

American Association of College of Pharmacy  
Council of Faculties

**Department Chair Session: Sustaining Program Quality  
During Uncertain Economic Times**

**Tuesday, July 13; 8:00 – 9:30 AM**

**2. What is the impact of these reductions on your ability to pursue your department's mission(s) in terms of size and quality?**

- Furloughs
- No salary increases for 2-3 years.
  - Some have COLA's but most do not have merit
  - Unionized schools less affected, but the requirement for increasing salaries reduces funds that could be used for other purposes. Unionized schools get "locked into" salary increases
  - Salaries are now "lower" (or more lower) than other non-academic environments
- Position freezes
- Increased class size (tuition income issue)
  - Increased teaching load
  - Increased advising load
- Decreased faculty morale
- Pressures to increase clinical service income and grant income (in one case, target is 30% from clinical services and grants)
- Some schools have lost positions, but most stated no losses, just freezes on hiring
- Increased teaching "loads". In research oriented departments this has cut into time for research; for clinical departments increases in teaching are often added on to existing clinical responsibilities.
- Reduced "perks" like meals at dept meetings
- Delays in plans for expansion
- Payment for travel reduced or eliminated
- Some publics have salary increases locked in while they are prevented legally from increasing tuition
- Faculty who were planning on retiring are not retiring
- Lack of salary increases and difficulties with promotions (either due to lack of funds or due to shifts in type of work away from "promotable" activities) lead to problems with retention. Faculty are "looking around" for other non-academic opportunities.
- Lack of "growth" of department
- In some publics, state has approved funds but not appropriated them
- Reduction or elimination of "start-up" packages for new faculty hires
- Reduced funds for equipment
- Lost some graduate student lines
- More reliance on external funds
- Most do not see a decrease in quality at present time

- Privates are on “the cusp” of this problem and are planning for future revenue reductions
- Significant negative impact on scholarship and morale
- Preceptor payment issues. Privates tend to pay while publics tend either to not pay or pay a lot less. At schools that have paid preceptors now must decide whether to continue payment. This impacts on development and retention of preceptor pool
- Pursuing “sharing” of faculty salaries with other organizational entities (such as hospitals or medical departments)
- Creation of “incentive” programs for scholarly activity