

American Association  
*of Colleges of Nursing*



# **SPECIAL SURVEY ON VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2023-2024**

Carrie Byrne, BS, Data Coordinator

Jenny Keyt, MS, Data Manager

Di Fang, PhD, Director of Institutional Research and Data Services

---

*The Voice of Academic Nursing*

# EXECUTIVE SUMMARY

- » 2023 Response Rate: 84.5% (922 schools)
- » Vacancy Rate decreased from 2022 to 2023
  - 2023 Overall Vacancy Rate: 7.8%
    - 2022 rate: 8.8%
  - 2023 Vacancy Rate for schools reporting vacancies 10.1%
    - 2022 rate: 11.0%
- » 79.8% of vacancies required or preferred a doctoral degree
- » Most common issues schools reported related to faculty recruitment were noncompetitive salaries (642 schools, 69.6%) and difficulty finding faculty with the right specialty mix (527 schools, 62.0%)

# 2023-2024 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 **1,091** schools.

## Survey Response Rate

Overall Respondents: **922 (84.5%)**

Member: **780 (90.7%)**

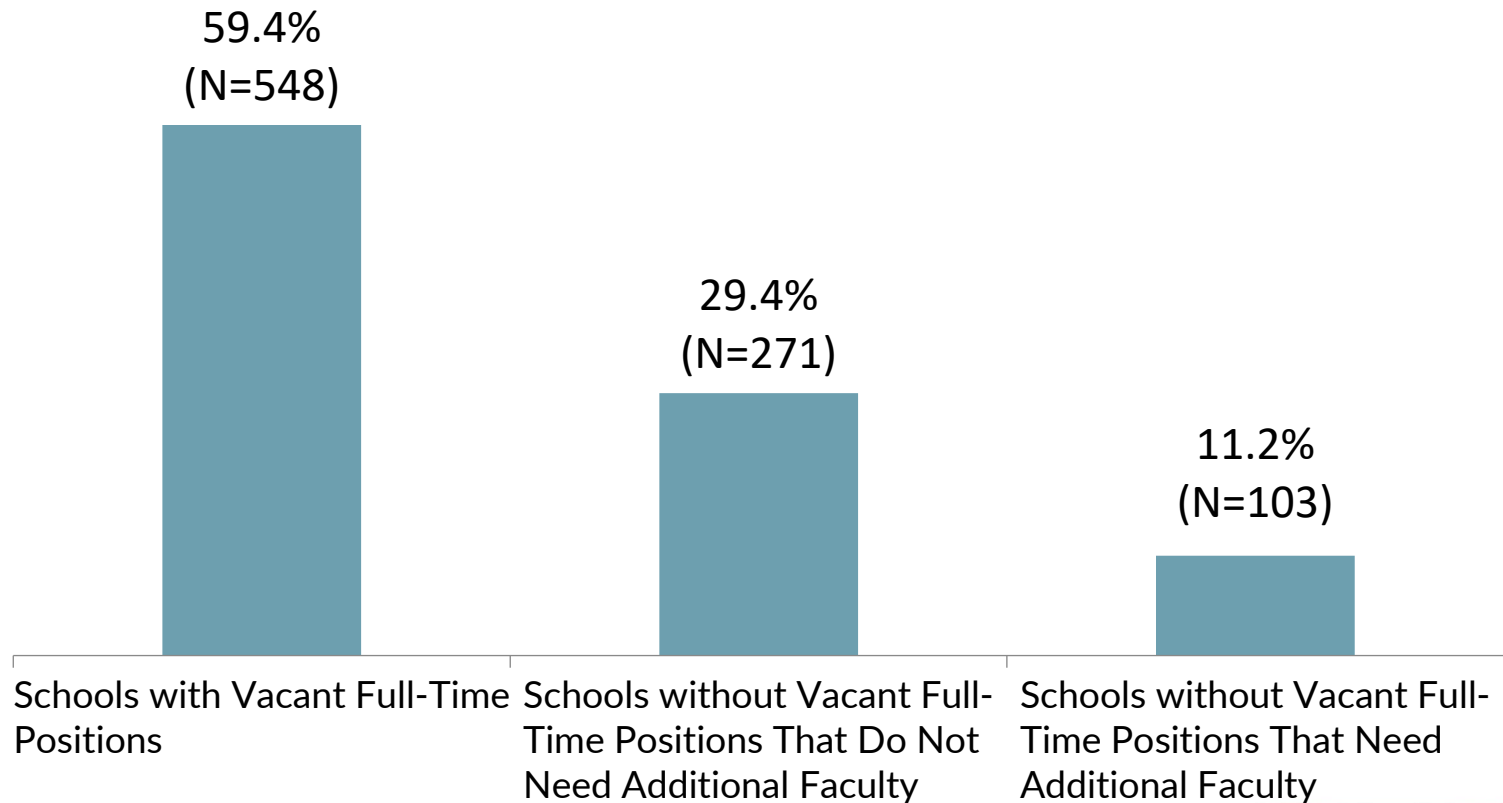
Non-Member: **142 (61.5%)**

# NUMBER AND PERCENT OF FILLED FULL-TIME POSITIONS AND VACANCIES FOR ACADEMIC YEAR 2023-2024

Number of Schools Responding: 922  
(780 or 84.6% are AACN Member Schools)

- » Total Number of Full-Time Budgeted Positions: 25,247
- » Total Number of Full-Time Vacancies: 1,977 (7.8%)
- » Total Number of Filled Full-Time Positions: 23,270 (92.2%)
- » Mean Number of Full-Time Vacancies: 2.1 per school, 3.6 per school reporting vacancies
- » Range of Number of Full-Time Vacancies: 1 to 41
- » 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: 271

# NUMBER AND PERCENT OF SCHOOLS WITH AND WITHOUT VACANT FULL-TIME POSITIONS FOR ACADEMIC YEAR 2023-2024

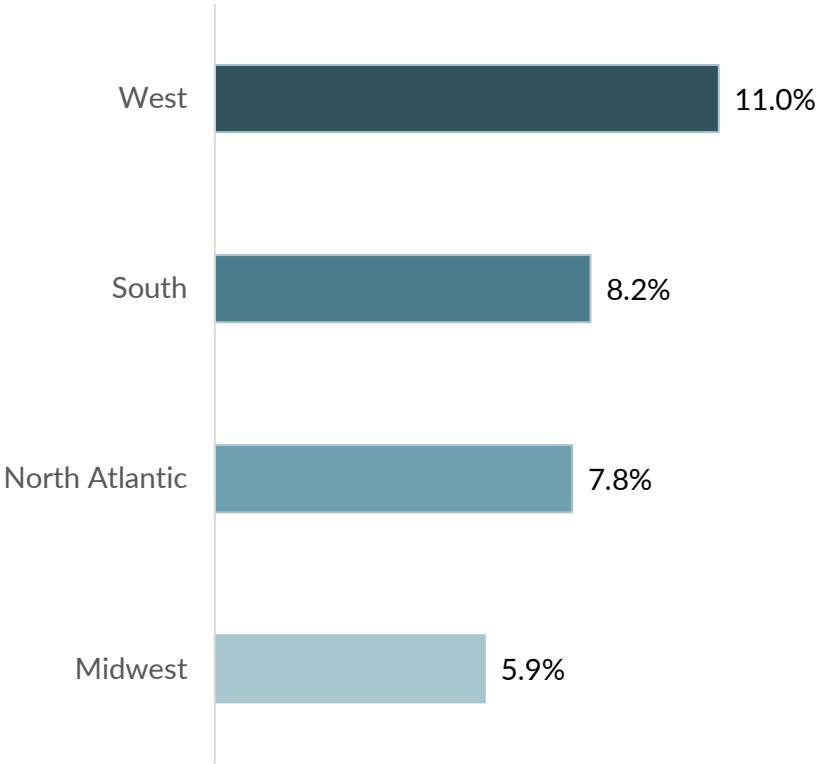
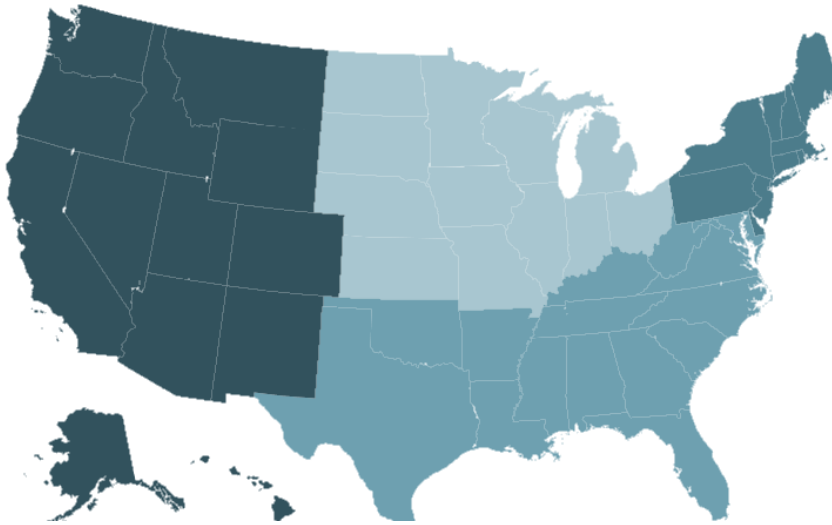


# NUMBER AND PERCENT OF FULL-TIME VACANCIES FOR ACADEMIC YEAR 2023-2024

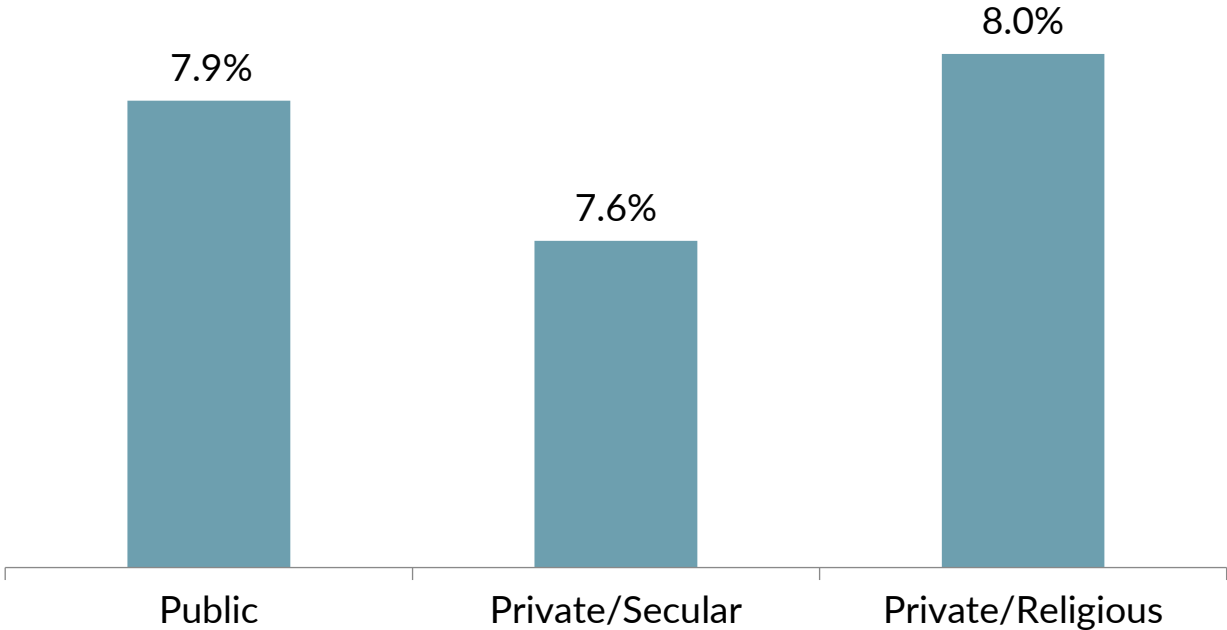
Number of Schools Responding: 922  
(780 or 84.6% are AACN Member Schools)

- » Schools with reported full-time vacancies: 548 (59.4%)
- » Schools not reporting full-time vacancies: 374 (40.6%)
- » Vacancy rate for schools which reported having full-time vacancies: 10.1%

# FULL-TIME VACANCY RATES BY REGION IN SCHOOLS REPORTING VACANCIES FOR ACADEMIC YEAR 2023-2024

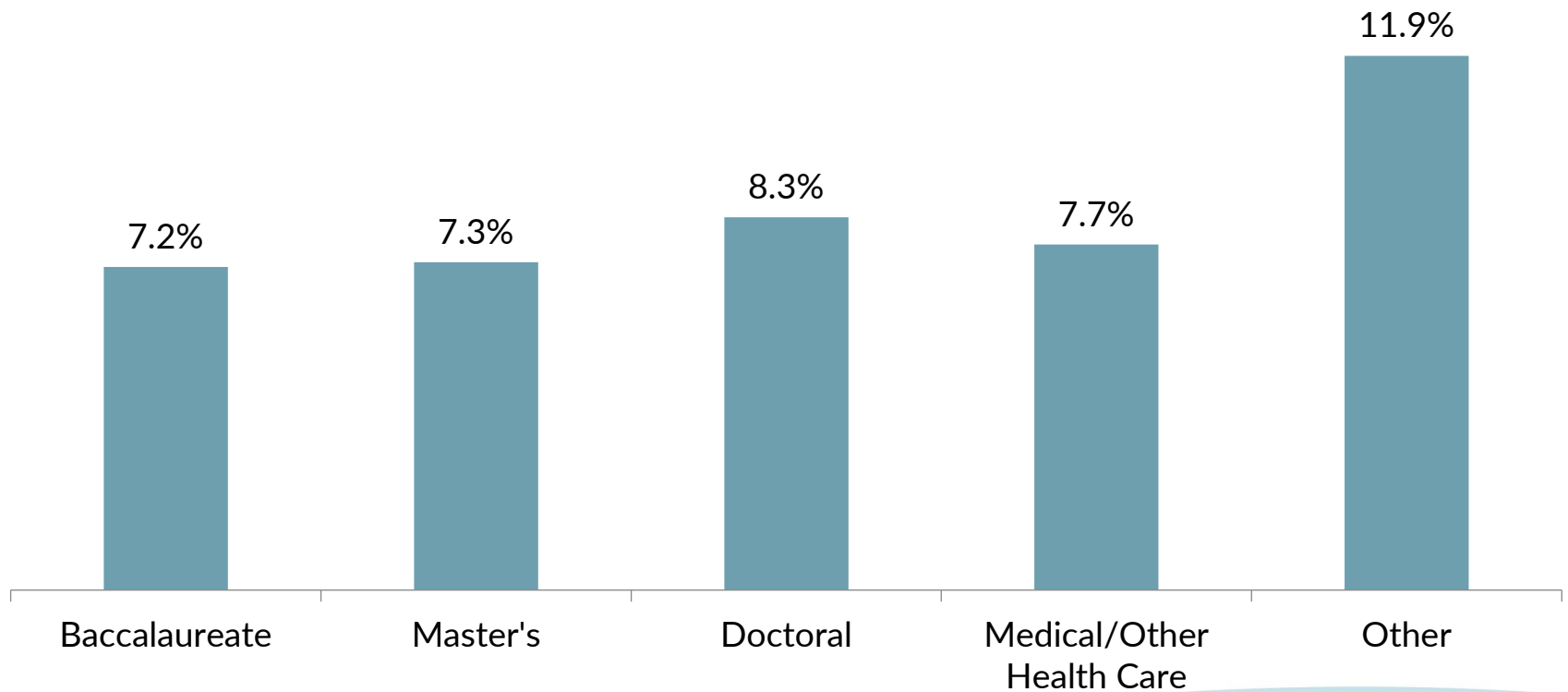


# FULL-TIME VACANCY RATES BY INSTITUTIONAL TYPE IN SCHOOLS REPORTING VACANCIES FOR ACADEMIC YEAR 2023-2024



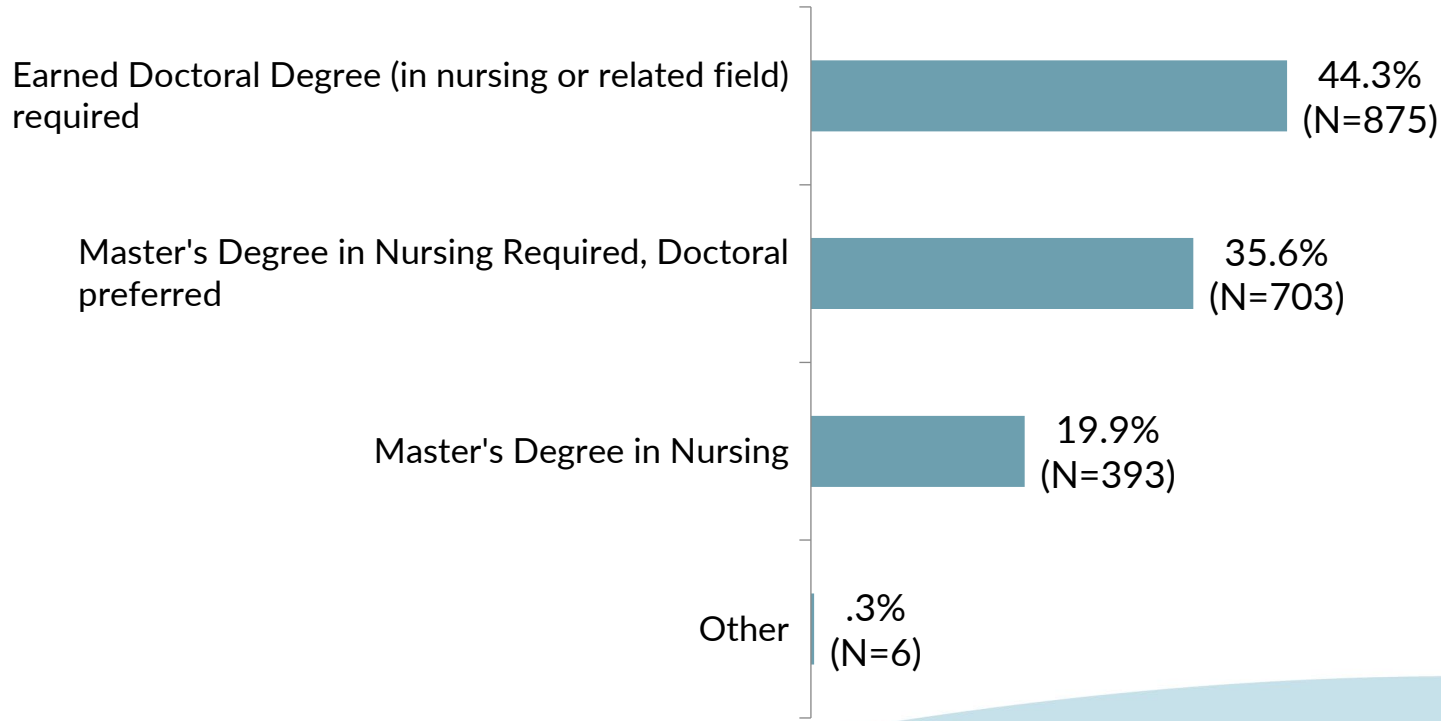


# FULL-TIME VACANCY RATES BY CARNEGIE CLASSIFICATION IN SCHOOLS REPORTING VACANCIES FOR ACADEMIC YEAR 2023-2024



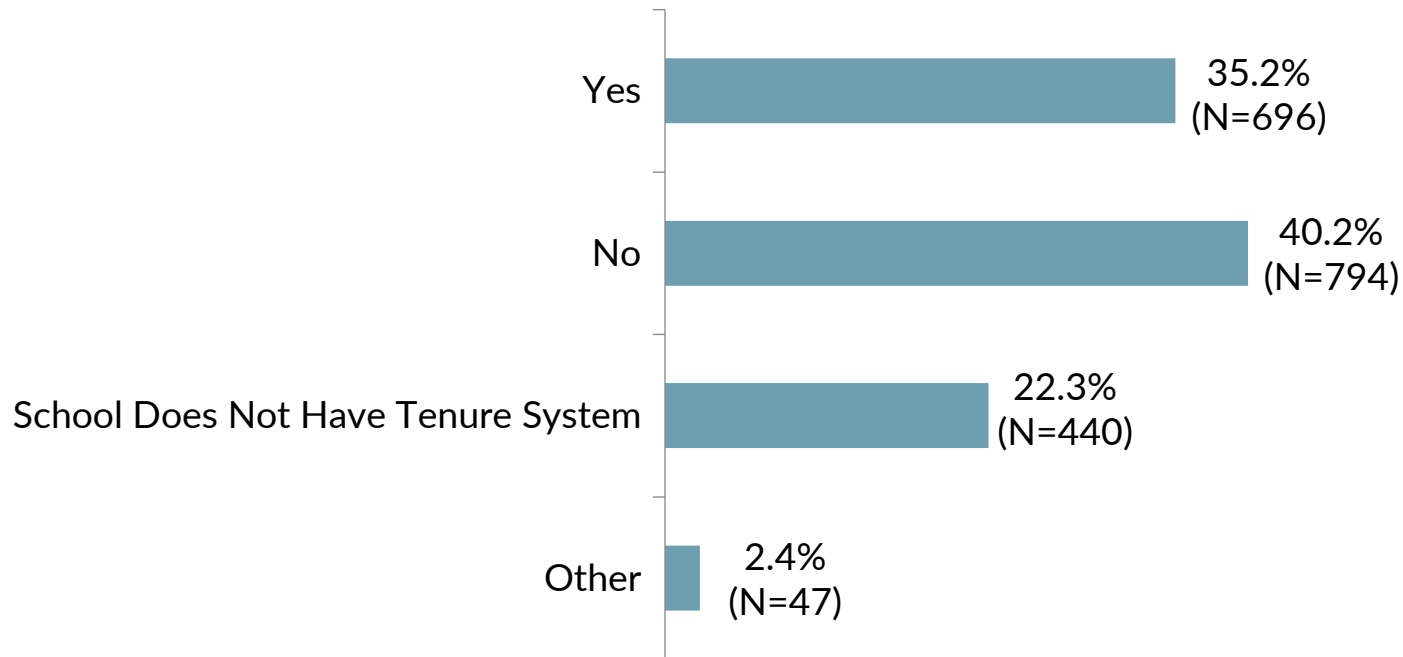
# SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2023-2024

## Degree Requirements (Valid N=1,977)



# SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2023-2024

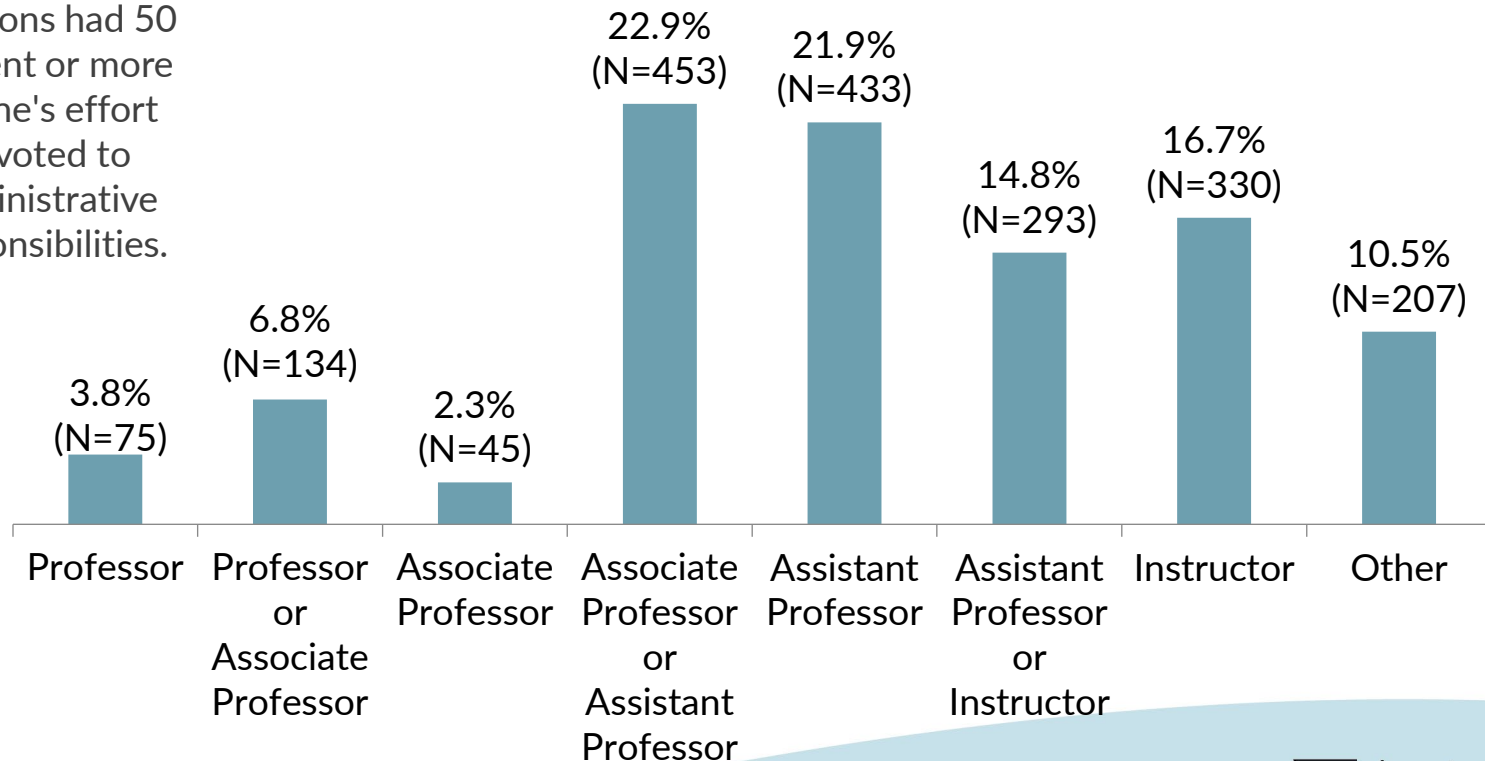
## Tenure Track (Valid N=1,977)



# SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2023-2024

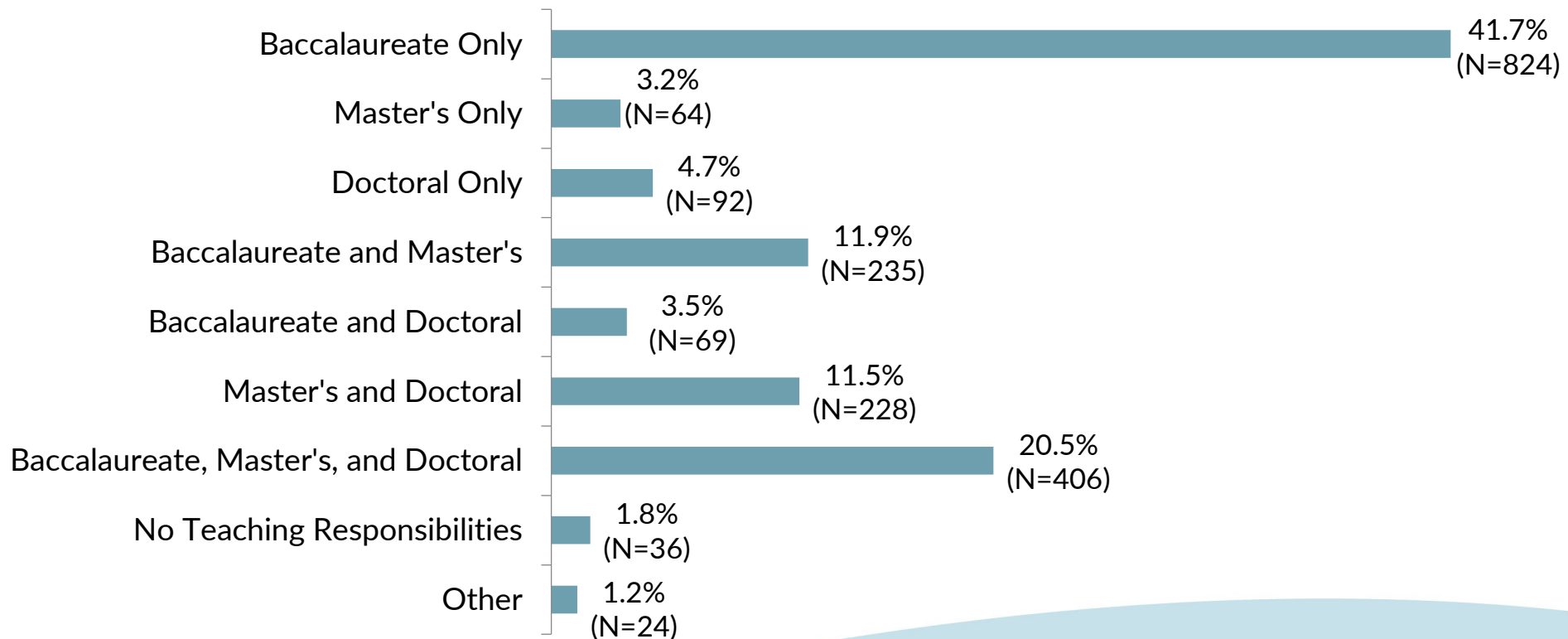
11.0% of vacant full-time positions had 50 percent or more of one's effort devoted to administrative responsibilities.

## Incoming Level of Appointment (Valid N=1,977)



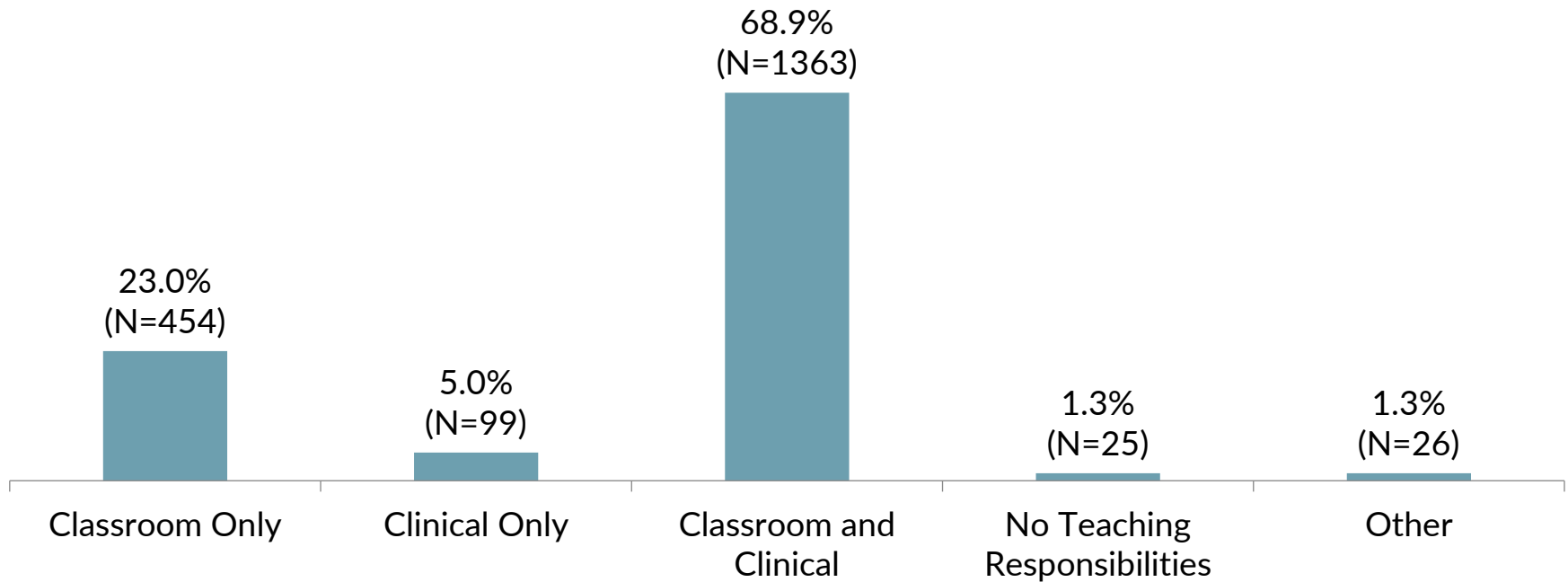
# SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2023-2024

## Level of Teaching (Valid N=1,977)



# SELECTED CHARACTERISTICS OF FULL-TIME VACANT FACULTY POSITIONS FOR ACADEMIC YEAR 2023-2024

Instructional Responsibilities (Valid N=1,977)



# MAJOR BARRIERS TO HIRING ADDITIONAL FULL-TIME FACULTY FOR ACADEMIC YEAR 2023-2024

For schools which need additional full-time faculty but have no vacancies (Valid N=103)

Reason for Having No Budgeted Faculty Vacancies	Percent/Number
Insufficient funds to hire new faculty	69.9% (N=72)
Unwillingness of administration to commit to additional full-time positions	47.6% (N=49)
Inability to recruit qualified faculty because of competition for jobs with other marketplaces	36.9% (N=38)
Qualified applicants for faculty positions are unavailable in our geographic area	24.3% (N=25)
Other	20.4% (N=21)

# TOP ISSUES RELATED TO FACULTY RECRUITMENT FOR ACADEMIC YEAR 2023-2024

Issue Related to Faculty Recruitment	Percent/Number
Noncompetitive salaries	69.6% (N=642)
Finding faculty with the right specialty mix	57.2% (N=527)
Limited pool of doctorally-prepared faculty	47.0% (N=433)
Finding faculty willing/able to teach clinical courses	37.1% (N=342)
High faculty workload	24.2% (N=223)
Finding faculty willing/able to conduct research	14.8% (N=136)
Other	14.5% (N=134)



# MOST CRITICAL ISSUES SCHOOLS REPORTED RELATED TO FACULTY RECRUITMENT FOR ACADEMIC YEAR 2023-2024

Most Critical Issue Related to Faculty Recruitment	Percent/Number
Noncompetitive salaries	47.1% (N=428)
Finding faculty with the right specialty mix	18.3% (N=166)
Limited pool of doctorally-prepared faculty	11.6% (N=105)
Finding faculty willing/able to teach clinical courses	10.3% (N=94)
Other	7.8% (N=71)
Finding faculty willing/able to conduct research	4.0% (N=36)
High faculty workload	2.4% (N=22)

# 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