



American Association *of* Colleges *of* Nursing

The Voice of Academic Nursing

Introduction

Q1.

Thank you in advance for taking the time to complete this brief but important survey. The data obtained from this survey are crucial to AACN's efforts to inform stakeholders, legislators, and the national media about the dire situation with respect to faculty shortages.

We are asking for your help again to assess the current situation. This updated information is needed to assist our lobbying efforts on behalf of faculty development loan programs and to continue the dialogue about strategies to overcome this serious problem.

Please direct any questions to Mia Herrington at (202) 463-6930 x236, mherrington@aacnnursing.org or Jenny Keyt at (202) 463-6930 x244, jkeyt@aacnnursing.org.

Institutional Information

Q2. What is the name of your institution? (If your institution is not present, please select Other/Not Listed).

Select
your
school

Q3. If you cannot find your school name from the drop-down menu in the previous question and you selected Other/Not Listed, please enter your school name below.

Q4. Please enter the name and contact information for the person who is completing this survey.

Name

Title

Phone Number (with area code)

Email

Address

Faculty Information

Q5. What is the number of **budgeted full-time faculty positions** in your school of nursing for the coming academic year (2025–2026)?

Please only include faculty who teach in baccalaureate, master's and doctoral programs. Do not include those who only teach in associate programs. Please note, these are full-time positions, not FTEs. For example, do not include two part-time positions that would equal one full-time position.

Please enter whole numbers only.

Q6. Out of these budgeted full-time positions, are any of them **vacant**?

- ☐ Yes
- ☐ No

Q7. How many of the \$ {q://QID5/ChoiceTextEntryValue} **budgeted full-time positions are vacant**? For the purposes of this survey, 'vacant' is defined as positions that are unfilled or filled on a temporary basis until the appropriate faculty can be recruited.

Please note, these are full-time positions, not FTEs. For example, do not include two part-time positions that would equal one full-time position. Please enter whole numbers only.

Q8. How many of the vacant positions have been vacant for more than **one year**?

Q9. Please enter the numbers of your vacant full-time faculty positions by **tenure track status**. The total number of all tenure track categories should be equal to \$ {q://QID7/ChoiceTextEntryValue}, the number of vacant positions you answered in Question #7.

Tenure Track

Non-Tenure Track

School Does Not Have a Tenure System

Total

Q11. Please enter the numbers of your vacant full-time faculty positions by **degree requirement**. The total number of all degree requirement categories should be equal to \$ {q://QID7/ChoiceTextEntryValue}, the number of vacant positions you answered in Question #7.

Research-Focused Doctoral (PhD; in nursing or related field) required	0
Doctor of Nursing Practice required	0
Doctoral Degree (PhD in nursing or related field, or DNP) required	0
Master's Degree in Nursing required, Doctoral preferred	0
Master's Degree in Nursing required	0
Other	0
Total	0

Q12. If you reported any vacancies under Other in Question #11, please specify the relevant **degree requirement**.

Q13. Please enter the numbers of your vacant full-time faculty positions by **incoming level of appointment**.

For example, if you are replacing a faculty member at the associate level but are hiring for an open rank faculty member, please select open rank, not associate. If you are hiring clinical faculty (e.g., a clinical associate professor), please include those positions under associate professor.

The total number of all incoming level of appointment categories should be equal to $\$ \{q://QID7/ChoiceTextEntryValue\}$, the number of vacant positions you answered in Question #7.

Professor	<input type="text" value="0"/>
Professor or Associate Professor	<input type="text" value="0"/>
Associate Professor	<input type="text" value="0"/>
Associate Professor or Assistant Professor	<input type="text" value="0"/>
Assistant Professor	<input type="text" value="0"/>
Assistant Professor or Instructor/Lecturer	<input type="text" value="0"/>
Instructor/Lecturer	<input type="text" value="0"/>
Open Rank	<input type="text" value="0"/>
Total	<input type="text" value="0"/>

Q15. Please enter the numbers of your vacant full-time faculty positions by **level of teaching**.

For example, if you are hiring a faculty member to teach across all of your existing program types (and you have a baccalaureate, master's, and PhD program), you might select baccalaureate, master's, and doctoral (PhD); if you do not have a master's program, you might select

baccalaureate and doctoral (PhD). If you offer a DNP but not a PhD, you might select baccalaureate and DNP. The total number of all incoming level of teaching categories should be equal to $\{q://QID7/ChoiceTextEntryValue\}$, the number of vacant positions you answered in Question #7.

Baccalaureate Only	<input type="text" value="0"/>
Master's Only	<input type="text" value="0"/>
Doctoral (PhD) Only	<input type="text" value="0"/>
Doctoral (DNP) Only	<input type="text" value="0"/>
Baccalaureate and Master's	<input type="text" value="0"/>
Baccalaureate and PhD	<input type="text" value="0"/>
Baccalaureate and DNP	<input type="text" value="0"/>
Master's and PhD	<input type="text" value="0"/>
Master's and DNP	<input type="text" value="0"/>
DNP and PhD	<input type="text" value="0"/>
Baccalaureate, Master's, and DNP	<input type="text" value="0"/>
Baccalaureate, Master's, and PhD	<input type="text" value="0"/>
Baccalaureate, Master's, PhD, and DNP	<input type="text" value="0"/>
No Teaching Responsibilities	<input type="text" value="0"/>
Other	<input type="text" value="0"/>
Total	<input type="text" value="0"/>

Q16. If you reported any vacancies under Other in Question #15, please specify the **level(s) of teaching**.

Q17. Please enter the number of your vacant full-time faculty positions by **area of teaching**.

Hover over each of the first three response options for definitions, if helpful. The total number of all area of teaching categories should be equal to $\{q://QID7/ChoiceTextEntryValue\}$, the number of vacant positions you answered in Question #7.

Didactic Only	<div>0</div>
Clinical Only	<div>0</div>
Lab/Simulation Only	<div>0</div>
Didactic and Clinical	<div>0</div>
Didactic and Lab/Simulation	<div>0</div>
Clinical and Lab/Simulation	<div>0</div>
Didactic, Clinical, and Lab/Simulation	<div>0</div>

No Teaching Responsibilities

0

Other

0

Total

0

Q18. If you reported any vacancies under Other in Question #17, please specify the **area(s) of teaching**.

Q19. Please enter the number of your vacant full-time faculty positions by **specialty type**. The total number of all specialty type categories should be equal to $\{q://QID7/ChoiceTextEntryValue\}$, the number of vacant positions you answered in Question #7.

General/No Specialty Area

0

Nurse Anesthesia

0

Nurse Midwifery

0

Nurse Practitioner (Any Specialty)

0

Family NP

0

Adult Gerontology Primary Care NP

0

Adult Gerontology Acute Care NP	0
Pediatric Primary Care NP	0
Pediatric Acute Care NP	0
Psychiatric & Mental Health NP	0
Neonatal NP	0
Women's Health NP	0
CNS	0
Other	0
Total	0

Q20. If you reported any vacancies under Other in Question #19, please specify the **specialty type**.

Q21. You answered that your school has no budgeted full-time faculty positions that are vacant. Do you still need additional faculty to support your programs?

- ☐ Yes
- ☐ No

Q22. How many additional full-time faculty are needed but are not budgeted for? Please enter whole numbers only.

Q23. Please elaborate on the reason(s) that preclude you from hiring additional full-time faculty. Please check all that apply.

- ☐ Administrative constraints around hiring additional full-time faculty
- ☐ Qualified applicants for faculty positions are unavailable in your geographic area
- ☐ Insufficient funds to hire new faculty
- ☐ Preference to use adjunct or part-time faculty rather than hiring full-time faculty with benefits
- ☐ Unable to recruit qualified faculty because of competition for jobs with other marketplaces
- ☐ Other (please specify):

Q24. Please rank your school's most critical issues regarding faculty recruitment, with 1 being the most critical.

Drag the issues to rearrange them in numerical order with most critical issue (1) at the top.

If any of these issues are not relevant to you, please rank the Other (please specify) as your most critical issue (1) and indicate that none of these are issues regarding faculty recruitment at your school.

Finding faculty willing/able to conduct research

Finding faculty willing/able to teach clinical courses

Finding faculty with the necessary teaching experience

Finding faculty with the right specialty mix

Finding faculty that match the institution's mission, values, and campus culture

High faculty workload

Institutional commitment to hiring historically underrepresented groups

Geographic area

Limited pool of PhD prepared faculty

Limited pool of Master's prepared faculty

Noncompetitive Salaries

Other (please specify):

Q27. We are also interested in the percentage of **credit hours taught by full-time faculty** in your school of nursing annually. Please indicate the total number of credit hours taught at your school of nursing annually (using the most recent completed academic year), inclusive of baccalaureate, graduate, and doctoral-level courses and the number of those credits that are taught by full-time faculty.

For example, if you have classes in your generic baccalaureate program totaling 120 credits annually, and 40 of those credits are taught by full-time faculty, you should enter 120 and 40. Do not multiply these credit hours by the number of students who take each course.

Only include faculty who teach in baccalaureate, master's and doctoral programs. Do not include those who only teach in associate programs.

Please note, the second number should reflect the total credit hours taught by faculty in full-time positions, not FTEs. For example, do not include two part-time positions that

would equal one full-time position within your calculation.

Please enter whole numbers only.

Total Credit Hours Annually Taught in
Your School of Nursing

Total Credit Hours Taught by Full-Time
Faculty

Q25. Please enter any additional comments about faculty
vacancies or the survey below.