

Number 18

Vacant Budgeted and Lost Faculty Positions – Academic Year 2014-15

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 AACP Institutional Research and Assessment Committee 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. Additionally, Robert M. Bachman, former President of the American Foundation for Pharmaceutical Education (AFPE), indicated a need for these data in making the case to industry that 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, 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 AFPE in 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 2014-15 academic year marks the 14th year in which AACP has collected faculty vacancy data.

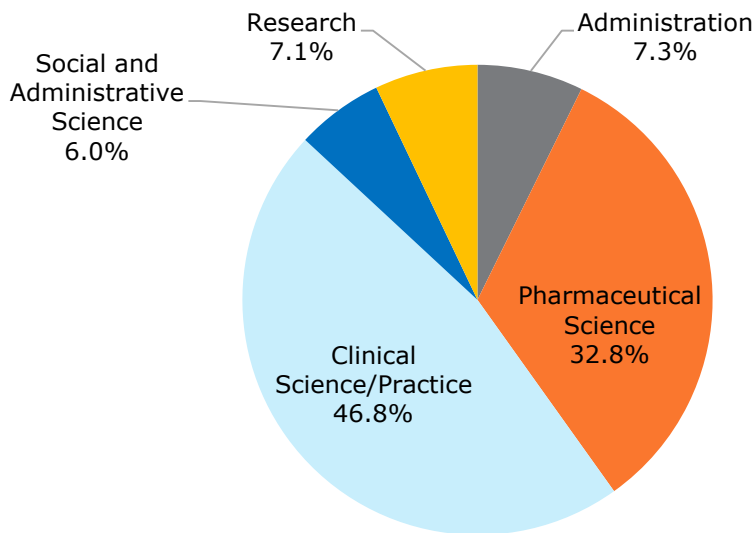
Methods

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 schools and colleges of pharmacy in the U.S. and Puerto Rico in December 2015. Submission of data was requested by January 29, 2016. A response rate of 89.6 percent (121 out of 135 colleges and schools) was achieved, an increase from 86.5 percent in 2013-14.

Data Highlights

One hundred and twenty one (121) colleges and schools of pharmacy reported a total of 466 vacant and/or lost positions in 2014-15, up from 427 in 2013-14 (a 9.1 percent increase).

Vacant positions* by primary appointment



*includes shared, non-shared, and lost positions

One hundred and eleven (111) of the 121 schools reported 395 non-shared vacant positions, 25 schools reported 40 shared vacant positions, and 16 schools reported 31 lost positions.

Of the 466 vacant and/or lost positions, the most were in clinical science/ pharmacy practice (46.8 percent), followed by pharmaceutical science (32.8 percent), administrative positions (7.3 percent), research/ non-instructional positions (7.1 percent), and social and administrative sciences (6.0 percent).

Shared and Non-Shared Vacant Positions

The total number of shared vacant positions decreased in 2014-15 to 40 positions from 55 positions reported in 2013-14. Whereas, the total number of non-shared vacant positions increased in 2014-15 to 395 positions from 344 positions reported in 2013-14.

Positions in clinical science/ pharmacy practice account for the most shared vacant positions at 55.0 percent, followed by pharmaceutical science at 27.5 percent, research/non-instructional positions at 12.5 percent, and social and administrative sciences at 5.0 percent. Positions in clinical science/practice account for the most non-shared vacant positions at 46.3 percent, followed by pharmaceutical science at 33.4 percent. Primary appointments in administration account for 7.6 percent of non-shared vacant positions, social and administrative science at 6.3 percent, and research at 6.3 percent. Data broken down by faculty discipline are presented at the right.

Percentage of vacant positions* by primary discipline

Primary Discipline	Percentage
Pharmacy Practice	45.5%
Medicinal or Pharmaceutical Chemistry; Pharmacognosy	9.7%
Pharmacology; Toxicology	9.7%
Social and Administrative Science	8.3%
More than 1 discipline selected	8.3%
Pharmaceutics	6.9%
Pharmacokinetics/Pharmacodynamics; Pharmacogenomics	4.6%
Pharmacotherapeutics/Translational Research	3.2%
Biological Sciences; Biomedical Sciences	2.5%
Discipline not reported	0.7%
Library and Information Science	0.5%
Continuing Professional Education	0.2%
Liberal Arts	0.0%

*includes shared and non-shared

The top three reported reasons for all vacancies included: individual in position moved to faculty position at another pharmacy college or school (22.4 percent); individual in position retired (17.9 percent); and individual moved to a practice position in the healthcare private sector (12.8 percent). The top reason for vacant, shared positions in 2014-15 was: individual moved to a practice position in the health care private sector (25.0 percent). This has been the top reason for vacant, shared positions in all but two years since data collection began in 2001-02.

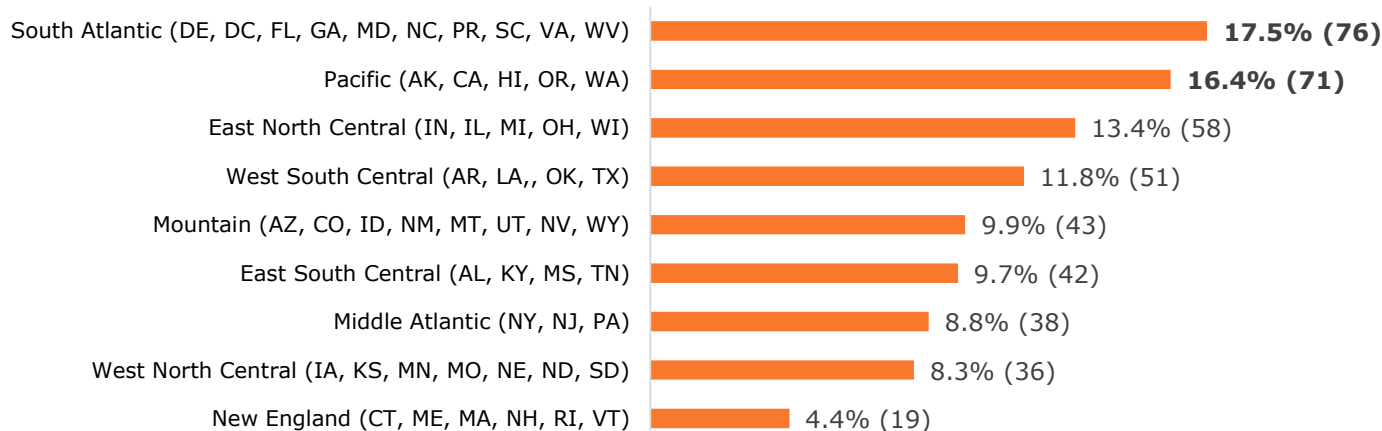
Total number of vacant positions* by length of position vacancy

Length	Percentage
0-6 months	60.2%
7-12 months	17.7%
13-18 months	10.1%
19-24 months	4.6%
> 36 months	3.9%
31-36 months	2.5%
25-30 months	0.9%

*includes shared and non-shared

Over seventy six percent (76.8 percent) of vacant positions had an active search underway to fill the position. The majority of positions (60.2 percent) had been vacant for six months or less as of November 1, 2015. Over twenty-two percent (22.1 percent) of vacant positions have been vacant for thirteen months or longer. Geographically, the highest number of vacant positions were in the South Atlantic region (17.5 percent), followed by the Pacific region (16.4 percent), and the East North Central region (13.4 percent).

Vacant positions* by Geographic Region



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

The majority of institutions did not report any recruitment factor challenges, where 349 positions did not have a reported recruitment factor challenge. Eighteen percent (18.0 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 (9.9 percent), candidate's inability to meet the institution's expectations/requirements for the position (4.4 percent), and lack of response to the position announcement (3.7 percent). Nearly 6 percent (5.7 percent) remained vacant because of budget limitations that affected the ability to offer a competitive salary and/or startup package. The percentage of vacant positions that remained vacant due to geographic location was 1.1 percent in 2014-15.

Lost Positions

The total number of positions lost increased in 2014-15 to 31 positions from 28 lost positions reported in 2013-14. The percentage of positions lost in 2014-15 due to budget cuts decreased to 25.8 percent from 28.6 percent in 2013-14 and 45.9 percent in 2012-13. Nearly 10 percent (9.7 percent) of lost positions were part-time appointments. Professors made up the highest percentage of lost positions (48.4 percent). Positions in clinical science/pharmacy practice account for the most lost positions at 41.9 percent.

Interim Appointments

Twenty-six (26) colleges and schools of pharmacy reported a total of 39 interim appointments in 2014-15. Thirty-three of these (84.6 percent) were non-shared appointments. A total of thirteen interim dean appointments, shared and non-shared were reported. Over 39 percent (39.4 percent) of non-shared, interim appointments were at the department chair level.