

## New Graduate Pharmacist Employment Survey 2023

UAMS College of Pharmacy

- The survey was sent to all 75 graduating students and was open from April 20 to May 22, 2023; the response rate was 99% (n=74).
- 44 of 53 (83%) non-residency bound graduates **received an employment offer** by the close of the survey (average offers received = 2). 21 respondents accepted a residency position.
- 37 of 53 (70%) of non-residency bound graduates **accepted a position** by the close of the survey.
  - Overall, 33 out of 37 graduates who accepted positions will practice in Arkansas, with the majority settling in central Arkansas. 4 will practice pharmacy outside of Arkansas, *see Table 4*.
  - 35 out of 37 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=13), working as an intern (n=23), or completing a rotation (n=6), *see Table 2*.
  - The average salary for graduates (excluding residency) with fulltime employment in any area of pharmacy practice is \$118,009 per year (n=35), *see Table 3*.
  - The average hourly wages for graduates (excluding residency) with fulltime employment in any area of pharmacy practice is \$60 (n=35), *see Table 3*.
- The **top five most sought-after job characteristics** are fair pay, good working conditions, job security, flexible schedule, and understanding and appreciation.
- **Most frequently offered benefits** include retirement plan, health insurance, paid vacation, paid holidays.
- 66% of all respondents completed a bachelor's degree with 3% earning a master's degree prior to admission.
- 86% of respondents (n=64) have student loans with an average of \$134,456 and totals ranging from \$10,000 to \$300,000.
- Approximately 8% of all respondents plan to own a pharmacy in the future.

## New Graduate Pharmacist Employment Survey 2023

UAMS College of Pharmacy

**Table 1. Demographics**

Age	No. (% out of 74)
● 22 - 25 years old	24 (32%)
● 26 - 30 years old	42 (57%)
● 31 - 35 years old	2 (3%)
● 36 years old or older	6 (8%)
Gender	
● Female	43 (58%)
● Male	31 (42%)
● Not reported	0 (0%)
Marital status	
● Single, no children	44 (59%)
● Married, no children	19 (26%)
● Married, with children	10 (14%)
● Single, with children	1 (1%)
Education prior to pharmacy school	
● No degree (pre-pharmacy only)	18 (24%)
● Associate's	5 (7%)
● Bachelor's	49 (66%)
● Master's	2 (3%)
● PhD	0 (0%)
Plan to own a pharmacy in future	
● Yes	6 (8%)
● Undecided	16 (22%)
● No	52 (70%)

## New Graduate Pharmacist Employment Survey 2023

UAMS College of Pharmacy

**Table 2. Position Information – Non-Residency Bound Graduates**

Accepted a position prior to graduation (excluding residency)	No. (% out of 53)
• Yes	37 (70%)
• No	7 (13%)
• Unknown	0 (0%)
Require moving to a different city or state for a position	No. (% out of 37)
• Yes	7 (19%)
• No	30 (81%)
• Unknown	0 (0%)
Worked with employer prior to accepting a position*	No. (% out of 35)
• Yes - I worked for them prior to pharmacy school	13 (37%)
• Yes - I worked for them as an intern	23 (66%)
• Yes - I worked with them during one of my rotations	6 (17%)
• No - I have no previous working experience with my employer	11 (31%)
Opinion of opportunities available**	No. (% out of 35)
• Excellent; I had many opportunities.	11 (31%)
• Good; I have been satisfied with the job opportunities that are/were available to me.	17 (49%)
• Fair; I had some opportunities, although I wish there were more to choose from.	7 (20%)
• Poor; I have had very few opportunities to choose from.	0 (0%)
• Very poor; I am having trouble finding a position. There doesn't seem to be much available.	0 (0%)

\*Multiple answers allowed

\*\*Opinion of opportunities available (Only students who accepted offer, responded)

## New Graduate Pharmacist Employment Survey 2023

UAMS College of Pharmacy

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

Position environment	Full-time accepted offers*	Avg full-time hourly rate (median, min, max)	Avg hrs/week (min, max)
<b>Chain Community Pharmacy</b> (e.g. CVS, Express Rx, Kroger, Walgreen's, Walmart)	18	\$62 (\$61, \$55, \$75)	<b>37</b> (32, 40)
<b>Hospital Pharmacy</b> (e.g. Baptist, CHI St. Vincent, UAMS)	0	--	--
<b>Independent Community Pharmacy</b> (e.g. Bryant Family, Kavanaugh, Park West)	15	<b>\$59</b> (\$55, \$52, \$70)	<b>38</b> (32, 40)
<b>Nuclear Pharmacy</b> (e.g. Cardinal, PharmaLogic, Jubilant, RLS)	2	<b>\$55</b> (\$55, \$53, \$57)	<b>40</b> (40,40)
<b>Industry</b> (e.g. Medical Science Liaison, Clinical Lead)	0	--	--
<i>*full-time is defined as 32 hours or more; 2 individuals did not provide salary information.</i>			

## New Graduate Pharmacist Employment Survey 2023

UAMS College of Pharmacy

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

Location	# Respondents (n=37)
Central Arkansas (Little Rock area)	14
East/East Central Arkansas (Helena/Forrest City area)	0
North Central Arkansas (Mountain Home area)	1
Northeast Arkansas (Jonesboro area)	2
Northwest Arkansas (Fayetteville area)	7
South Central Arkansas (El Dorado)	1
Southeast Arkansas (Monticello area)	2
Southwest Arkansas (Texarkana/Hope area)	1
West Arkansas (Fort Smith area)	2
West Central Arkansas (Russellville area)	3
Out of state	4
<i>*Florida (1), Alaska (1), Tennessee (1), Oklahoma (1)</i>	

UAMS COP Website Class 2023 Updates:

- 28% of graduates accepted residency positions
- 83% of non-residency bound graduates received an employment offer by the close of the survey
- 89% of graduates accepting an employment offer took positions in the state of Arkansas