

# SPECIAL SURVEY ON VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2017-2018



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# 2017-2018 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. This year, the survey was sent to 999 schools.

## Survey Response Rate

Overall Respondents: 832 (83.3%)

Member: 714 (89.4%)

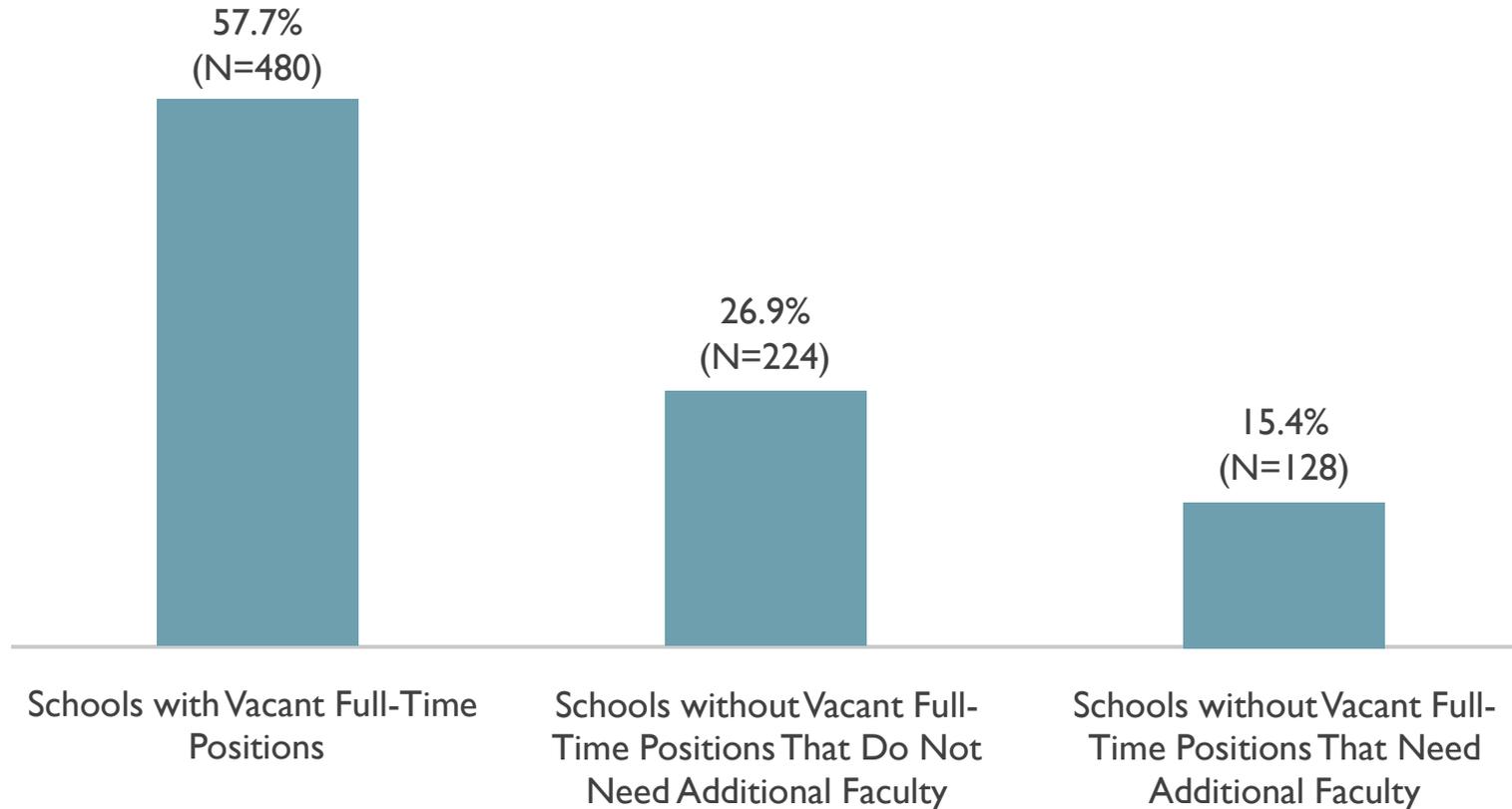
Non-Member: 118 (59.0%)

# NUMBER AND PERCENT OF FILLED FULL-TIME POSITIONS AND VACANCIES FOR ACADEMIC YEAR 2017-2018

**Number of Schools Responding: 832**  
**(714 or 85.8% of AACN Member Schools)**

- » Total Number of Full-Time Budgeted Positions: 21,533
- » Total Number of Full-Time Vacancies: 1,565 (7.3%)
- » Total Number of Filled Full-Time Positions: 19,968 (92.7%)
- » Mean Number of Full-Time Vacancies: 1.9 per school
- » Range of Number of Full-Time Vacancies: 1 to 31
- » Number of Schools with No Full-Time Vacancies, but NEED Additional Faculty: 128
- » Number of Schools with No Full-Time Vacancies that Do NOT Need Additional Faculty: 224

# NUMBER AND PERCENT OF SCHOOLS WITH AND WITHOUT VACANT FULL-TIME POSITIONS FOR ACADEMIC YEAR 2017-2018

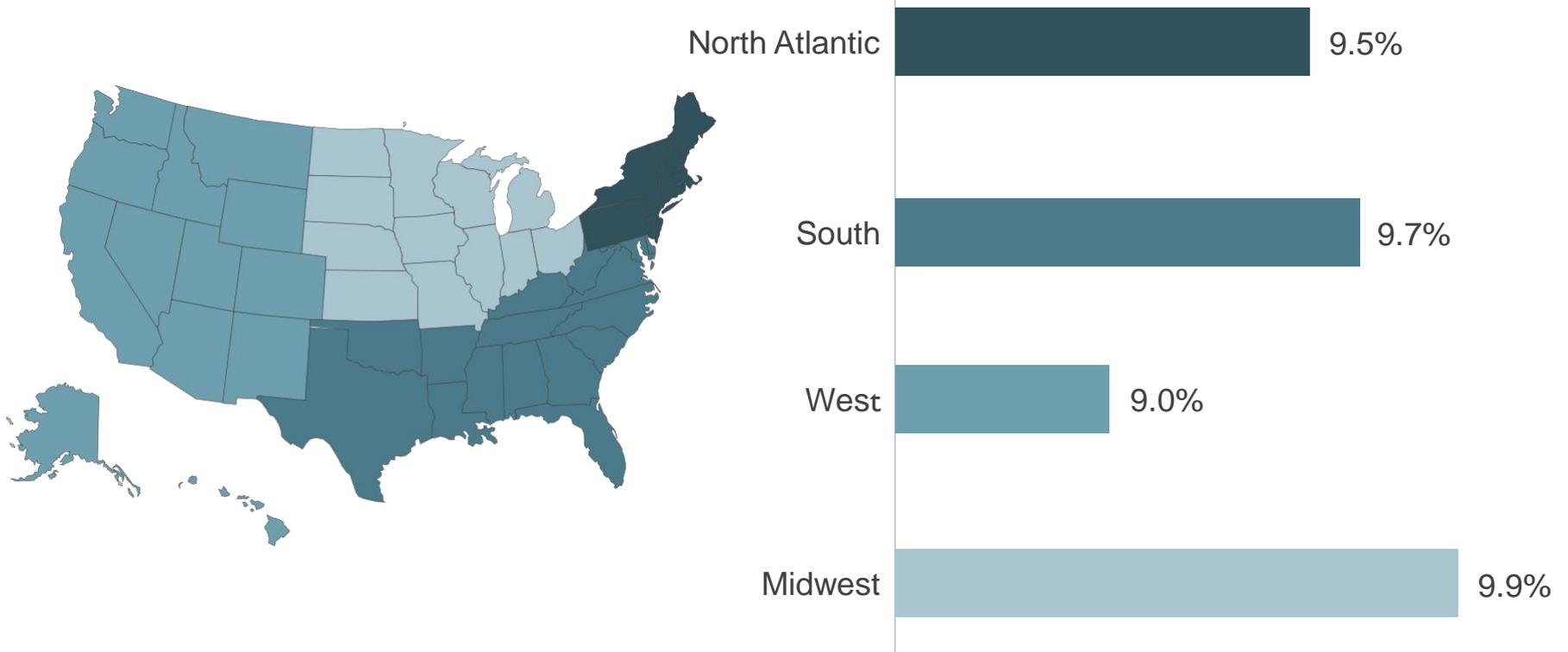


# NUMBER AND PERCENT OF FULL-TIME VACANCIES FOR ACADEMIC YEAR 2017-2018

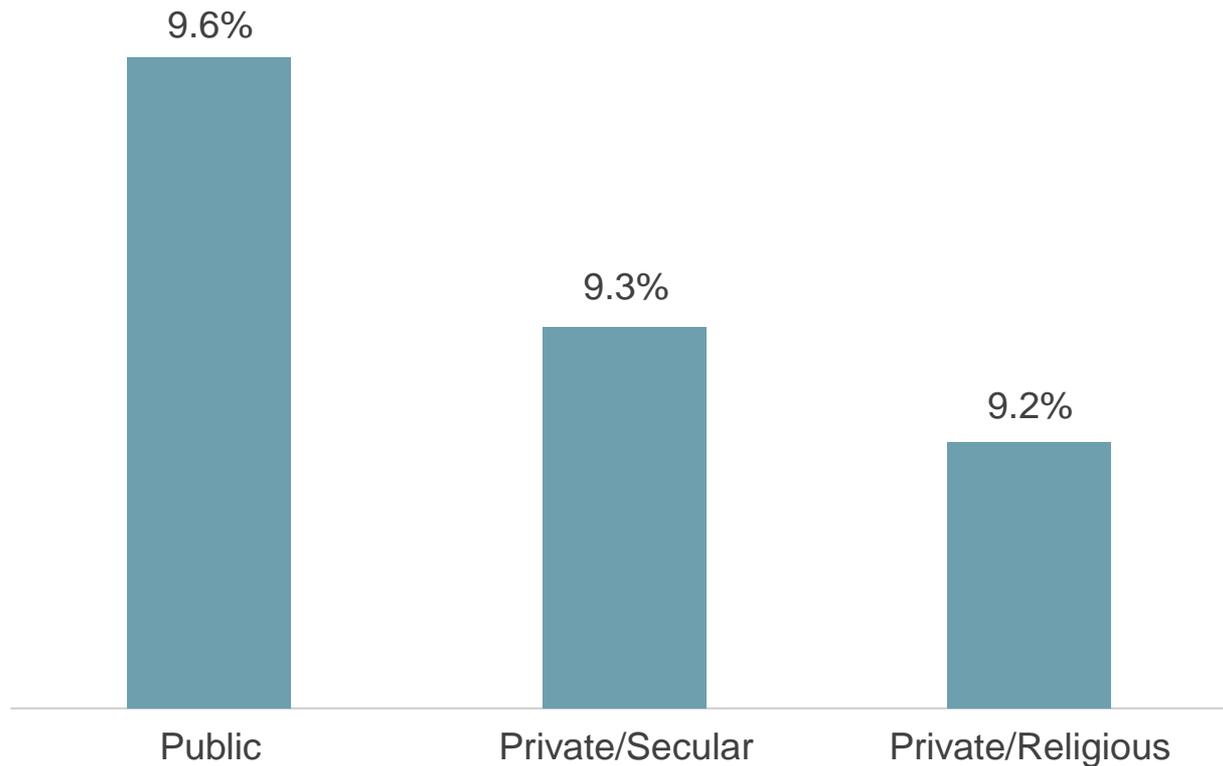
**Number of Schools Responding: 832**  
**(714 or 85.8% of AACN Member Schools)**

- » Schools with reported full-time vacancies: 480 (57.7%)
- » Schools not reporting full-time vacancies: 352 (42.3%)
- » Vacancy rate for schools which reported having full-time vacancies: 9.5%

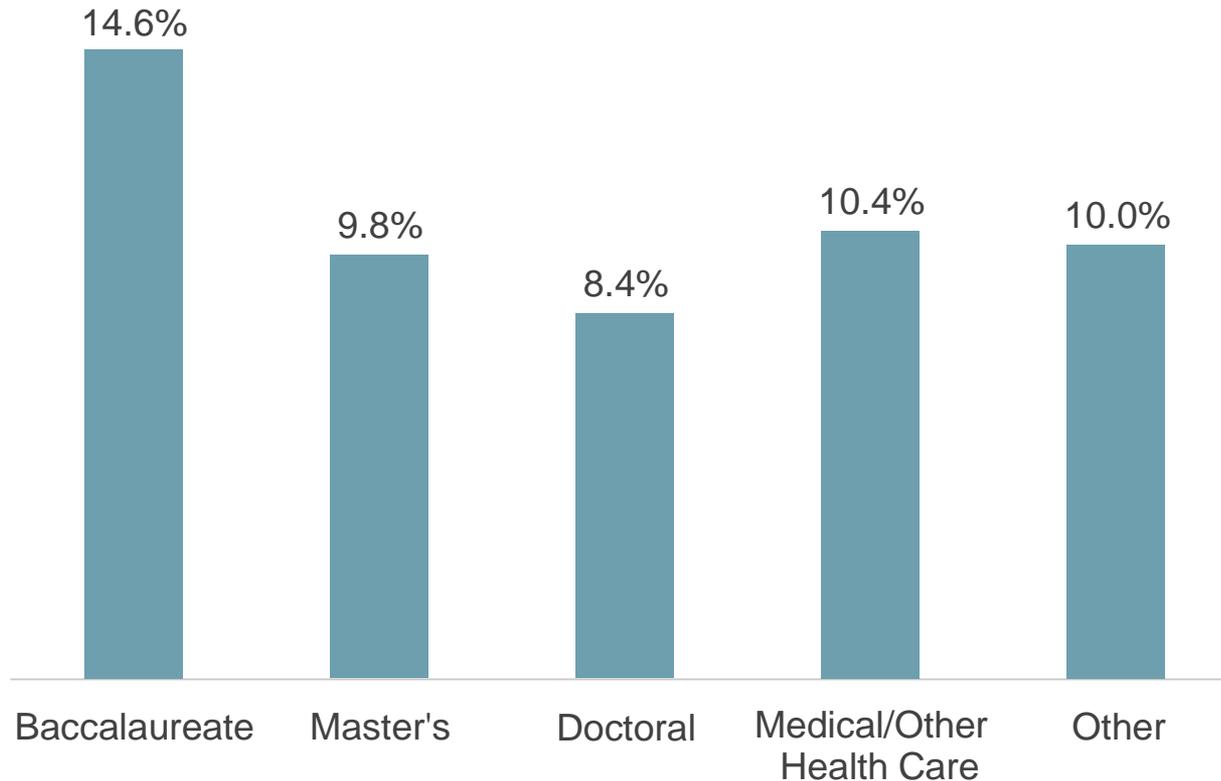
# FULL-TIME VACANCY RATES BY REGION IN SCHOOLS REPORTING VACANCIES FOR ACADEMIC YEAR 2017-2018



# FULL-TIME VACANCY RATES BY INSTITUTIONAL TYPE IN SCHOOLS REPORTING VACANCIES FOR ACADEMIC YEAR 2017-2018

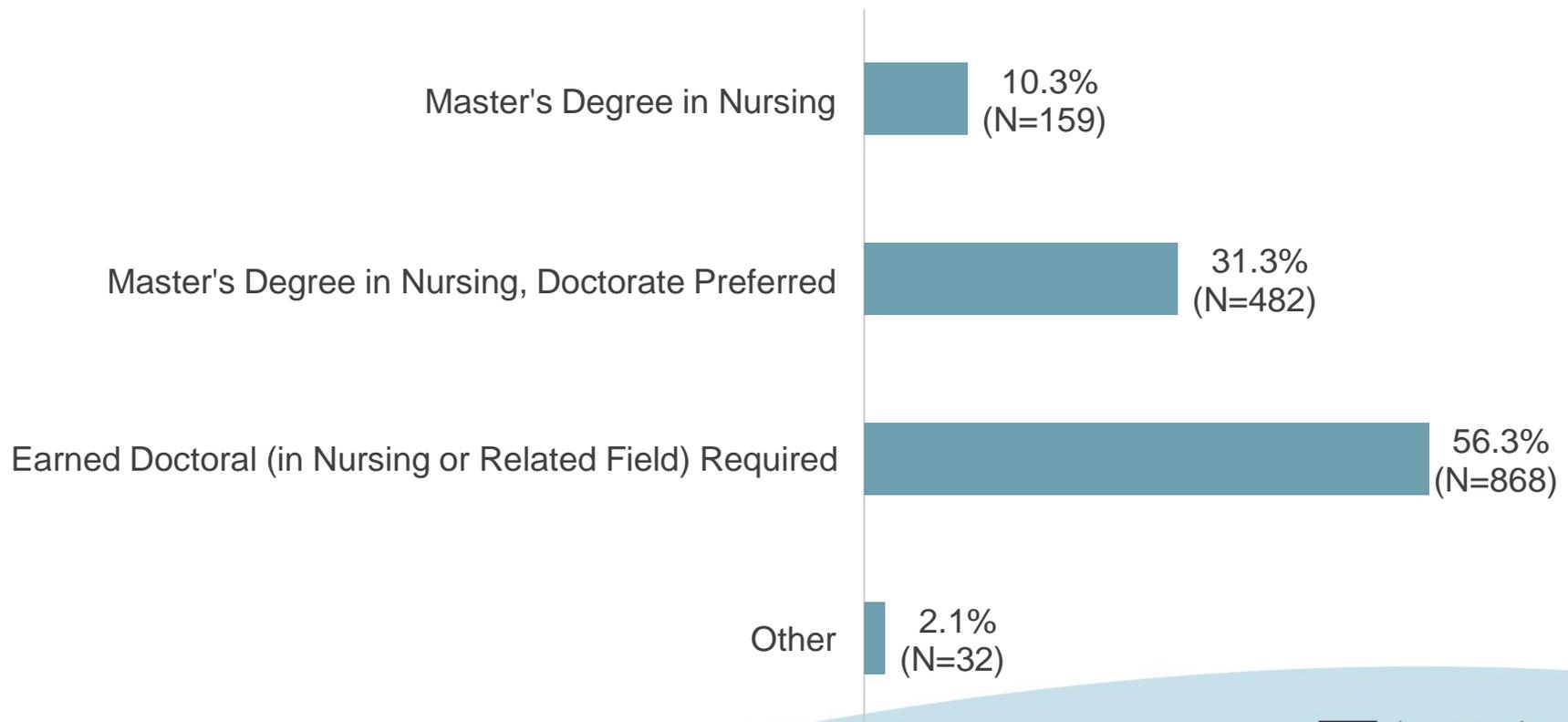


# FULL-TIME VACANCY RATES BY CARNEGIE CLASSIFICATION IN SCHOOLS REPORTING VACANCIES FOR ACADEMIC YEAR 2017-2018

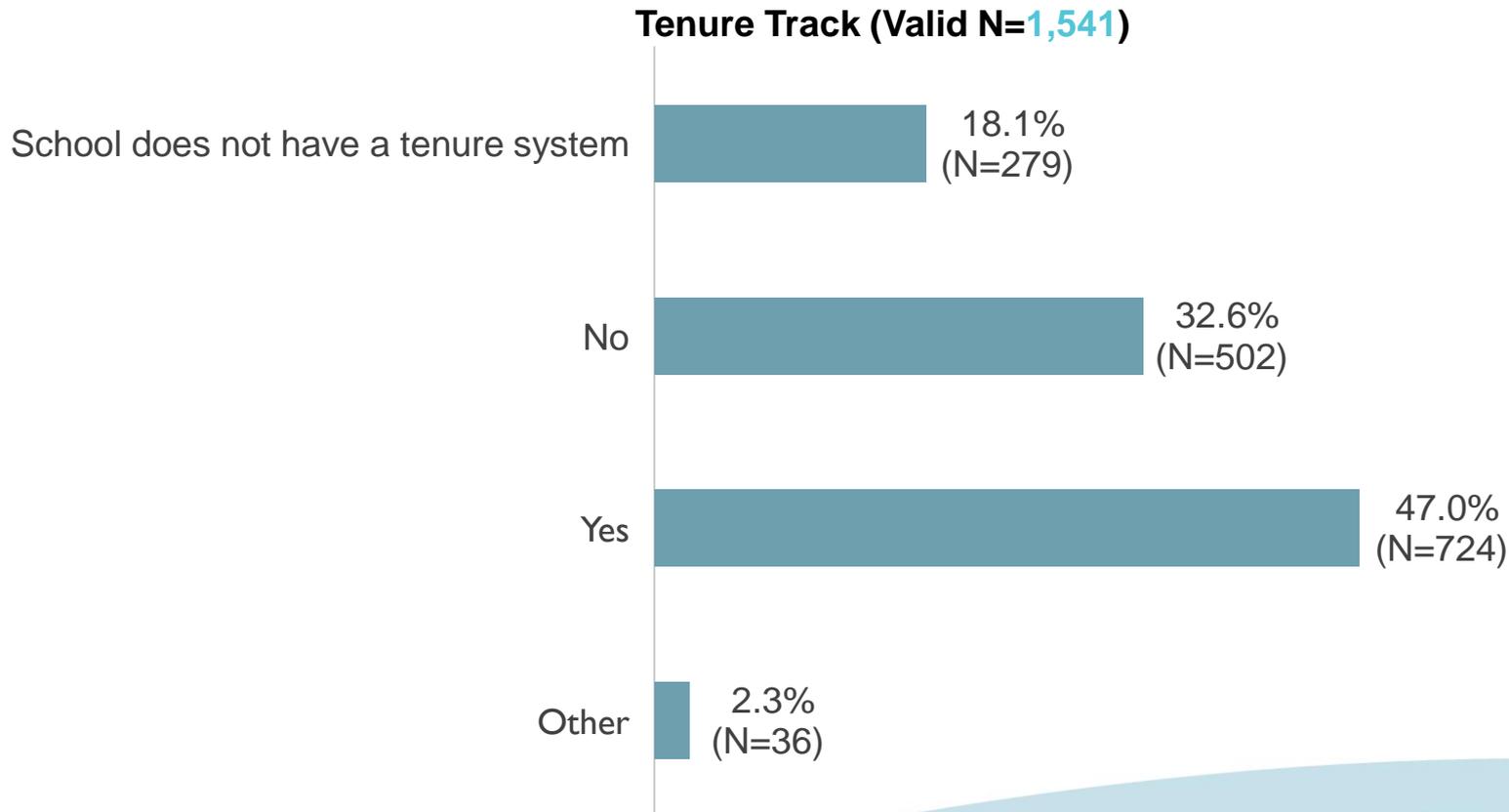


# SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2017-2018

## Degree Requirements (Valid N=1,541)



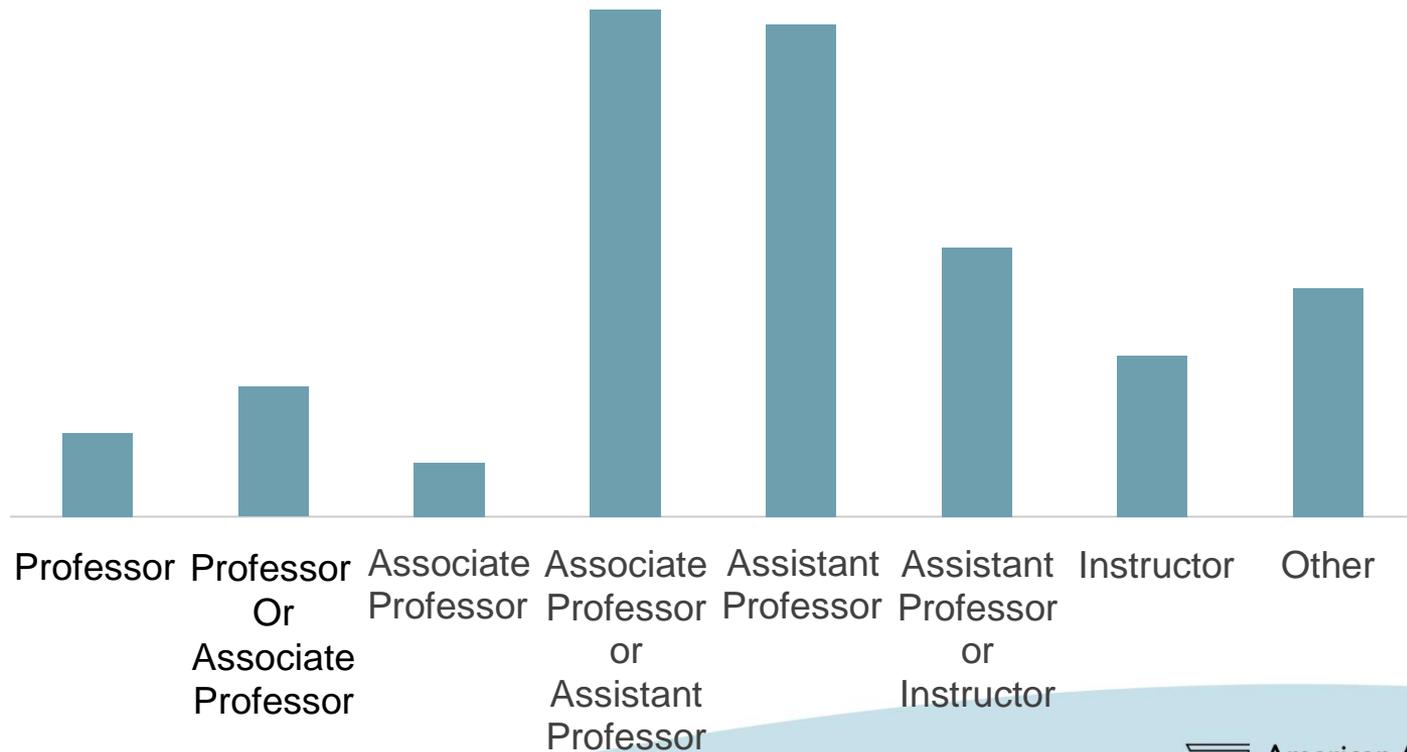
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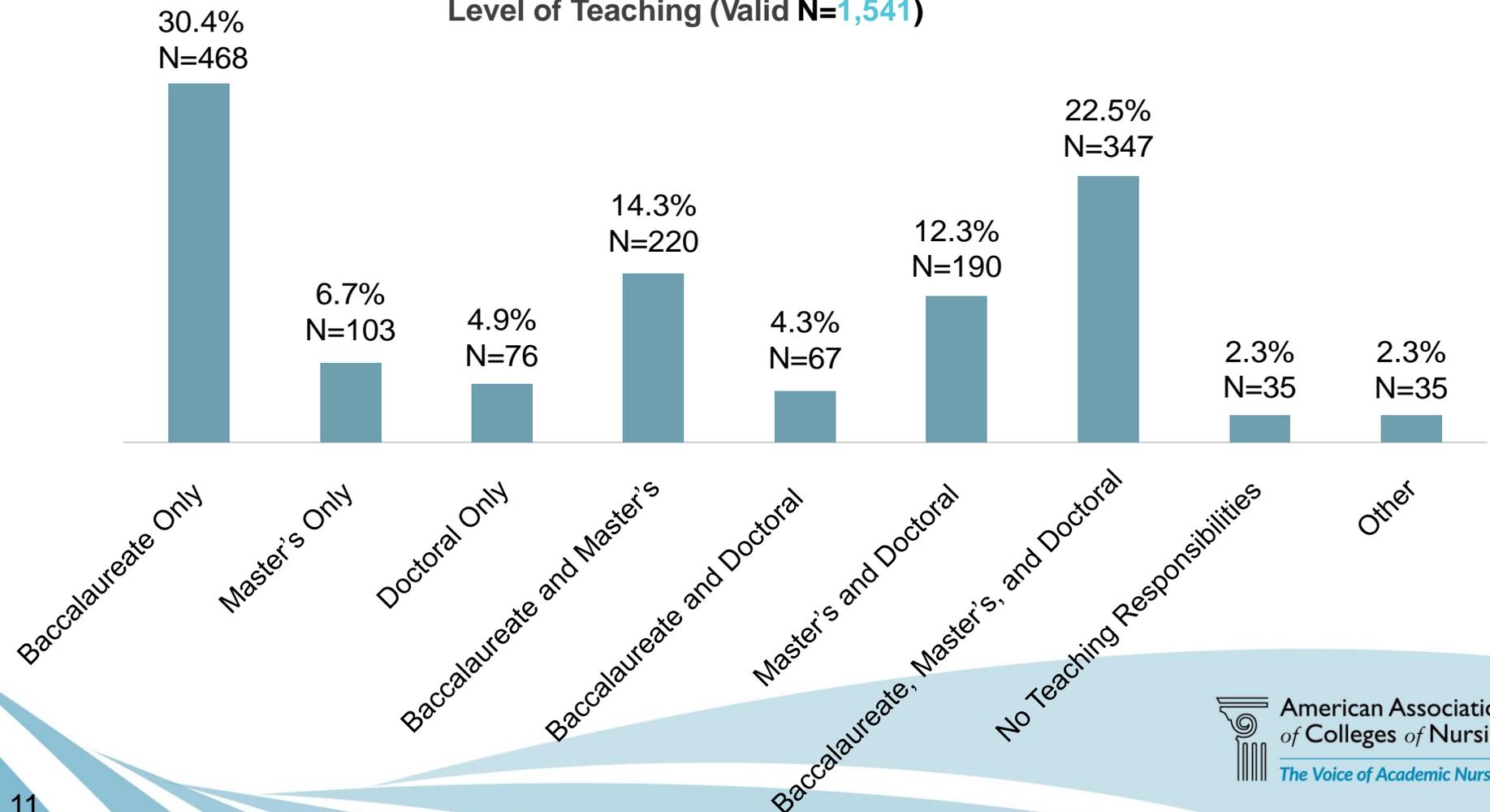
Incoming Level of Appointment (Valid N=1,541)

Only 9.5% of vacant full-time positions had 50 percent or more of one's effort devoted to administrative responsibilities.

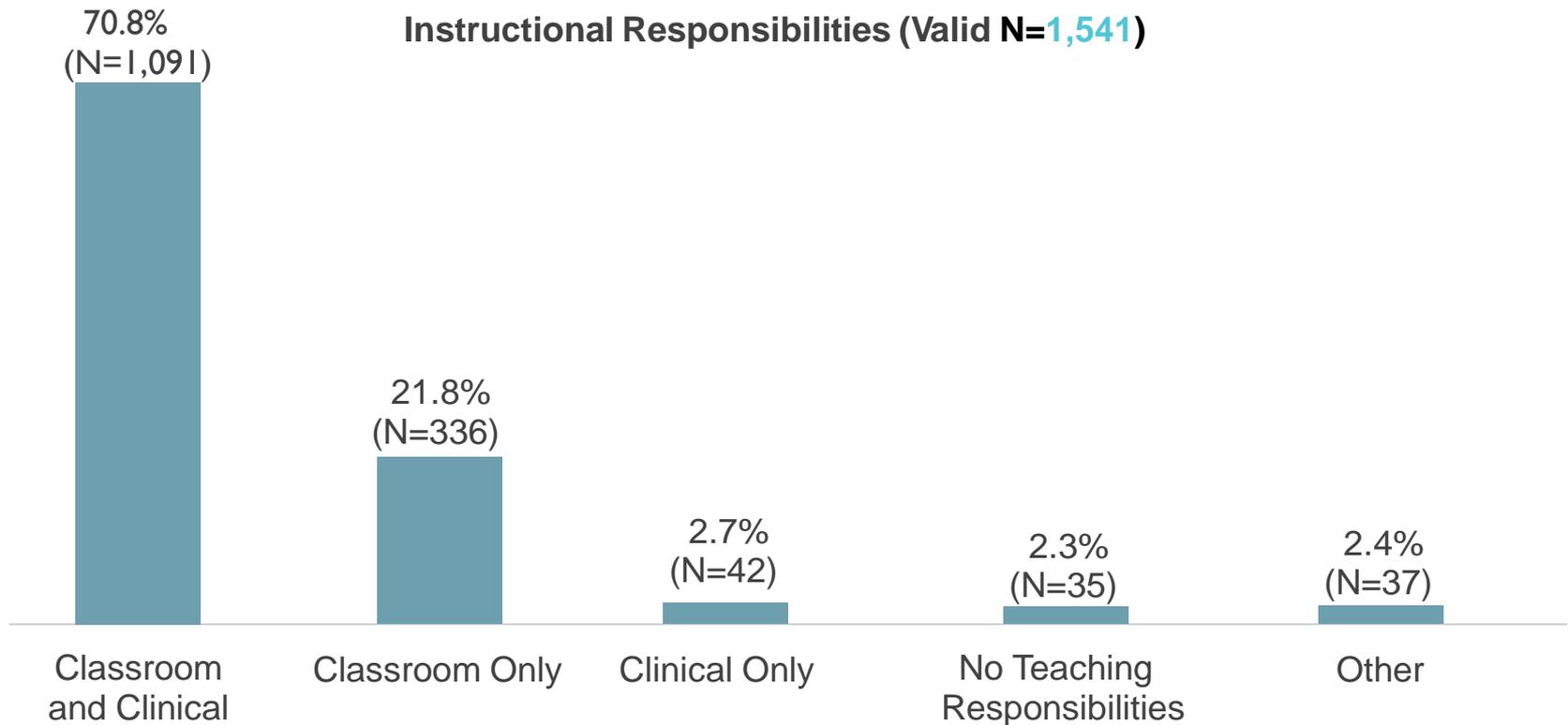


# SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2017-2018

Level of Teaching (Valid N=1,541)



# SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2017-2018



# MAJOR BARRIERS TO HIRING ADDITIONAL FULL-TIME FACULTY FOR ACADEMIC YEAR 2017-2018

**For schools with no vacancies which need additional full-time faculty (Valid N=128)**

- » Insufficient funds to hire new faculty: 75.0% (N=96)
- » Unwillingness of administration to commit to additional full-time positions: 51.6% (N=66)
- » Inability to recruit qualified faculty because of competition for jobs with other marketplaces: 35.2% (N=45)
- » Qualified applicants for faculty positions are unavailable in our geographic area: 27.3% (N=35)

# TOP ISSUES RELATED TO FACULTY RECRUITMENT FOR ACADEMIC YEAR 2017-2018

- » Finding faculty with the right specialty mix: 60.9% (N=507)
- » Noncompetitive salaries: 60.7% (N=505)
- » Limited pool of doctorally-prepared faculty: 59.7% (N=497)
- » Finding faculty willing/able to teach clinical courses: 27.8% (N=231)
- » High faculty workload: 22.0% (N=183)
- » Finding faculty willing/able to conduct research: 17.8% (N=148)

# MOST CRITICAL ISSUES SCHOOLS REPORTED RELATED TO FACULTY RECRUITMENT FOR ACADEMIC YEAR 2017-2018

- » Noncompetitive salaries: 33.9% (N=282)
- » Finding faculty with the right specialty mix: 22.8% (N=190)
- » Limited pool of doctorally-prepared faculty: 22.6% (N=188)
- » Finding faculty willing/able to conduct research: 5.3% (N=44)
- » Finding faculty willing/able to teach clinical courses: 5.3% (N=44)
- » High faculty workload: 2.2% (N=18)

# OTHER CRITICAL ISSUES NOTED BY NURSING SCHOOLS REGARDING FACULTY RECRUITMENT

- » Non-competitive salaries compared to nursing practice
- » Difficulty to find faculty for schools in rural areas
- » Finding faculty with the same religious affiliation as the institution
- » Limited pool of master's-prepared faculty
- » High cost of living in a school's geographic area
- » Budget/funding