

## New Graduate Pharmacist Employment Survey 2024

### UAMS College of Pharmacy

- The survey was sent to all 75 graduating students and was open from April 29 to May 17, 2024; the response rate was 97.3% (73 of 75).
- 51 of 57 (89%) non-residency bound graduates **received an employment offer** by the close of the survey (average offers received = 2). 16 respondents accepted a residency position.
- 45 of 57 (79%) of non-residency bound graduates **accepted a position** by the close of the survey.
  - Overall, 39 graduates who accepted positions will practice in Arkansas, with the majority settling in central Arkansas. Excluding residency positions, 6 will practice pharmacy outside of Arkansas, *see Table 3*.
  - 30 graduates (excluding residency) who accepted a position did so in a community setting (chains, independent, mass-market, specialty pharmacies, consultant, etc.), *see Table 2*.
  - The average full-time salary for graduates (excluding residency and with full-time defined as  $\geq 32$  hours per week) is \$121,862 per year (n=45).
  - The average hourly wages for graduates (excluding residency) with full-time employment in any area of pharmacy practice is \$59 (n=35), *see Table 2*.
- The **top five most important factors during the job search** were location, pay, work environment, hours and schedule, and benefits.
- **Most frequently offered benefits** include retirement plans, paid vacation, health insurance, paid holidays.
- 81% of respondents have **student loans** with an average of \$140,591 and totals ranging from \$30,000 to \$250,000.
- Approximately 8% of respondents plan to **own a pharmacy** in the future.
  - Plan to own, 6 of 73
  - Do not plan to own, 54 of 73
  - Undecided, 13 of 73

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**Table 1. Position Information – Non-Residency Bound Graduates**

Accepted a position prior to graduation (excluding residency)	No. (% out of 51)
• Yes	45 (88%)
• No	6 (12%)
• Unknown	0 (0%)
Require moving to a different city or state for a position	No. (% out of 45)
• Yes	11 (24%)
• No	34 (76%)
Worked with employer prior to accepting a position*	No. (% out of 45)
• Yes - I worked for them prior to pharmacy school	10 (22%)
• Yes - I worked for them as an intern	21 (47%)
• Yes - I worked with them during one of my rotations	12 (27%)
• No - I have no previous working experience with my employer	18 (40%)

*\*Multiple answers allowed*

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

Position environment	Full-time accepted offers*	Avg full-time hourly rate (min, max)	Avg hrs/week (min, max)
<b>Chain Community Pharmacy</b> (e.g. CVS, Express Rx, Kroger, Walgreens, Walmart)	18	<b>\$59</b> (\$54, \$64)	<b>32</b> (20, 40)
<b>Independent Community Pharmacy</b> (e.g. Bryant Family, Kavanaugh, Park West)	10	<b>\$57</b> (\$36, \$70)	<b>37</b> (30, 45)
<b>Hospital Pharmacy</b> (e.g. Baptist, CHI St. Vincent, UAMS)	6	<b>\$61</b> (\$52, \$72)	<b>33</b> (10, 40)
<b>Nuclear Pharmacy</b> (e.g. Cardinal, PharmaLogic, Jubilant, RLS)	4	<b>\$63</b> (\$58, \$67)	<b>40</b> (40, 40)
<b>Industry</b> (e.g. Medical Science Liaison, Clinical Lead)	0	<b>NA</b>	<b>NA</b>
<b>Other<sup>†</sup></b> (Consultant, Specialty Pharmacies)	7	<b>\$57</b> (\$40, \$67)	<b>44</b> (40, 42)
<p><i>*Full-time is defined as 32 hours per week or more</i></p> <p><i><sup>†</sup> Long-term care pharmacy (3), specialty (2), closed door nonprofit (1), "two jobs" (1)</i></p>			

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**Table 3. Position Location Information – Non-Residency Bound Graduates**

Location	# Respondents (n=45)
<i>Central Arkansas (Little Rock area)</i>	19
<i>North Central Arkansas (Mountain Home area)</i>	1
<i>South Central Arkansas (El Dorado area)</i>	1
<i>West Central Arkansas (Russellville area)</i>	1
<i>East/East Central Arkansas (Helena/Forrest City area)</i>	0
<i>Northeast Arkansas (Jonesboro area)</i>	0
<i>Southeast Arkansas (Monticello area)</i>	3
<i>West Arkansas (Fort Smith area)</i>	2
<i>Northwest Arkansas (Fayetteville area)</i>	10
<i>Southwest Arkansas (Texarkana/Hope area)</i>	2
<i>Out of state</i>	6
<i>Out of country</i>	0
<i>*Alabama (1), Massachusetts (1), Minnesota (1), Mississippi (1), Washington (1), Wisconsin (1)</i>	