
Factors Influencing Faculty Shortages in Allied Health

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Why did we decide to study shortages in Allied Health Faculty?

Objectives of the Study

1. **To determine whether or not a current shortage of Allied Health Faculty exists**
 2. **If so, determine which factors are influencing such a shortage**
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Methods

- **Surveys were designed and sent to 5000 current Allied Health Faculty, Administrators, and Practitioners.**
 - **We received 566 responses representing the following groups:**
 - Clinical Lab Technology**
 - Dental Hygiene**
 - EMT**
 - Health Information Technology**
 - Nuclear Medicine**
 - Nursing**
 - Radiography**
 - Respiratory Therapy**
 - Surgical Technology**
 - Ultrasound**
 - **Reliability = 0.89, Validity = 0.92**
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Criteria Used to Define Faculty Shortage

- ✓ At least fifty percent of positions open in the last year will take six or more months to fill

AND/OR

- ✓ Of programs that have closed, twenty five percent or more will cite lack of faculty as a factor
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Survey Results

No significant difference in responses among:

Census Region

Rural and Urban Location

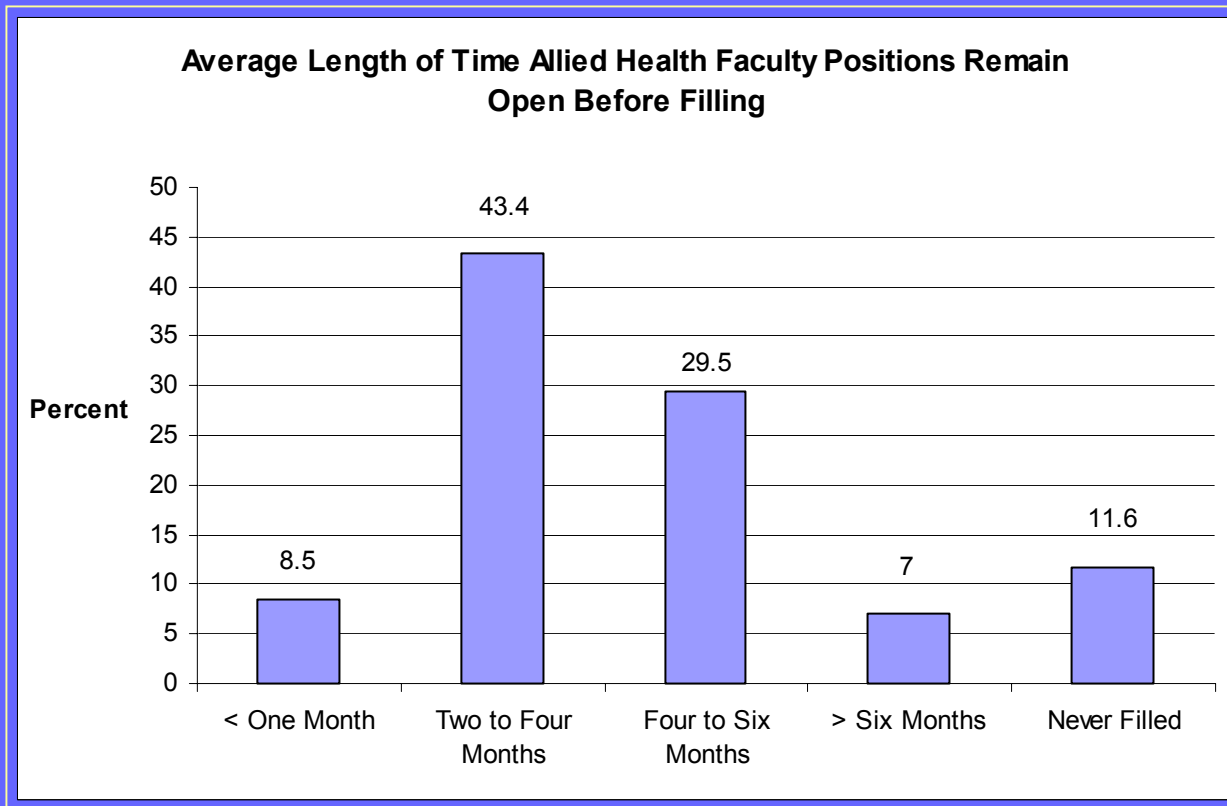
Academic and VoTech Institutions

Public and Private Institutions

Two and Four Year Institutions

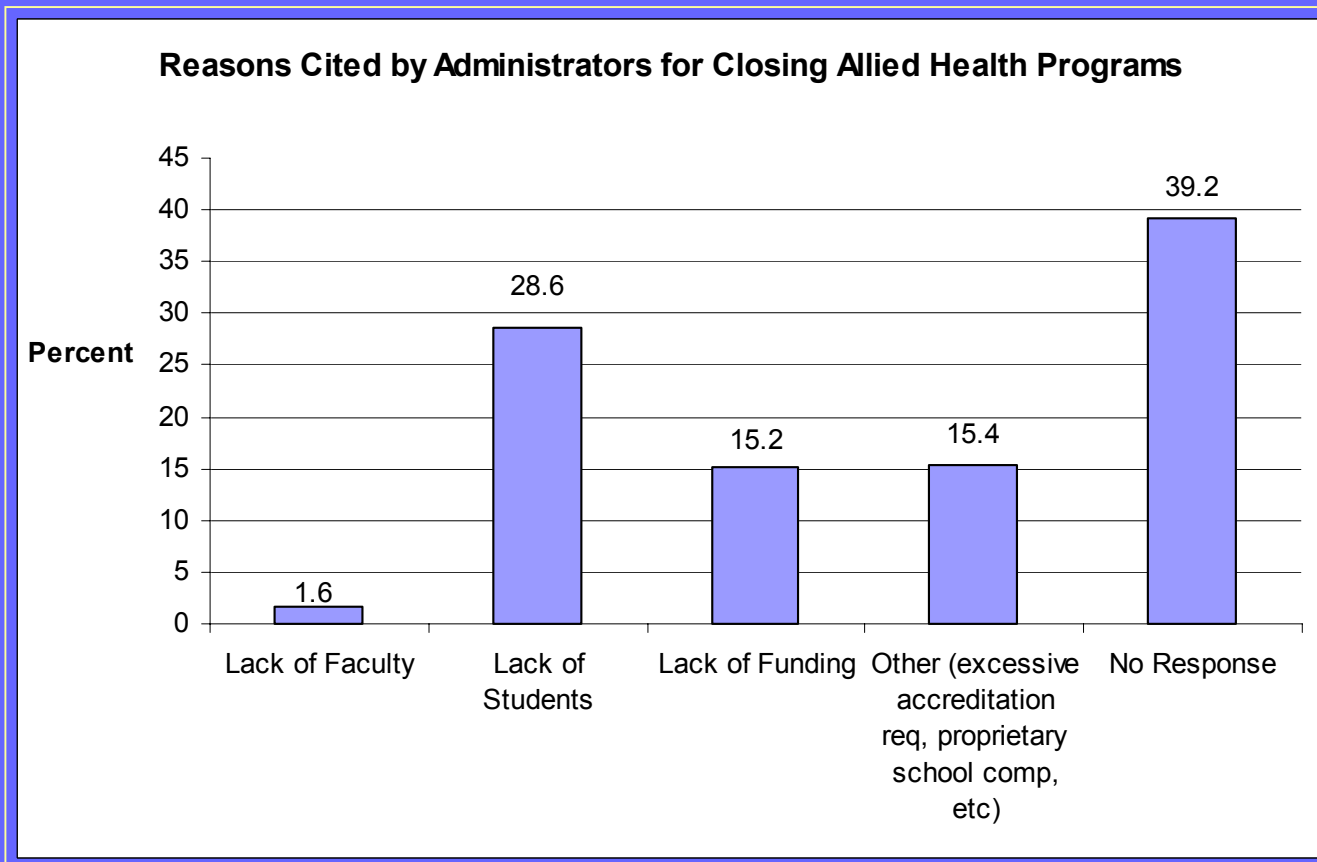
Health Professions

Survey Results



81.4% of positions are filled in six months or less.

Survey Results



Lack of students is the reason most often cited for closing programs.

Conclusions

Based on the criteria previously described, these data do not support the hypothesis that there is a current shortage of Allied Health Faculty.

Other Factors

1. Rather than closing, some programs may be accepting fewer students due to lack of faculty.
 2. While there may be a sufficient pool of faculty applicants, the quality of applicants may be declining.
 3. Some faculty are teaching out of discipline.
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Teaching Areas

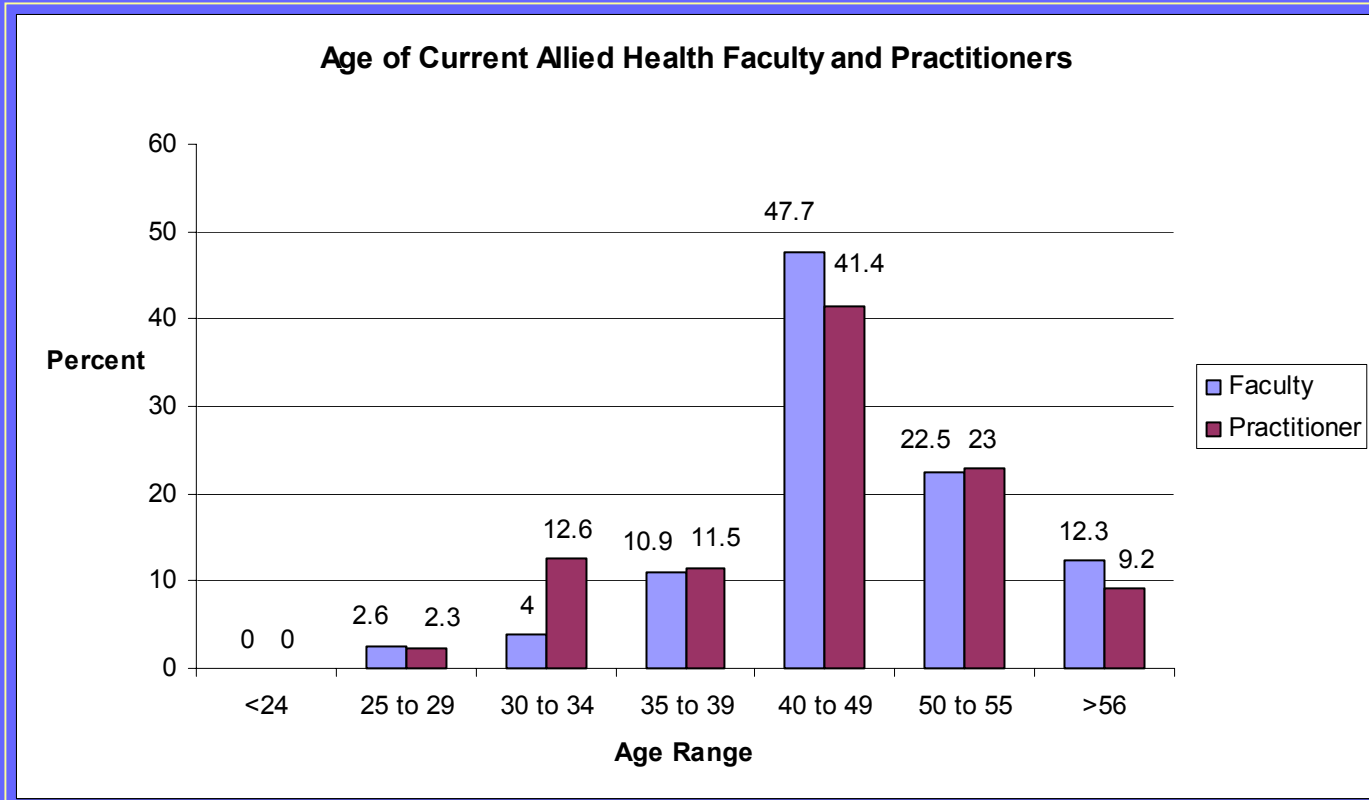
Background	Teaching Areas
Clinical Lab Science	College Algebra
Dental Hygiene	Anatomy and Physiology
Health Information Technology	College Math
Nursing	Nutrition, College Zoology
Nursing	Comparative Anatomy
Radiography	Anatomy and Physiology
Radiography	College Chemistry
Radiography	College Physics
Respiratory Therapy	Anatomy and Physiology
Respiratory Therapy	Biochemistry
Surgical Technology	Microbiology

1. Faculty may be tied up teaching high demand courses outside the traditional “healthcare” area due to shortages in other disciplines.
2. Faculty may be choosing to teach other courses to maintain load hours.
3. Faculty may be incorporating portions of other disciplines into their curriculum to maintain load (there may be transferability issues here).

Future Concerns

Current Practitioners are nearing retirement as quickly as current Faculty.

Current Issues

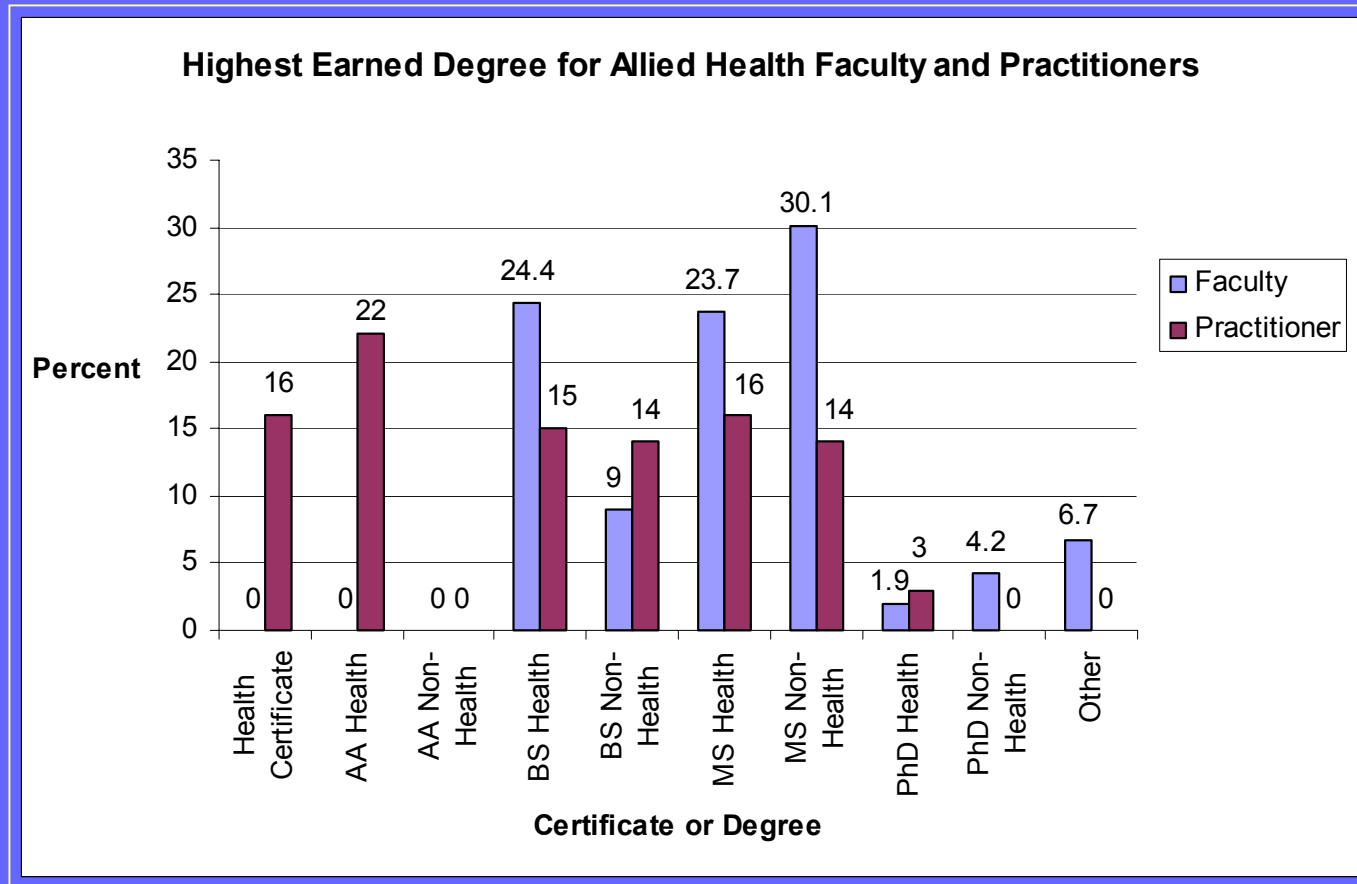


There is no significant difference in age between Allied Health Faculty and Practitioners. $F = 2.753$ (not significant at the 0.05 level).

Future Concerns

Practitioners are significantly less-formally educated than Faculty.

Current Issues



There is a significant difference in educational level between Allied Health Faculty and Practitioners. $F = 63.960$ (significant at the 0.000 level)

Future Concerns

The starting salary range for Faculty does not provide an incentive for Practitioners to further their education and teach.

Current Issues

The starting salary range for entry level Health Faculty is between \$32,000 and \$49,000.

Current Issues

Benchmark Job	Median Salary
Medical Lab Technician	29,474
MRI Technologist	47,674
Nuclear Medicine Technician	44,970
Nurse (Staff)	43,971
Nurse Practitioner	64,085
Radiologic Technologist	38,418
Respiratory Therapist	32,594
Surgical Technologist	30,202
Ultrasound Technician	50,003

Data from the 2001 Arizona Hospital and Healthcare Association Salary Study

Future Concerns

- **Current Practitioners are nearing retirement as quickly as current Faculty.**
- **Practitioners are significantly less formally-educated than Faculty.**
- **The starting salary range for Faculty does not provide an incentive for Practitioners to further their education and teach.**

What happens when elevated educational requirements for faculty and program directors take effect?

Next Steps and Directions

What are we planning to do next?

Follow up studies

Widen the Scope

More participants from more health professions

Adjust survey to cover additional issues

Quality of applicants, decreasing capacity, and Faculty shortages in related areas, for example

Acknowledgement of Participating Agencies and Organizations

- **Maricopa Community Colleges**
Pat Harris
Health Care Education
 - **National Network of Health Career Programs in
Two Year Colleges**
 - **Joint Review Committee in Education in
Radiologic Technology**
 - **American Society of Radiologic Technology**
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Data on Website

http://www.dist.maricopa.edu/hcies/res_ev5.htm

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