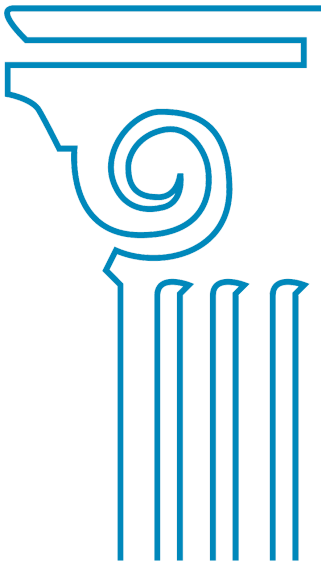


American Association
of Colleges of Nursing



Survey on Vacant Faculty Positions for Academic Year 2024-2025

Nicholas Havey, PhD, Director of Institutional Research and Data Services
Jenny Keyt, MS, Data Manager
Carrie Byrne, MEng, Data Coordinator

The Voice of Academic Nursing



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Faculty Vacancy Survey Report, 2024

Executive Summary

Sample

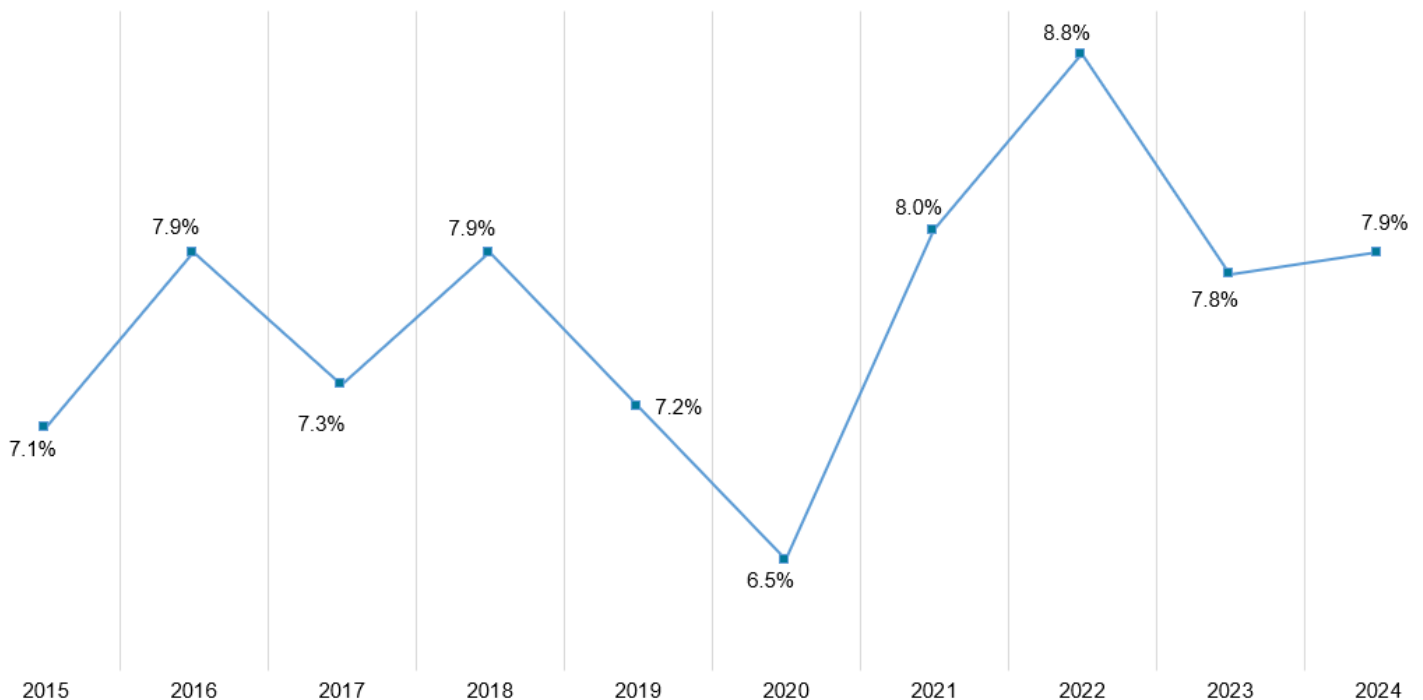
The total respondent pool for the survey was 1087 schools. Of those schools, 808 (74.3%) responded. 715 (88.5%) of respondents are member schools; 93 (11%) are non-member schools. The 2023 response rate was 922 schools (84.5%).

High-level Findings

The overall vacancy rate was 7.9%.
This is an increase in vacancies from the 2023 rate of 7.8%.

The vacancy rate for schools reporting vacancies was 9.9%.
This is a decrease from the 2023 rate of 10.1%.

Overall Vacancy Rate by Year, 2015-2024



Schools reported 531 (31%) vacancies that have been vacant for more than one year.

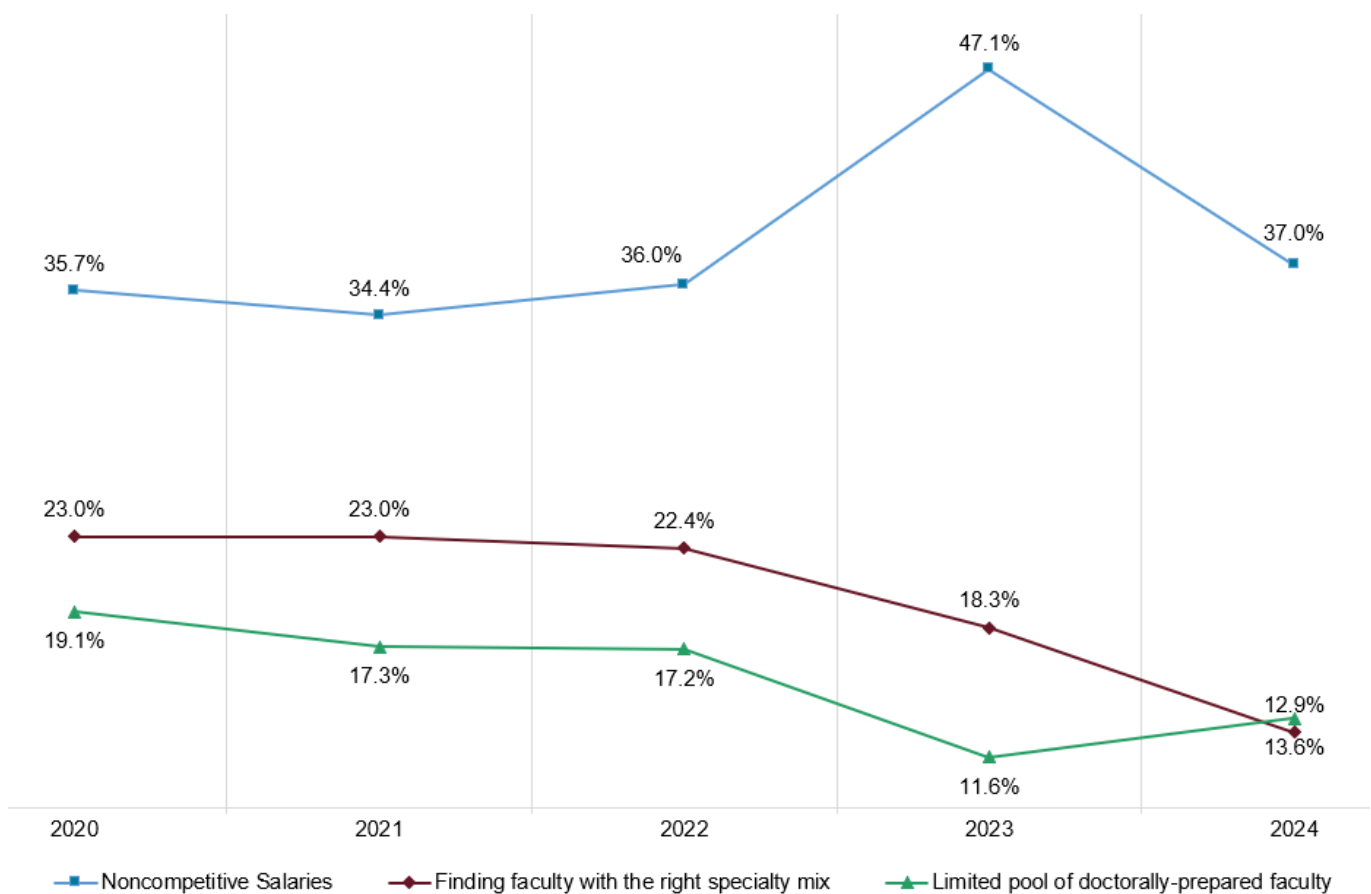
84% of all vacancies required or preferred a doctoral degree. This is an increase from 2023 (79.8%).

The most common specialties for vacant positions were Generalist/no specialty (1,049, 62%), Other (229, 13.5%), and Family Nurse Practitioner (138, 8%). Nurse Practitioner specialties were a total of 230 (13.6%) of all vacancies.

The most common issues schools reported related to faculty recruitment (n = 808) were **noncompetitive salaries** (301, 37%), **finding faculty with the necessary teaching experience** (110, 13.6%), and **finding faculty with the right specialty mix** (105, 13%).

As seen in the graph below, the issues related to faculty recruitment have remained relatively steady for the last five years. During this period the same issues; noncompetitive salaries, finding faculty with the necessary teaching experience and finding faculty with the right specialty mix, have remained the three most critical issues for schools.

Most Critical Issues by Year, 2020-2024



Introduction

Since 2000, AACN has collected data from schools of nursing to assess the current state of the nursing faculty shortage. The annual Faculty Vacancy Survey collects data on budgeted but unfilled full-time faculty positions by rank, tenure, and level of teaching. This year, the survey was sent to 1087 nursing schools offering baccalaureate and graduate degrees, 808 of which responded. The subsequent findings are based on those 808 responses. This report contains the aggregate data collected from this survey. It does not contain institution-specific responses such as school name or the contact information for the person who responded to the survey. For any institution-specific data or contact information, please contact the AACN IDS team at datarequest@aacnnursing.org.

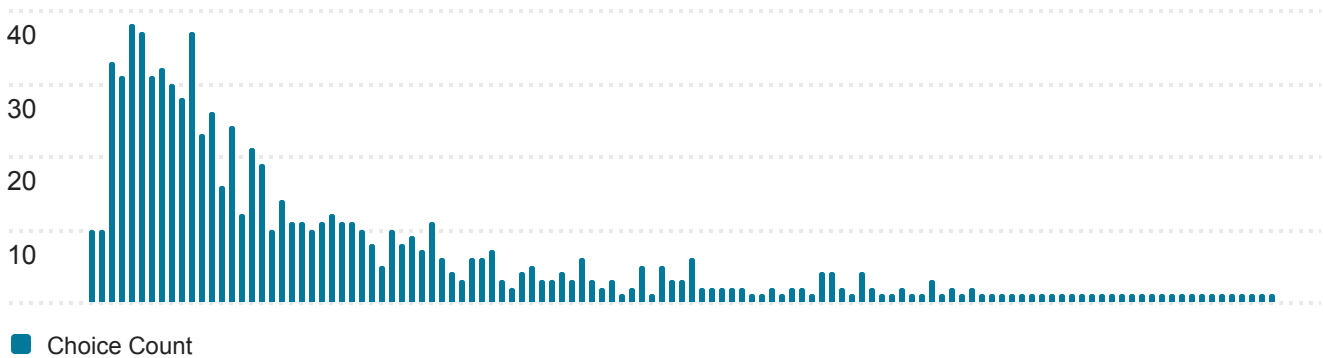
Findings

Total Budgeted Full-Time Faculty Positions

What is the number of budgeted full-time faculty positions in your school of nursing for the coming academic year (2024-2025)? Please only include faculty who teach in baccalaureate, master's, and doctoral programs. Do not include those who only teach in associate programs. The total number of full-time faculty positions is 21,362.

Field	Min	Max	Mean	Median	Responses	Sum
Budgeted Full-Time Faculty	0.00	352.00	26.44	14.00	808	21362.50

808 Responses



The x-axis for the above graph reflects the number of faculty reported by an institution. The y-axis represents the frequency with which a number of faculty was reported by an institution. The minimum faculty an institution reported having was zero, the maximum was 352, and the mean was 26.

Full-time Vacancies

Respondents were asked to indicate whether they had any vacancies within their department.

The number of schools that responded 'yes' to whether or not they had vacancies (467 reported vacancies):

808 Responses

Field	Choice Count
Yes	467
No	341

The total number of vacancies reported by schools was 1693, with an average of 3.63 per school:

467 Responses

Field	Max	Mean	Standard Deviation	Variance	Responses	Sum
Budgeted Full-Time Vacancies	53.00	3.63	4.34	18.81	467	1693.00

Respondents who reported vacancies were asked how many of those vacant positions have been vacant for more than one year (531 faculty positions vacant for more than one year):

467 Responses

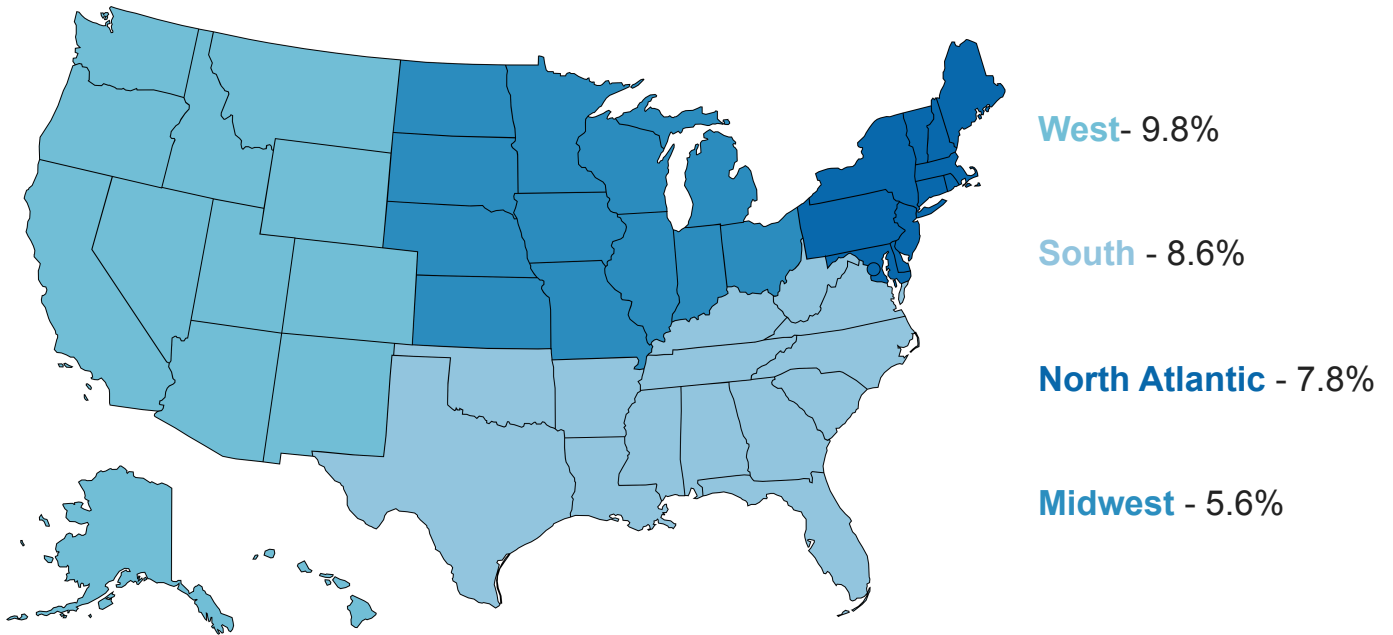
Field	Max	Mean	Standard Deviation	Variance	Responses	Sum
Positions Vacant for More than One Year	16.00	1.14	2.06	4.24	467	531.00

Schools who reported no full-time budgeted vacancies were asked if they need additional faculty to support their programs (134 schools said yes):

341 Responses

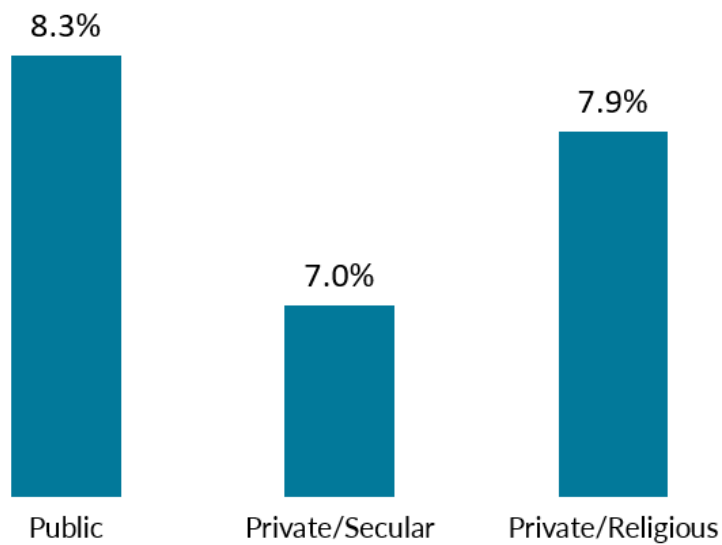
Field	Choice Count
Yes	134
No	207

Vacancy rate by region



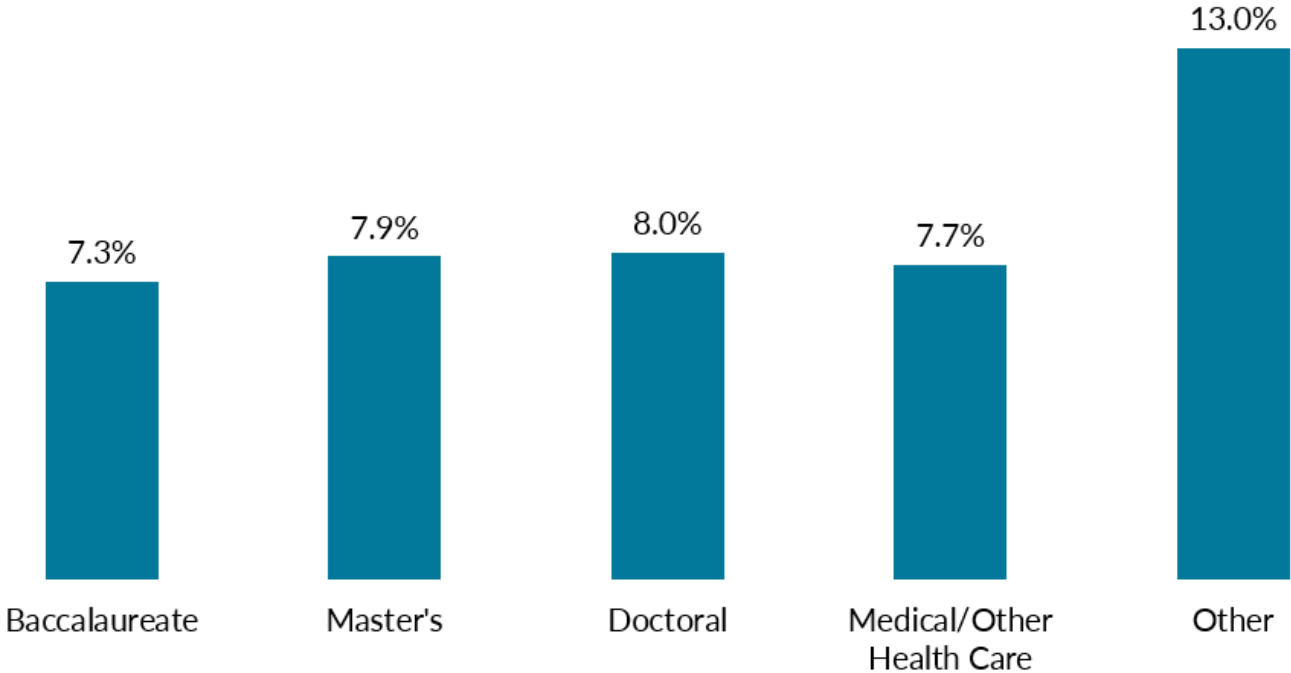
The overall vacancy rate by region is similar to 2023, when the West rate was 11%, the South was 8.2%, the North Atlantic was 7.8%, and the Midwest was 5.9%.

Vacancy rate by institutional type



In 2023 the vacancy rate for public institutions was 7.9%, private/secular was 7.6%, and private/religious was 8%.

Vacancies by Carnegie Classification

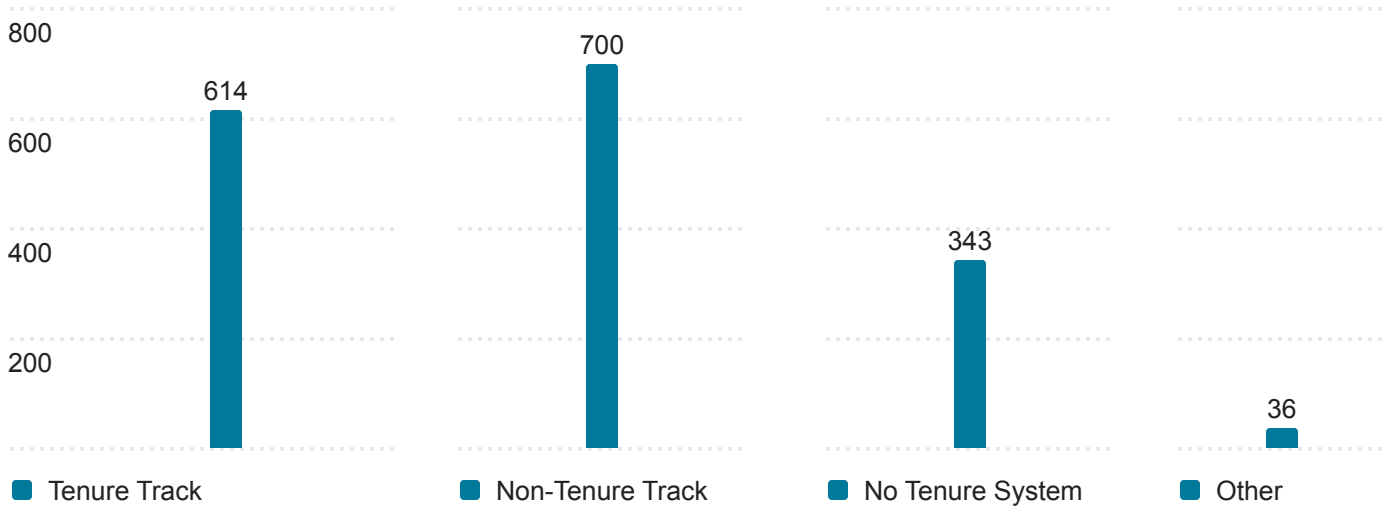


Characteristics of Vacant Positions

Within the 467 institutions responding to the survey, a total of **1693** faculty vacancies were reported in 2024.

The totals by tenure status were: 614 (36%) tenure track vacancies, 700 (41.3%) non-tenure track, 343 (20%) at schools with no tenure system, and 36 (2%) vacancies with other tenure classifications.

Vacant Positions by Tenure Status



Degree Requirements

Of the 1693 faculty vacancies reported, the majority of positions required an earned doctorate (829, 49%). 600 faculty vacancies (35%) required a master's degree in nursing but preferred a doctorate, and 256 (15%) required a master's degree in nursing.

Faculty Vacancies by Degree Type

Field	Responses	Sum
Earned Doctoral (in nursing or related field) required	467	829.00
Master's Degree in Nursing required, Doctoral preferred	467	600.00
Master's Degree in Nursing required	467	256.00
Other	467	8.00

Incoming Level of Appointment

Of the 1693 faculty positions vacant, 47 (2.7%) were posted at the professor level, 103 (6%) at the professor or associate professor level, 49 (2.8%) at the associate professor level, 323 (19%) at the associate professor or assistant professor level, 336 (19.9%) at the assistant professor level, 196 (11.5%) at the assistant professor or instructor/lecturer level, 274 (16.1%) at the instructor or lecturer level, and 365 (21.5%) for any rank.

Faculty Vacancies by Incoming Level of Appointment

Field	Responses	Sum
Professor	467	47.00
Professor or Associate Professor	467	103.00
Associate Professor	467	49.00
Associate Professor or Assistant Professor	467	323.00
Assistant Professor	467	336.00
Assistant Professor or Instructor/Lecturer	467	196.00
Open Rank	467	365.00
Instructor/Lecturer	467	274.00

Level of Teaching

For the level of teaching expected of faculty positions for which there were vacancies, the majority were at the baccalaureate only level (680, 40%). 53 (3%) positions teach master's students exclusively, 36 (2%) teach doctoral students only, 83 (4.9%) teach DNP students only, 179 (10.5%) teach baccalaureate and master's students, 8 (0.4%) teach baccalaureate and PhD students, 83 (4.9%) teach baccalaureate and DNP students, 29 (1.7%) teach master's and PhD students, 94 (5.5%) teach master's and DNP students, 29 (1.7%) teach DNP and PhD students, 132 (7.8%) teach baccalaureate, master's and DNP students, 24 (1.4%) teach baccalaureate, master's, and PhD students, 231 (13.6%) teach all students, 19 (1.1%) have no teaching responsibilities, and 13 (0.7%) have other teaching responsibilities.

Faculty Vacancies by Level of Teaching

Field	Responses	Sum
Baccalaureate Only	467	680.00
Master's Only	467	53.00
Doctoral (PhD) Only	467	36.00
Doctoral (DNP) Only	467	83.00
Baccalaureate and Master's	467	179.00
Baccalaureate and PhD	467	8.00
Baccalaureate and DNP	467	83.00
Master's and PhD	467	29.00
Master's and DNP	467	94.00
DNP and PhD	467	29.00
Baccalaureate, Master's, and DNP	467	132.00
Baccalaureate, Master's, and PhD	467	24.00
Baccalaureate, Master's, PhD, and DNP	467	231.00
No Teaching Responsibilities	467	19.00
Other	467	13.00

Instructional Responsibilities

Of the 1693 vacant faculty positions, 438 (25.8%) teach both didactic and clinical courses, 95 (5.6%) teach didactic and lab/simulation courses, 40 (2.3%) teach clinical and lab/simulation courses, 593 (35%) teach didactic, clinical, and lab/simulation courses, 23 (1.3%) have no teaching responsibilities, and 13 (0.7%) have other teaching responsibilities.

Faculty Vacancies by Instructional Responsibilities

Field	Responses	Sum
Didactic Only	467	384.00
Clinical Only	467	86.00
Lab/Simulation Only	467	21.00
Didactic and Clinical	467	438.00
Didactic and Lab/Simulation	467	95.00
Clinical and Lab/Simulation	467	40.00
Didactic, Clinical, and Lab/Simulation	467	593.00
No Teaching Responsibilities	467	23.00
Other	467	13.00

Specialty Type

Of the 1693 vacant faculty positions, 1049 (61.9%) were general or had no specialty area, 44 (2.5%) were in nurse anesthesia, 18 (1%) were in nurse midwifery, 6 (0.3%) were for certified nurse specialists, 138 (8.1%) were for Family Nurse Practitioners, 24 (1.4%) were for Adult Gerontology Primary Care Nurse Practitioners, 35 (2%) were for Adult Gerontology Acute Care Nurse Practitioners, 19 (1.1%) were for Pediatric Primary Care Nurse Practitioners, 12 (0.7%) were for Pediatric Acute Care Nurse Practitioners, 3 (0.1%) were for Neonatal Nurse Practitioners, 17 (1%) were for Women's Health Nurse Practitioners, and 229 (13.5%) were for other specialties.

Faculty Vacancies by Specialty Type

Field	Responses	Sum
Nurse Anesthesia	467	44.00
Nurse Midwifery	467	18.00
Family NP	467	138.00
Adult Gerontology Primary Care NP	467	23.50
Adult Gerontology Acute Care NP	467	35.00
Pediatric Primary Care NP	467	18.50
Pediatric Acute Care NP	467	12.00
Psychiatric & Mental Health NP	467	100.50
Neonatal NP	467	3.00
Women's Health NP	467	17.00
CNS	467	6.00
General/No Specialty Area	466	1049.00
Other	467	228.50

Common 'Other' specialties include medical surgery, obstetrics/women's health, behavioral and mental health, and leadership. Several responses also noted that vacant positions were open to a variety of specialties.

Barriers to Hiring Full-Time Faculty

The n = 134 schools which need additional full-time faculty but have no vacancies were asked their reasons for having no budgeted vacant positions.

Field	% of Responses	Responses
Insufficient funds to hire new faculty	58%	78
Administrative constraints around hiring additional full-time faculty	55%	74
Preference to use adjunct or part-time faculty rather than hiring full-time faculty with benefits	47%	63
Unable to recruit qualified faculty because of competition for jobs with other marketplaces	32%	43
Qualified applicants for faculty positions are unavailable in your geographic area	17%	23
Other (please specify):	16%	21

'Other' reasons included hiring freezes and low or decreased enrollment.

Issues Related to Faculty Recruitment

Total respondents is n = 754 schools (54 schools did not identify issues related to faculty recruitment as a result of indicating they did not struggle with faculty recruitment and were excluded from this analysis. Schools were allowed to select multiple issues, ranking them from 1 to 11 with 1 being the most critical issue.

The table below includes information regarding the issues schools indicated as barriers to faculty recruitment, the most critical issues schools indicated (ranking = 1), and the total number of schools who ranked an issue as other than zero.

The most selected issue was noncompetitive salaries, with 751 (92.9%) of schools selecting that issue and 301 (40%) indicating it was the most critical issue with respect to faculty recruitment.

754 Responses

Field	1 (Most Critical)	Total
Noncompetitive Salaries	40.08% 301	751
Finding faculty with the necessary teaching experience	14.67% 110	750
Finding faculty with the right specialty mix	14.08% 105	746
Limited pool of PhD prepared faculty	11.95% 89	745
Finding faculty willing/able to teach clinical courses	11.24% 84	747
Limited pool of Master's prepared faculty	7.65% 57	745
Geographic area	6.74% 50	742
Finding faculty that match the institution's mission, values, and campus culture	5.95% 44	740
High faculty workload	5.52% 41	743
Finding faculty willing/able to conduct research	4.99% 37	742
Other (please specify):	2.15% 15	699
Institutional commitment to hiring historically underrepresented groups	1.62% 12	741

Issues Related to Faculty Recruitment, Continued

Common 'Other' responses included candidates wanting to teach online/remote, institutional budget cuts/restrictions, and competition with nursing practice and other nursing schools for qualified candidates.

Comparison to Previous Years, Overall Issues Related to Faculty Recruitment

In 2023, the issues related to faculty recruitment were noncompetitive salaries (642, 69.9%), finding faculty with the right specialty mix (527, 57%), limited pool of doctorally-prepared faculty (433, 47%), finding faculty willing/able to teach clinical courses (223, 24%), high faculty workload (136, 14.8%), and finding faculty willing/able to teach conduct research (134, 14.5%).

Comparison to Previous Years, Most Critical Issues Related to Faculty Recruitment

In 2023 the most critical issues related to faculty recruitment were noncompetitive salaries (428, 47%), finding faculty with the right specialty mix (166, 18%), limited pool of doctorally-prepared faculty (105, 11.6%), and finding faculty willing/able to teach clinical courses (94, 10%).