

## 2021 PHARMACY FACULTY SURVEY

### SUMMARY REPORT FOR DRAKE UNIVERSITY and NATIONAL DATA

**Total number of responses (response rate):**

2021: 36/55 (65.5%)

2020: 45/57 (78.9%)

3-year avg.: 129/163 (79.1%)

5-year avg.: 204/251 (81.3%)

**Key:**

**For combined 'agree' and 'strongly agree'**

**~5% higher than national average in same year**

**~5% lower than national average in same year**

### Section I: Administration and Governance

The following statements refer to administration and governance. Please indicate the degree to which you agree or disagree with the following 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.	2021	47.2% (17) 37.1% (1344)	50.0% (18) 48.5% (1756)	2.8% (1) 8.0% (289)	0.0% (0) 3.2% (114)	0.0% (0) 3.2% (115)
	2020	46.7% (21) 36.2% (1127)	42.2% (19) 49.6% (1542)	6.7% (3) 9.3% (290)	2.2% (1) 2.3% (73)	2.2% (1) 2.5% (77)
2. The college/school's administrators function as a unified team.	2021	44.4% (16) 34.2% (1239)	44.4% (16) 45.4% (1643)	0.0% (0) 11.8% (426)	5.6% (2) 4.4% (158)	5.6% (2) 4.2% (152)
	2020	42.2% (19) 30.9% (960)	42.2% (19) 49.3% (1534)	8.9% (4) 11.9% (370)	2.2% (1) 3.8% (118)	4.4% (2) 4.1% (127)
3. The college/school's administrator(s) are aware of my needs/problems.	2021	38.9% (14) 27.8% (1007)	47.2% (17) 52.2% (1889)	11.1% (4) 12.6% (457)	2.8% (1) 4.2% (153)	0.0% (0) 3.1% (112)
	2020	35.6% (16) 27.5% (856)	53.3% (24) 54.4% (1690)	6.7% (3) 11.1% (345)	2.2% (1) 4.1% (127)	2.2% (1) 2.9% (91)
4. The college/school's administrator(s) are responsive to my needs/problems.	2021	38.9% (14) 27.6% (999)	50.0% (18) 47.2% (1707)	5.6% (2) 15.3% (554)	5.6% (2) 6.3% (229)	0.0% (0) 3.6% (129)
	2020	33.3% (15) 27.5% (855)	57.8% (26) 48.1% (1496)	6.7% (3) 15.1% (469)	2.2% (1) 5.5% (172)	0.0% (0) 3.8% (117)
5. The Dean is an effective leader of the college/school.	2021	47.2% (17) 42.5% (1538)	47.2% (17) 38.8% (1403)	2.8% (1) 9.3% (335)	2.8% (1) 5.6% (201)	0.0% (0) 3.9% (141)
	2020	51.1% (23) 40.6% (1262)	40.0% (18) 39.7% (1233)	6.7% (3) 9.6% (297)	2.2% (1) 4.8% (149)	0.0% (0) 5.4% (168)

6.I am given the opportunity to provide evaluative feedback of the administrators.	2021	41.7% (15) 32.1% (1162)	44.4% (16) 38.4% (1388)	13.9% (5) 16.9% (610)	0.0% (0) 8.4% (305)	0.0% (0) 4.2% (153)
	2020	53.3% (24) 28.2% (877)	44.4% (20) 39.7% (1233)	0.0% (0) 19.1% (593)	2.2% (1) 8.5% (263)	0.0% (0) 4.6% (143)
7.I am aware that my college/school has policies for dealing with harassment and discrimination.	2021	47.2% (17) 60.0% (2171)	44.4% (16) 35.0% (1266)	2.8% (1) 2.6% (95)	2.8% (1) 1.1% (38)	2.8% (1) 1.3% (48)
	2020	64.4% (29) 60.1% (1867)	31.1% (14) 35.3% (1099)	2.2% (1) 2.2% (69)	2.2% (1) 1.0% (30)	0.0% (0) 1.4% (44)
8. The assessment processes are effective.	2021	41.7% (15) 30.5% (1105)	36.1% (13) 48.9% (1770)	16.7% (6) 11.9% (429)	2.8% (1) 3.5% (126)	2.8% (1) 5.2% (188)
	2020	35.6% (16) 28.4% (884)	48.9% (22) 52.5% (1631)	8.9% (4) 12.0% (372)	0.0% (0) 2.6% (82)	6.7% (3) 4.5% (140)
9.The curriculum oversight processes are effective.	2021	36.1% (13) 32.9% (1189)	36.1% (13) 47.5% (1719)	11.1% (4) 11.2% (407)	8.3% (3) 3.9% (142)	8.3% (3) 4.4% (161)
	2020	33.3% (15) 29.6% (920)	46.7% (21) 52.1% (1620)	15.6% (7) 11.0% (342)	2.2% (1) 3.1% (97)	2.2% (1) 4.2% (130)
10. The college/school provides opportunities for faculty participation in governance.	2021	47.2% (17) 45.7% (1654)	47.2% (17) 43.5% (1575)	2.8% (1) 5.5% (199)	2.8% (1) 2.9% (106)	0.0% (0) 2.3% (84)
	2020	55.6% (25) 43.6% (1355)	35.6% (16) 45.0% (1398)	4.4% (2) 6.7% (207)	2.2% (1) 2.4% (75)	2.2% (1) 2.4% (74)
11. The college/school effectively employs strategic planning.	2021	47.2% (17) 36.1% (1305)	33.3% (12) 45.0% (1627)	5.6% (2) 11.2% (404)	8.3% (3) 3.6% (131)	5.6% (2) 4.2% (151)
	2020	48.9% (22) 34.3% (1066)	35.6% (16) 46.7% (1452)	8.9% (4) 11.1% (345)	4.4% (2) 3.4% (105)	2.2% (1) 4.5% (141)
12. The college/school requested my input during the development of the current strategic plan.	2021	44.4% (16) 46.6% (1687)	36.1% (13) 40.2% (1453)	11.1% (4) 5.6% (202)	2.8% (1) 1.9% (69)	5.6% (2) 5.7% (207)
	2020	46.7% (21) 44.3% (1378)	35.6% (16) 41.3% (1284)	6.7% (3) 5.9% (182)	2.2% (1) 1.8% (57)	8.9% (4) 6.7% (208)

## **Section II: Faculty Development and Performance**

**The following statements refer to faculty development and performance. Please indicate the degree to which you agree or disagree with the following statements.**

		Strongly Agree	Agree	Disagree	Strongly Disagree	Unable to Comment
13. I have access to documents that detail policies related to my performance as a faculty member.	2021	38.9% (14) 43.3% (1567)	50.0% (18) 47.3% (1711)	11.1% (4) 5.8% (209)	0.0% (0) 1.0% (37)	0.0% (0) 2.6% (94)
	2020	46.7% (21) 41.0% (1275)	42.2% (19) 49.1% (1528)	6.7% (3) 5.6% (175)	0.0% (0) 1.2% (36)	4.4% (2) 3.1% (95)
14. My performance assessment criteria are explicit and clear.	2021	27.8% (10) 33.8% (1222)	52.8% (19) 48.8% (1765)	16.7% (6) 12.5% (452)	2.8% (1) 2.8% (102)	0.0% (0) 2.1% (77)
	2020	31.1% (14) 30.6% (952)	44.4% (20) 49.9% (1550)	17.8% (8) 13.9% (432)	4.4% (2) 3.4% (105)	2.2% (1) 2.3% (70)

15. My allocation of effort has been clearly stated.	2021	25.0% (9) 34.2% (1238)	52.8% (19) 46.8% (1693)	19.4% (7) 13.2% (478)	0.0% (0) 3.5% (125)	2.8% (1) 2.3% (84)
	2020	24.4% (11) 30.9% (960)	51.1% (23) 49.9% (1550)	20.0% (9) 13.7% (425)	2.2% (1) 3.3% (102)	2.2% (1) 2.3% (72)
16. Criteria for my performance assessment are consistent with my responsibilities.	2021	27.8% (10) 33.4% (1207)	50.0% (18) 47.8% (1729)	19.4% (7) 11.8% (427)	2.8% (1) 3.1% (112)	0.0% (0) 4.0% (143)
	2020	31.1% (14) 29.9% (931)	51.1% (23) 50.5% (1571)	13.3% (6) 12.5% (388)	2.2% (1) 3.5% (110)	2.2% (1) 3.5% (109)
17. I receive formal feedback on my performance on a regular basis.	2021	47.2% (17) 34.5% (1248)	47.2% (17) 48.3% (1748)	5.6% (2) 12.1% (437)	0.0% (0) 2.7% (96)	0.0% (0) 2.5% (89)
	2020	35.6% (16) 31.9% (991)	53.3% (24) 49.6% (1542)	8.9% (4) 12.6% (393)	0.0% (0) 3.1% (96)	2.2% (1) 2.8% (87)
18. The performance feedback I receive is constructive.	2021	33.3% (12) 35.7% (1290)	58.3% (21) 46.8% (1693)	5.6% (2) 9.3% (338)	2.8% (1) 3.0% (107)	0.0% (0) 5.3% (190)
	2020	33.3% (15) 32.8% (1020)	51.1% (23) 48.5% (1507)	6.7% (3) 10.1% (315)	4.4% (2) 3.0% (94)	4.4% (2) 5.6% (173)
19. The college/school consistently applies promotion and/or tenure policies and procedures.	2021	38.9% (14) 35.9% (1299)	33.3% (12) 41.1% (1486)	16.7% (6) 8.7% (313)	5.6% (2) 4.1% (150)	5.6% (2) 10.2% (370)
	2020	35.6% (16) 32.1% (997)	40.0% (18) 41.7% (1297)	11.1% (5) 10.0% (311)	2.2% (1) 4.5% (140)	11.1% (5) 11.7% (364)
20. I receive guidance on career development.	2021	25.0% (9) 23.9% (866)	33.3% (12) 44.6% (1612)	30.6% (11) 20.8% (751)	5.6% (2) 5.8% (209)	5.6% (2) 5.0% (180)
	2020	26.7% (12) 22.4% (695)	44.4% (20) 46.2% (1436)	17.8% (8) 20.1% (624)	6.7% (3) 6.0% (187)	4.4% (2) 6.0% (187)
21. Funds are available to support faculty development.	2021	41.7% (15) 28.6% (1033)	30.6% (11) 46.5% (1681)	16.7% (6) 13.3% (480)	11.1% (4) 6.4% (231)	0.0% (0) 5.3% (193)
	2020	46.7% (21) 31.3% (972)	46.7% (21) 47.6% (1480)	4.4% (2) 11.6% (361)	0.0% (0) 4.7% (145)	2.2% (1) 4.9% (151)
22. Programs are available to orient non-practice faculty to the pharmacy profession and professional education.	2021	25.0% (9) 18.4% (666)	33.3% (12) 35.5% (1283)	11.1% (4) 16.6% (599)	2.8% (1) 4.7% (170)	27.8% (10) 24.9% (900)
	2020	22.2% (10) 17.3% (537)	31.1% (14) 37.8% (1174)	8.9% (4) 16.9% (526)	0.0% (0) 4.2% (131)	37.8% (17) 23.8% (741)
23. Programs are available to improve teaching and to facilitate student learning.	2021	30.6% (11) 38.5% (1393)	52.8% (19) 50.7% (1834)	16.7% (6) 7.1% (257)	0.0% (0) 1.6% (57)	0.0% (0) 2.1% (77)
	2020	40.0% (18) 38.1% (1186)	48.9% (22) 51.8% (1610)	8.9% (4) 6.7% (209)	0.0% (0) 1.3% (40)	2.2% (1) 2.1% (64)
24. Programs are available to develop competence in research and/or scholarship.	2021	25.0% (9) 25.0% (903)	30.6% (11) 49.2% (1780)	33.3% (12) 16.6% (601)	11.1% (4) 5.0% (182)	0.0% (0) 4.2% (152)
	2020	26.7% (12) 22.5% (699)	37.8% (17) 49.2% (1531)	28.9% (13) 19.3% (599)	4.4% (2) 4.8% (149)	2.2% (1) 4.2% (131)

### Section III: Infrastructure

The following statements refer to the college/school infrastructure. Please indicate the degree to which you agree or disagree with the following statements.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Unable to Comment
25. The college or school has a sufficient number of staff to effectively address programmatic needs.	2021	25.0% (9) 19.7% (714)	33.3% (12) 42.6% (1542)	25.0% (9) 24.0% (870)	16.7% (6) 11.0% (398)	0.0% (0) 2.6% (94)
	2020	22.2% (10) 22.4% (696)	51.1% (23) 44.2% (1373)	20.0% (9) 23.2% (720)	2.2% (1) 7.8% (241)	4.4% (2) 2.5% (79)
26. Faculty office space permits accomplishment of my responsibilities.	2021	47.2% (17) 48.2% (1743)	41.7% (15) 44.3% (1604)	5.6% (2) 4.1% (149)	5.6% (2) 1.3% (48)	0.0% (0) 2.0% (74)
	2020	37.8% (17) 48.7% (1515)	48.9% (22) 44.1% (1370)	11.1% (5) 4.4% (137)	0.0% (0) 1.8% (57)	2.2% (1) 1.0% (30)
27. The college or school has resources to effectively address research/scholarship needs.	2021	22.2% (8) 22.2% (804)	41.7% (15) 48.2% (1745)	27.8% (10) 19.7% (712)	8.3% (3) 5.5% (199)	0.0% (0) 4.4% (158)
	2020	17.8% (8) 22.0% (684)	46.7% (21) 48.3% (1501)	28.9% (13) 19.5% (606)	2.2% (1) 5.6% (175)	4.4% (2) 4.6% (143)
28. The college or school has resources to effectively address instructional technology needs.	2021	25.0% (9) 34.8% (1258)	44.4% (16) 49.2% (1780)	16.7% (6) 10.6% (385)	13.9% (5) 3.4% (122)	0.0% (0) 2.0% (73)
	2020	20.0% (9) 36.0% (1119)	57.8% (26) 48.3% (1503)	17.8% (8) 10.2% (316)	2.2% (1) 3.4% (105)	2.2% (1) 2.1% (66)
29. The college has physical facilities to effectively support academic program needs.	2021	30.6% (11) 36.6% (1323)	52.8% (19) 47.8% (1731)	11.1% (4) 10.7% (388)	5.6% (2) 3.0% (108)	0.0% (0) 1.9% (68)
	2020	31.1% (14) 36.0% (1119)	64.4% (29) 47.5% (1477)	4.4% (2) 11.0% (342)	0.0% (0) 3.9% (121)	0.0% (0) 1.6% (50)
30. The college/school has a sufficient number of faculty.	2021	27.8% (10) 21.8% (788)	44.4% (16) 41.8% (1514)	19.4% (7) 24.0% (867)	8.3% (3) 9.7% (350)	0.0% (0) 2.7% (99)
	2020	26.7% (12) 21.4% (666)	62.2% (28) 43.8% (1363)	11.1% (5) 23.6% (733)	0.0% (0) 8.3% (258)	0.0% (0) 2.9% (89)
31. My campus work environment is safe.	2021	38.9% (14) 54.2% (1961)	58.3% (21) 40.2% (1453)	0.0% (0) 2.8% (102)	0.0% (0) 1.3% (46)	2.8% (1) 1.5% (56)
	2020	53.3% (24) 53.0% (1648)	44.4% (20) 41.8% (1299)	0.0% (0) 3.3% (103)	0.0% (0) 0.9% (29)	2.2% (1) 1.0% (30)

## Section IV: Curriculum, Teaching, and Assessment

The following statements refer to the PharmD curriculum, teaching and assessment. Please indicate the degree to which you agree or disagree with the following statements.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Unable to Comment
32. The organization and structure of the curriculum is clear.	2021	50.0% (18) 37.9% (1372)	44.4% (16) 49.5% (1792)	2.8% (1) 7.6% (275)	0.0% (0) 2.2% (78)	2.8% (1) 2.8% (101)
	2020	46.7% (21) 37.5% (1166)	46.7% (21) 51.2% (1592)	2.2% (1) 7.7% (238)	0.0% (0) 1.5% (48)	4.4% (2) 2.1% (65)
33. I understand how my instructional content fits into the curriculum.	2021	50.0% (18) 46.8% (1694)	44.4% (16) 46.1% (1669)	2.8% (1) 3.3% (120)	0.0% (0) 0.7% (24)	2.8% (1) 3.1% (111)
	2020	57.8% (26) 46.6% (1449)	37.8% (17) 47.4% (1473)	0.0% (0) 2.8% (88)	0.0% (0) 0.7% (21)	4.4% (2) 2.5% (78)
34. The curriculum is taught at a depth that supports understanding of central concepts and principles.	2021	47.2% (17) 39.3% (1423)	38.9% (14) 47.5% (1717)	8.3% (3) 7.3% (265)	2.8% (1) 2.1% (77)	2.8% (1) 3.8% (136)
	2020	53.3% (24) 38.2% (1188)	42.2% (19) 49.5% (1539)	0.0% (0) 7.3% (228)	0.0% (0) 1.6% (51)	4.4% (2) 3.3% (103)
35. Curricular collaboration among disciplines is encouraged at my college/school.	2021	52.8% (19) 45.1% (1632)	38.9% (14) 43.0% (1556)	2.8% (1) 6.7% (242)	0.0% (0) 1.7% (63)	5.6% (2) 3.5% (125)
	2020	51.1% (23) 41.4% (1287)	40.0% (18) 47.0% (1460)	4.4% (2) 7.5% (234)	0.0% (0) 1.7% (52)	4.4% (2) 2.4% (76)
36. The college/school uses programmatic assessment data to improve the curriculum.	2021	41.7% (15) 39.6% (1432)	33.3% (12) 43.4% (1569)	11.1% (4) 7.4% (267)	5.6% (2) 2.6% (93)	8.3% (3) 7.1% (257)
	2020	51.1% (23) 38.2% (1188)	33.3% (15) 46.2% (1435)	4.4% (2) 7.9% (245)	2.2% (1) 1.8% (56)	8.9% (4) 6.0% (185)

## Section V: Developing and Supervising Students

The following statements refer to developing and supervising students. Please indicate the degree to which you agree or disagree with the following statements.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Unable to Comment
37. The college/school provides an environment and culture that promote professional behavior among students, faculty, administrators, preceptors and staff.	2021	55.6% (20) 43.6% (1578)	36.1% (13) 44.6% (1615)	5.6% (2) 7.1% (257)	2.8% (1) 3.0% (107)	0.0% (0) 1.7% (61)
	2020	57.8% (26) 43.9% (1366)	42.2% (19) 46.7% (1451)	0.0% (0) 6.2% (193)	0.0% (0) 2.2% (68)	0.0% (0) 1.0% (31)
38. The college/school has an effective process to manage academic misconduct by students (e.g., plagiarism).	2021	47.2% (17) 37.1% (1341)	30.6% (11) 45.7% (1654)	13.9% (5) 9.2% (332)	8.3% (3) 4.0% (145)	0.0% (0) 4.0% (146)
	2020	55.6% (25) 37.7% (1172)	33.3% (15) 46.5% (1446)	6.7% (3) 8.8% (273)	2.2% (1) 3.2% (98)	2.2% (1) 3.9% (120)

39. The college/school has an effective process to manage professional misconduct by students (e.g., repeated tardiness/absences, drug diversion).	2021	47.2% (17) 33.3% (1206)	33.3% (12) 44.5% (1610)	11.1% (4) 11.5% (415)	8.3% (3) 4.6% (165)	0.0% (0) 6.1% (222)
	2020	51.1% (23) 34.4% (1070)	37.8% (17) 45.6% (1419)	6.7% (3) 11.2% (348)	2.2% (1) 3.8% (117)	2.2% (1) 5.0% (155)
40. The college/school has an effective process to manage poor academic performance of students.	2021	41.7% (15) 33.3% (1203)	30.6% (11) 46.9% (1698)	13.9% (5) 12.2% (441)	11.1% (4) 4.0% (144)	2.8% (1) 3.6% (132)
	2020	42.2% (19) 34.8% (1083)	46.7% (21) 48.2% (1500)	11.1% (5) 11.3% (351)	0.0% (0) 2.8% (87)	0.0% (0) 2.8% (88)

## Section VI: Academic Roles

The following statements refer to academic roles. Please indicate the degree to which you agree or disagree with the following statements.

		Too Little	Appropriate	Too Much	Unable to Comment
41. In my opinion, the proportion of my time spent on teaching is:	2021	8.3% (3) 2.0% (74)	77.8% (28) 77.6% (2809)	11.1% (4) 18.1% (654)	2.8% (1) 2.2% (81)
	2020	0.0% (0) 1.9% (58)	82.2% (37) 78.8% (2451)	17.8% (8) 17.8% (554)	0.0% (0) 1.5% (46)
42. In my opinion, the proportion of my time spent on research is:	2021	30.6% (11) 30.0% (1085)	63.9% (23) 62.7% (2270)	0.0% (0) 2.4% (87)	5.6% (2) 4.9% (176)
	2020	40.0% (18) 31.5% (979)	60.0% (27) 61.2% (1903)	0.0% (0) 2.2% (68)	0.0% (0) 5.1% (159)
43. In my opinion, the proportion of my time spent on service is:	2021	2.8% (1) 2.5% (89)	75.0% (27) 74.1% (2682)	19.4% (7) 20.7% (750)	2.8% (1) 2.7% (97)
	2020	4.4% (2) 2.0% (62)	73.3% (33) 73.9% (2299)	22.2% (10) 22.2% (689)	0.0% (0) 1.9% (59)
44. In my opinion, the proportion of my time spent on clinical service is:	2021	8.3% (3) 3.6% (130)	36.1% (13) 44.0% (1593)	8.3% (3) 7.0% (255)	47.2% (17) 45.3% (1640)
	2020	8.9% (4) 4.3% (135)	40.0% (18) 46.3% (1439)	6.7% (3) 6.3% (195)	44.4% (20) 43.1% (1340)

## Section VII: Demographic Questions

Highest Administrative Rank		Response Percent	Response Total
Dean	2021	3.0% 2.3%	1 78
	2020	2.4% 2.6%	1 76
Associate Dean	2021	3.0% 6.3%	1 180
	2020	2.4% 5.4%	1 155
Assistant Dean	2021	6.1% 3.3%	2 113
	2020	2.4% 3.3%	1 94

Department Head/Chair	2021	9.1% 5.9%	3 198
	2020	12.2% 5.9%	5 171
Other; please specify:	2021	6.1% 9.2%	2 311
	2020	2.4% 9.7%	1 280
No Administrative Rank	2021	72.7% 73.9%	24 2497
	2020	78.0% 73.1%	32 2109
<b>Highest Academic Rank</b>			
		<b>Response Percent</b>	<b>Response Total</b>
Professor	2021	34.3% 29.1%	12 999
	2020	23.8% 24.4%	10 719
Associate Professor	2021	48.6% 33.4%	17 1147
	2020	54.8% 35.0%	23 1032
Assistant Professor	2021	14.3% 32.3%	5 1111
	2020	16.7% 35.2%	7 1037
Lecturer	2021	0.0% 0.5%	0 18
	2020	0.0% 0.5%	0 14
Instructor	2021	2.9% 1.1%	1 37
	2020	2.4% 1.5%	1 43
No Academic Rank	2021	0.0% 1.5%	0 51
	2020	0.0% 1.1%	0 33
<b>Tenure Status</b>			
		<b>Response Percent</b>	<b>Response Total</b>
Tenured	2021	51.4% 32.7%	18 1114
	2020	39.0% 27.7%	16 797
Nontenured, Tenure Track	2021	14.3% 14.4%	5 490
	2020	14.6% 14.2%	6 416
Nontenure track (please only select if your college/school has a tenure system)	2021	34.3% 36.9%	12 1259
	2020	43.9% 40.3%	18 1182

Institution does not have a tenure system	2021	0.0% 16.0%	0 545
	2020	2.4% 18.3%	1 535
<b>Teach Location</b>		<b>Response Percent</b>	<b>Response Total</b>
Main Campus	2021	100.0% 86.4%	35 2960
	2020	100.0% 89.7%	44 2640
Distance/Satellite/Branch Campus (enter city and state)	2021	0.0% 10.8%	0 369
	2020	0.0% 8.4%	0 247
Other; please specify	2021	0.0% 2.9%	0 98
	2020	0.0% 1.9%	0 55