Special Survey on Vacant Faculty Positions for Academic Year 2009-2010

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2009-2010 Faculty Vacancy Survey - Overview

Since 2000, AACN has collected data from member schools of nursing to assess the current state of the nurse faculty shortage. The Faculty Vacancy survey collects data on budgeted but unfilled full-time faculty positions by rank, tenure, and level of teaching.

In 2009, AACN opened the Faculty Vacancy Survey to both member and non-member schools to enhance our understanding of this issue.

**Response Rate**

- **Overall** - 70.2%
- **Member** – 75.2%
- **Non-Member** – 48.3%
Number and Percent of Schools With and Without Vacant Positions

N=554 Respondents
(Response Rate = 70.2%)

- Vacancies, Need Additional Faculty
  N = 310
  56.0 %

- No Vacancies, No Additional Faculty Needed
  N = 127
  22.9%

- No Vacancies, But Need Additional Faculty
  N = 117
  21.1%
Number and Percent of Filled Positions and Vacancies for Academic Year 2009-2010

Number of Schools Responding:  554 (484 or 75.2% of AACN Membership)
• Total Budgeted Positions:  12,184
• Total Number of Vacancies:  803 (6.6%)
• Total Number of Filled Positions:  11,385 (93.4%)
• Mean Number of Vacancies:  1.4 per school
• Range of Number of Vacancies:  1 to 13
• Number of Schools with No Vacancies, BUT NEED additional faculty: 117
  Number of Schools with No Vacancies, that do NOT need additional Faculty: 127
Number and Percent and Vacancies for Academic Year 2009-2010

Within those schools reporting vacancies, the vacancy rate was 9.7% (803 faculty positions left unfilled.)
Vacancy Rate by Region in Schools
Reporting Vacancies for Academic Year 2009-2010

- 10.8%
- 9.8%
- 9.4%
- 9.3%
Selected Characteristics of Vacant Faculty Positions for Academic Year 2009-2010

Tenure Track (Valid N=755)

- YES: N=487 (64.5%)
- NO: N=210 (27.8%)
- Other: N=58 (7.7%)
Selected Characteristics of Vacant Faculty Positions for Academic Year 2009-2010

Degree Requirements (Valid N=755)

- Master’s Degree, Doctorate Preferred*  
  N=240  
  31.8%

- Earned Doctorate Required*  
  N=444  
  58.8%

- Master’s Degree*  
  N=54  
  7.2%

- Other, Please Specify  
  N=17  
  2.3%

* In nursing or related field.
Selected Characteristics of Vacant Faculty Positions for Academic Year 2009-2010

Incoming Level of Appointment (Valid N=755)

<table>
<thead>
<tr>
<th>Level of Appointment</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor or Associate Professor</td>
<td>4.1</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>3.8</td>
</tr>
<tr>
<td>Associate Professor or Assistant Professor</td>
<td>29.8</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>22.9</td>
</tr>
<tr>
<td>Assistant Professor or Instructor</td>
<td>13.0</td>
</tr>
<tr>
<td>Instructor</td>
<td>7.7</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>8.2</td>
</tr>
</tbody>
</table>

Only 8.1% of vacant positions had 50 percent or more of one's effort devoted to administrative responsibilities.
Selected Characteristics of Vacant Faculty Positions for Academic Year 2009-2010

Level of Teaching (Valid N=755)

- Baccalaureate Only: N=239 (31.7%)
- Baccalaureate and Master’s: N=224 (29.7%)
- Master’s and Doctoral: N=76 (10.1%)
- Master’s only: N=33 (4.4%)
- No Teaching Responsibilities: N=12 (1.6%)
- Doctoral Only: N=14 (1.9%)
- Baccalaureate and Doctoral: N=2 (0.3%)
Selected Characteristics of Vacant Faculty Positions for Academic Year 2009-2010

- No Teaching Responsibilities: N=8, 1.1%
- Clinical Only: N=16, 2.1%
- Classroom Only: N=170, 22.5%
- Classroom and Clinical: N=561, 74.3%

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Number and Percent of Faculty Vacancies by Academic Health Center Status

*Academic Health Center Affiliation (Valid N=803)*

- Not Part of an Academic Health Center: N=565, 70.4%
- Part of an Academic Health Center: N=238, 29.6%
Major Reasons Precluding Schools of Nursing from Hiring Additional Full-Time Faculty for Academic Year 2009-2010

(Valid N=117 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 Faced by Schools of Nursing RE:
Faculty Recruitment and Retention

(Valid N = 544)

• Noncompetitive salaries (32.2%)
• Limited pool of doctorally prepared faculty (30.3%)
• Finding faculty with the right specialty mix (16.5%)
• Finding faculty willing/able to teach clinical courses (5.1%) and finding faculty willing/able to conduct Research (3.7%)
• High faculty workload (3.1%)
Other Critical Issues Noted by School’s Regarding Faculty Recruitment (based on school comments)

- Lack of Required/Preferred Degrees in Nursing – Doctoral and Master’s
- State Budget Constraints/ Hiring Freezes
- Current Faculty delaying Retirement