Special Survey of AACN Membership on Vacant Faculty Positions for Academic Year 2008-2009, July 2008

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Number and Percent of Schools With and Without Vacant Positions

N=449 AACN Member Respondents
(Response Rate = 71.5% of Membership)

- Vacancies, Need Additional Faculty: N = 282, 62.8%
- No Vacancies, No Additional Faculty Needed: N = 87, 19.4%
- No Vacancies, But Need Additional Faculty: N = 80, 17.8%
Number and Percent of Filled Positions and Vacancies for Academic Year 2008-2009

Number of Member Schools Responding: 449 (71.5% of AACN Membership)
  • Total Budgeted Positions: 10,661
  • Total Number of Vacancies: 814 (7.6%)
  • Total Number of Filled Positions: 7,931 (92.4%)
  • Mean Number of Vacancies: 1.8 per school
  • Range of Number of Vacancies: 1 to 16
  • Number of Schools with No Vacancies, BUT NEED additional faculty: 80
  • Number of Schools with No Vacancies, that do NOT need additional Faculty: 87
Within those schools reporting vacancies, the vacancy rate was 10.4% (814 faculty positions left unfilled.)

Member schools not reporting Vacancies
N=167
37.2%

Members Schools with reported Vacancies
N=282
62.8%
Vacancy Rate by Region in Schools
Reporting Vacancies for Academic Year 2008-2009

10.5%
12.4%
10.1%
8.8%
Selected Characteristics of Vacant Faculty Positions for Academic Year 2008-2009

Tenure Track (Valid N=781)

- YES: N=520 (66.6%)
- NO: N=226 (28.9%)
- Other: N=35 (4.5%)
Selected Characteristics of Vacant Faculty Positions for Academic Year 2008-2009

Degree Requirements (Valid N=781)

- Master’s Degree, Doctorate Preferred* (N=262, 33.5%)
- Earned Doctorate Required* (N=427, 54.6%)
- Master’s Degree* (N=76, 9.7%)
- Not Adequately Specified (N=16, 0.0%)

* In nursing or related field.
Selected Characteristics of Vacant Faculty Positions for Academic Year 2008-2009

**Incoming Level of Appointment (Valid N=779)**

- Professor/Associate Professor: N=107 (13.7%)
- Professor: N=695 (89.1%)
- Associate/Assistant Professor: N=475 (61.0%)
- Instructor: N=124 (15.9%)
- Not Adequately Specified: N=73 (9.4%)

**Administrative Position (Valid N=780)**

- Yes: N=85 (10.9%)
- No: N=695 (89.1%)
Selected Characteristics of Vacant Faculty Positions for Academic Year 2008-2009

Level of Teaching (Valid N=781)

- Baccalaureate Only N=249 (31.9%)
- Baccalaureate and Master’s N=229 (29.3%)
- Master’s and Doctoral N=88 (11.3%)
- Master’s only N=52 (6.7%)
- No Teaching Responsibilities N=12 (1.5%)
- Doctoral Only N=15 (1.9%)
- Baccalaureate and Doctoral N=2 (0.0%)
Selected Characteristics of Vacant Faculty Positions for Academic Year 2008-2009

Teaching Responsibilities (Valid N=781)

- Classroom Only
  N=180
  23.0%
- No Teaching Responsibilities
  N=16
  2.0%
- Classroom and Clinical
  N=571
  73.1%
- Clinical Only
  N=14
  1.8%
Number and Percent of Faculty Vacancies by Academic Health Center Status

Academic Health Center Affiliation (Valid N=814)

- Not Part of an Academic Health Center: N=562, 69.0%
- Part of an Academic Health Center: N=252, 31.0%
Major Reasons (In Rank Order) Precluding Schools of Nursing from Hiring Additional Full-Time Faculty for Academic Year 2008-2009

(Valid N=80 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
Most Critical Issues (in Rank Order) Faced by Schools of Nursing RE: Faculty Recruitment and Retention

(N=449 Schools; 71.5% of AACN Membership)

• Limited pool of doctorally prepared faculty
• Noncompetitive salaries
• Lack of qualified applicants
• Finding faculty with the right specialty mix
• High faculty workload
• Finding faculty willing/able to teach clinical courses and finding faculty willing/able to conduct research
Most Critical Qualification Noted by Respondents Who Cited a Lack of Qualified Applicants for Faculty Positions

(Valid N=155 Schools; 34.5%)

- Doctoral Degree Preparation
- Lack of Required/Preferred Degrees in Nursing
- Lack of Educational Experience