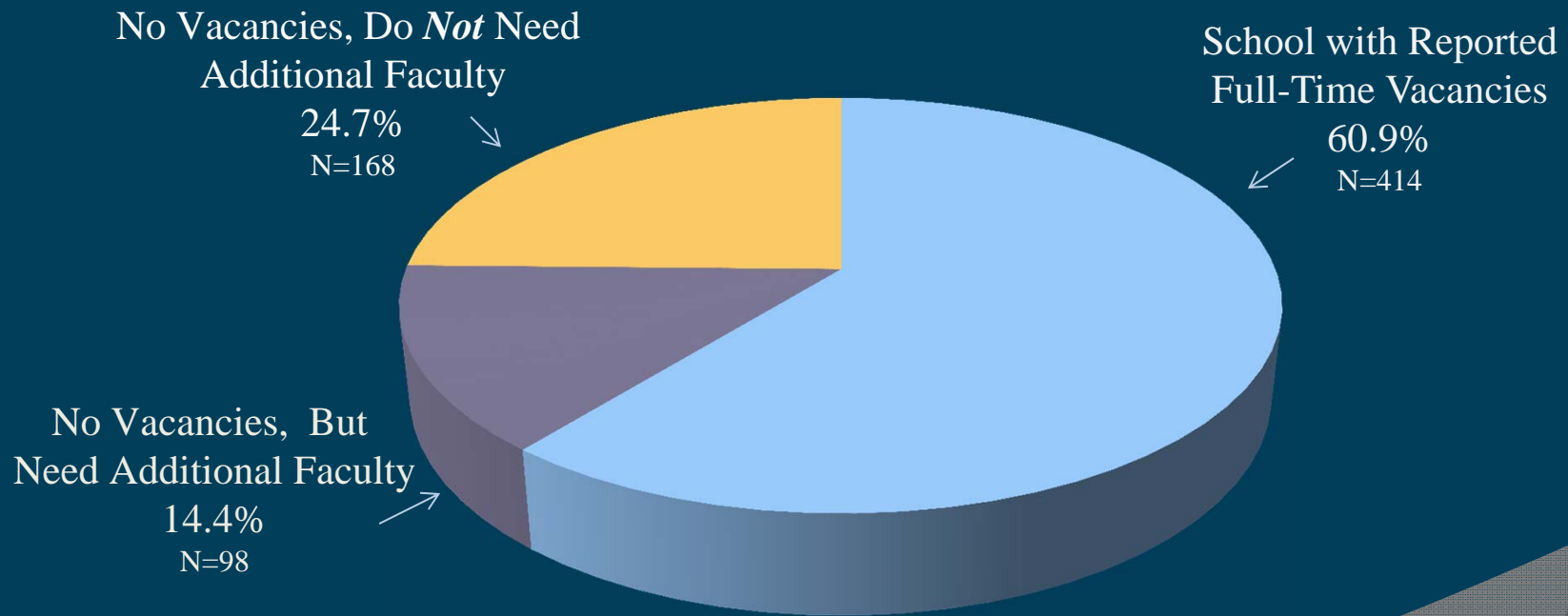
Number of Schools Responding: 680
(613 or 90.1% of AACN Member Schools)

- Total Full-Time Budgeted Positions: 16,444
- Total Number of Filled Full-Time Positions: 15,086 (91.7%)
- Total Number of Full-Time Vacancies: 1,358 (8.3%)
- Mean Number of Full-Time Vacancies: 2.0 per school
- Range of Number of Full-Time Vacancies: 1 to 29



Number and Percent of Schools With and Without Vacant Full-Time Positions

(N=680 , Response Rate=79.7%)

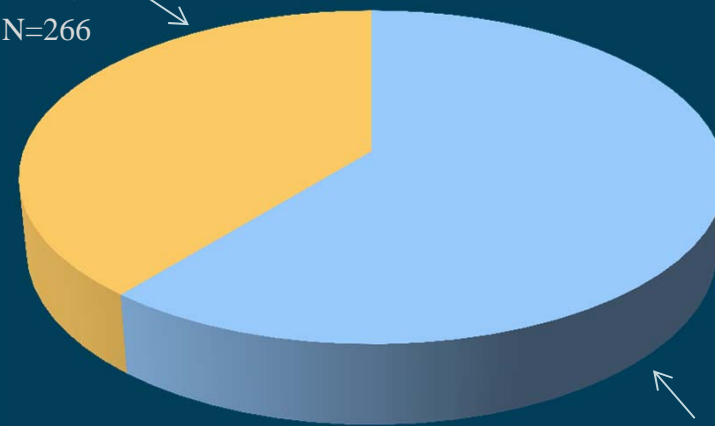


Number and Percent of Full-Time Vacancies

Within those schools reporting full-time vacancies, the vacancy rate was 10.8 % (1,358 full-time faculty positions left unfilled.)

Schools Not Reporting Full-Time Vacancies

39.1%
N=266

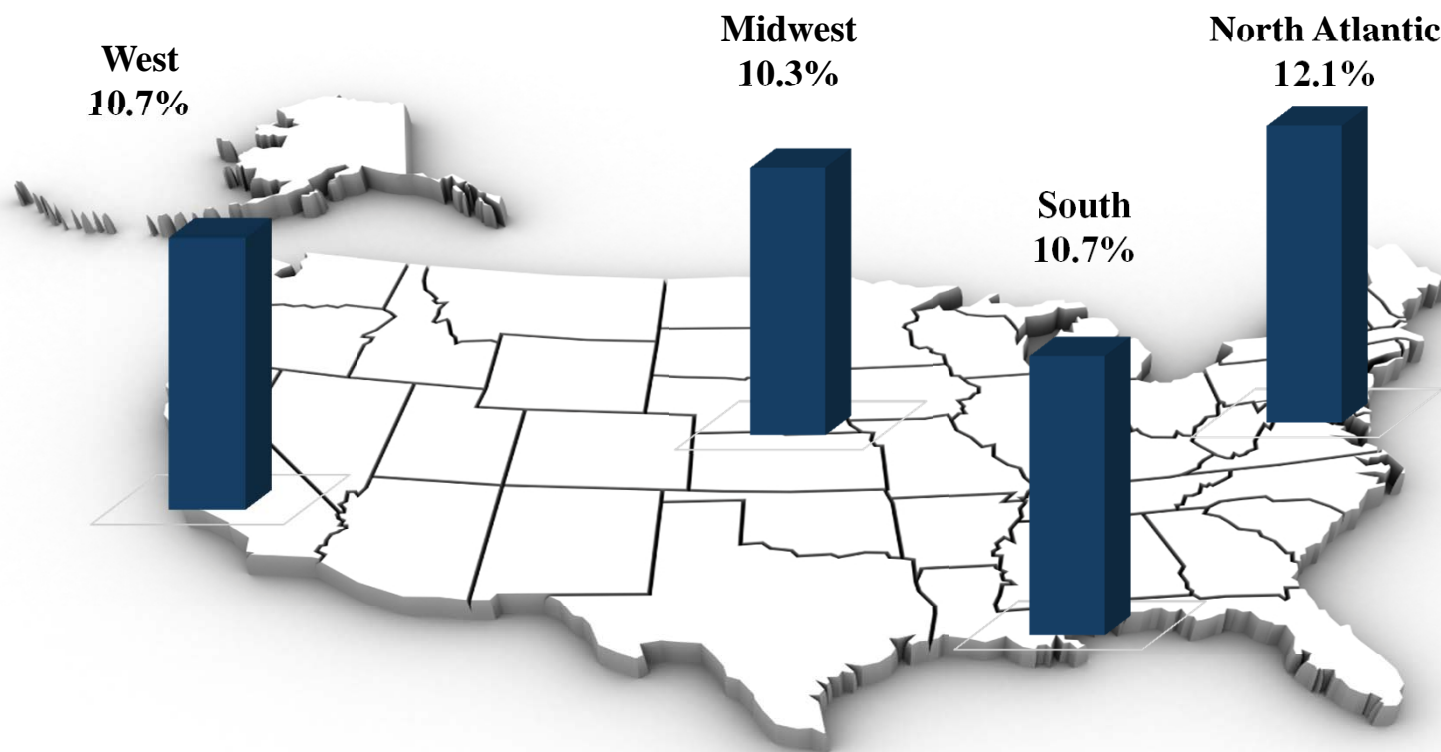


Schools with Reported Full-Time Vacancies

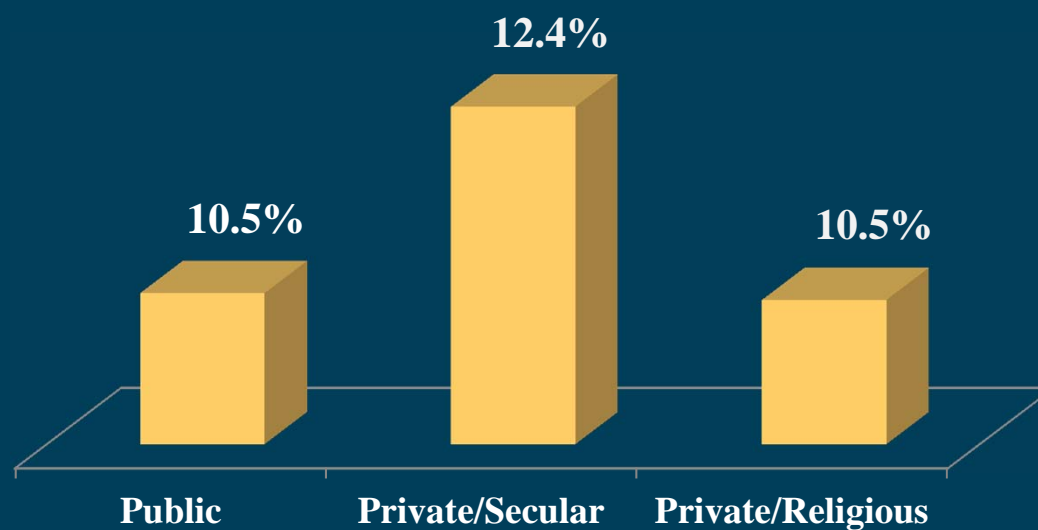
60.9%
N=414



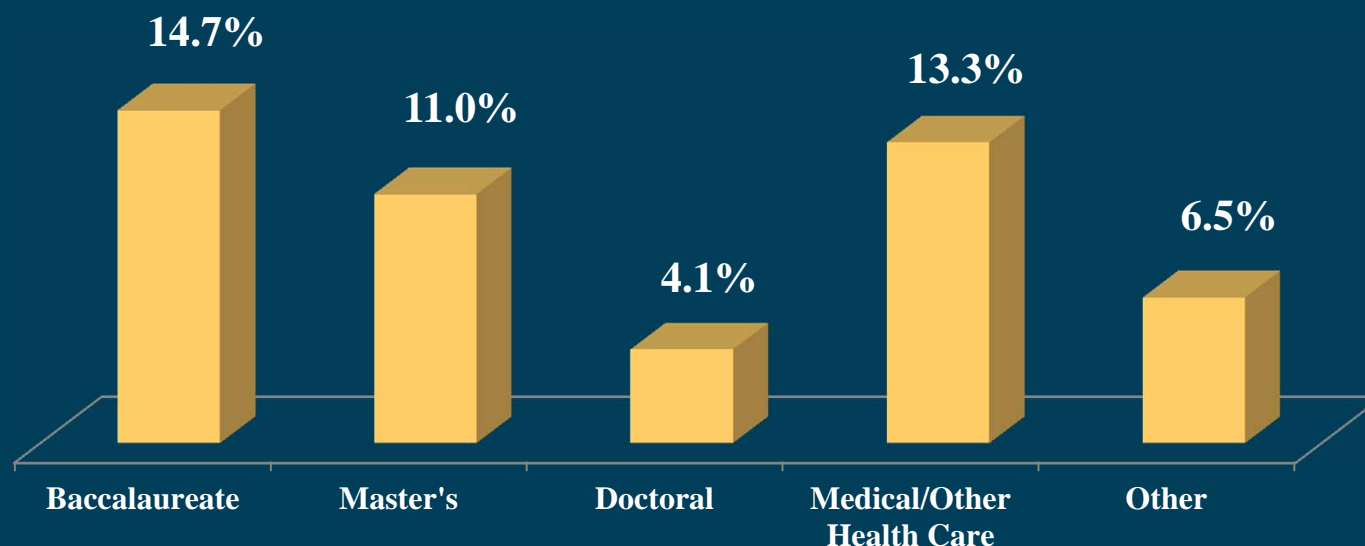
Full-Time Vacancy Rate by Region in Schools Reporting Vacancies



Full-Time Vacancy Rate by Institutional Type in Schools Reporting Vacancies

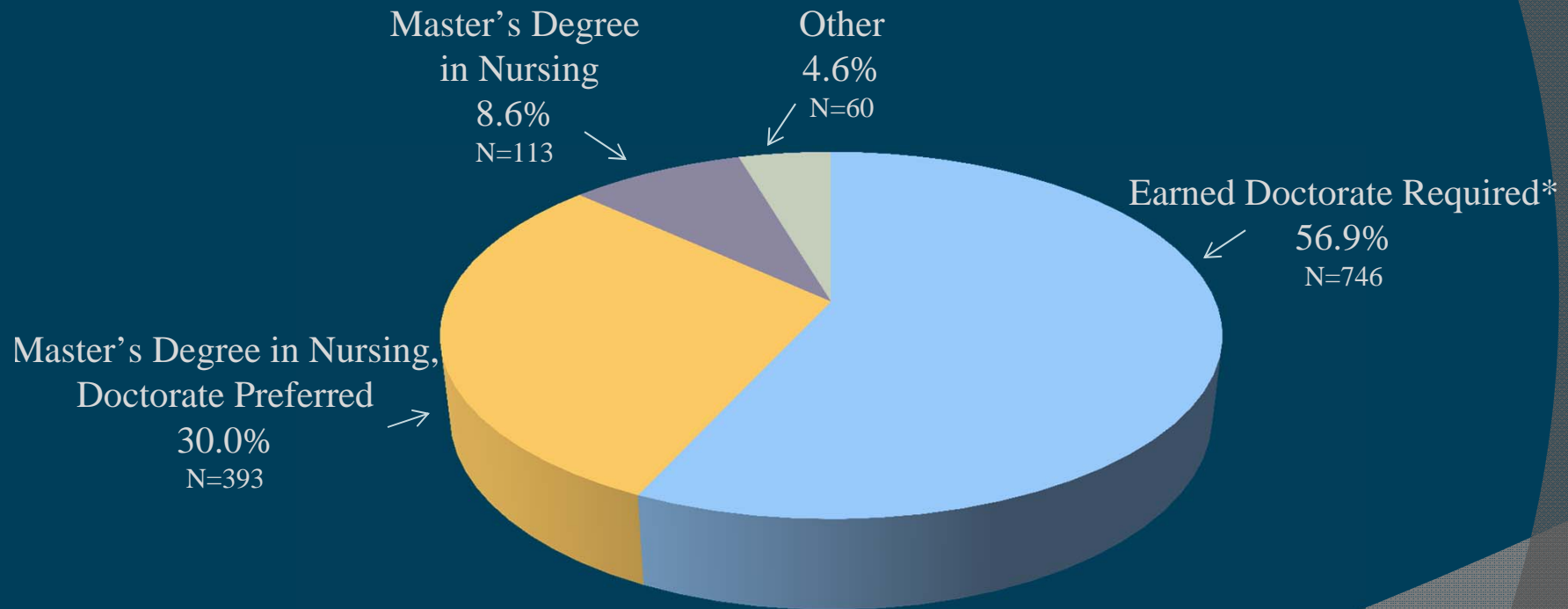


Full-Time Vacancy Rate by Carnegie Classifications in Schools Reporting Vacancies



Selected Characteristics of Full-Time Vacant Faculty Positions

(Degree Requirements Valid N=1,312)

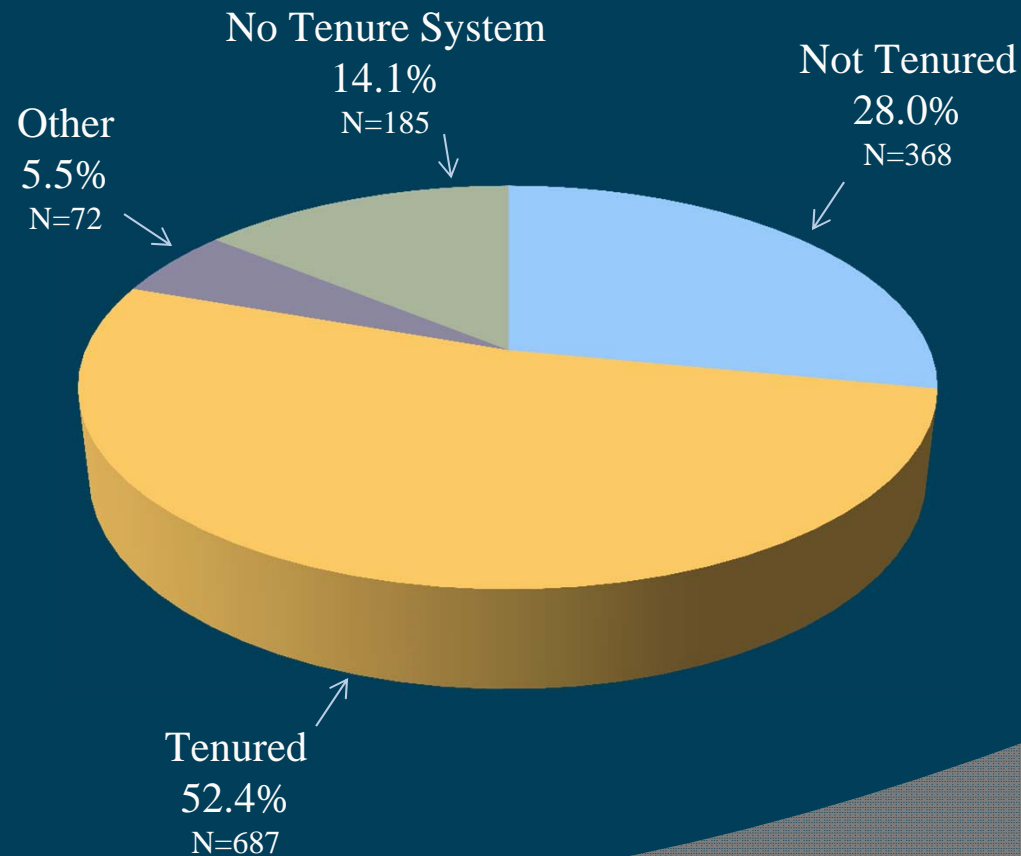


* In nursing or related field.



Selected Characteristics of Full-Time Vacant Faculty Positions

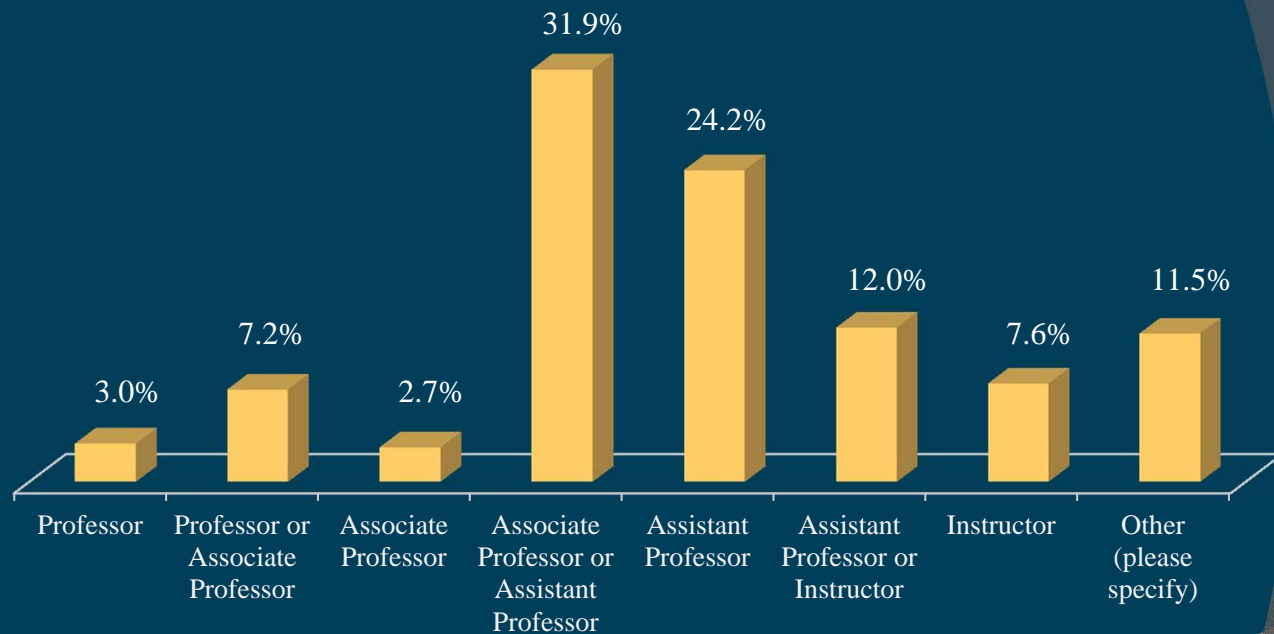
(Tenure Track Valid N=1,312)



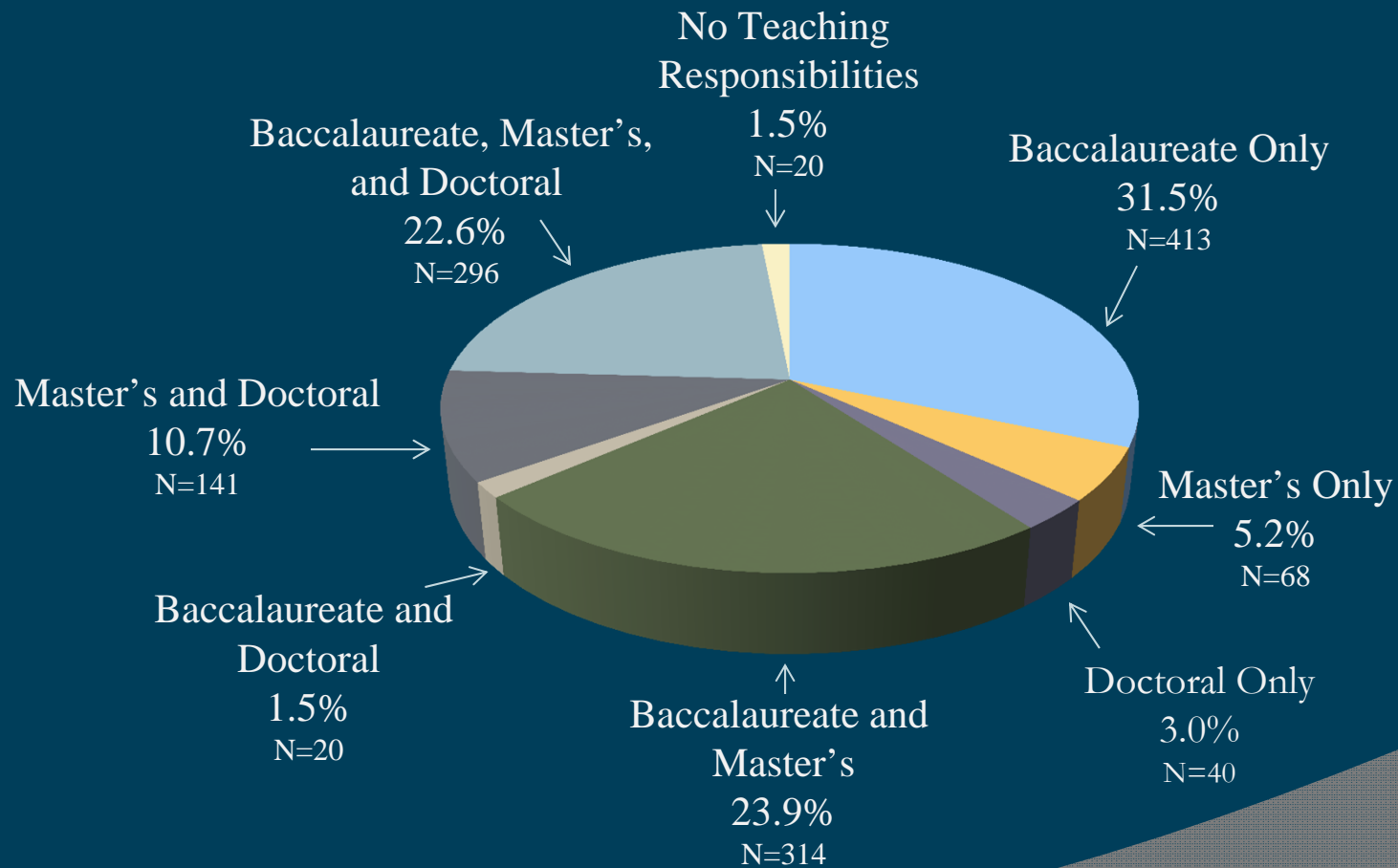
Selected Characteristics of Vacant Full-Time Faculty Positions

(Incoming Level of Appointment Valid N=1,312)

Only 9.6% 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

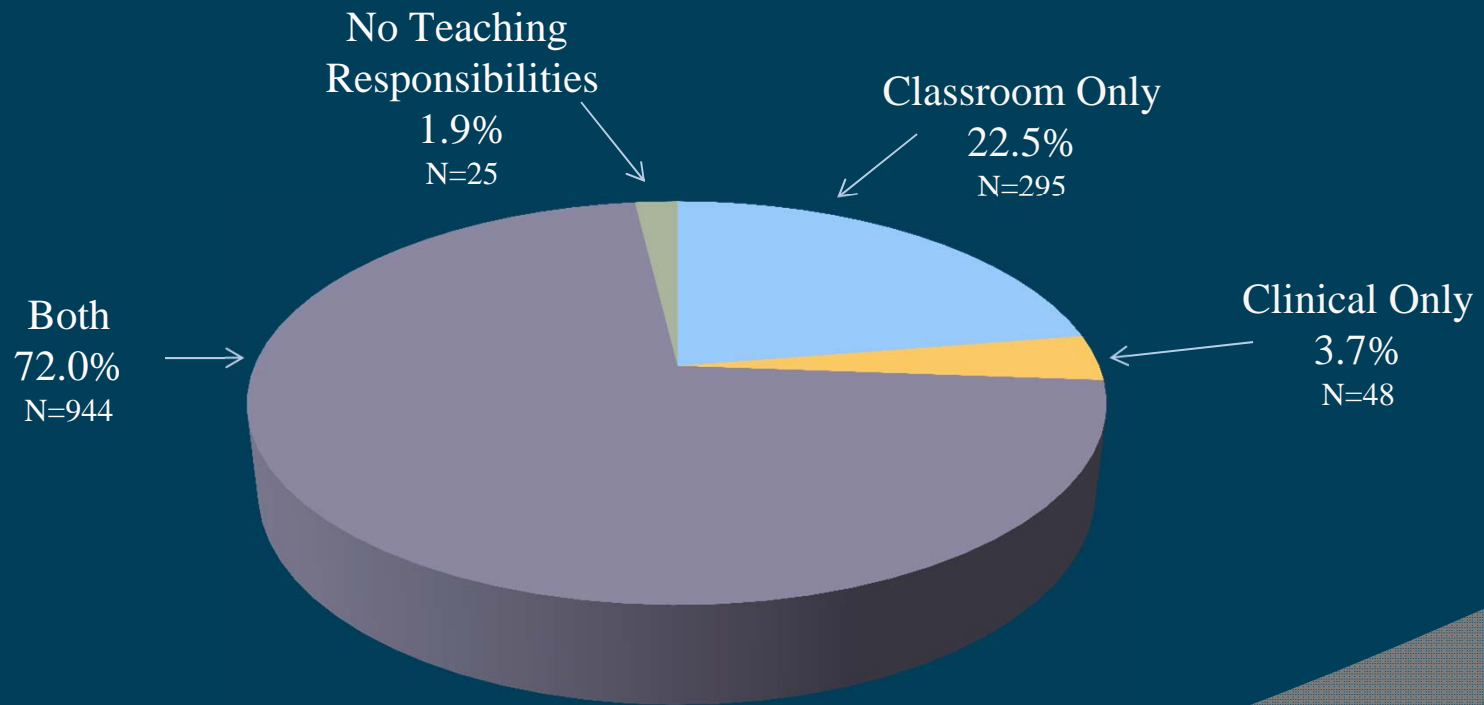


Level of Teaching (Valid N=1,312)



Selected Characteristics of Vacant Full-Time Faculty Positions

(Teaching Responsibilities Valid N=1,312)



Major Barriers to Hiring Additional Full-Time Faculty

(Valid N=98 Schools with no vacant positions but need more)

- ⦿ Insufficient funds to hire new faculty (64.3%)
- ⦿ Unwillingness of administration to commit to additional full-time positions (49.0%)
- ⦿ Inability to recruit qualified faculty because of competition for jobs with other marketplaces (38.8%)
- ⦿ Qualified applicants for faculty positions are unavailable in our geographic area (28.6%)



Top Cited Faculty Recruitment Barriers

(N=680)

- ⦿ Limited pool of doctorally prepared faculty (31.0%)
- ⦿ Noncompetitive salaries (28.4%)
- ⦿ Finding faculty with the right specialty mix (19.0%)
- ⦿ Finding faculty willing/able to teach clinical courses (4.6%)
- ⦿ Finding faculty willing/able to conduct Research (4.4%)
- ⦿ High faculty workload (4.0%)



Additional Faculty Recruitment Barriers

- ⦿ State budget constraint/hiring freeze
- ⦿ Expected faculty retirement
- ⦿ Faculty practice requirement to meet licensure criteria
- ⦿ Faculty scholarship requirement to achieve tenure
- ⦿ Work load for experienced faculty on mentoring
- ⦿ New faculty with limited teaching/clinical experiences

