Comparing Pharmacy Faculty to Our National Colleagues: Salaries, Rank, and Other Statistics

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Each year the AACP distributes the Profile of Pharmacy Faculty which includes national data on demographics, rank, highest degree, tenure status and salary. Salary data is also published annually by the American Association of University Professors (AAUP) and the Higher Education Research Institute (HERI) at UCLA publishes periodic surveys that allow interesting data for comparisons.

As seen in Table I the percent of female faculty is increasing in pharmacy schools and is probably higher than other four year colleges. The HERI data also includes many two year institutions which traditionally employ a higher percentage of females.

Table I. Percentage of male and female faculty

<table>
<thead>
<tr>
<th>Source</th>
<th>Dates</th>
<th>Male</th>
<th>Female</th>
<th>Total sampled</th>
</tr>
</thead>
<tbody>
<tr>
<td>HERI 92-93</td>
<td></td>
<td>69%</td>
<td>31%</td>
<td>29.771</td>
</tr>
<tr>
<td>AACP 92-93</td>
<td></td>
<td>73%</td>
<td>26%</td>
<td>2.817</td>
</tr>
<tr>
<td>AACP 95-96</td>
<td></td>
<td>70%</td>
<td>30%</td>
<td>3.123</td>
</tr>
</tbody>
</table>

Note: HERI data includes 2 and 4 year colleges and there are more females at 2-year colleges.

Table II. Percent of faculty at various ranks

<table>
<thead>
<tr>
<th>Source</th>
<th>Inst. Lect.</th>
<th>Assis.</th>
<th>Assoc.</th>
<th>Full</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>HERI 92-93</td>
<td>0.14</td>
<td>0.26</td>
<td>0.26</td>
<td>0.32</td>
<td>29.771</td>
</tr>
<tr>
<td>AACP 92-93</td>
<td>0.04</td>
<td>0.39</td>
<td>0.29</td>
<td>0.28</td>
<td>2.597</td>
</tr>
<tr>
<td>AACP 95-96</td>
<td>0.04</td>
<td>0.41</td>
<td>0.29</td>
<td>0.26</td>
<td>2.886</td>
</tr>
</tbody>
</table>

Based on the HERI and AACP data (Table II), pharmacy has a smaller percentage of full professors and instructors, but a higher percentage of assistant and associate professors. Reasons for these differences are unknown, but data like this might be helpful to younger pharmacy faculty who aspire to move up the ladder but are afraid that there are already too many faculty at the rank of professor.

Comparing AACP to HERI data in Table IV indicates that pharmacy colleges have a substantially lower percentage of MS faculty and somewhat lower percentage of PhDs. It would be interesting to compare the percentages of the PharmD versus PhD in pharmacy schools to medical schools (e.g., MD versus PhD).

As for overall salary increases, pharmacy faculty appeared to do better than their faculty colleagues as shown in Table V. This is

Table V. Salary increases for full-time faculty

<table>
<thead>
<tr>
<th>Source</th>
<th>Dates</th>
<th>Combined</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAUP 91-92 to 92-93</td>
<td>2.5%</td>
<td></td>
</tr>
<tr>
<td>AACP 91-92 to 92-93</td>
<td>4.1%</td>
<td></td>
</tr>
<tr>
<td>AAUP 94-95 to 95-96</td>
<td>2.9%</td>
<td></td>
</tr>
<tr>
<td>AACP 94-95 to 95-96</td>
<td>4.3%</td>
<td></td>
</tr>
</tbody>
</table>

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based on a comparison of two time periods which indicates that pharmacy faculty on average received higher salary increases than their colleagues in the AAUP survey. From an examination of salary data in Table VI one can see that pharmacy faculty do better (on average) compared to AAUP data, whether pharmacy faculty have academic or calendar year appointments or whether they are at a public or private institution.

One of the more interesting statistics related to pharmacy and faculty are the Gallup surveys on trustworthiness which rank pharmacists in the number one position and college teachers as number five among 26 disciplines (Figure 1). So if someone is a pharmacist and a college teacher where does that put them on the list?

Hopefully the information provided here will be helpful as we continue to monitor the health of pharmacy faculty and pharmacy education.

References