

Number 16

Vacant Budgeted and Lost Faculty Positions – Academic Year 2013-14

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 2013-14 academic year marks the 13th year in which AACP has collected faculty vacancy data.

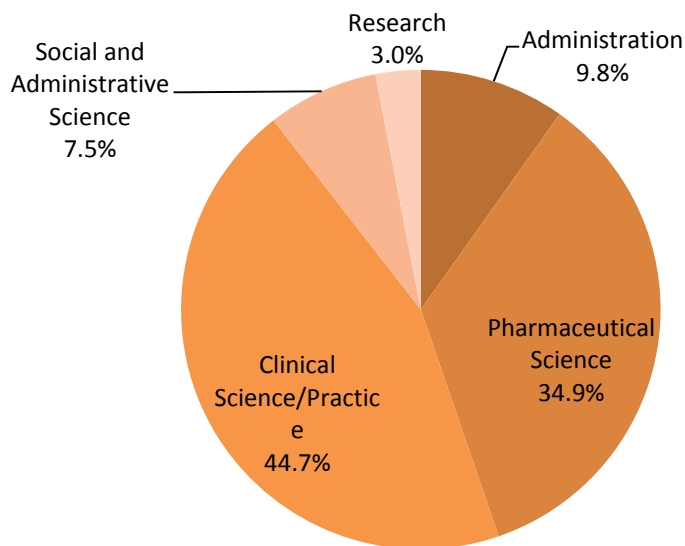
Methods:

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 2014. Submission of data was requested by January 23, 2015. A response rate of 86.5 percent (115 out of 133 colleges and schools) was achieved, a decrease from 91.5 percent in 2012-13.

Data Highlights:

One hundred and fifteen (115) colleges and schools of pharmacy reported a total of 427 vacant and/or lost positions in 2013-14, down from 473 in 2012-13 (a 9.7 percent decrease).

Vacant positions* by primary appointment



*(Includes shared, non-shared, and lost positions)

Ninety-eight (98) of the 115 schools reported 344 non-shared vacant positions, 28 schools reported 55 shared vacant positions, and 14 schools reported 28 lost positions.

Of the 427 vacant and/or lost positions, the most were in clinical science/pharmacy practice (44.7 percent), followed by pharmaceutical science (34.9 percent), social and administrative science (7.5 percent), administrative positions (9.8 percent), and research/non-instructional (3.0 percent).

Shared and Non-Shared Vacant Positions

The total number of shared vacant positions increased in 2013-14 to 55 positions from 44 positions reported in 2012-13. Whereas, the total number of non-shared vacant positions decreased in 2013-14 to 344 positions from 392 positions reported in 2012-13.

Positions in clinical science/pharmacy practice account for the most shared vacant positions at 80.0 percent, followed by pharmaceutical science at 16.4 percent, administration at 1.8 percent, and social and administrative sciences at 1.8 percent. Positions in Pharmaceutical Science account for the most non-shared vacant positions at 39.8 percent, followed closely by clinical science/practice at 38.7 percent. Primary appointments in administration account for 10.8 percent of non-shared vacant positions, social and administrative science at 7.8 percent, and research at 2.9 percent. Data broken down by faculty discipline are presented above.

Percentage of vacant positions* by primary discipline

Primary Discipline	Percentage
Pharmacy Practice	43.4%
Pharmacology; Toxicology	12.3%
More than 1 discipline selected	11.3%
Pharmaceutics	8.3%
Social and Administrative Science	7.8%
Medicinal or Pharmaceutical Chemistry; Pharmacognosy	7.0%
Biological Sciences; Biomedical Sciences	3.8%
Pharmacokinetics/Pharmacodynamics; Pharmacogenomics	2.8%
Pharmacotherapeutics/Translational Research	1.8%
Discipline not reported	1.5%
Continuing Professional Education	0.3%
Liberal Arts	0.0%
Libraries/Educational Resources	0.0%

*(Includes shared and non-shared positions)

The top three reported reasons for all vacancies included: individual in position retired (18.1 percent); individual in position moved to faculty position at another pharmacy school or college (16.6 percent); and individual moved to a practice position in the healthcare private sector (15.9 percent). The top reason for vacant, shared positions in 2013-14 was: individual moved to a practice position in the health care private sector (40.6 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

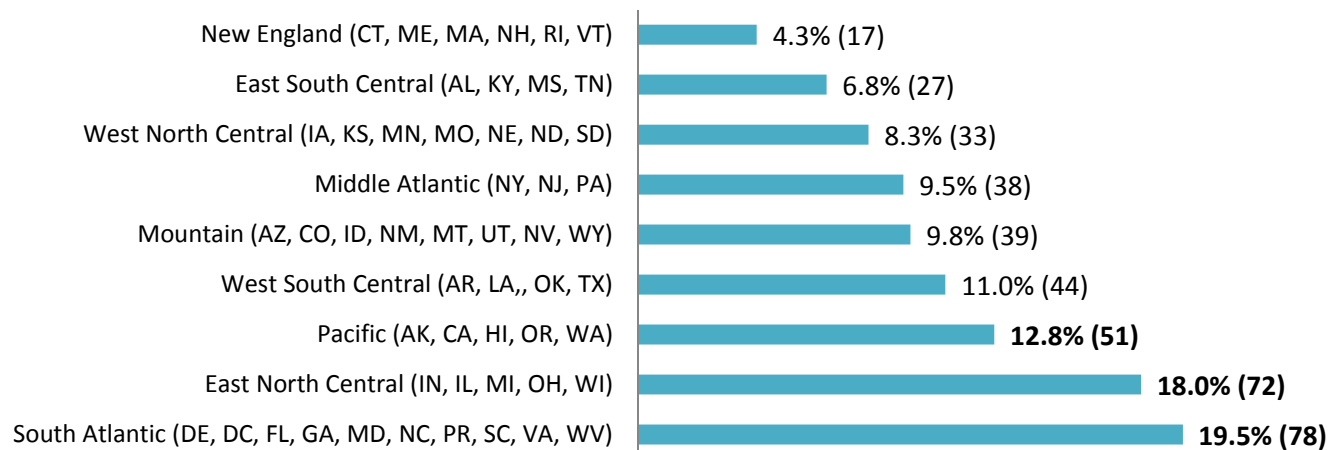
Length of Position Vacancy	Percentage
0-6 months	59.9%
7-12 months	16.5%
13-18 months	7.8%
19-24 months	6.3%
25-30 months	3.5%
31-36 months	2.3%
> 36 months	3.8%

*(Includes shared and non-shared positions)

percent).

Over seventy percent (70.9 percent) of vacant positions had an active search underway to fill the position. The majority of positions (59.9 percent) had been vacant for six months or less as of November 1, 2014. Nearly twenty-four percent (23.7 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 (19.5 percent), followed by the East North Central region (18.0 percent), and the Pacific region (12.8

Vacant positions* by geographic region



*(Includes shared and non-shared positions)

The majority of institutions did not report any recruitment factor challenges, where 292 positions did not have a reported recruitment factor challenge. Over 25 percent (25.8 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 (14.5 percent), candidate's inability to meet the institution's expectations/requirements for the position (4.8 percent), and lack of response to the position announcement (6.5 percent)). Seven 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 2.8 percent in 2013-14.

Lost Positions

The total number of positions lost decreased in 2013-14 to 28 positions from 37 lost positions reported in 2012-13. The percentage of positions lost in 2013-14 due to budget cuts decreased to 28.6 percent from 45.9 percent in 2012-13 and 47.1 percent in 2011-12. Over fourteen percent (14.3) of lost positions were part-time appointments. Assistant professors made up the highest percentage of lost positions (35.7 percent). Positions in clinical science/pharmacy practice account for the most lost positions at 50.0 percent.

Interim Appointments

Twenty-eight (28) colleges and schools of pharmacy reported a total of 37 interim appointments in 2013-14. Thirty-four of these (92.9 percent) were non-shared appointments. A total of seven interim dean appointments, shared and non-shared were reported. Over 52 percent (52.9 percent) of non-shared, interim appointments were at the department chair level.