Report of the 2006-2007 COF Faculty Affairs Committee

Sabbaticals for Pharmacy Educators

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According to the By-laws of the Council of Faculties of the American Association of Colleges of Pharmacy,

\textit{The Faculty Affairs Committee shall be appointed by the Chair and shall be responsible for carrying out the major mission of the Council in terms of research and problem solving. It will address faculty issues and concerns in the areas of development, curriculum, accreditation, faculty benefits, tenure, academic freedom, and other contemporary issues.}

In response to recommendations of the 2004-2005 COF Academic Affairs\textsuperscript{1} committee report urging further study of the role of sabbaticals in faculty development and career development, Chair Ken Skau asked the 2006-2007 Academic Affairs committee to:

- Develop a descriptive definition of the various purposes, benefits, and outcomes of sabbaticals for pharmacy educators.
- Determine the current availability (i.e., number/type of schools where available, eligibility of faculty in various ranks, years of service and classifications), perceived barriers to use, and recent usage of sabbaticals by pharmacy faculty.
- Develop a position paper and/or resolution for the Council of Faculties to forward to the Bylaws and Policy Development Committee on the utility and viability of sabbaticals as faculty development tools, examining potential differences among faculty by discipline and career path and the role of AACP should take with regards to sabbaticals.
- Develop a web page in the AACP “Academic Life” series on sabbaticals including a checklist on how to plan, fund, and execute a sabbatical.

Charge #1: A Viewpoint paper\textsuperscript{2} was written for the American Journal of Pharmaceutical Education by Drs. Brazeau and VanTyle which addressed the purposes, benefits and outcomes of sabbaticals. It proposed considering alternative types of sabbaticals and sabbatical options for faculty members at all ranks. This document can be found at: http://ajpe.org/aj7005/aj7005109/aj7005109.pdf
Charge #2: Determine the current availability (i.e., number/type of schools where available, eligibility of faculty in various ranks, years of service and classifications), perceived barriers to use, and recent usage of sabbaticals by pharmacy faculty.

Methods: A survey instrument was developed by the committee to try to examine issues related to the use of sabbaticals and the reasons why sabbaticals may be underutilized by members of the academy. The survey was conducted using SurveyMonkey and a link to the questionnaire was emailed to department chairs. The listing of department chair addresses was provided by AACP for the use in this survey. The survey of department chairs was conducted in the spring of 2007 and was completed by 58 people. All the questions were not necessarily answered by all the respondents. Results will be presented as the number and percentage of responses on each question. A summary of results are presented for the review by the members of the Council of Faculties.

Institution Type: (n = 57)
- Private 23 40.4%
- Public 34 59.7%

Responses are for: (n=58)
- Whole college 6 10.3%
- Department only 52 89.7%

Responses by department (n=49)
- Pharmaceutical Sciences 18
- Social and administrative Sciences 7
- Pharmacy practice 13
- Practice and Admin Sciences 4
- Other 7

Predominate type of faculty appointment at your school/college (n= 57)
- 9 month – academic year 13 22.8%
- 12 months – calendar year 44 77.2%

Sabbatical is defined at your institution as “a period of leave for eligible faculty consisting of either a quarter/semester/half-year at full-pay or one year at one-half-pay. (n= 57)
- Agree 51 89.5%
- Disagree 0
- Sabbaticals not available 3
- Other explain 3

Which faculty members are eligible for sabbatical leaves? You may indicate more than one choice. (n= 57)
- Lecturers 4 7.0%
- Assistant professors 24 42.1%
- Associate Professors 52 91.2%
- Full professors 52 91.2%
What is the minimum number of years of service required before a faculty member is eligible for a sabbatical leave? You may indicate one than one answer (n= 51)

- Immediate upon hire: 2 (3.9%)
- 2 to 5 years of service: 4 (7.8%)
- Minimum of 6 years service: 35 (68.6%)
- Every 7 years after the first sabbatical: 39 (78.6%)

Indicate the types of sabbaticals used by your faculty*. (Choose all that apply) Response%

- Research at another university: 57.7%
- Research at the home location but with no teaching or service: 50.0%
- To learn a new research technique: 42.3%
- To write a book: 38.5%
- Research at Pharmaceutical industry: 30.8%
- To write articles on research: 25.0%
- No one has ever taken a sabbatical at our institution: 23.1%
- To develop a new course: 5.8%
- Research at Prof Assn or Government (i.e. FDA, AACP): 2
- Teaching/ learn new pedagogy: 2
- Community service: 1
- Further education degree: 1
- Research at Private facility: 1
- Travel abroad: 1
- Work in a new clinic: 1
- New school – no one eligible yet: 1
- Fulbright scholar: 1

*More than one response was possible
If the opportunity to take a sabbatical is underutilized by the faculty at your institution, what do you think are the barriers?

- Taking time off would place an extra burden on others: 11
- Family issues or obligations: 7
- Workload: 6
- Time constraints: 5
- Lack of interest or opportunities: 4
- Reduced pay/ Funding to match the university contribution: 2
- Lack of university support: 2
- Lack of college support: 1
RECOMMENDATION 1: AACP should collect information from colleges/schools of pharmacy concerning the number of faculty participating in sabbatical/min-sabbatical leave programs as a component of part of the institutional data set collected from all member schools. This will allow longitudinal tracking of faculty who utilize the sabbatical experience. These data should be collected by discipline, rank, gender and ethnicity to assure equal access to the opportunities.

RECOMMENDATION 2: AACP should be a source of information to member institutions and individual members on the availability of sabbaticals, mini-sabbaticals and other opportunities for professional growth.

RECOMMENDATION 3: AACP should partner with other organizations or pharmaceutical companies to develop more sabbatical or mini-sabbatical opportunities for faculty members. [A mini-sabbatical is used to describe experiences shorter than a semester used to focus skill development or experience. The ACCP has a number of these opportunities funded by private and corporate agencies]

RECOMMENDATION 4: AACP should revise the web page describing sabbatical opportunities for faculty members that publicize dates to facilitate planning for experiences. The page should be easily found under faculty headings. A suggestion would be to locate the page under “For Faculty → Professional Development → Sabbaticals”. This web page should be provide options for the various types of sabbaticals for faculty members at all ranks.

REFERENCES:

