

Number 22

## Vacant Budgeted and Lost Faculty Positions – Academic Year 2017-18

### Introduction

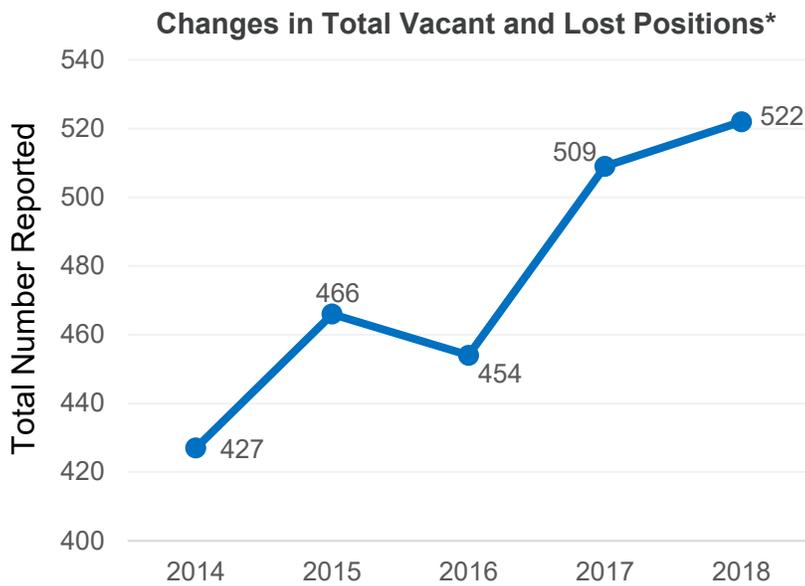
Colleges and schools of pharmacy have identified faculty recruitment and retention as one of the top challenges facing pharmacy education. Anecdotal reports point to difficulty in filling available, budgeted positions. Increased recruiting of faculty by the pharmaceutical industry also appears to have exacerbated the pharmacy faculty shortage. The Association of Academic Health Centers (AHC) Congress for Health Professions Educators met in June 2002 and it became clear that pharmacy education lacked comprehensive data on faculty vacancies.

The AACP Institutional Research and Assessment Committee (IRAC) discussed the issue and concluded that having clear evidence was important in making the case for increased federal support for pharmaceutical education 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 to track the number and type of new faculty positions and vacancies in existing positions. The 2017-18 academic year marks the 17<sup>th</sup> 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 2018. Submission of the data was requested by January 25, 2019. The survey received a response rate of 91.6 percent (131 out of 143 colleges and schools), a similar rate from the 2016-17 survey (91.5 percent).

Data Highlights

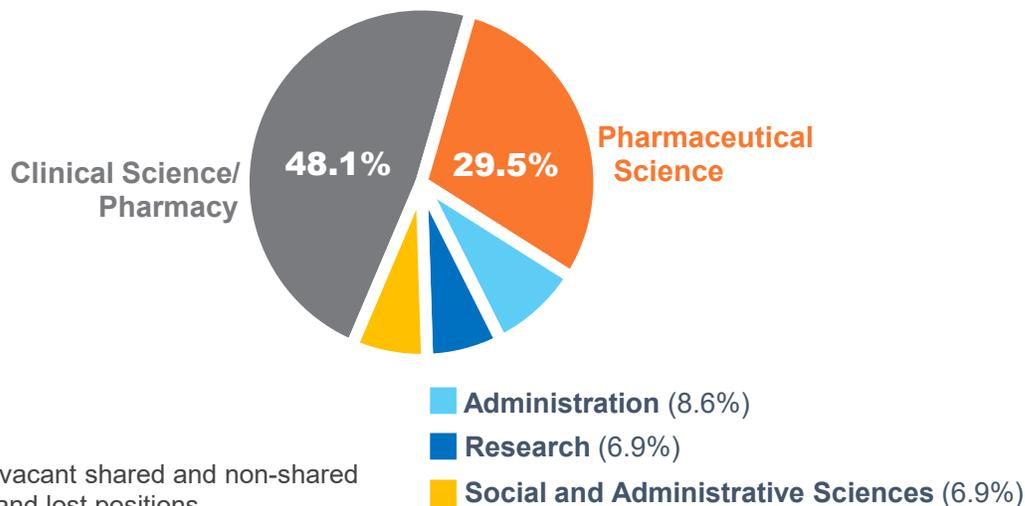


One hundred and thirty-one (131) colleges and schools of pharmacy reported a total of 522 vacant and/or lost faculty positions in 2017-18, an increase from 509 (2.5 percent) in 2016-17. Total vacant and lost faculty positions have consistently increased over the past five years.

One hundred and eight (108) of the 131 schools that completed the survey reported 409 vacant non-shared positions, 24 schools reported 45 vacant shared positions, and 23 schools reported 68 lost positions.

Of the 522 vacant and/or lost positions, the most were in clinical science/pharmacy practice (48.1 percent), followed by pharmaceutical science (29.5 percent), administrative positions (8.6 percent), research/non-instructional positions (6.9 percent), and social and administrative sciences (6.9 percent).

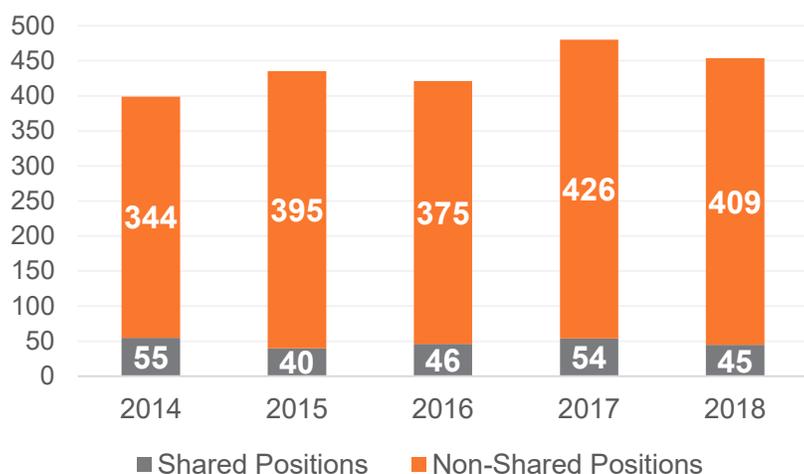
Vacant and Lost Positions\* by Primary Appointment



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

Shared and Non-Shared Vacant Positions

Shared and Non-Shared Vacancy Trends



Out of the 454 vacant positions: the total number of shared vacant positions decreased to 45 positions in 2017-18 from 54 positions reported in 2016-17. The total number of non-shared vacant positions also decreased in 2017-18 to 409 from 426 positions reported in 2016-17.

Vacant Positions\* by Primary Discipline

\*includes shared and non-shared

Primary Discipline	Percentage
Pharmacy Practice	47.8%
More than 1 discipline selected	9.7%
Pharmacology; Toxicology	9.0%
Social and Administrative Science	7.0%
Pharmaceutics	6.8%
Medicinal or Pharmaceutical Chemistry; Pharmacognosy	6.6%
Biological Sciences; Biomedical Sciences	4.8%
Pharmacokinetics/Pharmacodynamics; Pharmacogenomics	3.7%
Pharmacotherapeutics/Translational Research	3.5%
Continuing Professional Development	0.7%
Discipline not reported	0.2%
Liberal Arts	0.0%
Library and Information Science	0.0%

The highest rate of faculty vacancies fell under the pharmacy practice discipline at 47.8 percent with multiple disciplines (9.7 percent), pharmacology/toxicology (9.0 percent) and social and administrative sciences (7.0 percent) following. Data broken down by faculty discipline are presented on the left. While the percentage of vacant positions have shifted slightly each year of survey administration, the proportions of disciplines appear consistent.

Of the vacant positions (shared and non-shared) that were reported as active searches (three hundred positions), the

top three reported reasons for the position vacancy included: individual in position moved to a faculty position at another pharmacy college or school (13.0 percent); individual in position retired (12.3 percent); and individual moved to a practice position in the healthcare private sector 8 percent). Newly established positions (including new positions from reallocated funds) accounted for 145 of the 454 shared and non-shared vacancies.

A little over sixty-six percent (66.1 percent) of vacant positions had an active search underway to fill the position. Most positions (55.7 percent) had been vacant for six months or less as of November 1, 2018. Nearly thirty percent (29.3 percent) of vacant positions were vacant for thirteen months or longer.

### Vacant Positions\* by Region

\*includes shared and non-shared

Region	Percentage
<b>South Atlantic (DE, DC, FL, GA, MD, NC, PR, SC, VA, WV)</b>	<b>22.9%</b>
Pacific (AK, CA, HI, OR, WA)	14.5%
East North Central (IN, IL, MI, OH, WI)	13.9%
Middle Atlantic (NY, NJ, PA)	10.8%
West South Central (AR, LA., OK, TX)	10.4%
Mountain (AZ, CO, ID, NM, MT, UT, NV, WY)	8.4%
West North Central (IA, KS, MN, MO, NE, ND, SD)	7.3%
East South Central (AL, KY, MS, TN)	6.6%
New England (CT, ME, MA, NH, RI, VT)	5.3%

Geographically, the highest number of vacant positions were in the South Atlantic region (22.9 percent), followed by the Pacific region (14.5 percent), and the East North Central region (13.9 percent). A breakdown of all regions is presented to the left.

For searches that exceeded the projected timeline of filling the vacancy (ninety-four positions total),

the most frequent recruitment factor limitation reported was budget limitations that affect the ability to offer a competitive salary and/or start-up package (forty-four positions) and inadequate number of qualified candidates in the desired discipline (forty-two positions). However, these represented a minority of vacant positions (only 20.7 percent of searches had exceeded the projected timeline).

### Lost Positions

The total number of positions increased in 2017-18 to 68 lost positions from 29 lost positions reported in 2016-17, representing a sharp increase in lost positions. Budget cuts remained the top reason for a third year in a row, where over 66 percent (66.2 percent) of the lost positions reported were due to budget cuts. The largest proportion of lost position belonged to assistant professor (47.1 percent) and the largest primary appointment represented was Clinical Science/Practice at nearly forty-six percent (45.6 percent).

### Interim Appointments

Forty (40) colleges and schools of pharmacy reported a total of 54 interim appointments in 2017-18. This number remained consistent from interim appointments reported in 2016-17 (54). The majority of interim appointments reported in 2017-18 were non-shared appointments, with almost two percent (1.9 percent) as shared positions. The number of interim dean appointments increased by one in 2017-18 (11) representing over twenty percent (20.4 percent) of all interim appointments. The majority of interim appointments belonged to departments chairs at over fifty-seven percent (57.4 percent).