

AACP Faculty Affairs Committee Session: Faculty Development in Academic
Pharmacy: Are We Practicing What We Preach? Audience Response Questions
(Tuesday July 13 3:30-5:00pm)

1. How would you best classify your University?
 - a. Public
 - b. Private

2. In your opinion, which of the following best describes your school/college of pharmacy?
 - a. Teaching Intensive
 - b. Research Intensive
 - c. Both teaching and research intensive

3. What is your faculty appointment?
 - a. Tenure track
 - b. Non-tenure, clinical/teaching track
 - c. Other

4. What is your current faculty rank?
 - a. Assistant Professor
 - b. Associate Professor
 - c. Full Professor
 - d. Other (e.g., Instructor, Lecturer)

5. Which of the following describes your school/college of pharmacy faculty orientation program (FOP)? (*Select all that apply*)
 - a. The University has a mandatory FOP for all schools
 - b. The University has a voluntary FOP for all schools
 - c. The school/college of pharmacy has a mandatory FOP
 - d. The school/college of pharmacy has a voluntary FOP
 - e. I am not aware of such a program

6. How does a newly appointed faculty member receive his/her promotion and tenure guidelines (faculty handbook, print-based department P&T information)?
 - a. From the Dean of the school/college
 - b. From the department head or division head
 - c. From his/her immediate supervisor
 - d. New faculty members do not receive P&T guidelines
 - e. I am unsure whether or not new faculty members receive P&T guidelines.

7. Which of the following best reflects the role of the faculty supervisor (chair/head/other supervisor) with respect to the first year of a faculty appointment?

- a. The faculty supervisor meets regularly during the first academic year.
 - b. The faculty supervisor is available to meet with the faculty member on an *ad hoc* basis.
 - c. The faculty supervisor does not meet with the faculty member during the first academic year.
 - d. I do not know
8. Which of the following describes the University and/or school/college of pharmacy faculty development program (FDP)? (*Select all that apply*)
- a. The University has a mandatory FDP
 - b. The University has a voluntary FDP
 - c. The school/college of pharmacy has a mandatory FDP
 - d. The school/college of pharmacy has a voluntary FDP
 - e. Neither the University nor the school/college of pharmacy has any FDP
 - f. I am not aware of any FDP
9. Which of the following describes your university and/or school faculty development program? (*Select all that apply*)
- a. The FDP designates mentor(s) for all new faculty
 - b. The FDP uses workshops and other aids to develop teaching skills
 - c. The FDP uses workshops and other aids to develop research and grantseeking skills.
 - d. Other
10. Which of the following describes the arrangement of the mentor-mentee team?
- a. The mentor is identified and assigned to the mentee
 - b. The mentee is able to select his/her mentor
 - c. The assignment of mentor takes place via mutual agreement between mentor and mentee
11. If the faculty development program employs mentors, the source of the mentors originates from:
- a. Solely within the department/division
 - b. Not restricted to the department, but solely within the college/school of pharmacy
 - c. From the college/school of pharmacy and also other schools
 - d. I do not know how mentors are assigned
12. Does your school offer mentor development opportunities/programs?
- a. Yes
 - b. No
 - c. I am not aware of such a program

13. If your school/college of pharmacy offers a formal faculty development program, which of the following represent the primary goals of such a program (*List all that apply*)?
- a. Orientation to Academia
 - b. Skill acquisition (Teaching, Research)
 - c. Promotion &/or Tenure
 - d. Leadership development
14. If your school/college of pharmacy offers a formal faculty development program (FDP), which of the following most accurately reflects the origins of the program?
- a. Each division/department is responsible for its own FDP
 - b. A single FDP is utilized across all the school's divisions/departments
 - c. I do not know the origins of the FDP
15. Do you receive an annual review of your performance as a faculty member?
- a. Yes
 - b. Yes, I receive regular reviews, however, less frequently than annually
 - c. No
16. If you undergo an annual review, who is responsible for providing you with your annual review?
- a. Dean
 - b. Department/Division Head
 - c. Immediate Supervisor
 - d. Other
17. Does your school/college support (i.e., financially) your participation in formal faculty mentoring programs offered through national organizations, e.g., APhA, AACP, ACCP?
- a. Yes
 - b. No
 - c. I do not know
18. For which of the following does your University offer formal faculty development programs (*Select all that apply*)?
- a. Research-intensive, tenure track faculty
 - b. Non-research (teaching/clinical-based) faculty
 - c. Clinical scientists
 - d. Women
 - e. Underrepresented Minorities (URM) *African and Hispanic Americans, Native Americans, Alaskans, Pacific Islanders (Hawaiians and others), and certain Asians (Hmong, Vietnamese, and Cambodians).*
 - f. Volunteer, non-salaried faculty
 - g. No formal programs are offered, but occasional faculty development sessions are offered.

h. I am not aware of such programs

19. These University faculty development programs for these subgroups are:

- a. Mandatory
- b. Voluntary
- c. I do not know

20. For which of the following faculty, does your school / college of pharmacy offer a formal faculty development program? (*Select all that apply*)

- a. Research-intensive, tenure track faculty
- b. Non-research (teaching/clinical-based) faculty
- c. Clinical scientists
- d. Women
- e. Underrepresented Minorities (URM) *African and Hispanic Americans, Native Americans, Alaskans, Pacific Islanders (Hawaiians and others), and certain Asians (Hmong, Vietnamese, and Cambodians).*
- f. Volunteer, non-salaried faculty
- g. No formal programs are offered, but occasional faculty development sessions are offered.
- h. I am not aware of such programs

21. Does your university, or school / college match the following faculty with mentor(s) with a similar background? (e.g. URM paired with URM, female mentor paired with female mentee) (*Select all that apply*)

- a. Non-research (teaching/clinical practice) faculty
- b. Clinical translational scientists
- c. Women
- d. Underrepresented Minorities (URM)
- e. Volunteer, non-salaried faculty
- f. No, it does not assign mentors based on similar backgrounds

22. If your school / college of pharmacy has formal faculty development programs targeting the faculty below, is the program led by someone of a similar background? (e.g. URM leading a program for URM, a woman leading a program targeting female faculty) (*Select all that apply*)

- a. Teaching, clinical practice faculty
- b. Clinical translational scientists
- c. Women
- d. Underrepresented Minorities (URM)
- e. Volunteer, non-salaried faculty
- f. No, it is not led by someone of a similar background

23. My college / school could do a better job to develop the following faculty: (*Select all that apply*)

- a. Non-research (teaching/clinical practice) faculty
- b. Clinical translational scientists

- c. Women
- d. Underrepresented Minorities (URM)
- e. Volunteer, non-salaried faculty

24. Do junior, non-tenure clinical faculty at your college/school of pharmacy have access to University research training programs (CTSAs or K programs)?

- a. Yes
- b. No
- c. I do not know

25. With respect to Clinical Translational Science Institutes (CTSIs):

- a. My college/school of pharmacy is part of a CTSI
- b. My college/school of pharmacy is not part of a CTSI
- c. I do not know whether or not my college/school participates in a CTSI

26. Does your college/school of pharmacy have adequate faculty development and support to prepare clinical, translational scientists to succeed in securing competitive grant funding?

- a. Yes
- b. No
- c. I do not know

27. For which of the following does your college/school of pharmacy provide faculty development programming for clinical, practice based faculty (*Select all that apply*)?

- a. Education, teaching and learning
- b. Research
- c. Clinical skill development
- d. No programming is provided specifically for clinical, practice-based faculty

28. At the time of my appointment, expectations for promotion and tenure (if applicable) were clear to me.

- a. Strongly disagree
- b. Disagree
- c. Agree
- d. Strongly agree

29. My school offers a faculty development program that ensures that my promotion/tenure will be on track

- a. Strongly Disagree
- b. Disagree
- c. Agree
- d. Strongly Agree