

New Graduate Pharmacist Employment Survey 2022

UAMS College of Pharmacy

- The survey was sent to all 91 graduating students and was open from May 4 to June 1, 2022; the response rate was 99% (n=90)
- 62 of 67 (93%) non-residency bound graduates **received an employment offer** by the close of the survey (average offers received = 2). 22 respondents accepted a residency position.
- 80% of respondents have student loans with an average of \$142,80 and totals ranging from \$29,600 to \$248,500.
- 60 of 62 (97%) of non-residency bound graduates **accepted a position** by the close of the survey.
 - Overall, 53 graduates who accepted positions will practice in Arkansas, with the majority settling in central Arkansas. Excluding residency positions, 7 will practice pharmacy outside of Arkansas, *see Table 4.*
 - 41 graduates (excluding residency) who accepted a position did so in a community setting (chains, independent, mass-market, specialty pharmacies, consultant, etc.), *see Table 3.*
 - Graduates had a relationship with their employer prior to accepting a position either through working prior to pharmacy school (n=6), working as an intern (n=26), or completing a rotation (n=18), *see Table 2.*
 - The average salary for graduates (excluding residency) is \$105,370 per year (n=59), *see Table 3.*
- The **top five most sought-after job characteristics** are good working conditions, fair pay, flexible schedule, job security, understanding and appreciation.
- **Most frequently offered benefits** include paid vacation, health insurance, retirement plan, paid holidays.
- 70% of respondents completed a bachelor's degree with 6% earning a master's or PhD degree prior to admission.
- Approximately 19% of respondents plan to own a pharmacy in the future.

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Table 1. Demographics

Age	No. (% out of 90)
● 22 - 25 years old	36 (40%)
● 26 - 30 years old	49 (56%)
● 31 - 35 years old	4 (4%)
● 36 years old or older	1 (1%)
Gender	
● Female	61 (68%)
● Male	29 (32%)
● Not reported	0 (0%)
Marital status	
● Single, no children	46 (51%)
● Married, no children	36 (40%)
● Married, with children	7 (8%)
● Single, with children	1 (1%)
Education prior to pharmacy school	
● No degree (pre-pharmacy only)	23 (26%)
● Associate's	3 (3%)
● Bachelor's	63 (70%)
● Master's	4 (4%)
● PhD	0 (0%)
Plan to own a pharmacy in future	
● Yes	17 (19%)
● No	53 (69%)
● Undecided	20 (22%)

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Table 2. Position Information – Non-Residency Bound Graduates

Accepted a position prior to graduation (excluding residency)	No. (% out of 78)
• Yes	60 (77%)
• No	18 (23%)
• Unknown	0 (0%)
Require moving to a different city or state for a position	No. (% out of 60)
• Yes	13 (22%)
• No	46 (76%)
• Unknown	1 (2%)
Worked with employer prior to accepting a position*	No. (% out of 60)
• Yes - I worked for them prior to pharmacy school	8 (13%)
• Yes - I worked for them as an intern	27 (45%)
• Yes - I worked with them during one of my rotations	19 (32%)
• No - I have no previous working experience with my employer	27 (45%)
• No - I did not work during pharmacy school	2 (3%)
Opinion of opportunities available	No. (% out of 60)
• I had many opportunities.	15 (25%)
• I have been satisfied with the job opportunities that are/were available to me.	25 (42%)
• I had some opportunities, although I wish there were more to choose from.	17 (28%)
• I have had very few opportunities to choose from.	2 (3%)
• I am having trouble finding a position. There doesn't seem to be much available	0 (0%)
• Unknown	1 (2%)

**Multiple answers allowed*

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Table 3. Salary Information by Position Type – Non-Residency Bound Graduates

Position environment	# Accepted offers (n=60)	Avg salary/year (min, max)	Avg # hrs/week (min, max)
Chain Community Pharmacy (e.g. Cornerstone, Express Rx, etc.)	13	\$102,380 (<i>\$54, \$126k</i>)	34 (<i>15, 40</i>)
Hospital Pharmacy (e.g. Baptist)	7	\$84,280 (<i>\$22k, \$110k</i>)	34 (<i>22, 40</i>)
Independent Community Pharmacy (e.g. Park West)	17	\$114,750 (<i>\$104k, \$135k</i>)	40 (<i>32, 60</i>)
Mass Market Pharmacy (e.g. Walmart)	12	\$105,850 (<i>\$56k, \$133k</i>)	37 (<i>20, 80</i>)
Nuclear Pharmacy (e.g. Cardinal)	3	\$124,330 (<i>\$115k, \$130k</i>)	41 (<i>40, 42</i>)
Industry (e.g. Medical Science Liaison, Clinical Lead)	0	N/A	NA
Supermarket Pharmacy (e.g. Kroger)	2	Not reported*	36 (<i>32, 40</i>)
Other** (Consultant, Specialty Pharmacies)	5	\$92,400 (<i>\$43k, \$125k</i>)	44 (<i>40, 60</i>)
Unknown	0	N/A	0

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

** Long-term care pharmacy (1), home infusion and nursing home pharmacy consulting (2), ambulatory care independent hybrid (1), community health worker (1)

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Table 4. Position Location Information – Non-Residency Bound Graduates

Location	# Respondents (n=60)
Central Arkansas (Little Rock area)	23
East/East Central Arkansas (Helena/Forrest City area)	2
North Central Arkansas (Mountain Home area)	2
Northeast Arkansas (Jonesboro area)	2
Northwest Arkansas (Fayetteville area)	12
South Central Arkansas (El Dorado)	0
Southeast Arkansas (Monticello area)	1
Southwest Arkansas (Texarkana/Hope area)	4
West Arkansas (Fort Smith area)	3
West Central Arkansas (Russellville area)	3
Out of state	7
Unknown	1
<i>*Alabama (1), Illinois (1), Louisiana (3), Missouri (1), Vermont (1)</i>	