

Rucha Bond, PharmD¹, Benjamin Van Tassell, PharmD¹, Azita H. Talasaz, PharmD, PhD¹ Cait Gibson, PharmD, MEd¹, and Dana Hammer, MS, PhD²

¹Virginia Commonwealth University School of Pharmacy, ²University of Colorado Skaggs School of Pharmacy and Pharmaceutical Sciences

Introduction

Gender and race inequity exists across many aspects of society. Previous analyses have not evaluated the impact of gender and race on promotion within pharmacy academia.

Research Question

How do gender and race affect the odds for promotion for faculty and deans within pharmacy academia?

Study Design

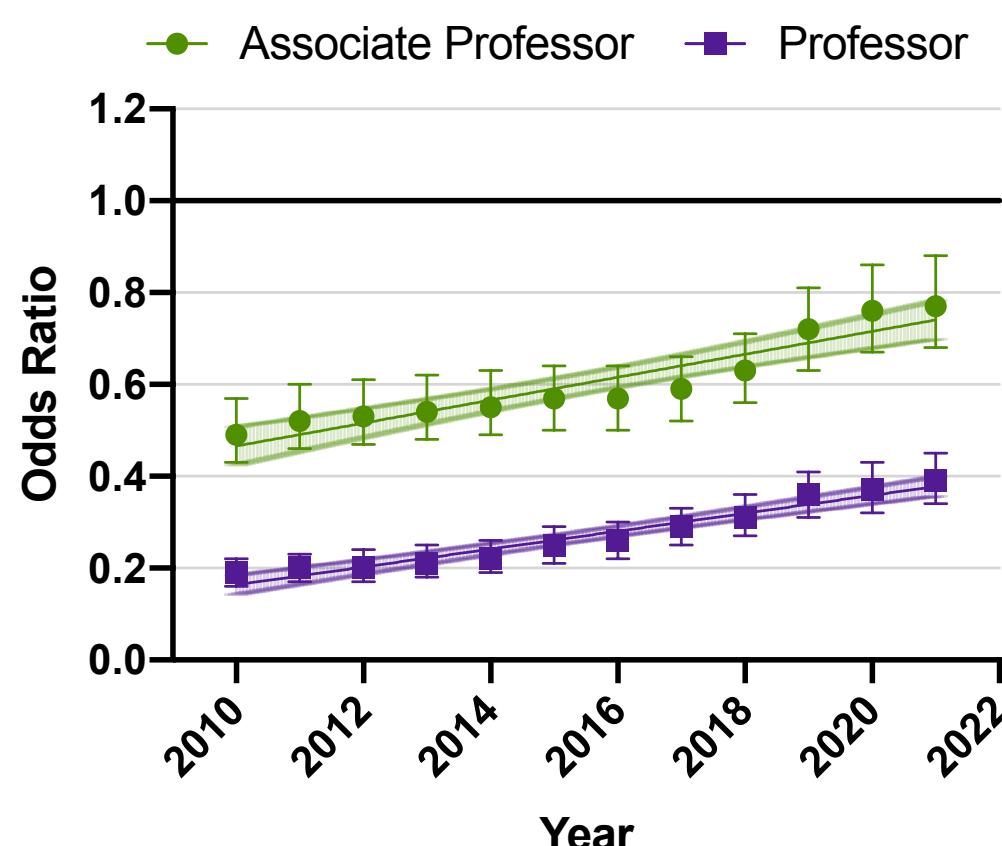
A retrospective cross-sectional observational study

Methods

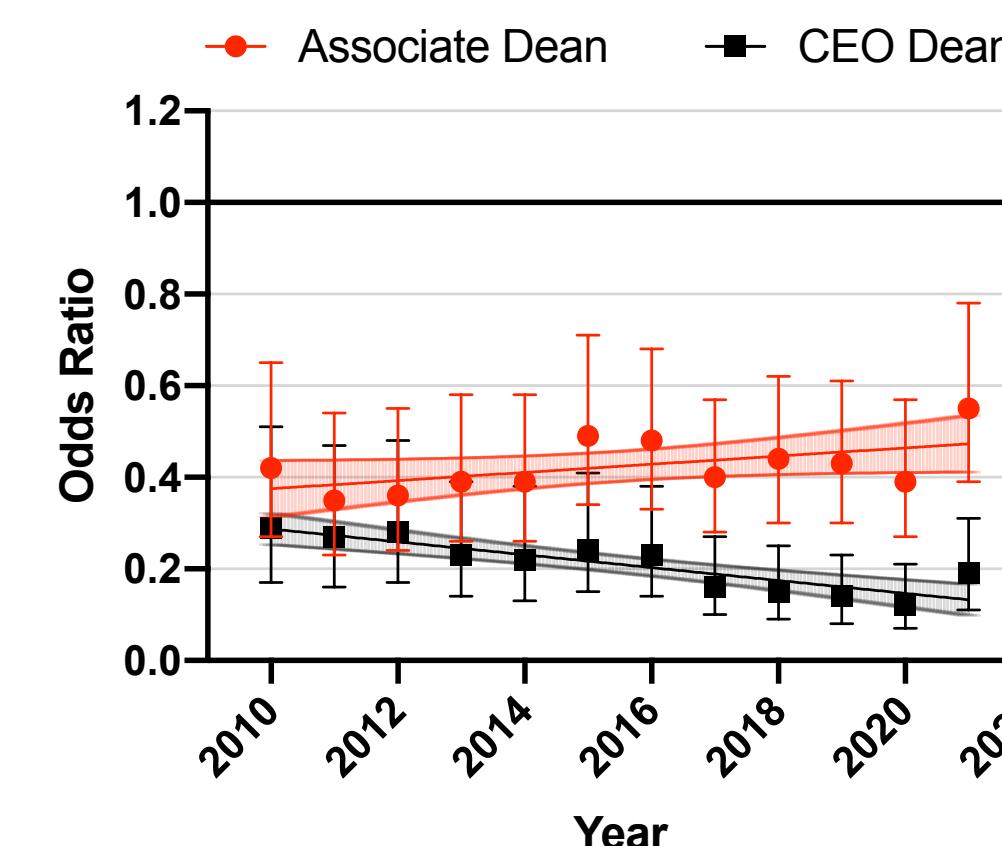
We recorded rank, race, and gender of faculty at pharmacy schools in the United States using American Association of Colleges of Pharmacy (AAPC) Profile of Faculty surveys from 2010 to 2021. We used multinomial logistic regression to determine the odds ratios (OR) and 95% confidence intervals (CI) for promotion from Assistant Professor or from Assistant Dean based upon race and gender in comparison to White males.

Correspondence:
Benjamin Van Tassell, PharmD
Email: bvantassell@vcu.edu
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Odds Ratio (women) for Promotion



Odds Ratio (women) for Promotion



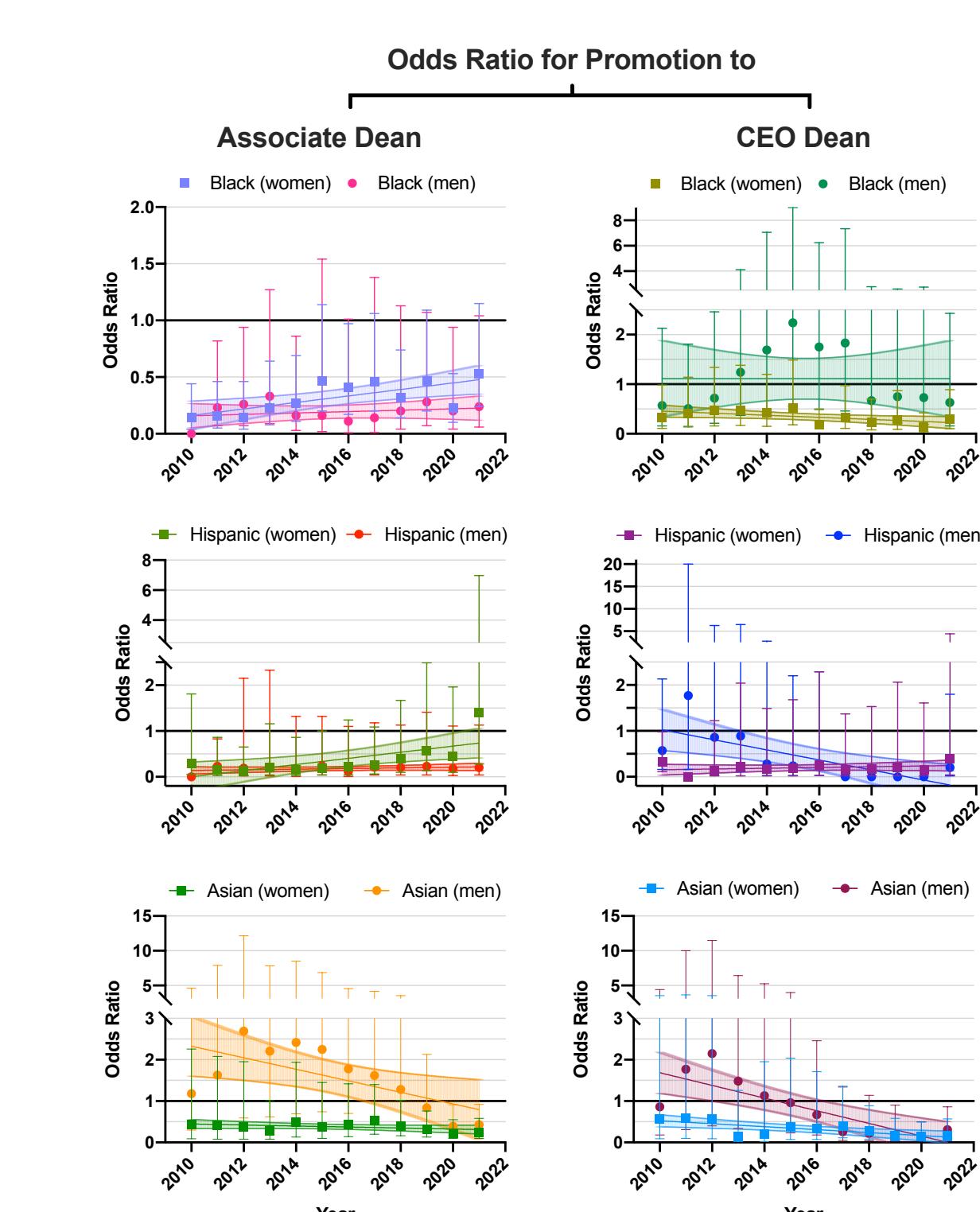
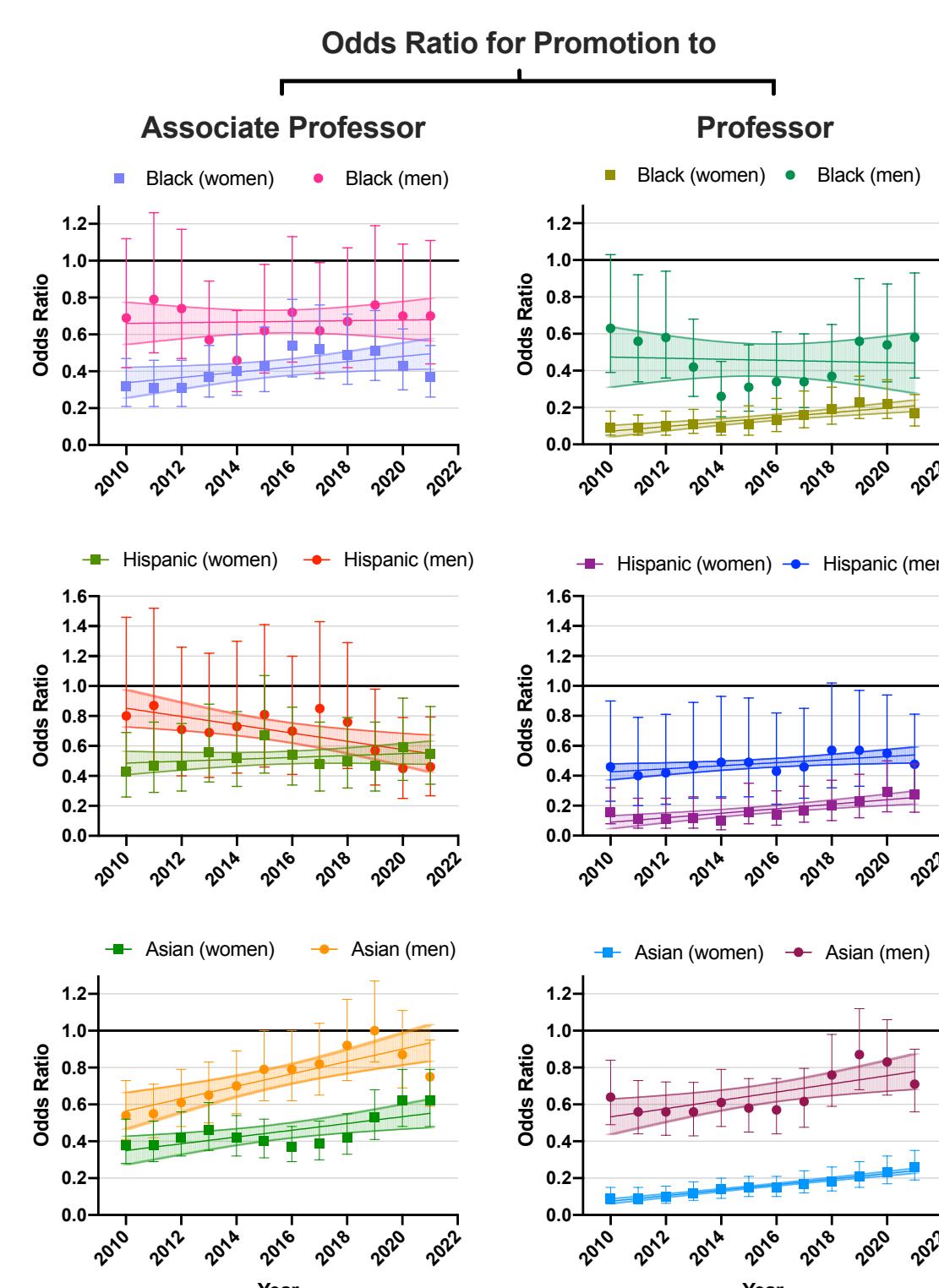
Results

Odds Ratio (95% Confidence Interval) for Faculty Promotion by Sex and Race (2021 data)

Sex	Assistant Professor > Associate Professor	P value	Assistant Professor > Professor	P value
Women	0.75 (0.66-0.86)	<0.001	0.40 (0.35-0.47)	<0.001
Men	Reference		Reference	
Race	Assistant Professor > Associate Professor	P value	Assistant Professor > Professor	P value
Black or African American	0.57 (0.43-0.75)	<0.001	0.47 (0.34-0.65)	<0.001
Hispanic	0.61 (0.43-0.86)	<0.001	0.57 (0.39-0.84)	0.004
Asian	0.79 (0.67-0.93)	0.006	0.68 (0.57-0.82)	<0.001
White	Reference		Reference	
Combined	Assistant Professor > Associate Professor	P value	Assistant Professor > Professor	P value
Black or African American (women)	0.37 (0.26-0.54)	<0.001	0.17 (0.10-0.27)	<0.001
Black or African American (men)	0.70 (0.44-1.10)	0.13	0.58 (0.36-0.93)	0.023
Hispanic or Latino (women)	0.54 (0.34-0.86)	0.010	0.27 (0.16-0.48)	<0.001
Hispanic or Latino (men)	0.46 (0.27-0.79)	0.005	0.48 (0.28-0.81)	0.006
Asian (women)	0.62 (0.48-0.79)	<0.001	0.26 (0.19-0.35)	<0.001
Asian (men)	0.75 (0.59-0.95)	0.018	0.71 (0.56-0.90)	0.005
White (women)	0.74 (0.63-0.87)	<0.001	0.41 (0.35-0.49)	<0.001
White (men)	Reference		Reference	

Conclusion

Race and gender remain strong predictors of promotion within pharmacy academia with women and racial minorities facing lower odds of promotion compared to their white male counterparts.



Odds Ratio (95% Confidence Interval) for Deans Promotion by Sex and Race (2021 data)

Sex	Assistant Dean > Associate Dean	P value	Assistant Dean > CEO Dean	P value
Women	0.56 (0.39-0.80)	0.001	0.18 (0.11-0.30)	<0.001
Men	Reference		Reference	
Race	Assistant Dean > Associate Dean	P value	Assistant Dean > CEO Dean	P value
Black or African American	0.80 (0.41-1.57)	0.52	1.46 (0.60-3.56)	0.40
Hispanic	0.98 (0.34-2.83)	0.97	0.70 (0.13-3.73)	0.68
Asian	0.49 (0.28-0.87)	0.014	0.47 (0.21-1.06)	0.068
White	Reference		Reference	
Combined	Assistant Dean > Associate Dean	P value	Assistant Dean > CEO Dean	P value
Black or African American (women)	0.52 (0.24-1.15)	0.11	0.30 (0.10-0.89)	0.030
Black or African American (men)	0.24 (0.06-1.04)	0.06	0.62 (0.16-2.43)	0.50
Hispanic or Latino (women)	1.40 (0.28-6.70)	0.68	0.39 (0.03-4.41)	0.45
Hispanic or Latino (men)	0.20 (0.04-1.13)	0.07	0.20 (0.02-1.79)	0.15
Asian (women)	0.24 (0.10-0.58)	0.002	0.16 (0.04-0.57)	0.005
Asian (men)	0.43 (0.20-0.92)	0.031	0.31 (0.11-0.86)	0.024
White (women)	0.46 (0.31-0.69)	<0.001	0.13 (0.07-0.24)	<0.001
White (men)	Reference		Reference	