

Number 21

Vacant Budgeted and Lost Faculty Positions – Academic Year 2016-17

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 was lacking in pharmacy compared to other health professions disciplines.

The AACP Institutional Research and Assessment Committee (IRAC) discussed the issue and concluded that having clear evidence is important in making the case for increased support for pharmaceutical education at the federal level and planning AACP programs to address faculty recruitment and retention. In 2002, AACP 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 AACP Annual Meeting and were used by the American Foundation for Pharmaceutical Education (AFPE) to launch its \$12 million scholarship campaign to address the national pharmacy faculty 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 2016-17 academic year marks the 16th year in which AACP has collected faculty vacancy data.

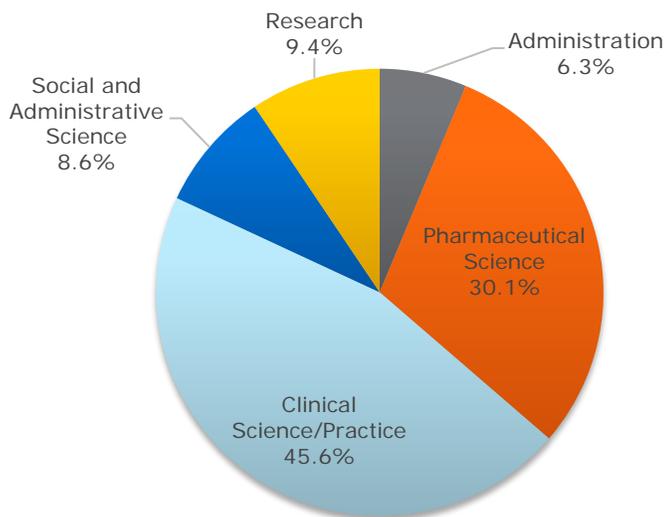
Methods

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 colleges and schools of pharmacy in the U.S. and Puerto Rico in December 2017. Submission of the data was requested by February 9, 2018. The survey received a response rate of 91.5 percent (130 out of 142 colleges and schools), a slight decrease from 92.8 percent in 2015-16.

Data Highlights

One hundred thirty (130) colleges and schools of pharmacy reported a total of 509 vacant and/or lost faculty positions in 2016-17, an increase from 454 (12.1 percent) in 2015-16.

Vacant and lost positions* by primary appointment



One hundred and seven (107) of the 130 schools that completed the survey reported 426 vacant non-shared positions, 26 schools reported 54 vacant shared positions, and 16 schools reported 29 lost positions.

Of the 509 vacant and / or lost positions, the most were in clinical science/pharmacy practice (45.6 percent), followed by pharmaceutical science (30.1 percent), research / non-, instructional positions (9.4 percent), social and administrative sciences (8.6 percent), and administrative positions (6.3 percent).

*Includes vacant shared and non-shared positions and lost positions

Shared and Non-Shared Vacant Positions

Out of the 480 vacant positions (shared and non-shared): the total number of shared vacant positions increased to 54 positions in 2016-17 from 46 positions reported in 2015-16. The total number of non-shared vacant positions also increased in 2016-17 to 426 positions from 375 positions reported in 2015-16.

Primary appointments for positions in clinical science/pharmacy practice account for the most vacant shared positions at 66.7 percent, followed by research/non-instructional positions at 18.5 percent, social and administrative sciences at 5.6 percent, pharmaceutical science also at 5.6 percent, and administration at 3.7 percent of shared vacant positions. Positions in clinical science /practice also account for the most vacant non-shared positions at 43.0 percent, followed by pharmaceutical science at 32.4 percent, social and administrative sciences at 9.2 percent, research/ non-instructional positions at 8.5 percent, and administration at 7.0 percent of vacant non-shared positions. Data broken down by faculty discipline are presented at the right.

Vacant positions* by primary discipline

Primary Discipline	Percentage
Pharmacy Practice	43.8%
More than 1 discipline selected	16.3%
Pharmacology; Toxicology	8.1%
Pharmaceutics	7.7%
Medicinal or Pharmaceutical Chemistry; Pharmacognosy	6.9%
Social and Administrative Science	6.9%
Pharmacokinetics/Pharmacodynamics; Pharmacogenomics	4.0%
Pharmacotherapeutics/Translational Research	3.1%
Biological Sciences; Biomedical Sciences	2.1%
Discipline not reported	0.6%
Continuing Professional Development	0.4%
Liberal Arts	0.2%
Library and Information Science	0.0%

*includes shared and non-shared

Of the vacant positions (shared and non-shared) that were previously filled, the top three reported reasons for the position vacancy included: individual in position moved to a faculty position at another pharmacy college or school (25.1 percent); individual in position retired (20.4 percent); and individual moved to a practice position in the healthcare private sector (16.9 percent). Newly established positions (including new positions from reallocated funds) accounted for 142 of the 480 shared and non-shared vacancies.

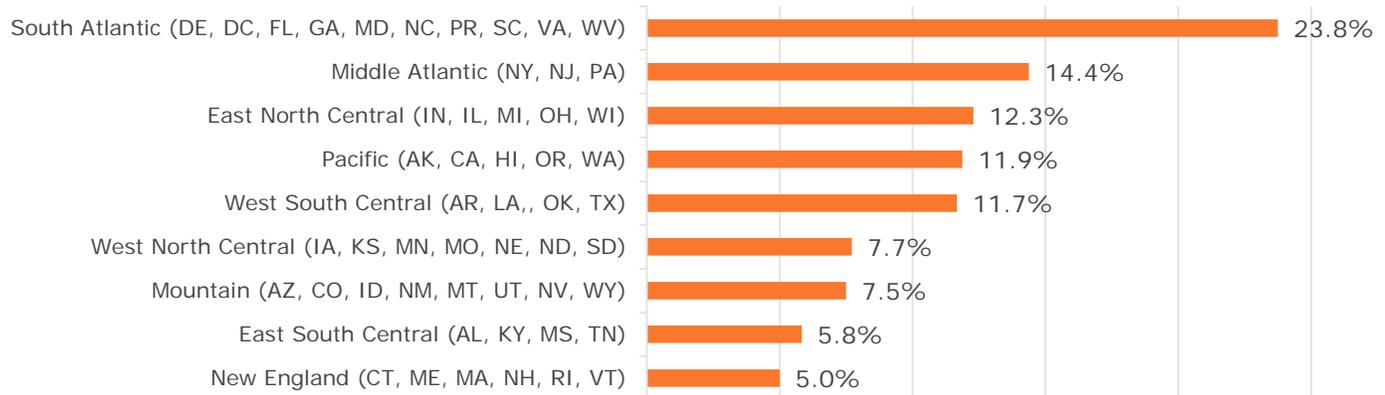
Vacant positions* by length of vacancy

Length	Percentage
0-6 months	58.5%
7-12 months	20.0%
13-18 months	6.9%
19-24 months	3.5%
25-30 months	3.3%
31-36 months	2.9%
> 36 months	4.8%

*includes shared and non-shared

Nearly sixty-seven percent (66.9 percent) of vacant positions had an active search underway to fill the position. The majority of positions (58.5 percent) had been vacant for six months or less as of November 1, 2017. Over twenty one percent (21.5 percent) of vacant positions were vacant for thirteen months or longer. Geographically, the highest number of vacant positions were in the South Atlantic region (23.8 percent), followed by the Middle Atlantic region (14.4 percent), and the East North Central region (12.3 percent). A breakdown of all regions is presented below.

Percentage of vacant positions* by geographic region



*includes shared and non-shared positions; Lebanese American was excluded from these calculations

The majority (83.8 percent) of vacant positions did not have any recruitment factor challenges because the position search had not yet exceeded the projected timeline for filling the vacancy. Nearly 8 percent (7.9 percent) of vacant positions remained vacant because there were not enough qualified candidates in the pool (i.e. inadequate number of qualified candidates in the discipline), followed by budget limitations that affected the ability to offer a competitive salary and/or start-up package at 7.7 percent.

Lost Positions

The total number of positions decreased in 2016-17 to 29 lost positions from 33 lost positions reported in 2015-16. Budget cuts remain the top reason for loss of positions the second year in a row, where nearly 76 percent (75.9 percent) of the lost positions reported were due to budget cuts. The majority (96.6 percent) of lost positions in 2016-17 were full-time appointments. The rank of assistant professor made up the highest percentage of lost positions (41.4 percent). Positions in clinical science/pharmacy practice account for the most lost positions at 44.8 percent, followed by pharmaceutical science positions at 41.4 percent.

Interim Appointments

Forty-one (41) colleges and schools of pharmacy reported a total of 54 interim appointments in 2016-17. The majority (98.1 percent) of interim appointments reported in 2016-17 were non-shared appointments. A total of ten interim dean appointments were reported (18.5 percent). Nearly 54 percent (53.7 percent) of interim appointments were at the department chair level.