

SPECIAL SURVEY ON VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2021-2022



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EXECUTIVE SUMMARY

- » 2021 Response Rate: 88.3% (935 schools)
- » Vacancy Rate increased from 2020 to 2021
 - 2021 Overall Vacancy Rate: 8%
 - 2020 rate: 6.5%
 - 2021 Vacancy Rate for schools reporting vacancies 10.2%
 - 2020 rate: 9.1%
- » 84.4% of vacancies required or preferred a doctoral degree
- » Most common issues schools reported related to faculty recruitment were noncompetitive salaries (586 schools, 62.7%) and finding faculty with the right specialty mix (580 schools, 62%)

2021-2022 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 1,059 schools.

Survey Response Rate

Overall Respondents: 935 (88.3%)

Member: 778 (93.7%)

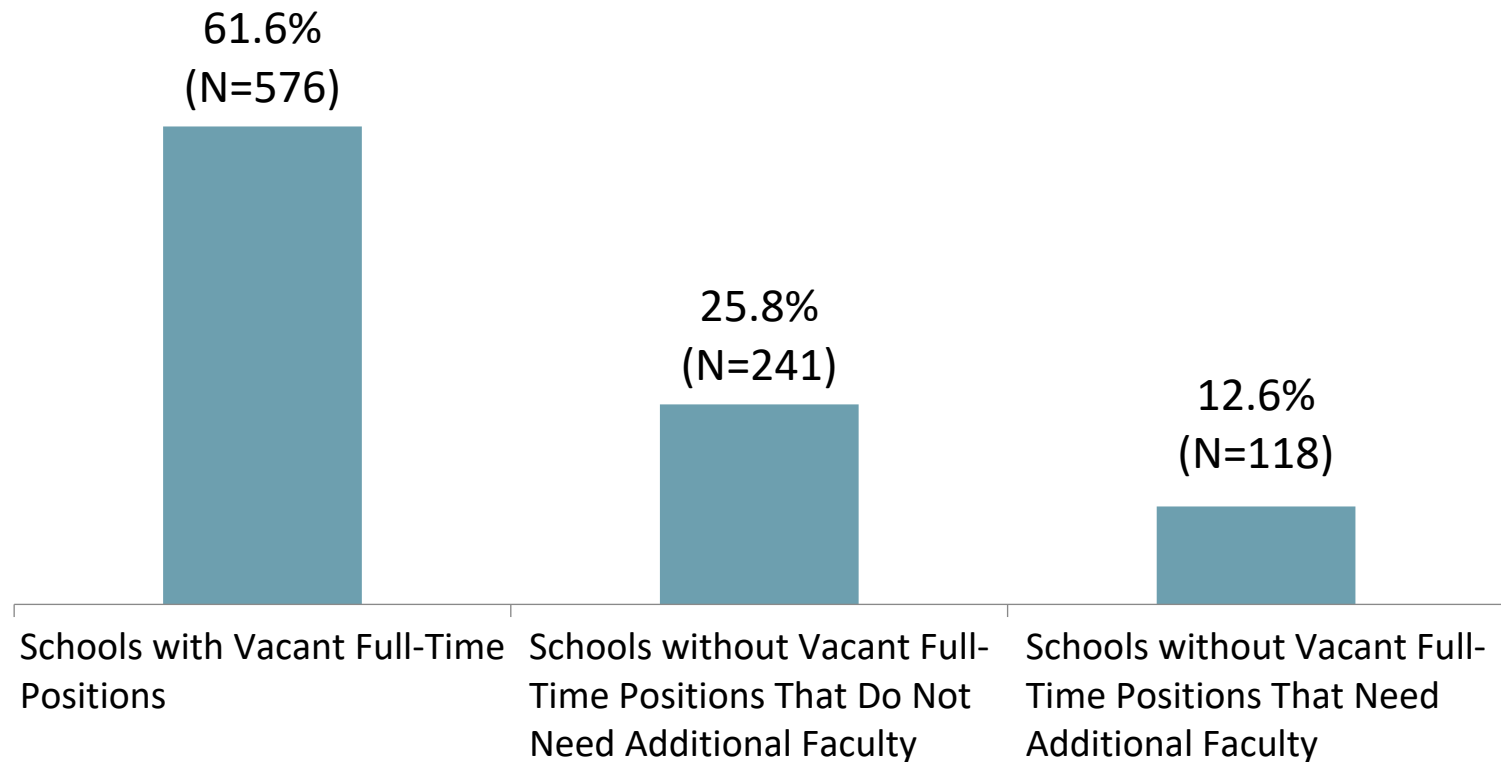
Non-Member: 157 (72.4%)

NUMBER AND PERCENT OF FILLED FULL-TIME POSITIONS AND VACANCIES FOR ACADEMIC YEAR 2021-2022

Number of Schools Responding: 935
(778 or 83.2% are AACN Member Schools)

- » Total Number of Full-Time Budgeted Positions: 24,539
- » Total Number of Full-Time Vacancies: 1,965 (8%)
- » Total Number of Filled Full-Time Positions: 22,574 (92%)
- » Mean Number of Full-Time Vacancies: 2.10 per school, 3.41 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: 118
- » Number of Schools with No Full-Time Vacancies that Do NOT Need Additional Faculty: 241

NUMBER AND PERCENT OF SCHOOLS WITH AND WITHOUT VACANT FULL-TIME POSITIONS FOR ACADEMIC YEAR 2021-2022

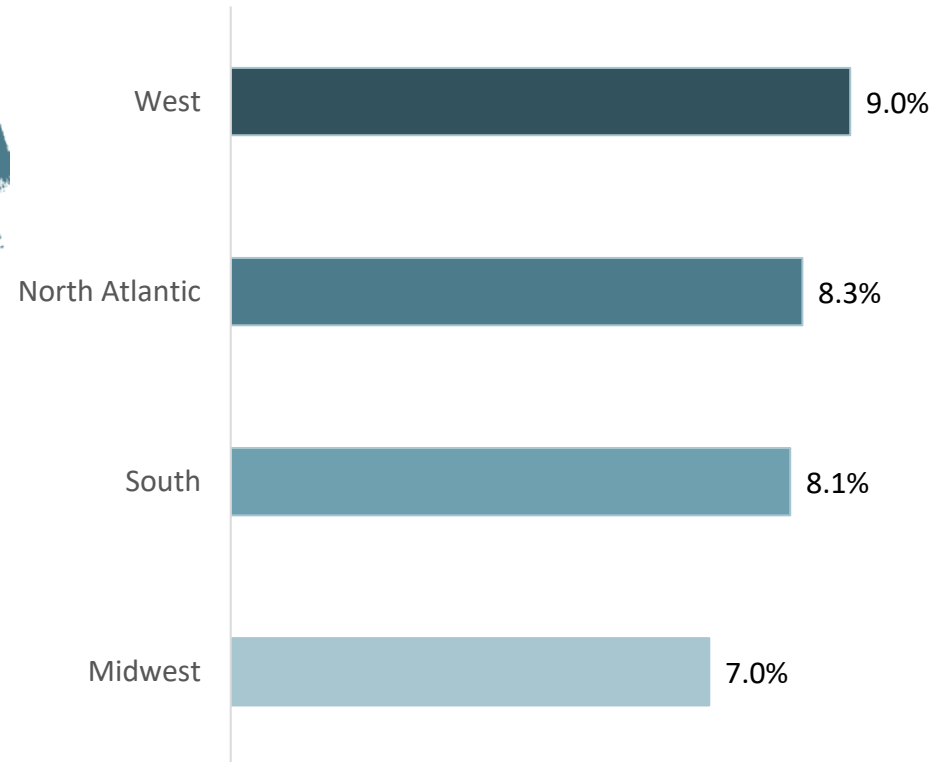
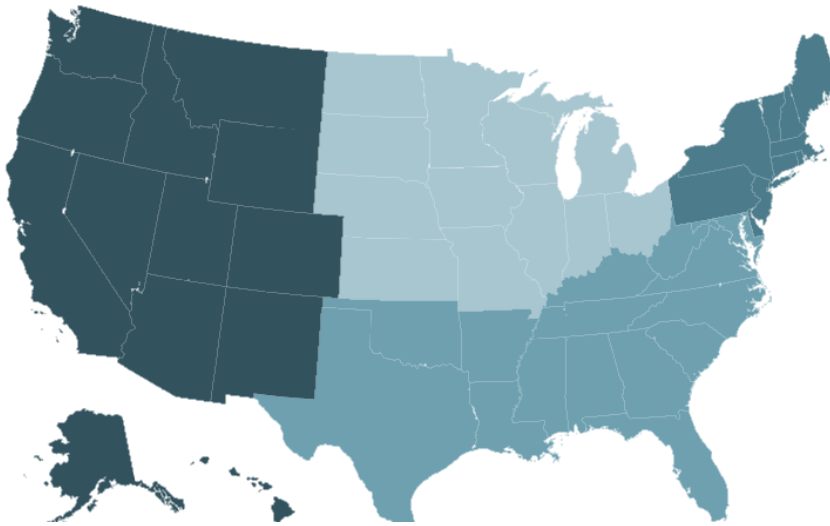


NUMBER AND PERCENT OF FULL-TIME VACANCIES FOR ACADEMIC YEAR 2021-2022

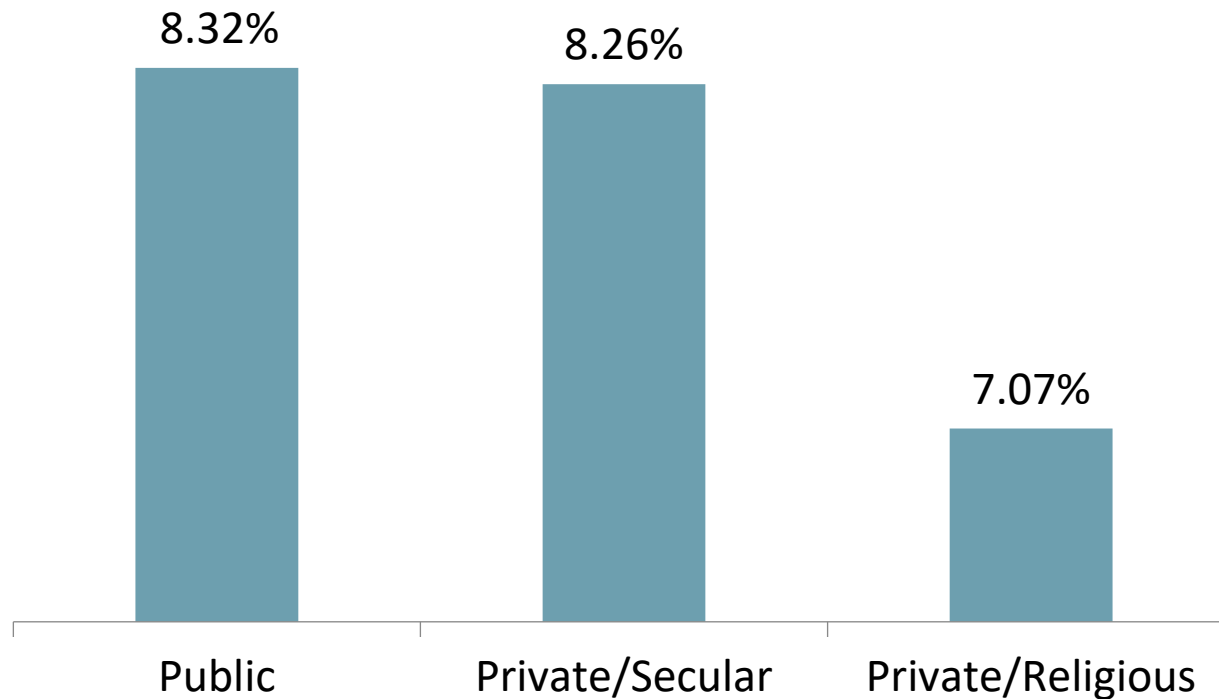
Number of Schools Responding: 935
(778 or 83.2% are of AACN Member Schools)

- » Schools with reported full-time vacancies: 576 (61.6%)
- » Schools not reporting full-time vacancies: 359 (38.4%)
- » Vacancy rate for schools which reported having full-time vacancies: 10.2%

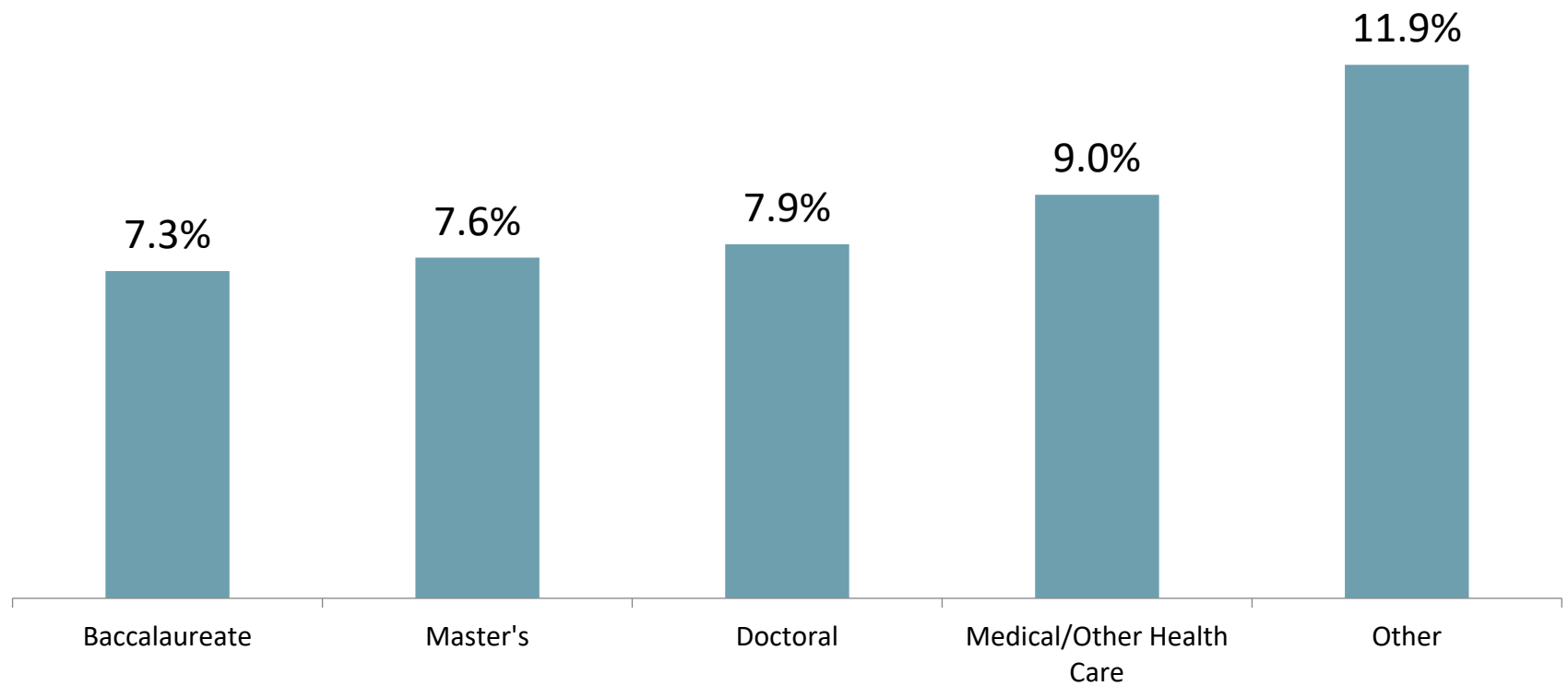
FULL-TIME VACANCY RATES BY REGION IN SCHOOLS REPORTING VACANCIES FOR ACADEMIC YEAR 2021-2022



FULL-TIME VACANCY RATES BY INSTITUTIONAL TYPE IN SCHOOLS REPORTING VACANCIES FOR ACADEMIC YEAR 2021-2022

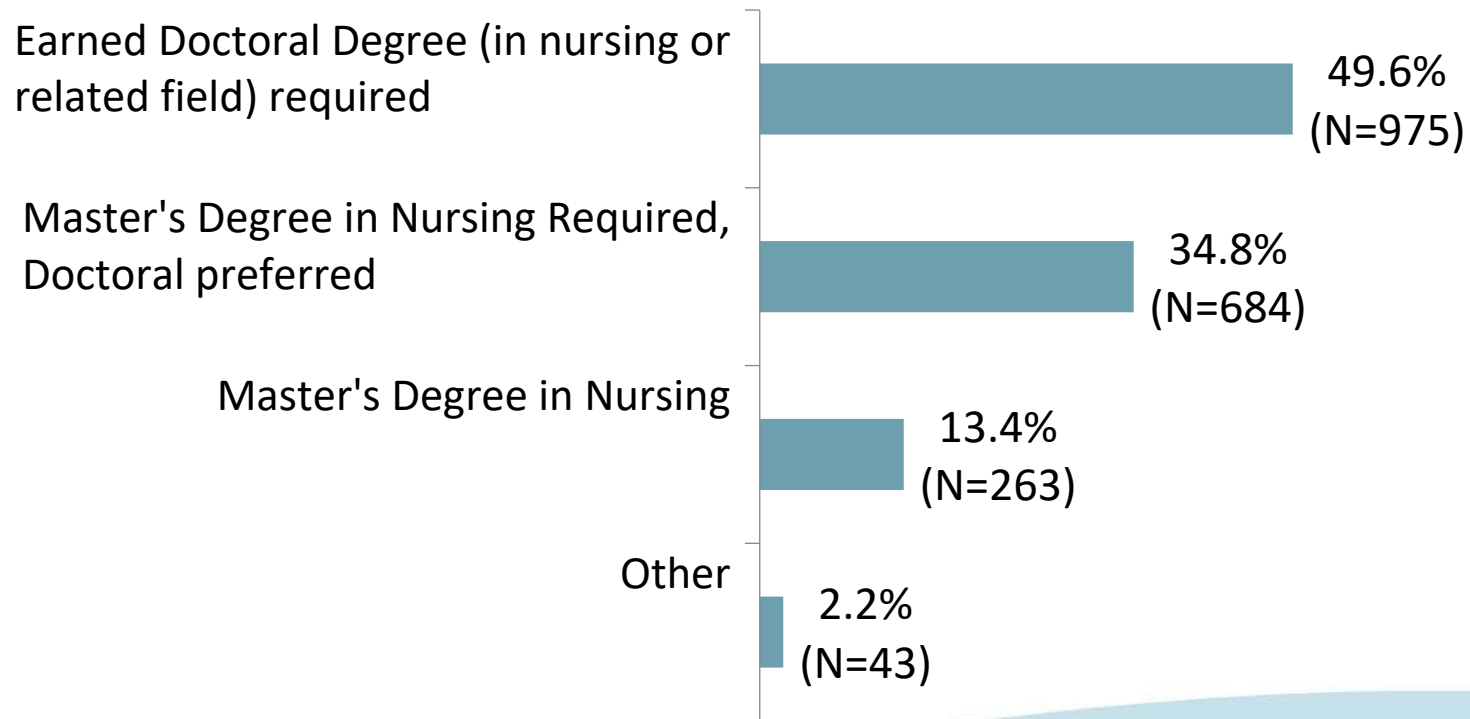


FULL-TIME VACANCY RATES BY CARNEGIE CLASSIFICATION IN SCHOOLS REPORTING VACANCIES FOR ACADEMIC YEAR 2021-2022



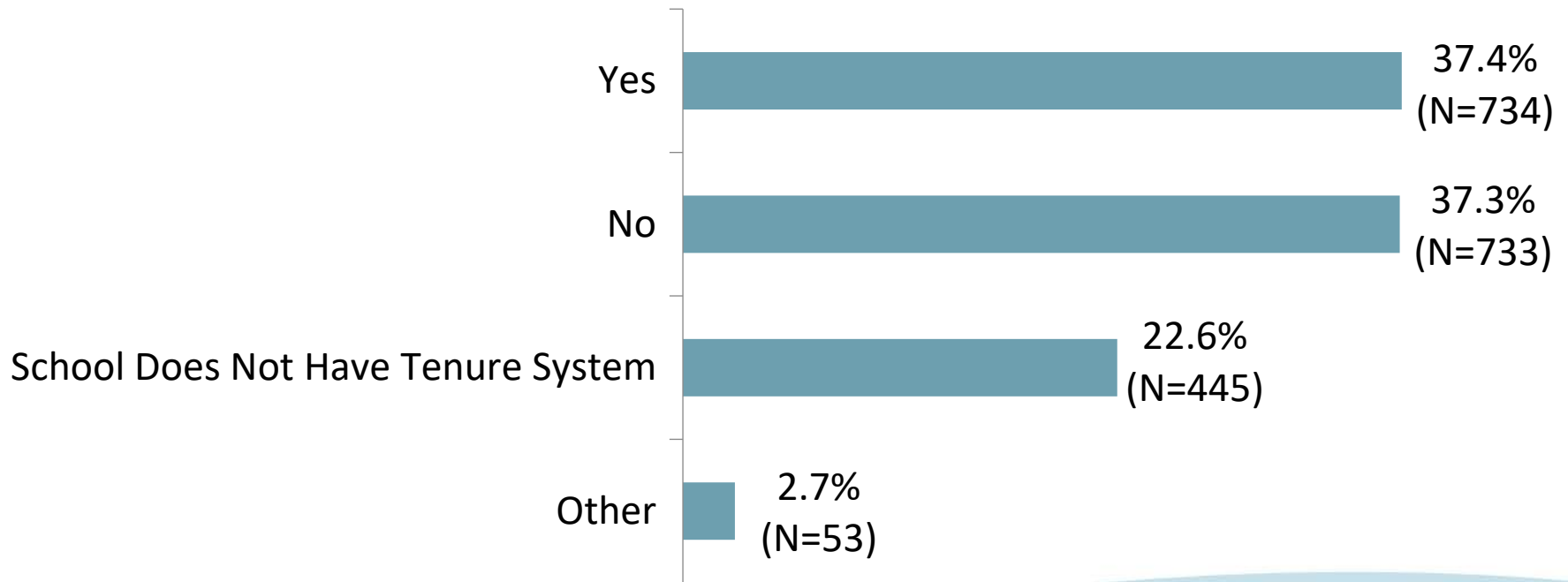
SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2021-2022

Degree Requirements (Valid N=1,965)



SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2021-2022

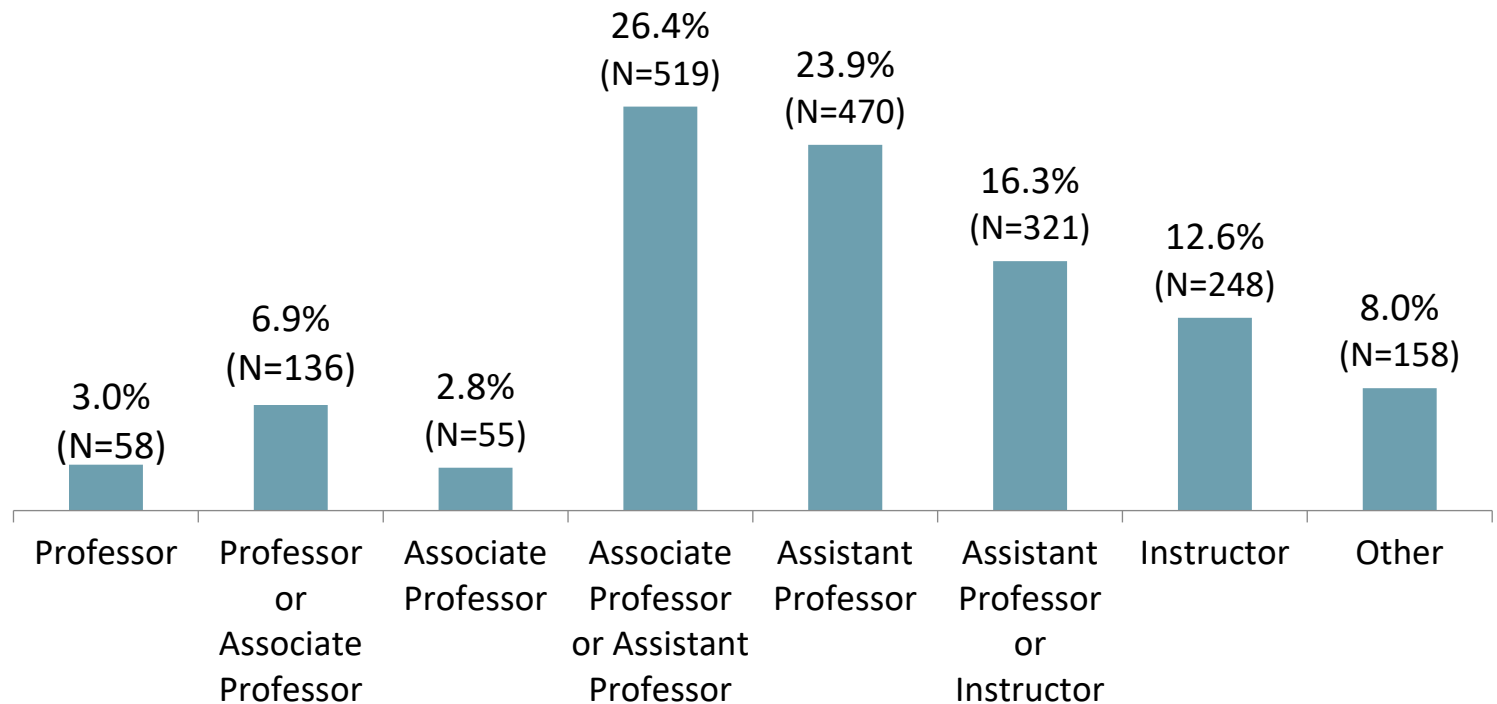
Tenure Track (Valid N=1,965)



SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2021-2022

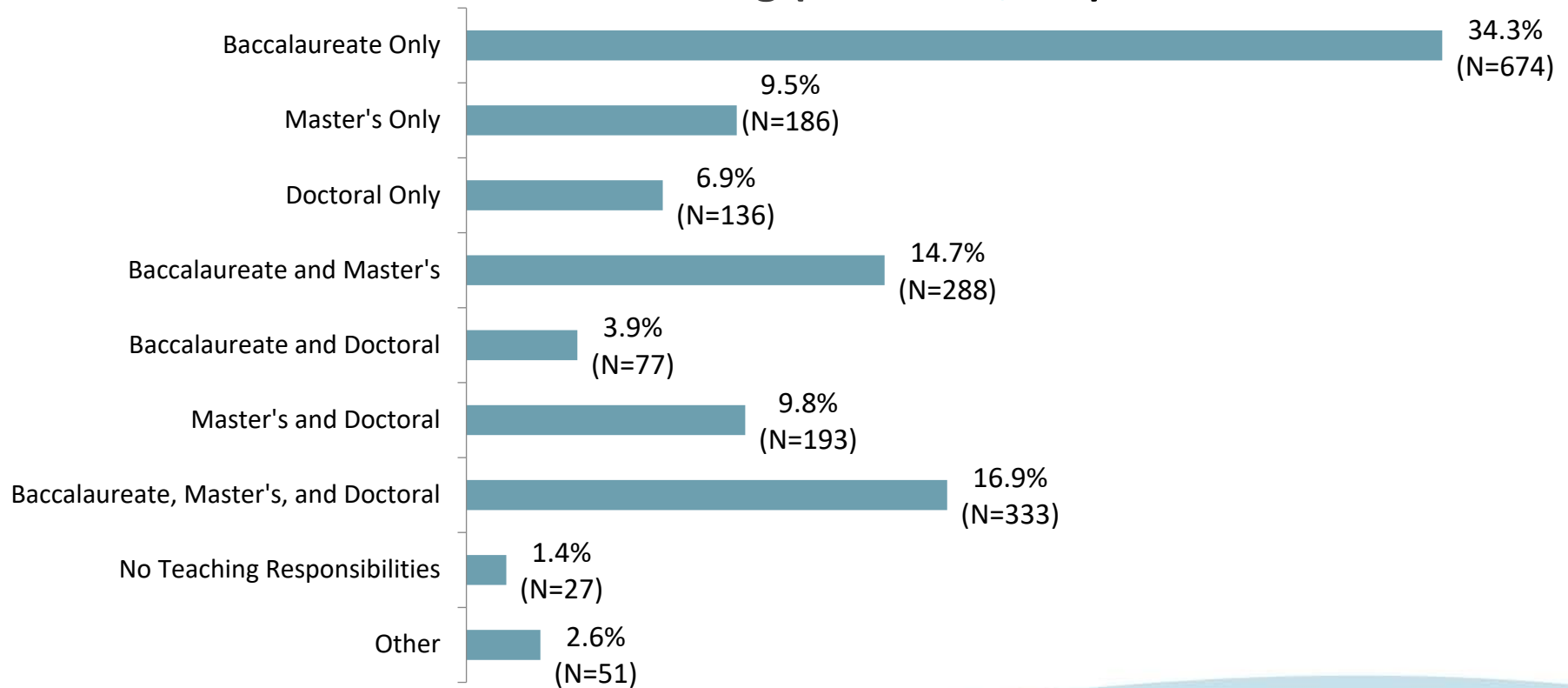
Incoming Level of Appointment (Valid N=1,965)

17.5% of vacant full-time positions had 50 percent or more of one's effort devoted to administrative responsibilities.



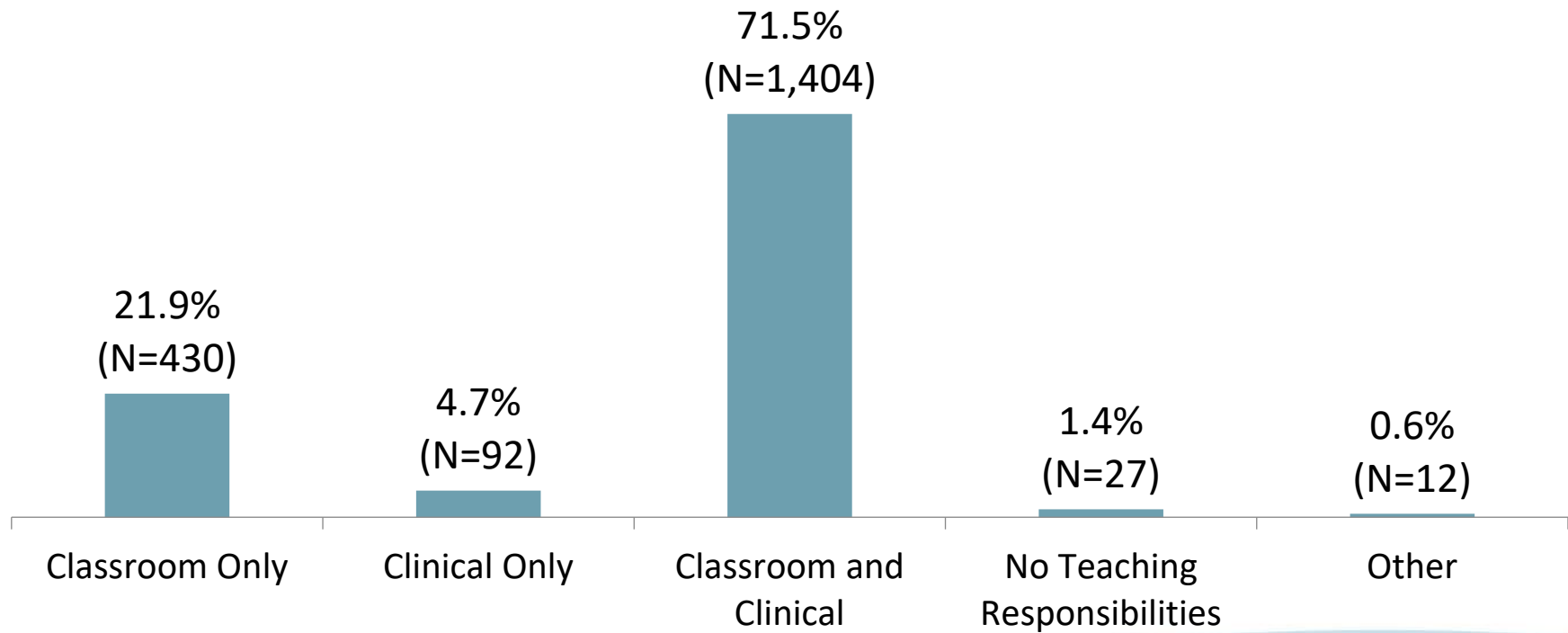
SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2021-2022

Level of Teaching (Valid N=1,965)



SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2021-2022

Instructional Responsibilities (Valid N=1,965)



MAJOR BARRIERS TO HIRING ADDITIONAL FULL-TIME FACULTY FOR ACADEMIC YEAR 2021-2022

For schools which need additional full-time faculty but have no vacancies (Valid N=118)

Reason for Having No Budgeted Faculty Vacancies	Percent/Number
Insufficient funds to hire new faculty	64.4% (N=76)
Unwillingness of administration to commit to additional full-time positions	47.5% (N=56)
Inability to recruit qualified faculty because of competition for jobs with other marketplaces	34.8% (N=41)
Qualified applicants for faculty positions are unavailable in our geographic area	16.9% (N=20)
Other	24.6% (N=29)

TOP ISSUES RELATED TO FACULTY RECRUITMENT FOR ACADEMIC YEAR 2021-2022

Issue Related to Faculty Recruitment	Percent/Number
Noncompetitive salaries	62.7% (N=586)
Finding faculty with the right specialty mix	62.0% (N=580)
Limited pool of doctorally-prepared faculty	49.5% (N=463)
Finding faculty willing/able to teach clinical courses	33.4% (N=312)
High faculty workload	24.5% (N=229)
Other	16.8% (N=157)
Finding faculty willing/able to conduct research	16.5% (N=154)

MOST CRITICAL ISSUES SCHOOLS REPORTED RELATED TO FACULTY RECRUITMENT FOR ACADEMIC YEAR 2021-2022

Most Critical Issue Related to Faculty Recruitment	Percent/Number
Noncompetitive salaries	36.0% (N=337)
Finding faculty with the right specialty mix	22.4% (N=209)
Limited pool of doctorally-prepared faculty	17.2% (N=161)
Other	9.8% (N=92)
Finding faculty willing/able to teach clinical courses	7.3% (N=68)
Finding faculty willing/able to conduct research	3.7% (N=35)
High faculty workload	3.5% (N=33)

OTHER CRITICAL ISSUES NOTED BY NURSING SCHOOLS REGARDING FACULTY RECRUITMENT

- » Challenging geographic area (e.g., rural area, area with high cost of living)
- » Non-competitive salaries compared to nursing practice
- » Institutional budget cuts/restrictions
- » Finding faculty who fit school's culture
- » Recruiting candidates from historically underrepresented populations