

# SPECIAL SURVEY ON VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2020-2021



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# EXECUTIVE SUMMARY

- » 2020 Response Rate: 86.8% (884 schools)
- » Vacancy Rate declines slightly from 2019 to 2020
  - 2020 Overall Vacancy Rate: 6.5%
  - 2019 rate: 7.2%
  - 2020 Vacancy Rate for schools reporting vacancies 9.1%
  - 2019 rate: 9.75%
- » 88.6% of vacancies required or preferred a doctoral degree
- » Most common issues schools reported related to faculty recruitment were finding faculty with the right specialty mix (518 schools, 58.6%) and noncompetitive salaries (510 schools, 57.7%)

# 2020-2021 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 Special Survey on Vacant Faculty Positions collects data on budgeted, but unfilled full-time faculty positions by rank, tenure, and level of teaching. This year, the survey was sent to 1,018 schools.

## Survey Response Rate

Overall Respondents: 884 (86.8%)

Member: 753 (91.3%)

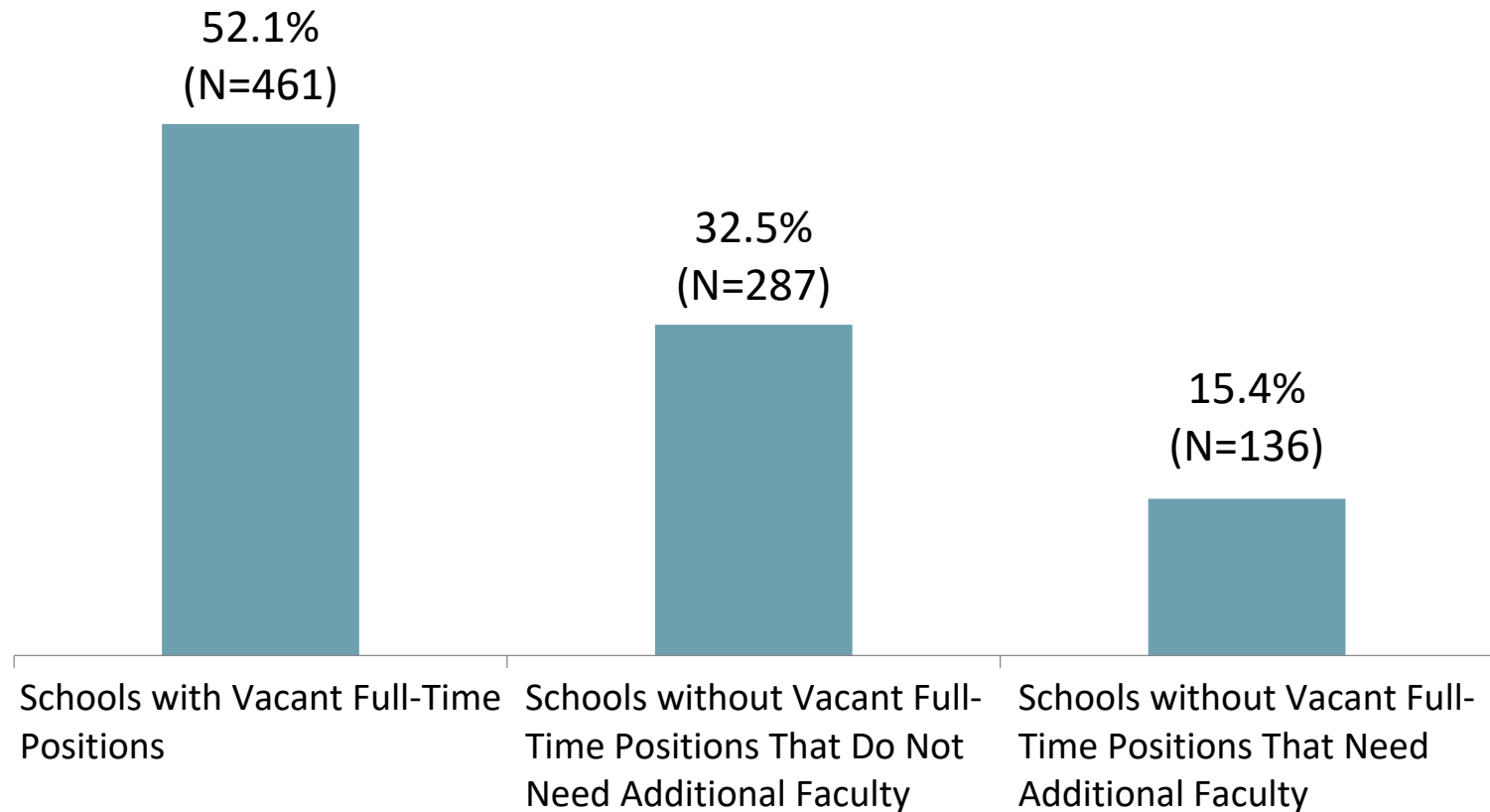
Non-Member: 131 (70.1%)

# NUMBER AND PERCENT OF FILLED FULL-TIME POSITIONS AND VACANCIES FOR ACADEMIC YEAR 2020-2021

**Number of Schools Responding: 884**  
**(753 or 85.2% are AACN Member Schools)**

- » Total Number of Full-Time Budgeted Positions: 22,838
- » Total Number of Full-Time Vacancies: 1,492 (6.5%)
- » Total Number of Filled Full-Time Positions: 21,346 (93.5%)
- » Mean Number of Full-Time Vacancies: 1.69 per school, 3.24 per school reporting vacancies
- » Range of Number of Full-Time Vacancies: 1 to 31
- » Number of Schools with No Full-Time Vacancies, but NEED Additional Faculty: 136
- » Number of Schools with No Full-Time Vacancies that Do NOT Need Additional Faculty: 287

# NUMBER AND PERCENT OF SCHOOLS WITH AND WITHOUT VACANT FULL-TIME POSITIONS FOR ACADEMIC YEAR 2020-2021

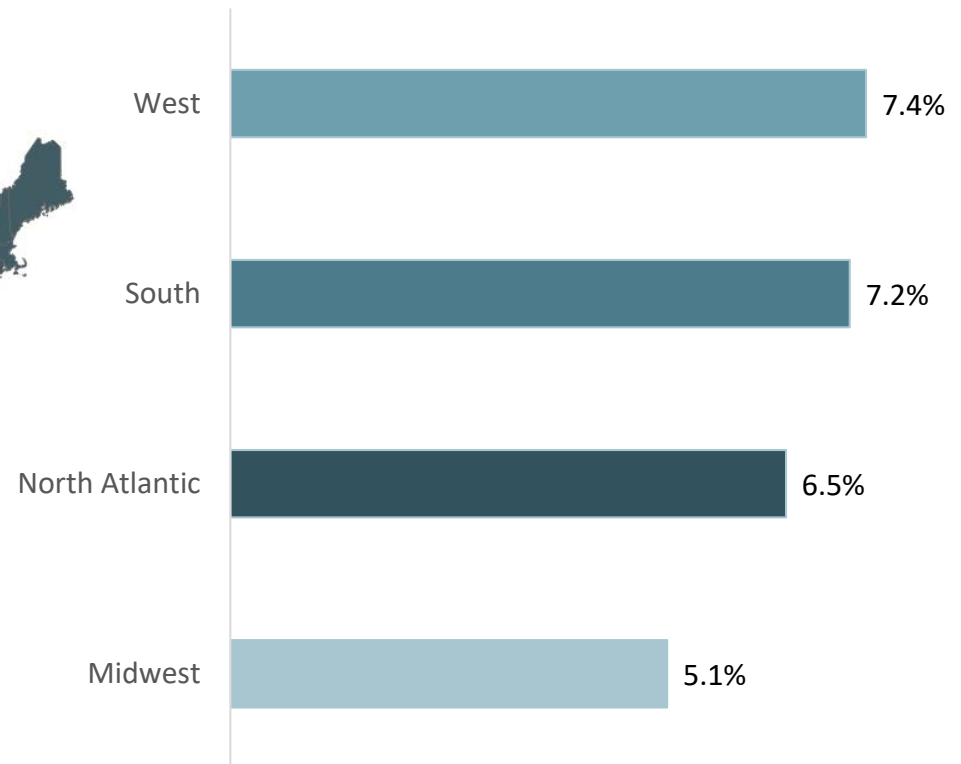
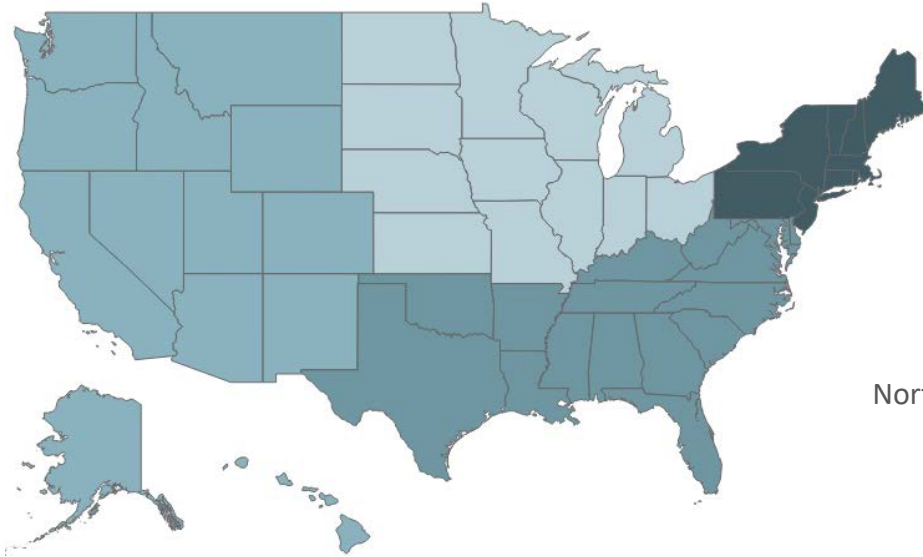


# NUMBER AND PERCENT OF FULL-TIME VACANCIES FOR ACADEMIC YEAR 2020-2021

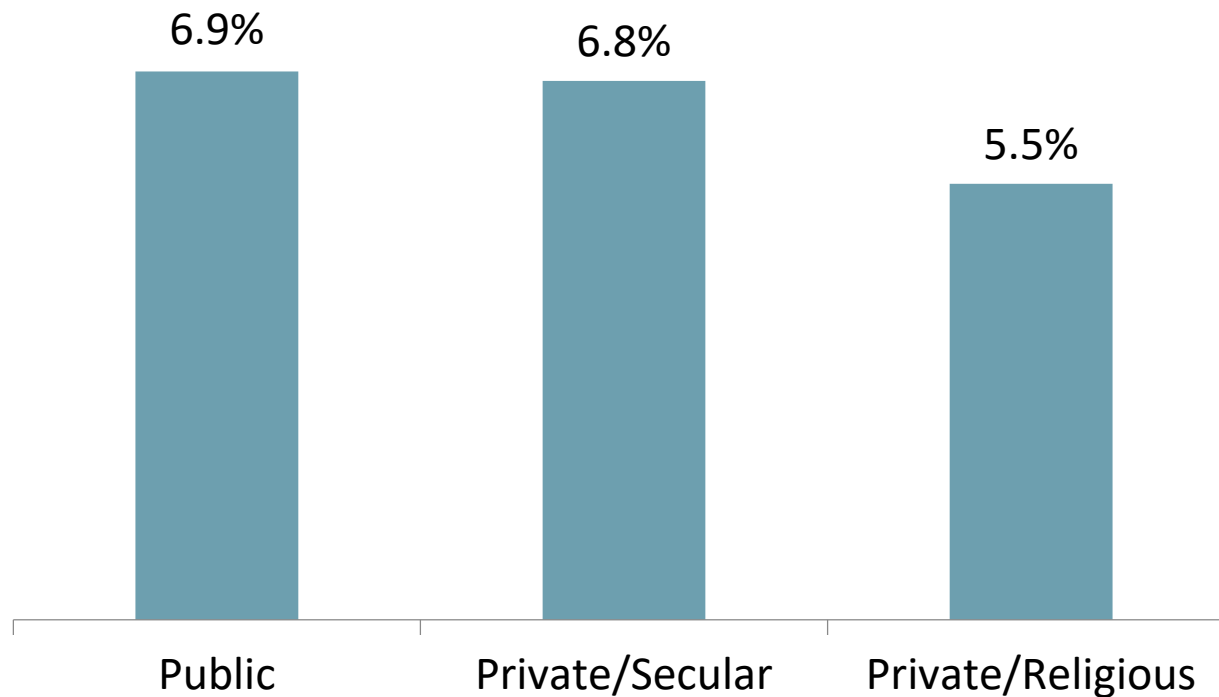
**Number of Schools Responding: 884**  
**(753 or 85.2% are of AACN Member Schools)**

- » Schools with reported full-time vacancies: 461 (52.1%)
- » Schools not reporting full-time vacancies: 423 (47.9%)
- » Vacancy rate for schools which reported having full-time vacancies: 9.1%

# FULL-TIME VACANCY RATES BY REGION IN SCHOOLS REPORTING VACANCIES FOR ACADEMIC YEAR 2020-2021

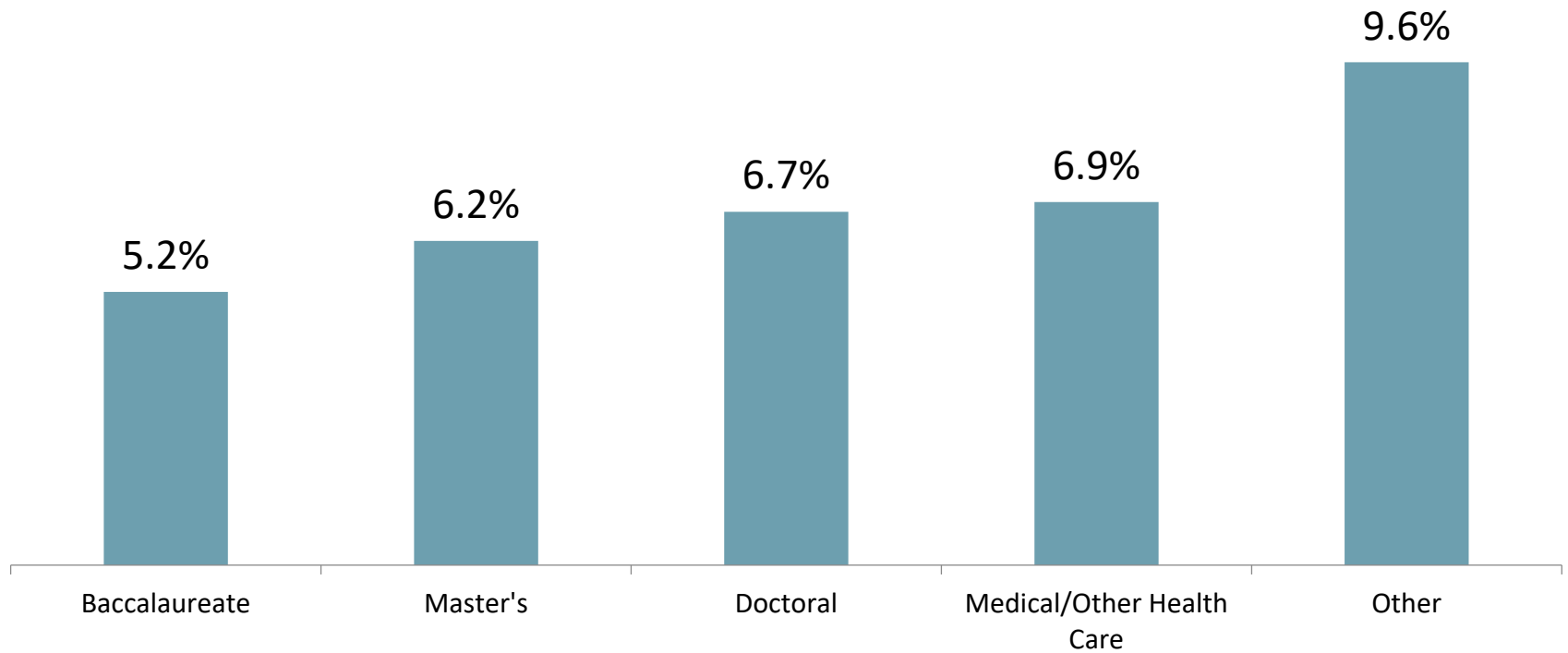


# FULL-TIME VACANCY RATES BY INSTITUTIONAL TYPE IN SCHOOLS REPORTING VACANCIES FOR ACADEMIC YEAR 2020-2021



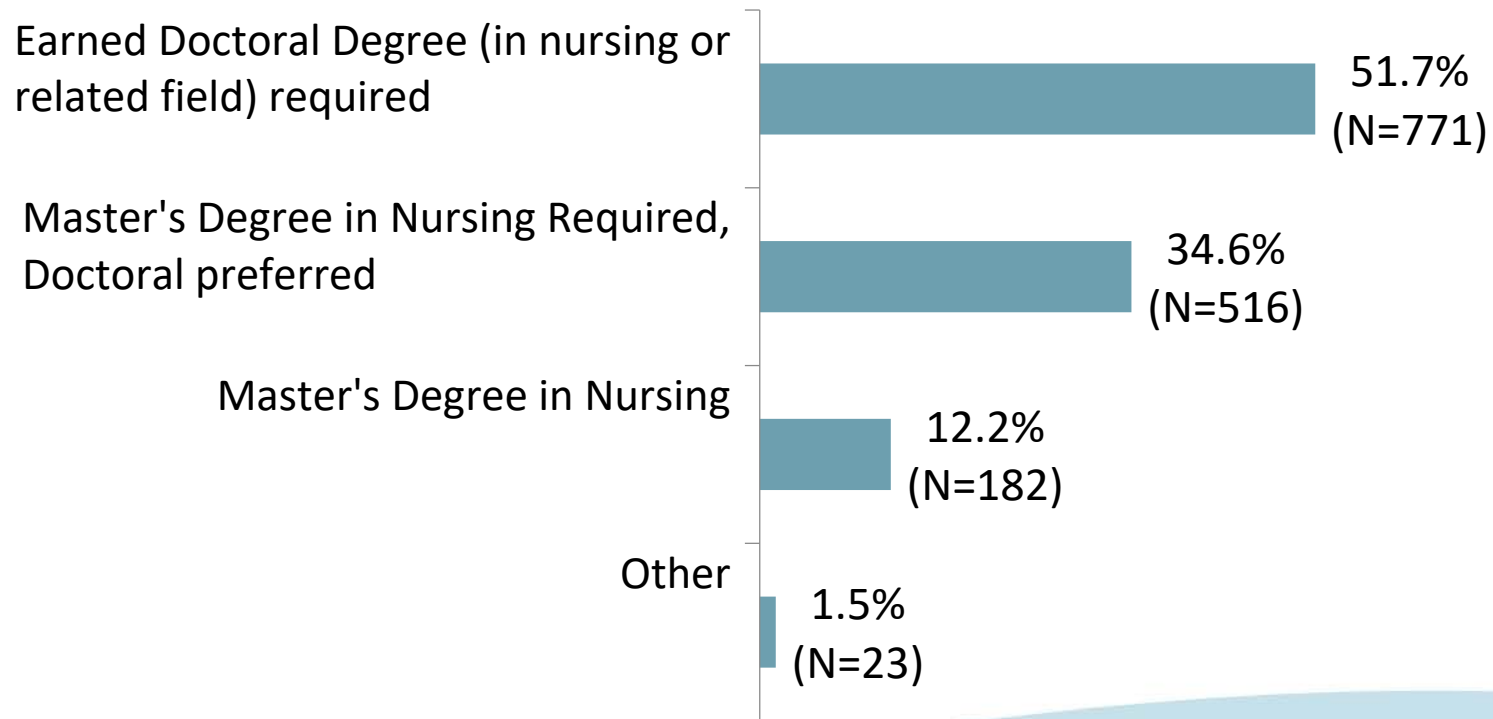


# FULL-TIME VACANCY RATES BY CARNEGIE CLASSIFICATION IN SCHOOLS REPORTING VACANCIES FOR ACADEMIC YEAR 2020-2021



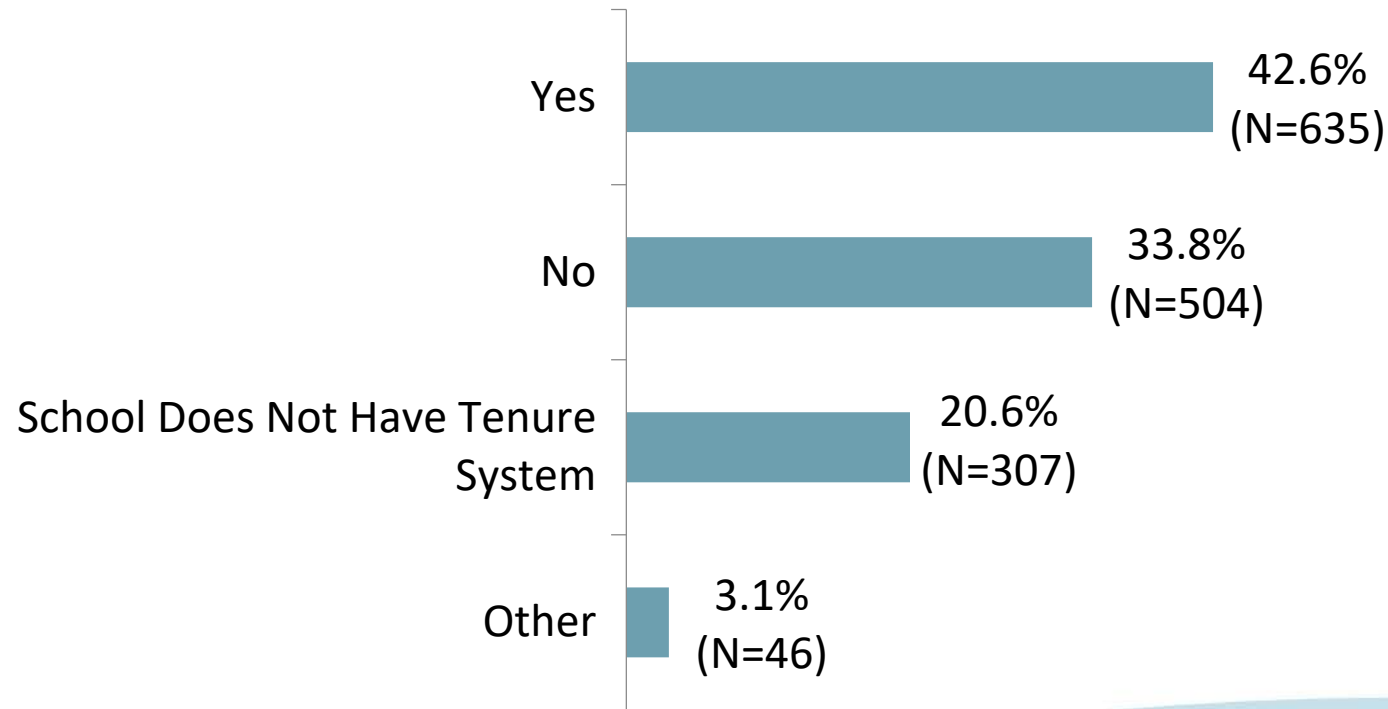
# SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2020-2021

## Degree Requirements (Valid N=1,492)



# SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2020-2021

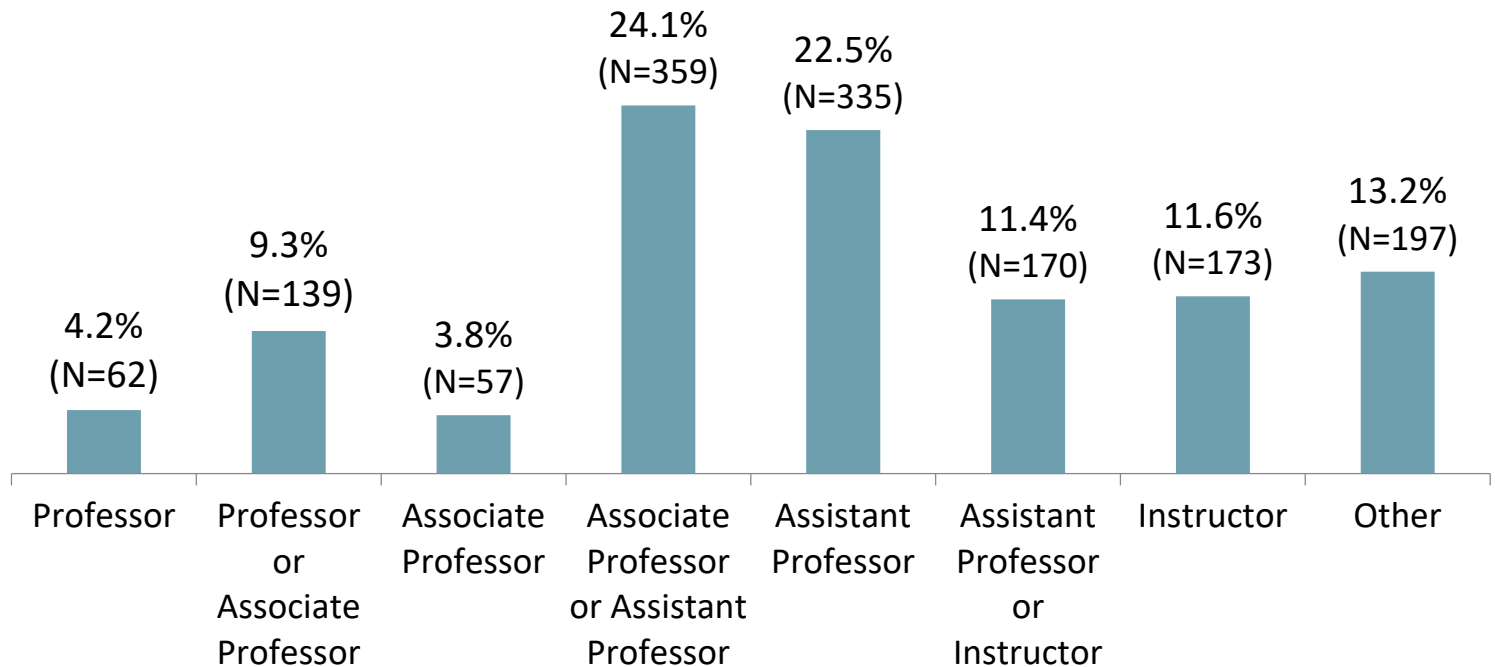
## Tenure Track (Valid N=1,492)



# SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2020-2021

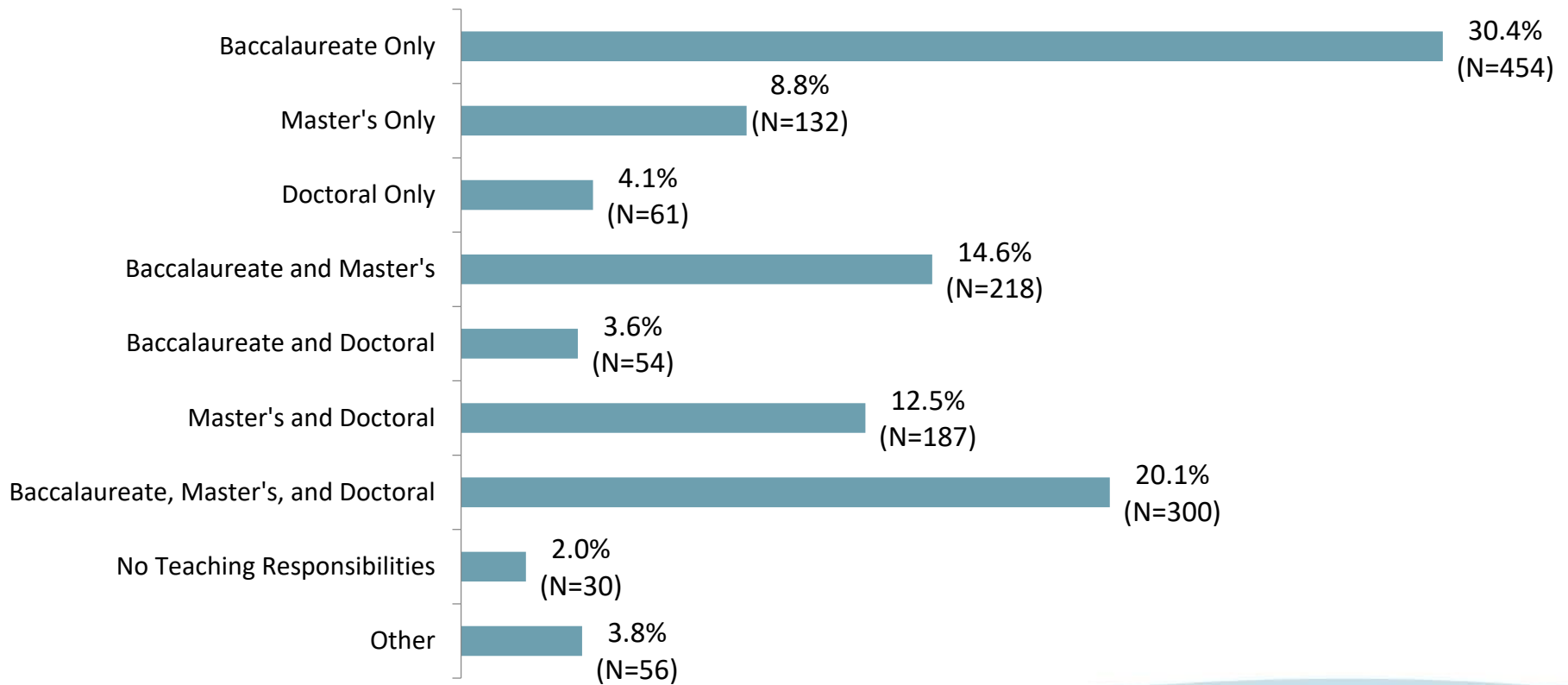
## Incoming Level of Appointment (Valid N=1,492)

Only 11.9% of vacant full-time positions had 50 percent or more of one's effort devoted to administrative responsibilities.



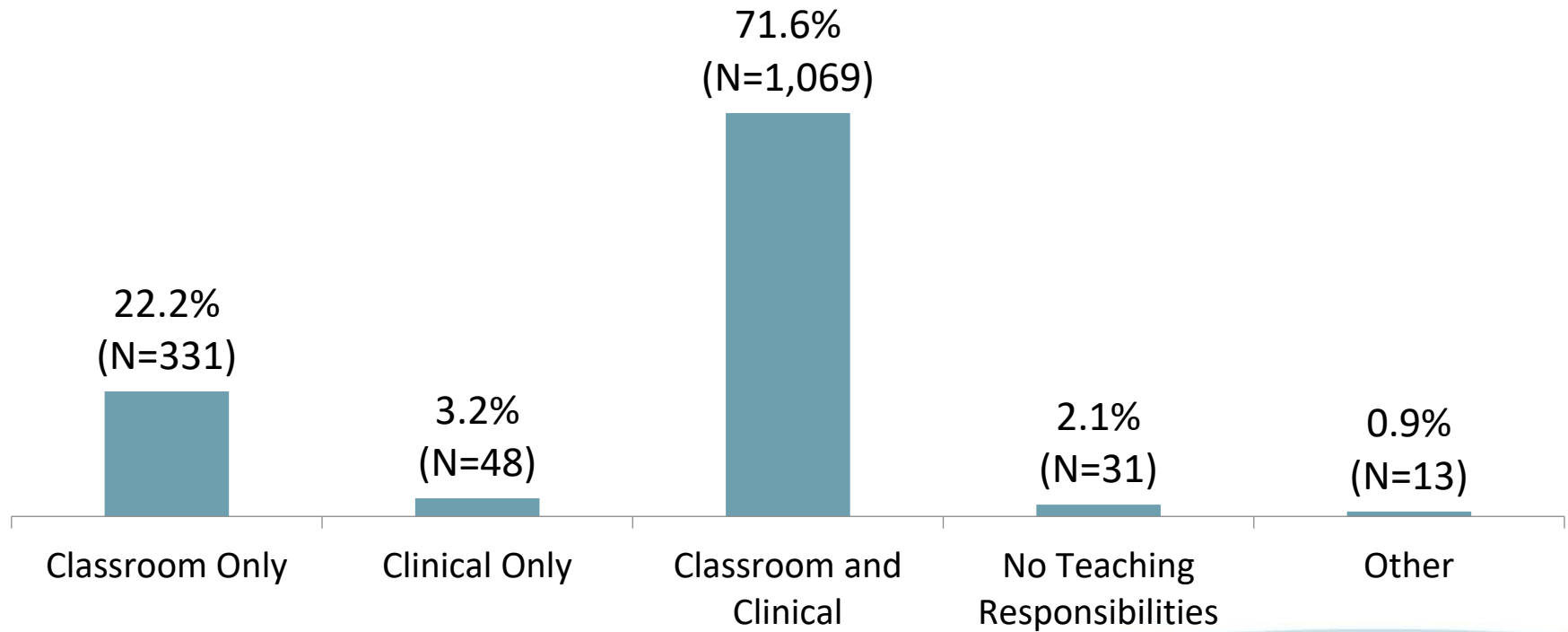
# SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2020-2021

## Level of Teaching (Valid N=1,492)



# SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2020-2021

## Instructional Responsibilities (Valid N=1,492)



# MAJOR BARRIERS TO HIRING ADDITIONAL FULL-TIME FACULTY FOR ACADEMIC YEAR 2020-2021

**For schools which need additional full-time faculty but have no vacancies (Valid N=136)**

<b>Reason for Having No Budgeted Faculty Vacancies</b>	<b>Percent/Number</b>
Insufficient funds to hire new faculty	66.2% (N=90)
Unwillingness of administration to commit to additional full-time positions	50.0% (N=68)
Inability to recruit qualified faculty because of competition for jobs with other marketplaces	27.2% (N=37)
Qualified applicants for faculty positions are unavailable in our geographic area	25.7% (N=35)
Other	19.1% (N=26)

# TOP ISSUES RELATED TO FACULTY RECRUITMENT FOR ACADEMIC YEAR 2020-2021

Issue Related to Faculty Recruitment	Percent/Number
Finding faculty with the right specialty mix	58.6% (N=518)
Noncompetitive salaries	57.7% (N=510)
Limited pool of doctorally-prepared faculty	48.9% (N=432)
Finding faculty willing/able to teach clinical courses	27.3% (N=241)
High faculty workload	21.0% (N=186)
Other	19.5% (N=172)
Finding faculty willing/able to conduct research	15.8% (N=140)



## MOST CRITICAL ISSUES SCHOOLS REPORTED RELATED TO FACULTY RECRUITMENT FOR ACADEMIC YEAR 2020-2021

Most Critical Issue Related to Faculty Recruitment	Percent/Number
Noncompetitive salaries	34.4% (N=304)
Finding faculty with the right specialty mix	23.0% (N=203)
Limited pool of doctorally-prepared faculty	17.3% (N=153)
Other	13.0% (N=115)
Finding faculty willing/able to teach clinical courses	5.5% (N=49)
Finding faculty willing/able to conduct research	4.8% (N=42)
High faculty workload	2.0% (N=18)

# OTHER CRITICAL ISSUES NOTED BY NURSING SCHOOLS REGARDING FACULTY RECRUITMENT

- » Challenging geographic area (e.g., rural area, area with high cost of living)
- » Institutional budget cuts/restrictions
  - Respondents noted new or additional budget cuts and hiring freezes related to COVID-19
- » Finding faculty who fit school's culture
- » Non-competitive salaries compared to nursing practice
- » Recruiting candidates from historically underrepresented populations