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

**Full-Time Vacancies
N = 1,088
7.7%**

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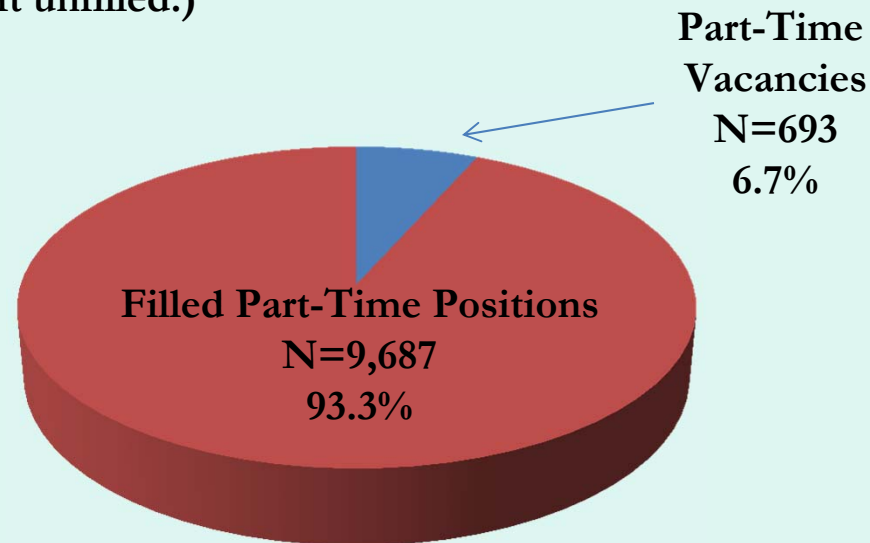
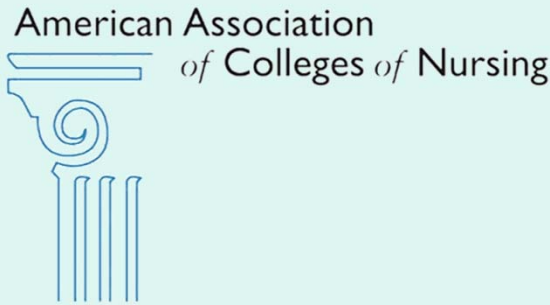**Filled Full-Time Positions
N=13,078
92.3%**

Number and Percent of Filled Part-Time Positions and Vacancies
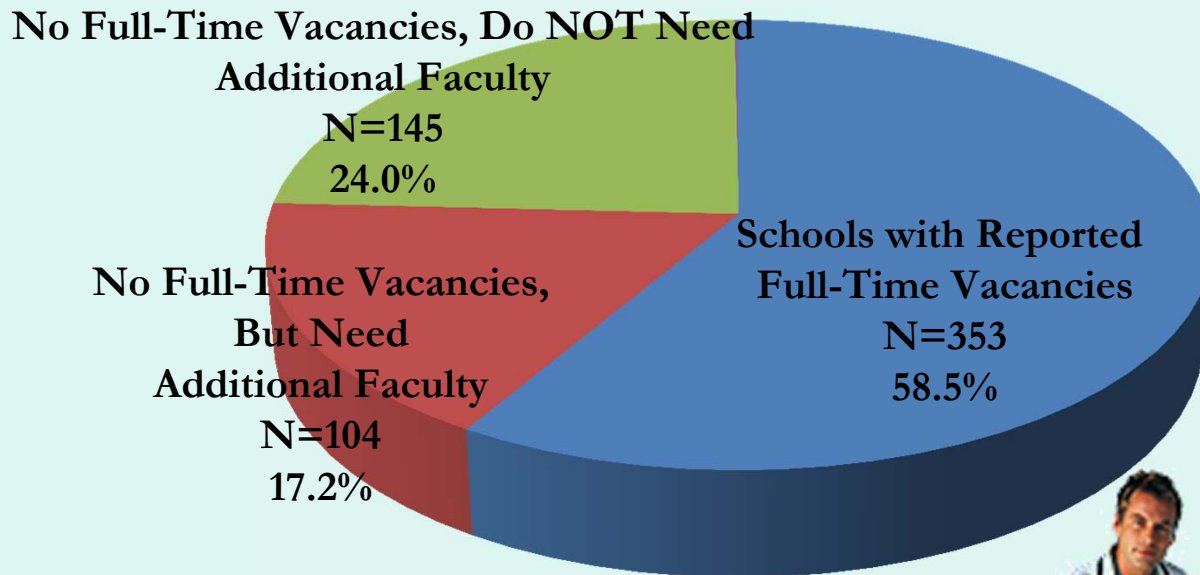## for Academic Year 2011-2012

- **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.)**

Part-Time Vacancies
N=693
6.7%

Filled Part-Time Positions
N=9,687
93.3%

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%

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# Number and Percent
# of Full-Time Vacancies
for Academic Year 2011-2012

Within those schools reporting full-time vacancies, the vacancy rate was 10.3% (1,088 full-time faculty positions left unfilled.)

Schools not Reporting Full-Time Vacancies
N=249
41.3%
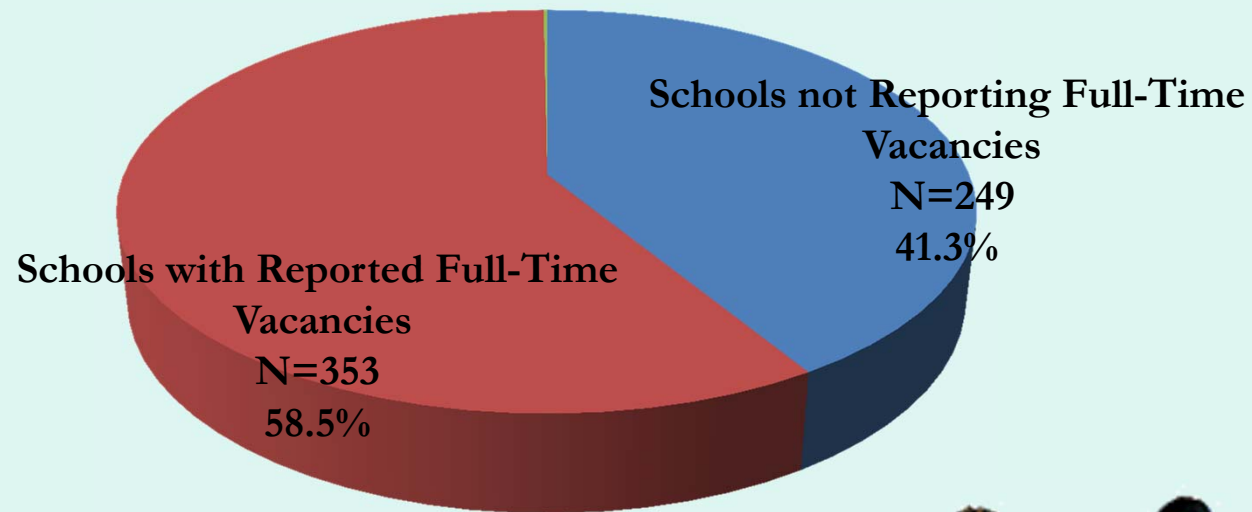
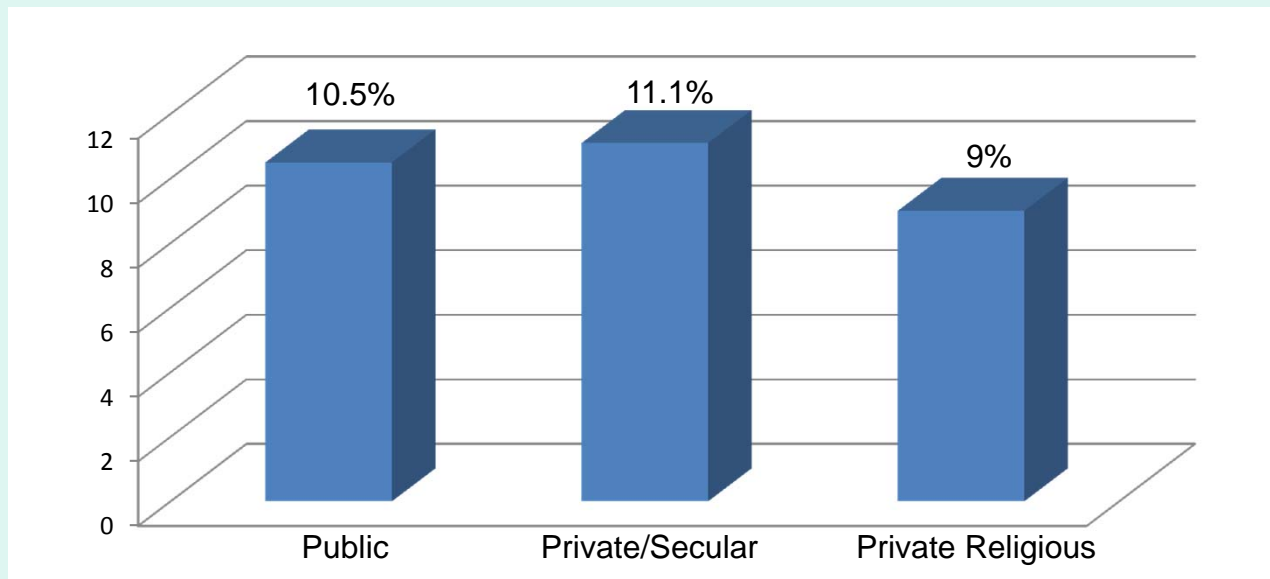Schools with Reported Full-Time Vacancies
N=353
58.5%

Full-Time Vacancy Rate by Region in Schools Reporting Vacancies for Academic Year 2011-2012
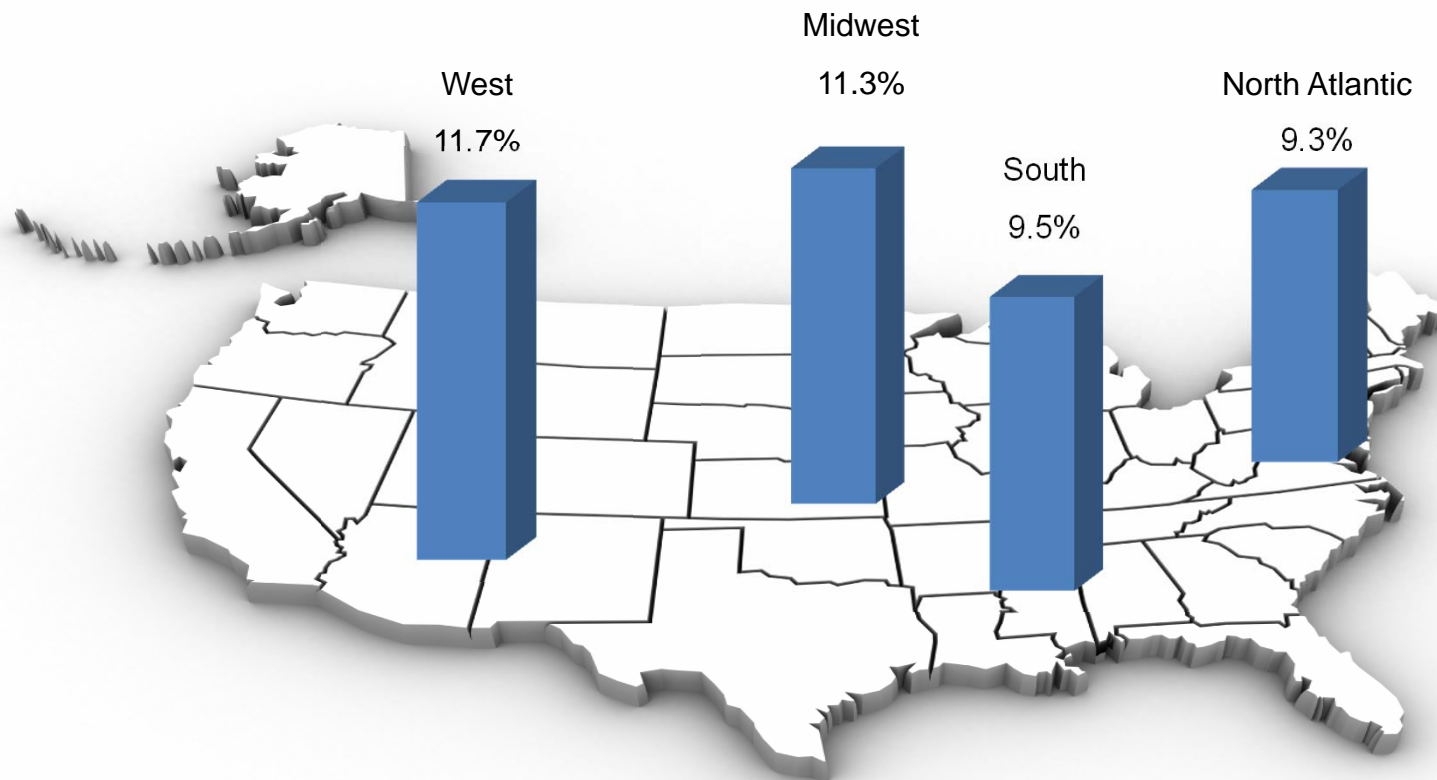
Full-Time Vacancy Rate by Institutional Type in Schools Reporting Vacancies for Academic Year 2011-2012
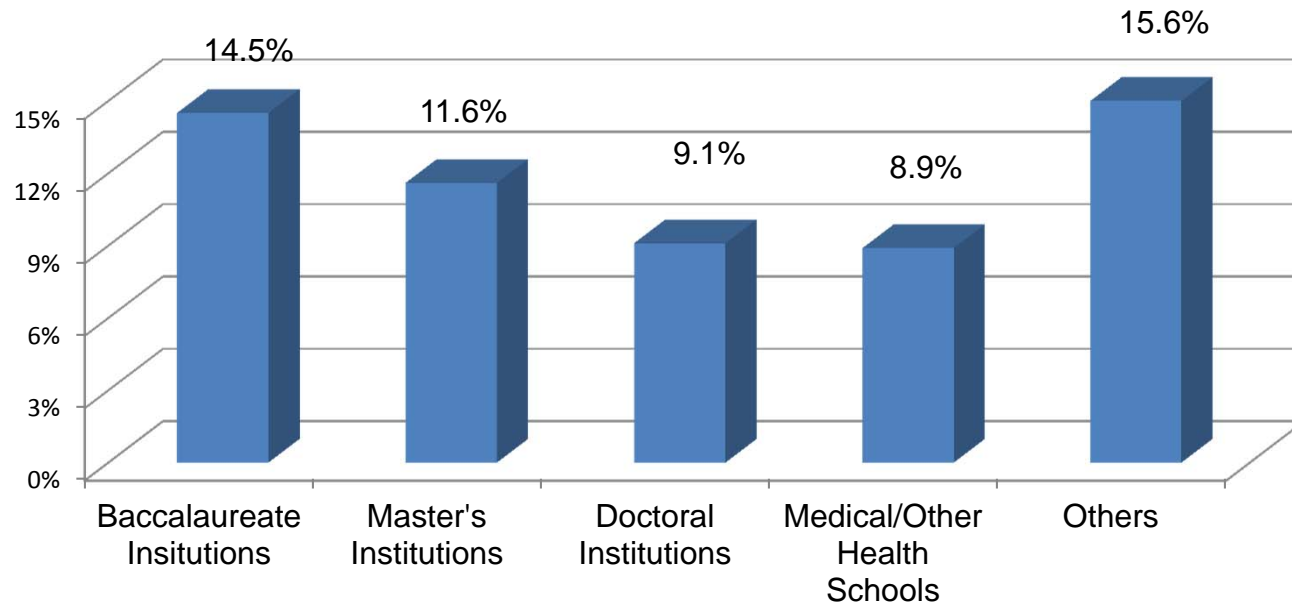
Full-Time Vacancy Rate by Carnegie Classifications in Schools Reporting Vacancies for Academic Year 2011-2012

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Selected Characteristics of Full-Time Vacant Faculty Positions for Academic Year 2011-2012

Degree Requirements (Valid N=1,039)

Other (Please Specify)
N=15
1.4%

Master's Degree,
Doctorate Preferred*
N=337
32.4%

Earned Doctorate*
N=603
58.0%

Master's Degree*
N=84
8.1%
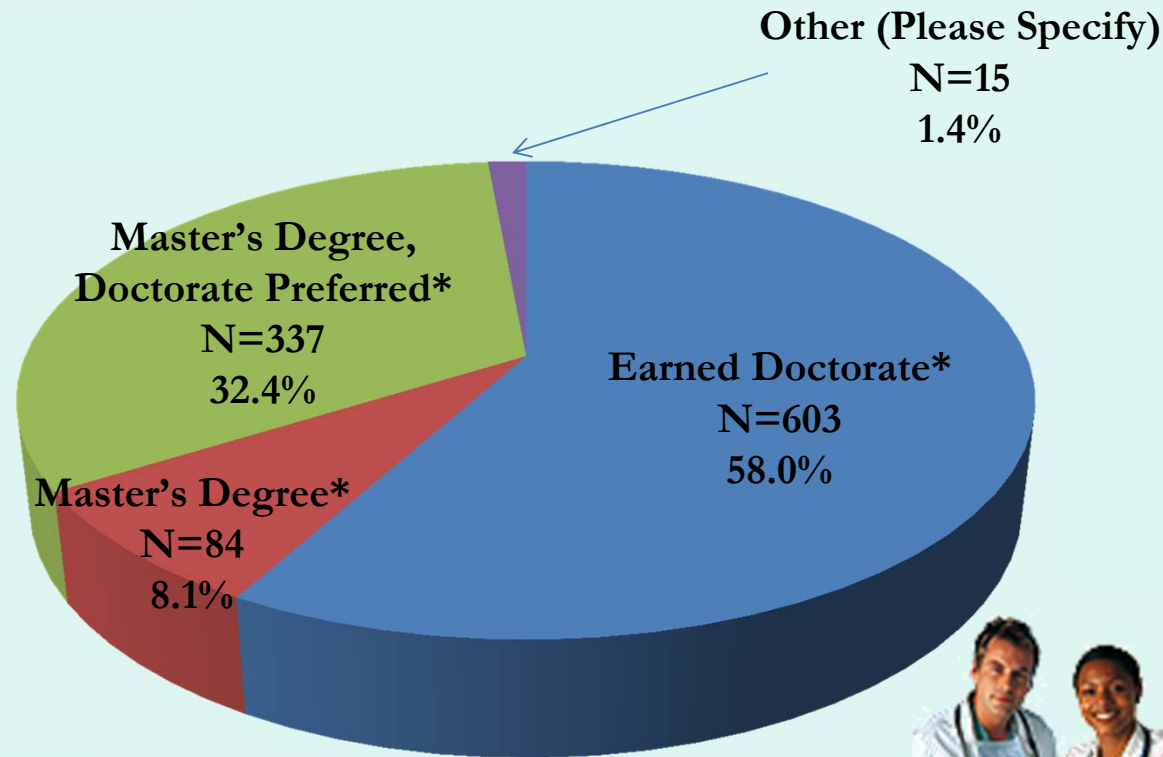
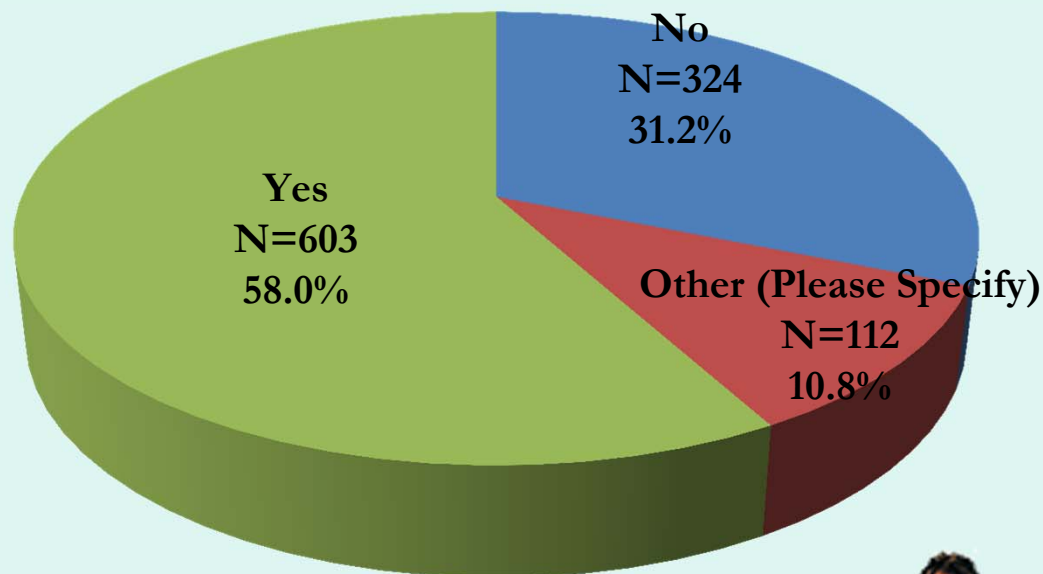* In nursing or related field.

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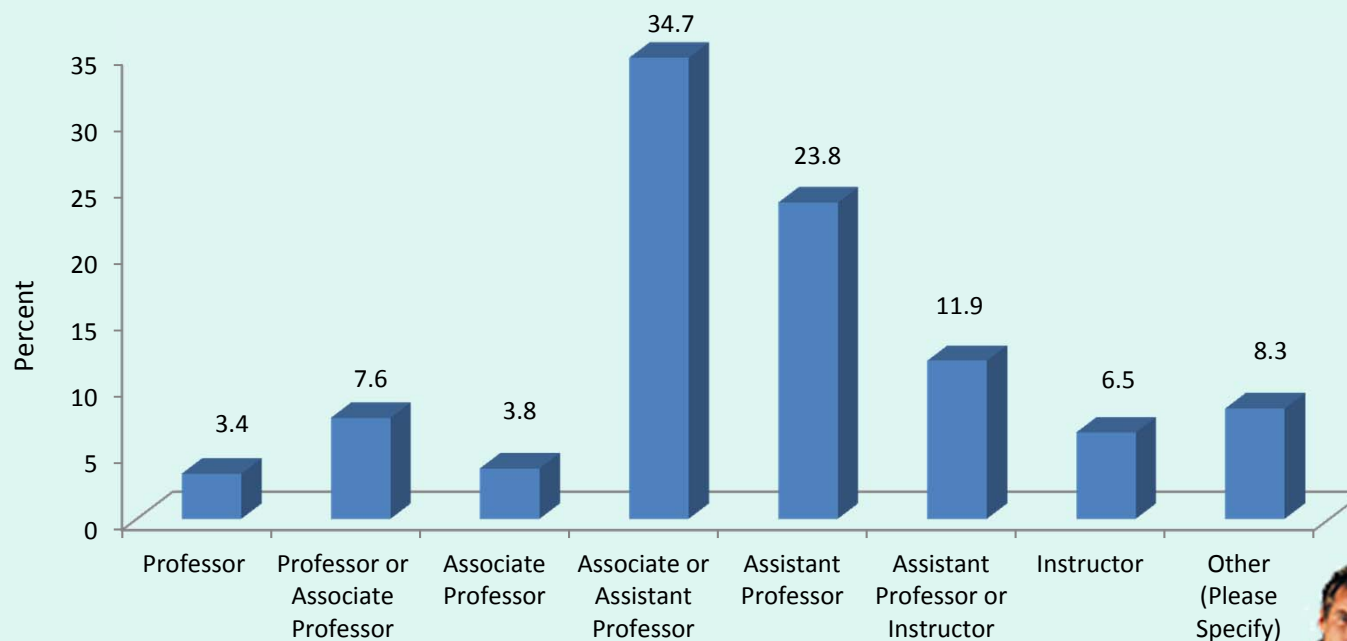
Tenure Track (Valid N=1,039)

No
N=324
31.2%

Yes
N=603
58.0%

Other (Please Specify)
N=112
10.8%

Selected Characteristics of Vacant Full-Time Faculty Positions for Academic Year 2011-2012

Incoming Level of Appointment
(Valid N=1,039)

Only 7.3% of vacant full-time positions had 50 percent or more of one's effort devoted to administrative responsibilities.

Category	Percent
Professor	3.4
Professor or Associate Professor	7.6
Associate Professor	3.8
Associate or Assistant Professor	34.7
Assistant Professor	23.8
Assistant Professor or Instructor	11.9
Instructor	6.5
Other (Please Specify)	8.3

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Selected Characteristics of Vacant Full-Time Faculty Positions for Academic Year 2011-2012

Master's Only
N=49
4.7%

No Teaching Responsibilities
N=11
1.1%

Baccalaureate and Doctoral
N=8
0.8%

Master's and Doctoral
N=137
13.2%

Doctoral Only
N=21
2.0%

Baccalaureate and Master's
N=270
26.0%

Baccalaureate, Master's,
And Doctoral
N=219
21.1%

Baccalaureate Only
N=324
31.2%
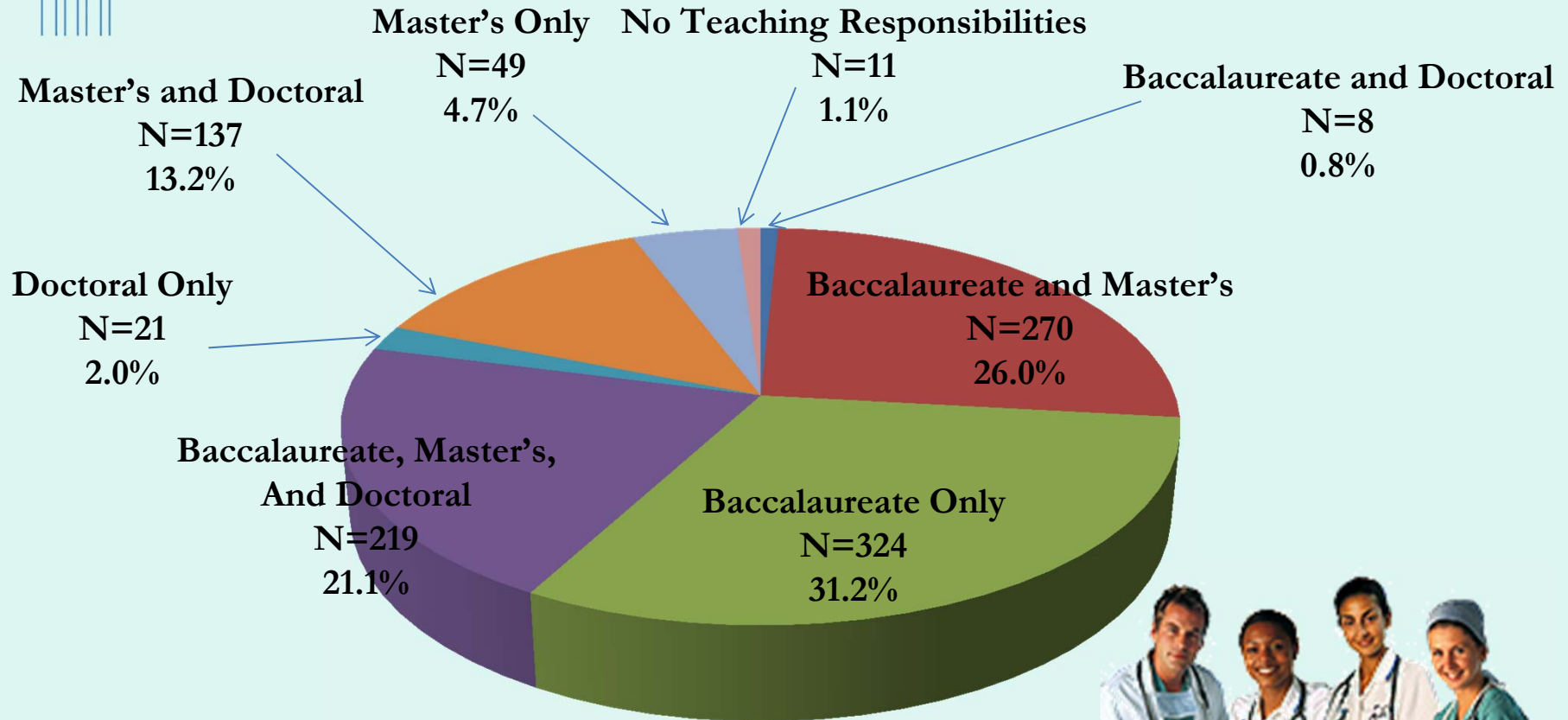
Level of Teaching (Valid N=1,039)

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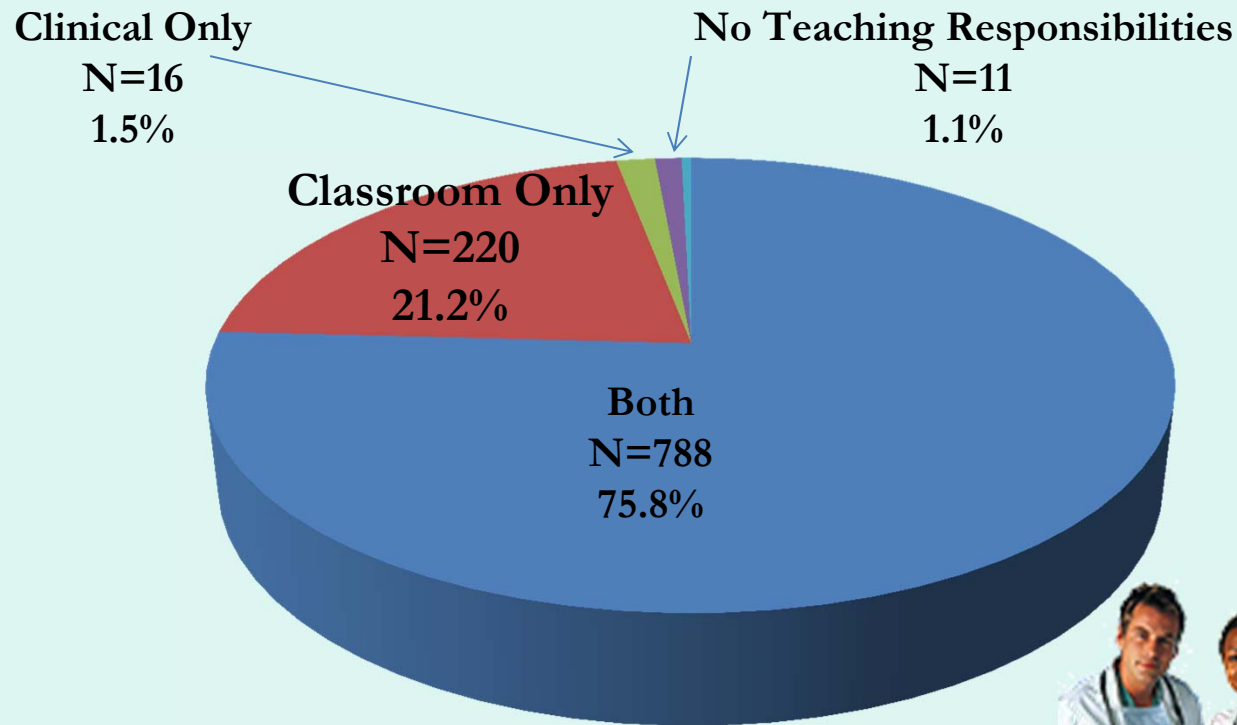
Teaching Responsibilities (Valid N=1,039)

Clinical Only
N=16
1.5%

No Teaching Responsibilities
N=11
1.1%

Classroom Only
N=220
21.2%

Both
N=788
75.8%

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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%)**

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%)**