

Vacant Budgeted and Lost Faculty Positions – Academic Year 2006-07

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 is lacking in pharmacy compared to other health professions disciplines.

The AACCP Institutional Research Assessment Committee discussed the issue and concluded that having clear evidence is important to making the case for increased support for pharmaceutical education at the federal level and in planning AACCP programs and initiatives to address the problem. Additionally, Robert M. Bachman, President of the American Foundation for Pharmaceutical Education (AFPE), indicated a need for these data in making the case to industry that their increased support for graduate education in the pharmaceutical sciences at U.S. colleges and schools of pharmacy is essential to effectively address both the pharmacy faculty shortage and the pharmacist shortage. In 2002, AACCP 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 AACCP Annual Meeting and were used by AFPE launching its \$12 million scholarship campaign to address the national pharmacy faculty and licensed pharmacist 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 2006-07 academic year marks the 6th year in which AACCP 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 November 2007. Submission of data was requested by December 21, 2007. A response rate of 96.9 percent (94 of 97 colleges and schools) was achieved, up from 83.5 percent in 2005-06.

Data Highlights:

Ninety-four (94) colleges and schools of pharmacy reported a total of 595 vacant and/or lost positions in 2006-07, up from 429 in 2005-06 (a 38.7 percent increase). Ninety-two of the 94 schools reported 529 vacant non-shared positions (up from 332), 21 schools reported 53 vacant shared positions (down from 76), and 8 schools reported 13 lost positions. The total number of lost positions (n=13) represents a 38.1 percent decrease from the number lost in 2005-06 (n=21), but is 30 percent higher than the number reported lost in 2004-05 (n=10).

Of the 595 vacant and lost positions, the most were in clinical science/pharmacy practice (51.3 percent), followed by pharmaceutical science (29.0 percent), social and administrative science (7.9 percent), administrative positions (7.0 percent), and research/non-instructional (4.5 percent).

Positions in pharmaceutical sciences accounted for 31.7 percent of all vacant, non-shared positions, down from 35.5 percent in 2005-06 and from 35.3 percent in 2004-05. Positions in clinical science/pharmacy practice accounted for 48.3 percent of all vacant, non-shared positions; 86.8 percent of all vacant, shared positions; and 30.8 percent of all lost positions.

Administrative positions accounted for 7.4 percent of all vacant, non-shared positions; 1.9 percent of all vacant, shared positions; and 15.4 percent of all lost positions.

Positions in social and administrative sciences accounted for 7.4 percent of all vacant, non-shared positions, a slight increase from 6.9 percent in 2005-06.

Of 582 shared and non-shared vacant positions, 41.9 percent were new positions and 49.0 percent were existing positions (9.1 percent were not reported). However, when comparing only vacant shared positions (the vast majority of which are in clinical science/pharmacy practice), 54.7 percent are new positions and 39.6 percent are existing positions (5.7 percent were not reported).

The top three reported reasons for all vacancies included: individual in position moved to a faculty position at another pharmacy college or school (11.9 percent); individual in the position retired (10.3 percent); and individual moved to a practice position in the health care private sector (4.3 percent).

The top reason for vacant, shared positions in 2006-07 was: individual in position moved to a faculty position at another pharmacy college or school. This is the second year since data collection began in 2001-02 that the top reason for vacant, shared positions has not been: individual previously in the position moved to a position in industry or other private sector position.

The total number of positions lost decreased, whereas in 2005-06, the positions lost increased for the first time in five years. The percent of positions lost in 2006-07 due to budget cuts significantly decreased from 61.9 percent to 23.0 percent.

Just over 37 percent (37.4 percent) of the vacant positions remained vacant because there were not enough qualified candidates in the pool (i.e., candidates judged unable to meet the institution's expectations/requirements for the position, inadequate number of qualified candidates in the discipline, lack of response to position announcement), a decrease from 40.7 percent in 2005-06. Over 13 percent (13.3) remained vacant because of budget limitations that

affected the ability to offer a competitive salary, an increase from 10.5 percent in 2005-06 and a decrease from 18.5 percent in 2004-05. The percentage of vacant positions that remained vacant due to geographic location was 8.1 percent in 2006-07, 6.6 percent in 2005-06 and 11.7 in 2004-05.