

Compiled by:

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Summary

- 93 out of 105 (89%) UAMS graduating pharmacy students started the survey
 - 12 graduates did not take the survey.
 - The survey was sent to all 105 graduating UAMS students. The survey was open from 4/26/2021 to 6/1/2021.
 - 76% of 93 graduates completed a bachelor's degree with 5% earning a master's or PhD degree prior to admission
 - Approximately 38% of 93 graduates plan to own a pharmacy in the future or are undecided on pharmacy ownership.
 - 24% (22 of 93) graduates accepted a residency position.
 - 83% of 93 graduates have student loans. The average student loan debt is \$143,762. (range \$20K - \$250K)
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The following summary pertains to non-residency bound respondents

- Of non-residency bound respondents
 - 19 of 71 (27%) did not receive at least one employment offer prior to graduation
 - Of those that did not receive an offer, the majority were looking for a position in a specific location in AR, and five were not looking for a position at the time of the survey.
 - 52 of 71 (73%) received at least one employment offer prior to graduation (max = 5 offers received).
 - 45 of 71 (63%) non-residency bound respondents accepted a position prior to graduation.
 - Of the 45 respondents who accepted a position:
 - The average salary is \$104,630 or \$50.30/hour
 - 40 of 45 (89%) accepted a position in Arkansas
 - 3 of 45 (7%) accepted a position out of State
 - 2 of 45 (4%) did not specify a position location
 - 7 of 71 (11%) respondents who received offers opted not to take the offer. The majority who did not accept an offer were looking for a position in a specific location in AR.
- 65% of respondents felt there were at least some opportunities available at varying levels. 26% felt they had few opportunities to choose from while 9% had trouble finding a position.
- According to respondents, the top five sought-after job characteristics are: 1) Employee Assistance Program (Mental, Health, Relationship); 2) Fair Pay; 3) Good Working Conditions; 4) Job Security Schedule; and 5) Flexible Schedule
- Top benefits offered by employers: Health insurance, Paid vacation, Paid holidays, and Retirement plans

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The following summary pertains to residency bound respondents

- For the entire graduating class (n=105), 22 graduates (21%) accepted a residency
 - Of the 22 graduates who were accepted a residency position
 - 7 (32%) graduates accepted a residency in Arkansas
 - 15 (68%) graduates accepted a residency out of State
 - The non-AR residency states include:
 - Arizona (1)
 - Colorado (1)
 - Georgia (1)
 - Mississippi (1)
 - Montana (1)
 - Nebraska (1)
 - New Mexico (2)
 - Tennessee (3)
 - Texas (2)
 - Virginia (2)

***** See page 6 for Quick Numbers Reference Chart *****

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Table 1: Graduate Demographics

Age	No. (n=93)
21 years old or younger	0 (0%)
22 – 25 years old	36 (39%)
26 – 30 years old	44 (47%)
31 – 35 years old	9 (10%)
36 years or older	4 (4%)
Gender	
Male	30 (32%)
Female	61 (66%)
Prefer Not to Answer	2 (2%)
Marital Status	
Single, no children	55 (59%)
Single, with children	2 (2%)
Married, no children	28 (30%)
Married, with children	8 (9%)

Table 2: Position Information

Offered a position (excluding residency-bound graduates)	No. (n = 71)
Yes	52 (73%)
No	14 (20%)
Not looking at the time of survey	5 (7%)
Accepted a position (of 52 that were offered a position)	No. (n = 52)
Accepted the position	45 (87%)
Declined the position	7 (13%)
Worked with employer prior to accepting a position** (of 45 that accepted an offer)	No. (n = 45)
Yes, I worked with them prior to pharmacy school	10
Yes, I worked with them as an intern	23
Yes, I worked with them during one of my rotations	6
No, I have no previous working experience with my employer	12
No, I did not work during pharmacy school	2
Rank of opportunities available (of non-residency bound)	No. (n = 66 of 71 answered)
I had many opportunities	5 (7%)
I have been satisfied with the job opportunities that are/were available to me.	17 (26%)
I had some opportunities, although I wish there were more to choose from.	21 (32%)
I have had very few opportunities to choose from.	17 (26%)
I am having trouble finding a position. There doesn't seem to be much available.	6 (9%)

New Graduate Pharmacist Employment Survey 2021

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Table 3. Salary Information by Pharmacist Position

Position Environment	#Graduates (n = 43 shared info)	Average Salary/Year	Average # hrs. worked/week
Chain Community Pharmacy (e.g. Cornerstone, Express Rx, etc.)	13	\$89,512 (80K – 115K)	36 (30 – 50 hrs.)
Hospital Pharmacy (e.g. Baptist)	2	Competitive*	25 (20 – 30 hrs.)
Independent Community Pharmacy (e.g. Park West)	10	\$113,893 (95K – 124K)	39 (30 – 45 hrs.)
Mass Market Pharmacy (e.g. Walmart)	12	\$105,363 (90K – 117K)	38 (32 – 48 hrs.)
Nuclear Pharmacy (e.g. Cardinal)	1	Competitive*	40
Industry (e.g. Medical Science Liaison, Clinical Lead)	0	-	-
Supermarket Pharmacy (e.g. Kroger)	1	Competitive*	38
Other** (Consultant, Specialty Pharmacies)	4	\$115,000 (98K – 130K)	40

NOTE Salaries are not reported in categories with less than 3 graduates to protect anonymity.*

Other** Home infusion (1), Long term care pharmacy (1), Independent pharmacy and ambulatory care position at community clinic (1), Sterile Compounding (1)

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Table 4. Position Location Information

Location	# of Students (n=45)
Central Arkansas (Little Rock/Searcy)	24
North Central Arkansas (Mountain Home)	0
South Central Arkansas (El Dorado)	1
West Central Arkansas (Russellville)	1
West Arkansas (Fort Smith)	3
Northwest Arkansas (Fayetteville)	5
East Central Arkansas (Forrest City)	1
Northeast Arkansas (Jonesboro)	1
Southwest Arkansas (Texarkana/Hope)	3
Southeast Arkansas (Monticello)	1
Out of State* (<i>see states below</i>)	3
No Response	2
*Colorado (1), New Jersey (1), Texas (1)	

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Quick Numbers Reference

