

Survey Data Related
to the
Nursing Faculty Shortage in Georgia

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Introduction

There is a well documented shortage of registered nurses nationally and statewide. The shortage is projected to extend into the future because a variety of factors such as: the aging *Baby Boomer* generation, the aging nursing workforce and projected retirements of nursing faculty members. Georgia ranks 42/50 in the country for the number of registered nurses per 100,000 citizens. Current estimates show that the state is about 10,000 RNs below the optimum number needed to provide nursing services for all Georgians.

To alleviate this shortage, conventional wisdom would suggest increased enrollments in existing schools of nursing and/or the establishment of more schools of nursing. However, the limited supply of qualified nursing faculty impedes program expansion. Studies have shown that masters level nursing students are choosing advanced practice roles rather than faculty roles. Annual faculty salaries that are \$10,000 to \$30,000 less than those of Advanced Practice RNs (APRNs) are one reason why the Nurse Educator role is not attractive to masters prepared nurses.

Purpose

The purpose of this survey was to gather pertinent data related to the nursing faculty shortage in Georgia. Furthermore, the data may be used to develop strategies to alleviate the current nursing faculty shortage and to possibly prevent the predicted exacerbation of this shortage.

Methodology

An 8 question survey (p.6) was developed and emailed to the Deans/Directors of all of the nursing programs in the state of Georgia. To get more complete details of the nursing faculty shortage, the survey was sent to nursing schools in the University System of Georgia, schools under the Department of Adult and Technical Education and private colleges. Deans/Directors who did not respond to the first survey were sent a subsequent survey. One week after the second survey was sent, the non-responders were telephoned. Surveys were then completed per telephone.

Results

Survey responses were gathered from 34 of the 36 nursing programs, a 94.4% completion rate. Two schools chose not to participate: Georgia Baptist College of Nursing of Mercer University and Emory University. Incomplete responses were obtained from 2 other schools: LaGrange College and Athens Technical College.

Both qualitative and quantitative data were gathered. Some of the results, like salary ranges, are presented as raw data. Other data were treated using percentages.

Pertinent results from 34/36 nursing programs reporting:

- Total number of full time Nursing faculty = 513
- Total number of current full time Nursing faculty vacancies = 55
- Total number of full time Nursing faculty retirements in 1 year = 19
- Total number of full time Nursing faculty retirements in 5 years = 63

A more definitive breakdown of the survey results can be found on the following pages.

Conclusions

1. Based on the accreditation standard of 1:20 faculty/student ratio, current capacity of the 34 reporting programs is 10,260 students in nursing.
2. If the 55 full time nursing faculty vacancies are not filled and there are 19 planned retirements in 1 year, 74 full time faculty vacancies will exist. Capacity would be decreased by 1,480 students.
3. If 63 retirements occur in 5 years, capacity will be decreased by an additional 1,260 students.
4. Further exploration of the issues surrounding the Nursing faculty shortage is imperative.
5. Creative solutions to the Nursing faculty shortage are needed. Projected retirements in 5 years will compound the shortage if no action is taken.

NURSING FACULTY SHORTAGE SURVEY WITH SUMMARY DATA

4/5/06

1	What is the total number of current full-time nursing faculty at your school?	513
2	Of the total number, how many teach at each level:	
	Associate	191
	Bachelors	172
	Masters	22
	Doctoral	8
	Multiple levels	117
3	How many full-time faculty vacancies do you currently have?	55
4	How many full-time faculty plan to retire in 1 year?	19
	How many full-time faculty plan to retire in 5 years?	63
5	What is the average starting salary or starting salary range for a nursing faculty member with a Masters? 9/10 month Masters contract entry level	\$46,277.48
	9/10 month Masters contract entry level without Medical College of Georgia	\$45,716.62
	What is the average starting salary or starting salary range for a nursing faculty member with a Doctorate? 12 month Doctorate contract entry level	\$63,495.15
	12 month Doctorate contract entry level without Medical College of Georgia	\$54,823.52
6	How many nursing faculty are on a 9 or 10 month contract?	386
7	How many nursing faculty are on a 12 month contract?	116
8	Do 9 or 10 month faculty teach in the Summer?	Yes No
		23 6
	If "yes", what percentage of your total faculty teach in the Summer?	See page 13
	If "yes", what is the average supplemental salary they receive for Summer?	See page 13

NURSING FACULTY SHORTAGE SURVEY

1. What is the total number of current full-time nursing faculty at your school?

Abraham Baldwin Agricultural College	12
Albany State University	9
Armstrong Atlantic State University	19
Athens Technical College	11
Augusta State University	10
Brenau University	13
Clayton State University	18
Coastal Georgia Community College	10
Columbus State University	14
Columbus Technical College	4
Dalton State College	8
Darton College	22
Emory University	No reply
Floyd College (Highlands)	12
Georgia Baptist College of Nursing of Mercer University	No reply
Georgia College & State University	21
Georgia Perimeter College	25
Georgia Southern University	21
Georgia Southwestern State University	7
Georgia State University	32
Gordon College	15
Kennesaw State University	38
LaGrange College	4
Macon State College	20
Medical College of Georgia	67
Middle Georgia College	9
North Georgia College & State University	23
Northwestern Technical College	6
Piedmont College	7
South Georgia College	9
Southwest Georgia Technical College	5
Thomas University	2
University of West Georgia	18
Valdosta State University	17
West Central Technical College	5

Total	513
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NURSING FACULTY SHORTAGE SURVEY

2. Of the total number, how many teach at each level:

	Associate	Bachelors	Masters	Doctoral	Multiple Levels
Abraham Baldwin Agricultural College	12	0	0	0	0
Albany State University	0	4	0	0	5
Armstrong Atlantic State University	0	0	0	0	19
Athens Technical College	11	0	0	0	0
Augusta State University	10	0	0	0	0
Brenau University	0	0	0	0	13
Clayton State University	0	18	0	0	0
Coastal Georgia Community College	10	0	0	0	0
Columbus State University	0	14	0	0	0
Columbus Technical College	4	0	0	0	0
Dalton State College	8	0	0	0	0
Darton College	22	0	0	0	0
Emory University	-	-	-	-	-
Floyd College (Highlands)	12	0	0	0	0
Georgia Baptist College of Nursing of Mercer University	-	-	-	-	-
Georgia College & State University	0	0	0	0	21
Georgia Perimeter College	25	0	0	0	0
Georgia Southern University	0	13	2	0	6
Georgia Southwestern State University	0	7	0	0	0
Georgia State University	0	10	3	2	17
Gordon College	15	0	0	0	0
Kennesaw State University	0	27	6	0	5
LaGrange College	0	4	0	0	0
Macon State College	15	5	0	0	0
Medical College of Georgia	0	39	4	6	18
Middle Georgia College	9	0	0	0	0
North Georgia College & State University	13	4	6	0	0
Northwestern Technical College	6	0	0	0	0
Piedmont College	0	7	0	0	0
South Georgia College	9	0	0	0	0
Southwest Georgia Technical College	5	0	0	0	0

Thomas University	0	12	0	0	6
University of West Georgia	0	1	1	0	0
Valdosta State University	0	10	0	0	7
West Central Technical College	5	0	0	0	0
Total	191	175	22	8	117

NURSING FACULTY SHORTAGE SURVEY

3. How many full-time faculty vacancies do you currently have?

Abraham Baldwin Agricultural College	3
Albany State University	3
Armstrong Atlantic State University	3
Athens Technical College	0
Augusta State University	0
Brenau University	0
Clayton State University	1
Coastal Georgia Community College	0
Columbus State University	1
Columbus Technical College	1
Dalton State College	1
Darton College	2
Emory University	No reply
Floyd College (Highlands)	3
Georgia Baptist College of Nursing of Mercer University	No reply
Georgia College & State University	1
Georgia Perimeter College	1
Georgia Southern University	4
Georgia Southwestern State University	3
Georgia State University	4
Gordon College	0
Kennesaw State University	5
LaGrange College	1
Macon State College	2
Medical College of Georgia ⁽¹⁾	4
Middle Georgia College	0
North Georgia College & State University	2
Northwestern Technical College	0
Piedmont College	0
South Georgia College	0
Southwest Georgia Technical College	0
Thomas University	1
University of West Georgia ⁽²⁾	6
Valdosta State University	2
West Central Technical College	1

Total	55
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⁽¹⁾4 for research FTE positions +1 Associate Dean for Research

⁽²⁾2 tenure track lines are vacant and currently filled with part-time faculty

4 tenure track lines are vacant and current filled with full-time temporary instructors

NURSING FACULTY SHORTAGE SURVEY

4. How many full-time faculty plan to retire:

	In 1 year	In 5 years
Abraham Baldwin Agricultural College	0	3
Albany State University	0	3
Armstrong Atlantic State University	0	5
Athens Technical College	0	0
Augusta State University	0	0
Brenau University	1	0
Clayton State University	0	0
Coastal Georgia Community College	1	3
Columbus State University	0	1
Columbus Technical College	0	0
Dalton State College	0	1
Darton College	1	2
Emory University	No reply	No reply
Floyd College (Highlands)	3	3
Georgia Baptist College of Nursing of Mercer University	No reply	No reply
Georgia College & State University	2	2
Georgia Perimeter College	0	7
Georgia Southern University	0	4
Georgia Southwestern State University	1	2
Georgia State University	1	4
Gordon College	2	2
Kennesaw State University	0	5
LaGrange College	0	0
Macon State College	2	3
Medical College of Georgia	1	0
Middle Georgia College	0	2
North Georgia College & State University	2	3
Northwestern Technical College	1	0
Piedmont College	0	1
South Georgia College	1	1
Southwest Georgia Technical College	0	1
Thomas University	0	1
University of West Georgia	0	2
Valdosta State University ⁽³⁾	0	2
West Central Technical College	0	0

Total	19	63

⁽³⁾A third individual may retire within 5 years

NURSING FACULTY SHORTAGE SURVEY

5. What is the average starting salary or starting salary range for a nursing faculty member with a:

	Masters	Doctorate
Abraham Baldwin Agricultural College	38,000 – 40,000	43,000 – 45,000
Albany State University	52000	55000
Armstrong Atlantic State University	45000	50000
Athens Technical College	0	0
Augusta State University	45000	55000
Brenau University	40000	48000
Clayton State University	49000	59000
Coastal Georgia Community College	44000	0
Columbus State University	45000	46000
Columbus Technical College ⁽⁴⁾	55000	0
Dalton State College	39,000 – 40,000	0
Darton College	40,000 – 43,000	40,000 – 55,000
Emory University	No reply	No reply
Floyd College (Highlands)	40000	42000
Georgia Baptist College of Nursing of Mercer University	No reply	No reply
Georgia College & State University	46500	52000
Georgia Perimeter College	45000	50000
Georgia Southern University	45000	57000
Georgia Southwestern State University	46000	54000
Georgia State University	48000	55000
Gordon College	48000	0
Kennesaw State University	48000	58000
LaGrange College	0	0
Macon State College	48000	58000
Medical College of Georgia	60000	72000
Middle Georgia College	40000	45000
North Georgia College & State University	45000	48000
Northwestern Technical College ⁽⁴⁾	50000	0
Piedmont College	47000	0
South Georgia College	44000	0
Southwest Georgia Technical College ⁽⁴⁾	57000	62000
Thomas University	50000	60000
University of West Georgia ⁽⁵⁾	45000	55000
Valdosta State University	48000	58000

West Central Technical College ⁽⁴⁾	53000	0
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⁽⁴⁾Twelve-month salary

⁽⁵⁾These figures represent entry level salaries for 9-month appointments; masters level faculty are hired only as lecturers or temporary instructors; the figure for the doctoral level faculty represents the starting salary for an assistant professor with no teaching experience; a terminal degree is required for appointment to a tenure track position.

NURSING FACULTY SHORTAGE SURVEY

6. How many nursing faculty are on a 9/10 month contract?
7. How many nursing faculty are on a 12 month contract?

	9/10 month contract	12 month contract
Abraham Baldwin Agricultural College	10	2
Albany State University	7	2
Armstrong Atlantic State University	18	1
Athens Technical College ⁽⁶⁾	0	0
Augusta State University	9	1
Brenau University	13	0
Clayton State University	17	1
Coastal Georgia Community College	8	2
Columbus State University	14	0
Columbus Technical College	0	4
Dalton State College ⁽⁷⁾	7	1
Darton College	20	2
Emory University	No reply	No reply
Floyd College (Highlands)	12	0
Georgia Baptist College of Nursing of Mercer University	No reply	No reply
Georgia College & State University	15	6
Georgia Perimeter College	19	6
Georgia Southern University	20	1
Georgia Southwestern State University	6	1
Georgia State University	28	4
Gordon College	14	1
Kennesaw State University	28	10
LaGrange College	4	0
Macon State College	18	2
Medical College of Georgia	15	52
Middle Georgia College	8	1
North Georgia College & State University	21	2
Northwestern Technical College	5	1
Piedmont College	6	1
South Georgia College	8	1
Southwest Georgia Technical College	0	5
Thomas University	2	0
University of West Georgia	16	2
Valdosta State University	13	4

West Central Technical College	5	0
Totals	386	116

⁽⁶⁾Eleven faculty, no breakdown for contracts given – totals this page less than grand total by this eleven faculty.

⁽⁷⁾I am counting myself as faculty because even though I am a Division Chair, I carry a pretty substantial teaching load as well.

NURSING FACULTY SHORTAGE SURVEY

8. Do 9 or 10 month faculty teach in the summer?
 If “yes” what percentage of your total faculty teach in the Summer:
 If yes, what is the average supplemental salary they receive for summer?

Abraham Baldwin Agricultural College	Yes	60	\$1,200 to \$1,300 per course credit hour of instruction
Albany State University	Yes	20	\$4500
Armstrong Atlantic State University	Yes	50	% of ten month salary
Athens Technical College	-	-	-
Augusta State University	Yes	60	\$5000
Brenau University	Yes	30	\$2500
Clayton State University	Yes	34	3% of annual per semester hour
Coastal Georgia Community College	No	-	-
Columbus State University ⁽⁸⁾	No	-	-
Columbus Technical College	No	-	-
Dalton State College	No	-	-
Darton College	Yes	100	\$11000
Emory University	No reply	-	-
Floyd College (Highlands)	Yes	25	\$6290
Georgia Baptist College of Nursing of Mercer University	No reply	-	-
Georgia College & State University ⁽⁹⁾	Yes	50	\$10,000-\$15,000
Georgia Perimeter College	Yes	53	\$9000
Georgia Southern University	Yes	25	3% of annual per credit hour \$2,000-\$8,000
Georgia Southwestern State University ⁽¹⁰⁾	Yes	60-80	\$4000
Georgia State University	Yes	35	10-15% academic year salary \$5,000 lecture \$1,700 clinical
Gordon College	Yes	40	\$1,700 clinical
Kennesaw State University	Yes	50	Appx \$5,000
LaGrange College	-	-	-
Macon State College	Yes	90	\$9000
Medical College of Georgia	No	-	-
Middle Georgia College	Yes	2	\$15000
North Georgia College & State University	Yes	57	\$7000
Northwestern Technical College ⁽¹¹⁾	-	-	-
Piedmont College	No	29	-
South Georgia College ⁽¹²⁾	Yes	22	\$5000
Southwest Georgia Technical College	-	-	-
Thomas University	Yes	-	\$1,800/course

University of West Georgia ⁽¹³⁾	Yes	56	3 1/3% academic salary per credit hour
Valdosta State University	Yes	47	10% base salary for each 3 credit hour course Appx. \$5,500-12,000
West Central Technical College	Yes	-	-

NURSING FACULTY SHORTAGE SURVEY

Additional comments question #8

(8) Non-competitive salary is the #1 deterrent for qualified nurses to pursue nursing education careers.

In the past 4 years we have lost 3 full time faculty members after one or two years to return to clinical practice for higher salaries. Master's level nurses are making ~\$80,000 in clinical practice and cannot afford to continue teaching for \$45,000 (which would only be \$60,000 for 12 months if we had 12 month contracts). The state must approve special funding to increase nursing faculty salaries to competitive levels so that there will be an experienced faculty workforce to replace the many who will be retiring in the next 10 years. Failure to do so will result in drastic reductions in nursing admissions when faculty vacancies suddenly and dramatically rise around 2012-2015 (average age of nursing faculty member is now ~54).

Expanding capacity of current successful schools of nursing is more cost effective than opening new schools.

Existing schools could add faculty and space for less money per student than the cost of starting a new school for the same number of students. Existing schools could also better handle placement of new students clinically since they already have faculty networks in facilities. New programs ultimately recruit scarce faculty from current programs and compete for scarce clinical sites, often far from the program location. Georgia currently has 39 RN programs in every region of the state. Some students are already driving over 60 miles to clinical sites because there are insufficient sites locally.

(9) These are full-summer heavy clinical courses where they receive 9% of salary for each 3 semester hours taught

(10) GSW has a 50% faculty position – the Coordinator of the GSW/Middle GA College collaborative position. Thus the total of 7.5 faculty positions.

The 12 month faculty position is the Director of the Accelerated BSN Program – a position funded by an ICAPP grant.

(11) We are starting a transition tract in the summer. Nine-month faculty will be coming in to teach parts of the course. They will get adjunct pay at \$24.00/hr.

(12) I have one faculty who is pregnant and not returning in the fall. This will leave us with two vacancies for the Fall. The one retiring and the resignation will create the vacancies.

(13) Includes eight 9-month faculty and two 12-month faculty; 2 additional faculty have been hired for summer 2006 who are not included in this number or the number of full-time faculty previously listed.

Each faculty member teaching in the summer receives 3 1/3% of academic year salary for each credit/clinical hour taught; summer 2006 salaries not yet calculated.