

2023 AACP Faculty Survey

UNC Eshelman School of Pharmacy – Peer Comparison Summary Report

Peer institutions included in this comparison are: The Ohio State University; The University of Arizona; The University of Texas at Austin; University of Illinois-Chicago; University of Minnesota; University of Wisconsin-Madison

Peer institutions not included in this comparison are: University of California-San Francisco; University of Florida; University of Kansas; University of Kentucky; University of Michigan-Ann Arbor; University of Washington-Seattle

2018 UNC: Response Rate: 98.70% (total number of responses: 75)

2023 UNC: Response Rate: 100.00% (total number of responses: 77)

Peer Schools (n=6): Response Rate: 59.08% (total number of responses: 374)

All Schools (n=95): Response Rate: 75.01% (total number of responses: 3,005)

Administration and Governance

| | 2018 UNC | 2023 UNC | Peers | National |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|-------|----------|
| 1. The college/school's administrators (e.g., Dean, Associate/Assistant Dean, Department Chair, Program Directors) have clearly defined responsibilities. | 86.7% | 89.7% | 86.1% | 85.7% |
| 2. The college/school's administrators function as a unified team. | 84.0% | 80.5% | 78.9% | 78.0% |
| 3. The college/school's administrator(s) are aware of my needs/problems. | 81.3% | 78.0% | 73.8% | 79.9% |
| 4. The college/school's administrator(s) are responsive to my needs/problems. | 76.0% | 74.1% | 69.2% | 74.3% |
| 5. The Dean is an effective leader of the college/school. | 92.0% | 89.6% | 79.4% | 78.4% |
| 6. I am given the opportunity to provide evaluative feedback of the administrators. | 62.7% | 68.9% | 74.8% | 72.5% |
| 7. I am aware that my college/school has policies for dealing with harassment and discrimination. | 92.0% | 98.7% | 96.3% | 95.7% |
| 8. The assessment processes are effective. | 80.0% | 87.0% | 76.8% | 80.4% |
| 9. The curriculum oversight processes are effective. | 70.7% | 84.4% | 76.5% | 79.4% |
| 10. The college/school provides opportunities for faculty participation in governance. | 80.0% | 87.0% | 92.2% | 89.3% |
| 11. The college/school effectively employs strategic planning. | 89.3% | 87.0% | 84.5% | 81.8% |
| 12. The college/school requested my input during the development of the current strategic plan. | 85.4% | 93.5% | 82.6% | 87.4% |

Faculty Development and Performance

| | 2018 UNC | 2023 UNC | Peers | National |
|------------------------------------------------------------------------------------------------------------------|----------|----------|-------|----------|
| 13. I have access to documents that detail policies related to my performance as a faculty member. | 90.6% | 96.1% | 91.7% | 92.6% |
| 14. My performance assessment criteria are explicit and clear. | 78.7% | 85.8% | 84.0% | 84.0% |
| 15. My allocation of effort has been clearly stated. | 98.6% | 98.7% | 80.4% | 81.4% |
| 16. Criteria for my performance assessment are consistent with my responsibilities. | 85.4% | 89.7% | 82.9% | 82.4% |
| 17. I receive formal feedback on my performance on a regular basis. | 85.3% | 94.8% | 86.9% | 84.1% |
| 18. The performance feedback I receive is constructive. | 88.0% | 92.2% | 86.6% | 83.7% |
| 19. The college/school consistently applies promotion and/or tenure policies and procedures. | 80.0% | 84.5% | 77.2% | 79.1% |
| 20. I receive guidance on career development. | 77.3% | 79.3% | 69.5% | 68.9% |
| 21. Funds are available to support faculty development. | 73.3% | 76.7% | 71.6% | 77.8% |
| 22. Programs are available to orient non-practice faculty to the pharmacy profession and professional education. | 36.0% | 63.7% | 52.1% | 55.7% |
| 23. Programs are available to improve teaching and to facilitate student learning. | 94.6% | 92.2% | 86.1% | 88.0% |
| 24. Programs are available to develop competence in research and/or scholarship. | 80.0% | 85.8% | 75.4% | 73.4% |

All items measured on a four-point Likert scale ranging from (1) Strongly Disagree to (4) Strongly Agree unless noted.

"Unable to comment" was an answer choice and has been excluded from analyses.

Frequency counts for "Strongly Agree" and "Agree" responses from UNC, peer institutions, and all participating Schools of Pharmacy are reported. Page 1 of 4

Infrastructure

| | 2018 UNC | 2023 UNC | Peers | National |
|-------------------------------------------------------------------------------------------------------|-----------------|-----------------|--------------|-----------------|
| 25. The college or school has a sufficient number of staff to effectively address programmatic needs. | 57.3% | 79.2% | 71.9% | 62.3% |
| 26. Faculty office space permits accomplishment of my responsibilities. | 97.3% | 96.1% | 88.2% | 92.7% |
| 27. The college or school has resources to effectively address research/scholarship needs. | 82.6% | 85.8% | 70.8% | 69.7% |
| 28. The college or school has resources to effectively address instructional technology needs. | 93.4% | 88.4% | 84.5% | 81.7% |
| 29. The college has physical facilities to effectively support academic program needs. | 90.7% | 93.5% | 77.6% | 85.0% |
| 30. The college/school has a sufficient number of faculty. | 66.6% | 75.4% | 69.8% | 60.3% |
| 31. My campus work environment is safe. | 100.0% | 98.7% | 91.1% | 94.0% |

Curriculum, Teaching, and Assessment

| | 2018 UNC | 2023 UNC | Peers | National |
|---------------------------------------------------------------------------------------------------------|-----------------|-----------------|--------------|-----------------|
| 32. The organization and structure of the curriculum is clear. | 73.4% | 85.7% | 84.0% | 85.7% |
| 33. I understand how my instructional content fits into the curriculum. | 88.0% | 94.9% | 87.9% | 92.3% |
| 34. The curriculum is taught at a depth that supports understanding of central concepts and principles. | 78.7% | 91.0% | 82.1% | 84.6% |
| 35. Curricular collaboration among disciplines is encouraged at my college/school. | 96.0% | 83.2% | 82.1% | 86.6% |
| 36. The college/school uses programmatic assessment data to improve the curriculum. | 77.4% | 84.4% | 79.2% | 81.2% |

Developing and Supervising Students

| | 2018 UNC | 2023 UNC | Peers | National |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----------------|--------------|-----------------|
| 37. The college/school provides an environment and culture that promote professional behavior among students, faculty, administrators, preceptors and staff. | 92.0% | 92.3% | 90.4% | 88.4% |
| 38. The college/school has an effective process to manage academic misconduct by students (e.g., plagiarism). | 76.0% | 78.0% | 79.2% | 83.8% |
| 39. The college/school has an effective process to manage professional misconduct by students (e.g., repeated tardiness/absences, drug diversion). | 70.6% | 76.7% | 75.1% | 77.6% |
| 40. The college/school has an effective process to manage poor academic performance of students. | 80.0% | 81.8% | 73.2% | 78.2% |

Academic Roles

| | | 2018 UNC | 2023 UNC | Peers | National |
|----------------------------------------------------------------------------|-------------------|-----------------|-----------------|--------------|-----------------|
| 41. In my opinion, the proportion of my time spent on teaching is: | | | | | |
| | Too Little | 2.7% | 0% | 3.5% | 1.7% |
| | Appropriate | 86.7% | 93.5% | 82.1% | 79.4% |
| | Too Much | 9.3% | 6.5% | 10.7% | 17.2% |
| | Unable to Comment | 1.3% | 0% | 3.7% | 1.8% |
| 42. In my opinion, the proportion of my time spent on research is: | | | | | |
| | Too Little | 18.7% | 9.1% | 20.3% | 27.5% |
| | Appropriate | 78.7% | 85.7% | 67.4% | 65.4% |
| | Too Much | 2.7% | 3.9% | 3.2% | 2.4% |
| | Unable to Comment | 0% | 1.3% | 9.1% | 4.7% |
| 43. In my opinion, the proportion of my time spent on service is: | | | | | |
| | Too Little | 0% | 1.3% | 1.9% | 1.4% |
| | Appropriate | 82.7% | 85.7% | 72.7% | 72.1% |
| | Too Much | 17.3% | 13.0% | 19.5% | 24.3% |
| | Unable to Comment | 0% | 0% | 5.9% | 2.2% |
| 44. In my opinion, the proportion of my time spent on clinical service is: | | | | | |
| | Too Little | 8% | 2.6% | 1.6% | 3.1% |
| | Appropriate | 36% | 36.4% | 39.6% | 44.6% |
| | Too Much | 0% | 1.3% | 6.7% | 6.5% |
| | Unable to Comment | 56% | 59.7% | 52.1% | 45.9% |

Demographic Information

| | | 2018 UNC | 2023 UNC | Peers | National |
|---------------------------------|-------------------------------------------|-----------------|-----------------|--------------|-----------------|
| 46. Highest Administrative Rank | | | | | |
| | Dean | 4.3% | 0% | 0.9% | 1.9% |
| | Associate Dean | 10.1% | 13.7% | 6.4% | 6.3% |
| | Assistant Dean | 4.3% | 1.4% | 1.7% | 2.8% |
| | Department Head/Chair | 5.8% | 8.2% | 6.7% | 6.2% |
| | Other | 23.2% | 19.2% | 12.5% | 10.7% |
| | No Administrative Rank | 52.2% | 57.5% | 71.7% | 72.1% |
| 47. Highest Academic Rank | | | | | |
| | Professor | 34.2% | 39.2% | 33.4% | 32.6% |
| | Associate Professor | 35.6% | 36.5% | 21.8% | 35.0% |
| | Assistant Professor | 27.4% | 20.3% | 34.6% | 27.5% |
| | Lecturer | 0% | 0% | 1.4% | 0.8% |
| | Instructor | 0% | 0% | 5.4% | 1.6% |
| | Other | 2.7% | 4.1% | 2.3% | 1.8% |
| | No Academic Rank | 0% | 0% | 1.1% | 0.7% |
| 48. Tenure Status | | | | | |
| | Tenured | 50.7% | 53.5% | 35.8% | 35.2% |
| | Nontenured, Tenure Track | 16.9% | 12.7% | 9.0% | 11.9% |
| | Nontenure Track | 32.4% | 33.8% | 55.2% | 39.6% |
| | Institution does not have a tenure system | 0% | 0% | 0.0% | 13.3% |
| 49. Teach Location | | | | | |
| | Main Campus | 92.9% | 94.1% | 88.0% | 85.5% |
| | Distance/Satellite/Branch Campus | 7.1% | 4.4% | 8.8% | 11.1% |
| | Other | 0% | 1.5% | 3.1% | 3.4% |

All items measured on a four-point Likert scale ranging from (1) Strongly Disagree to (4) Strongly Agree unless noted.

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| | | <i>2018 UNC</i> | <i>2023 UNC</i> | <i>Peers</i> | <i>National</i> |
|----------------------------------------------------------------------|--------------------------------------------------|-----------------|-----------------|--------------|-----------------|
| 52. Are you of Hispanic, Latino, or Spanish origin? | | | | | |
| | No, not of Hispanic, Latino, or Spanish origin | ----- | 84.7% | 85.0% | 79.4% |
| | Yes, Mexican, Mexican American, Chicano | ----- | 1.4% | 1.1% | 1.1% |
| | Yes, Puerto Rican | ----- | 0% | 0.3% | 0.4% |
| | Yes, Cuban | ----- | 0% | 0.0% | 0.2% |
| | Yes, another Hispanic, Latino, or Spanish Origin | ----- | 1.4% | 1.1% | 1.5% |
| | Prefer not to disclose | ----- | 12.5% | 12.5% | 17.4% |
| 55. Which is the language you know best? | | | | | |
| | English | ----- | 87.5% | 86.2% | 85.2% |
| | Other | ----- | 4.2% | 4.5% | 3.9% |
| | Prefer not to disclose | ----- | 8.3% | 9.3% | 11.0% |
| 56. How would you describe your English Language Proficiency? | | | | | |
| | Native | ----- | 73.6% | 71.8% | 68.3% |
| | Advanced | ----- | 18.1% | 17.3% | 19.4% |
| | Intermediate | ----- | 0% | 0.8% | 0.9% |
| | Beginner | ----- | 0% | 0.0% | 0.0% |
| | Prefer not to disclose | ----- | 8.3% | 10.1% | 11.5% |