

**2007 Nursing Faculty Survey:  
Results from USG, TCSG, and Private Institutions in Georgia**

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**Introduction**

Georgia faces a shortage of nursing faculty which limits the available capacity of nursing education programs to produce new nurses. The purpose of this survey was to collect data on nursing faculty in Georgia’s nursing programs at University System of Georgia (USG), Technical College System of Georgia (TCSG), and private institutions. Questions covered issues such as the number of vacant faculty positions, reasons for those vacant positions, salaries, and number of faculty eligible for retirement. This report summarizes the results of these questions.

**Survey Administration**

In 2007, 37 institutions in Georgia offered nursing degrees. A survey with 22 questions was developed using SurveyMonkey.com, a web-based survey tool. In October 2007, an email announcing the survey was sent to each of the 37 nursing programs and included a link to the online survey. Respondents were instructed to answer the survey based on the 2006-2007 academic year. The survey was open until January 2008 and then reopened in April 2008 to allow additional institutions to respond. The survey was closed in May 2008. Responses were received from 30 institutions, including 24 USG, four TCSG, and three private institutions. With 31 out of 37 institutions responding, the response rate for this survey was 84 percent. However, not all respondents answered all survey questions. Table A provides a list of the survey respondents.

**Table A  
Survey Respondents**

USG	TCSG	Private
Abraham Baldwin Agricultural College Albany State University Armstrong Atlantic State University Augusta State University Bainbridge College Clayton State University Coastal Georgia Community College <sup>1</sup> Columbus State University Dalton State College Dartmouth College Georgia College & State University Georgia Highlands College Georgia Perimeter College Georgia Southern University	Athens Technical College Northwestern Technical College Southwest Georgia Technical College West Central Technical College	Brenau University LaGrange College Piedmont College

<sup>1</sup> Name changed to the College of Coastal Georgia in 2008.

Georgia Southwestern State University Gordon College Kennesaw State University Macon State College Medical College of Georgia Middle Georgia College North Georgia College & State University South Georgia College University of West Georgia Valdosta State University		
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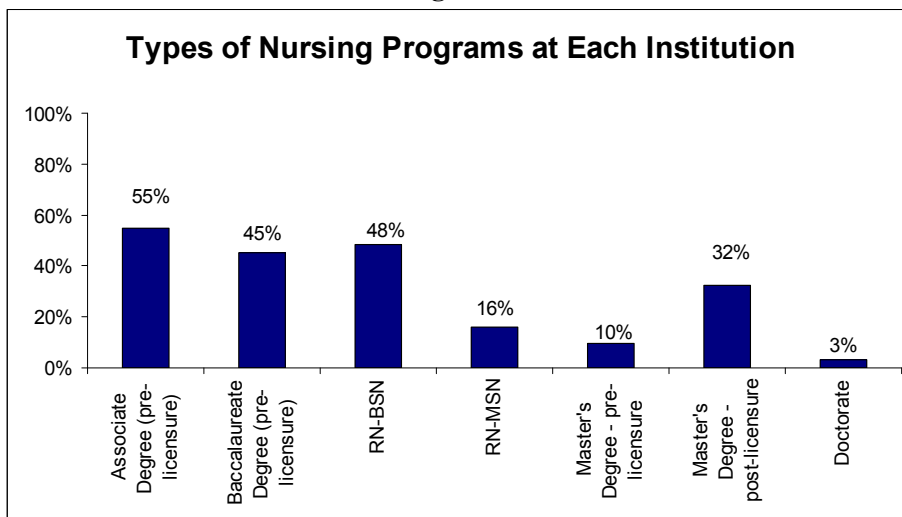
Responses were not received from Georgia State University (USG), Columbus Technical College (TCSG), Gwinnett Technical College (TCSG), Emory University (private), Mercer University (private), and Thomas University (private).

Results of the survey are provided below.

**Types of Nursing Programs**

Respondents were asked to indicate the types of nursing programs at their institution as of September 2006. All 31 respondents answered this question. Fifty-five percent of respondents offered Associate level degrees, followed by 48 percent offering RN-BSN and 45 percent offering Bachelor level degrees. Figure A presents the degree offered at each institution and the number of institutions offering that degree.

**Figure A**

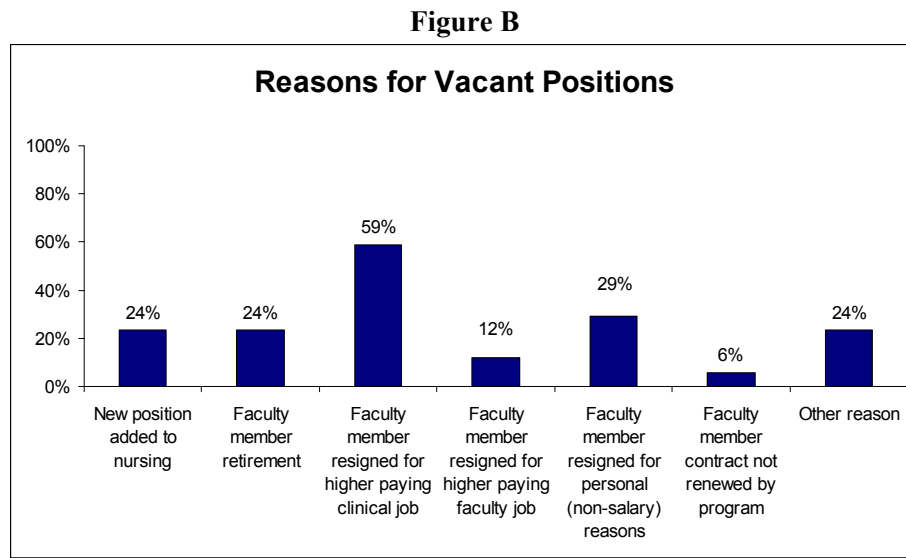


## Faculty Positions

Respondents were asked to indicate the number of full-time faculty positions, excluding deans/directors, in their nursing program as of September 2006. According to the 31 respondents, there were 452 full-time faculty positions, of which 417 positions are filled. These institutions reported 35 open full-time faculty positions, with an average vacancy rate of 9 percent across all 31 institutions. Sixteen institutions reported vacancies ranging from one to seven open positions. The vacancy rates ranged from 0 to 78 percent.

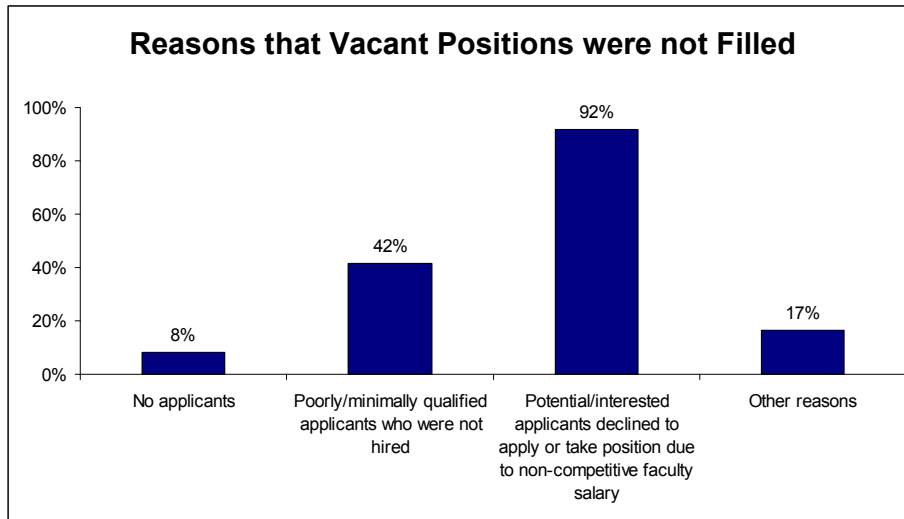
For temporary full-time positions, 26 institutions reported 46 positions, of which 44 positions were filled. Two temporary full-time positions were open. These 26 institutions reported vacancy rates ranging from 0 to 50 percent, with an average vacancy rate of 8.7 percent.

Respondents were asked the reasons that positions were left unfilled. Seventeen institutions responded, with faculty members resigning for higher paying clinical jobs (59%) and faculty members resigning for personal (non-salary) reasons (29%) being the most frequent reasons for faculty members resigning their positions. Figure B summarizes the responses.



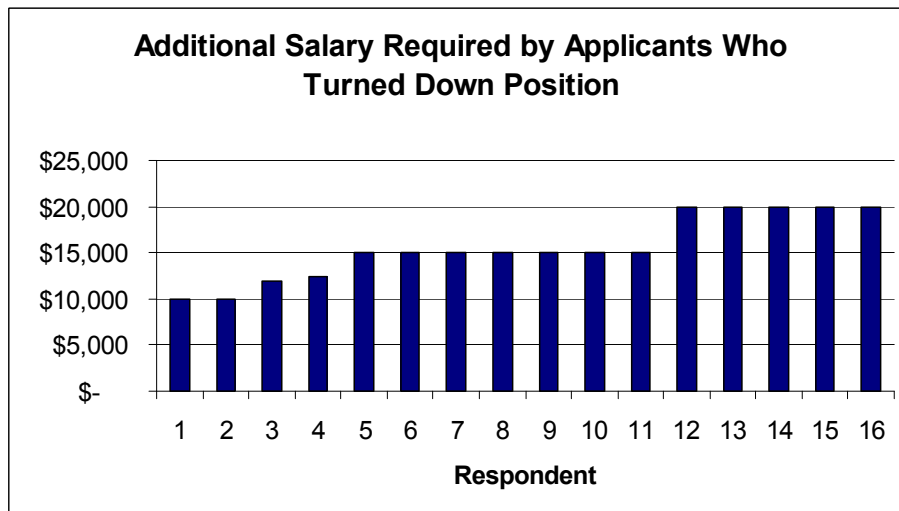
Respondents were also asked to indicate the reasons that full-time faculty positions remained vacant in the 2006-07 academic year. Of the 12 institutions responding to the question, a large majority (92%) indicated that potential applicants declined to apply or take the position due to non-competitive faculty salaries. Forty-two percent of respondents indicated that applicants were not hired because they were poorly or minimally qualified for the position. Figure C summarizes the responses to this question.

**Figure C**



For potential/interested applicants that were lost due to non-competitive faculty salaries, respondents were asked to indicate how much additional annual salary would have attracted them to the position. Sixteen institutions responded to the question and indicated that additional salary amounts ranging from \$10,000 to \$20,000 would be needed to attract individuals to the position. (One outlier of \$60,000 was not included in the analysis.) The average additional salary amount was \$15,594 (\$3,508 s.d.) and the median was \$15,000 additional salary. Figure D presents the salary amounts given by respondents.

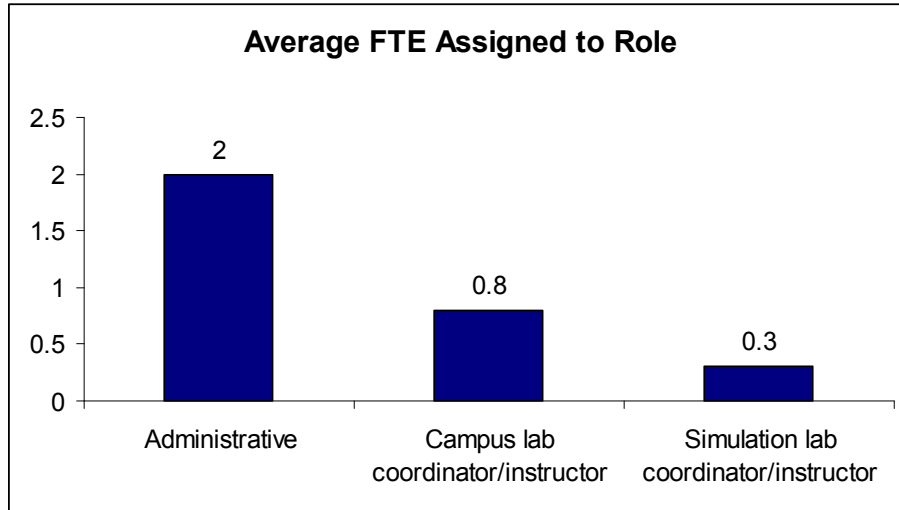
**Figure D**



**Faculty Roles**

Survey respondents were asked about the different roles that full-time faculty members – including deans and directors – play. If a portion of a faculty member’s time was designated for a role, respondents were asked to count the fraction of FTE contact hours assigned to that role. Figure E and Table B provide the results of the responses about faculty roles.

**Figure E**



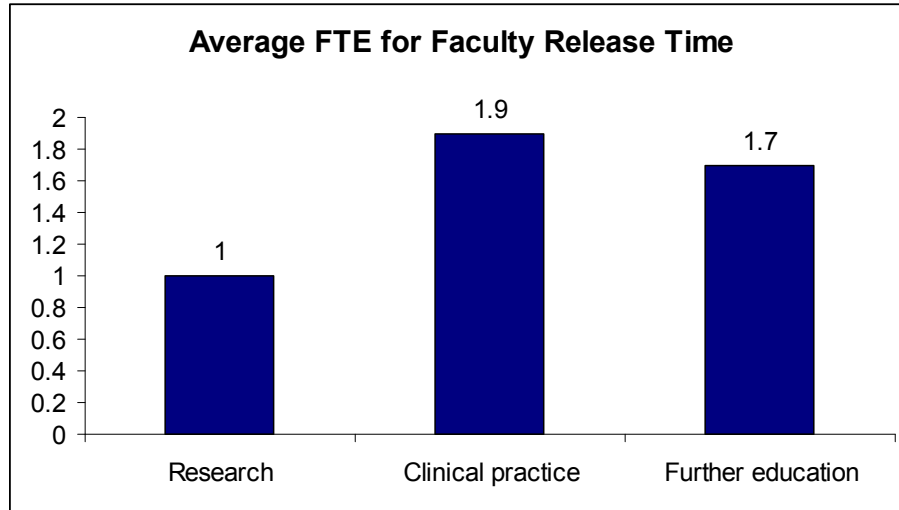
**Table B  
Faculty Roles**

<b>Role</b>	<b>Range</b>	<b>Average</b>	<b>Standard Deviation</b>	<b>Median</b>	<b>Number of Responses</b>
Administrative	0 to 14	2.0	2.5	1	29
Campus lab coordinator/instructor	0 to 3	0.8	0.9	1	26
Simulation lab coordinator/instructor	0 to 1	0.3	0.5	0	25

**Faculty Release Time**

Survey respondents were asked about release time given to their faculty members to pursue different endeavors. If a portion of a faculty member’s time was designated for release time, respondents were asked to count the fraction of FTE contact hours assigned to that release time. Figure F and Table C provide the results of the survey.

**Figure F**



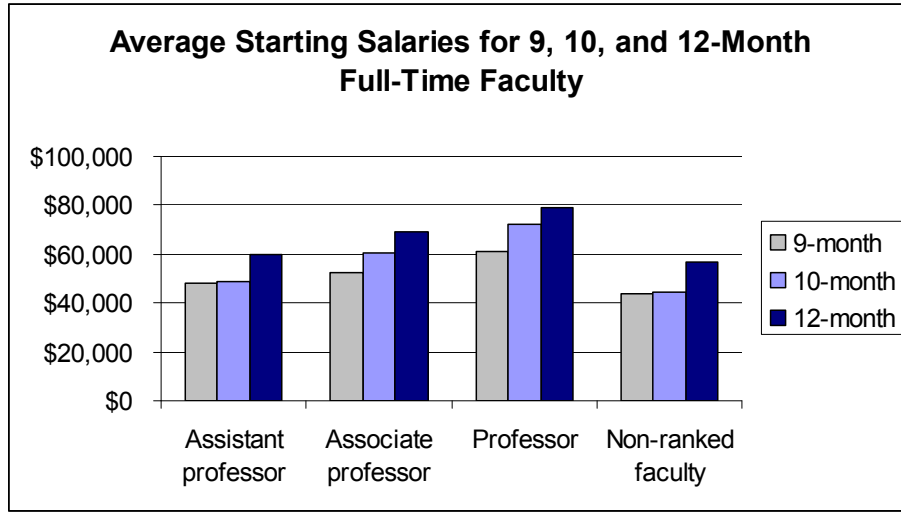
**Table C  
Faculty Release Time**

Release Time	Range	Average	Standard Deviation	Median	Number of Responses
Research	0 to 10	1.0	2.5	0	23
Clinical practice	0 to 12	1.9	3.4	0	23
Further education	0 to 15	1.7	3.1	1.0	26

**Faculty Salaries**

Survey respondents were asked about the salaries for different ranks of full-time faculty (excluding deans and directors) and 9, 10, and 12 month positions. The questions asked respondents to report only salary amounts paid from permanent, recurring funding sources for the academic year 2006-2007. For 10-month positions, the question asked respondents to refer to full 10-month contract positions and not a 9-month contract paid in 10 installments. The results of the survey for starting salaries of full-time faculty are summarized in Figure G and Table D below.

**Figure G**

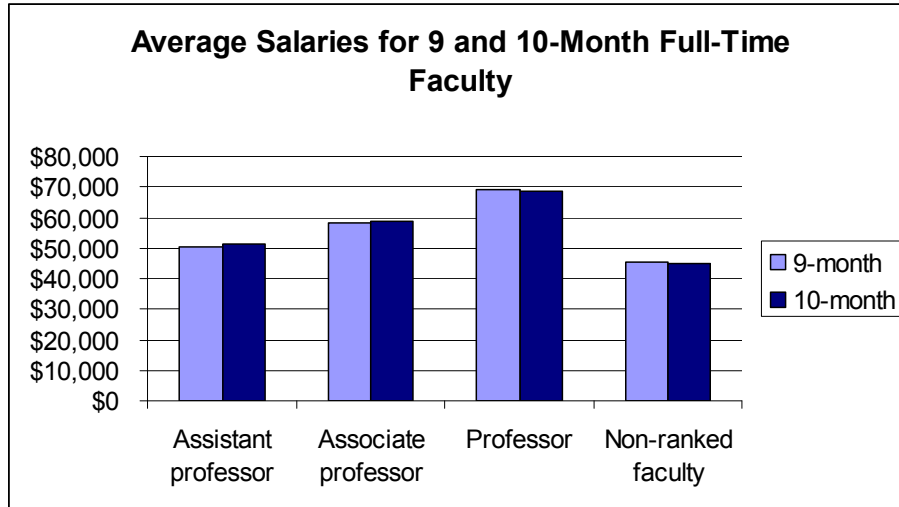


**Table D**  
Average Starting Salaries for 9, 10, and 12-Month Full-Time Faculty

	Range	Average	Standard Deviation	Median	Number of Responses
<b>9-month full-time faculty</b>					
Assistant professor	\$40,000 to \$60,000	\$48,163	\$5,275	\$47,500	20
Associate professor	\$42,000 to \$65,000	\$52,208	\$6,404	\$51,000	15
Professor	\$45,000 to \$75,000	\$60,958	\$10,070	\$60,000	9
Non-ranked faculty	\$38,000 to \$50,000	\$44,100	\$3,985	\$44,500	10
<b>10-month full-time faculty</b>					
Assistant professor	\$40,000 to \$58,000	\$48,591	\$5,990	\$49,500	9
Associate professor	\$52,000 to \$69,290	\$60,732	\$6,198	\$61,050	6
Professor	\$59,000 to \$90,000	\$72,267	\$15,975	\$67,800	3
Non-ranked faculty	\$38,000 to \$50,000	\$44,400	\$5,320	\$45,000	5
<b>12-month full-time faculty</b>					
Assistant professor	\$51,821 to \$75,000	\$59,735	\$9,830	\$54,000	7
Associate professor	\$57,622 to \$90,873	\$68,832	\$19,089	\$58,000	3
Professor	\$68,500 to \$90,000	\$79,250	\$15,203	\$79,250	2
Non-ranked faculty	\$53,000 to \$60,000	\$56,500	\$4,950	\$56,500	2

Respondents were asked to indicate the average salary for a full-time faculty member in either a 9 or 10-month position for each rank. (The survey did not ask about average salaries for 12-month positions.) The results are presented in Figure H and Table E.

**Figure H**



**Table E**  
**Average Salaries for 9 and 10-Month Full-Time Faculty**

	Range	Average	Standard Deviation	Median	Number of Responses
<b>9-month full-time faculty</b>					
Assistant professor	\$42,000 to \$58,334	\$50,239	\$4,336	\$50,213	20
Associate professor	\$48,879 to \$65,000	\$58,074	\$5,189	\$58,563	17
Professor	\$57,808 to \$77,500	\$69,320	\$6,343	\$70,067	10
Non-ranked faculty	\$33,000 to \$55,245	\$45,297	\$7,253	\$46,000	9
<b>10-month full-time faculty</b>					
Assistant professor	\$40,000 to \$56,699	\$51,184	\$5,847	\$53,000	7
Associate professor	\$54,000 to \$65,000	\$58,929	\$4,540	\$60,000	5
Professor	\$67,000 to \$70,500	\$68,750	\$2,474	\$68,750	2
Non-ranked faculty	\$38,000 to \$50,471	\$44,994	\$5,389	\$46,000	5

The survey also asked respondents about the salary ranges for 9, 10, and 12-month full-time faculty positions. The results of the survey are summarized in Table F.

**Table F**  
**Salary Ranges for 9, 10 and 12-Month Full-Time Faculty**

	<b>Low Range</b>	<b>High Range</b>	<b>Number of Responses</b>
<b>9-month full-time faculty</b>			
Assistant professor	\$40,000 to \$60,000	\$43,000 to \$62,000	22
Associate professor	\$43,420 to \$64,424	\$53,071 to \$76,500	17
Professor	\$51,500 to \$76,094	\$61,635 to \$83,736	9
Non-ranked faculty	\$30,000 to \$50,000	\$38,000 to \$65,000	10
<b>10-month full-time faculty</b>			
Assistant professor	\$40,000 to \$54,000	\$42,000 to \$65,000	6
Associate professor	\$50,470 to \$82,800	\$55,105 to \$86,940	6
Professor	\$66,000	\$67,800 to \$75,000	1 (low) 2 (high)
Non-ranked faculty	\$36,000 to \$54,600	\$38,000 to \$68,250	6
<b>12-month full-time faculty</b>			
Assistant professor	\$50,000 to \$75,000	\$51,821 to \$93,300	6
Associate professor	\$56,000 to \$77,000	\$65,000 to \$85,000	3
Professor	\$68,500 to \$85,903	\$68,500 to \$105,000	3
Non-ranked faculty	\$53,000 to \$61,243	\$56,000 to \$145,200	4

The survey also asked respondents what the salary range was for 9-month full-time nursing faculty members (excluding deans and directors) prepared at the Masters and Doctorate degree levels. For Masters-prepared faculty members, the low range was from \$40,000 to \$52,839 and the high range was from \$45,000 to \$67,839 based on 21 survey respondents. For Doctorate-prepared faculty members, the low range was from \$46,000 to \$62,000 and the high range was from \$61,635 to \$83,736 based on 11 survey respondents.

An additional survey question asked respondents what was the average salary for 12-month full-time faculty members (excluding deans and directors) prepared at the Masters and Doctorate degree levels. For Masters-prepared faculty, the average salary was \$62,511, based on the responses from 10 survey participants. For Doctorate-prepared faculty, the average salary was \$81,394, based on seven survey responses.

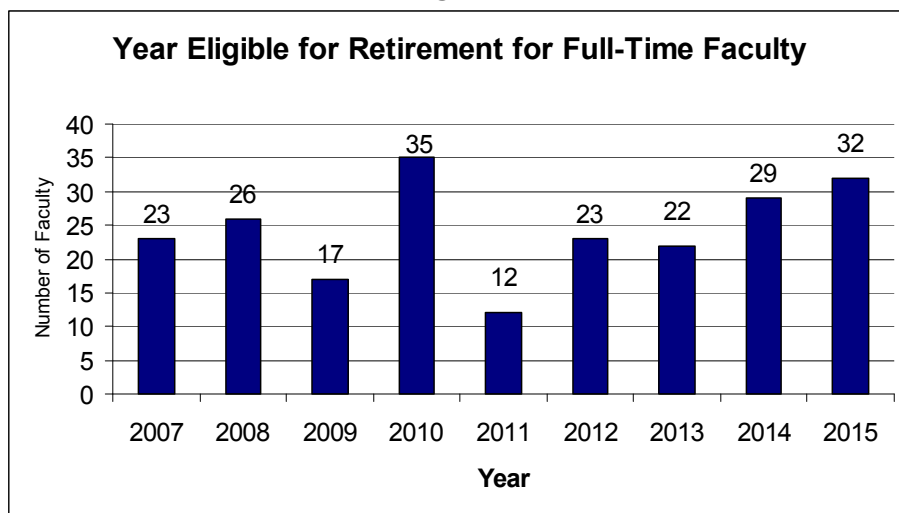
The survey asked nursing deans and directors to indicate how many 9-month full-time nursing faculty members (excluding deans and directors) taught in the summer. According to 26 respondents, the average response was 5 faculty members and the median was 3 faculty members. The range of responses was 0 to

16 faculty members. For those faculty members teaching in the summer, the average summer supplement for 9-month full-time nursing faculty members was \$5,875 and the median was \$4,900 based on 22 responses ranging from \$2,000 to \$13,817.

### **Retirement Eligibility**

Survey respondents were asked how many full-time nursing faculty (including deans and directors) would reach retirement eligibility for each year between 2007 and 2015. In the state system, retirement eligibility is a) 10 years of service and age 60, or b) 30 years service, any age, or c) less than 10 years service, age 65. According to 29 respondents, a total of 219 full-time faculty are eligible to retire between 2007 and 2015. Figure I summarizes the number of faculty members eligible to retire by year.

**Figure I**



### **Summary of Results**

The survey results are based on an 84 percent response rate of all USG, TSCG, and private institutions in Georgia offering nursing degrees. Respondents indicated that there is an average faculty vacancy rate of 9 percent across institutions. The most cited reason for unfilled faculty positions is concerns about nursing faculty salary amounts, with an average salary increase of \$15,594 being the amount needed to attract individuals into nursing faculty positions. Survey respondents also provided details on faculty roles and release time. The average FTE assigned to administrative roles is two; 0.8 FTE for the role of campus lab coordinator/instructor; and 0.3 FTE for the role of simulation lab coordinator/instructor. For faculty release time, respondents indicated that an average of one FTE is designated for research; 1.9 FTE is designated for clinical practice; and 1.7 is designated for further education. The survey also covered the average starting salaries, average salaries, and range of salaries of full-time faculty members in different ranks in 9, 10, and 12-month positions. Finally, the survey covered the retirement eligibility of nursing faculty. According to 29 responding institutions (representing 78.4% of the 37 nursing programs in Georgia), a total of 219 full-time faculty members would be eligible to retire by 2015.