

## **AACP Task Force on Faculty Recruitment and Retention 2008 Annual Meeting Report**

Members for this task force included Terri Poirier, SIUE (Chair), Joel Marrs (Oregon State), Kelly Lee (UCSD), Jackie Olin (Wingate), Sue Bruce (ACP), Missy Jones (South), Pat Howard (UKansas), and Kim Cappuzzo (VCU).

The Task Force addressed two charges:

- 1) Review relevant literature related to the issue of recruitment and retention of faculty members in colleges and schools of pharmacy.
- 2) Identify one high impact strategy related to faculty recruitment and retention and develop and recommend an action plan for the strategy.

The Task Force convened three times for teleconferences. The Task Force members identified literature and prepared brief summaries of this literature. The Task Force discussed various strategies to address faculty recruitment and retention and have identified one strategy that could be implemented during the next year.

### Findings/Recommendations

1. The literature identified focus on several aspects of recruitment including recruitment strategies, allocating funds, generational issues, educational programs and experiences and minority recruitment. Several aspects of retention were identified including retention strategies, faculty satisfaction, faculty turnover, faculty development, mentoring, and performance incentive compensation.
2. The literature summary prepared by the Task Force is submitted and recommended to be shared with the Section via the AACP web site. (Appendix A)
3. The high impact strategy recommended is for the Section of Pharmacy Practice to develop a program at the 2009 Annual Meeting focused on “Mentoring Programs for Faculty”. The draft of a program is found in Appendix B. We also recommend this topic as a meeting roundtable discussion.