

Number 20

Vacant Budgeted and Lost Faculty Positions – Academic Year 2015-16

Introduction

Faculty recruitment and retention has been identified as one of the top issues and challenges of colleges and schools of pharmacy. Anecdotal reports point to increased difficulty in filling available, budgeted positions and increased recruiting of faculty by the pharmaceutical industry as exacerbating the pharmacy faculty shortage. Following the Association of Academic Health Centers (AHC) Congress for Health Professions Educators in June 2002, it became clear that comprehensive data on faculty vacancies and the reasons associated with faculty turnover and loss of positions was lacking in pharmacy compared to other health professions disciplines.

The AACP Institutional Research and Assessment Committee (IRAC) discussed the issue and concluded that having clear evidence is important in making the case for increased support for pharmaceutical education at the federal level and planning AACP programs to address faculty recruitment and retention. In 2002, AACP introduced the Survey of Vacant Budgeted and Lost Faculty Positions to its Institutional Research activities. Data from this survey were reported in several forums at the 2003 AACP Annual Meeting and were used by the American Foundation for Pharmaceutical Education (AFPE) to launch its \$12 million scholarship campaign to address the national pharmacy faculty shortage. In July 2003, it was requested that the Association distribute this survey annually in order to track the number and type of new faculty positions and vacancies in existing positions. The 2015-16 academic year marks the 15th year in which AACP has collected faculty vacancy data.

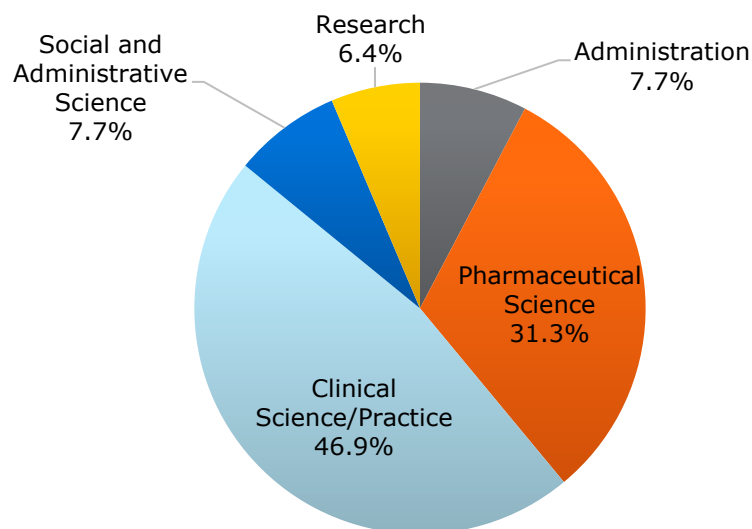
Methods

The Survey of Vacant Budgeted and Lost Faculty Positions collects information on the total number of vacant shared and non-shared faculty and administrative positions, as well as lost positions. These data were requested through the dean at each of the schools and colleges of pharmacy in the U.S. and Puerto Rico in December 2016. Submission of the data was requested by January 27, 2017. The survey received a response rate of 92.8 percent (129 out of 139 colleges and schools), an increase from 89.6 percent in 2014-15.

Data Highlights

One hundred and twenty nine (129) colleges and schools of pharmacy reported a total of 454 vacant and/or lost positions in 2015-16, a decrease from 466 (2.6 percent) in 2014-15.

Vacant and lost positions* by primary appointment



*Includes shared and non-shared positions

One hundred and nine (109) of the 129 schools reported 375 non-shared vacant positions, 25 schools reported 46 shared vacant positions, and 14 schools reported 33 lost positions.

Of the 454 vacant and/or lost positions, the most were in clinical science/ pharmacy practice (46.9 percent), followed by pharmaceutical science (31.3 percent), administrative positions (7.7 percent), social and administrative sciences (7.7 percent), and research/ non-instructional positions (6.4 percent).

Shared and Non-Shared Vacant Positions

The total number of shared vacant positions increased in 2015-16 to 46 positions from 40 positions reported in 2014-15. Whereas, the total number of non-shared vacant positions decreased in 2015-16 to 375 positions from 395 positions reported in 2014-15.

Primary appointments for positions in clinical science/pharmacy practice account for the most shared vacant positions at 80.4 percent, followed by pharmaceutical science at 15.2 percent, social and administrative sciences at 2.2 percent, and administration also at 2.2 percent. There were no shared vacant positions in research/non-instructional positions. Positions in clinical science/practice also account for the most non-shared vacant positions at 43.7 percent, followed by pharmaceutical science at 33.6 percent, social and administrative sciences at 8.5 percent, administration at 7.7 percent, and research/non-instructional positions at 6.4 percent of non-shared vacant positions. Data broken down by faculty discipline are presented at the right.

Percentage of vacant positions* by primary discipline

Primary Discipline	Percentage
Pharmacy Practice	46.3%
Pharmacology; Toxicology	11.9%
More than 1 discipline selected	11.4%
Medicinal or Pharmaceutical Chemistry; Pharmacognosy	9.3%
Social and Administrative Science	8.3%
Pharmaceutics	6.4%
Pharmacotherapeutics/Translational Research	2.6%
Biological Sciences; Biomedical Sciences	1.7%
Pharmacokinetics/Pharmacodynamics; Pharmacogenomics	1.7%
Continuing Professional Development	0.2%
Library and Information Science	0.2%
Liberal Arts	0.0%
Discipline not reported	0.0%

*includes shared and non-shared positions

Of the shared and non-shared vacant positions that were previously filled, the top three reported reasons for vacancy included: individual in position moved to faculty position at another pharmacy college or school (22.1 percent); individual in position retired (21.1 percent); and individual moved to a practice position in the healthcare private sector (15.8 percent). Newly established positions (including new positions from reallocated funds) accounted for 118 of the 421 shared and non-shared vacancies.

Percentage of vacant positions by length of vacancy

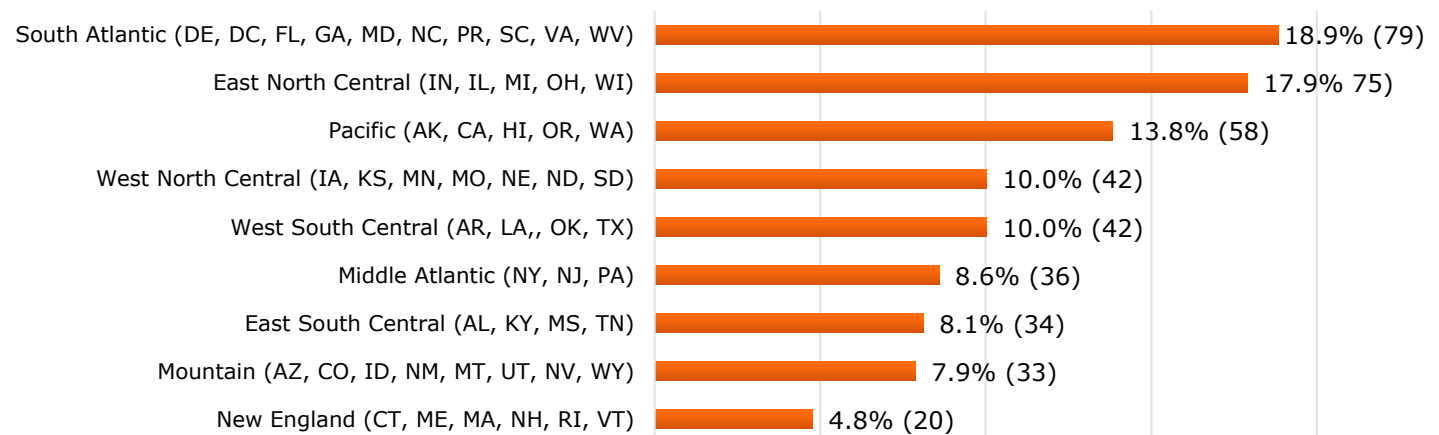
Length	Percentage
0-6 months	50.8%
7-12 months	20.2%
13-18 months	12.1%
19-24 months	5.5%
25-30 months	3.3%
31-36 months	2.1%
> 36 months	5.9%

Over seventy four percent (74.1 percent) of vacant positions had an active search underway to fill the position. The majority of positions (50.8 percent) had been vacant for six months or less as of November 1, 2016. Twenty nine percent (29.0 percent) of vacant positions have been vacant for thirteen months or longer. Geographically, the highest number of vacant positions were in the South Atlantic region (18.9 percent), followed by the East North

*includes shared and non-shared positions

Central region (17.9 percent), and the Pacific region (13.8 percent).

Vacant positions* by geographic region



*includes shared and non-shared positions; Lebanese American was excluded from these calculations

The majority of institutions did not report any recruitment factor challenges, where over 75 percent (75.3 percent) did not have a reported recruitment factor challenge because the position search had not yet exceeded the projected timeline for filling the vacancy. Over ten percent (10.5 percent) of vacant positions remained vacant because there were not enough qualified candidates in the pool (i.e. inadequate number of qualified candidates in the discipline), followed by budget limitations that affected the ability to offer a competitive salary and/or start-up package at 8.6 percent, and lack of response to the position announcement at 6.7 percent.

Lost Positions

The total number of positions lost slightly increased in 2015-16 to 33 positions from 31 positions reported in 2014-15. The percentage of positions lost in 2015-16 due to budget cuts increased to 72.7 percent from 25.8 percent in 2014-15. Over eighteen percent (18.2 percent) of lost positions were part-time appointments. The rank of assistant professor made up the highest percentage of lost positions (48.5 percent). Positions in clinical science/pharmacy practice account for the most lost positions at 36.4 percent.

Interim Appointments

Twenty-seven (27) colleges and schools of pharmacy reported a total of 38 interim appointments in 2015-16. All of the interim appointments reported in 2015-16 were non-shared appointments. A total of nine interim dean appointments were reported (23.7 percent). Over 42 percent (42.1 percent) of interim appointments were at the department chair level.