



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

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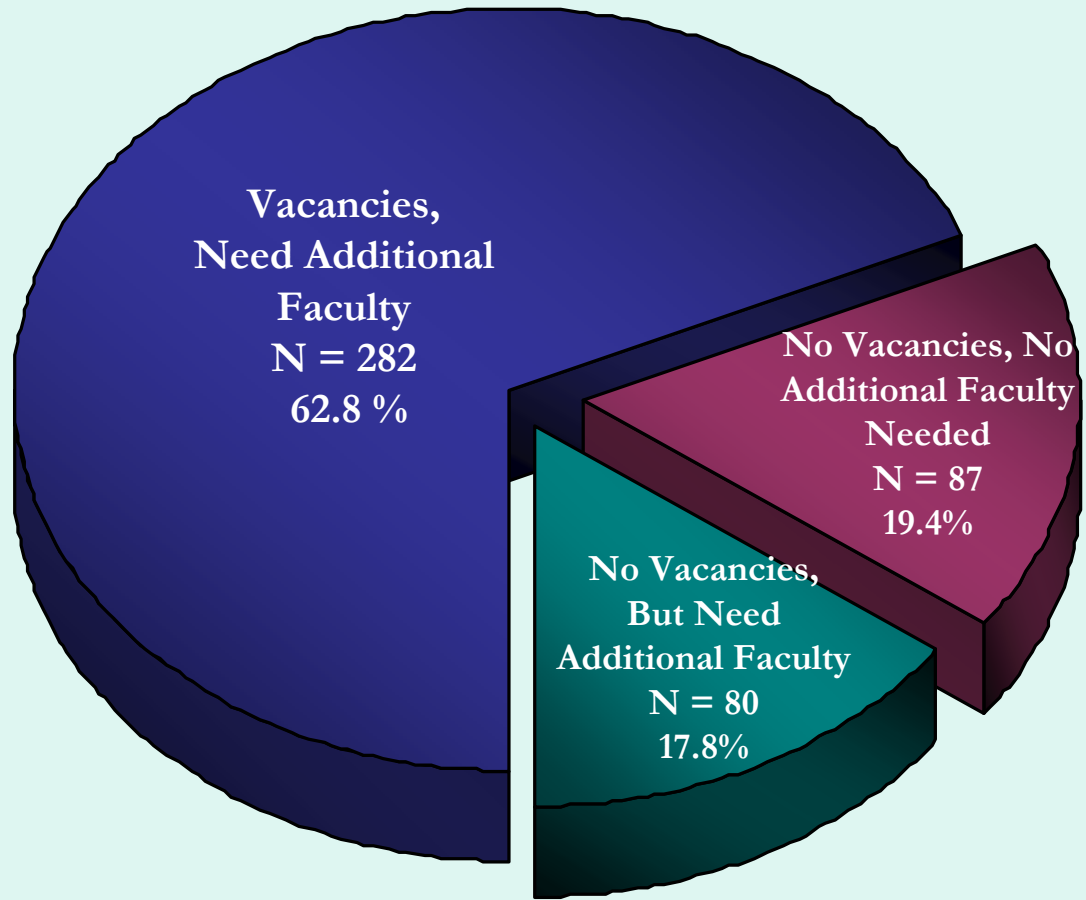


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Number and Percent of Schools With and Without Vacant Positions

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



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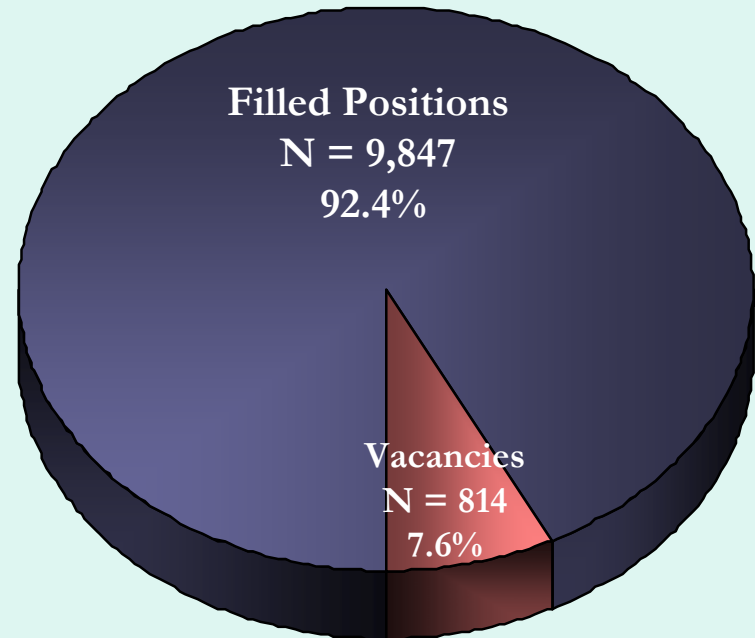


Number and Percent of Filled Positions and Vacancies for Academic Year 2008-2009

**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**

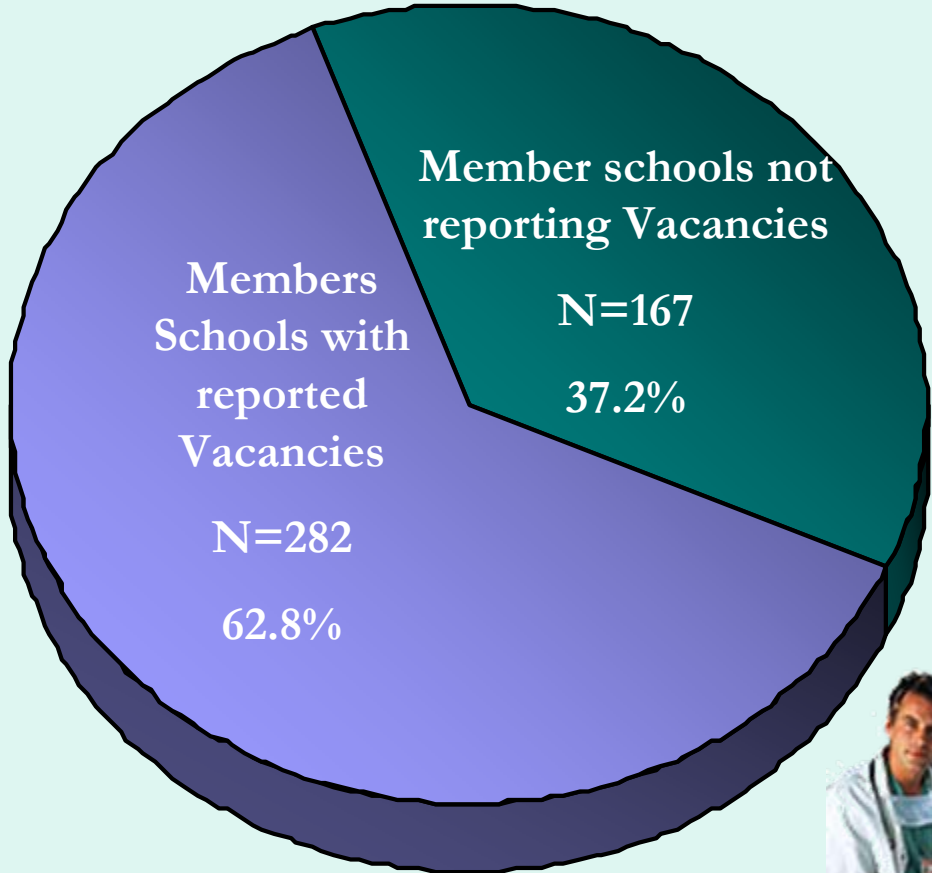


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Number and Percent and Vacancies for Academic Year 2008-2009

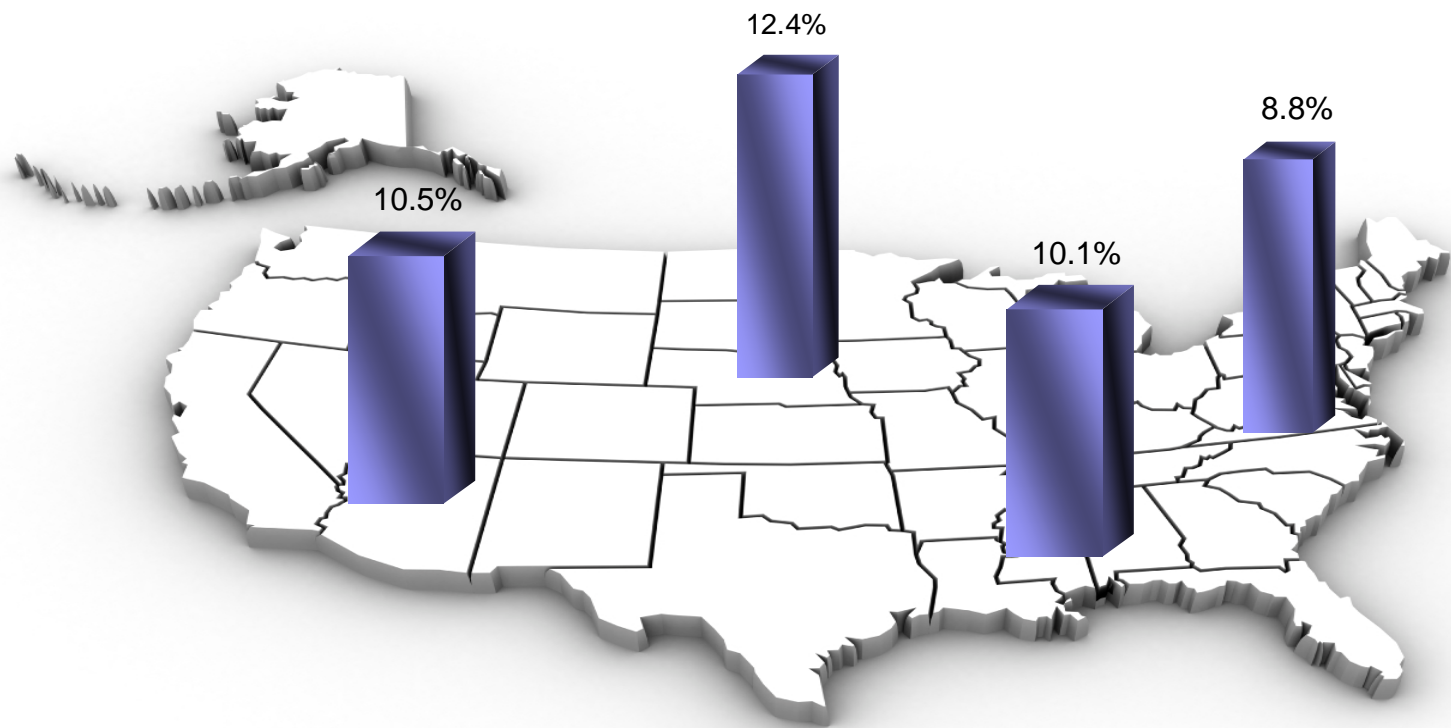
Within those schools reporting vacancies, the vacancy rate was 10.4% (814 faculty positions left unfilled.)



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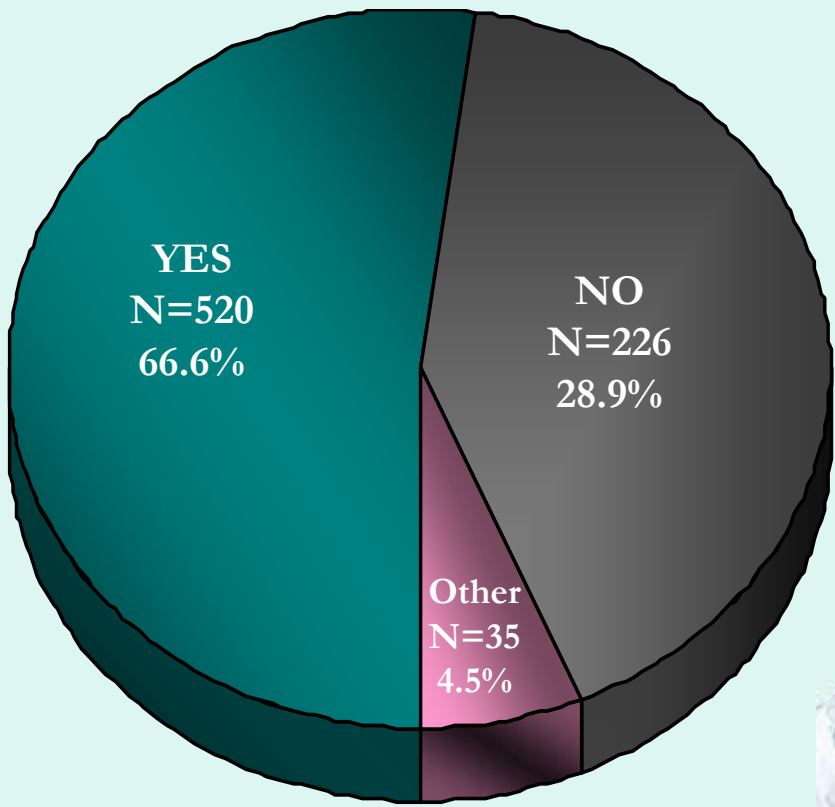
Vacancy Rate by Region in Schools Reporting Vacancies for Academic Year 2008-2009





Selected Characteristics of Vacant Faculty Positions for Academic Year 2008-2009

Tenure Track (Valid N=781)

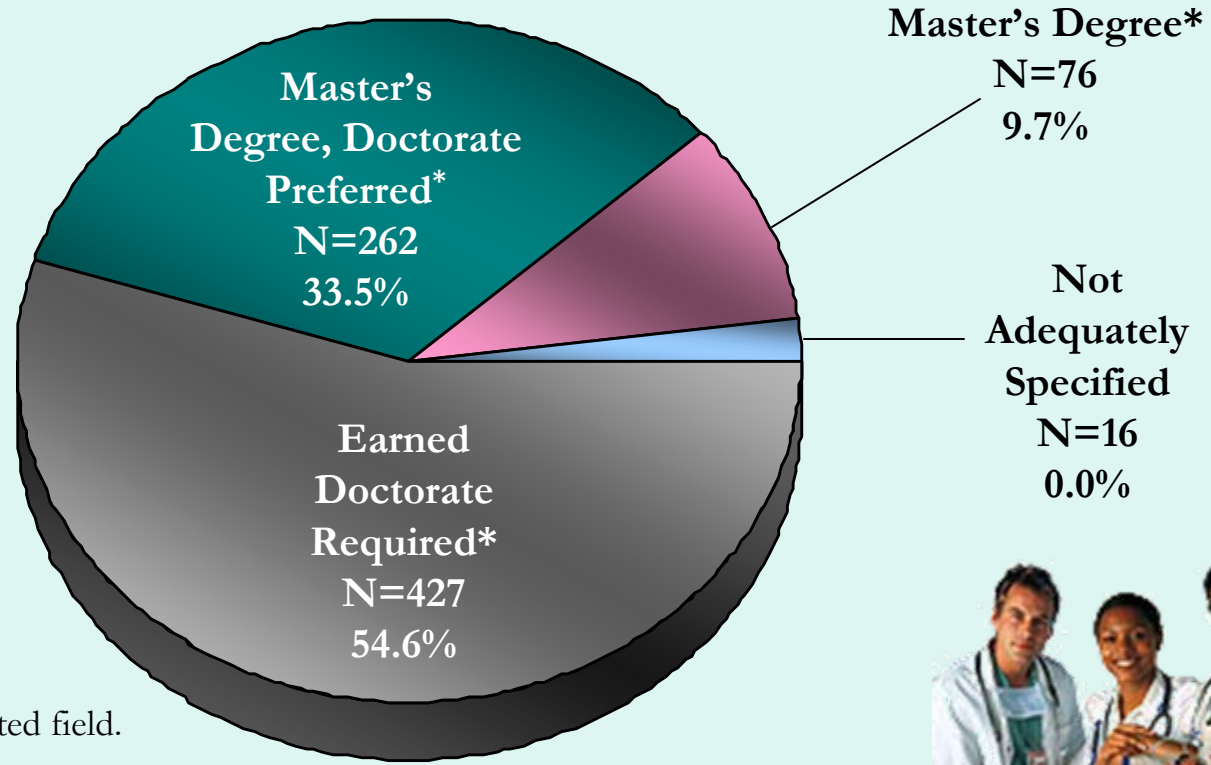


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Selected Characteristics of Vacant Faculty Positions for Academic Year 2008-2009

Degree Requirements (Valid N=781)



* In nursing or related field.

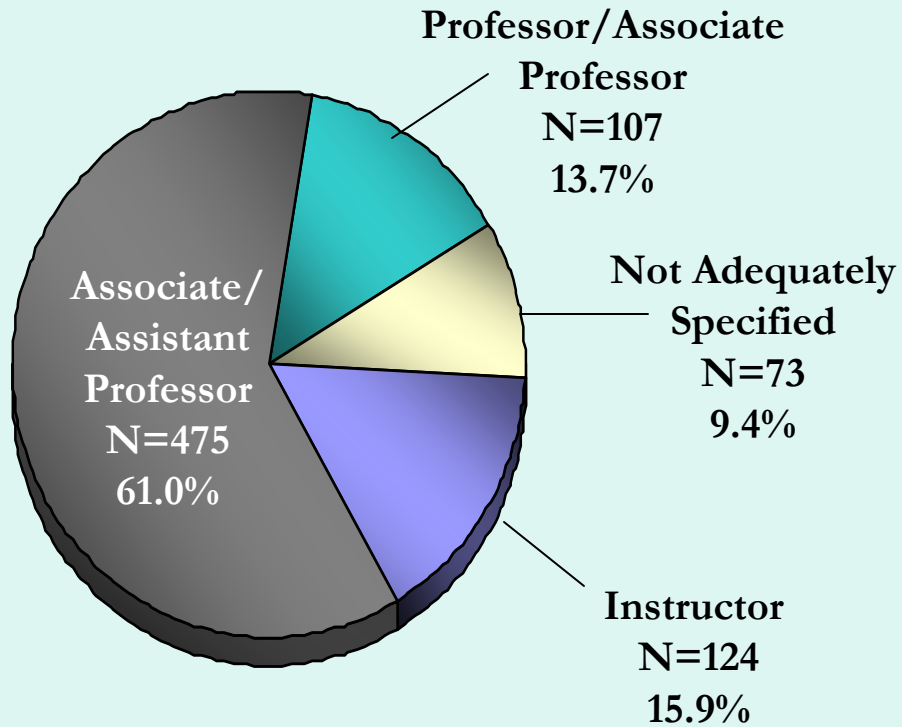


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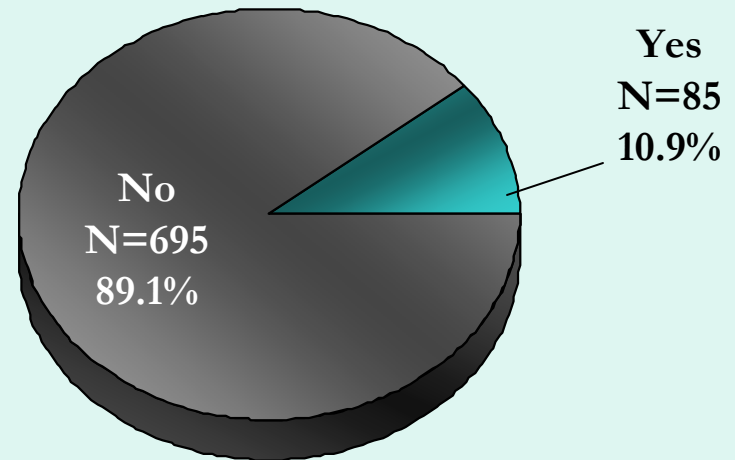


Selected Characteristics of Vacant Faculty Positions for Academic Year 2008-2009

Incoming Level of Appointment
(Valid N=779)



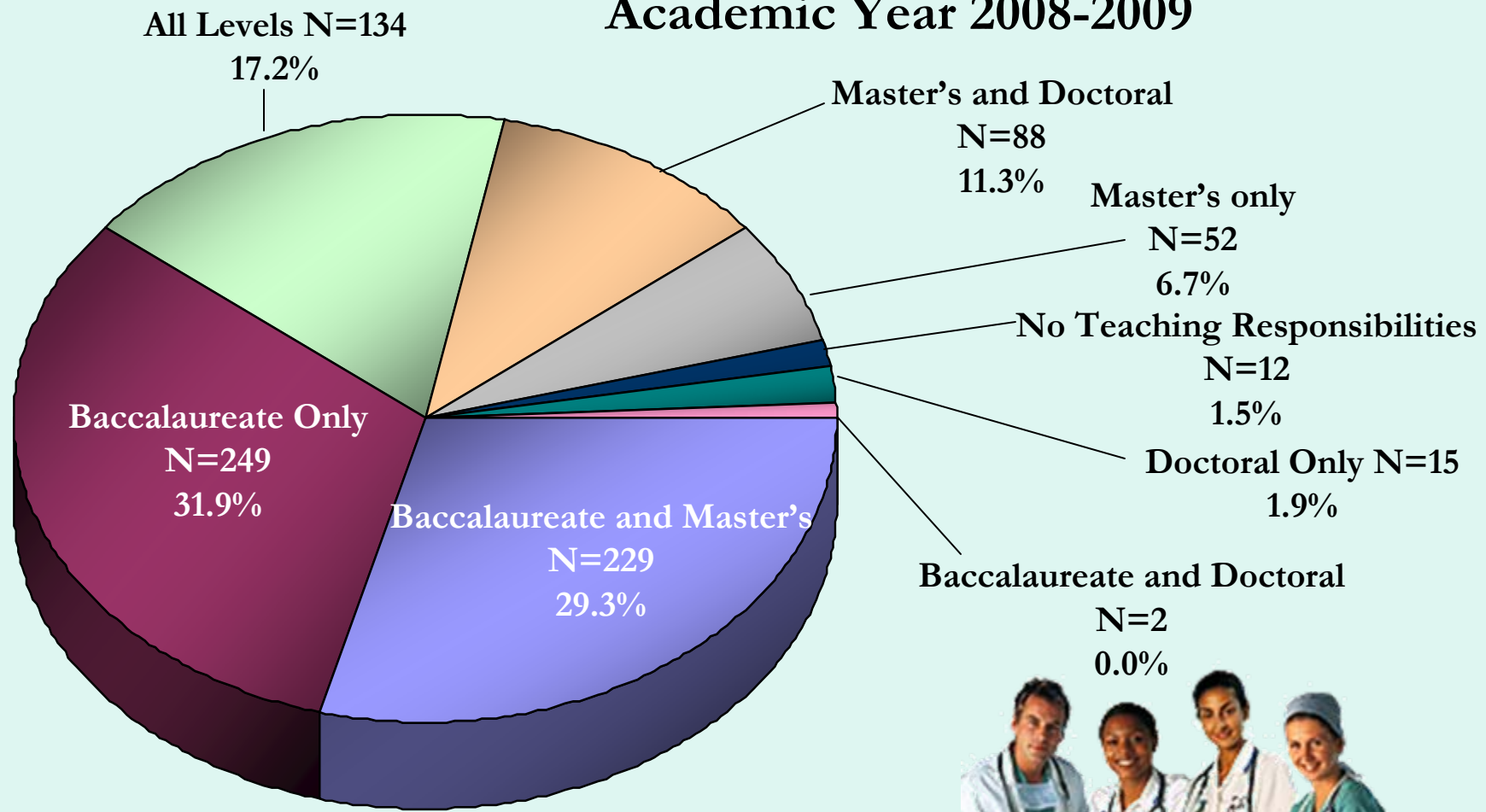
Administrative Position
(Valid N=780)



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Selected Characteristics of Vacant Faculty Positions for Academic Year 2008-2009

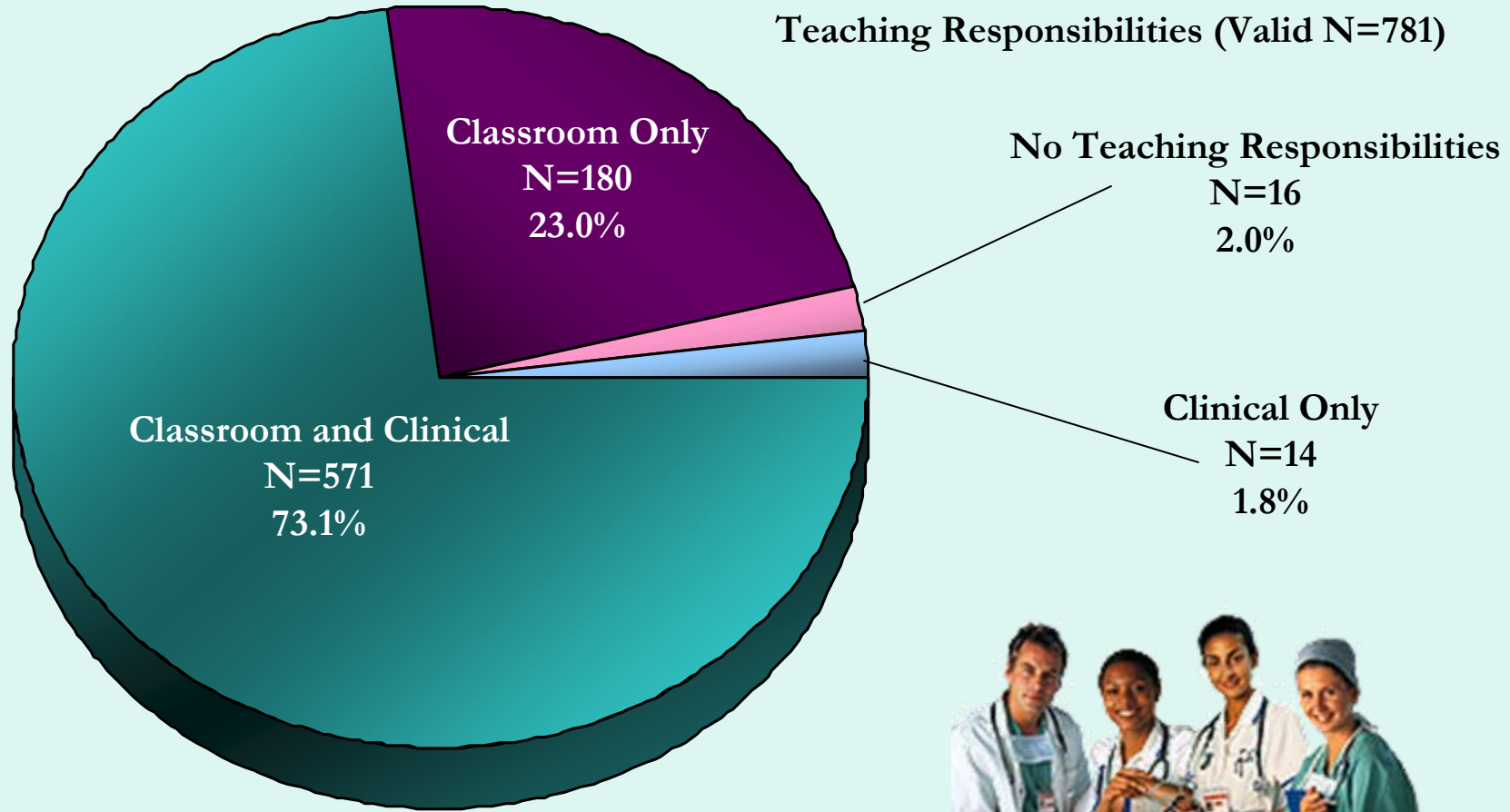


Level of Teaching (Valid N=781)

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Selected Characteristics of Vacant Faculty Positions for Academic Year 2008-2009

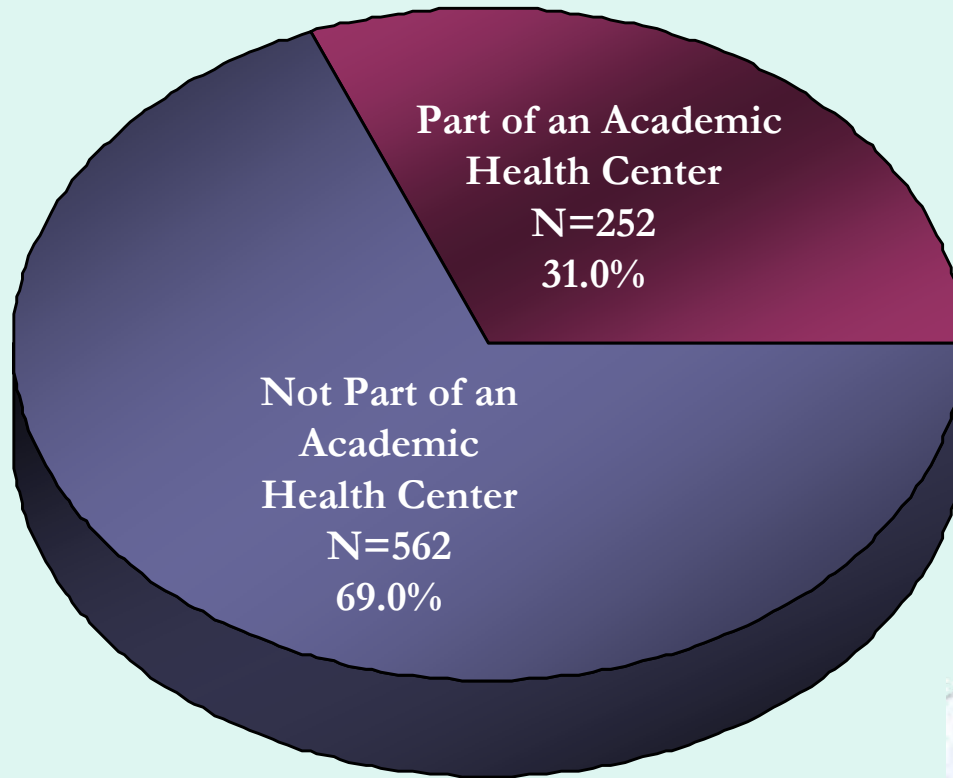


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Number and Percent of Faculty Vacancies by Academic Health Center Status

Academic Health Center Affiliation (Valid N=814)



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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**



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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**



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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**



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