



# American Association of Colleges of Pharmacy Faculty Survey

## 2025 National Public School Summary Report

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Total number of schools: 31  
Total number of responses: 977  
Response Rate: 70.2%

### **Section I: Administration and Governance**

**The following statements refer to administration and governance. Please indicate the degree to which you agree or disagree with the following statements.**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Unable to Comment</b>
1. The college/school is provided with appropriate level of autonomy by the higher administration at the University level.	34.8% (340)	<b>48.8%</b> <b>(477)</b>	6.6% (64)	1.7% (17)	8.1% (79)
2. The Dean of the college/school is provided with appropriate level of autonomy to lead the program by the higher administration at the University level.	37.9% (370)	<b>46.2%</b> <b>(451)</b>	4.7% (46)	1.5% (15)	9.7% (95)
3. The college/school's administrators (e.g. Dean, Associate/Assistant Dean, Department Chair, Program Directors) have clearly defined responsibilities.	36.5% (357)	<b>47.0%</b> <b>(459)</b>	9.5% (93)	2.1% (21)	4.8% (47)
4. The college/school's administrators function as a unified team.	35.3% (345)	<b>46.0%</b> <b>(449)</b>	13.2% (129)	2.4% (23)	3.2% (31)
5. The college/school's administrator(s) are aware of my needs/problems.	29.5% (288)	<b>53.8%</b> <b>(526)</b>	11.6% (113)	2.4% (23)	2.8% (27)
6. The college/school's administrator(s) are responsive to my needs/problems.	29.2% (285)	<b>48.3%</b> <b>(472)</b>	13.8% (135)	5.4% (53)	3.3% (32)
7. The Dean is a champion for well-being initiatives for faculty, staff and students.	<b>47.2%</b> <b>(461)</b>	36.4% (356)	8.0% (78)	2.9% (28)	5.5% (54)
8. I am given the opportunity to provide evaluative feedback of the administrators.	36.0% (352)	<b>43.7%</b> <b>(427)</b>	12.9% (126)	5.2% (51)	2.1% (21)

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Unable to Comment</b>
9. I am aware that my college/school has policies for dealing with harassment and discrimination.	<b>59.2%</b> <b>(578)</b>	37.8% (369)	1.4% (14)	0.6% (6)	1.0% (10)
10. The assessment processes are effective.	31.0% (303)	<b>48.6%</b> <b>(475)</b>	12.2% (119)	3.4% (33)	4.8% (47)
11. The curriculum oversight processes are effective.	30.3% (296)	<b>50.2%</b> <b>(490)</b>	12.7% (124)	3.7% (36)	3.2% (31)
12. The University/higher administration provides opportunities for effective representation of the college/school in its governance.	40.5% (396)	<b>47.9%</b> <b>(468)</b>	4.4% (43)	1.2% (12)	5.9% (58)
13. The college/school provides opportunities for faculty participation in governance.	<b>48.4%</b> <b>(473)</b>	43.4% (424)	5.0% (49)	1.4% (14)	1.7% (17)
14. The college/school has a well-resourced strategic plan that guides the college/schools' initiatives.	34.4% (336)	<b>48.1%</b> <b>(470)</b>	10.8% (106)	3.1% (30)	3.6% (35)
15. The college/school requested input from faculty and staff during the development of the current strategic plan.	<b>53.4%</b> <b>(522)</b>	40.6% (397)	2.7% (26)	0.8% (8)	2.5% (24)
16. The college/school has comprehensive policies and procedures in place that can be used to respond to any potential significant disruption.	31.6% (309)	<b>47.6%</b> <b>(465)</b>	10.2% (100)	2.1% (21)	8.4% (82)
17. The college/school provides an environment and culture that promotes professionalism and desired behaviors from members of a professional program.	40.3% (394)	<b>47.1%</b> <b>(460)</b>	8.9% (87)	2.6% (25)	1.1% (11)
18. The college/school provides an environment and culture that promotes collaboration within and across subunits of the college or school, the University and beyond.	36.8% (360)	<b>50.1%</b> <b>(489)</b>	9.2% (90)	2.8% (27)	1.1% (11)

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Unable to Comment</b>
19. The college/school provides an environment and culture of belonging that promotes the inclusion of diverse backgrounds, perspectives, and lived experiences.	44.8% (438)	<b>45.5%</b> <b>(445)</b>	5.4% (53)	2.3% (22)	1.9% (19)
20. The college/school provides an environment and culture that promotes personal well-being.	37.3% (364)	<b>47.7%</b> <b>(466)</b>	10.0% (98)	2.8% (27)	2.3% (22)
21. The college/school provides an environment and culture that allows its faculty and staff to have good work-life balance.	34.6% (338)	<b>48.5%</b> <b>(474)</b>	11.6% (113)	2.9% (28)	2.5% (24)

## **Section II: Faculty Development and Performance**

**The following statements refer to faculty development and performance. Please indicate the degree to which you agree or disagree with the following statements.**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Unable to Comment</b>
22. I have access to documents that detail policies related to my performance as a faculty member.	45.8% (447)	<b>46.6%</b> <b>(455)</b>	4.8% (47)	1.1% (11)	1.7% (17)
23. My performance assessment criteria are explicit and clear.	35.6% (348)	<b>46.8%</b> <b>(457)</b>	13.4% (131)	2.8% (27)	1.4% (14)
24. My allocation of effort has been clearly stated.	40.4% (395)	<b>44.4%</b> <b>(434)</b>	10.6% (104)	2.7% (26)	1.8% (18)
25. Criteria for my performance assessment are consistent with my responsibilities.	35.4% (346)	<b>50.1%</b> <b>(489)</b>	9.8% (96)	2.4% (23)	2.4% (23)
26. I receive formal feedback on my performance on a regular basis.	37.8% (369)	<b>47.7%</b> <b>(466)</b>	9.6% (94)	3.0% (29)	1.9% (19)
27. The performance feedback I receive is constructive.	37.6% (367)	<b>48.5%</b> <b>(474)</b>	7.9% (77)	1.9% (19)	4.1% (40)

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Unable to Comment</b>
28. The college/school consistently applies promotion and/or tenure policies and procedures.	37.9% (370)	<b>41.4%</b> <b>(404)</b>	7.8% (76)	3.4% (33)	9.6% (94)
29. I receive guidance on career development.	27.5% (269)	<b>44.8%</b> <b>(438)</b>	17.2% (168)	4.9% (48)	5.5% (54)
30. Funds are available to support faculty development.	30.1% (294)	<b>46.9%</b> <b>(458)</b>	13.1% (128)	5.2% (51)	4.7% (46)
31. Funds are available to support faculty well-being initiatives.	21.7% (212)	<b>36.1%</b> <b>(353)</b>	20.7% (202)	6.3% (62)	15.1% (148)
32. Programs are available to orient non-practice faculty to the pharmacy profession and professional education.	18.1% (177)	<b>34.4%</b> <b>(336)</b>	18.3% (179)	4.8% (47)	24.4% (238)
33. Programs are available to improve teaching and to facilitate student learning.	38.7% (378)	<b>50.5%</b> <b>(493)</b>	6.4% (63)	1.5% (15)	2.9% (28)
34. Programs are available to develop competence in research and/or scholarship.	28.1% (275)	<b>50.4%</b> <b>(492)</b>	13.1% (128)	3.4% (33)	5.0% (49)
35. Programs are available for faculty to learn how to develop personal strategies for well-being.	25.0% (244)	<b>47.4%</b> <b>(463)</b>	13.8% (135)	4.4% (43)	9.4% (92)
36. Trained personnel are available to teach strategies for well-being.	21.3% (208)	<b>42.1%</b> <b>(411)</b>	16.3% (159)	5.1% (50)	15.3% (149)

**Section III: Infrastructure**

The following statements refer to the college/school infrastructure. Please indicate the degree to which you agree or disagree with the following statements.

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Unable to Comment</b>
37. The college or school has a sufficient number of staff to effectively address programmatic needs.	21.1% (206)	<b>41.6%</b> <b>(406)</b>	27.1% (265)	7.9% (77)	2.4% (23)
38. Faculty office space permits accomplishment of my responsibilities.	45.9% (448)	<b>47.6%</b> <b>(465)</b>	4.5% (44)	0.9% (9)	1.1% (11)
39. The college or school has resources to effectively address research/scholarship needs.	24.1% (235)	<b>48.5%</b> <b>(474)</b>	17.5% (171)	5.1% (50)	4.8% (47)
40. The college or school has resources to effectively address instructional technology needs.	33.4% (326)	<b>51.3%</b> <b>(501)</b>	11.0% (107)	2.3% (22)	2.1% (21)
41. The college has physical facilities to effectively support academic program needs.	40.0% (391)	<b>49.0%</b> <b>(479)</b>	7.6% (74)	2.3% (22)	1.1% (11)
42. The college/school has a sufficient number of faculty.	21.6% (211)	<b>39.4%</b> <b>(385)</b>	26.0% (254)	10.3% (101)	2.7% (26)
43. My campus work environment is safe.	<b>47.2%</b> <b>(461)</b>	<b>47.2%</b> <b>(461)</b>	4.0% (39)	0.6% (6)	1.0% (10)

**Section IV: Curriculum, Teaching, and Assessment**

The following statements refer to the PharmD curriculum, teaching and assessment. Please indicate the degree to which you agree or disagree with the following statements.

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Unable to Comment</b>
44. The organization and structure of the curriculum is clear.	36.8% (360)	<b>48.7%</b> <b>(476)</b>	9.9% (97)	1.7% (17)	2.8% (27)
45. I understand how my instructional content fits into the curriculum.	45.3% (443)	<b>47.1%</b> <b>(460)</b>	3.9% (38)	0.7% (7)	3.0% (29)
46. The curriculum is taught at a depth that supports understanding of central concepts and principles.	37.1% (362)	<b>48.6%</b> <b>(475)</b>	7.6% (74)	2.9% (28)	3.9% (38)
47. Curricular collaboration among disciplines is encouraged at my college/school.	38.7% (378)	<b>48.9%</b> <b>(478)</b>	7.1% (69)	1.5% (15)	3.8% (37)
48. The college/school uses programmatic assessment data to improve the curriculum.	39.0% (381)	<b>44.3%</b> <b>(433)</b>	6.8% (66)	3.4% (33)	6.6% (64)

**Section V: Developing and Supervising Students**

The following statements refer to developing and supervising students. Please indicate the degree to which you agree or disagree with the following statements.

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Unable to Comment</b>
49. The college/school provides an environment and culture that promote professional behavior among students, faculty, administrators, preceptors and staff.	42.0% (410)	<b>48.2%</b> <b>(471)</b>	6.7% (65)	2.6% (25)	0.6% (6)
50. The college/school provides an environment and culture that fosters leadership and advocacy skills among students, faculty, administrators, preceptors and staff.	40.9% (400)	<b>47.5%</b> <b>(464)</b>	7.7% (75)	1.8% (18)	2.0% (20)
51. The college/school has an effective process to manage academic misconduct by students (e.g., plagiarism).	37.9% (370)	<b>50.6%</b> <b>(494)</b>	6.0% (59)	2.4% (23)	3.2% (31)
52. The college/school has an effective process to manage professional misconduct by students (e.g., repeated tardiness/absences, drug diversion).	33.9% (331)	<b>47.2%</b> <b>(461)</b>	10.1% (99)	4.5% (44)	4.3% (42)
53. The college/school has an effective process to manage poor academic performance of students.	34.0% (332)	<b>48.1%</b> <b>(470)</b>	11.0% (107)	4.5% (44)	2.5% (24)



**Section VI: Academic Roles**

The following statements refer to academic roles. Please indicate the degree to which you agree or disagree with the following statements.

	<b>Too Little</b>	<b>Appropriate</b>	<b>Too Much</b>	<b>Unable to Comment</b>
54. In my opinion, the proportion of my time spent on teaching is:	3.1% (30)	<b>82.3%</b> <b>(804)</b>	12.7% (124)	1.9% (19)
55. In my opinion, the proportion of my time spent on research is:	17.5% (171)	<b>75.9%</b> <b>(742)</b>	3.6% (35)	3.0% (29)
56. In my opinion, the proportion of my time spent on service is:	1.7% (17)	<b>79.3%</b> <b>(775)</b>	17.1% (167)	1.8% (18)
57. In my opinion, the proportion of my time spent on clinical service is:	1.6% (16)	45.8% (447)	4.2% (41)	<b>48.4%</b> <b>(473)</b>

Question 58 is an open-ended comment question and not included in this report.

**Section VII: Demographic Questions****59. Highest Administrative Rank**

	<b>Response Percent</b>	<b>Response Total</b>
<b>Dean</b>	1.6%	16
<b>Associate Dean</b>	7.3%	71
<b>Assistant Dean</b>	2.3%	22
<b>Department Head/Chair</b>	6.3%	62
<b>Other</b>	9.4%	92
<b>No Administrative Rank</b>	73.1%	714

**60. Highest Academic Rank**

	<b>Response Percent</b>	<b>Response Total</b>
<b>Professor</b>	38.0%	371
<b>Associate Professor</b>	32.5%	318
<b>Assistant Professor</b>	22.1%	216
<b>Lecturer</b>	1.9%	19
<b>Instructor</b>	1.5%	15
<b>Other</b>	2.7%	26
<b>No Academic Rank</b>	1.2%	12

### 61. Tenure Status

	Response Percent	Response Total
Tenured	42.8%	418
Nontenured, Tenure Track	10.6%	104
Nontenure track (please only select if your college/school has a tenure system)	45.3%	443
Institution does not have a tenure system	1.2%	12

### 62. Teach Location

	Response Percent	Response Total
Main Campus	84.5%	826
Distance/Satellite/Branch Campus	11.0%	107
Other	4.5%	44