American Association of **Colleges of Pharmacy**
Discover • Learn • Care: Improve Health **AACP**

PHARMACY FACULTY SURVEY
SUMMARY REPORT - 2012

The Faculty Survey was available for online access in the AACP Centralized Survey System on March 5, 2012. As of July 2012, 92 out of 127 (72.4%) colleges and schools of pharmacy administered the survey to their faculty. Four thousand, four hundred and thirty-five (4,435) faculty were invited to complete the survey. Three thousand, one hundred and sixty-eight (3,168) faculty submitted the survey for a total response rate of over seventy-one percent (71.4%). Response rates per school ranged from 21.5 percent to 100.0 percent. For more information regarding this summary report or the administration of the survey, please contact Danielle Taylor, research manager (dtaylor@aacp.org).

Total number of schools: 92 (40 public, 52 private)
Total number of responses: 3,168

SECTION I: Administrative System

Indicate the degree to which you agree or disagree with these statements.	Strongly Agree	Agree	Disagree	Strongly Disagree	Unable to Comment
1. The college/school's administrators (e.g. Dean, Associate/Assistant Dean, Department Chair, Program Directors) have clearly defined responsibilities.	32.1% (1017)	**53.3% (1690)**	8.7% (276)	2.3% (73)	3.5% (112)
2. The college/school's administrators function as a unified team.	25.6% (811)	**52.2% (1655)**	13.5% (427)	4.5% (141)	4.2% (134)
3. The college/school's administrator(s) are **aware** of my needs/problems.	21.0% (666)	**58.6% (1855)**	13.4% (424)	4.0% (127)	3.0% (96)
4. The college/school's administrator(s) are **responsive** to my needs/problems.	22.0% (696)	**51.7% (1639)**	17.5% (555)	5.2% (164)	3.6% (114)
5. The Dean is an effective leader of the college/school.	40.7% (1289)	**42.7% (1353)**	8.5% (270)	4.3% (137)	3.8% (119)
6. I am given the opportunity to provide evaluative feedback of the administrators.	24.7% (781)	**39.4% (1247)**	22.6% (715)	8.4% (267)	5.0% (158)
7. I am aware that my college/school has policies for dealing with harassment and discrimination.	**53.6% (1698)**	41.8% (1325)	2.3% (72)	0.9% (27)	1.5% (46)
8. The committee responsible for **assessment** is effective.	28.4% (899)	**48.0% (1520)**	10.0% (318)	2.9% (92)	10.7% (339)
9. The committee responsible for the **curriculum** is effective.	29.8% (944)	**52.8% (1673)**	9.8% (311)	2.6% (81)	5.0% (159)
10. Faculty meetings function effectively as part of the governance of the college/school.	26.2% (830)	**52.4% (1659)**	14.3% (453)	4.9% (155)	2.2% (71)

SECTION II: Recruitment and Retention

Indicate the degree to which you agree or disagree with these statements.	Strongly Agree	Agree	Disagree	Strongly Disagree	Unable to Comment
11. The college/school uses an effective faculty recruitment process.	22.1% (700)	**54.0% (1712)**	14.2% (450)	3.6% (114)	6.1% (192)
12. I have access to documents that detail policies related to my performance as a faculty member.	33.0% (1047)	**52.4% (1661)**	8.7% (275)	1.5% (46)	4.4% (139)
13. My performance assessment criteria are explicit and clear.	27.0% (854)	**50.7% (1605)**	16.3% (515)	3.2% (101)	2.9% (93)
14. My allocation of effort has been clearly stated.	25.0% (793)	**51.6% (1634)**	16.6% (525)	3.6% (115)	3.2% (101)
15. Criteria for my performance assessment are consistent with my responsibilities.	25.3% (801)	**51.6% (1636)**	13.0% (413)	3.9% (123)	6.2% (195)
16. I am encouraged to engage in scholarly activity.	**50.1% (1586)**	44.1% (1397)	4.1% (129)	0.8% (26)	0.9% (30)
17. I receive formal feedback on my performance on a regular basis.	28.5% (902)	**48.2% (1527)**	17.0% (539)	3.7% (116)	2.7% (84)
18. The performance feedback I receive is effective.	24.9% (788)	**49.3% (1562)**	14.5% (460)	3.9% (125)	7.4% (233)
19. The college/school consistently applies **promotion and/or tenure** policies and procedures.	27.3% (866)	**40.8% (1291)**	10.4% (328)	4.9% (155)	16.7% (528)

SECTION III: Infrastructure

Indicate the degree to which you agree or disagree with these statements.	Strongly Agree	Agree	Disagree	Strongly Disagree	Unable to Comment
20. I receive adequate support staff resources.	25.9% (822)	**48.1% (1525)**	18.9% (599)	5.9% (188)	1.1% (34)
21. I have adequate office space.	**46.6% (1476)**	45.1% (1428)	5.9% (188)	1.7% (53)	0.7% (23)
22. I have adequate laboratory and/or clinical **resources** for my research and/or scholarship needs.	24.1% (764)	**44.3% (1402)**	14.4% (455)	3.8% (121)	13.4% (426)
23. I have adequate laboratory and/or clinical **space** for my research and/or scholarship needs.	27.1% (857)	**44.6% (1413)**	9.4% (298)	2.9% (92)	16.0% (508)
24. Computer resources are adequate for my academic responsibilities.	39.0% (1236)	**49.3% (1561)**	8.6% (272)	2.5% (78)	0.7% (21)
25. I have access to library and other educational resources.	**55.4% (1756)**	42.0% (1331)	1.7% (53)	0.5% (15)	0.4% (13)
26. The college/school has appropriate physical facilities to allow me to fulfill my responsibilities.	36.9% (1170)	**48.5% (1535)**	10.6% (336)	2.7% (85)	1.3% (42)
27. The college/school has a sufficient number of qualified faculty.	24.6% (780)	**45.8% (1450)**	20.9% (662)	6.4% (204)	2.3% (72)
28. The program's resources can accommodate present student enrollment.	24.4% (774)	**50.3% (1592)**	17.4% (550)	5.1% (161)	2.9% (91)
29. The physical facilities enable out-of-class interaction among administration, faculty, and students.	24.1% (764)	**48.6% (1541)**	17.8% (564)	4.8% (151)	4.7% (148)
30. My campus work environment is safe.	45.3% (1434)	**49.0% (1552)**	3.8% (121)	0.9% (29)	1.0% (32)

SECTION IV: Role and Governance

Indicate the degree to which you agree or disagree with these statements.					
	Strongly Agree	**Agree**	**Disagree**	**Strongly Disagree**	**Unable to Comment**
31. The college/school effectively employs strategic planning.	31.8% (1009)	**49.7% (1574)**	10.1% (321)	2.3% (74)	6.0% (190)
32. The college/school requested my input during the development of the current strategic plan.	40.0% (1266)	**45.9% (1453)**	6.6% (208)	1.7% (54)	5.9% (187)

SECTION V: Faculty Development

Indicate the degree to which you agree or disagree with these statements.	Strongly Agree	Agree	Disagree	Strongly Disagree	Unable to Comment
33. I receive adequate guidance on career development.	19.6% (621)	**50.7% (1607)**	20.5% (651)	4.5% (143)	4.6% (146)
34. Funds are available to support my faculty development.	22.7% (719)	**48.7% (1542)**	17.7% (562)	5.0% (157)	5.9% (188)
35. Programs are available for non-practice faculty to orient them to the pharmacy profession and professional education.	11.1% (353)	31.3% (991)	20.7% (655)	4.7% (149)	**32.2% (1020)**
36. Programs are available to me to improve my teaching and to facilitate student learning.	28.5% (903)	**57.9% (1835)**	8.7% (275)	1.5% (48)	3.4% (107)
37. Programs are available to me that help me develop my competence in research and/or scholarship.	18.1% (574)	**53.0% (1679)**	18.2% (575)	4.0% (127)	6.7% (213)

SECTION VI: Curriculum, Teaching, and Assessment

Indicate the degree to which you agree or disagree with these statements.	Strongly Agree	Agree	Disagree	Strongly Disagree	Unable to Comment
38. Overall, faculty encourage students to assume responsibility for their own learning.	28.8% (911)	**55.1% (1744)**	11.0% (349)	2.2% (69)	3.0% (95)
39. Laboratories and other non-classroom environments are conducive to learning.	29.5% (933)	**55.3% (1753)**	6.3% (198)	0.9% (29)	8.0% (255)
40. The curriculum is consistent with the collective vision of the faculty and administration.	30.4% (962)	**54.8% (1736)**	9.2% (290)	1.6% (50)	4.1% (130)
41. Faculty are consulted in curricular matters.	38.8% (1229)	**51.5% (1631)**	5.7% (181)	1.3% (42)	2.7% (85)
42. The organization and structure of the curriculum is clear.	31.9% (1011)	**54.7% (1732)**	9.2% (290)	1.7% (53)	2.6% (82)
43. I understand how my instructional content fits into the curriculum.	39.3% (1245)	**53.3% (1687)**	3.9% (123)	0.5% (15)	3.1% (98)
44. The curriculum is taught at a depth that supports understanding of central concepts and principles.	32.5% (1030)	**54.4% (1724)**	7.2% (228)	1.3% (40)	4.6% (146)
45. Curricular collaboration among disciplines is encouraged at my college/school.	33.9% (1073)	**50.8% (1608)**	9.4% (299)	2.1% (65)	3.9% (123)
46. The college/school uses programmatic assessment data to improve the curriculum.	29.1% (922)	**48.2% (1526)**	8.6% (274)	2.3% (74)	11.7% (372)
The Pharm.D. Program prepares students to …					
47. develop and use patient-specific pharmacy care plans.	39.3% (1244)	**47.2% (1494)**	2.1% (65)	0.2% (7)	11.3% (358)
48. effectively manage a patient-centered pharmacy practice.	34.3% (1087)	**47.9% (1517)**	4.7% (148)	0.4% (14)	12.7% (402)
49. develop disease management programs.	30.5% (965)	**48.5% (1535)**	6.6% (210)	0.5% (15)	14.0% (443)
50. manage the system of medication use.	29.8% (943)	**52.7% (1671)**	3.9% (124)	0.2% (6)	13.4% (424)
51. promote the availability of health promotion and disease prevention initiatives.	32.5% (1030)	**52.8% (1673)**	3.0% (94)	0.2% (6)	11.5% (365)
52. communicate with patients, caregivers, and other members of the interprofessional health care team.	41.0% (1298)	**46.1% (1459)**	2.7% (87)	0.3% (11)	9.9% (313)
53. search the health sciences literature.	38.1% (1208)	**48.7% (1542)**	4.2% (132)	0.6% (19)	8.4% (267)
54. evaluate the health sciences literature.	35.5% (1126)	**48.9% (1550)**	5.8% (184)	0.9% (30)	8.8% (278)
55. demonstrate expertise in the area of informatics (resources, devices, and methods required to optimize the acquisition, storage, retrieval, and use of information in pharmacy and healthcare).	23.1% (731)	**48.6% (1540)**	10.7% (339)	1.6% (51)	16.0% (507)
56. apply state and federal laws and regulations to the practice of pharmacy.	36.7% (1164)	**49.8% (1577)**	1.4% (43)	0.1% (2)	12.1% (382)
57. maintain professional competence.	37.1% (1176)	**50.9% (1612)**	2.8% (90)	0.2% (6)	9.0% (284)

SECTION VII: Developing and Supervising Students

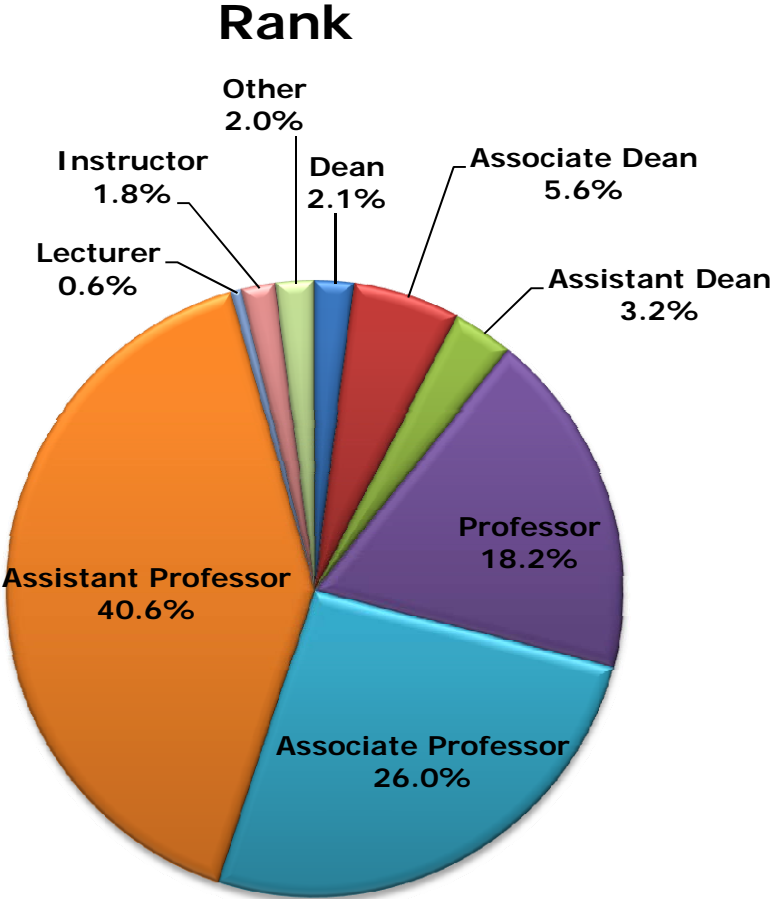| Indicate the degree to which you agree or disagree with these statements.	Strongly Agree	Agree	Disagree	Strongly Disagree	Unable to Comment
58. The college/school provides an environment and culture that promotes professional behavior among students, faculty, administrators, preceptors and staff.	40.0% (1267)	**50.7% (1605)**	6.4% (204)	1.5% (49)	1.4% (43)
59. The college/school effectively manages **academic** misconduct by students (e.g., plagiarism).	30.1% (952)	**46.0% (1457)**	12.1% (382)	4.0% (128)	7.9% (249)
60. The college/school effectively manages **professional** misconduct by students (e.g., repeated tardiness/absences, drug diversion).	27.2% (861)	**45.3% (1434)**	13.8% (437)	3.9% (124)	9.8% (312)
61. The college/school effectively manages poor academic **performance** of students.	28.1% (890)	**48.8% (1547)**	13.0% (411)	4.2% (132)	5.9% (188)

SECTION VIII: Academic Roles

Indicate the degree to which you agree or disagree with these statements.					
	Too Little	**Appropriate**	**Too Much**	**Unable to Comment**	
62. In my opinion, the proportion of my time spent on **teaching** is:	3.1% (98)	**78.4% (2483)**	16.3% (516)	2.2% (71)	
63. In my opinion, the proportion of my time spent on **research** is:	34.2% (1082)	**58.7% (1860)**	1.5% (48)	5.6% (178)	
64. In my opinion, the proportion of my time spent on **service** is:	3.4% (108)	**74.9% (2372)**	18.9% (599)	2.8% (89)	
65. In my opinion, the proportion of my time spent on **clinical service** is:	5.8% (185)	**44.2% (1401)**	6.9% (219)	43.0% (1363)	

SECTION IX: Demographic Information

67. Rank	Response Percent	Response Total
Dean	2.1%	65
Associate Dean	5.6%	173
Assistant Dean	3.2%	98
Professor	18.2%	566
Associate Professor	26.0%	805
Assistant Professor	40.6%	1260
Lecturer	0.6%	18
Instructor	1.8%	55
Other	2.0%	62
68. Number of years in academia	**Response Percent**	**Response Total**
less than 2	10.0%	309
2-5	24.1%	746
6-10	19.3%	597
11-15	15.9%	494
16-20	9.8%	304
more than 20	20.9%	648
69. Tenure Status	**Response Percent**	**Response Total**
Tenured	31.8%	981
Nontenured, Tenure Track	19.4%	598
Nontenure Track (please only select if your college/school has a tenure system)	35.2%	1087
Institution does not have a tenure system	13.6%	419
70. Discipline	**Response Percent**	**Response Total**
Biological Sciences; Biomedical Sciences	8.3%	255
Continuing Professional Education	0.3%	8
Liberal Arts	0.3%	10
Library/Educational Resources	0.3%	10
Medicinal or pharmaceutical chemistry; Pharmacognosy; Natural Products	7.0%	216
Pharmaceutics/Physical Pharmacy; Biopharmaceutics; Industrial Pharmacy	7.0%	214
Pharmacokinetics/Pharmacodynamics; Pharmacogenetics; Pharmacogenomics	3.4%	104
Pharmacology; Toxicology	8.7%	266
Social & Administrative Sciences	8.1%	249
Pharmacy Practice	51.9%	1593
Pharmacotherapeutics/Translational Research	2.8%	86
Other	1.9%	59
71. Type of Appointment	**Response Percent**	**Response Total**
Full-time	95.3%	2957
Part-time	4.7%	145
72. Teach location	**Response Percent**	**Response Total**
Main campus	87.4%	2702
Distance/Satellite/Branch campus (enter city, state)	10.4%	323
Other	2.2%	67

Demographic Information

Rank

- Other 2.0%
- Instructor 1.8%
- Dean 2.1%
- Associate Dean 5.6%
- Lecturer 0.6%
- Assistant Dean 3.2%
- Assistant Professor 40.6%
- Professor 18.2%
- Associate Professor 26.0%

Years in Academia

- More than 20 years 20.9%
- 0-5 years 34.1%
- 11-20 years 25.7%
- 6-10 years 19.3%
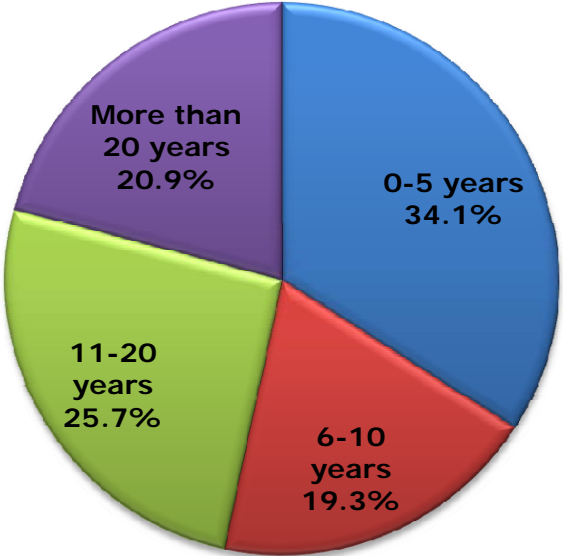
Demographic Information

Discipline

Continuing Professional Education 0.3%

Library/Educational Resources 0.3%

Pharmacokinetics/Pharmacogenomics 3.4%

Liberal Arts 0.3%

Translational Research 2.8%

Other 1.9%

Pharmaceutics 7.0%

Medicinal Chemistry 7.0%

Social & Administrative Sciences 8.1%

Biological Sciences 8.3%

Pharmacy Practice 51.9%

Pharmacology 8.7%

Type of Appointment

Part-time 4.7%

Full-time 95.3%

Section I: Administrative Systems

Strongly Disagree
4.0%

Unable to Comment
4.3%

Disagree
12.1%

Strongly Agree
30.4%

Agree
49.3%

This section seeks the perspectives of faculty members on administrative processes. Overall, nearly eighty percent (79.7%) of faculty members felt the college or school administration was effective in responding to faculty needs, allowing an opportunity for evaluative feedback, functioning as a team, and dealing with harrassment and discrimination.

I am aware of policies for dealing with harassment and discrimination

Strongly Disagree
0.9%

Unable to Comment
1.5%

Disagree
2.3%

Agree
41.8%

Strongly Agree
53.6%
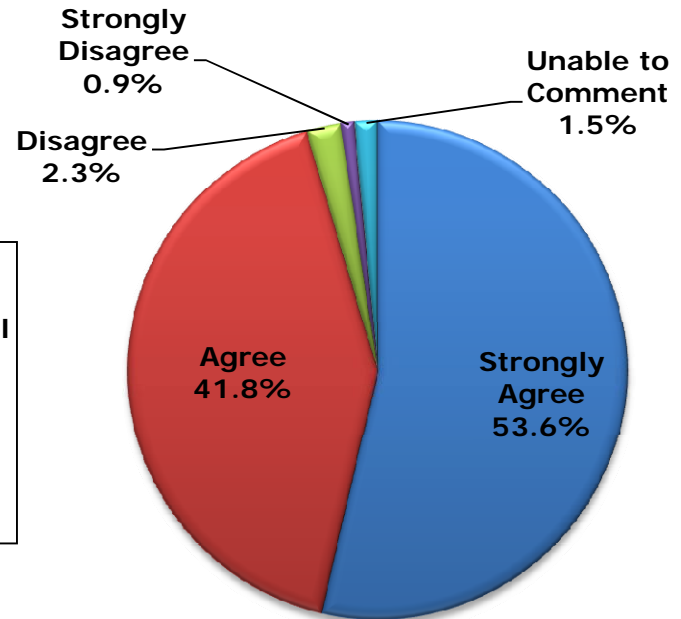
The statement that received the highest level of agreement among faculty members (95.4%) regarded the awareness of college/school policies for dealing with harrassment and discrimination.

Section II: Recruitment and Retention

Unable to Comment
5.6%

Strongly Disagree
3.2%

Disagree
12.7%

Strongly Agree
29.2%
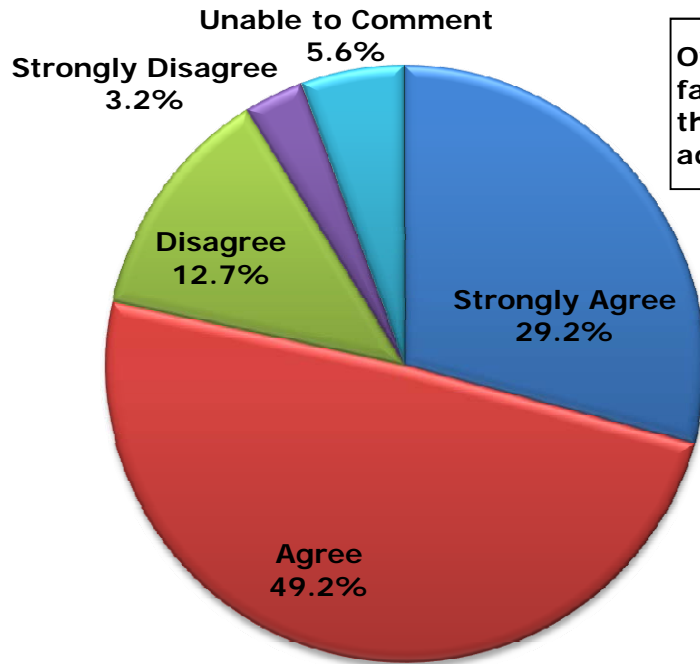
Agree
49.2%

Over seventy-eight percent (78.4%) of faculty members were in agreement that their schools and colleges of pharmacy were adequately recruiting and retaining faculty.

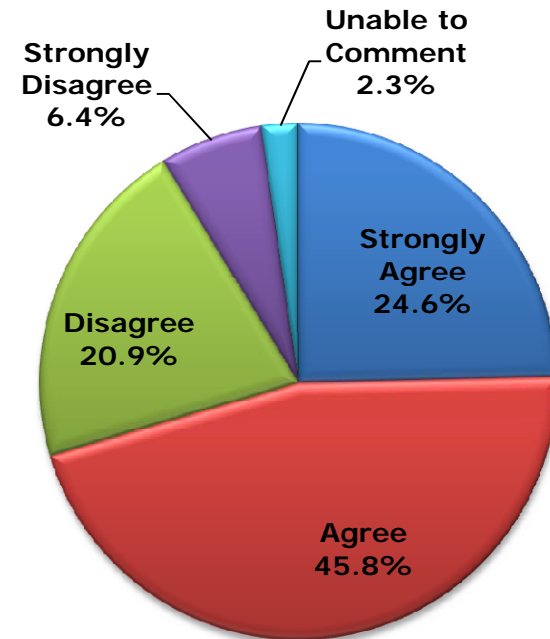## My allocation of effort has been clearly stated.

Strongly Disagree
3.6%

Unable to Comment
3.2%

Disagree
16.6%

Strongly Agree
25.0%
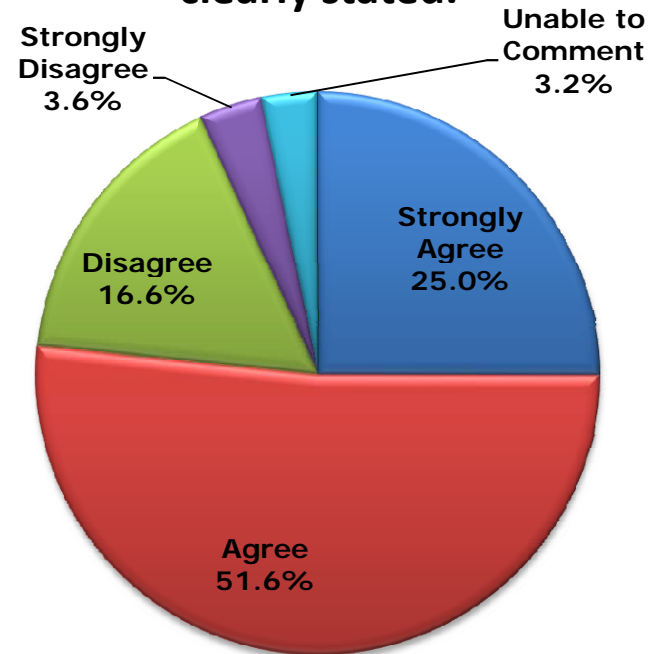
Agree
51.6%

Over twenty percent (20.2%) of faculty members disagreed regarding clear statement of their allocation of effort.

Section III: Infrastructure

Unable to Comment
4.0%

Strongly Disagree
3.4%

Disagree
11.8%

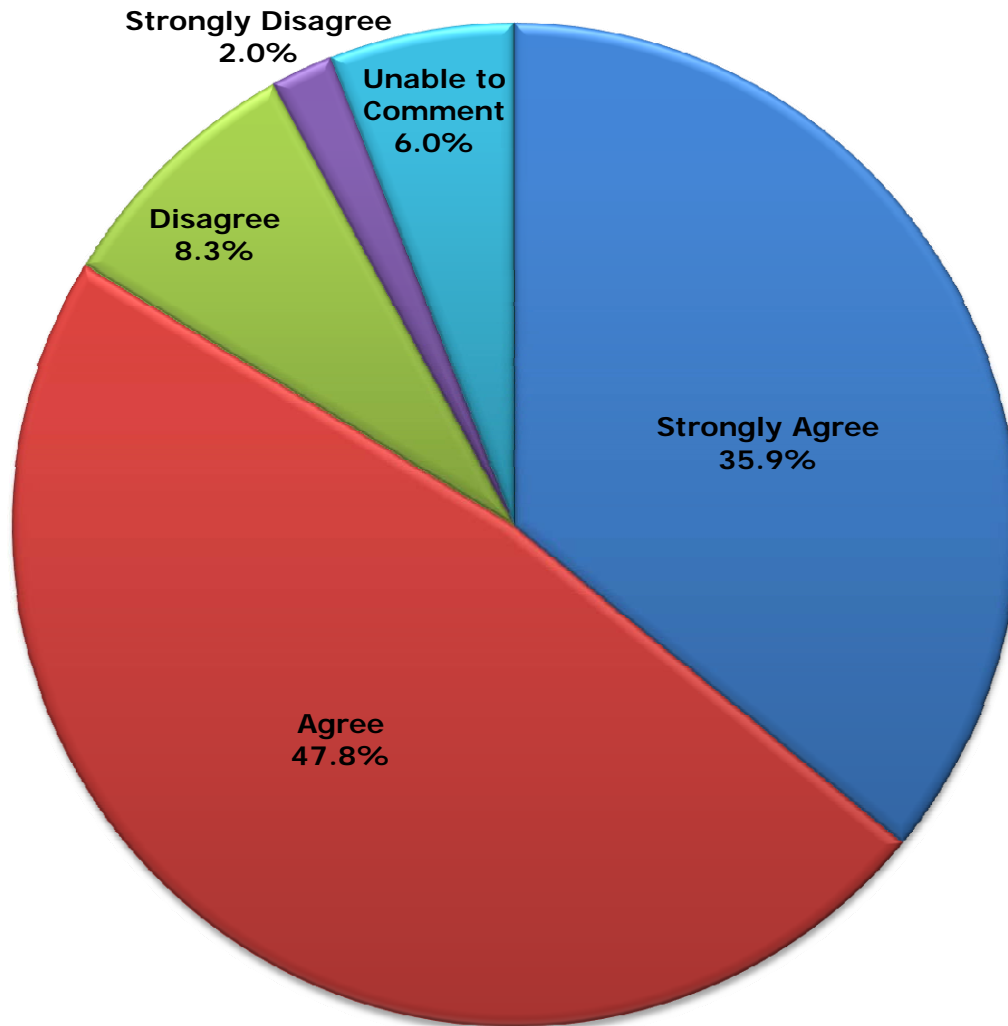Strongly Agree
34.0%
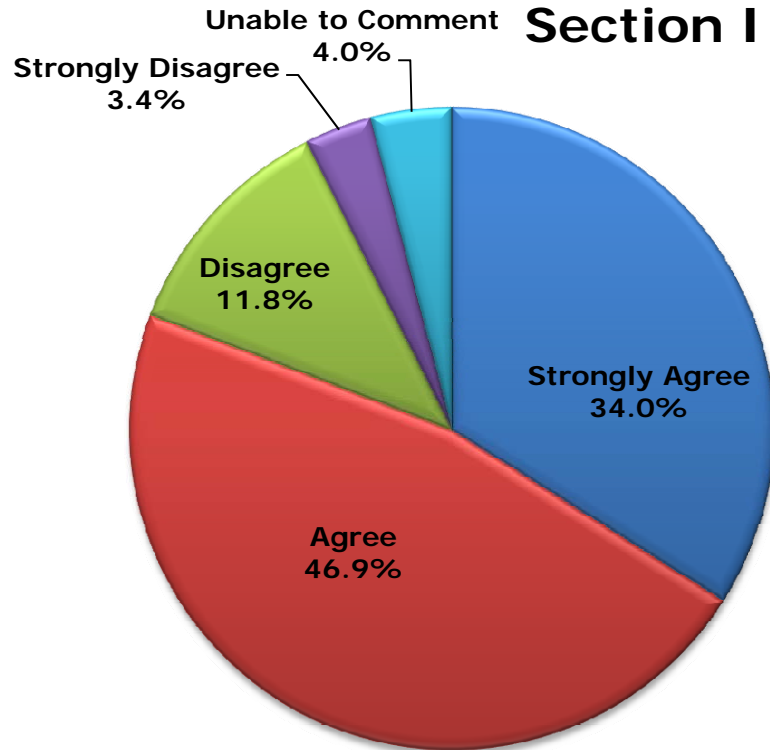
Agree
46.9%

Nearly eighty-one percent (80.9%) of faculty members agreed or strongly agreed that they were satisfied with the statements in this section involving staff resources, facilities, and infrastructure. However, the statement that received the highest level of disagreement regarded qualified faculty. Over twenty-seven (27.3%) percent of faculty disagreed or strongly disagreed that the college/school has a sufficient number of qualified faculty.

## The college/school has a sufficient number of qualified faculty

Strongly Disagree
6.4%

Unable to Comment
2.3%

Disagree
20.9%

Strongly Agree
24.6%

Agree
45.8%

Section IV: Role and Governance

Strongly Disagree
2.0%

Unable to Comment
6.0%

Disagree
8.3%

Strongly Agree
35.9%

Agree
47.8%

Nearly eighty-four percent (83.7%) of faculty members agreed with statements regarding effective strategic planning and faculty input during the development of a strategic plan.
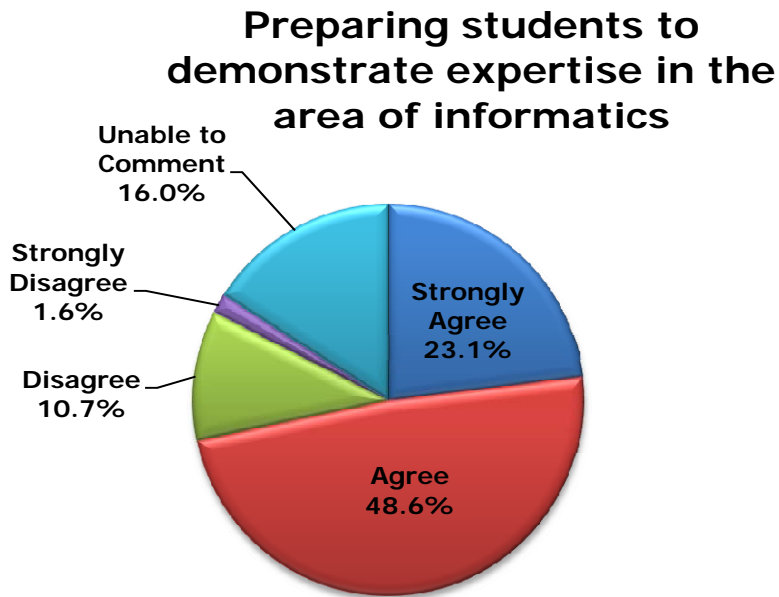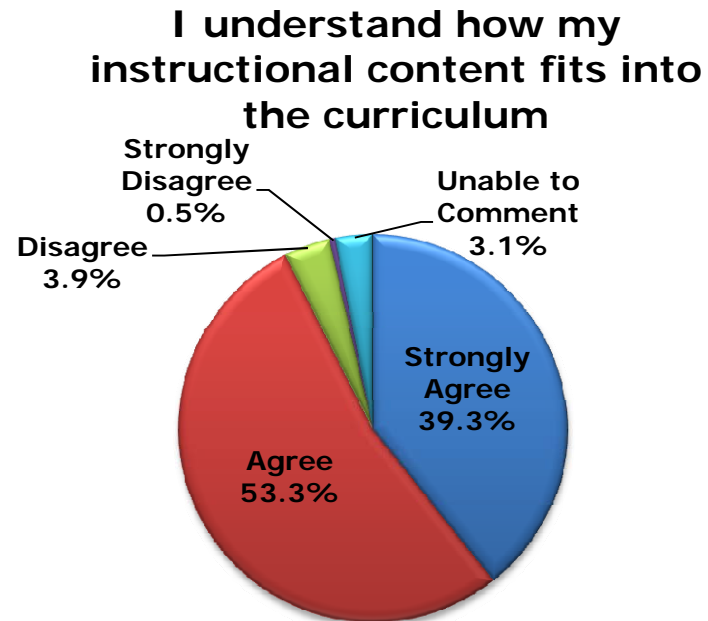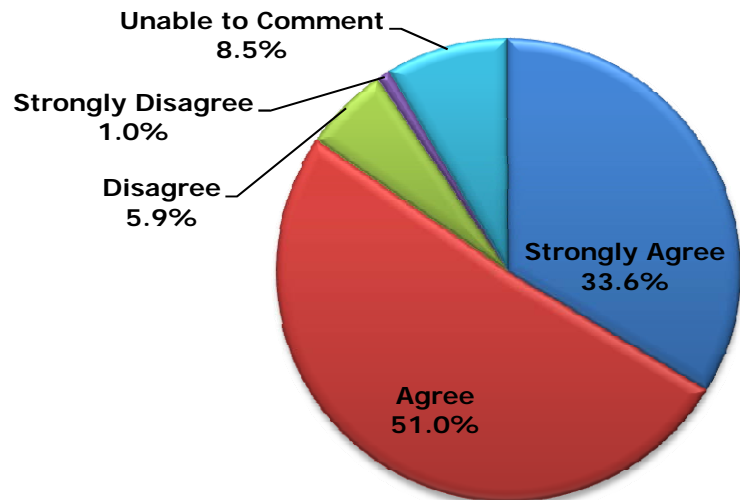
Section V: Faculty Development
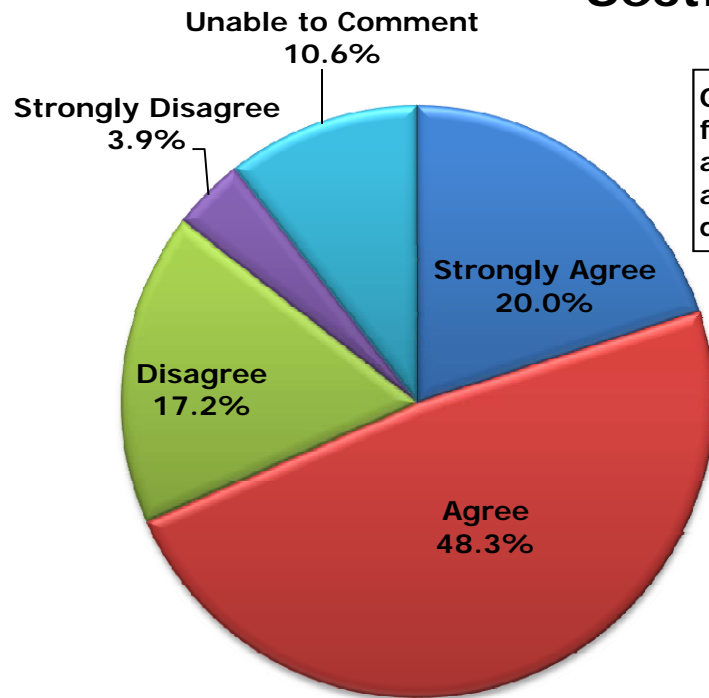
Over sixty-eight percent (68.3%) of faculty members were satisified with the amount of career guidance, programs, and funds available for faculty development.

Strongly Disagree 3.9%

Unable to Comment 10.6%

Disagree 17.2%

Strongly Agree 20.0%

Agree 48.3%

## Improving teaching and facilitating student learning
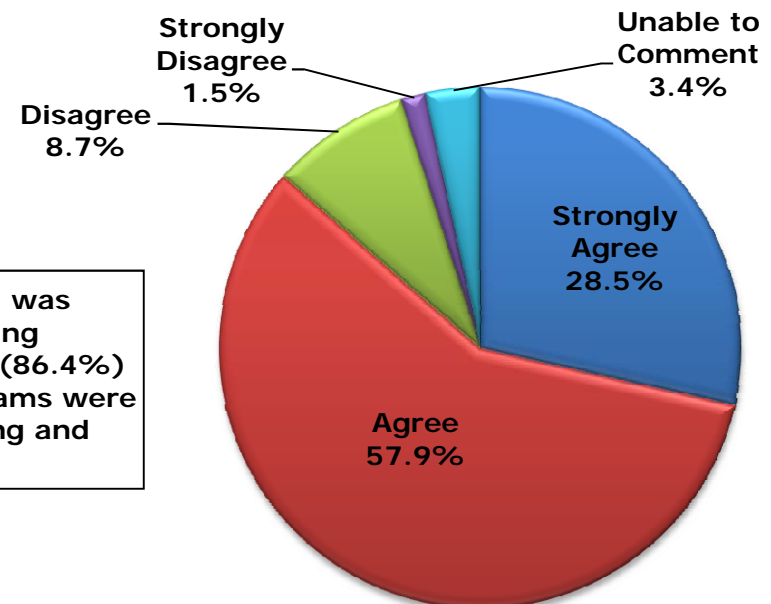
The statement with the highest agreement was regarding improving teaching and facilitating student learning. Over eighty-six percent (86.4%) of faculty agreed or strongly agreed programs were made available that improved their teaching and facilitated student learning.

Strongly Disagree 1.5%

Disagree 8.7%

Unable to Comment 3.4%

Strongly Agree 28.5%

Agree 57.9%

Section VI: Curriculum, Teaching, and Assessment

Unable to Comment
8.5%

Strongly Disagree
1.0%

Disagree
5.9%

Strongly Agree
33.6%

Agree
51.0%

I understand how my instructional content fits into the curriculum

Strongly
Disagree
0.5%

Disagree
3.9%

Unable to
Comment
3.1%

Strongly
Agree
39.3%

Agree
53.3%

Preparing students to demonstrate expertise in the area of informatics

Unable to
Comment
16.0%

Strongly
Disagree
1.6%
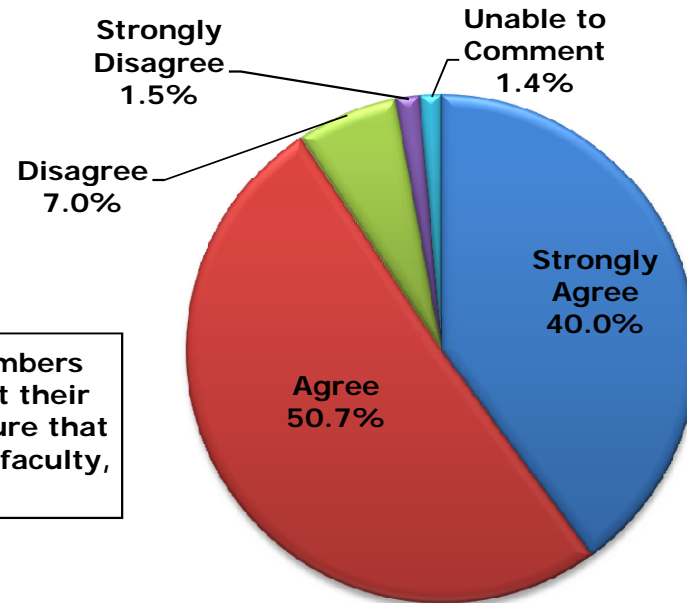
Disagree
10.7%

Strongly
Agree
23.1%

Agree
48.6%

Overall, faculty members were in agreement with the curriculum, teaching, and assessment statements. However, the statements regarding curriculum received the most positive responses. Nearly ninety-three percent (92.6%) of faculty either agreed or strongly agreed that they understand how their instructional content fits into the curriculum. The statement regarding preparing student in informatics received highest level of disagreement. While sixteen percent (16.0%) were unable to comment, over twelve percent (12.3%) disagreed or strongly disagreed that the Pharm.D. program prepares students to demonstrate expertise in the area of informatics (resources, devices, and methods required to optimize the acquisition, storage, retrieval, and use of information in pharmacy and healthcare).

Section VII: Developing and Supervising Students

Unable to Comment
6.3%

Strongly Disagree
3.4%

Disagree
11.3%

Strongly Agree
31.3%
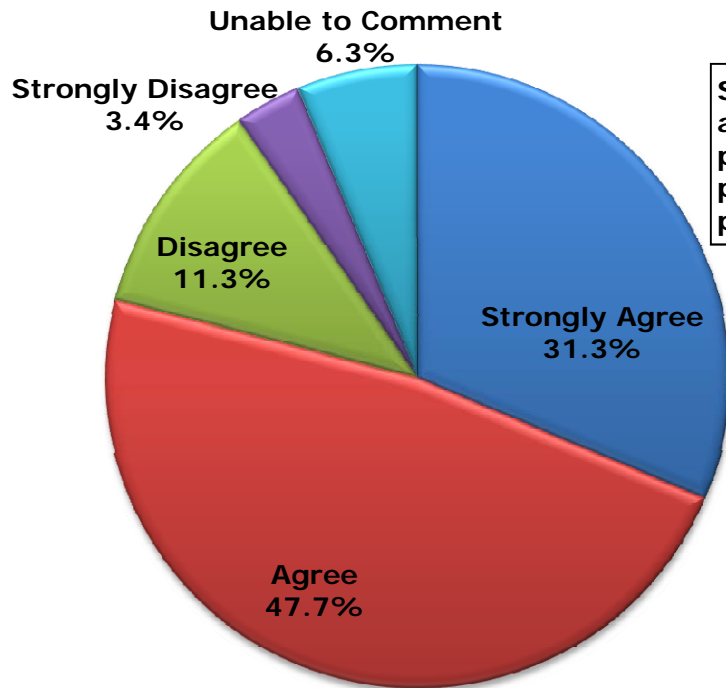
Agree
47.7%

Seventy-nine percent (79.0%) of faculty members agreed or strongly agreed that their college/school promoted professional behavior, managed academic and professional misconduct, and managed poor academic performance.

The college/school provides an environment and culture that promotes professional behavior

Strongly Disagree
1.5%

Unable to Comment
1.4%

Disagree
7.0%

Strongly Agree
40.0%

Agree
50.7%

Nearly ninety-one percent (90.7%) of faculty members agreed or strongly agreed with the statement that their college/school provides an environment and culture that promotes professional behavior among students, faculty, administrators, and staff.

Section VIII: Academic Roles
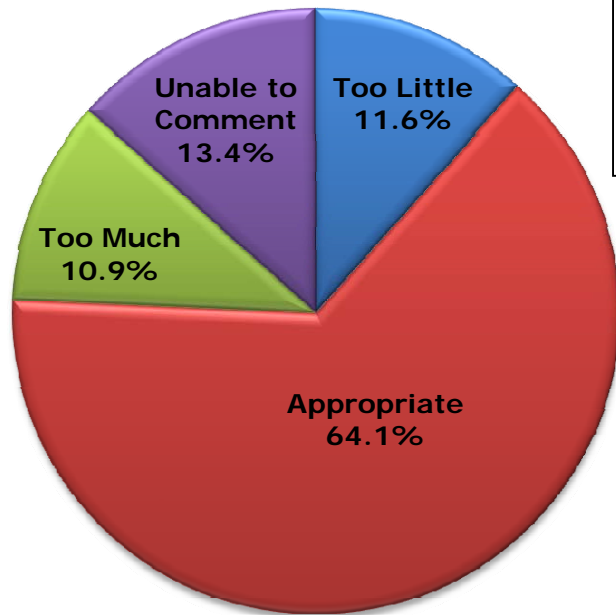
Overall, over sixty-four percent (64.1%) of faculty members felt that the time they spend on teaching, research, service, and clinical service is appropriate.

Too Little 11.6%

Unable to Comment 13.4%

Too Much 10.9%

Appropriate 64.1%

The proportion of my time spend on teaching is:

Unable to Comment 2.2%

Too Little 3.1%

Too Much 16.3%

Appropriate 78.4%

Over seventy-eight percent (78.4%) of members reported that time they spent on teaching was appropriate.