



Special Survey on Vacant Faculty Positions for Academic Year 2012-2013

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2012-2013 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

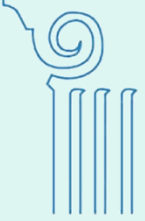
Overall – 78.9%

Member – 84.4%

Non-Member – 53.1%



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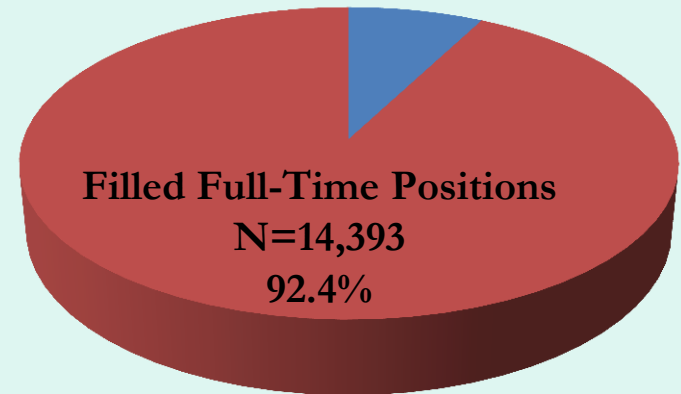


Number and Percent of Filled Full-Time Positions and Vacancies for Academic Year 2012-2013

Number of Schools Responding: 662 (584 or 84.4% of AACN Membership)

- **Total Full-Time Budgeted Positions: 15,574**
- **Total Number of Full-Time Vacancies: 1,181 (7.6%)**
- **Total Number of Filled Full-Time Positions: 14,393 (92.4%)**
- **Mean Number of Full-Time Vacancies: 1.8 per school**
- **Range of Number of Full-Time Vacancies: 1 to 20**
- **Number of Schools with No Full-Time Vacancies, BUT NEED additional faculty: 103**
- **Number of Schools with No Full-Time Vacancies, that do NOT need additional Faculty: 182**

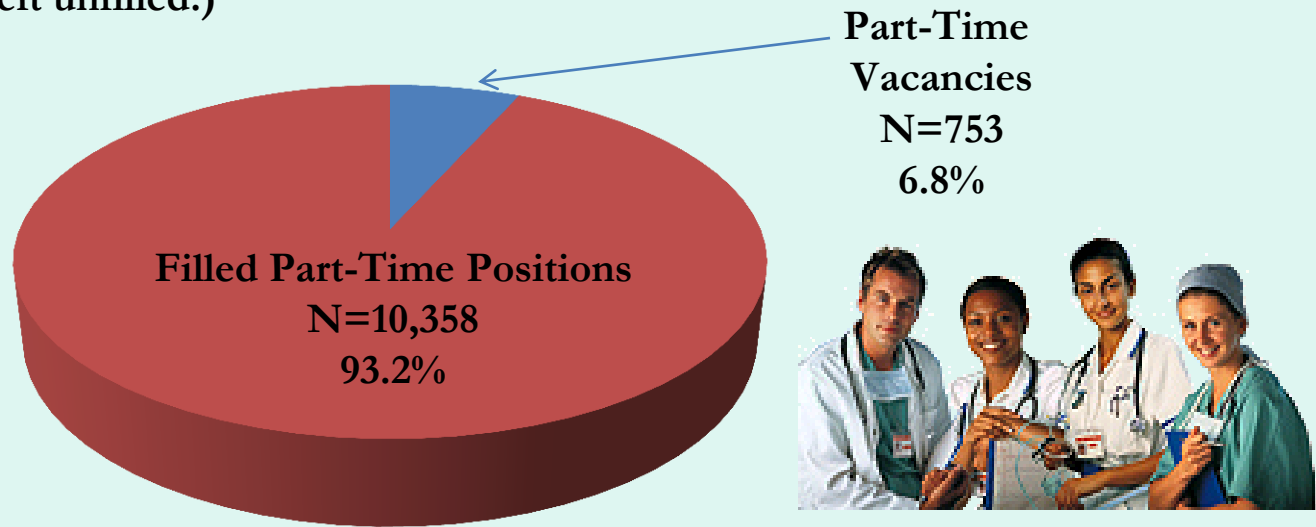
**Full-Time
Vacancies
N = 1,181
7.6%**



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Number and Percent of Filled Part-Time Positions and Vacancies for Academic Year 2012-2013

- Total Part-Time Budgeted Positions: 11,111
- Total Number of Part-Time Vacancies: 753 (6.8%)
- Total Number of Filled Part-Time Positions: 10,358 (93.2%)
- Mean Number of Part-Time Vacancies: 1.1 per school
- Range of Number of Part-Time Vacancies: 1-38
- Within those schools reporting part-time vacancies, the vacancy rate was 13.9% (753 faculty positions left unfilled.)

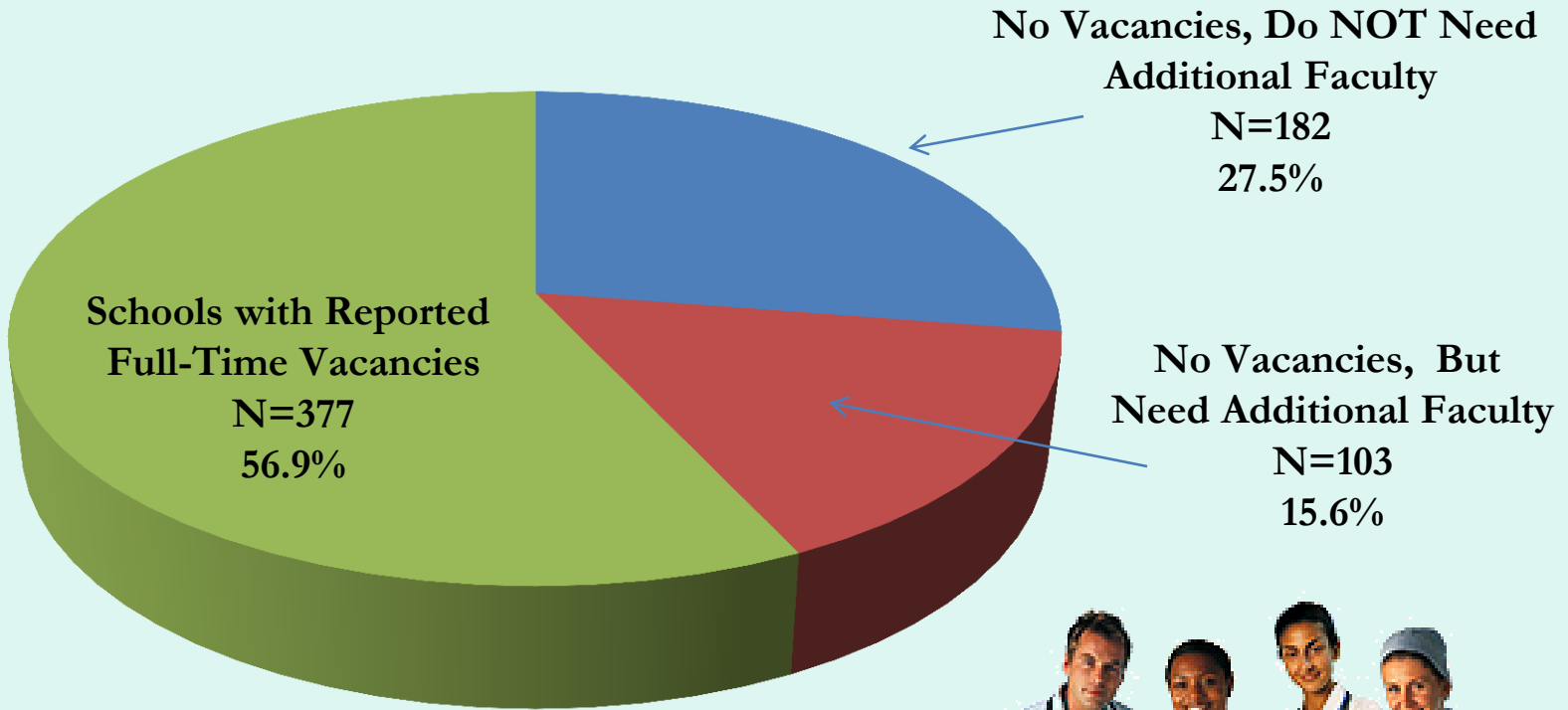


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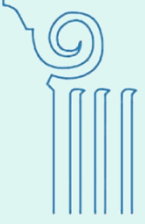


Number and Percent of Schools With and Without Vacant Full-Time Positions

N=662 (Response Rate=78.9%)

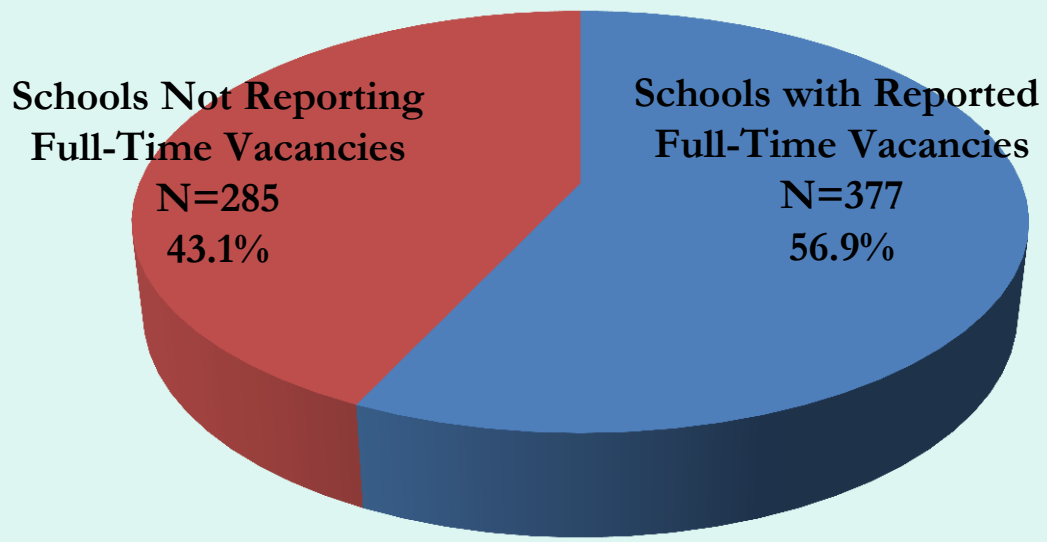


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Number and Percent of Full-Time Vacancies for Academic Year 2012-2013

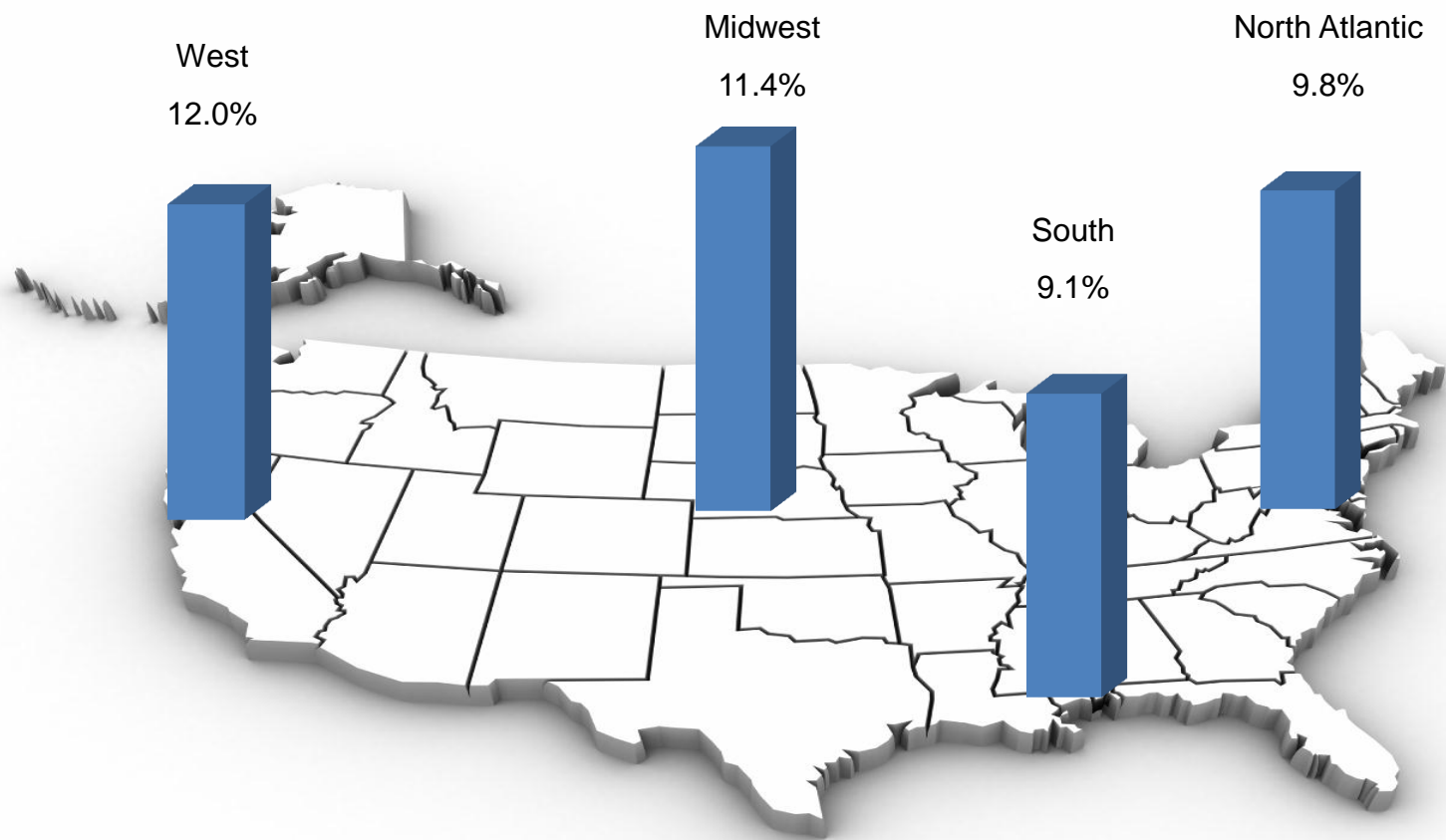
Within those schools reporting full-time vacancies, the vacancy rate was 10.3 % (1,181 full-time faculty positions left unfilled.)

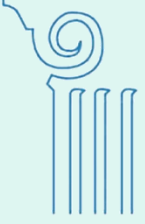


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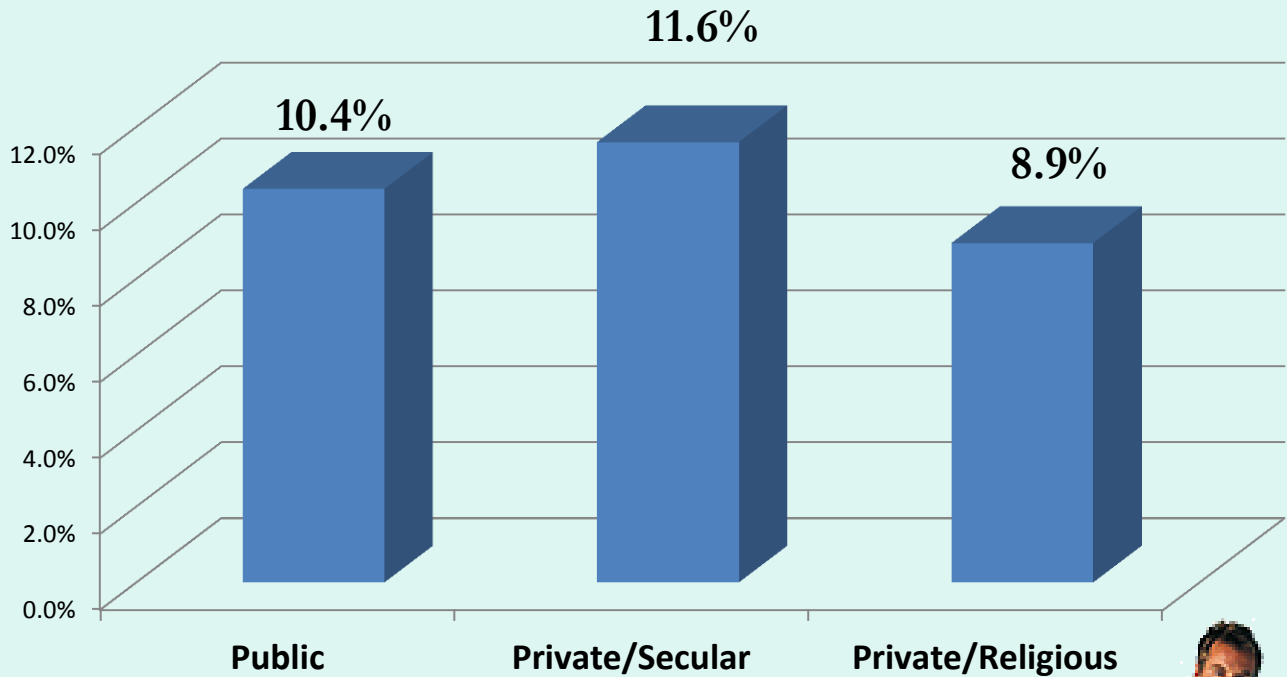


Full-Time Vacancy Rate by Region in Schools Reporting Vacancies for Academic Year 2012-2013





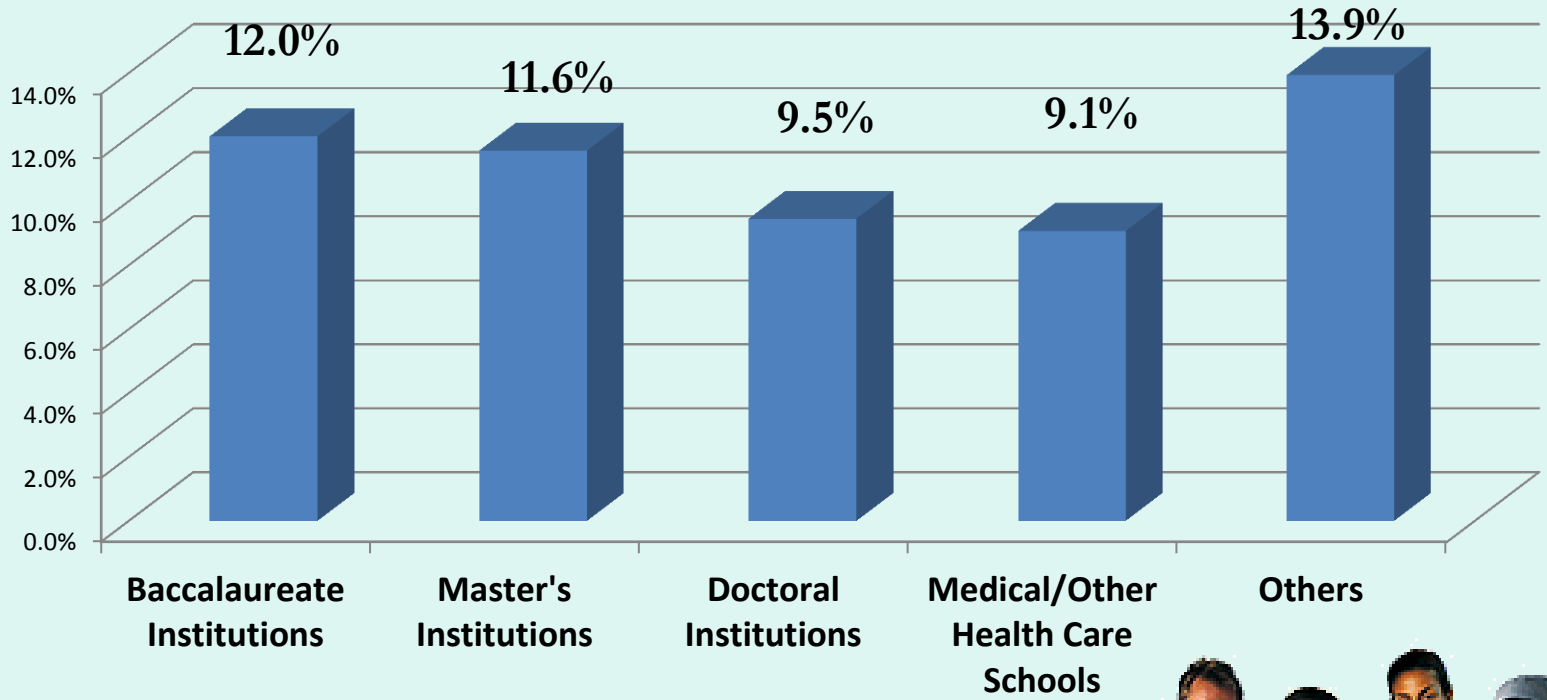
Full-Time Vacancy Rate by Institutional Type in Schools Reporting Vacancies for Academic Year 2012-2013



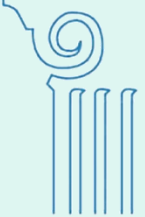
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Full-Time Vacancy Rate by Carnegie Classifications in Schools Reporting Vacancies for Academic Year 2012-2013

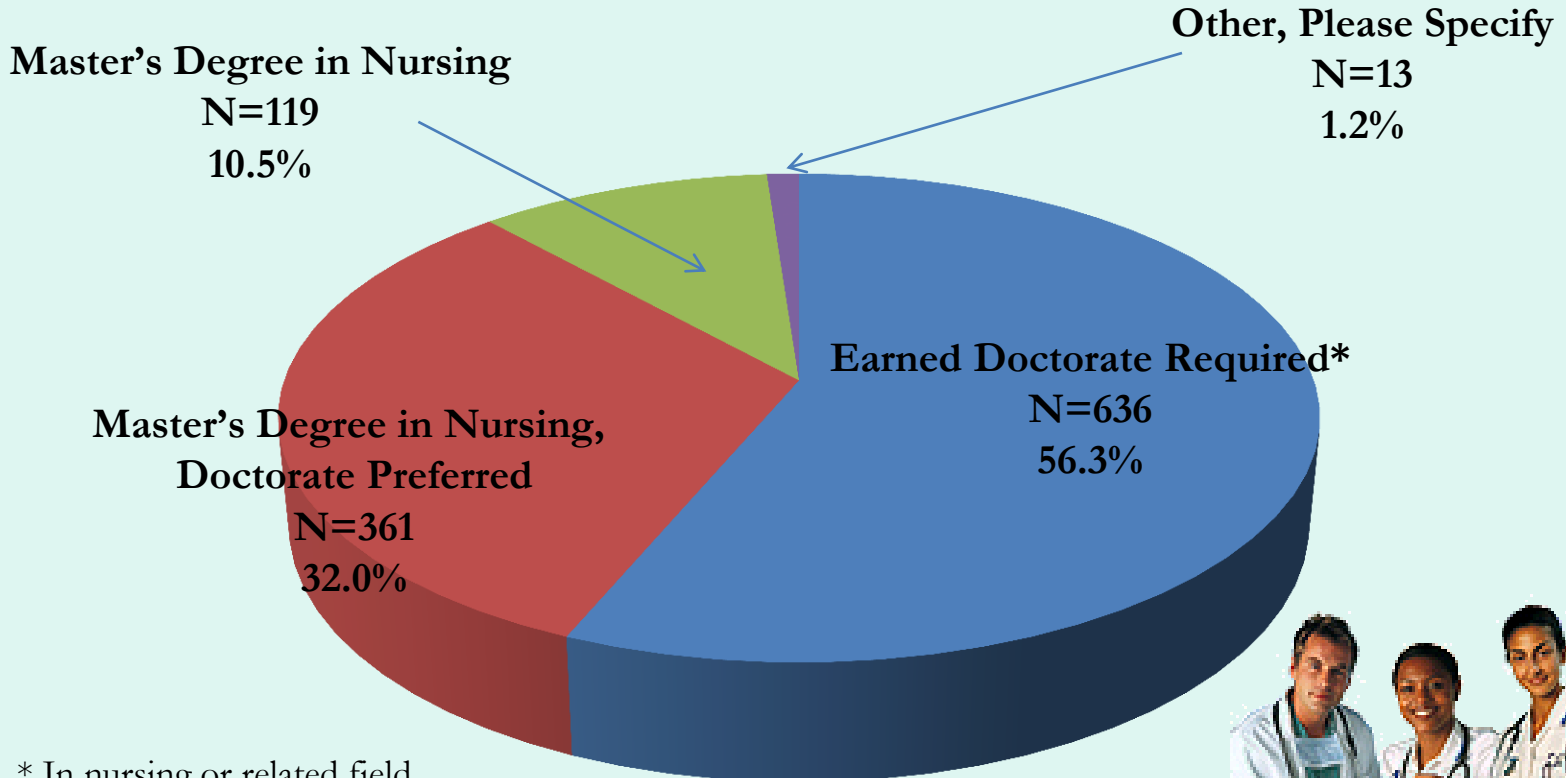


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Selected Characteristics of Full-Time Vacant Faculty Positions for Academic Year 2012-2013

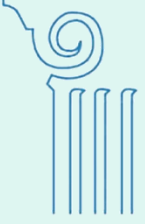
Degree Requirements (Valid N=1,129)



* In nursing or related field.

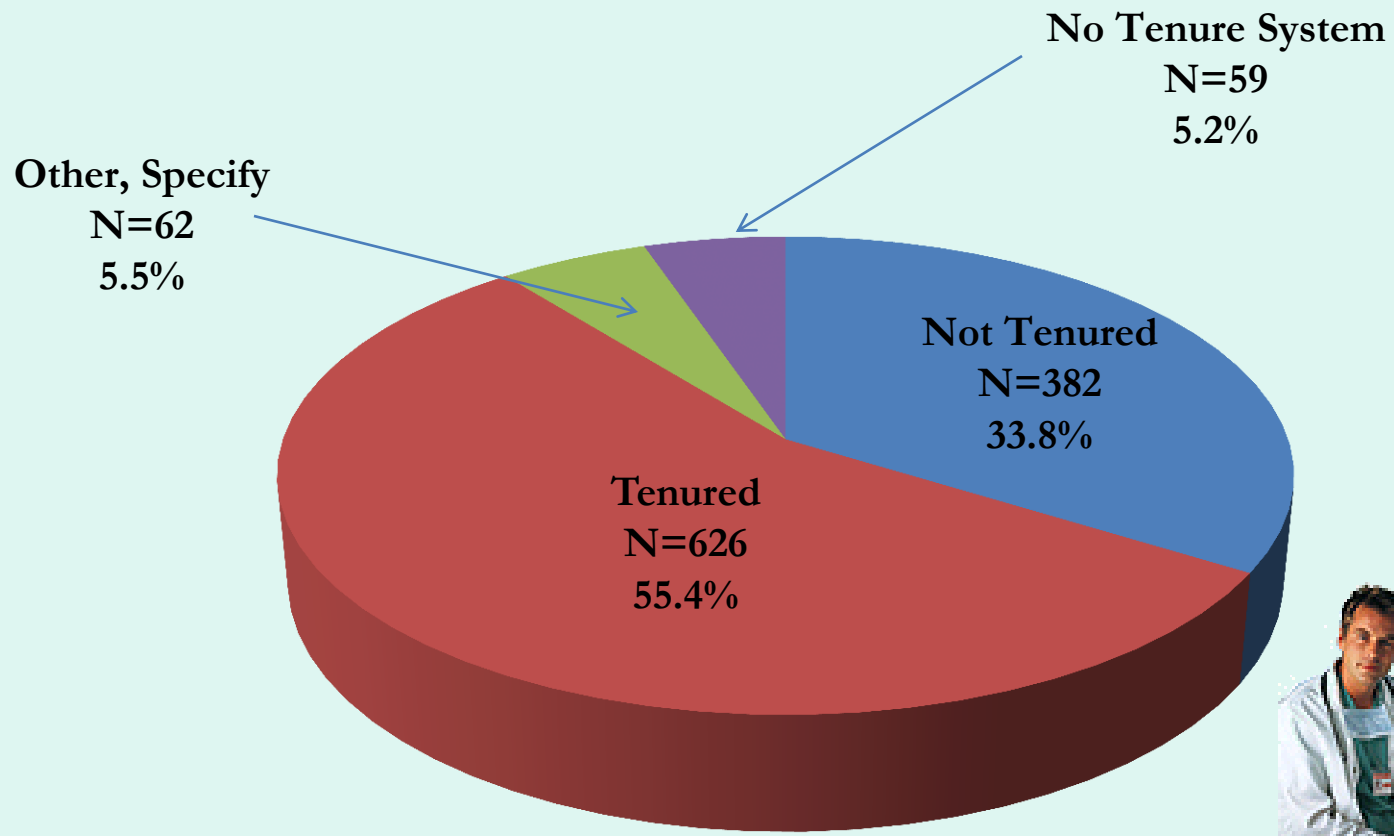


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Selected Characteristics of Full-Time Vacant Faculty Positions for Academic Year 2012-2013

Tenure Track (Valid N=1,129)

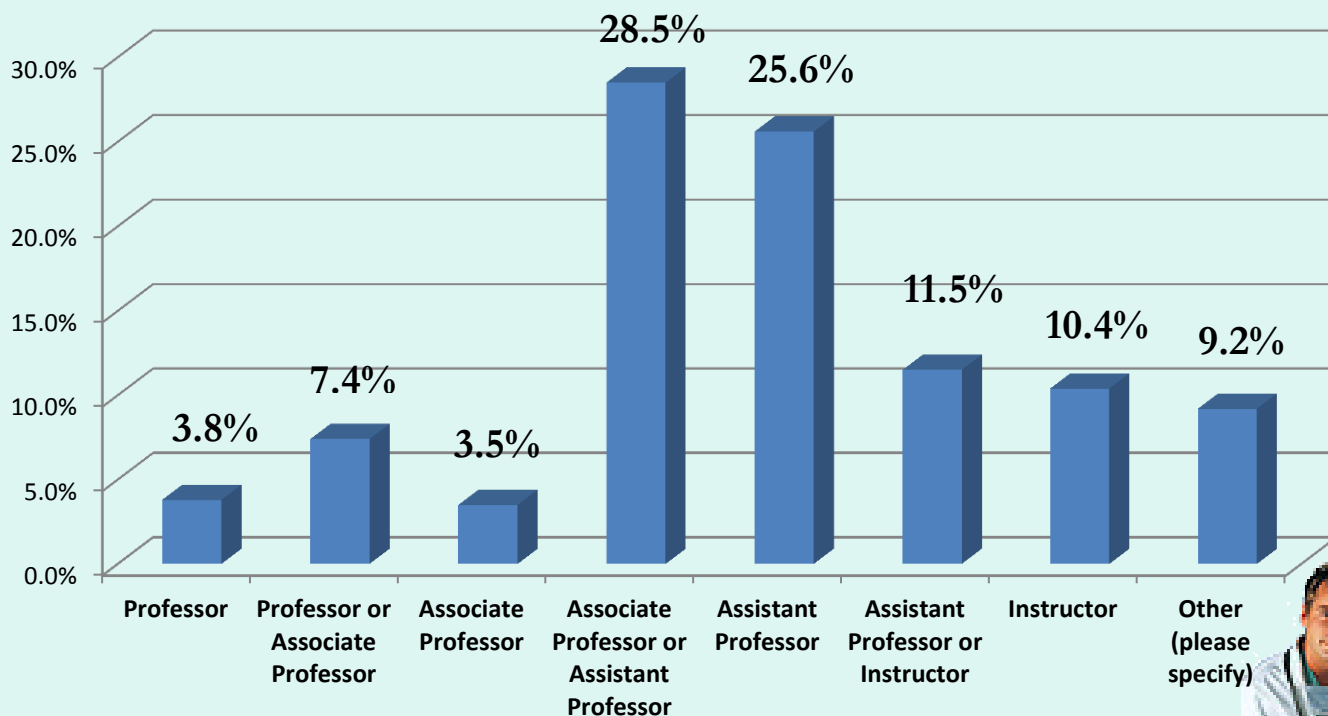


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Selected Characteristics of Vacant Full-Time Faculty Positions for Academic Year 2012-2013

Incoming Level of Appointment
(Valid N=1,129)



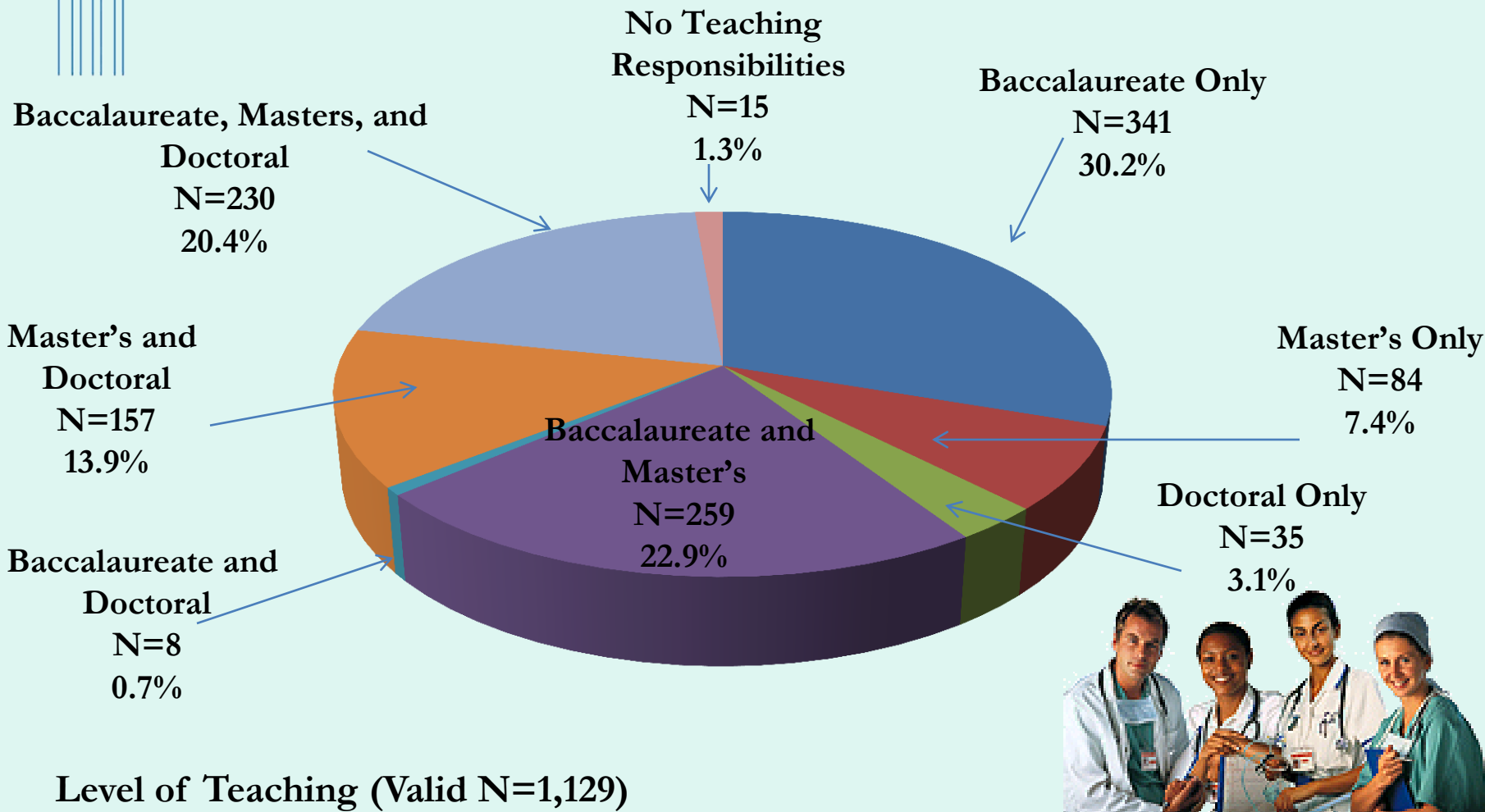
Only 7.9% of vacant full-time positions had 50 percent or more of one's effort devoted to administrative responsibilities.



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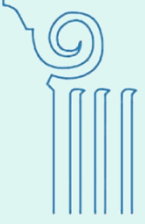


Selected Characteristics of Vacant Full-Time Faculty Positions for Academic Year 2012-2013



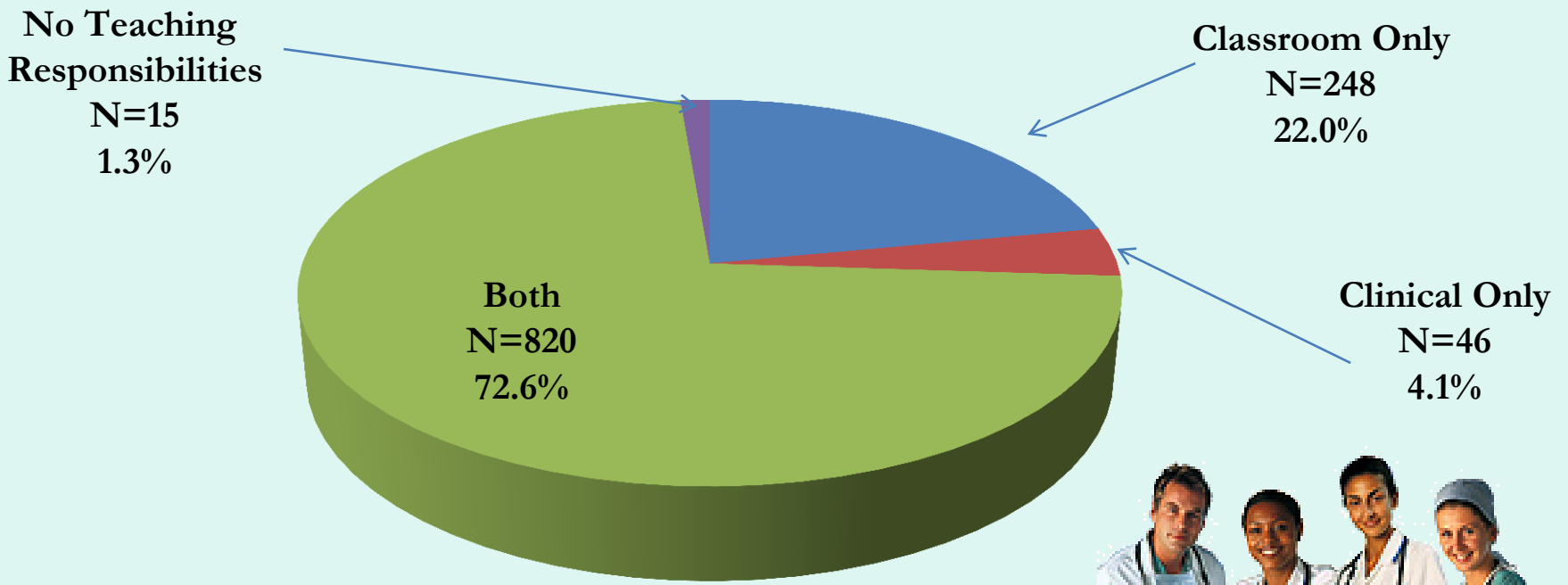
Level of Teaching (Valid N=1,129)

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Selected Characteristics of Vacant Full-Time Faculty Positions for Academic Year 2012-2013

Teaching Responsibilities (Valid N=1,129)



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Major Reasons Precluding Schools of Nursing from Hiring Additional Full-Time Faculty for Academic Year 2012-2013

(Valid N=103 Schools with no vacant positions but need more)

- **Insufficient funds to hire new faculty (64.1%)**
- **Unwillingness of administration to commit to additional full-time positions (51.5%)**
- **Inability to recruit qualified faculty because of competition for jobs with other marketplaces (35.9%)**
- **Qualified applicants for faculty positions are unavailable in our geographic area (26.2%)**



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Most Critical Issues Faced by Schools of Nursing Related to Faculty Recruitment (N=659)

- **Limited pool of doctorally prepared faculty (32.9%)**
- **Noncompetitive salaries (27.6%)**
- **Finding faculty with the right specialty mix (19.0%)**
- **Finding faculty willing/able to teach clinical courses (4.9%)**
- **Finding faculty willing/able to conduct Research (5.8%)**
- **High faculty workload (3.2%)**



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

- **State budget constraints/ hiring freezes although there is a faculty shortage**
- **Growing faculty retirement, and difficulties in finding qualified replacements for retired faculty**
- **Competing hospitals/institutions offer higher salaries to recruit doctorally-prepared faculty**
- **Faculty candidates with limited teaching/clinical experiences**



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