

# **SPECIAL SURVEY ON VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2016-2017**

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# 2016-2017 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 965 schools.

## Survey Response Rate

Overall – 85.7%

Member – 89.3%

Non-Member – 66.1%

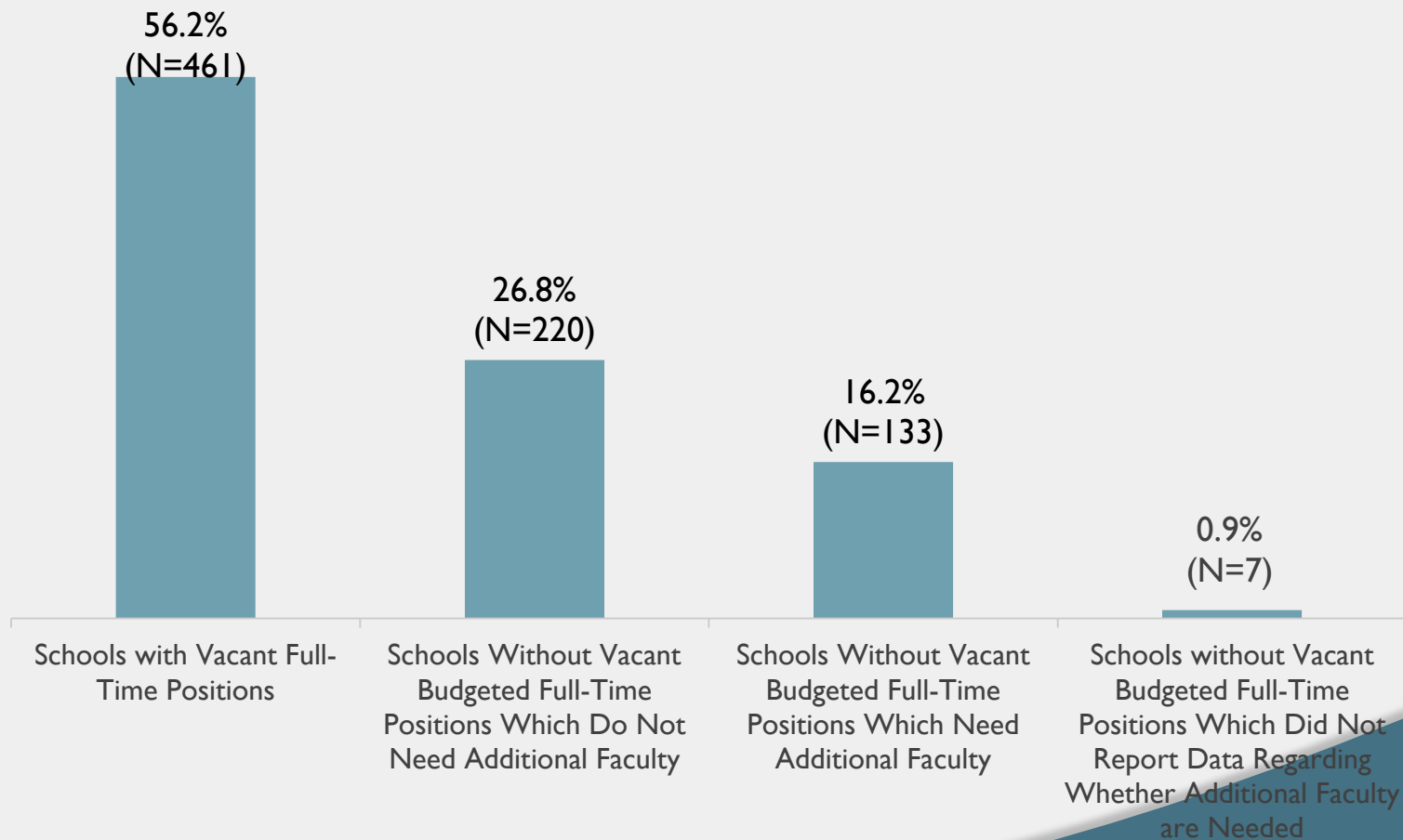


# Number and Percent of Filled Full-Time Positions and Vacancies for Academic Year 2016-2017

**Number of Schools Responding: 821**  
**(706 or 86.0% of AACN Member Schools)**

- Total Number of Full-Time Budgeted Positions: 19,830
- Total Number of Full-Time Vacancies: 1,567 (7.9%)
- Total Number of Filled Full-Time Positions: 18,263 (92.1%)
- Mean Number of Full-Time Vacancies: 1.9 per school
- Range of Number of Full-Time Vacancies: 1 to 36
- Number of Schools with No Full-Time Vacancies, But NEED Additional Faculty: 133
- Number of Schools with No Full-Time Vacancies, That Do NOT Need Additional Faculty: 220

# Number and Percent of Schools With and Without Vacant Full-Time Positions for Academic Year 2016-2017

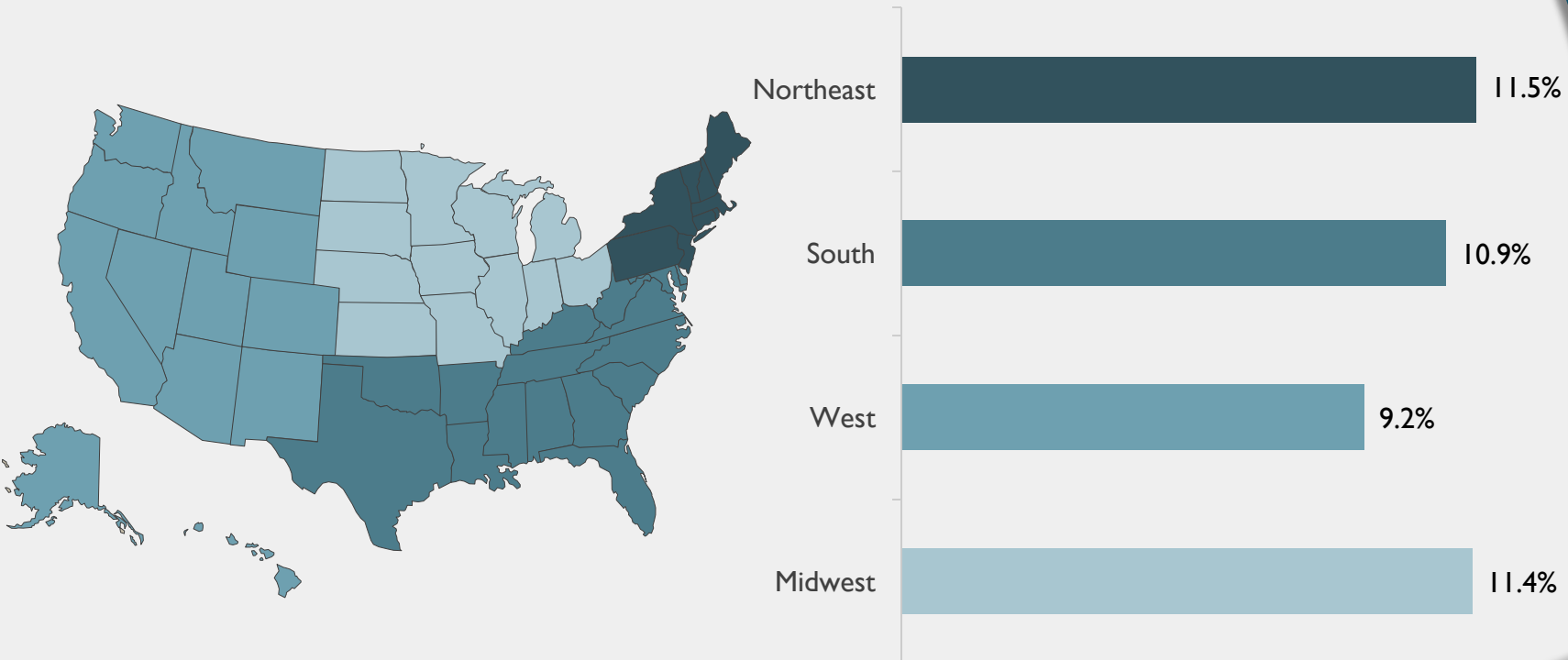


# Number and Percent of Full-Time Vacancies for Academic Year 2016-2017

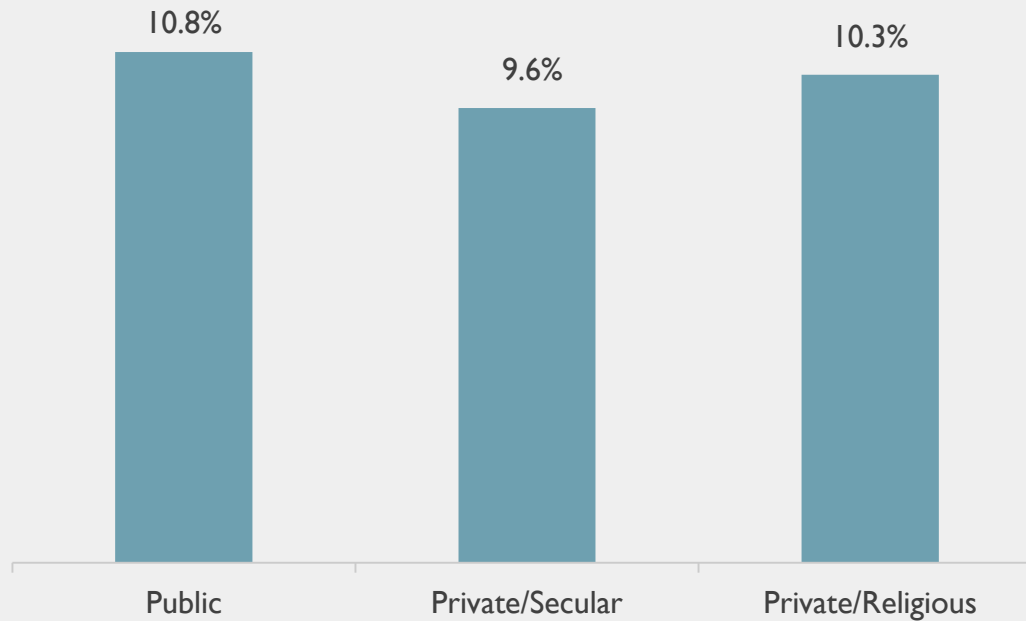
**Number of Schools Responding: 821**  
**(706 or 85.9% of AACN Member Schools)**

- Schools with reported full-time vacancies: 461 (56.2%)
- Schools not reporting full-time vacancies: 360 (43.8%)
- Vacancy rate for schools which reported having full-time vacancies: 10.4%

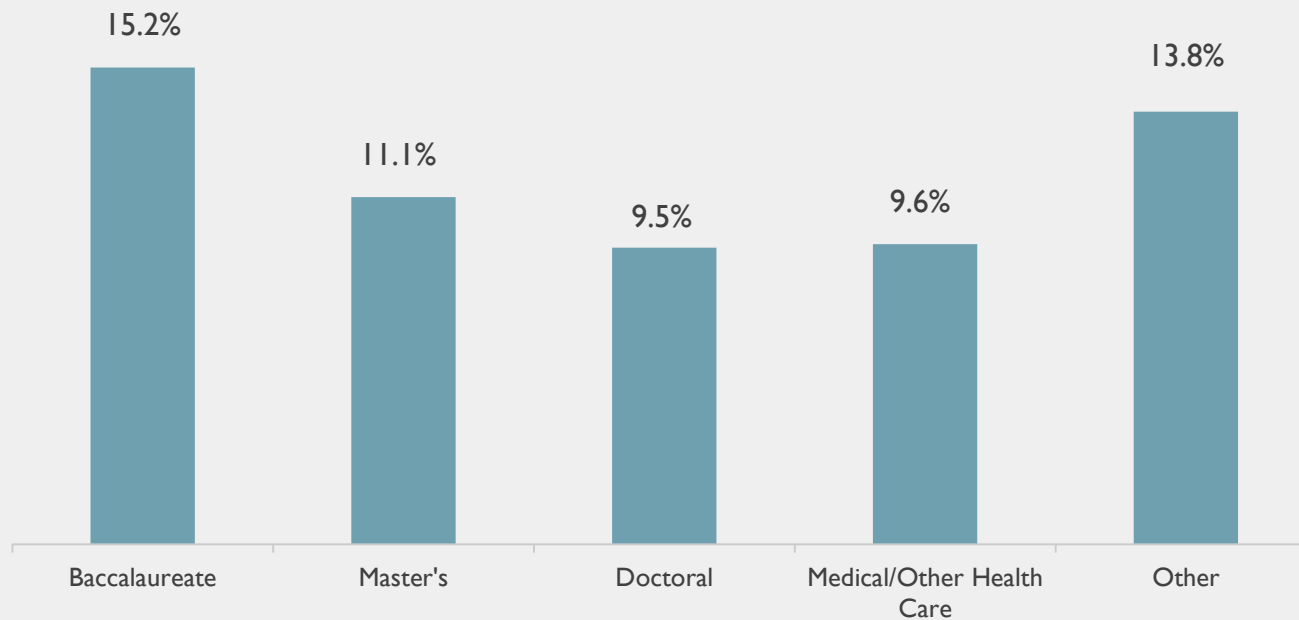
# Full-Time Vacancy Rates by Region in Schools Reporting Vacancies for Academic Year 2016-2017



# Full-Time Vacancy Rates by Institutional Type in Schools Reporting Vacancies for Academic Year 2016-2017



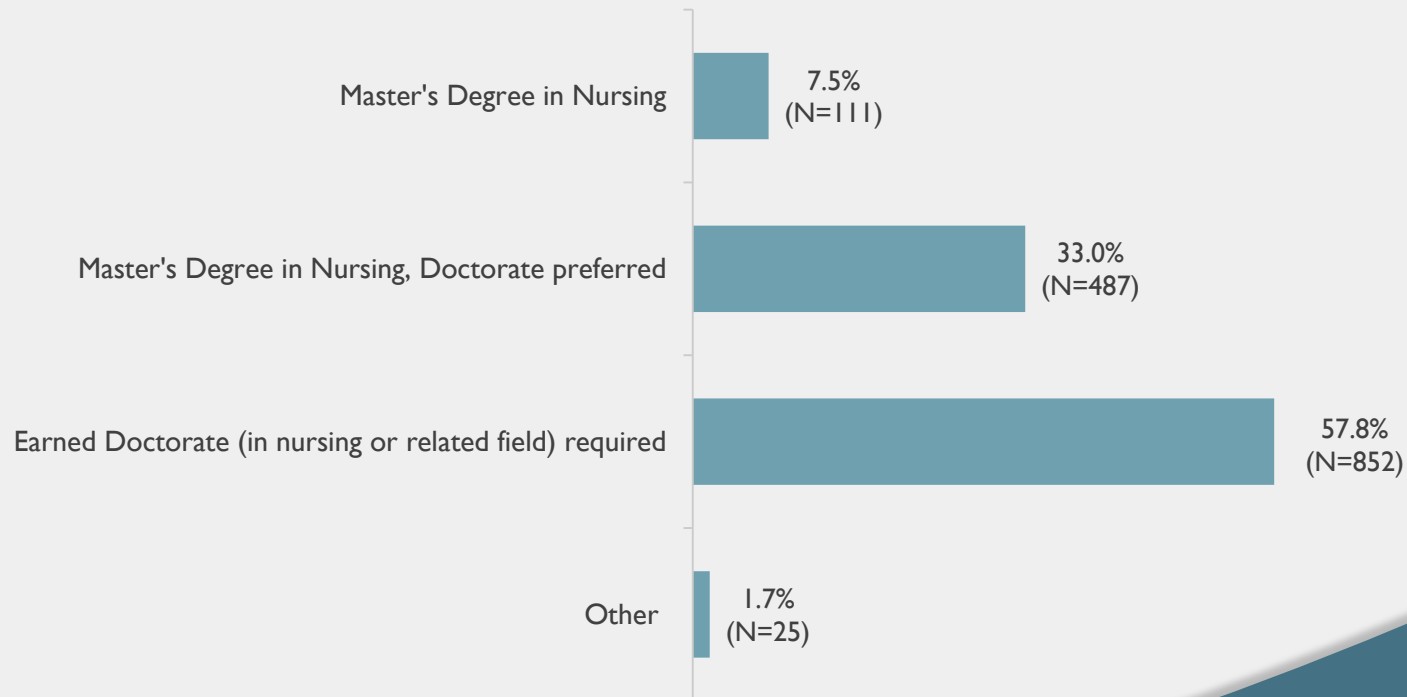
# Full-Time Vacancy Rates by Carnegie Classifications in Schools Reporting Vacancies for Academic Year 2016-2017





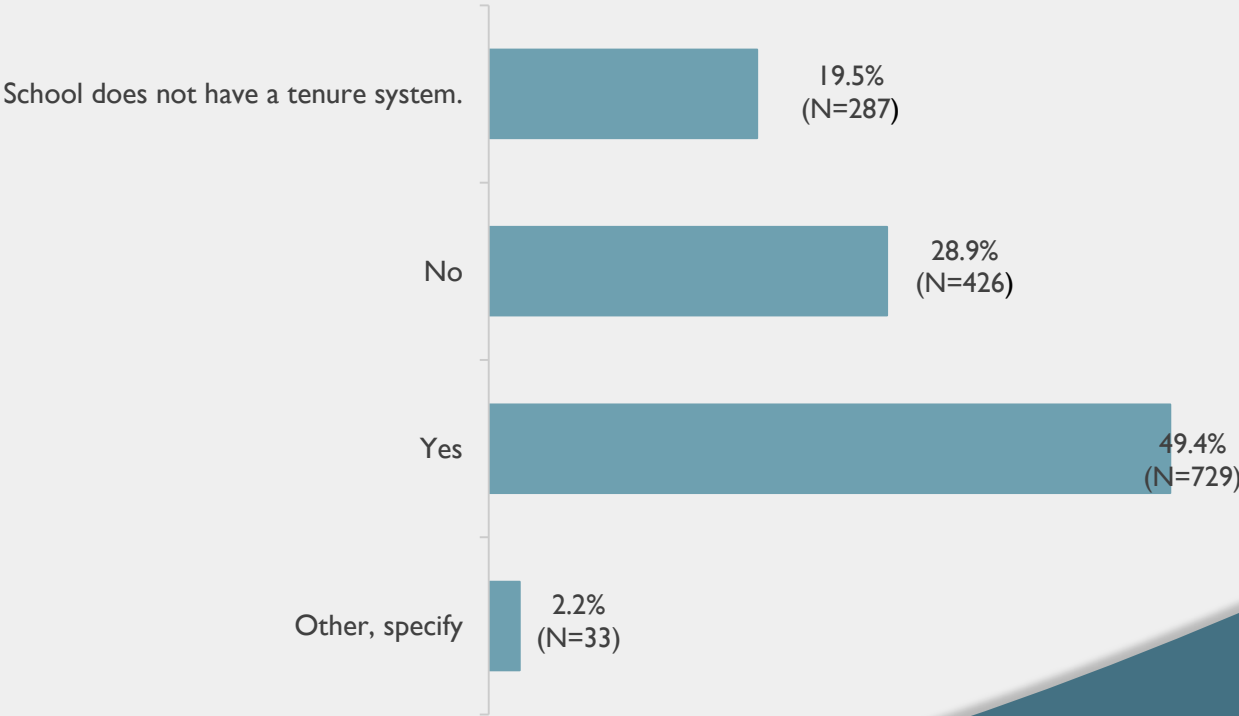
# Selected Characteristics of Full-Time Vacant Faculty Positions for Academic Year 2016-2017

## Degree Requirements (Valid N=1,475)



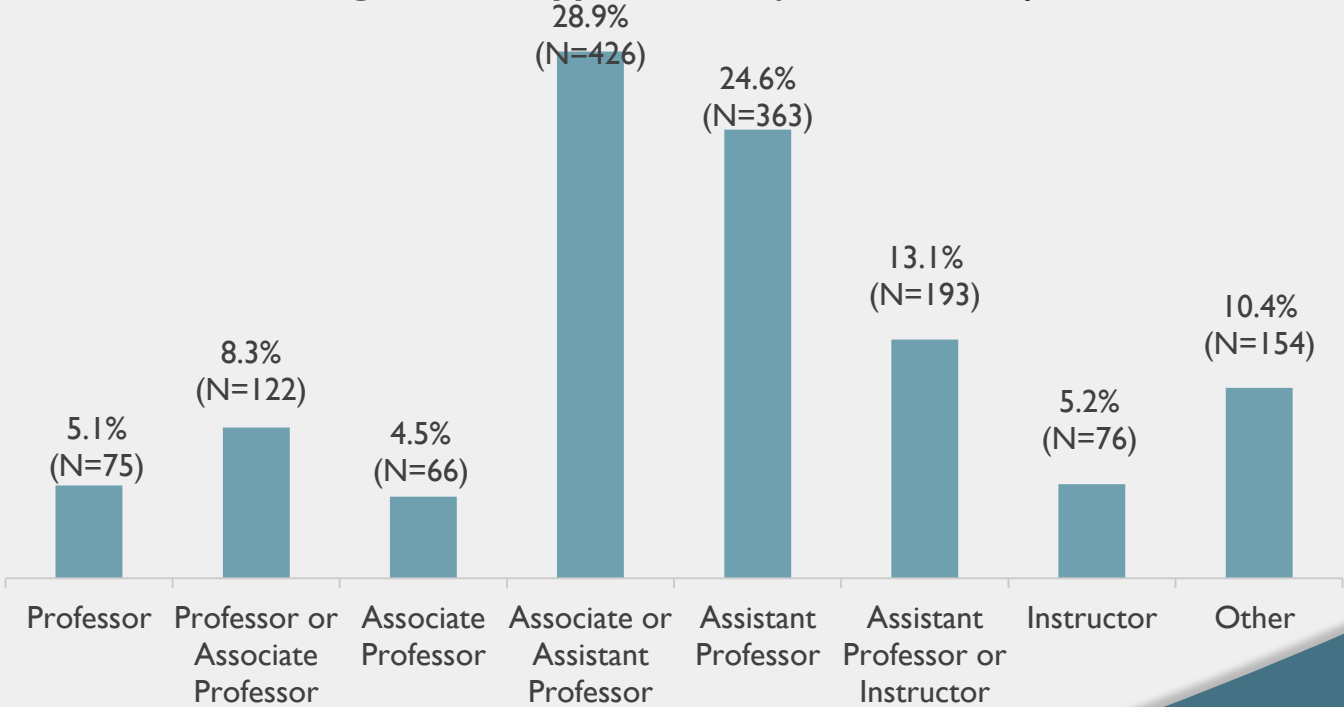
# Selected Characteristics of Full-Time Vacant Faculty Positions for Academic Year 2016-2017

Tenure Track (Valid N=1,475)



# Selected Characteristics of Full-Time Vacant Faculty Positions for Academic Year 2016-2017

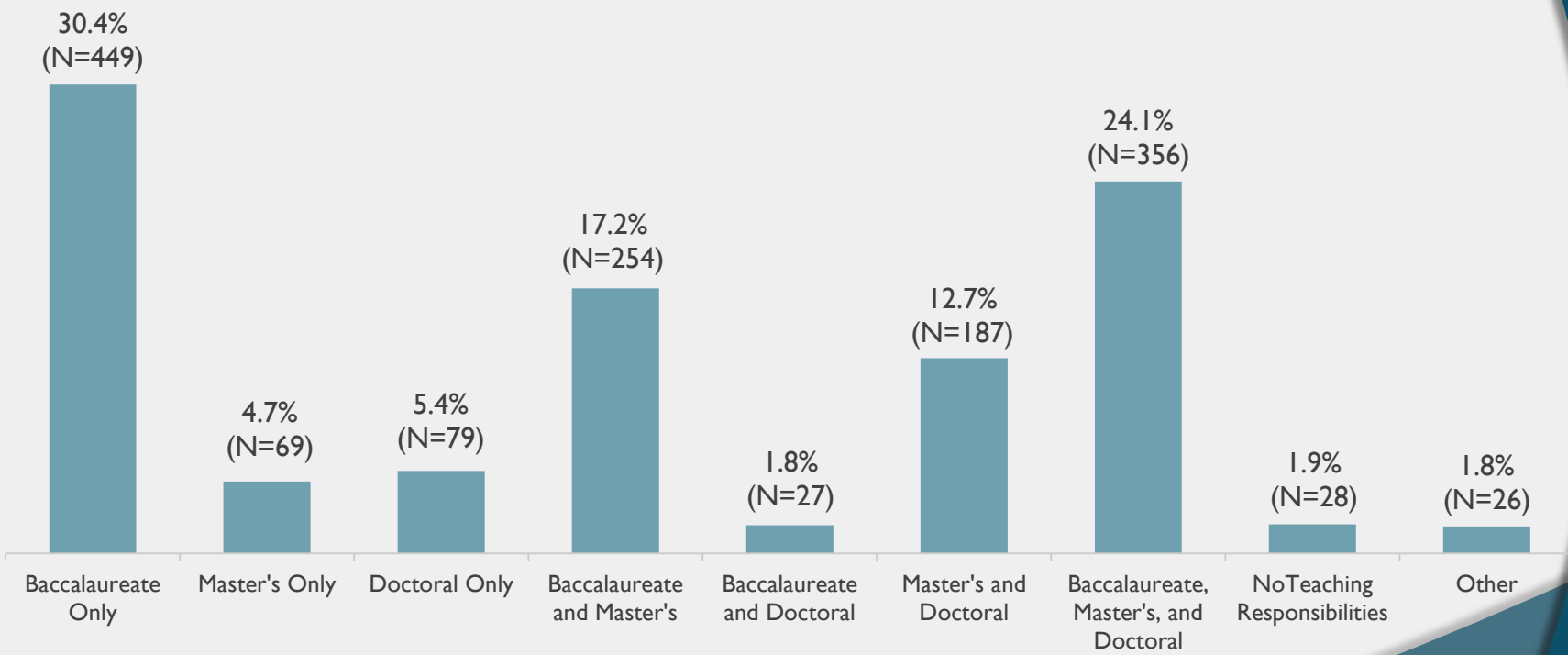
Incoming Level of Appointment (Valid N=1,475)



Only 9.7% of vacant full-time positions had 50 percent or more of one's effort devoted to administrative responsibilities.

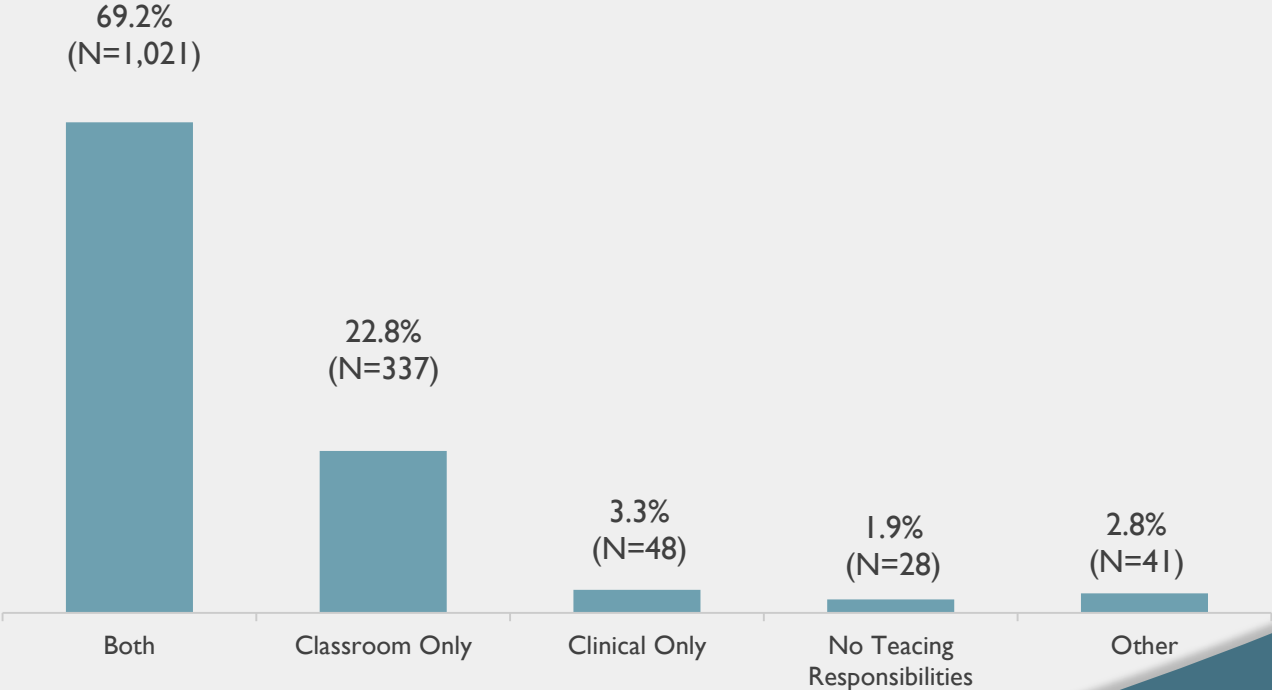
# Selected Characteristics of Full-Time Vacant Faculty Positions for Academic Year 2016-2017

Level of Teaching (Valid N=1,475)



# Selected Characteristics of Full-Time Vacant Faculty Positions for Academic Year 2016-2017

Instructional Responsibilities (Valid N=1,475)



# Major Barriers to Hiring Additional Full-Time Faculty for Academic Year 2016-2017

For schools with no vacancies which need additional full-time faculty (Valid N=133)

- ⦿ Insufficient funds to hire new faculty (63.9%)
- ⦿ Unwillingness of administration to commit to additional full-time positions (49.6%)
- ⦿ Inability to recruit qualified faculty because of competition for jobs with other marketplaces (38.3%)
- ⦿ Qualified applicants for faculty positions are unavailable in our geographic area (24.1%)

# Top Issues Related to Faculty Recruitment for Academic Year 2016-2017

- ⦿ Limited pool of doctorally prepared faculty (65.8%)
- ⦿ Finding faculty with the right specialty mix (65.3%)
- ⦿ Noncompetitive salaries (63.0%)
- ⦿ Finding faculty willing/able to teach clinical courses (29.0%)
- ⦿ High faculty workload (23.4%)
- ⦿ Finding faculty willing/able to conduct research (20.0%)

# Most Critical Issue Schools Reported Related to Faculty Recruitment for Academic Year 2016-2017

- ⦿ Noncompetitive salaries (33.5%)
- ⦿ Limited pool of doctorally prepared faculty (24.0%)
- ⦿ Finding faculty with the right specialty mix (21.0%)
- ⦿ Finding faculty willing/able to conduct research (5.4%)
- ⦿ Finding faculty willing/able to teach clinical courses (5.0%)
- ⦿ High faculty workload (3.5%)



# Other Critical Issues Noted by Nursing Schools Regarding Faculty Recruitment

- ⦿ Difficulty to find faculty for schools in rural areas
- ⦿ Faculty losses due to retirement and attrition
- ⦿ Applicants with a DNP degree were not prepared for academic role
- ⦿ Difficulty to find minority faculty
- ⦿ Difficulty to find faculty with the same religious affiliation as the institution