

**UAMS College of Pharmacy
2008 Salary Survey Results
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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% 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%)
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	40
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	-	-	-

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 (e.g., disability insurance, travel to professional meetings, cell phone)*