

Special Survey on Vacant Faculty Positions for Academic Year 2010-2011

Christine Tracy, MSW, Research and Data Manager
Di Fang, PhD, Director of Research and Data Services



ADVANCING HIGHER EDUCATION IN NURSING



2010-2011 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 – 70.3%

Member – 77.1%

Non-Member – 40.0%



ADVANCING HIGHER EDUCATION IN NURSING

One Dupont Circle NW, Suite 530 · Washington, DC 20036 · 202-463-6930 tel · 202-785-8320 fax ·

www.aacn.nche.edu

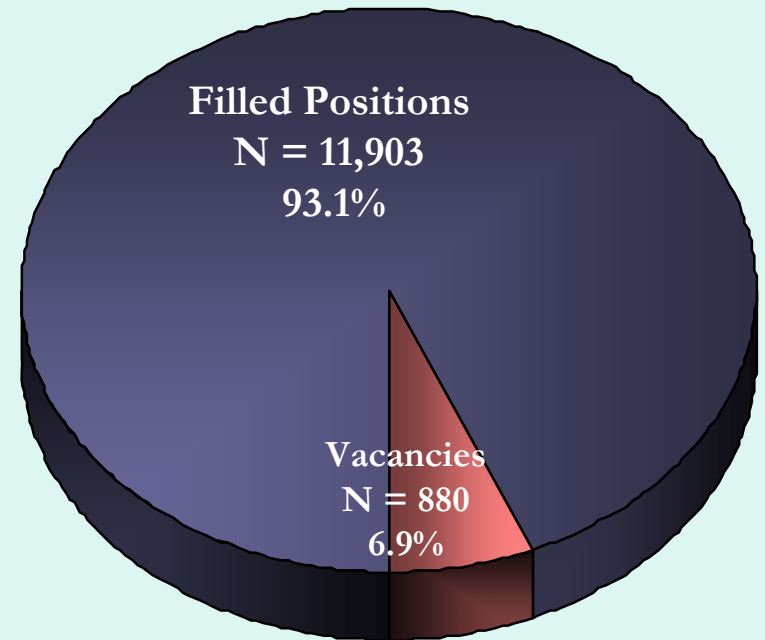


Number and Percent of Filled Positions and Vacancies for Academic Year 2010-2011

Number of Schools Responding: 556 (498 or 77.1%
of AACN Membership)

- Total Budgeted Positions: 12,783
- Total Number of Vacancies: 880 (6.9%)
- Total Number of Filled Positions: 11,903 (93.1%)
- Mean Number of Vacancies: 1.6 per school
- Range of Number of Vacancies: 1 to 16
- Number of Schools with No Vacancies, BUT
NEED additional faculty: 112

Number of Schools with No Vacancies, that do
NOT need additional Faculty: 141

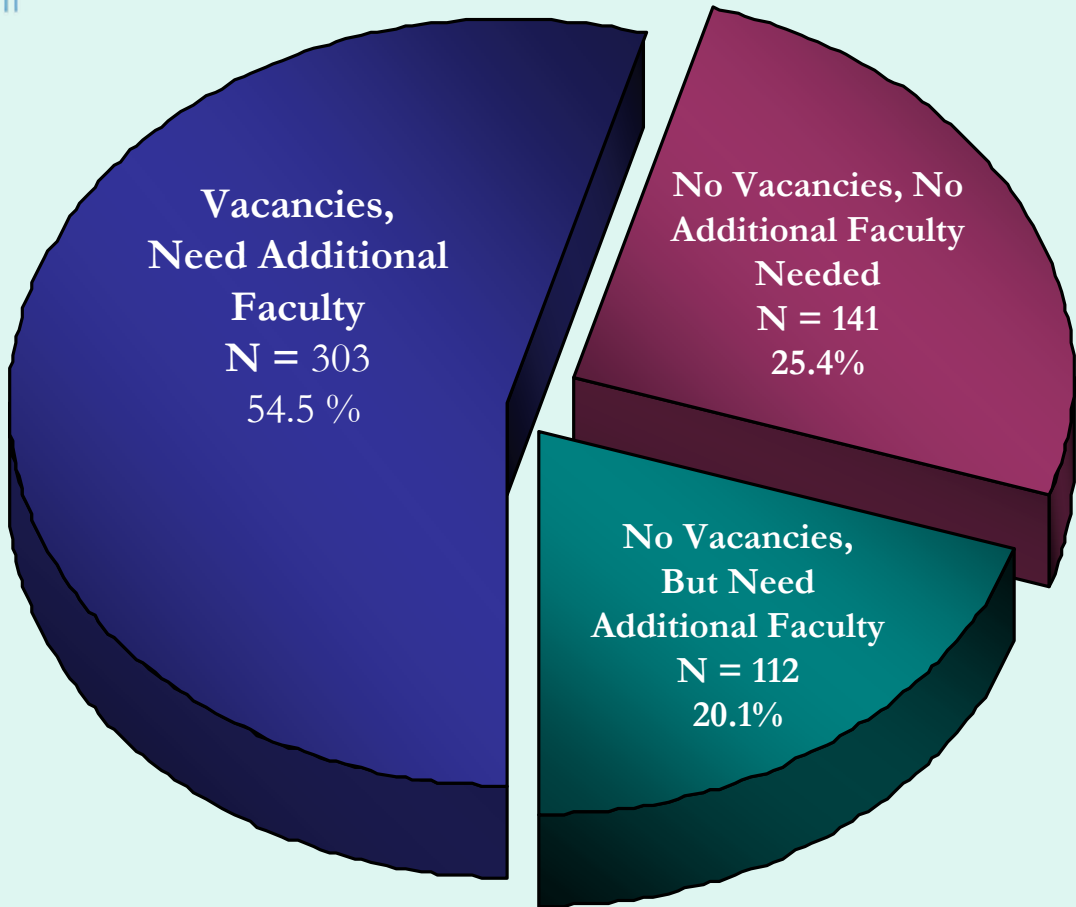


ADVANCING HIGHER EDUCATION IN NURSING



Number and Percent of Schools With and Without Vacant Positions

N=556 Respondents
(Response Rate = 70.3%)

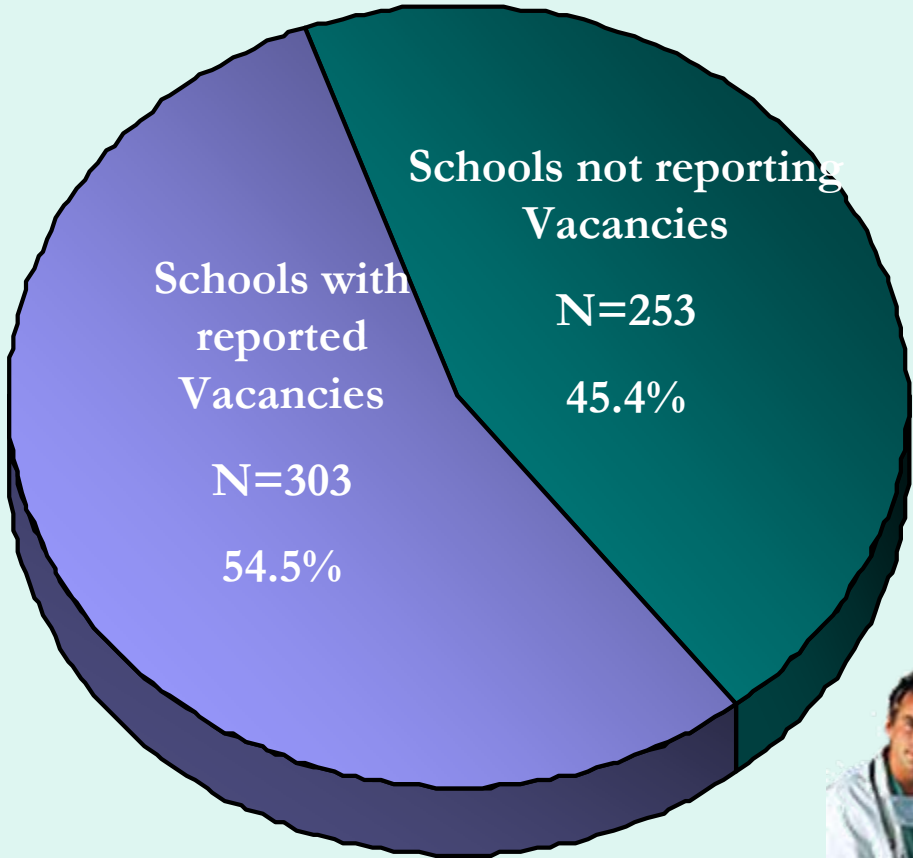


ADVANCING HIGHER EDUCATION IN NURSING



Number and Percent and Vacancies for Academic Year 2010-2011

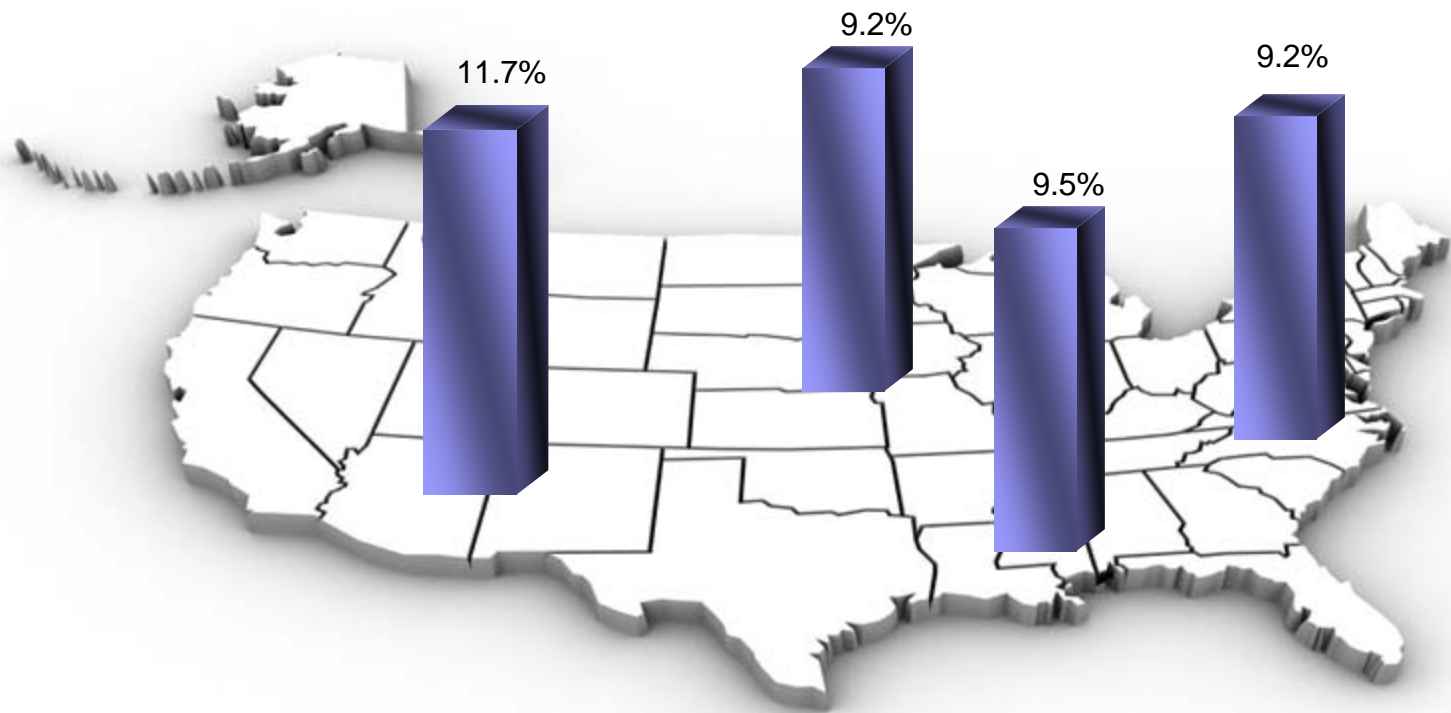
Within those schools reporting vacancies, the vacancy rate was 9.7% (880 faculty positions left unfilled.)



ADVANCING HIGHER EDUCATION IN NURSING



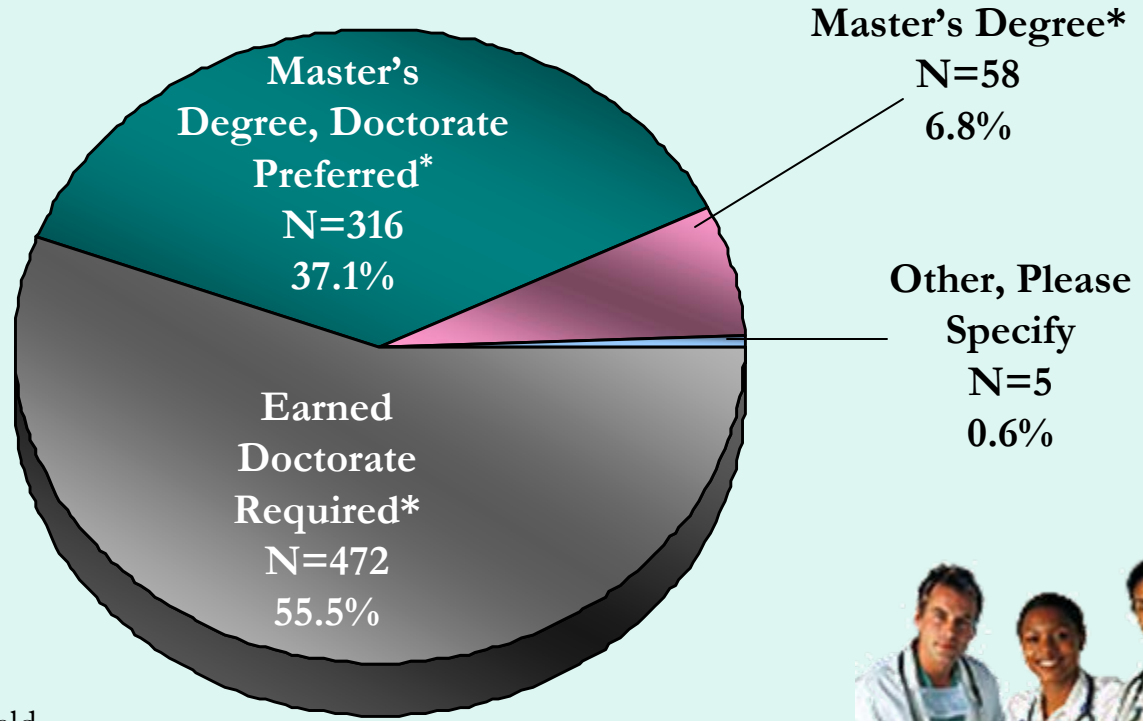
Vacancy Rate by Region in Schools Reporting Vacancies for Academic Year 2010-2011





Selected Characteristics of Vacant Faculty Positions for Academic Year 2010-2011

Degree Requirements (Valid N=851)



* In nursing or related field.

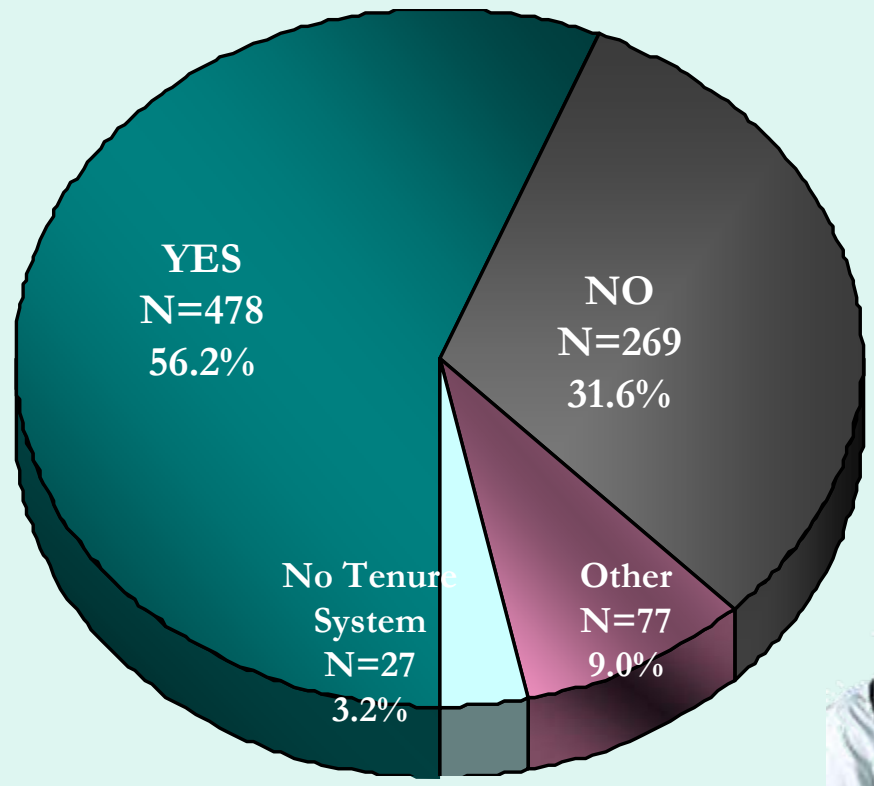


ADVANCING HIGHER EDUCATION IN NURSING



Selected Characteristics of Vacant Faculty Positions for Academic Year 2010-2011

Tenure Track (Valid N=851)

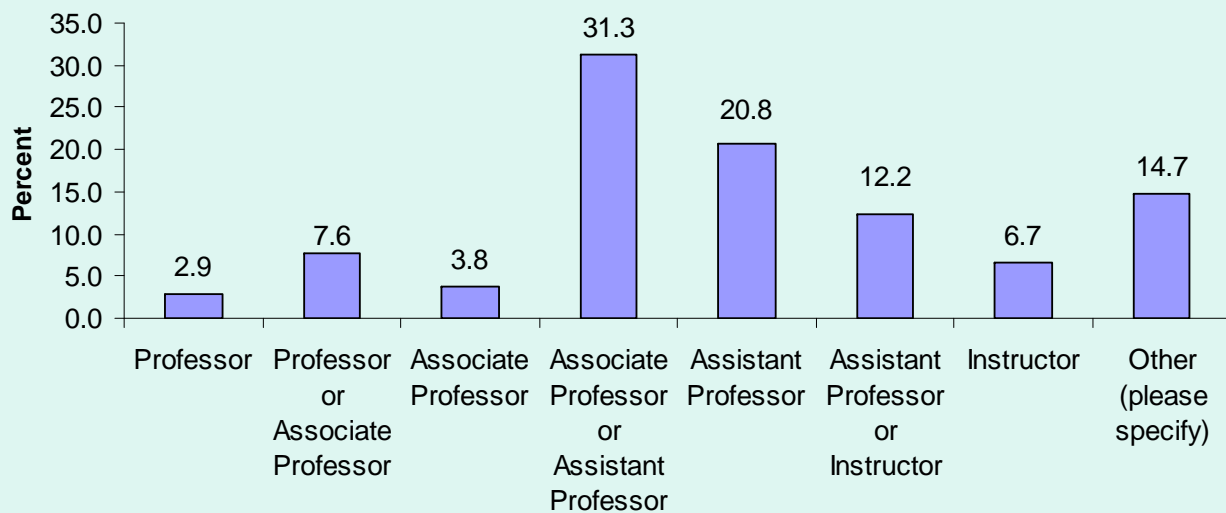


ADVANCING HIGHER EDUCATION IN NURSING



Selected Characteristics of Vacant Faculty Positions for Academic Year 2010-2011

**Incoming Level of Appointment
(Valid N=851)**



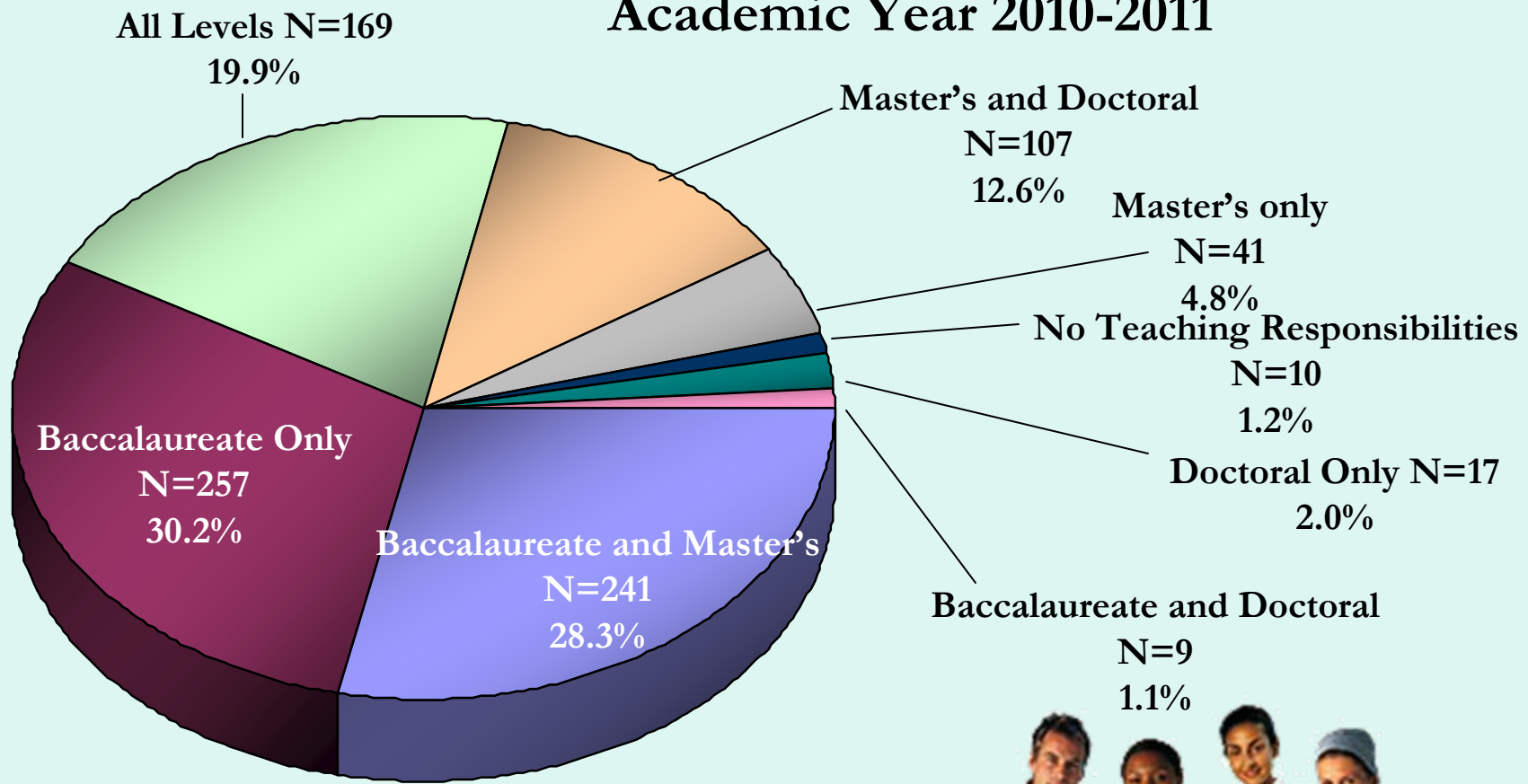
Only 9.2% of vacant positions had 50 percent or more of one's effort devoted to administrative responsibilities.



ADVANCING HIGHER EDUCATION IN NURSING



Selected Characteristics of Vacant Faculty Positions for Academic Year 2010-2011

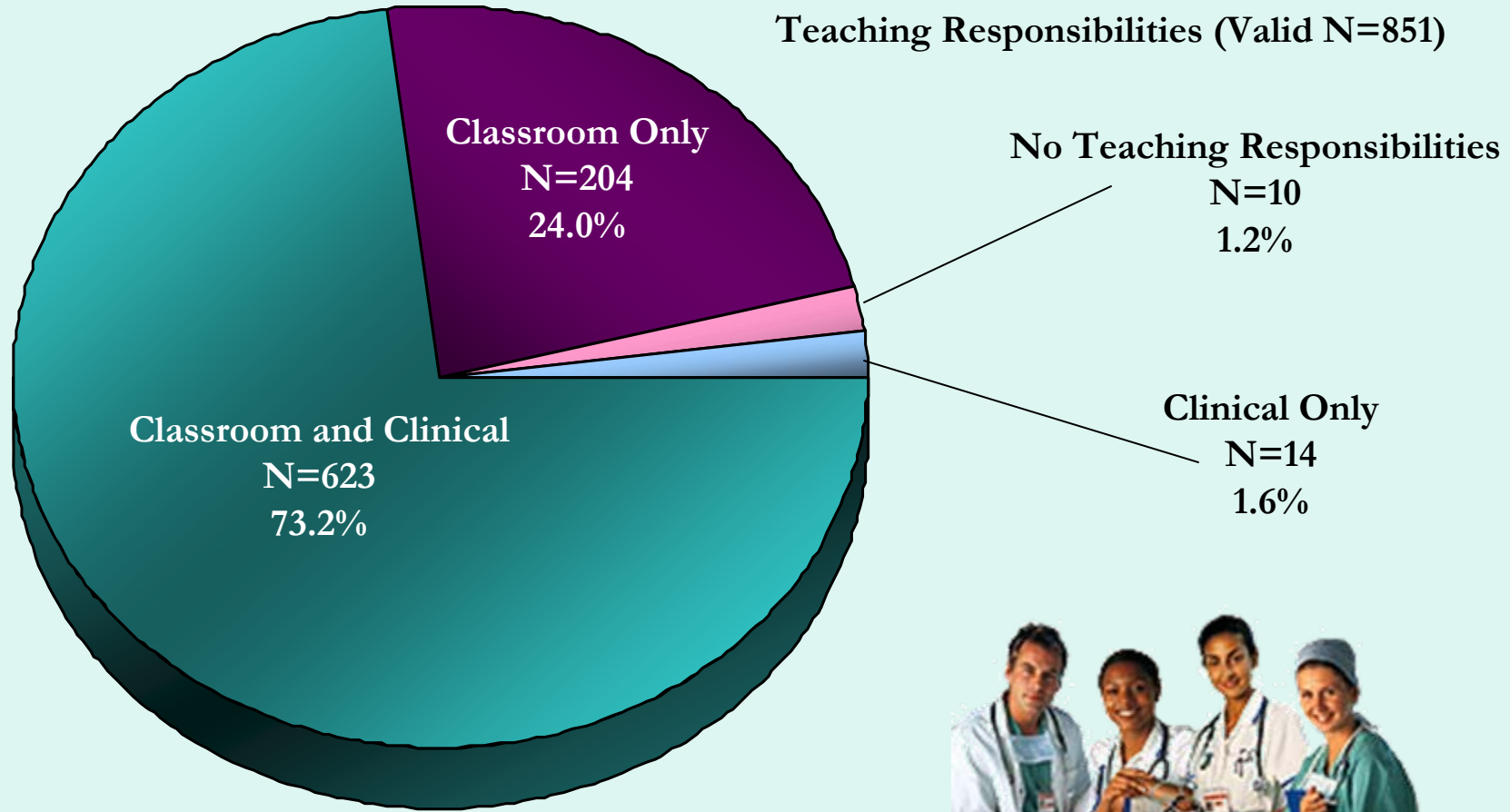


Level of Teaching (Valid N=851)

ADVANCING HIGHER EDUCATION IN NURSING



Selected Characteristics of Vacant Faculty Positions for Academic Year 2010-2011

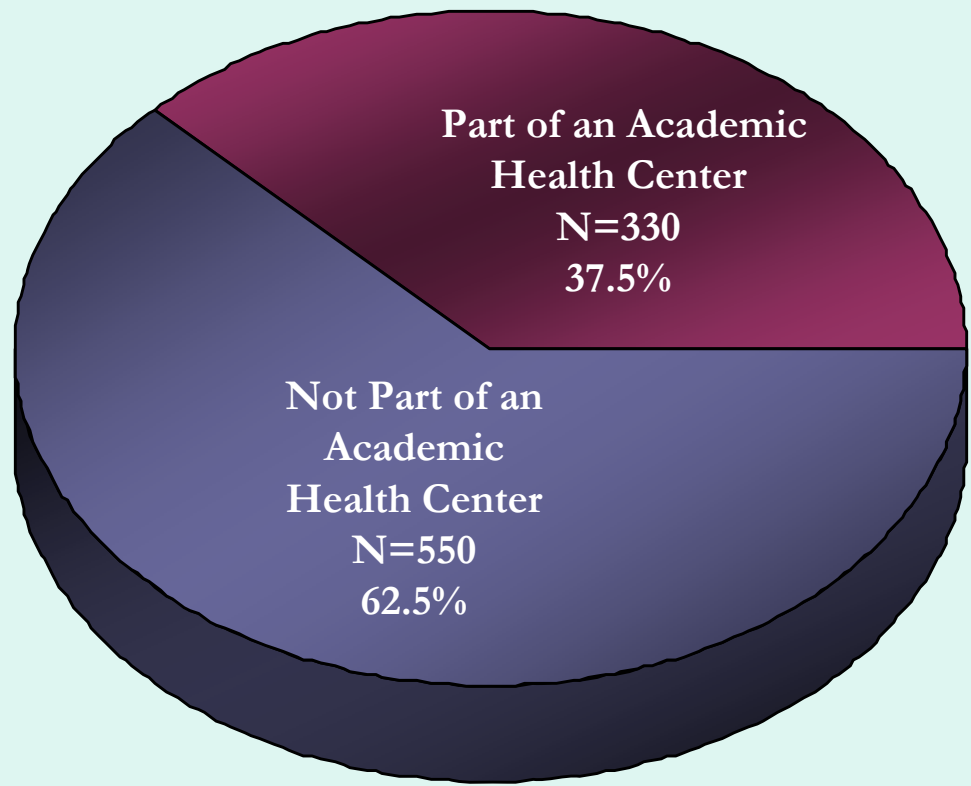


ADVANCING HIGHER EDUCATION IN NURSING



Number and Percent of Faculty Vacancies by Academic Health Center Status

Academic Health Center Affiliation (Valid N=880)



ADVANCING HIGHER EDUCATION IN NURSING

Major Reasons Precluding Schools of Nursing from Hiring Additional Full-Time Faculty for Academic Year 2010-2011

(Valid N=112 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 our geographic area**



ADVANCING HIGHER EDUCATION IN NURSING

One Dupont Circle NW, Suite 530 · Washington, DC 20036 · 202-463-6930 tel · 202-785-8320 fax ·

www.aacn.nche.edu

Most Critical Issues Faced by Schools of Nursing Related to Faculty Recruitment and Retention (Valid N = 546)

- **Limited pool of doctorally prepared faculty (30.4%)**
- **Noncompetitive salaries (30.2%)**
- **Finding faculty with the right specialty mix (18.5%)**
- **Finding faculty willing/able to teach clinical courses (4.7%)
and finding faculty willing/able to conduct Research (3.6%)**
- **High faculty workload (2.9%)**



ADVANCING HIGHER EDUCATION IN NURSING

Other Critical Issues Noted by Nursing School's Regarding Faculty Recruitment

- **Lack of Required/Preferred Degrees in Nursing – Doctoral and Master's**
- **State Budget Constraints/ Hiring Freezes**
- **Limited Teaching Experience Among Applicants**
- **New Faculty Do Not Want to Teach Clinical**
- **Competing Institutions Are Offering Higher Salaries and Recruiting Faculty from Other Programs**



ADVANCING HIGHER EDUCATION IN NURSING

One Dupont Circle NW, Suite 530 · Washington, DC 20036 · 202-463-6930 tel · 202-785-8320 fax ·

www.aacn.nche.edu