

SPECIAL SURVEY ON VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2019- 2020



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2019-2020 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 1,020 schools.

Survey Response Rate

Overall Respondents: 892 (87.5%)

Member: 744 (91.6%)

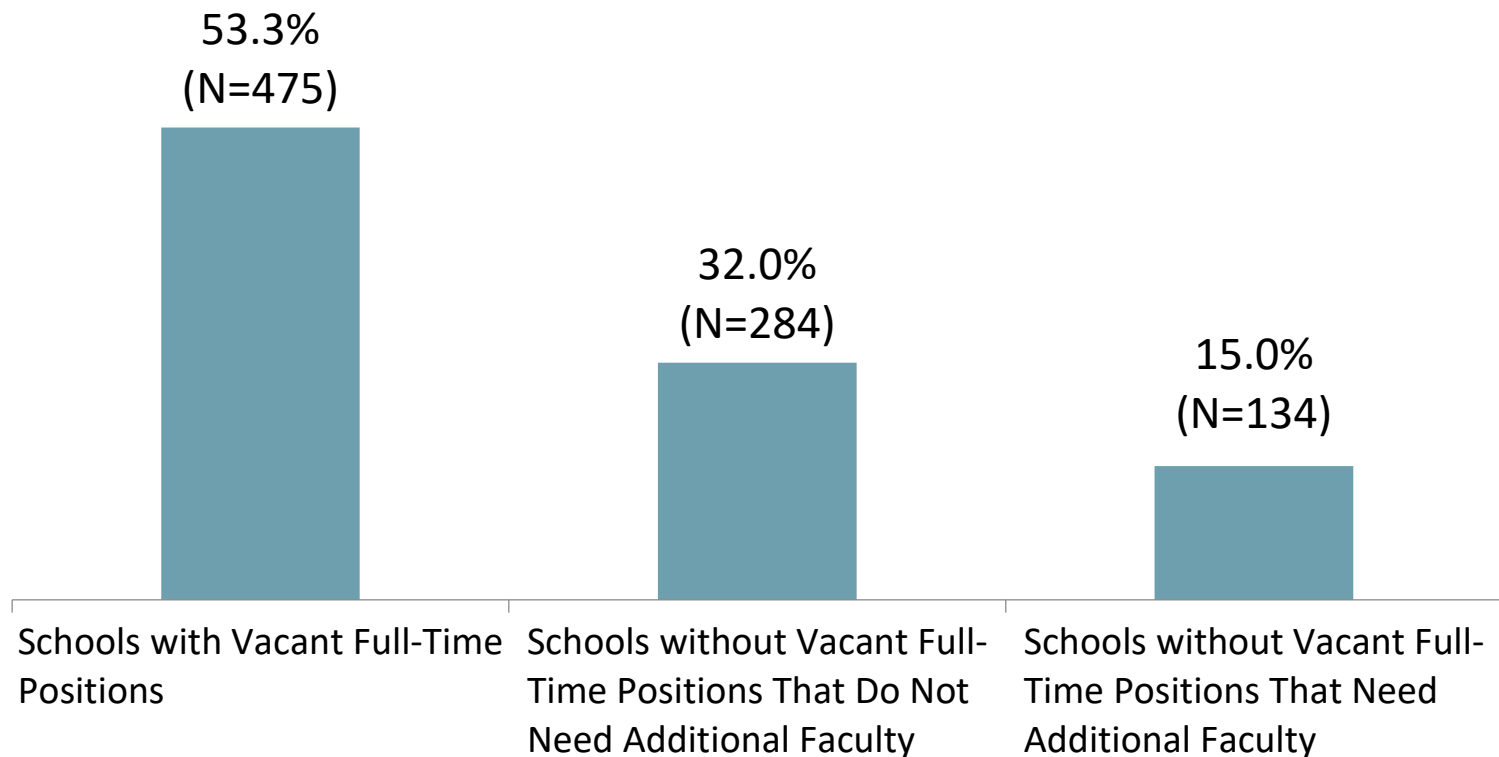
Non-Member: 148 (71.2%)

NUMBER AND PERCENT OF FILLED FULL-TIME POSITIONS AND VACANCIES FOR ACADEMIC YEAR 2019-2020

Number of Schools Responding: 892
(744 or 83.4% are AACN Member Schools)

- » Total Number of Full-Time Budgeted Positions: 22,649
- » Total Number of Full-Time Vacancies: 1,637 (7.2%)
- » Total Number of Filled Full-Time Positions: 21,012 (92.8%)
- » Mean Number of Full-Time Vacancies: 1.84 per school, 3.45 per school reporting vacancies
- » Range of Number of Full-Time Vacancies: 1 to 26
- » Number of Schools with No Full-Time Vacancies, but NEED Additional Faculty: 134
- » Number of Schools with No Full-Time Vacancies that Do NOT Need Additional Faculty: 284

NUMBER AND PERCENT OF SCHOOLS WITH AND WITHOUT VACANT FULL-TIME POSITIONS FOR ACADEMIC YEAR 2019-2020

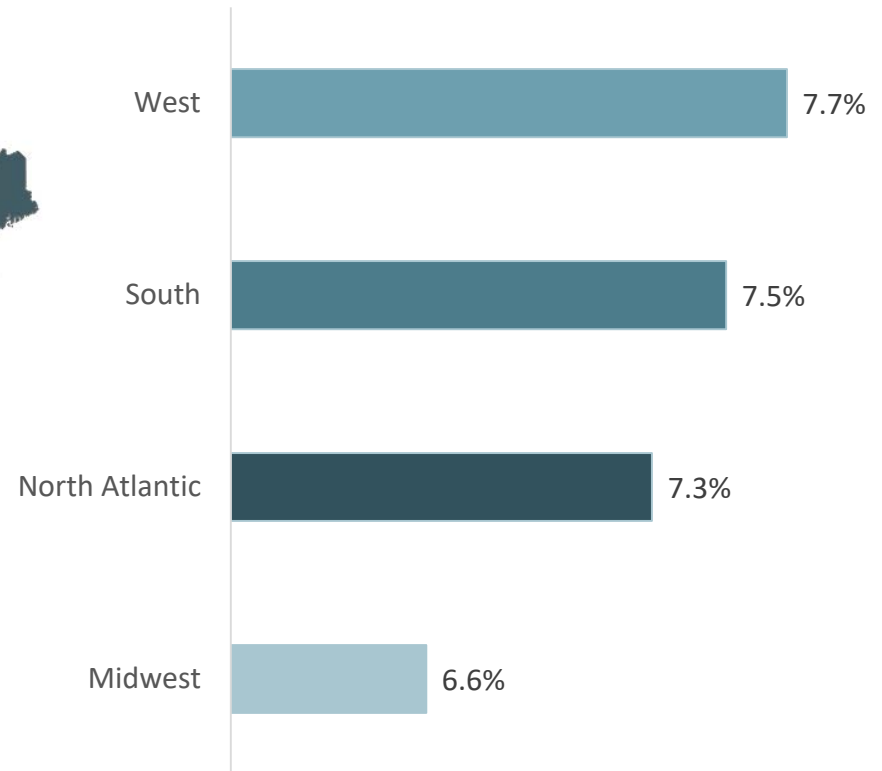
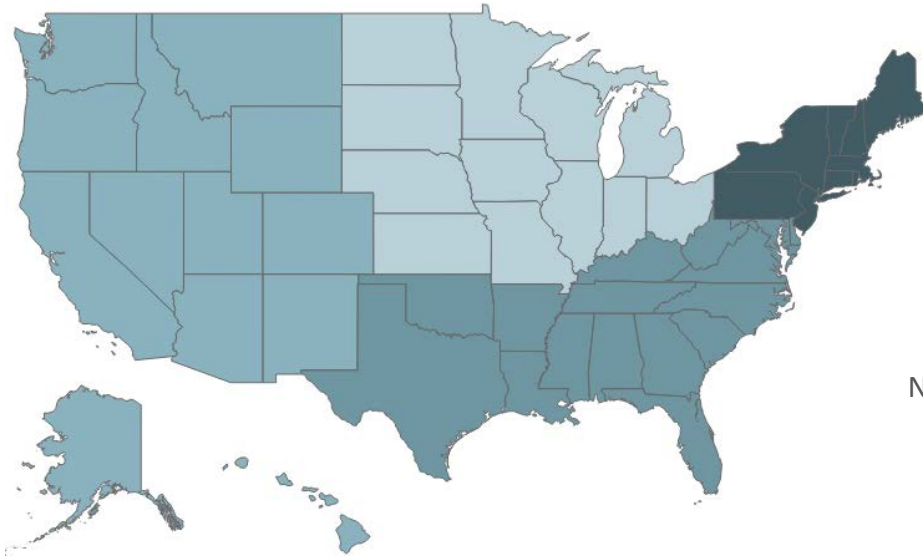


NUMBER AND PERCENT OF FULL-TIME VACANCIES FOR ACADEMIC YEAR 2019-2020

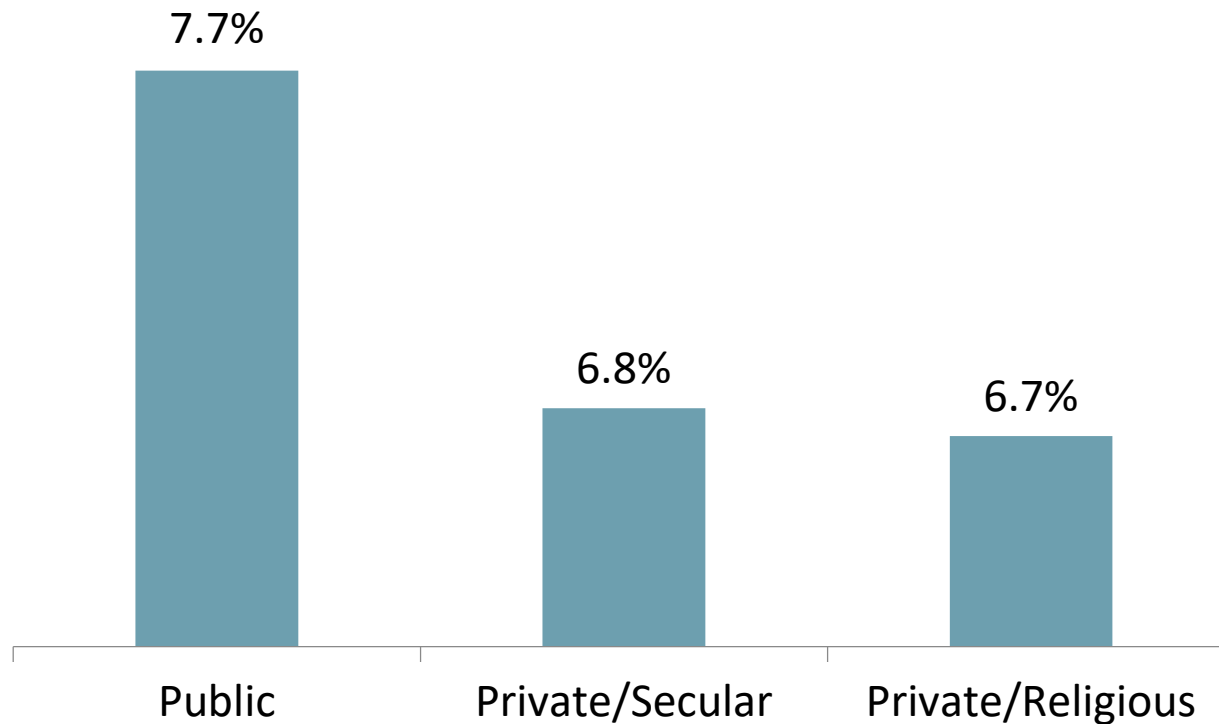
Number of Schools Responding: 892
(744 or 83.4% are of AACN Member Schools)

- » Schools with reported full-time vacancies: 475 (53.3%)
- » Schools not reporting full-time vacancies: 417 (46.%)
- » Vacancy rate for schools which reported having full-time vacancies: 9.75%

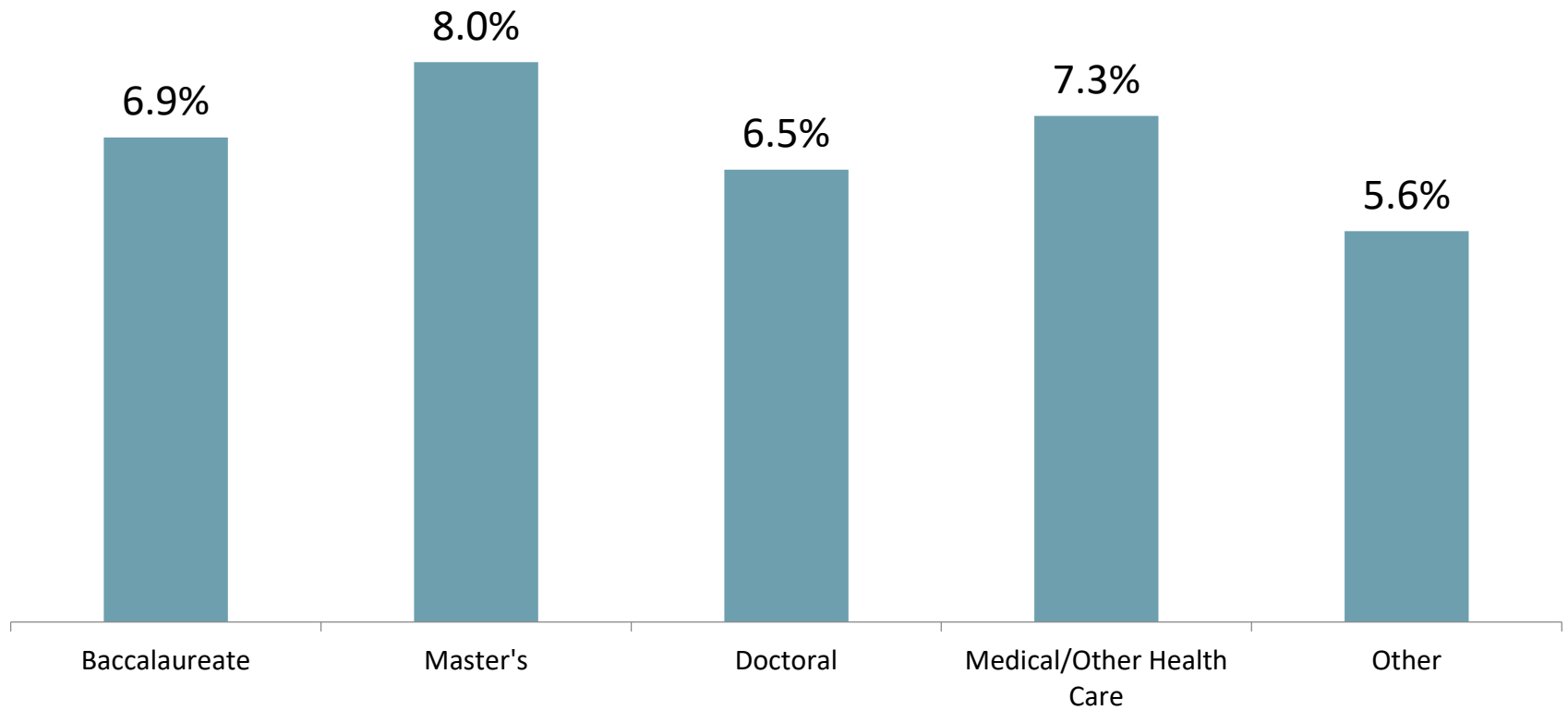
FULL-TIME VACANCY RATES BY REGION IN SCHOOLS REPORTING VACANCIES FOR ACADEMIC YEAR 2019-2020



FULL-TIME VACANCY RATES BY INSTITUTIONAL TYPE IN SCHOOLS REPORTING VACANCIES FOR ACADEMIC YEAR 2019-2020

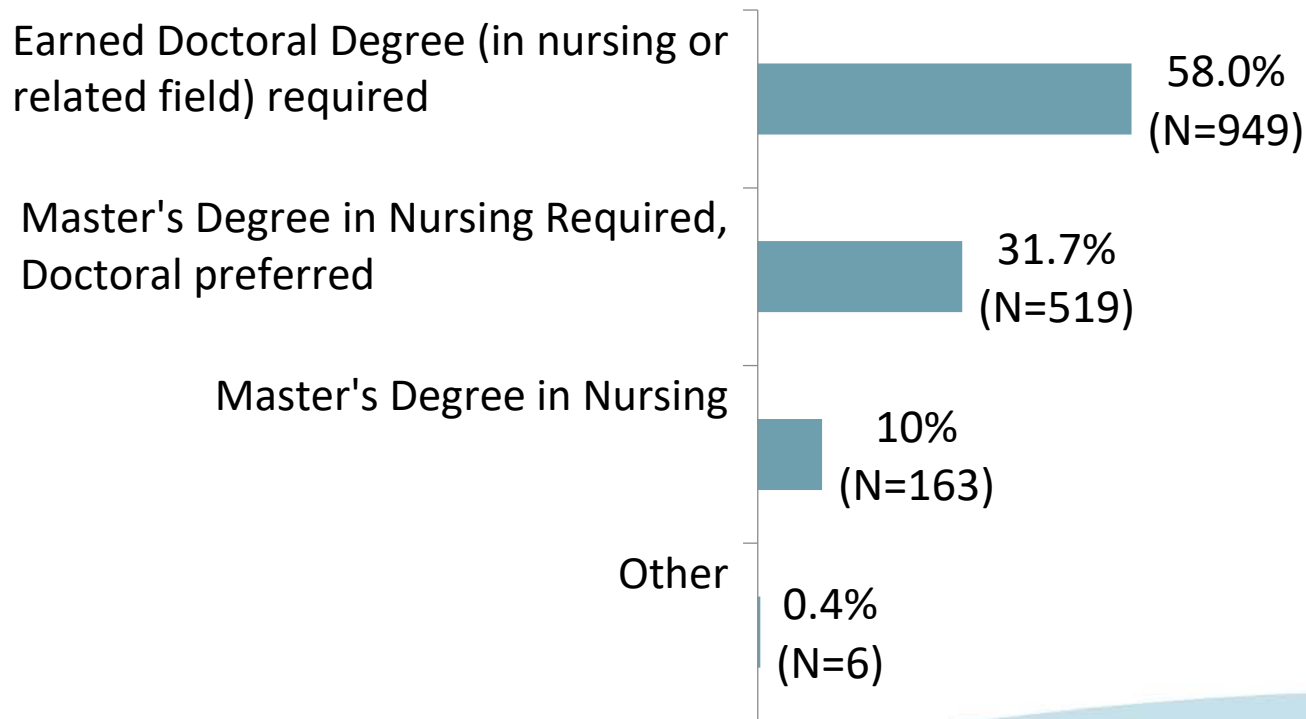


FULL-TIME VACANCY RATES BY CARNEGIE CLASSIFICATION IN SCHOOLS REPORTING VACANCIES FOR ACADEMIC YEAR 2019-2020



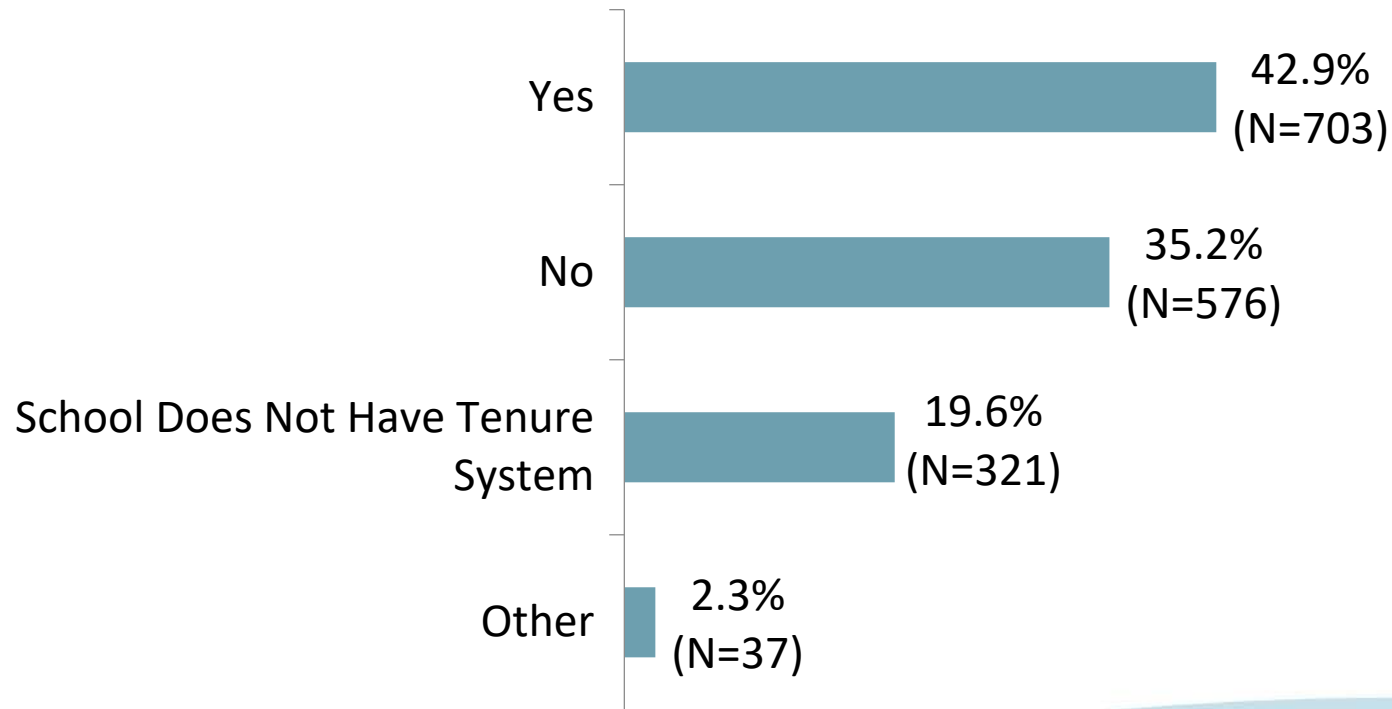
SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2019-2020

Degree Requirements (Valid N=1,637)



SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2019-2020

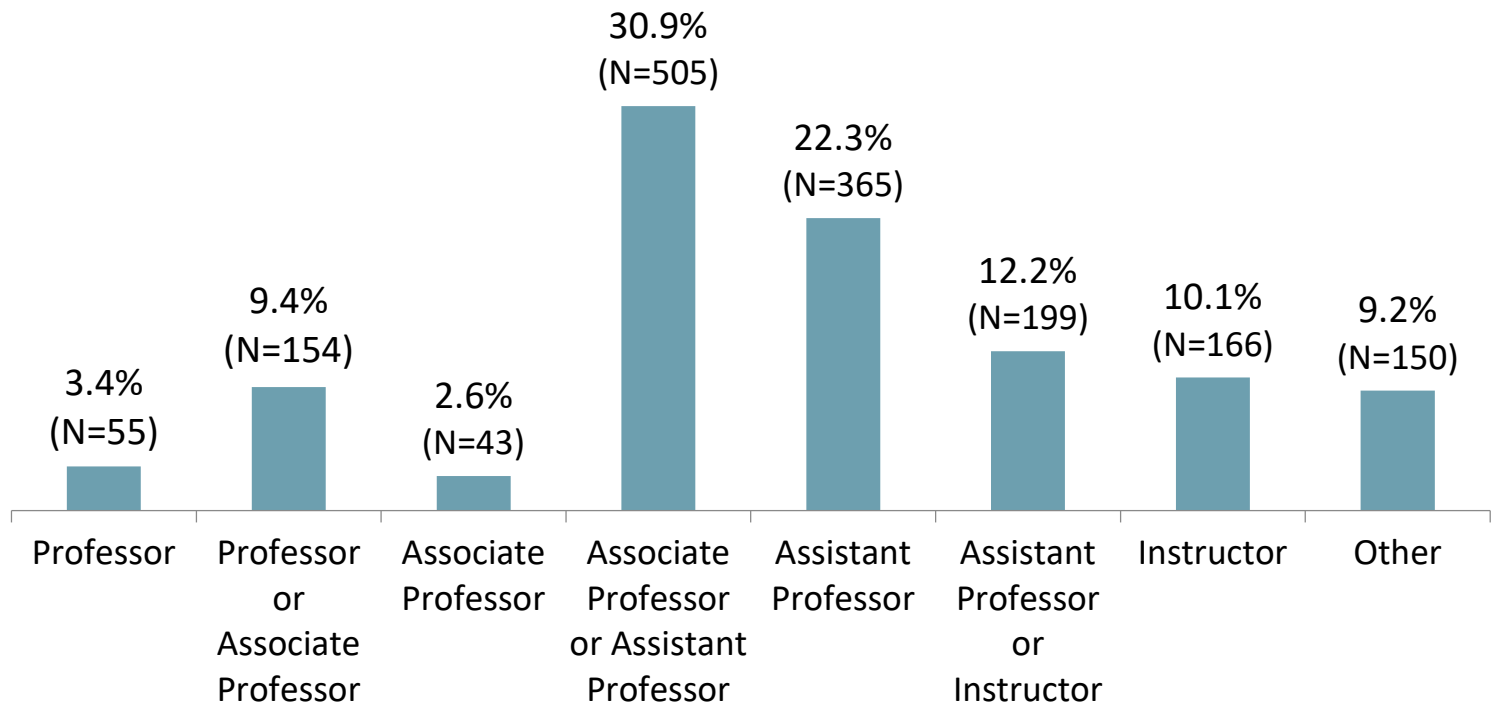
Tenure Track (Valid N=1,637)



SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2019-2020

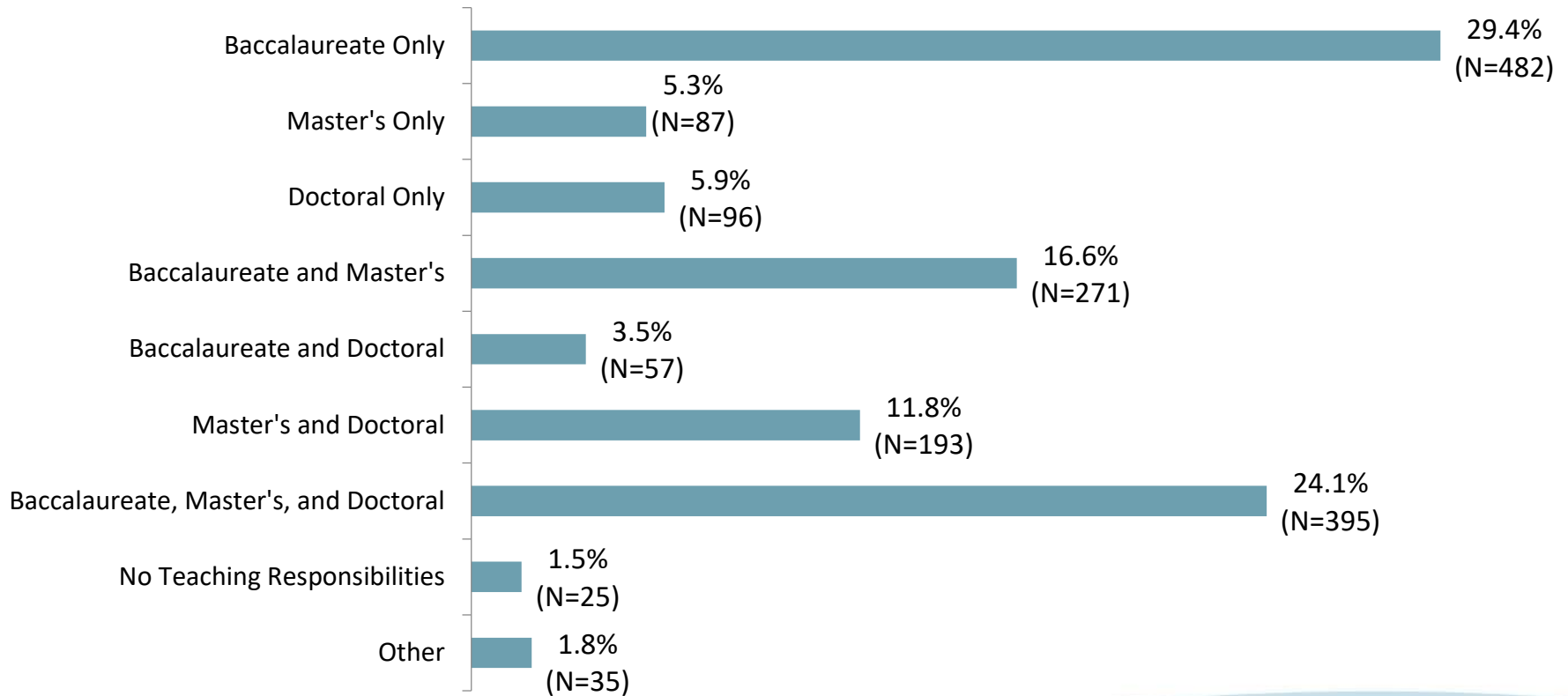
Incoming Level of Appointment (Valid N=1,637)

Only 12.2% of vacant full-time positions had 50 percent or more of one's effort devoted to administrative responsibilities.



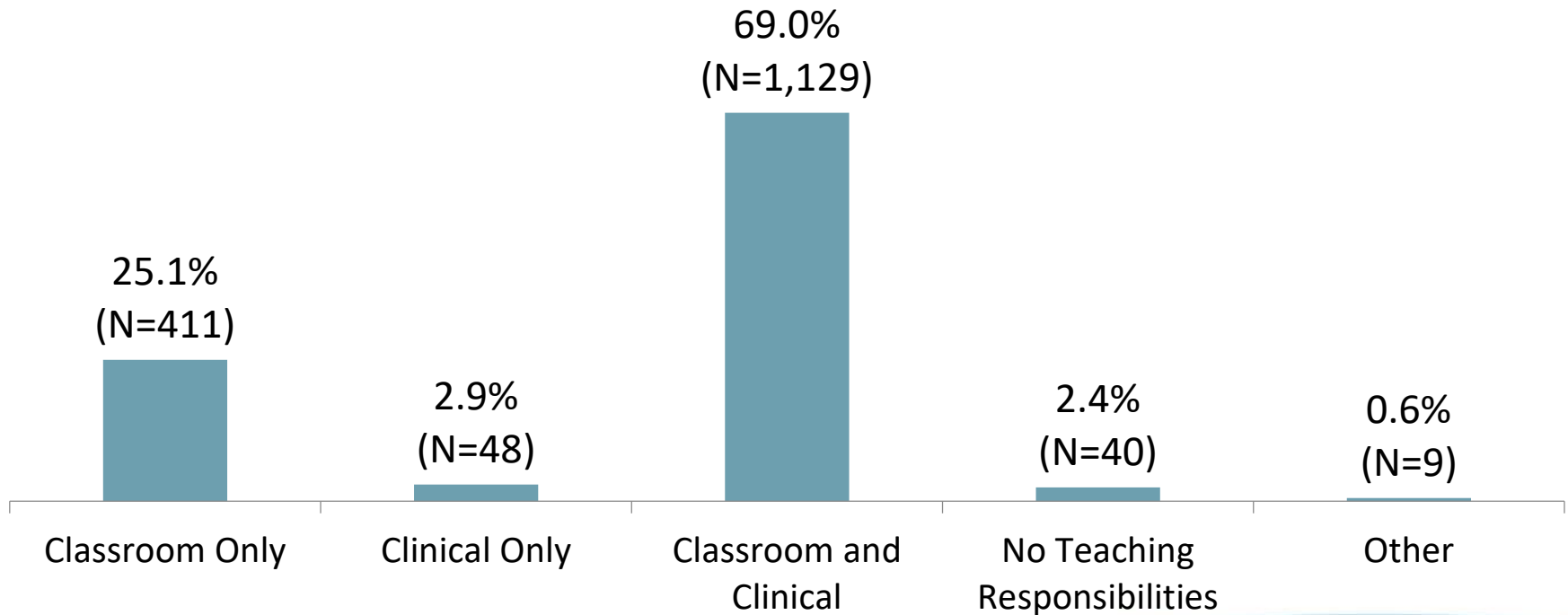
SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2019-2020

Level of Teaching (Valid N=1,637)



SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2019-2020

Instructional Responsibilities (Valid N=1,637)



MAJOR BARRIERS TO HIRING ADDITIONAL FULL-TIME FACULTY FOR ACADEMIC YEAR 2019-2020

For schools which need additional full-time faculty but have no vacancies (Valid N=137)

Reason for Having No Budgeted Faculty Vacancies	Percent/Number
Insufficient funds to hire new faculty	62.8% (N=86)
Unwillingness of administration to commit to additional full-time positions	48.2% (N=66)
Inability to recruit qualified faculty because of competition for jobs with other marketplaces	24.8% (N=34)
Qualified applicants for faculty positions are unavailable in our geographic area	20.4% (N=28)

TOP ISSUES RELATED TO FACULTY RECRUITMENT FOR ACADEMIC YEAR 2019-2020

Issue Related to Faculty Recruitment	Percent/Number
Noncompetitive salaries	61.2% (N=546)
Finding faculty with the right specialty mix	58.3% (N=520)
Limited pool of doctorally-prepared faculty	53.5% (N=477)
Finding faculty willing/able to teach clinical courses	27.0% (N=241)
High faculty workload	24.7% (N=220)
Finding faculty willing/able to conduct research	17.6% (N=157)
Other	16.8% (N=150)

MOST CRITICAL ISSUES SCHOOLS REPORTED RELATED TO FACULTY RECRUITMENT FOR ACADEMIC YEAR 2019-2020

Most Critical Issue Related to Faculty Recruitment	Percent/Number
Noncompetitive salaries	35.7% (N=318)
Finding faculty with the right specialty mix	23% (N=205)
Limited pool of doctorally-prepared faculty	19.1% (N=170)
Other	9.6% (N=86)
Finding faculty willing/able to conduct research	5.3% (N=47)
Finding faculty willing/able to teach clinical courses	4.7% (N=42)
High faculty workload	2.7% (N=24)

OTHER CRITICAL ISSUES NOTED BY NURSING SCHOOLS REGARDING FACULTY RECRUITMENT

- » Challenging geographic area (e.g., rural area, area with high cost of living)
- » Institutions' budget cuts/restrictions
- » Finding faculty who fit school's faith culture
- » Non-competitive salaries compared to nursing practice