

**UAMS College of Pharmacy
2008 Salary Survey Results
Donna S. West, Ph.D.**

Associate Professor, UAMS College of Pharmacy

Summary

- 77 UAMS COP P4 students completed the survey
- 96% have accepted a position
- 94 % believe the position opportunities available were excellent or good
- Over 50% have accepted a position in a community/retail setting
- 8 students have accepted a residency/fellowship position
- 40% will receive a sign-on bonus
- Approximately 52% will practice pharmacy in central Arkansas
- 12% of the students accepting positions (including residency) will practice pharmacy out-of state
- Top benefits include: paid vacation, health insurance, retirement, and paid holidays which are the same as in 2007; 13% of graduates will receive APA membership dues paid by their employer
- Average salary for a pharmacist (not residency) position is \$104,328; an increase of \$6,776 (6.9% increase) from 2007
- Approximately 16% plan to own a pharmacy in the future
- Approximately 88% have student loans, with an average amount of \$60,580

Table 1: Demographics

Variable	
Ages	No. Students (%)
18-21	1 (1%)
22-25 years old	35 (45.5%)
26-30 years old	35 (45.5%)
31-35 years old	6 (8%)
36 or greater	
Gender	
Male	29 (38%)
Female	48 (62%)
Marital Status	
Single-no children	29 (38%)
Single, with children	9 (11%)
Married-no children	27 (35%)
Married-with children	12 (16%)
Plan to Own Pharmacy in Future	
Yes	12 (16%)
No	65 (84%)

Table 2: Position Information*

Accepted a position	
Yes	74 (96%)
No	3 (4%)
Position requires moving to different city/state	
Yes	22 (30%)
No	52 (70%)
Previous employment with employer*	
Yes, as intern	26 (37%)
Yes, during rotations	12 (17%)
No, have no working relationship	33 (46%)
Ranking of Position Opportunities	
Excellent-found exact position wanted	42 (56%)
Good-satisfied with opportunities	30 (40%)
Fair-wish there were more opportunities	3 (4%)
Poor-few opportunities	0 (0%)
Very poor-trouble finding position	0 (0%)

Table 3: Salary Information by Position Environment

<i>Position Environment</i>	<i># Students N=74</i>	<i>Mean Salary Per Year</i>	<i>Salary Range</i>	<i>Mean Number of Hours Worked Per Week</i>
Independent	6	\$101,326	\$92,872-\$115,000	45
Chain (e.g., USA Drug)	14	\$107,738	\$97,344 - \$121,276	40
Mass Market (e.g., Wal-Mart)	18	\$114,514	\$107,000 - \$128,960	40
SuperMarket (e.g., Kroger)	6	\$105,000	\$105,000-\$105,000	39
Hospital Pharmacy (includes outpatient pharmacies in institutions, VA system)	18	\$94,207	\$85,000 - \$106,080	40
Nuclear Pharmacy	3	\$102,666	\$98,000 - \$110,000	37
Residency/Fellowship	8	\$39,350	\$38,000 - \$44,000	42
Graduate School (e.g., MS or PhD program)	0	-	-	-
Sales	0	-	-	-
Home Health	0	-	-	-
Other	1	-	-	-
For all students except those completing residencies	66	\$104,992	\$62,500- \$128,960	40

Table 4: Salary Information by Location in State*

<i>Location</i>	<i>Number of Students Locating in the Area (n=66)</i>	<i>Mean Salary Per Year</i>
Northwest AR (Fayetteville)	9	\$111,228
North Central AR (Mountain Home)	8	\$98,324
Northeast AR (Jonesboro)	3	\$107,613
West Central AR (Russellville)	0	-
Western Arkansas (Fort Smith)	2	\$114,400
Central AR (Little Rock)**	33	\$102,227
East Central AR (Forrest City)	1	-
Southwest AR (Hope)	3	\$103,453
Southeast AR (Monticello)	0	0
Out of State	7	\$109,313

*does not include residency positions

Table 5: Benefits

<i>Rank</i>	<i>Benefit</i>
1	Paid Vacation (mean number of days = 13)
2	Health Insurance
3	Retirement Plan
4	Paid Holidays (mean number of paid holidays = 7)
5	Sign-on Bonus (mean bonus = \$9,582)
6	CE Expenses Paid by Employer
7	Profit Sharing
8	Paid Liability Insurance
9	Paid License Fees
10	Other Bonuses (e.g., tuition, bonus based on profit)
11	Shift Differential
12	Moving Expenses
13	Arkansas Pharmacist Association Dues Paid by Employer
14	Other*

*other includes disability insurance, travel to professional meetings, cell phone, etc.