Special Survey on
Vacant Faculty Positions for
Academic Year 2011-2012

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2011-2012 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 Faculty Vacancy survey collects data on budgeted but unfilled full-time faculty positions by rank, tenure, and level of teaching.

Response Rate
Overall – 74.6%
Member – 78.8%
Non-Member – 53.1%
Number and Percent of Filled Full-Time Positions and Vacancies for Academic Year 2011-2012

Number of Schools Responding: 603 (534 or 88.6% of AACN Membership)
- Total Full-Time Budgeted Positions: 14,166
- Total Number of Full-Time Vacancies: 1,088 (7.7%)
- Total Number of Filled Full-Time Positions: 13,078 (92.3%)
- Mean Number of Full-Time Vacancies: 1.8 per school
- Range of Number of Full-Time Vacancies: 1 to 16
- Number of Schools with No Full-Time Vacancies, BUT NEED additional faculty: 104
- Number of Schools with No Full-Time Vacancies, that do NOT need additional Faculty: 145

Filled Full-Time Positions
N=13,078
92.3%

Full-Time Vacancies
N = 1,088
7.7%
Number and Percent of Filled Part-Time Positions and Vacancies for Academic Year 2011-2012

- Total Part-Time Budgeted Positions: 10,380
- Total Number of Part-Time Vacancies: 693 (6.7%)
- Total Number of Filled Part-Time Positions: 9,687 (93.3%)
- Mean Number of Part-Time Vacancies: 1.1 per school
- Range of Number of Part-Time Vacancies: 1-16
- Within those schools reporting vacancies, the vacancy rate was 11.5% (693 faculty positions left unfilled.)
Number and Percent of Schools With and Without Vacant Full-Time Positions
N=603 (Response Rate=74.8%)

- No Full-Time Vacancies, Do NOT Need Additional Faculty
  N=145
  24.0%

- No Full-Time Vacancies, But Need Additional Faculty
  N=104
  17.2%

- Schools with Reported Full-Time Vacancies
  N=353
  58.5%
Within those schools reporting full-time vacancies, the vacancy rate was 10.3% (1,088 full-time faculty positions left unfilled.)
Full-Time Vacancy Rate by Region in Schools Reporting Vacancies for Academic Year 2011-2012

- West: 11.7%
- Midwest: 11.3%
- South: 9.5%
- North Atlantic: 9.3%
Full-Time Vacancy Rate by Institutional Type in Schools Reporting Vacancies for Academic Year 2011-2012

- Public: 10.5%
- Private/Secular: 11.1%
- Private Religious: 9%
Full-Time Vacancy Rate by Carnegie Classifications in Schools Reporting Vacancies for Academic Year 2011-2012

- Baccalaureate Institutions: 14.5%
- Master's Institutions: 11.6%
- Doctoral Institutions: 9.1%
- Medical/Other Health Schools: 8.9%
- Others: 15.6%
Selected Characteristics of Full-Time Vacant Faculty Positions for Academic Year 2011-2012

Degree Requirements (Valid N=1,039)

- **Earned Doctorate***: 603 (58.0%)
- **Master's Degree***: 84 (8.1%)
- **Master's Degree, Doctorate Preferred***: 337 (32.4%)
- **Other (Please Specify)**: 15 (1.4%)

* In nursing or related field.
Selected Characteristics of Full-Time Vacant Faculty Positions for Academic Year 2011-2012

Tenure Track (Valid N=1,039)

- Yes: N=603 (58.0%)
- No: N=324 (31.2%)
- Other (Please Specify): N=112 (10.8%)
Only 7.3% of vacant full-time positions had 50 percent or more of one's effort devoted to administrative responsibilities.
Selected Characteristics of Vacant Full-Time Faculty Positions for Academic Year 2011-2012

Level of Teaching (Valid N=1,039)

- Baccalaureate Only: N=324 (31.2%)
- Baccalaureate and Master’s: N=270 (26.0%)
- Baccalaureate, Master’s, and Doctoral: N=219 (21.1%)
- Master’s Only: N=49 (4.7%)
- Master’s and Doctoral: N=137 (13.2%)
- Doctoral Only: N=21 (2.0%)
- No Teaching Responsibilities: N=11 (1.1%)
- Baccalaureate and Doctoral: N=8 (0.8%)

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Selected Characteristics of Vacant Full-Time Faculty Positions for Academic Year 2011-2012
Teaching Responsibilities (Valid N=1,039)

- Classroom Only: N=220 (21.2%)
- Clinical Only: N=16 (1.5%)
- No Teaching Responsibilities: N=11 (1.1%)
- Both: N=788 (75.8%)
Major Reasons Precluding Schools of Nursing from Hiring Additional Full-Time Faculty for Academic Year 2011-2012

(Valid N=104 Schools with no vacant positions but need more)

- Insufficient funds to hire new faculty (72.1%)
- Unwillingness of administration to commit to additional full-time positions (50.0%)
- Inability to recruit qualified faculty because of competition for jobs with other marketplaces (33.7%)
- Qualified applicants for faculty positions are unavailable in our geographic area (24.0%)

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Most Critical Issues Faced by Schools of Nursing Related to Faculty Recruitment and Retention (N=603)

- Limited pool of doctorally prepared faculty (31.3%)
- Noncompetitive salaries (26.7%)
- Finding faculty with the right specialty mix (18.4%)
- Finding faculty willing/able to teach clinical courses (5.3%)
- Finding faculty willing/able to conduct Research (4.6%)
- High faculty workload (3.2%)