

## Section 1: Background, Study Objectives, Methods, and Response Rate

### 1.1 Background

#### Figure 1.1.1: National Aggregate Demand Index (ADI)

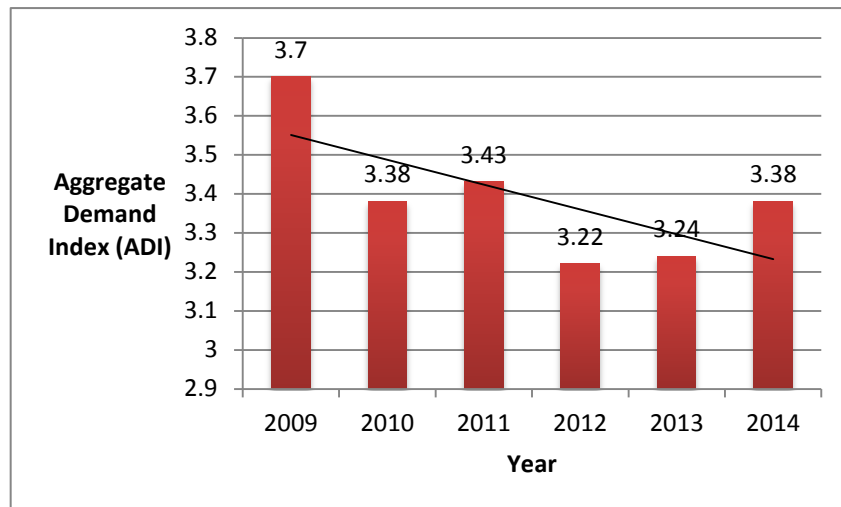
2014 ADI based on average  
nine-month score from Jan.–Sept. 2014

##### Demand categories

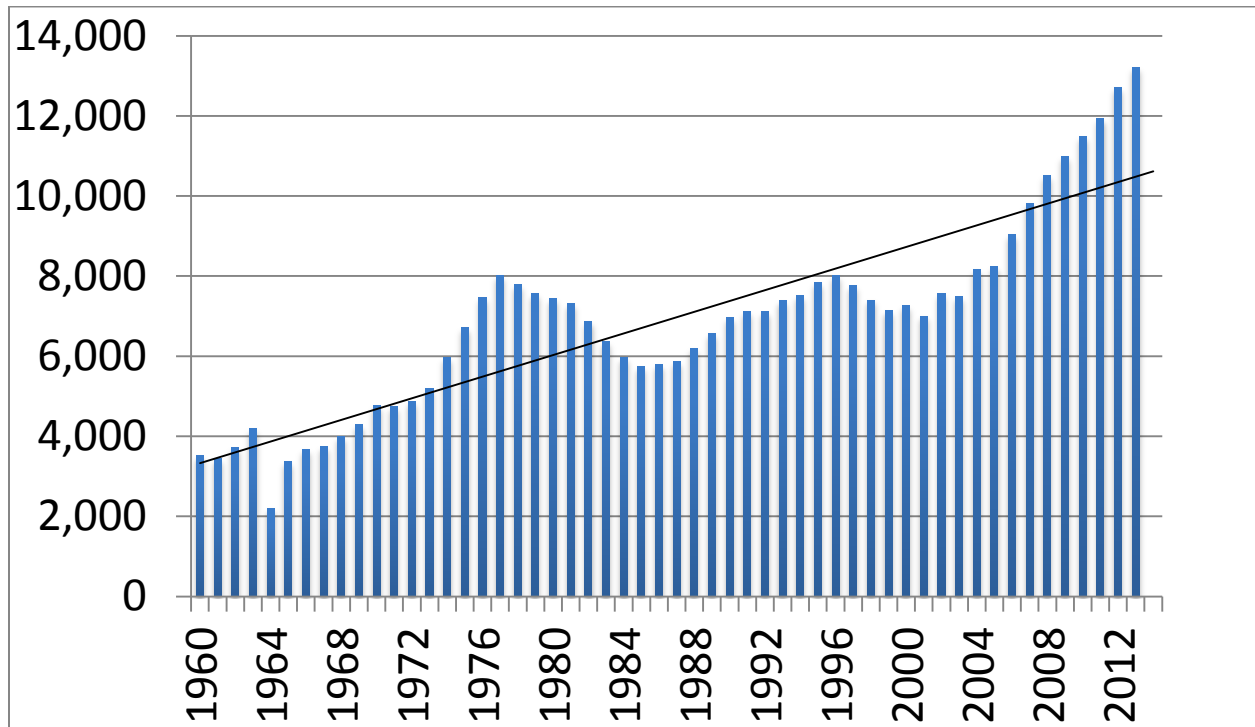
- 5 = High demand: difficult to fill open positions
- 4 = Moderate demand: some difficulty filling open positions
- 3 = Demand in balance with supply
- 2 = Demand is less than the pharmacist supply available
- 1 = Demand is much less than the pharmacist supply available

**Source:** Pharmacy Workforce Center. “Time-based Trends in Aggregate Demand Index.”

<http://pharmacymanship.com/trends.jsp>. Accessed 12.31.2014



**Figure 1.1.2: Number of U.S. Pharmacy School Graduates: 1960-2013**



## ***1.2 Response Rate***

**Table 1.2.1: Disposition of 5,200 Sample Members**

Undeliverable	Opt-out*	Presumed to Be Delivered (5,200 - 127)
127	246	5,073

\*Refusals, disabilities, company restrictions, not currently licensed, not interested, etc.

**Table 1.2.2: Summary of Sampling Frame Population, Sample, and Respondents (n, percent of total)**

<b>State/District</b>	<b>Sampling Frame Population (n = 250,652)</b>	<b>Sample (n = 5,200)</b>	<b>Respondents (n = 2,446)</b>	<b>Response Rate by State (%)</b>
Alabama	3,698	26 (.5%)	15 (.6%)	57.7
Alaska	410	6 (.1%)	3 (.1%)	50.0
Arizona	5,024	131 (2.5%)	69 (2.8%)	52.7
Arkansas	2,517	11 (.2%)	8 (.3%)	72.7
California	23,353	584 (11.2%)	243 (9.9%)	41.6
Colorado	4,249	118 (2.3%)	63 (2.6%)	53.4
Connecticut	2,560	21 (.4%)	10 (.4%)	47.6
Delaware	634	10 (.2%)	4 (.2%)	40.0
District of Columbia	149	3 (.1%)	0 (0.0%)	0.0
Florida	17,311	420 (8.1%)	172 (7.0%)	41.0
Georgia	8,100	204 (3.9%)	94 (3.8%)	46.1
Hawaii	448	8 (.2%)	4 (.2%)	50.0
Idaho	1,109	8 (.2%)	6 (.2%)	75.0
Illinois	11,231	302 (5.8%)	136 (5.6%)	45.0
Indiana	6,156	168 (3.2%)	88 (3.6%)	52.4
Iowa	3,027	78 (1.5%)	42 (1.7%)	53.8
Kansas	2,236	33 (.6%)	20 (.8%)	60.6
Kentucky	4,302	23 (.4%)	12 (.5%)	52.2
Louisiana	4,424	20 (.4%)	8 (.3%)	40.0
Maine	1,031	26 (.5%)	11 (.5%)	42.3
Maryland	5,726	40 (.8%)	16 (.7%)	40.0
Massachusetts	6,340	164 (3.2%)	78 (3.2%)	47.6
Michigan	8,372	211 (4.1%)	107 (4.4%)	50.7
Minnesota	4,664	110 (2.1%)	78 (3.2%)	70.9
Mississippi	2,643	67 (1.3%)	29 (1.2%)	43.3
Missouri	5,174	135 (2.6%)	74 (3.0%)	54.8
Montana	974	24 (.5%)	14 (.6%)	58.3
Nebraska	2,021	55 (1.1%)	28 (1.1%)	50.9
Nevada	1,854	24 (.5%)	7 (.3%)	29.2
New Hampshire	1,130	29 (.6%)	16 (.7%)	55.2
New Jersey	10,334	268 (5.2%)	100 (4.1%)	37.3
New Mexico	1,514	39 (.7%)	26 (1.1%)	66.7
New York	13,159	84 (1.6%)	33 (1.4%)	39.3
North Carolina	6,573	53 (1.0%)	23 (.9%)	43.4
North Dakota	757	21 (.4%)	12 (.5%)	57.1
Ohio	11,465	48 (.9%)	17 (.7%)	35.4
Oklahoma	3,544	95 (1.8%)	43 (1.8%)	45.3
Oregon	3,093	79 (1.5%)	42 (1.7%)	53.2
Pennsylvania	14,572	383 (7.4%)	189 (7.7%)	49.3
Rhode Island	558	14 (.3%)	10 (.4%)	71.4
South Carolina	3,460	86 (1.7%)	49 (2.0%)	57.0
South Dakota	362	7 (.1%)	6 (.2%)	85.7

<b>State/District</b>	<b>Sampling Frame Population (n = 250,652)</b>	<b>Sample (n = 5,200)</b>	<b>Respondents (n = 2,446)</b>	<b>Response Rate by State (%)</b>
Tennessee	6,557	167 (3.2%)	90 (3.7%)	53.9
Texas	16,573	451 (8.7%)	171 (7.0%)	37.9
Utah	1,405	20 (.4%)	14 (.6%)	70.0
Vermont	458	9 (.2%)	5 (.2%)	55.6
Virginia	6,178	137 (2.6%)	62 (2.5%)	45.3
Washington	4,530	107 (2.1%)	53 (2.2%)	49.5
West Virginia	1,731	8 (.2%)	3 (.1%)	37.5
Wisconsin	2,494	62 (1.2%)	41 (1.7%)	66.1
Wyoming	468	3 (.1%)	2 (.1%)	66.7

**Table 1.2.3: Summary of Year of Licensure, Sample and Respondents (n, percent of total)**

<b>Year of Licensure</b>	<b>Sample (n = 5,200)</b>	<b>Respondents (n = 2,445)</b>
up to 1960	14 (0.3%)	13 (0.5%)
1961 to 1970	202 (3.9%)	154 (6.3%)
1971 to 1980	718 (13.8%)	437 (17.9%)
1981 to 1990	946 (18.2%)	529 (21.7%)
1991 to 2000	1209 (23.2%)	544 (22.2%)
2001 to 2010	1626 (31.3%)	605 (24.7%)
2011 to 2013	485 (9.3%)	163 (6.7%)

### 1.3 Assessment of Response

**Table 1.3.1: Comparison of Respondents to Workforce Survey and Non-Respondents by Gender, Region of Country (Residence) and Year of First Licensure**

	<b>Respondents (%)*</b>	<b>Non-respondents (%)*</b>	<b>Chi-square Test<sup>†</sup></b>
<b>Gender</b>			
Male	47.9	46.6	p = 0.182
Female	52.1 n = 2,444	53.4 n = 2,629	
<b>Region of Country (Residence)</b>			
Northeast	18.6	20.4	<b>p = 0.000</b>
South	32.5	36.5	
Midwest	26.6	21.0	
West	22.3 n = 2,443	22.0 n = 2,630	
<b>Year of First Licensure</b>			
up to 1960	0.5	0.0	<b>p = 0.000</b>
1961 to 1970	6.3	1.9	
1971 to 1980	17.9	10.3	
1981 to 1990	21.6	15.3	
1991 to 2000	22.3	24.8	
2001 to 2010	24.8	36.4	
2011 to 2013	6.6 n = 2,442	11.3 n = 2,630	

\* Percent figures reported are column percentages

<sup>†</sup> p value in **bold** represents significant difference at  $\alpha = 0.01$

**Table 1.3.2: Comparison of Respondents to First Mailing of Survey and Respondents to Final Mailing of Survey**

	<b>First Mailing (%)*</b>	<b>Final Mailing (%)*</b>	<b>Chi-square Test<sup>†</sup></b>
<b>Age</b>			
≤30	7.5	6.5	p = 0.285
31 to 40	19.8	21.2	
41 to 50	21.4	24.9	
51 to 60	25.4	26.7	
61 to 70	20.4	16.0	
>70	5.6	4.7	
	n = 1,278	n = 401	
<b>Gender</b>			
Male	47.2	43.9	p = 0.135
Female	52.8	56.1	
	n = 1,412	n = 412	
<b>PharmD Degree</b>			
Yes	45.8	39.8	p = 0.04
No	54.2	60.2	
	n = 1,148	n = 394	
<b>Employment Status</b>			
Work as a pharmacist	68.0	75.8	<b>p = 0.000</b>
Work in a pharmacy-related field	6.3	9.5	
Work in a non-pharmacy field	2.3	1.7	
Semi-retired	5.8	3.9	
Retired	14.9	6.6	
Not employed	2.8	1.7	
	n = 1,407	n = 409	
<b>Employment Setting</b>			
Independent	9.9	12.8	p = 0.449
Chain	18.0	18.6	
Mass merchandiser	7.5	6.0	
Supermarket	8.4	7.1	
Hospital	29.5	25.9	
Other patient care	15.8	17.4	
Other non-patient care	8.3	2.9	
	n = 1,133	n = 367	
<b>Year of Licensure</b>			
up to 1960	1.3	0.0	<b>p = 0.006</b>
1961 to 1970	8.2	4.5	
1971 to 1980	22.9	20.6	
1981 to 1990	22.6	24.8	
1991 to 2000	19.3	24.8	
2001 to 2010	21.6	20.1	
2011 to 2013	4.2	5.2	
	n = 1,275	n = 403	

\* Percent figures reported are column percentages

<sup>†</sup> p value in **bold** represents significant difference at  $\alpha=0.01$

## Section 2: Demographic and Work Characteristics of the Pharmacist Workforce: Comparisons between the Years 2014, 2009, 2004, and 2000

### 2.1 Characteristics of Licensed Pharmacists

**Table 2.1.1: Licensed Pharmacists' Work Status by Gender**

		Working			Not Working	
		Pharmacy		Not in Pharmacy	Retired	Not Retired
Gender	Licensed Pharmacists	Full-time	Part-time	Not in Pharmacy	Retired	Not Retired
<b>2014</b>		Number of Cases				
Male	1,086	611	97	35	313	30
Female	1,212	808	208	33	103	60
Total	2,298	1,419	305	68	416	90
		Percent of Row				
Male		56.3	8.9	3.2	28.8	2.8
Female		66.7	17.2	2.7	8.5	5.0
Total		61.7	13.3	3.0	18.1	3.9
		Percent of Column				
Male		43.1	31.8	51.5	75.2	33.3
Female		56.9	68.2	48.5	24.8	66.7
<b>2009</b>		Number of Cases				
Male	741	519	117	18	75	12
Female	602	386	164	9	19	24
Total	1,343	905	281	27	94	36
		Percent of Row				
Male		70.1	15.8	2.4	10.1	1.6
Female		64.1	27.2	1.5	3.2	4.0
Total		67.4	20.9	2.0	7.0	2.7
		Percent of Column				
Male		55.2	41.6	66.7	79.8	33.3
Female		44.8	58.4	33.3	20.2	66.7
<b>2004</b>		Number of Cases				
Male	823	579	105	37	90	12
Female	647	425	155	17	22	28
Total	1,470	1,004	260	54	112	40
		Percent of Row				
Male		70.3	12.8	4.5	10.9	1.5

		Working			Not Working	
		Pharmacy				
Gender	Licensed Pharmacists	Full-time	Part-time	Not in Pharmacy	Retired	Not Retired
Female		65.6	24.0	2.6	3.4	4.3
Total		68.3	17.7	3.7	7.6	2.7
		Percent of Column				
Male	56.0	57.7	40.4	68.5	80.4	30.0
Female	44.0	42.3	59.6	31.5	19.6	70.0
<b>2000</b>		Number of Cases				
Male	1,187	901	118	44	111	13
Female	905	633	193	18	19	42
Total	2,092	1,534	311	62	130	55
		Percent of Row				
Male		75.9	9.9	3.7	9.4	1.1
Female		69.9	21.3	2.0	2.1	4.6
Total		73.3	14.9	3.0	6.2	2.6
		Percent of Column				
Male	56.7	58.7	37.9	71.0	85.4	23.6
Female	43.3	41.3	62.1	29.0	14.6	76.4

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). Pharmacists were classified as working part-time if they worked 30 hours or less per week in their primary employment. Pharmacists not working in pharmacy listed a variety of non-pharmacy careers including other industries, other health professions, other retail businesses, health care administration and education.

**Table 2.1.2: Licensed Pharmacists' Work Status by Race and Highest Degree**

Licensed Pharmacists			Working			Not Working	
			Pharmacy				
			Full-time	Part-time	Not in Pharmacy	Retired	Not Retired
2014	n	Percent of Column	Percent of Row			Percent of Row	
<b>Race</b>							
White	1,421	85.1	66.6	10.6	2.7	16.7	3.5
Black	39	2.3	76.9	10.3	2.6	2.6	7.7
Asian	142	8.5	78.9	7.7	2.1	9.9	1.4
Other*	68	4.1	77.6	9.0	1.5	6.0	6.0
Total	1,670	100.0					
<b>Highest Degree</b>							
BS	1,088	52.3	59.1	13.4	2.3	21.0	4.2
PharmD	788	37.8	82.8	9.3	1.2	4.1	2.6
MS/MBA	157	7.5	72.4	5.9	3.9	16.4	1.3
Ph.D.	30	1.4	75.9	3.4	10.3	10.3	0.0
Other	19	0.9	22.2	11.1	27.8	33.3	5.6
Total	2,082	100.0	69.0	11.1	2.3	14.2	3.3
<b>2009</b>	n	Percent of Column	Percent of Row			Percent of Row	
<b>Race</b>							
White	1,158	86.5	66.1	21.5	2.3	7.5	2.6
Black	27	2.0	77.8	14.8	--	3.7	3.7
Asian	109	8.1	74.3	21.1	--	1.8	2.8
Other**	44	3.3	77.3	11.4	--	6.9	4.5
Total	1,338	99.9	67.3	21.0	2.0	7.0	2.7
<b>Highest Degree</b>							
BS	888	66.3	64.8	22.9	1.0	8.7	2.6
PharmD	290	21.6	76.2	17.6	1.4	2.1	2.8
MS/MBA	123	9.2	74.0	15.4	4.1	4.1	2.4
PhD	23	1.7	65.2	8.7	8.7	13.0	4.3
Other	16	1.2	18.8	18.8	43.8	12.5	6.2
Total	1,340	100.0	49.2	15.2	2.0	6.9	2.7
<b>2004</b>	n	Percent of Column	Percent of Row			Percent of Row	
<b>Race</b>							
White	1,279	87.7	66.8	18.6	3.9	7.8	2.9
Black	32	2.2	78.1	6.3	--	15.6	--
Asian	102	7.0	87.0	9.0	2.0	2.9	1.0
Other	46	3.2	65.2	21.7	2.2	6.5	4.3
Total	1,459	100.1	68.3	17.7	3.6	7.6	2.7
<b>Highest Degree</b>							
BS	1,033	71.2	66.0	20.5	2.2	9.3	2.0
PharmD	270	18.6	79.3	10.4	3.7	1.5	2.0
MS/MBA	106	7.3	70.8	12.3	9.4	6.6	0.9
PhD	24	1.7	54.2	4.2	25.0	12.5	4.2
Other	18	1.2	50.0	11.1	22.2	5.6	11.1
Total	1,451	100.0	68.4	17.6	3.7	7.7	2.7

Licensed Pharmacists			Working			Not Working	
			Pharmacy				
			Full-time	Part-time	Not in Pharmacy	Retired	Not Retired
2000	n		Percent of Row			Percent of Row	
Race							
White	1,837	87.8	72.5	15.2	3.0	6.6	2.7
Black	45	2.2	77.8	6.7	6.7	8.9	--
Asian	148	7.1	77.7	15.5	1.4	2.7	2.7
Other	62	3.0	83.9	9.7	3.2	--	3.2
Total	2,092	100.0	73.3	14.9	3.0	6.2	2.6
Highest Degree							
BS	1,550	74.1	71.2	16.6	2.0	7.4	2.8
PharmD	290	13.9	83.8	10.3	2.1	2.1	1.7
MS/MBA	136	6.5	75.0	7.4	11.8	2.9	2.9
PhD	17	0.8	64.7	17.6	5.9	11.8	--
Other	99	4.7	74.7	11.1	8.1	4.0	2.0
Total	2,092	100.0	73.3	14.9	3.0	6.2	2.6

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). Pharmacists were classified as working part-time if they worked 30 hours or less per week in their primary employment. Pharmacists not working in pharmacy listed a variety of non-pharmacy careers including other industries, other health professions, other retail businesses, health care administration and education.

\* For 2014, "Other" for Race (n = 68) was further categorized as American Indian (n = 4), Latino/Latina (n = 32) and Other (n = 32).

\*\* For 2009, "Other" for Race (n = 44) was further categorized as American Indian (n = 5), Hispanic/Latino (n = 23) and Other (n = 16).

**Table 2.1.3: Licensed Pharmacists' Work Status by Age Category**

			Working		Not Working		
			Pharmacy				
Age Category	Licensed Pharmacists		Full-time	Part-time	Not in Pharmacy	Retired	Not Retired
2014	N	Percent of Column	Percent of Row				
24–30	154	7.5	94.0	2.0	1.3	0.6	2.0
31–35	192	9.3	88.4	10.1	--	--	1.6
36–40	225	10.9	82.9	11.6	2.8	--	2.8
41–45	223	10.8	74.9	18.7	1.4	0.9	4.1
46–50	245	11.9	74.9	15.5	3.8	1.3	4.6
51–55	253	12.3	79.7	11.8	3.0	2.1	3.4
56–60	274	13.3	70.0	11.6	3.4	10.1	4.9
61–65	224	10.9	56.3	7.9	3.3	27.9	4.7
66–70	167	8.1	21.0	6.8	1.2	70.4	0.6
>70	106	5.1	15.8	8.7	1.0	72.1	2.9
Total	2,063	100.0	68.9	11.1	2.3	14.4	3.4
2009	N	Percent of Column	Percent of Row				
24–30	32	2.4	87.5	12.5	--	--	--
31–35	126	9.4	78.5	14.3	2.4	0.8	4.0
36–40	148	11.0	66.9	27.7	2.0	0.7	2.7
41–45	158	11.8	69.0	22.8	1.9	--	6.3
46–50	159	11.8	78.6	17.6	3.1	--	0.6
51–55	223	16.6	78.0	17.9	2.2	1.3	0.4
56–60	181	13.5	84.0	7.7	1.1	3.9	3.3
61–65	135	10.1	60.7	18.5	3.7	14.8	2.2
66–70	87	6.5	31.0	44.8	1.1	19.5	3.4
>70	94	7.0	10.6	38.3	--	47.9	3.2
Total	1,343	100.0	67.4	20.9	2.0	7.0	2.7
2004	N	Percent of Column	Percent of Row				
24–30	116	7.9	89.7	7.8	0.9	--	1.7
31–35	167	11.4	72.5	20.4	1.2	0.6	5.4
36–40	159	10.8	75.9	17.7	3.2	--	3.2
41–45	171	11.6	78.2	14.7	3.5	--	3.5
46–50	206	14.0	77.2	16.5	2.9	--	3.4
51–55	201	13.7	81.1	10.9	6.5	0.5	1.0
56–60	154	10.5	68.8	13.0	9.7	7.1	1.3
61–65	98	6.7	59.2	17.3	2.0	17.3	4.1
66–70	90	6.1	31.1	34.4	2.2	30.0	2.2
>70	108	7.4	9.3	37.0	1.9	50.9	0.9
Total	1,470	100.0	68.3	17.7	3.7	7.6	2.7

			Working			Not Working	
			Pharmacy				
Age Category	Licensed Pharmacists		Full-time	Part-time	Not in Pharmacy	Retired	Not Retired
2000	N	Percent of Column	Percent of Row				
23–30	286	13.7	92.0	5.6	1.4	--	1.0
31–35	263	12.6	77.9	17.9	1.5	--	2.7
36–40	310	14.8	72.3	19.0	3.9	--	4.8
41–45	309	14.8	80.3	14.6	2.6	0.3	2.3
46–50	273	13.0	82.8	9.2	3.7	0.7	3.7
51–55	198	9.5	80.3	9.6	6.6	2.5	1.0
56–60	166	7.9	72.9	10.8	4.2	9.6	2.4
61–65	92	4.4	57.6	25.0	1.1	15.2	1.1
66–70	97	4.6	27.8	29.9	1.0	39.2	2.1
>70	98	4.7	8.2	30.6	2.0	55.1	4.1
Total	2,092	100.0	73.3	14.9	3.0	6.2	2.6

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). Pharmacists were classified as working part-time if they worked 30 hours or less per week in their primary employment. Pharmacists not working in pharmacy listed a variety of non-pharmacy careers including other industries, other health professions, other retail businesses, health care administration and education.

## 2.2 Characteristics of Actively Practicing Pharmacists

**Table 2.2.1: Actively Practicing Pharmacists' Work Status by Gender and Age**

		Percent by Row		Percent by Column		
	All Cases	Full-time	Part-time	All Pharmacists	Full-time	Part-time
<b>Gender</b>	n					
<b>2014</b>						
Male	726	83.6	16.4	42.9	43.6	39.8
Female	965	81.3	18.7	57.1	56.4	60.2
Total	1,691	82.3	17.7	100.0	100.0	100.0
<b>2009</b>						
Male	636	81.6	18.4	53.6	57.3	41.6
Female	550	70.2	29.8	46.4	42.7	58.4
Total	1,186	76.3	23.7	100.0	100.0	100.0
<b>2004</b>						
Male	684	84.6	15.4	54.1	57.7	40.4
Female	580	73.2	26.8	45.9	42.3	59.6
Total	1,264	79.4	20.6	100.0	100.0	100.0
<b>2000</b>						
Male	1019	88.4	11.6	55.2	58.7	37.9
Female	826	76.6	23.4	44.8	41.3	62.1
Total	1,845	83.1	16.9	100.0	100.0	100.0
<b>Age Category</b>						
<b>2014</b>						
24–30	144	97.9	2.1	8.5	10.1	1.0
31–35	186	91.4	8.6	11.0	12.2	5.4
36–40	204	87.7	12.3	12.1	12.9	8.4
41–45	203	81.3	18.7	12.0	11.9	12.7
46–50	216	82.9	17.1	12.8	12.9	12.4
51–55	221	86.4	13.6	13.1	13.7	10.0
56–60	223	83.9	16.1	13.2	13.4	12.0
61–65	160	76.2	23.8	9.5	8.8	12.7
66–70	86	44.2	55.8	5.1	2.7	16.1
>70	48	41.7	58.3	2.8	1.4	9.4
Total	1691	82.3	17.7	100.0	100.0	100.0
<b>2009</b>						
24–30	32	87.5	12.5	2.7	3.1	1.4
31–35	117	84.6	15.4	9.9	10.9	6.4
36–40	140	70.7	29.3	11.8	10.9	14.6
41–45	145	75.2	24.8	12.2	12.0	12.8
46–50	153	81.7	18.3	12.9	13.8	10.0
51–55	214	81.3	18.7	18.0	19.2	14.2
56–60	166	91.6	8.4	14.0	16.8	5.0
61–65	107	76.6	23.4	9.0	9.1	8.9
66–70	66	40.9	59.1	5.6	3.0	13.9
>70	46	21.7	78.3	3.9	1.1	13.9
Total	1186	76.3	23.7	100.0	100.0	100.0
<b>2004</b>						
24–30	113	92.0	8.0	9.0	10.4	3.5
31–35	155	78.1	21.9	12.3	12.1	13.1
36–40	149	81.1	18.9	11.7	12.0	10.8
41–45	159	84.2	15.8	12.5	13.3	9.6

		Percent by Row		Percent by Column		
	All Cases	Full-time	Part-time	All Pharmacists	Full-time	Part-time
46–50	193	82.4	17.6	15.3	15.9	13.1
51–55	185	88.1	11.9	14.7	16.3	8.5
56–60	126	84.1	15.9	10.0	10.6	7.7
61–65	75	77.3	22.7	5.9	5.8	6.5
66–70	59	47.5	52.5	4.7	2.8	11.9
>70	50	20.0	80.0	4.0	1.0	15.4
Total	1,264	79.4	20.6	100.0	100.0	100.0
<b>2000</b>						
23–30	279	94.3	5.7	15.1	17.1	5.1
31–35	252	81.3	18.7	13.7	13.4	15.1
36–40	283	79.2	20.8	15.3	14.6	19.0
41–45	293	84.6	15.4	15.9	16.2	14.5
46–50	251	90.0	10.0	13.6	14.7	8.0
51–55	178	89.3	10.7	9.6	10.4	6.1
56–60	139	87.1	12.9	7.5	7.9	5.8
61–65	76	69.7	30.3	4.1	3.5	7.4
66–70	56	78.2	51.8	3.0	1.8	9.3
>70	38	21.1	78.9	2.1	0.5	9.6
Total	1,845	83.1	16.9	100.0	100.0	100.0

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). Pharmacists were classified as working part-time if they worked 30 hours or less per week in their primary employment.

**Table 2.2.2: Actively Practicing Pharmacists' Work Status by Non-Condensed Primary Employment Practice Setting**

	Percent by Row			Percent by Column		
<b>Practice Setting</b>	<b>All Cases</b>	<b>Full-time</b>	<b>Part-time</b>	<b>All Cases</b>	<b>Full-time</b>	<b>Part-time</b>
<b>2014</b>						
Independent (<4 units)	167	61.1	38.9	9.9	7.3	21.7
Small Chain (410 units)	20	95.0	5.0	1.2	1.4	0.3
Large Chain (>10 units)	304	88.5	11.5	18.0	19.3	11.7
Mass Merchandiser	120	80.0	20.0	7.1	6.9	8.0
Supermarket	134	82.8	17.2	7.9	8.0	7.7
Mail Service	40	85.0	15.0	2.4	2.4	2.0
Government Hospital/Health System	96	88.5	11.5	5.7	6.1	3.7
Non-government Hospital	401	84.3	15.7	23.7	24.3	21.1
Nursing Home/Long Term Care	62	85.5	14.5	3.7	3.8	3.0
Home Health/Infusion	20	75.0	25.0	1.2	1.1	1.7
Health-Maintenance Organization (HMO)-operated Pharmacy	--	--	--	--	--	--
Clinic Pharmacy	68	73.5	26.5	4.0	3.6	6.0
Nuclear	--	--	--	--	--	--
Industry	40	95.0	5.0	2.4	2.7	0.7
Managed Care	36	100.0	0.0	2.1	2.6	0.0
Organization/Pharmacy Benefit Manager (MCO/PBM)						
Education/Academia	29	89.7	10.3	1.7	1.9	1.0
Government (FDA, etc.)	--	--	--	--	--	--
Specialty Pharmacy	47	76.6	23.4	2.8	2.6	3.7
Ambulatory Care	21	81.0	19.0	1.2	1.2	1.3
Other	14	64.3	35.7	0.8	0.6	1.7
Other Patient Care	25	64.0	36.0	1.5	1.1	3.0
Other Non-patient Care	47	89.4	10.6	2.8	3.0	1.7
Total	1,691	82.3	17.7	100	100	100
<b>2009</b>						
Independent (<4 units)	171	62.0	38.0	14.4	11.7	14.4
Small Chain (410 units)	29	55.2	44.8	2.4	1.8	2.4
Large Chain (>10 units)	266	78.9	21.1	22.4	23.2	22.4
Mass Merchandiser	58	79.3	20.7	4.9	5.1	4.9
Supermarket	114	80.7	19.3	9.6	10.2	9.6
Mail Service	27	81.5	18.5	2.3	2.4	2.3
Government Hospital/Health System	82	86.6	13.4	6.9	7.8	6.9
Non-government Hospital	236	75.4	24.6	19.9	19.7	19.9
Nursing Home/Long Term Care	38	76.3	23.7	3.2	3.2	3.2
Home Health/Infusion	12	91.7	8.3	1.0	1.2	1.0
HMO-operated Pharmacy	7	57.1	42.9	0.6	0.4	0.6
Clinic Pharmacy	26	61.5	38.5	2.2	1.8	2.2
Nuclear	4	100.0	--	0.3	0.4	0.3
Industry	40	87.5	12.5	3.4	3.9	3.4
MCO/PBM	22	95.5	4.5	1.9	2.3	1.9
Education/Academia	18	94.4	5.6	1.5	1.9	1.5
Government (FDA, etc.)	11	90.9	9.1	0.9	0.4	0.9

	Percent by Row			Percent by Column		
<b>Practice Setting</b>	<b>All Cases</b>	<b>Full-time</b>	<b>Part-time</b>	<b>All Cases</b>	<b>Full-time</b>	<b>Part-time</b>
Other	25	68.0	32.0	2.1	2.8	2.1
Total	1,186			100	100	100
<b>2004</b>						
Independent (<4 units)	190	64.7	35.3	15.1	12.3	25.8
Small Chain (410 units)	30	62.1	37.9	2.3	1.8	4.2
Large Chain (>10 units)	320	80.0	20.0	25.4	25.5	24.6
Mass Merchandiser	57	75.4	24.6	4.5	4.3	5.4
Supermarket	115	89.6	10.4	9.1	10.3	4.6
Mail Service	35	85.7	14.3	2.8	9.0	1.9
Government Hospital/Health System	73	83.6	16.4	5.8	6.1	4.6
Non-government Hospital	239	83.2	16.8	18.9	19.8	15.4
Nursing Home/Long Term Care	38	71.1	28.9	3.0	2.7	4.7
Home Health/Infusion	28	78.6	21.4	2.2	2.2	2.3
HMO-operated Pharmacy	10	90.0	10.0	0.8	0.9	0.4
Clinic Pharmacy	21	66.7	33.3	1.7	1.4	2.7
Nuclear	10	90.0	10.0	0.8	0.9	0.4
Industry	27	96.3	3.7	2.1	2.6	0.4
MCO/PBM	11	100.0	--	0.9	1.1	--
Education/Academia	12	100.0	--	0.3	0.4	--
Government (FDA, etc.)	4	100.0	--	0.3	0.4	--
Other	44	81.8	18.2	3.5	3.6	3.1
Total	1,264			100	100	100
<b>2000</b>						
Independent (<4 units)	300	68.0	32.0	16.3	13.3	30.9
Small Chain (410 units)	30	76.7	23.3	1.6	1.5	2.3
Large Chain (>10 units)	404	89.4	10.6	21.9	23.5	13.8
Mass Merchandiser	122	86.9	13.1	6.6	6.9	5.1
Supermarket	166	86.1	13.9	9.0	9.3	7.4
Mail Service	40	85.0	15.0	2.2	2.2	1.9
Government Hospital/Health System	106	90.6	9.4	5.7	6.3	3.2
Non-government Hospital	338	84.3	15.7	18.3	18.6	17.0
Nursing Home/Long Term Care	70	81.4	18.6	3.8	3.7	4.2
Home Health	44	81.8	18.2	2.4	2.3	2.6
HMO-operated Pharmacy	27	74.1	25.9	1.5	1.3	2.3
Clinic Pharmacy	41	80.5	18.5	2.2	2.2	2.6
Nuclear	10	90.0	10.0	0.5	0.6	0.3
Industry	44	95.5	4.5	2.4	2.7	0.6
MCO/PBM	24	91.7	8.3	1.3	1.4	0.6
Education/Academia	22	86.4	13.6	1.2	1.2	1.0
Government (FDA, etc.)	11	100	--	0.6	0.7	--
Armed Services	3	66.7	33.3	0.2	0.1	0.3
Other	43	72.1	27.9	2.3	2.0	3.9
Total	1,845	83.1	16.9	100	100	100

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). Pharmacists were classified as working part-time if they worked 30 hours or less per week in their primary employment. *Nuclear*, *Industry* and *Other* were written in for an "Other For-Profit Corporation/Organization" category or an "Other Non-Profit Corporation/Organization" category on the survey form.

**Table 2.2.3: Actively Practicing Pharmacists' Work Status by Primary Employment Practice Setting**

	Percent by Row			Percent by Column		
<b>Practice Setting</b>	<b>All Cases</b>	<b>Full-time</b>	<b>Part-time</b>	<b>All Cases</b>	<b>Full-time</b>	<b>Part-time</b>
<b>2014</b>						
Independent	167	61.1	38.9	9.9	7.3	21.7
Chain	324	88.9	11.1	19.2	20.7	12.0
Mass Merchandiser	120	80.0	20.0	7.1	6.9	8.0
Supermarket	134	82.8	17.2	7.9	8.0	7.7
Hospital	497	85.1	14.9	29.4	30.4	24.9
Other Patient Care Practice	283	89.7	10.3	16.7	15.9	20.7
Industry	40	95.0	5.0	2.4	2.7	0.7
Other (non-patient care)	126	89.7	10.3	7.5	8.1	4.3
Total	1691	82.3	17.7	100.0	100.0	100.0
<b>2009</b>						
Independent	171	62.0	38.0	14.4	11.7	23.1
Chain	295	76.6	23.4	24.9	25.0	24.6
Mass Merchandiser	58	79.3	20.7	4.9	5.1	4.3
Supermarket	114	80.7	19.3	9.6	10.2	7.8
Hospital	318	78.3	21.7	26.8	27.5	24.6
Other Patient Care Practice	123	74.8	25.2	10.4	10.2	11.0
Industry	40	87.5	12.5	3.4	3.9	1.8
Other (non-patient care)	67	88.1	11.9	5.6	6.5	2.8
Total	1186	76.3	23.7	100.0	100.0	100.0
<b>2004</b>						
Independent	190	64.7	35.3	15.1	12.3	25.9
Chain	350	78.5	21.5	27.7	27.3	29.0
Mass Merchandiser	57	75.4	24.6	4.5	4.3	5.4
Supermarket	115	89.6	10.4	9.1	10.3	4.6
Hospital	312	83.3	16.7	24.7	25.8	20.1
Other Patient Care Practice	148	77.6	22.4	11.7	11.4	12.7
Industry	27	96.3	3.7	2.1	2.6	0.4
Other (non-patient care)	65	92.3	7.7	5.2	6.0	1.9
Total	1,264	79.5	20.5	100	100	100
<b>2000</b>						
Independent	300	68.0	32.0	16.3	13.3	30.9
Chain	434	88.5	11.5	23.5	25.0	16.1
Mass Merchandiser	122	86.9	13.1	6.6	6.9	5.1
Supermarket	166	86.1	13.9	9.0	9.3	7.4
Hospital	444	85.8	14.2	24.1	24.8	20.3
Other Patient Care Practice	257	80.9	19.1	13.9	13.6	15.8
Industry	44	95.5	4.5	2.4	2.7	0.6
Other (non-patient care)	78	84.6	15.4	4.2	4.3	3.9
Total	1,845	83.1	16.9	100	100	100

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). Pharmacists were classified as working part-time if they worked 30 hours or less per week in their primary employment. *Chain* indicates a combination of small chain and large chain settings. *Hospital* is a combination of

government and non-government hospitals. *Other Patient Care Practice* is defined as settings where pharmacists are providing patient care, and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other (non-patient care)* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, government (FDA, etc.), and other non-patient care.

In 2014 *Other Patient Care Practice* is defined as settings where pharmacists are providing patient care and is a combination of clinic pharmacies, mail service, nursing home/long term care, specialty pharmacy, ambulatory care, other patient care, other, and home health/infusion. *Other (non-patient care)* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, and other non-patient care.

**Table 2.2.4: Actively Practicing Pharmacists' Primary Employment Position by Gender**

<b>Position</b>	<b>Percent by Row</b>			<b>Percent by Column</b>		
	<b># of Cases</b>	<b>Males</b>	<b>Females</b>	<b>All Cases</b>	<b>Males</b>	<b>Females</b>
<b>2014</b>						
Owner/Partner	69	72.5	27.5	5.0	8.8	2.4
Management	415	44.8	55.2	30.4	32.9	28.5
Staff	885	37.3	62.7	64.6	58.3	69.1
Total	1,369	43.1	58.7	100.0	100.0	100.0
<b>2009</b>						
Owner/Partner	96	76.0	24.0	8.1	11.6	8.1
Management	351	59.5	40.5	29.8	33.2	29.8
Staff	732	47.5	52.5	62.1	55.2	62.1
Total	1,179	53.4	46.6	100.0	100.0	100.0
<b>2004</b>						
Owner/Partner	82	85.4	14.6	6.5	10.3	2.1
Management	364	58.8	41.2	28.8	31.3	25.8
Staff	814	48.9	51.1	64.7	58.4	72.1
Total	1,260	54.1	45.9	100.0	100.0	100.0
<b>2000</b>						
Owner/Partner	130	85.4	14.6	7.0	10.9	2.3
Management	552	63.0	37.0	29.9	34.1	24.7
Staff	1162	48.2	51.8	63.1	55.0	73.0
Total	1,844	55.2	44.8	100.0	100.0	100.0

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Actively practicing* is defined as a licensed pharmacist who is working full-time or part-time in her or his primary employment setting. Partner is defined as  $\geq 25\%$  ownership. Management includes manager, director, supervisor and assistant manager.

**Table 2.2.5: Actively Practicing Pharmacists by Work Status versus Age Category by Gender**

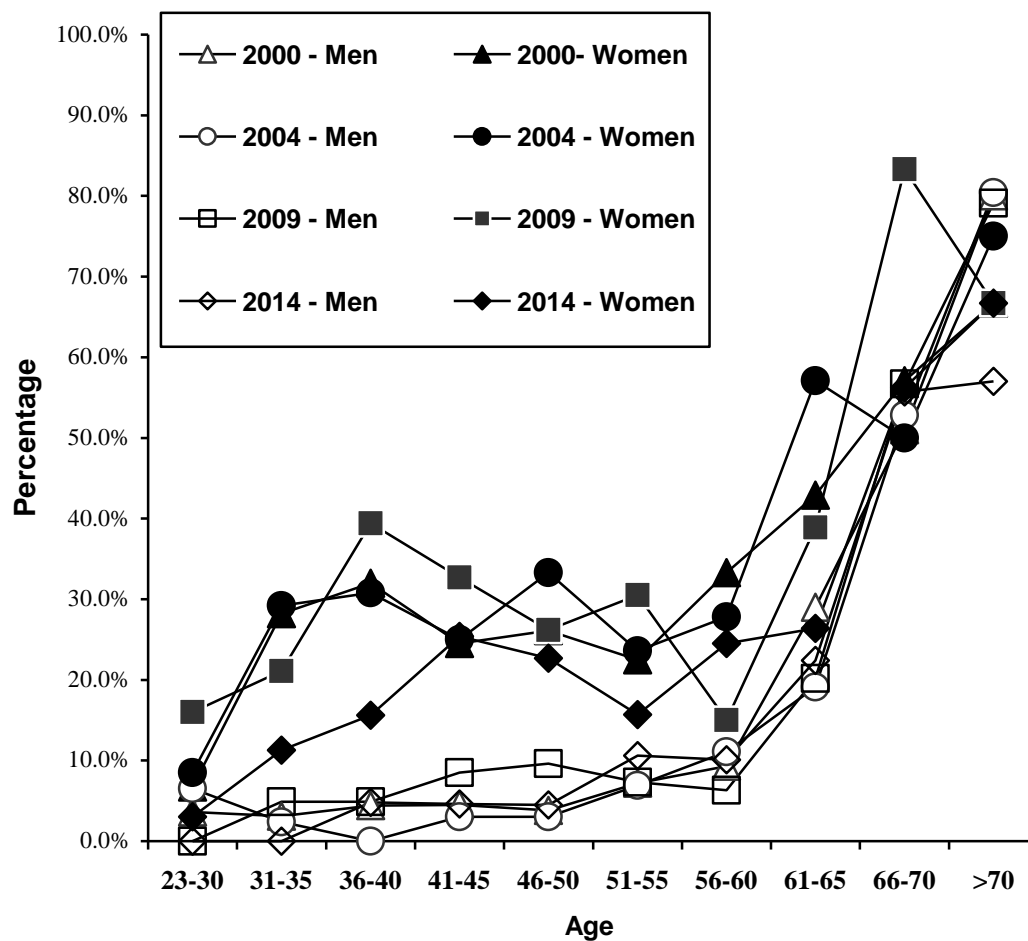
	2014 Percent by Row			2009 Percent by Row			2004 Percent by Row			2000 Percent by Row		
	All Cases	Full-time	Part-time	All Cases	Full-time	Part-time	All Cases	Full-time	Part-time	All Cases	Full-time	Part-time
<b>Male Age Category</b>												
23–30	45	100.0	0.0	7	100.0	--	31	93.5	6.5	84	96.4	3.6
31–35	45	100.0	0.0	41	95.1	4.9	42	97.6	2.4	96	96.9	3.1
36–40	63	95.2	4.8	41	95.1	4.9	57	100.0	0.0	114	95.6	4.4
41–45	65	95.4	4.6	47	91.5	8.5	67	97.0	3.0	134	95.5	4.5
46–50	66	95.5	4.5	73	90.4	9.6	100	97.0	3.0	182	96.2	3.8
51–55	94	89.4	10.6	109	92.7	7.3	130	93.1	6.9	138	92.8	7.2
56–60	129	89.9	10.1	126	93.7	6.3	90	88.9	11.1	118	90.7	9.3
61–65	107	77.6	22.4	89	79.8	20.2	68	80.9	19.1	69	71.0	29.0
66–70	70	44.3	55.7	60	43.3	56.7	53	47.2	52.8	49	49.0	51.0
>70	42	42.9	57.1	43	20.9	79.1	46	19.6	80.4	35	20.0	80.0
<b>Total</b>	726	83.6	16.4	636	81.6	18.4	684	84.6	15.4	1,019	88.4	11.6
<b>Female Age Category</b>												
23–30	99	97.0	3.0	25	84.0	16.0	82	91.5	8.5	195	93.3	6.7
31–35	141	88.7	11.3	76	78.9	21.1	113	70.8	29.2	156	71.8	28.2
36–40	141	84.4	15.6	99	60.6	39.4	92	69.2	30.8	169	68.0	32.0
41–45	138	74.6	25.4	98	67.3	32.7	92	75.0	25.0	159	75.5	24.5
46–50	150	77.3	22.7	80	73.8	26.2	93	66.7	33.3	69	73.9	26.1
51–55	127	84.3	15.7	105	69.5	30.5	55	76.4	23.6	40	77.5	22.5
56–60	94	75.5	24.5	40	85.0	15.0	36	72.2	27.8	21	66.7	33.3
61–65	53	73.6	26.4	18	61.1	38.9	7	42.9	57.1	7	57.1	42.9
66–70	16	43.8	56.2	6	16.7	83.3	6	50.0	50.0	7	42.9	57.1
>70	6	33.3	66.7	3	33.3	66.7	4	25.0	75.0	3	33.3	66.7
<b>Total</b>	965	81.3	18.7	550	70.2	29.8	580	73.2	26.8	826	76.6	23.4

	2014 Percent by Column			2009 Percent by Column			2004 Percent by Column			2000 Percent by Column		
	All Cases	Full-time	Part-time	All Cases	Full-time	Part-time	All Cases	Full-time	Part-time	All Cases	Full-time	Part-time
<b>Male Age Category</b>												
23–30	6.2	7.4	0.0	1.1	1.3	--	4.5	5.0	1.9	8.2	9.0	2.5
31–35	6.2	7.4	0.0	6.4	7.5	1.7	6.1	7.1	1.0	9.4	10.3	2.5
36–40	8.7	9.9	2.5	6.4	7.5	1.7	8.3	9.8	--	11.2	12.1	4.2
41–45	9.0	10.2	2.5	7.4	8.3	3.4	9.8	11.2	1.9	13.2	14.2	5.1
46–50	9.1	10.4	2.5	11.5	12.7	6.0	14.6	16.8	2.9	17.9	19.4	5.9
51–55	12.9	13.8	8.4	17.1	19.5	6.8	19.0	20.9	8.6	13.5	14.2	8.5
56–60	17.8	19.1	10.9	19.8	22.7	6.8	13.2	13.8	9.5	11.6	11.9	9.3
61–65	14.7	13.7	20.2	14.0	13.7	15.4	9.9	9.5	12.4	6.8	5.4	16.9
66–70	9.6	5.1	32.8	9.4	5.0	29.1	7.7	4.3	26.7	4.8	2.7	21.2
>70	5.8	3.0	20.2	6.8	1.7	29.1	6.7	1.6	35.2	3.4	0.8	23.7
<b>Total</b>	100	100	100	100	100	100	100	100	100	100	100	100
<b>Female Age Category</b>												
23–30	10.3	12.2	1.7	4.5	5.4	2.4	14.1	17.6	4.5	23.6	28.8	6.7
31–35	14.6	15.9	8.9	13.8	15.5	9.8	19.5	18.8	21.3	18.9	17.7	22.8
36–40	14.6	15.2	12.2	18.0	15.5	23.8	15.9	15.1	18.1	20.5	18.2	28.0
41–45	14.3	13.1	19.4	17.8	17.1	19.5	15.9	16.2	14.8	19.2	19.0	20.2
46–50	15.5	14.8	18.9	14.5	15.3	12.8	16.0	14.6	20.0	8.4	8.1	9.3
51–55	13.2	13.6	11.1	19.1	18.9	19.5	9.5	9.9	8.4	4.8	4.9	4.7
56–60	9.7	9.0	12.8	7.3	8.8	3.7	6.2	6.1	6.5	2.5	2.2	3.6
61–65	5.5	5.0	7.8	3.3	2.8	4.3	1.2	0.7	2.6	.8	0.6	1.6
66–70	1.7	0.9	5.0	1.1	0.3	3.0	1.0	0.7	1.9	.8	0.5	2.1
>70	0.6	0.3	2.2	.5	0.3	1.2	.7	0.2	1.9	.4	0.2	1.0
<b>Total</b>	100	100	100	100	100	100	100	100	100	100	100	100

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Actively practicing* is defined as a licensed pharmacist who is working full-time or part-time in her or his primary employment setting.

Figure 2.2.1

Proportion of Actively Practicing Pharmacists Working Part-time by Age Group and Gender



Note: *Actively practicing* is defined as a licensed pharmacist who is working full-time or part-time in her or his primary employment setting.

**Table 2.2.6: Pharmacists Working Full-time by Gender versus Primary Employment Practice Setting**

Practice Setting	Percent by Row			Percent by Column		
	Number of Cases	Males	Females	All Cases	Males	Females
<b>2014</b>						
Independent	102	55.9	44.1	7.3	9.4	5.7
Chain	288	45.5	54.5	20.7	21.6	20.0
Mass Merchandiser	96	40.6	59.4	6.9	6.4	7.3
Supermarket	111	40.5	59.5	8.0	7.4	8.4
Hospital	423	42.8	57.2	30.4	29.8	30.8
Other Patient Care Practice	221	43.9	56.1	15.9	16.0	15.8
Industry	38	34.2	65.8	2.7	2.1	3.2
Other (non-patient care)	113	38.9	61.1	8.1	7.2	8.8
Total	1,392	43.6	56.4	100.0	100.0	100.0
<b>2009</b>						
Independent	106	68.9	31.1	11.7	14.1	8.5
Chain	226	55.8	44.2	25.0	24.3	25.9
Mass Merchandiser	46	56.5	43.5	5.1	5.0	5.2
Supermarket	92	63.0	37.0	10.2	11.2	8.8
Hospital	249	54.2	45.8	27.5	26.0	29.5
Other Patient Care Practice	92	55.4	44.6	10.2	9.8	10.6
Industry	35	51.4	48.6	3.9	3.5	4.4
Other (non-patient care)	59	54.2	45.8	6.5	6.2	7.0
Total	905	57.3	42.7	100.0	100.0	100.0
<b>2004</b>						
Independent	123	73.2	26.8	12.3	15.6	7.8
Chain	275	63.5	36.5	27.3	30.1	23.6
Mass Merchandiser	43	67.4	32.6	4.3	5.0	3.3
Supermarket	103	55.3	44.7	10.3	9.9	10.8
Hospital	260	49.8	50.2	25.8	22.3	30.7
Other Patient Care Practice	114	52.6	47.4	11.4	10.4	12.7
Industry	26	42.3	57.7	2.6	1.9	3.5
Other (non-patient care)	60	46.7	53.3	6.0	4.8	7.5
Total	1,004	57.7	42.3	100.0	100.0	100.0
<b>2000</b>						
Independent	204	74.0	26.0	13.3	16.8	8.4
Chain	384	59.6	40.4	25.0	25.4	24.5
Mass Merchandiser	106	56.6	43.4	6.9	6.7	7.3
Supermarket	143	57.3	42.7	9.3	9.1	9.6
Hospital	381	52.8	47.2	24.8	22.3	28.4
Other Patient Care Practice	208	59.1	40.9	13.6	13.7	13.4
Industry	42	50.0	50.0	2.7	2.3	3.3
Other (non-patient care)	66	51.5	48.5	4.3	3.8	5.1
Total	1,534	58.7	41.3	100.0	100.0	100.0

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care Practice* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other (non-patient care)* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, government (FDA, etc.) and other.

In 2014 *Other Patient Care Practice* is defined as settings where pharmacists are providing patient care and is a combination of clinic pharmacies, mail service, nursing home/long term care, specialty pharmacy, ambulatory care, other patient care, other, and home health/infusion. *Other (non-patient care)* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, and other non-patient care.

**Table 2.2.7: Pharmacists Working Part-time by Gender versus Primary Employment Practice Setting**

Practice Setting	Percent by Row			Percent by Column		
	Number of Cases	Males	Females	All Cases	Males	Females
<b>2014</b>						
Independent	65	60.0	40.0	21.7	32.8	14.4
Chain	36	44.4	55.6	12.0	13.4	11.1
Mass Merchandiser	24	29.2	70.8	8.0	5.9	9.4
Supermarket	23	43.5	56.5	7.7	8.4	7.2
Hospital	74	21.6	78.4	24.7	13.4	32.2
Other Patient Care Practice	62	35.5	64.5	20.7	18.5	22.2
Industry	2	100.0	0.0	0.7	1.7	0.0
Other (non-patient care)	13	53.8	46.2	4.3	5.9	3.3
Total	299	39.8	60.2	100.0	100.0	100.0
<b>2009</b>						
Independent	65	63.1	36.9	23.1	35.0	14.6
Chain	69	46.4	53.6	24.6	27.4	22.6
Mass Merchandiser	12	33.3	66.7	4.3	3.4	4.9
Supermarket	22	36.4	63.6	7.8	6.8	8.5
Hospital	69	26.1	73.9	24.6	15.4	31.1
Other Patient Care Practice	31	32.3	67.7	11.0	8.5	12.8
Industry	5	40.0	60.0	1.8	1.7	1.8
Other (non-patient care)	8	25.0	75.0	2.8	1.7	3.7
Total	281	41.6	58.4	100.0	100.0	100.0
<b>2004</b>						
Independent	67	50.7	49.3	25.9	32.7	21.3
Chain	75	46.7	53.3	29.0	33.7	25.8
Mass Merchandiser	14	28.6	71.4	5.4	3.8	6.5
Supermarket	12	25.0	75.0	4.6	2.9	5.8
Hospital	52	25.0	75.0	20.1	12.5	25.2
Other Patient Care Practice	34	36.4	63.6	12.7	11.5	13.5
Industry	1	--	100.0	0.4	--	0.6
Other (non-patient care)	5	60.0	40.0	1.9	2.9	1.3
Total	260	40.2	59.8	100.0	100.0	100.0
<b>2000</b>						
Independent	96	59.4	40.6	30.9	48.3	20.2
Chain	50	42.0	58.0	16.1	17.8	15.0
Mass Merchandiser	16	25.0	75.0	5.1	3.4	6.2
Supermarket	23	34.8	65.2	7.4	6.8	7.8
Hospital	63	27.0	73.0	20.3	14.4	23.8
Other Patient Care Practice	49	18.4	81.6	15.8	7.6	20.7
Industry	2	--	100.0	0.6	--	1.0
Other (non-patient care)	12	16.7	83.3	3.9	1.7	5.2
Total	311	37.9	62.1	100.0	100.0	100.0

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). Pharmacists were classified as working part-time if they worked 30 hours or less per week in their primary employment. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care Practice* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other (non-patient care)* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, government (FDA, etc.) and other.

In 2014 *Other Patient Care Practice* is defined as settings where pharmacists are providing patient care and is a combination of clinic pharmacies, mail service, nursing home/long term care, specialty pharmacy, ambulatory care,

other patient care, other, and home health/infusion. *Other (non-patient care)* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, and other non-patient care.

## 2.3 Hours Worked by Actively Practicing Pharmacists

**Table 2.3.1: Actively Practicing Pharmacists' Mean Weekly Hours Worked in Primary Employment by Work Status and Gender versus Practice Setting**

Practice Setting	Full-time			Part-time		
	All Full-time	Males	Females	All Part-time	Males	Females
<b>2014</b>	(n = 1,431)	(n = 622)	(n = 809)	(n = 313)	(n = 125)	(n = 188)
Independent	44.2	46.6	41.0	19.0	17.7	21.1
Chain	43.5	43.9	43.0	19.9	16.9	22.4
Mass Merchandiser	42.0	42.3	41.9	21.2	16.6	23.1
Supermarket	42.1	43.5	41.1	22.4	20.3	23.7
Hospital	44.1	44.8	43.6	19.9	18.8	20.2
Other Patient Care Practice	44.4	45.6	43.6	20.7	19.3	21.5
Industry	51.8	52.5	51.4	--	--	--
Other (non-patient care)	47.7	49.1	46.9	17.8	15.8	19.8
Total	44.2	45.1	43.5	20.1	20.3	20.6
<b>2009</b>	(n = 905)	(n = 519)	(n = 386)	(n = 281)	(n = 117)	(n = 164)
Independent	47.3	48.7	44.1	18.0	17.1	19.6
Chain	41.8	42.8	40.4	18.2	17.3	18.9
Mass Merchandiser	41.9	43.1	40.3	23.1	22.5	23.4
Supermarket	41.2	42.0	39.6	21.6	18.1	23.6
Hospital	44.1	45.0	43.1	21.2	17.9	22.3
Other Patient Care Practice	42.7	44.2	40.9	17.9	17.6	18.0
Industry	50.2	49.4	51.1	21.5	25.0	19.2
Other (non-patient care)	47.2	47.9	46.5	20.7	25.0	19.3
Total	43.8	44.8	42.4	19.4	17.8	20.6
<b>2004</b>	(n = 1,004)	(n = 579)	(n = 425)	(n = 260)	(n = 105)	(n = 155)
Independent	44.4	46.1	39.8	16.8	15.9	17.7
Chain	42.8	43.7	41.0	18.2	16.2	19.9
Mass Merchandiser	41.1	42.2	38.8	23.7	26.6	22.6
Supermarket	41.2	41.6	40.7	22.8	24.3	22.3
Hospital	43.4	43.7	43.0	20.2	17.5	21.1
Other Patient Care Practice	44.3	45.3	43.3	21.5	19.4	22.7
Industry	48.8	50.9	47.3	12.0	---	12.0
Other (non-patient care)	46.0	47.3	44.9	16.0	16.7	15.0
Total	43.4	44.3	42.2	19.1	17.3	20.3
<b>2000</b>	(n = 1,534)	(n = 901)	(n = 633)	(n = 311)	(n = 118)	(n = 193)
Independent	47.7	49.6	42.5	17.8	17.0	18.9
Chain	43.3	44.2	42.1	19.7	16.4	22.1
Mass Merchandiser	43.3	44.0	42.4	19.1	19.3	19.1
Supermarket	41.9	42.4	41.1	20.5	21.6	20.0
Hospital	43.4	44.1	42.7	19.7	19.2	19.9
Other Patient Care Practice	44.1	44.6	43.3	19.2	16.2	19.8
Industry	46.8	45.6	48.1	20.0	---	20.0
Other (non-patient care)	47.5	47.5	47.5	18.8	19.0	18.7
Total	44.2	45.1	42.8	19.0	17.6	19.9

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). Weekly hours are actual hours worked, rather than scheduled hours. Pharmacists were classified as working part-time if they worked 30 hours or less per week in their primary employment. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care Practice* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other (non-patient care)* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, government (FDA, etc.) and other. Data not reported in cells with fewer than three responses.

**Table 2.3.2: Actively Practicing Pharmacists' Mean Weekly Hours Worked in Primary Employment by Work Status and Gender versus Age Category**

Age Category	Full-time			Part-time		
	All Full-time	Males	Females	All Part-time	Males	Females
<b>2014</b>	(n = 1,392)	(n = 608)	(n = 784)	(n = 300)	(n = 121)	(n = 179)
23–30	43.9	44.5	43.7	26.0	--	26.0
31–35	43.9	44.0	43.9	22.9	--	22.9
36–40	43.7	44.2	43.1	23.2	23.0	23.2
41–45	44.7	47.1	43.3	22.0	23.0	21.9
46–50	44.8	46.9	43.6	21.3	18.0	21.6
51–55	44.9	44.8	45.0	23.1	22.2	23.6
56–60	44.0	45.6	41.4	19.4	19.4	19.4
61–65	44.5	44.9	43.6	19.7	20.0	19.2
66–70	42.0	41.0	46.1	16.6	16.7	16.2
>70	45.1	45.1	45.0	15.9	15.1	19.7
Total	44.2	45.1	43.6	20.1	18.1	21.5
<b>2009</b>	(n = 905)	(n = 519)	(n = 386)	(n = 281)	(n = 117)	(n = 164)
23–30	43.0	43.7	42.7	17.5	--	17.5
31–35	42.6	43.2	42.3	19.8	20.5	19.7
36–40	42.3	43.8	41.4	19.8	20.5	19.7
41–45	43.5	44.7	42.7	20.7	21.5	20.6
46–50	44.6	46.4	42.6	22.0	17.4	23.5
51–55	45.5	46.8	43.8	21.8	25.0	21.0
56–60	43.7	44.5	41.0	21.8	20.9	22.9
61–65	44.2	44.9	40.3	18.8	18.4	19.9
66–70	41.7	41.6	44.0	18.2	18.7	14.8
>70	37.2	37.8	32.0	14.2	13.6	24.0
Total	43.8	44.8	42.4	19.4	17.8	20.6
<b>2004</b>	(n = 1,004)	(n = 579)	(n = 425)	(n = 260)	(n = 105)	(n = 155)
23–30	43.2	44.6	42.7	20.9	16.0	22.3
31–35	42.1	43.8	41.2	20.8	20.0	20.9
36–40	43.4	44.2	42.7	19.8	---	19.8
41–45	44.5	46.5	42.7	20.3	27.0	19.7
46–50	44.3	45.7	42.1	21.3	16.7	21.8
51–55	43.6	43.6	43.5	19.5	20.3	18.9
56–60	43.2	44.0	40.6	20.5	18.7	22.2
61–65	43.5	43.7	40.0	16.5	16.3	17.0
66–70	39.3	39.3	39.3	17.9	18.1	15.5
>70	42.3	43.2	34.0	15.1	15.1	15.2
Total	43.4	44.3	42.2	19.1	17.2	20.3
<b>2000</b>	(n = 1,534)	(n = 901)	(n = 633)	(n = 311)	(n = 118)	(n = 193)
23–30	43.4	45.0	42.7	16.6	13.0	17.5
31–35	44.0	45.4	42.8	19.4	19.3	19.4
36–40	43.8	44.4	43.2	20.6	26.6	20.0
41–45	43.8	44.7	42.9	20.5	16.1	21.2
46–50	45.6	46.1	44.0	20.0	17.4	21.1
51–55	44.7	45.3	42.4	20.8	22.4	19.0
56–60	44.7	45.2	40.6	21.4	20.9	22.3
61–65	43.0	43.3	39.3	16.5	16.5	16.7
66–70	44.1	44.3	42.3	16.9	17.0	16.3
>70	46.4	47.3	40.0	15.0	14.9	16.5
Total	44.2	45.1	42.8	19.0	17.6	19.9

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). Pharmacists were classified as working part-time if they worked 30 hours or less per week in their primary employment.

**Table 2.3.3: Actively Practicing Pharmacists' Mean Weekly Hours Worked in Primary Employment by Work Status and Gender versus Position Type**

Position Type	Full-time			Part-time		
	All Full-time	Males	Females	All Part-time	Males	Females
<b>2014</b>	(n = 1,163)	(n = 510)	(n = 653)	(n = 259)	(n = 108)	(n = 151)
Owner, Partner	49.6	50.4	47.4	20.4	20.5	20.0
Management	46.0	47.1	45.1	24.5	21.6	27.7
Staff	43.1	43.4	42.8	19.6	17.5	20.8
Total	44.4	45.2	43.7	19.9	18.2	21.1
<b>2009</b>	(n = 900)	(n = 515)	(n = 385)	(n = 279)	(n = 115)	(n = 164)
Owner, Partner	51.3	51.7	49.7	20.5	21.5	18.9
Management	45.1	45.9	43.8	22.7	22.9	22.6
Staff	41.7	42.4	41.0	19.1	16.9	20.5
Total	43.8	44.8	42.3	19.5	18.0	20.6
<b>2004</b>	(n = 1,003)	(n = 578)	(n = 425)	(n = 260)	(n = 105)	(n = 155)
Owner, Partner	47.6	48.3	43.2	19.6	20.7	13.0
Management	44.9	45.5	44.1	26.6	22.0	30.0
Staff	42.0	42.7	41.2	18.9	16.6	20.3
Total	43.4	44.3	42.2	19.1	17.2	20.5
<b>2000</b>	(n = 1,533)	(n = 901)	(n = 632)	(n = 311)	(n = 118)	(n = 193)
Owner, Partner	51.5	52.2	47.4	22.9	22.8	23.3
Management	45.8	46.1	45.3	23.0	22.0	24.0
Staff	42.2	42.8	41.6	18.6	16.6	19.6
Total	44.2	45.1	42.9	19.0	17.6	19.9

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Actively practicing* is defined as a licensed pharmacist who is working full-time or part-time in their primary employment setting. Weekly hours worked are actual hours worked, rather than scheduled hours worked. Pharmacists were classified as working part-time if they worked 30 hours or less per week in their primary employment. *Partner* is defined as  $\geq 25\%$  ownership. *Management* includes manager, director, supervisor, and assistant manager.

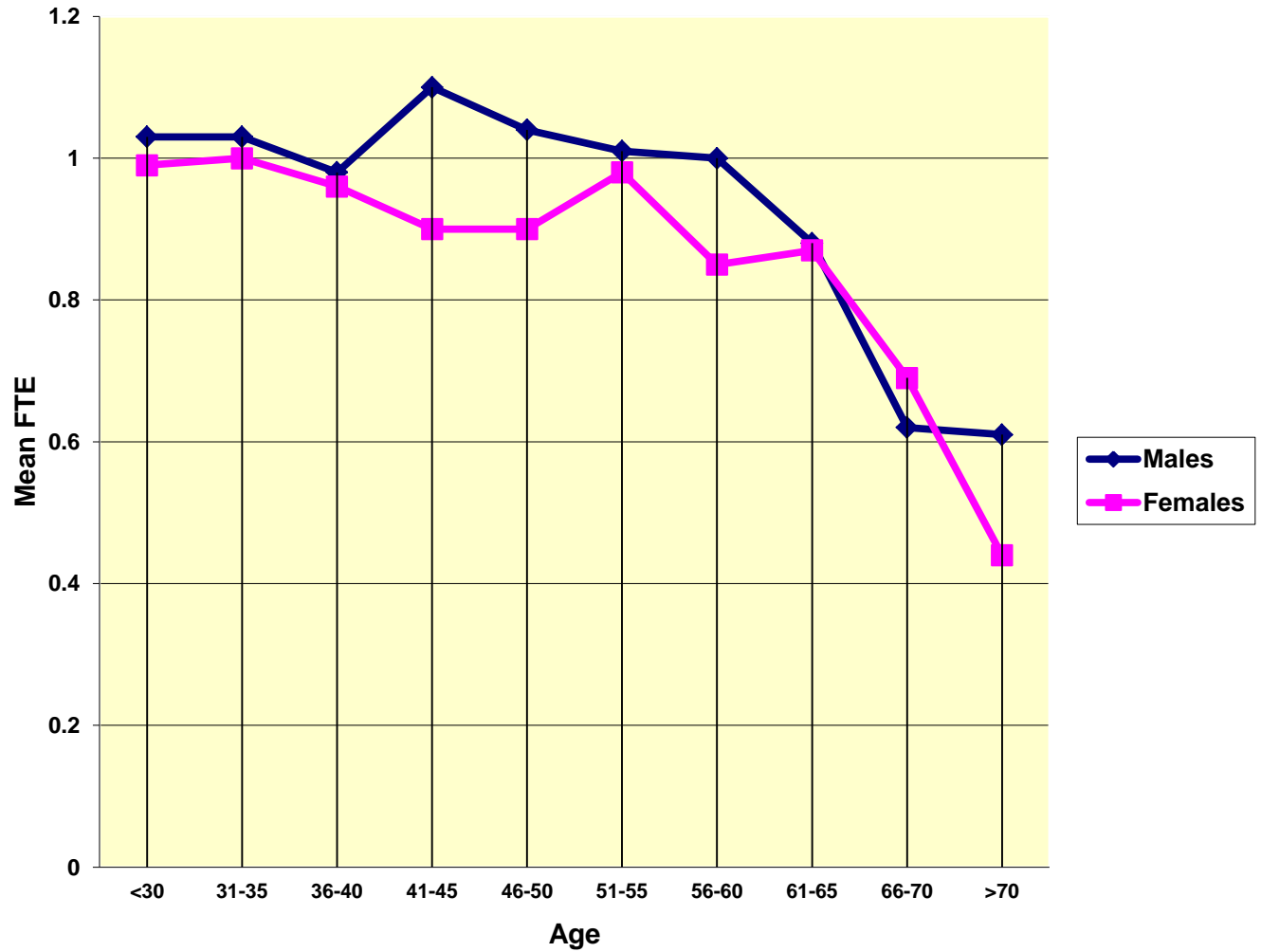
**Table 2.3.4: Actively Practicing Pharmacists' Mean Full-time Equivalent (FTE) in Primary Employment by Gender and Age Category**

Age Category	All Pharmacists	Males	Females
<b>2014</b>	(n = 1,352)	(n = 590)	(n = 762)
24–30	1.01	1.03	.99
31–35	1.00	1.03	1.00
36–40	.97	.99	.96
41–45	.97	1.10	.90
46–50	.94	1.04	.90
51–55	.99	1.01	.98
56–60	.93	.99	.85
61–65	.90	.91	.87
66–70	.63	.62	.69
>70	.62	.65	.44
Total	.94	.95	.93
<b>2009</b>	(n = 1,154)	(n = 619)	(n = 535)
24–30	.94	1.01	.92
31–35	.88	.98	.83
36–40	.83	1.01	.76
41–45	.86	.99	.79
46–50	.92	1.02	.86
51–55	.94	1.04	.83
56–60	.96	.98	.87
61–65	.88	.91	.75
66–70	.63	.64	.56
>70	.44	.43	.71
Total	.87	.92	.82
<b>2004</b>	(n = 1,246)	(n = 677)	(n = 569)
24–30	.94	.95	.93
31–35	.85	1.02	.79
36–40	.88	1.03	.79
41–45	.92	1.05	.83
46–50	.91	1.02	.78
51–55	.92	.95	.86
56–60	.88	.90	.84
61–65	.84	.87	.49
66–70	.64	.63	.65
>70	.46	.46	.38
Total	.87	.91	.82
<b>2000</b>	(n = 1,824)	(n = 1,006)	(n = 818)
23–30	.98	1.04	.96
31–35	.92	1.05	.83
36–40	.91	1.03	.84
41–45	.95	1.03	.88
46–50	1.00	1.05	.88
51–55	.99	1.03	.86
56–60	.97	.99	.83
61–65	.80	.82	.66
66–70	.72	.73	.64
>70	.47	.45	.60
Total	.93	.99	.87

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Actively practicing* is defined as a licensed pharmacist who is working full-time or part-time in their primary employment setting. A pharmacist who works 40 hours a week for 52 weeks equals 1.0 Full Time Equivalent (FTE). We determined a respondent's FTE value by multiplying actual weekly hours worked in primary employment by weeks worked per year.

**Figure 2.3.1**

**Summary of Actively Practicing Pharmacists' Mean Full-Time Equivalent (FTE) Contributions in Primary Employment during 2014**



**Table 2.3.5: Percentage of Actively Practicing Pharmacists with Secondary Employment and Annual Hours Worked in Secondary Employment Positions**

<b>Variable</b>	<b>Secondary Employment (%)</b>	<b>Average Annual Hours in Secondary Position (N)</b>
<b>Gender</b>		
Male (n = 621)	8.7	392 (45)
Female (n = 811)	7.0	218 (47)
Total (n = 1,432)	7.8	303 (92)
<b>Position</b>		
Owner (n = 56)	14.3	242 (7)
Manager (n = 391)	9.7	239 (31)
Staff (n = 715)	9.1	348 (54)
Total (n = 1,162)	7.8	303 (92)
<b>Practice Setting</b>		
Chain (n = 296)	4.1	363 (12)
Mass Merchandiser (n = 99)	6.1	237 (6)
Supermarket (n = 114)	7.9	162 (6)
Hospital (n = 433)	9.2	338 (36)
Other Patient Care Practice (n = 224)	8.0	229 (15)
Industry (n = 38)	10.5	120 (3)
Other (non-patient care) (n = 119)	9.2	178 (8)
Total (n = 1,428)	7.7	297 (91)

Note: Ns for respondent characteristics are total numbers of actively practicing, full-time pharmacist respondents with those characteristics. Percentages with secondary employment as a percentage of the total in the category. N for average annual hours is the number of respondents reporting hours and weeks in their secondary positions. There were 10 respondents with two secondary employment positions and one respondent with three secondary employment positions. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care Practice* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other (non-patient care)* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, government (FDA, etc.) and other.

## 2.4 Changes in Base Pay and Additional Earnings

**Table 2.4.1: Percentage of Actively Practicing Full-Time Pharmacists with Change in Base Pay since Last Year**

<b>Variable</b>	<b>Increase (%)</b>	<b>Decrease (%)</b>	<b>No Change (%)</b>
<b>Gender</b>			
Male (n = 549)	60.1	5.6	34.2
Female (n = 791)	64.3	5.7	30.0
Total (n = 1,340)	62.6	5.7	31.7
<b>Position</b>			
Owner (n = 54)	27.8	14.8	57.4
Manager (n = 388)	71.6	2.3	26.0
Staff (n = 704)	63.5	5.5	31.0
Total (n = 1,146)	64.6	4.9	30.5
<b>Practice Setting</b>			
Independent (n = 99)	27.3	19.2	53.5
Chain (n = 262)	64.9	4.6	30.5
Mass Merchandiser (n = 101)	69.3	1.0	29.7
Supermarket (n = 110)	71.8	8.2	20.0
Hospital (n = 407)	64.9	4.9	30.2
Other Patient Care Practice (n = 222)	62.2	5.0	32.9
Industry (n = 34)	73.5	5.9	20.6
Other (non-patient care) (n = 102)	62.7	1.0	36.3
Total (n = 1,337)	62.6	5.6	31.8

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care Practice* is defined as settings where pharmacists are providing patient care and is a combination of HMO operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other (non-patient care)* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, government (FDA, etc.) and other.

**Table 2.4.2: Percentage of Actively Practicing Full-Time Pharmacists with Different Reasons for a Base Pay Change in the Last Year**

<b>Variable</b>	<b>Hours Worked (%)</b>	<b>Merit (%)</b>	<b>Position Change (%)</b>
<b>Gender</b>			
Male (n = 347)	6.6	83.3	17.0
Female (n = 533)	6.0	86.7	15.0
Total (n = 880)	6.2	85.3	15.8
<b>Position</b>			
Owner (n = 15)	13.3	66.7	26.7
Manager (n = 282)	3.2	86.2	20.6
Staff (n = 464)	6.7	86.2	14.9
Total (n = 761)	5.5	85.7	18.3
<b>Practice Setting</b>			
Independent (n = 36)	27.8	61.1	22.2
Chain (n = 177)	5.6	83.6	18.6
Mass Merchandiser (n = 69)	2.9	91.3	11.5
Supermarket (n = 87)	9.2	85.1	18.4
Hospital (n = 278)	4.7	86.3	14.7
Other Patient Care Practice (n = 143)	6.3	89.5	9.1
Industry (n = 25)	--	88.0	24.0
Other (non-patient care) (n = 63)	4.8	82.5	20.6
Total (n = 878)	6.3	85.3	12.3

Notes: Merit based changes (predominantly increases) in base pay included changes related to performance, merit, and inflation. Percentages sum to >100% due to multiple reasons for some respondents; merit and position change were the most prevalent combined responses.

Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer.

*Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care Practice* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other (non-patient care)* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, government (FDA, etc.) and other.

**Table 2.4.3: Actively Practicing Full-Time Pharmacists Average Percent Merit-based Base Pay Increase in Last Year**

<b>Variable</b>	<b>Increase (%)</b>
<b>Gender</b>	
Male (n = 241)	2.3
Female (n = 333)	2.4
Total (n = 574)	2.3
<b>Position</b>	
Owner (n = 8)	4.0
Manager (n = 215)	2.4
Staff (n = 351)	2.3
Total (n = 574)	2.3
<b>Practice Setting</b>	
Independent (n = 10)	2.3
Chain (n = 125)	1.8
Mass Merchandiser (n = 40)	2.1
Supermarket (n = 56)	2.1
Hospital (n = 18)	2.5
Other Patient Care Practice (n = 99)	2.6
Industry (n = 16)	3.7
Other (non-patient care) (n = 43)	3.0
Total (n = 573)	2.3

Note: Only respondents that had a merit-based pay increase were included in the average percent change calculation. Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care Practice* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other (non-patient care)* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, government (FDA, etc.) and other.

**Table 2.4.4: Percentage of Actively Practicing Full-Time Pharmacists with Additional Earnings**

<b>Variable</b>	<b>Overtime</b>	<b>Bonus</b>	<b>Incentive Pay</b>	<b>Profit Sharing</b>	<b>Stock Options</b>	<b>Other</b>
<b>Gender</b>						
Male (n = 490)	36.7	44.6	14.0	22.6	19.3	8.6
Female (n = 643)	38.9	49.3	13.9	18.8	24.1	8.7
Total (n = 1,133)	38.0	47.3	13.9	20.4	22.0	8.7
<b>Position</b>						
Owner (n = 53)	7.5	35.2	7.5	32.1	3.8	6.8
Manager (n = 383)	32.4	60.9	16.2	27.0	33.9	7.2
Staff (n = 696)	43.4	40.7	13.2	16.0	16.9	9.6
Total (n = 1,132)	38.0	47.3	13.9	20.5	22.0	8.7
<b>Practice Setting</b>						
Independent (n = 75)	14.7	33.3	1.3	24.0	1.4	6.6
Chain (n = 230)	45.2	59.7	22.5	43.5	51.5	6.5
Mass Merchandiser (n = 81)	54.3	68.4	17.7	40.5	51.9	5.6
Supermarket (n = 96)	52.1	70.8	15.2	27.7	28.0	5.5
Hospital (n = 349)	40.7	26.4	9.5	4.9	2.6	10.5
Other Patient Care Practice (n = 178)	38.2	49.4	12.4	11.7	14.1	9.7
Industry (n = 30)	0	83.9	23.3	16.7	62.1	0
Other (non-patient care) (n = 92)	10.9	47.3	14.3	12.2	6.7	14.9
Total (n = 1,131)	37.9	47.3	13.9	20.5	22.0	8.7

Note: Ns are total numbers of actively practicing, full-time pharmacist respondents for the Overtime question; the specific N for each question varied slightly from this total N. Specific percentages are based on the number of respondents answering each question. Results based on respondents who worked full time and were actively practicing as a pharmacist or in a pharmacy-related position. *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care Practice* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other (non-patient care)* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, government (FDA, etc.) and other.

## 2.5 Work History of Actively Practicing Pharmacists

**Table 2.5.1: Actively Practicing Full-Time Pharmacists' Mean Years with Current Employer in Primary Employment versus Gender, Age, and Practice Setting**

Variable	Mean Years with Current Employer				Percentage of Pharmacists with Current Employer for Less Than Three Years			
	2014	2009	2004	2000	2014	2009	2004	2000
<b>Gender</b>	(n = 1,157)	(n = 901)	(n = 1,003)	(n = 1,518)	(n = 1,157)	(n = 901)	(n = 1,003)	(n = 1,518)
Male	12.8	12.6	10.8	9.8	12.0	14.8	18	27
Female	10.2	10.3	8.3	6.6	16.7	18.7	22	36
Total	11.3	11.6	9.7	8.5	14.6	16.4	20	31
<b>Age Category</b>	(n = 1,120)	(n = 901)	(n = 1,002)	(n = 1,518)	(n = 1,120)	(n = 901)	(n = 1,002)	(n = 1,518)
23–30	3.7	4.4	3.6	2.9	39.3	35.7	43	56
31–35	6.3	6.1	6.1	5.2	21.0	22.2	18	32
36–40	9.0	8.4	7.2	7.7	11.6	16.2	23	28
41–45	10.7	9.7	8.9	8.8	19.7	15.6	16	24
46–50	11.4	12.2	9.7	10.8	18.5	14.5	19	25
51–55	13.8	12.6	12.9	12.0	8.7	17.8	13	24
56–60	16.6	15.2	15.0	13.1	6.8	15.3	12	22
61–65	15.5	15.9	13.4	13.4	7.3	9.8	19	17
66–70	17.2	14.7	14.5	16.6	6.7	11.5	15	22
>70	22.5	17.1	20.3	26.9	--	0	0	0
Total	11.2	11.6	9.7	8.5	14.6	16.4	20	31
<b>Practice Setting</b>	(n = 1,153)	(n = 901)	(n = 1,002)	(n = 1,518)	(n = 1,153)	(n = 901)	(n = 1,002)	(n = 1,518)
Independent	12.9	14.5	15.1	14.3	19.7	17.1	14	19
Chain	12.9	11.8	10.0	8.1	10.9	12.0	17	29
Mass Merchandiser	11.3	9.1	8.5	6.3	9.6	17.4	19	40
Supermarket	10.6	9.9	7.4	6.5	9.3	12.0	23	38
Hospital	11.8	13.4	9.9	9.2	16.7	12.9	21	26
Other Patient Care Practice	9.0	9.4	6.8	5.8	14.2	25.3	25	41
Industry	9.8	9.2	6.3	6.8	24.0	34.3	31	33
Other (non-patient care)	10.0	7.8	8.7	6.3	25.8	28.8	17	38
Total	11.3	11.6	9.7	8.5	14.7	16.4	20	31

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care Practice* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other (non-patient care)* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, government (FDA, etc.) and other.

**Table 2.5.2: Actively Practicing Full-Time Pharmacists' Mean Number of Employers and Mean Years per Employer versus Gender**

	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2014</b>	(n = 462)	(n = 600)	(n = 1,062)
Mean Number of Employers	3.3	3.2	3.3
Mean Years per Employer	9.2	6.9	7.9
<b>2009</b>	(n = 475)	(n = 361)	(n = 836)
Mean Number of Employers	4.0	3.6	3.8
Mean Years per Employer	8.9	7.2	8.2
<b>2004</b>	(n = 198)	(n = 160)	(n = 358)
Mean Number of Employers	4.1	3.6	3.9
Mean Years per Employer	7.4	6.1	6.8
<b>2000</b>	(n = 863)	(n = 607)	(n = 1,470)
Mean Number of Employers	4.0	3.2	3.7
Mean Years per Employer	7.6	4.9	6.5

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer.

**Table 2.5.3: Actively Practicing Full-Time Pharmacists' Mean Number of Employers and Mean Years per Employer versus Years of Experience**

	<b>0-5 Years</b>	<b>6-10 Years</b>	<b>11-20 Years</b>	<b>21-30 Years</b>	<b>&gt;30 Years</b>	<b>Total</b>
<b>2014</b>	(n = 126)	(n = 151)	(n = 229)	(n = 250)	(n = 278)	(n = 1,034)
Mean Number of Employers	1.8	2.2	3.0	3.9	4.2	3.3
Mean Years per Employer	2.3	4.7	6.8	9.0	12.0	7.9
<b>2009</b>	(n = 19)	(n = 79)	(n = 187)	(n = 222)	(n = 317)	(n = 824)
Mean Number of Employers	1.7	2.4	3.3	4.1	4.5	3.8
Mean Years per Employer	2.8	4.1	6.0	8.4	10.7	8.2
<b>2004</b>	(n = 27)	(n = 56)	(n = 85)	(n = 119)	(n = 71)	(n = 358)
Mean Number of Employers	2.0	2.6	3.6	4.4	5.0	3.9
Mean Years per Employer	2.1	3.9	6.2	8.1	9.5	6.8
<b>2000</b>	(n = 244)	(n = 243)	(n = 387)	(n = 390)	(n = 206)	(n = 1,470)
Mean Number of Employers	2.0	2.8	3.6	4.4	5.5	3.7
Mean Years per Employer	1.9	3.9	6.4	8.9	10.6	6.5

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer.

**Table 2.5.4: Actively Practicing Full-Time Pharmacists' Mean Number of Employers and Mean Years per Employer Versus Primary Employment Setting**

	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super- market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other</b>	<b>Total</b>
<b>2014</b>	(n = 72)	(n = 212)	(n = 74)	(n = 87)	(n = 322)	(n = 170)	(n = 121)	(n = 1,058)
Mean Number of Employers	3.1	2.5	2.9	3.2	3.3	3.8	3.9	3.3
Mean Years per Employer	8.1	9.4	7.4	8.3	7.8	6.6	7.4	7.9
<b>2009</b>	(n = 101)	(n = 205)	(n = 42)	(n = 83)	(n = 233)	(n = 87)	(n = 83)	(n = 834)
Mean Number of Employers	3.3	3.6	3.8	4.2	3.7	4.2	4.7	3.8
Mean Years per Employer	10.5	8.7	6.6	7.5	8.4	6.9	5.8	8.2
<b>2004</b>	(n = 44)	(n = 99)	(n = 19)	(n = 36)	(n = 89)	(n = 41)	(n = 30)	(n = 358)
Mean Number of Employers	3.6	3.7	3.6	3.4	4.3	3.8	4.5	4.0
Mean Years per Employer	11.0	7.4	5.8	5.9	5.8	4.9	6.2	7.1
<b>2000</b>	(n = 195)	(n = 371)	(n = 103)	(n = 136)	(n = 365)	(n = 198)	(n = 102)	(n = 1,470)
Mean Number of Employers	3.3	3.4	3.7	4.1	3.6	4.1	4.3	3.7
Mean Years per Employer	9.7	7.0	5.6	5.3	6.3	4.9	4.8	6.5

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other* is defined as a setting where pharmacists may not provide patient care. It is a combination of "Industry" and "Other (non-patient care)" settings. It primarily includes industry, academia and government.

## 2.6 Ratings of Workload by Pharmacists Working Full-Time

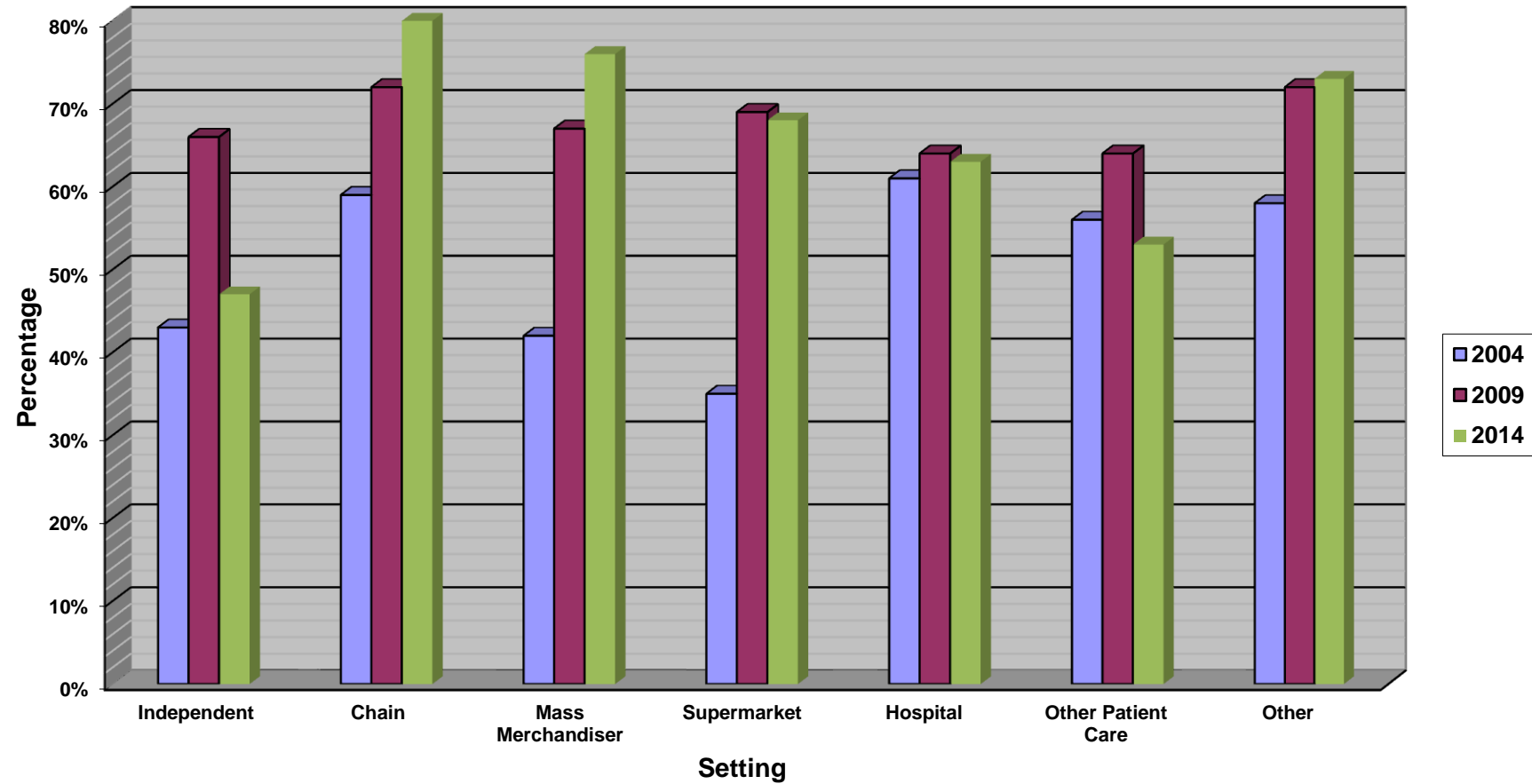
**Table 2.6.1: Ratings of Workload by Pharmacists Working Full-Time by Practice Setting**

	<b>Independent</b> (n = 72)	<b>Chain</b> (n = 228)	<b>Mass Merchandiser</b> (n = 80)	<b>Super- market</b> (n = 95)	<b>Hospital</b> (n = 343)	<b>Other Patient Care</b> (n = 178)	<b>Other</b> (n = 120)	<b>Total</b> (n = 1,116)
<b>2014</b>								
% Who Rate Workload Level at Their Pharmacy as High or Excessively High	47	80	76	68	63	53	73	66
% Who Report That Workload Has Increased or Greatly Increased Compared to a Year Ago	49	76	75	64	57	62	61	64
<b>2009</b>	(n = 106)	(n = 226)	(n = 46)	(n = 92)	(n = 249)	(n = 92)	(n = 94)	(n = 905)
% Who Rate Workload Level at Their Pharmacy as High or Excessively High	66	72	67	69	64	64	72	68
% Who Report That Workload Has Increased or Greatly Increased Compared to a Year Ago	60	65	65	63	60	49	64	61
<b>2004</b>	(n = 124)	(n = 276)	(n = 45)	(n = 103)	(n = 264)	(n = 107)	(n = 13)	(n = 932)
% Who Rate Workload Level at Their Pharmacy as High or Excessively High	43	59	42	35	61	56	58	54
% Who Report That Workload Has Increased or Greatly Increased Compared to a Year Ago	48	57	49	46	64	67	75	58

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other* is defined as a setting where pharmacists may not provide patient care. It is a combination of “Industry” and “Other (non-patient care)” settings. It primarily includes industry, academia and government. In 2014 *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of clinic pharmacies, mail service, nursing home/long term care, specialty pharmacy, ambulatory care, other patient care, other, and home health/infusion. *Other* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, and other non-patient care.

Figure 2.6.1

Proportion of Pharmacists Who Rated Workload as High or Excessively High (2014 vs. 2009 vs. 2004) by Work Setting



**Table 2.6.2: Ratings of Workload by Pharmacists Working Full-Time by Gender**

	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2014</b>	(n = 492)	(n = 624)	(n = 1,116 )
Percentage Who Rate Workload Level at Their Pharmacy as High or Excessively High	62	70	66
Percentage Who Report That Workload Has Increased or Greatly Increased Compared to a Year Ago	59	67	64
<b>2009</b>	(n = 519)	(n = 386)	(n = 905)
Percentage Who Rate Workload Level at Their Pharmacy as High or Excessively High	68	67	68
Percentage Who Report That Workload Has Increased or Greatly Increased Compared to a Year Ago	61	61	61
<b>2004</b>	(n = 525)	(n = 407)	(n = 932)
Percentage Who Rate Workload Level at Their Pharmacy as High or Excessively High	54	53	54
Percentage Who Report That Workload Has Increased or Greatly Increased Compared to a Year Ago	55	61	58

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer.

**Table 2.6.3: Ratings of Workload by Pharmacists Working Full-Time by Position**

	<b>Management</b>	<b>Staff</b>	<b>Total</b>
<b>2014</b>	(n = 387)	(n = 459)	(n = 846)
Percentage Who Rate Workload Level at Their Pharmacy as High or Excessively High	72	67	66
Percentage Who Report That Workload Has Increased or Greatly Increased Compared to a Year Ago	67	63	63
<b>2009</b>	(n = 406)	(n = 494)	(n = 900)
Percentage Who Rate Workload Level at Their Pharmacy as High or Excessively High	68	67	68
Percentage Who Report That Workload Has Increased or Greatly Increased Compared to a Year Ago	63	60	61
<b>2004</b>	(n = 525)	(n = 407)	(n = 932)
Percentage Who Rate Workload Level at Their Pharmacy as High or Excessively High	54	53	54
Percentage Who Report That Workload Has Increased or Greatly Increased Compared to a Year Ago	55	61	58

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Management* includes pharmacists who are owners/partners, managers, directors, supervisors and assistant managers.

**Table 2.6.4: Effect of Current Workload on Pharmacists Working Full-Time by Gender**

<b>Effect Current Level of Workload in the Pharmacy Has on</b> (reporting “negative” or “very negative” [%])	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2014</b>	(n = 489 )	(n = 621 )	(n = 1,110)
<b>Job Related</b>			
Job Performance	26	29	28
Motivation to Work at This Pharmacy	30	34	32
Job Satisfaction	35	42	39
<b>Pharmacist Related</b>			
Mental/Emotional Health	38	50	45
Physical health	33	40	37
Opportunity to Take Adequate Breaks	49	59	55
<b>Patient Care Related</b>			
Time Spent in Contact with Patients	41	42	41
Quality of Care Provided to Patients	25	29	27
<b>2009</b>	(n = 519)	(n = 386)	(n = 905)
<b>Job Related</b>			
Job Performance	28	19	25
Motivation to Work at This Pharmacy	26	22	25
Job Satisfaction	34	29	31
<b>Pharmacist Related</b>			
Mental/Emotional Health	37	37	37
Physical health	31	33	32
Opportunity to Take Adequate Breaks	51	54	53
<b>Patient Care Related</b>			
Time Spent in Contact with Patients	41	37	39
Quality of Care Provided to Patients	29	25	27
Opportunity to Solve Drug Therapy Problems	30	26	29
Opportunity to Reduce Potential Errors	34	29	32
<b>2004</b>	(n = 525)	(n = 407)	(n = 932)
<b>Job Related</b>			
Job Performance	27	17	22
Motivation to Work at This Pharmacy	22	20	21
Job Satisfaction	28	26	27
<b>Pharmacist Related</b>			
Mental/Emotional Health	30	31	30
Physical health	26	27	27
Opportunity to Take Adequate Breaks	48	47	48
<b>Patient Care Related</b>			
Time Spent in Contact with Patients	36	32	35
Quality of Care Provided to Patients	29	23	27
Opportunity to Solve Drug Therapy Problems	34	31	33
Opportunity to Reduce Potential Errors	36	35	36

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. Effect of current level of workload in pharmacy on each aspect was measured using a five-point scale (1 = very negative, 2 = negative, 3 = neither negative nor positive, 4 = positive and 5 = very positive). The scale also has a “does not apply” option.

Note: The 2014 survey did not include the last two items related to patient care that were included in the 2009 and 2004 surveys.

**Table 2.6.5: Effect of Current Workload on Pharmacists Working Full-Time by Practice Setting**

<b>Effect of Current Level of Pharmacy Workload on</b> (reporting “negative” or “very negative” [%])	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super-market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other Non-Patient Care</b>	<b>Total</b>
<b>2014</b>	(n = 72)	(n= 228)	(n = 79)	(n = 95)	(n = 341)	(n = 178)	(n = 117)	(n = 1110)
<b>Job Related</b>								
Job Performance	18	41	39	28	25	23	19	28
Motivation to Work at This Pharmacy	22	49	39	35	29	24	21	32
Job Satisfaction	31	55	53	35	36	31	29	39
<b>Pharmacist Related</b>								
Mental/Emotional Health	31	57	60	44	41	39	38	45
Physical health	24	50	47	39	34	31	30	37
Opportunity to Take Adequate Breaks	44	78	68	72	49	40	32	55
<b>Patient Care Related</b>								
Time Spent in Contact with Patients	35	68	63	52	35	28	9	41
Quality of Care Provided to Patients	13	46	51	32	20	24	5	27
<b>Effect of Current Level of Pharmacy Workload on</b> (reporting “negative” or “very negative” [%])	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super-market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other Non-Patient Care</b>	<b>Total</b>
<b>2009</b>	(n = 106)	(n= 226)	(n = 46)	(n = 92)	(n = 249)	(n = 92)	(n = 94)	(n = 905)
<b>Job Related</b>								
Job Performance	24	32	26	26	22	23	14	25
Motivation to Work at This Pharmacy	21	31	37	29	22	21	12	25
Job Satisfaction	29	37	46	36	30	30	13	31
<b>Pharmacist Related</b>								
Mental/Emotional Health	39	42	52	41	35	30	21	37
Physical health	38	36	44	35	27	30	22	32
Opportunity to Take Adequate Breaks	59	65	59	69	43	39	34	53
<b>Patient Care Related</b>								
Time Spent in Contact with Patients	42	52	61	54	31	28	13	39
Quality of Care Provided to Patients	20	36	50	38	24	20	6	27
Opportunity to Solve Drug Therapy Problems	28	33	50	35	29	22	7	29
Opportunity to Reduce Potential Errors	28	37	39	38	34	28	12	32

Effect of Current Level of Pharmacy Workload on (reporting “negative” or “very negative” [%])	Independent	Chain	Mass Merchandiser	Super- market	Hospital	Other Patient Care	Other Non-Patient Care	Total
<b>2004</b>	(n = 124)	(n= 163)	(n = 45)	(n = 103)	(n = 264)	(n = 107)	(n = 13)	(n = 932)
<b>Job Related</b>								
Job Performance	16	29	31	12	25	12	25	22
Motivation to Work at This Pharmacy	16	26	36	15	19	16	33	21
Job Satisfaction	19	32	36	22	28	20	33	27
<b>Pharmacist Related</b>								
Mental/Emotional Health	21	33	38	26	34	24	50	30
Physical health	20	31	44	24	25	23	25	27
Opportunity to Take Adequate Breaks	43	62	53	52	41	27	18	48
<b>Patient Care Related</b>								
Time Spent in Contact with Patients	29	45	47	26	33	25	27	35
Quality of Care Provided to Patients	21	32	36	18	30	23	0	27
Opportunity to Solve Drug Therapy Problems	24	37	42	24	38	26	18	33
Opportunity to Reduce Potential Errors	29	39	40	20	46	28	18	36

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other* is defined as a setting where pharmacists may not provide patient care. It is a combination of “Industry” and “Other (non-patient care)” settings. It primarily includes industry, academia and government. Effect of current level of workload in pharmacy on each aspect was measured using a five-point scale (1 = very negative, 2 = negative, 3 = neither negative nor positive, 4 = positive, and 5 = very positive). The scale also has a “does not apply” option. The 2014 survey did not include the last two items related to patient care that were included in the 2009 and 2004 surveys.

**Table 2.6.6: Effect of Current Workload on Pharmacists Working Full-Time by Position**

<b>Effect of Current Level of Pharmacy Workload on</b> (reporting “negative” or “very negative” [%])	<b>Management</b>	<b>Staff</b>	<b>Total</b>
<b>2014</b>	(n = 427)	(n = 681)	(n = 1,108)
<b>Job Related</b>			
Job Performance	26	29	28
Motivation to Work at This Pharmacy	27	35	32
Job Satisfaction	32	43	39
<b>Pharmacist Related</b>			
Mental/Emotional Health	41	47	45
Physical health	33	39	37
Opportunity to Take Adequate Breaks	55	54	55
<b>Patient Care Related</b>			
Time Spent in Contact with Patients	39	43	41
Quality of Care Provided to Patients	23	30	27
<b>2009</b>	(n = 406)	(n = 494)	(n = 900)
<b>Job Related</b>			
Job Performance	24	25	25
Motivation to Work at This Pharmacy	23	26	24
Job Satisfaction	28	34	31
<b>Pharmacist Related</b>			
Mental/Emotional Health	38	36	37
Physical health	33	31	32
Opportunity to Take Adequate Breaks	55	50	52
<b>Patient Care Related</b>			
Time Spent in Contact with Patients	40	39	40
Quality of Care Provided to Patients	26	29	27
Opportunity to Solve Drug Therapy Problems	29	29	29
Opportunity to Reduce Potential Errors	29	34	32
<b>2004</b>	(n = 302)	(n = 567)	(n = 934)
<b>Job Related</b>			
Job Performance	20	24	22
Motivation to Work at This Pharmacy	18	22	21
Job Satisfaction	25	28	27
<b>Pharmacist Related</b>			
Mental/Emotional Health	29	31	30
Physical health	26	27	26
Opportunity to Take Adequate Breaks	50	46	48
<b>Patient Care Related</b>			
Time Spent in Contact with Patients	33	36	35
Quality of Care Provided to Patients	23	29	27
Opportunity to Solve Drug Therapy Problems	30	35	33
Opportunity to Reduce Potential Errors	32	38	36

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Management* includes pharmacists who are owners/partners, managers, directors, supervisors and assistant managers. Effect of current level of workload in pharmacy on each aspect was measured using a five-point scale (1 = very negative, 2 = negative, 3 = neither negative nor positive, 4 = positive, and 5 = very positive). The scale also has a “does not apply” option.

The 2014 survey did not include the last two items related to patient care that were included in the 2009 and 2004 surveys.

## 2.7 Debt Load for Pharmacists Working Full-Time

**Table 2.7.1: Debt Load for Pharmacists Actively Practicing and Working Full-Time by Years of Experience**

<b>2014</b>	<b>≤5 Years</b>	<b>6-10 Years</b>	<b>11-15 Years</b>	<b>16-20 Years</b>	<b>21-25 Years</b>	<b>26-30 Years</b>	<b>31-35 Years</b>	<b>36-40 Years</b>	<b>41-45 Years</b>	<b>&gt;45 Years</b>	<b>Total</b>
Total Student Loan Debt Amount at Time of Graduation from Pharmacy School (mean \$ amount)	n = 138 \$108,407	n = 157 \$76,148	n = 123 \$50,276	n = 105 \$27,852	n = 124 \$13,900	n = 129 \$9,760	n = 126 \$6,365	n = 112 \$3,951	n = 32 \$1,819	n = 13 \$308	n = 1,059 \$38,136
Zero (\$0) Student Loan Debt at Time of Graduation (%)	11	14	16	22	39	33	51	59	66	85	31
Total Student Loan Debt Currently (mean \$ amount)	\$76,791	\$43,123	\$14,648	\$1,542	\$363	\$0	\$317	\$0	\$0	\$0	\$18,131
Zero (\$0) Student Loan Debt Currently (%)	32	34	67	92	99	100	99	100	100	100	77
<b>2009</b>	<b>≤5 Years</b>	<b>6-10 Years</b>	<b>11-15 Years</b>	<b>16-20 Years</b>	<b>21-25 Years</b>	<b>26-30 Years</b>	<b>31-35 Years</b>	<b>36-40 Years</b>	<b>41-45 Years</b>	<b>&gt;45 Years</b>	<b>Total</b>
Approximate Total Household Debt (e.g., Mortgage, Student Loans, Car Loans, Consumer Debt, Etc.) (mean \$ amount)	n = 19 \$221,280	n = 76 \$270,647	n = 88 \$174,477	n = 93 \$196,225	n = 96 \$174,767	n = 119 \$118,233	n = 148 \$97,876	n = 103 \$102,240	n = 43 \$73,263	n = 15 \$153,714	n = 800 \$149,038
Zero (\$0) Household Debt (%)	12	5	18	4	15	21	29	36	50	57	22
Total Student Loan Debt Amount at Time of Graduation from Pharmacy School (mean \$ amount)	\$79,895	\$47,118	\$27,097	\$15,155	\$12,890	\$6,456	\$3,966	\$2,698	\$990	\$400	\$14,936
Zero (\$0) Student Loan Debt at Time of Graduation (%)	5	20	23	34	40	42	62	64	77	87	45
Total Student Loan Debt Currently (mean \$ amount)	\$61,667	\$23,368	\$4,998	\$247	\$0	\$0	\$176	\$0	\$0	\$0	\$4,224
Zero (\$0) Student Loan Debt Currently (%)	17	46	84	98	100	100	99	100	100	100	91

<b>2004</b>	<b>≤5 Years</b>	<b>6-10 Years</b>	<b>11-15 Years</b>	<b>16-20 Years</b>	<b>21-25 Years</b>	<b>26-30 Years</b>	<b>31-35 Years</b>	<b>36-40 Years</b>	<b>41-45 Years</b>	<b>&gt;45 Years</b>	<b>Total</b>
Approximate Total Household Debt (e.g., Mortgage, Student Loans, Car Loans, Consumer Debt, Etc.) (mean \$ amount)	n = 72 \$184,129	n = 123 \$163,675	n = 119 \$137,472	n = 91 \$141,792	n = 130 \$136,198	n = 139 \$106,555	n = 81 \$121,500	n = 50 \$72,351	n = 22 \$56,845	n = 12 \$70,786	n = 839 \$131,247
Zero (\$0) Household Debt (%)	2	6	8	12	11	12	15	22	41	64	12
Total Student Loan Debt Amount at Time of Graduation from Pharmacy School (mean \$ amount)	\$42,600	\$24,889	\$10,975	\$9,744	\$5,859	\$3,397	\$2,334	\$1,161	\$432	\$0	\$11,848
Zero (\$0) Student Loan Debt Amount at Time of Graduation (%)	20	26	37	39	40	58	64	71	86	100	45
Total Student Loan Debt Currently (mean \$ amount)	\$28,854	\$6,822	\$525	\$77	\$77	\$633	\$1,099	\$0	\$0	\$0	\$3,782
Zero (\$0) Student Loan Debt Currently (%)	28	69	94	98	99	98	96	100	100	100	87

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer.

**Table 2.7.2: Debt Load for Pharmacists Actively Practicing and Working Full-time by Gender**

	<b>2014</b>			<b>2009</b>			<b>2004</b>		
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
	(n = 463)	(n = 607)	(n = 1,070)	(n = 406)	(n = 288)	(n = 694)	(n = 479)	(n = 377)	(n = 856)
Total Student Loan Debt Amount at Time of Graduation from Pharmacy School (mean \$ amount)	\$31,553	\$43,258	\$38,193	\$12,012	\$19,453	\$15,123	\$8,102	\$16,493	\$11,772
Zero (\$0) Student Loan Debt at Time of Graduation (mean \$ amount) [%]	35	28	32	49	40	44.7	52	36	45
Total Student Loan Debt Currently	\$14,842	\$20,658	\$18,127	\$3,395	\$5,653	\$4,361	\$2,527	\$5,272	\$3,132
Zero (\$0) Student Loan Debt Currently (%)	83	72	77	93	87	90.5	92	82	88%

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer.

### Section 3: Pharmacists' Work Activities and Work Environment

#### 3.1 Work Activities for Pharmacists Working Full-Time

**Table 3.1.1: Actual Work Activities for Pharmacists Working Full-time by Practice Setting (2014 and 2009)**

<b>Actual Amount of Time Spent (percentage of week; mean +/-SD)</b>	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandise</b>	<b>Super- market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other Non- Patient Care</b>	<b>Industry</b>	<b>Total</b>
	(n = 75)	(n = 228)	(n = 77)	(n = 95)	(n = 341)	(n = 178)	(n = 93)	(n = 30)	(n = 1,117)
Patient Care Services Associated with Medication Dispensing	64+/-25	67+/-20	71+/-16	70+/-20	41+/-31	45+/-36	5+/-16	0+/-0	49+/-33
Patient Care Services Not Associated with Medication Dispensing	13+/-10	13+/-12	11+/-11	10+/-9	33+/-26	27+/-32	15+/-28	3+/-13	21+/-24
Business/Organization Management	14+/-19	11+/-13	10+/-10	10+/-11	11+/-23	15+/-25	27+/-33	30+/-36	13+/-22
Education	5+/-7	5+/-6	6+/-6	8+/-9	7+/-7	6+/-8	12+/-20	8+/-14	7+/-9
Research/Scholarship	2+/-4	1+/-3	0.3+/-1	0.6+/-2	3+/-7	2+/-6	18+/-29	32+/-36	4+/-13
Other Activities	3+/-8	3+/-7	1+/-4	1+/-4	4+/-15	6+/-17	22+/-35	28+/-38	6+/-18
<b>Compared to a Year Ago, Percentage of Time Spent</b>	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandise</b>	<b>Super- market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other Non- Patient Care</b>	<b>Industry</b>	<b>Total</b>
<b>2014</b>	(n = 72)	(n = 227)	(n = 75)	(n = 94)	(n = 333)	(n = 175)	(n = 90)	(n = 26)	(n = 1,092)
Patient-Care Services Associated with Medication Dispensing									
<b>More</b>	19%	27%	21%	20%	16%	14%	3%	0%	18%
<b>Same</b>	63%	55%	57%	64%	66%	74%	88%	100%	67%
<b>Less</b>	18%	18%	21%	16%	18%	13%	9%	0%	16%
Patient Care Services Not Associated with Medication Dispensing									
<b>More</b>	24%	38%	42%	37%	26%	11%	8%	4%	26%
<b>Same</b>	69%	50%	50%	54%	66%	77%	84%	96%	65%
<b>Less</b>	7%	11%	8%	10%	9%	12%	8%	0%	9%
Business/Organization Management									
<b>More</b>	23%	32%	25%	30%	11%	15%	16%	7%	20%
<b>Same</b>	73%	61%	74%	64%	84%	76%	77%	74%	74%
<b>Less</b>	4%	7%	1%	6%	5%	10%	7%	6%	6%

Education	<b>More</b>	16%	15%	13%	22%	17%	10%	15%	11%	15%
	<b>Same</b>	72%	72%	79%	70%	74%	78%	80%	86%	75%
	<b>Less</b>	12%	13%	8%	8%	9%	12%	6%	4%	10%
Research/Scholarship	<b>More</b>	6%	1%	0%	2%	6%	5%	8%	11%	4%
	<b>Same</b>	87%	91%	94%	92%	88%	89%	85%	89%	89%
	<b>Less</b>	7%	8%	6%	6%	6%	5%	7%	0%	6%
Other Activities	<b>More</b>	11%	18%	10%	12%	9%	8%	12%	4%	11%
	<b>Same</b>	88%	82%	87%	89%	88%	88%	84%	96%	87%
	<b>Less</b>	2%	1%	3%	0%	3%	4%	4%	0%	2%
<b>Actual Amount of Time Spent (percentage of week; mean +/-SD)</b>		<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super- market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other</b>		<b>Total</b>
<b>2009</b>		(n = 104)	(n = 224)	(n = 46)	(n = 90)	(n = 247)	(n = 90)	(n = 88)		(n = 889)
Medication Dispensing		70+/-17	74+/-20	75+/-22	78+/-18	43+/-35	42+/-34	4+/-15		55+/-34
Patient Care Services		11+/-9	11+/-11	9+/-9	8+/-9	27+/-27	27+/-29	7+/-19		16+/-21
Business/Organization Management		12+/-11	10+/-14	9+/-14	9+/-14	15+/-26	18+/-28	27+/-32		14+/-22
Education		3+/-3	3+/-5	5+/-5	2+/-3	6+/-8	3+/-5	12+/-20		5+/-9
Research		2+/-6	1+/-3	1+/-3	1+/-3	3+/-6	3+/-7	27+/-30		4+/-13
Other Activities		2+/-7	1+/-7	1+/-2	1+/-4	6+/-17	8+/-23	23+/-36		5+/-18

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other* is defined as a setting where pharmacists may not provide patient care. For 2009, it was a combination of "Industry" and "Other (non-patient care)" settings. It primarily includes industry, academia and government. For 2014, Industry was separated into its own category.

Definitions for Work Activities were the same in 2014 and 2009. However, the variable labels differed slightly as described below.

- Patient Care Services Associated with Medication Dispensing (2014)/Medication Dispensing (2009): preparing, distributing, and administering medication products, including associated consultation, interacting with patients about selection and use of over-the-counter products, and interactions with other professionals during the medication dispensing process.
- Patient Care Services Not Associated with Medication Dispensing (2014)/Patient Care Services (2009): assessing and evaluating patient medication-related needs, monitoring and adjusting patients' treatments to attain desired outcome, and other services designed for patient care management.
- Business/Organization Management (2014 and 2009): managing personnel, finances, and systems.
- Research/Scholarship (2014)/Research (2009): discovery, development, and evaluation of products, services, and/or ideas.
- Education (2014 and 2009): teaching, precepting and mentoring of students/trainees.
- Other Activities (2014 and 2009): any activities not described in other categories.

**Table 3.1.2: Actual Work Activities for Pharmacists Working Full-Time by Practice Setting (2004 and 2000)**

<b>Actual Amount of Time Spent (percentage of day; mean+/-SD)</b>	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super-market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other</b>	<b>Total</b>
<b>2004</b>	(n = 124)	(n = 276)	(n = 45)	(n = 103)	(n = 264)	(n = 107)	(n = 13)	(n = 932)
Consultation	19+/-13	18+/-13	23+/-16	20+/-13	18+/-18	23+/-23	23+/-21	19+/-16
Drug-Use Management	8+/-10	9+/-10	9+/-7	8+/-8	20+/-20	16+/-20	15+/-12	13+/-15
Business Management	16+/-15	16+/-15	15+/-11	14+/-12	17+/-28	12+/-22	16+/-26	16+/-20
Medication Dispensing	56+/-23	54+/-22	53+/-22	55+/-22	37+/-31	45+/-32	26+/-31	49+/-27
Other Activities	1+/-3	3+/-7	1+/-2	3+/-12	5+/-10	4+/-9	20+/-23	4+/-9
<b>2000</b>	(n = 193)	(n = 355)	(n = 101)	(n = 136)	(n = 197)	(n = 145)	(n = 12)	(n = 1,139)
Consultation	19+/-13	19+/-12	20+/-14	19+/-12	19+/-15	20+/-17	25+/-15	19+/-14
Drug-Use Management	8+/-7	9+/-9	9+/-8	8+/-8	17+/-15	14+/-17	13+/-13	11+/-12
Business Management	18+/-14	15+/-13	16+/-14	17+/-13	18+/-27	21+/-26	17+/-20	17+/-17
Medication Dispensing	55+/-21	57+/-22	55+/-23	56+/-20	46+/-29	45+/-28	45+/-23	53+/-24
Other Activities*								

Note: Results based on respondents who provided information for a minimum set of variables in the core survey. Full-time pharmacists worked more than 30 hours weekly in their primary employment setting.

\*We did not include the category "Other Activities" in the 2000 survey instrument.

**Table 3.1.3: Actual Work Activities for Pharmacists Working Full-Time by Gender (2014 and 2009)**

<b>Actual Amount of Time Spent (percentage of week; mean+/-SD)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2014</b>	(n = 484)	(n = 636)	(n = 1120)
Patient Care Services Associated with Medication Dispensing	52+/-33	47+/-33	49+/-33
Patient Care Services Not Associated with Medication Dispensing	19+/-22	23+/-26	21+/-24
Business/Organization Management	16+/-24	12+/-20	13+/-22
Education	6+/-8	8+/-10	7+/-9
Research/Scholarship	4+/-13	4+/-13	4+/-13
Other Activities	4+/-14	7+/-20	6+/-18
	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Compared to a Year Ago, Percentage of Time Spent</b>	(n = 473)	(n = 622)	(n = 1095)
<b>2014</b>			
Patient Care Services Associated with Medication Dispensing			
<b>More</b>	20%	16%	18%
<b>Same</b>	65%	68%	67%
<b>Less</b>	15%	17%	16%
Patient Care Services Not Associated with Medication Dispensing			
<b>More</b>	25%	27%	26%
<b>Same</b>	65%	64%	65%
<b>Less</b>	11%	8%	9%
Business/Organization Management			
<b>More</b>	19%	20%	20%
<b>Same</b>	75%	73%	74%
<b>Less</b>	6%	6%	6%
Education			
<b>More</b>	14%	16%	15%
<b>Same</b>	76%	74%	75%
<b>Less</b>	11%	9%	10%
Research/Scholarship			
<b>More</b>	4%	5%	4%
<b>Same</b>	88%	91%	89%
<b>Less</b>	8%	5%	6%
Other Activities			
<b>More</b>	9%	13%	11%
<b>Same</b>	89%	85%	87%
<b>Less</b>	2%	2%	2%
<b>Actual Amount of Time Spent (percentage of week; mean+/-SD)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2009</b>	(n = 510)	(n = 379)	(n = 889)
Medication Dispensing	57+/-35	53+/-34	55+/-34
Patient Care Services	14+/-20	20+/-22	16+/-21
Business/Organization Management	17+/-25	11+/-17	14+/-22
Education	4+/-8	6+/-10	5+/-9
Research	4+/-11	5+/-14	4+/-13
Other Activities	5+/-17	6+/-18	5+/-18

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer.

**Table 3.1.4: Actual Work Activities for Pharmacists Working Full-Time by Gender (2004 and 2000)**

<b>Actual Amount of Time Spent (percentage of day; mean+/-SD)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2004</b>	(n = 525)	(n = 407)	(n = 932)
Consultation	17+/-14	22+/-18	19+/-16
Drug Use Management	11+/-14	15+/-16	13+/-15
Business Management	17+/-21	13+/-18	16+/-20
Medication Dispensing	51+/-27	46+/-28	49+/-27
Other Activities	3+/-9	4+/-9	4+/-9
<b>2000</b>	(n = 692)	(n = 447)	(n = 1,139)
Consultation	17+/-12	23+/-15	19+/-14
Drug Use Management	10+/-11	12+/-13	11+/-12
Business Management	18+/-20	15+/-17	17+/-17
Medication Dispensing	55+/-24	50+/-23	53+/-24
Other Activities*			

Note: Results based on respondents who provided information for a minimum set of variables in the core survey.  
Full-time pharmacists worked more than 30 hours weekly in their primary employment setting.  
\*We did not include the category "Other Activities" in the 2000 survey instrument.

**Table 3.1.5: Actual Work Activities for Pharmacists Working Full-Time by Position (2014 and 2009)**

<b>Actual Amount of Time Spent (percentage of week; mean+/-SD)</b>	<b>Management</b>	<b>Staff</b>	<b>Total</b>
<b>2014</b>	(n = 429)	(n = 685)	(n = 1,114)
Patient Care Services Associated with Medication Dispensing	45+/-33	52+/-33	49+/-33
Patient Care Services Not Associated with Medication Dispensing	11+/-13	27+/-27	21+/-24
Business/Organization Management	27+/-29	5+/-9	14+/-22
Education	7+/-9	7+/-9	7+/-9
Research/Scholarship	5+/-16	3+/-11	4+/-13
Other Activities	5+/-15	6+/-19	6+/-18
	<b>Management</b>	<b>Staff</b>	<b>Total</b>
<b>Compared to a Year Ago, Percentage of Time Spent</b>	(n = 416)	(n = 676)	(n = 1,092)
<b>2014</b>			
Patient Care Services Associated with Medication Dispensing			
<b>More</b>	18%	17%	18%
<b>Same</b>	68%	66%	67%
<b>Less</b>	14%	17%	16%
Patient Care Services Not Associated with Medication Dispensing			
<b>More</b>	25%	27%	26%
<b>Same</b>	67%	63%	64%
<b>Less</b>	8%	10%	9%
Business/Organization Management			
<b>More</b>	29%	14%	20%
<b>Same</b>	63%	81%	74%
<b>Less</b>	8%	6%	6%
Education			
<b>More</b>	16%	15%	15%
<b>Same</b>	74%	76%	75%
<b>Less</b>	11%	10%	10%
Research/Scholarship			
<b>More</b>	4%	5%	4%
<b>Same</b>	89%	90%	89%
<b>Less</b>	7%	6%	6%
Other Activities			
<b>More</b>	11%	12%	11%
<b>Same</b>	87%	86%	87%
<b>Less</b>	2%	3%	2%

<b>Actual Amount of Time Spent (percentage of week; mean +/-SD)</b>	<b>Management</b>	<b>Staff</b>	<b>Total</b>
<b>2009</b>	(n = 399)	(n = 486)	(n = 885)
Medication Dispensing	50+/-33	60+/-35	55+/-34
Patient Care Services	11+/-13	21+/-25	16+/-21
Business/Organization Management	25+/-26	5+/-11	14+/-22
Education	5+/-9	5+/-9	5+/-9
Research	5+/-13	4+/-12	4+/-13
Other Activities	4+/-15	6+/-20	5+/-18

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Management* includes pharmacists who are owners/partners, managers, directors, supervisors and assistant managers.

**Table 3.1.6: Actual Work Activities for Pharmacists Working Full-Time by Position (2004 and 2000)**

<b>Actual Amount of Time Spent (percentage of day; mean+/-SD)</b>	<b>Management</b>	<b>Staff</b>	<b>Total</b>
<b>2004</b>	(n = 302)	(n = 567)	(n = 934)
Consultation	17+/-14	21+/-17	19+/-16
Drug Use Management	10+/-12	15+/-17	13+/-15
Business Management	26+/-25	9+/-13	16+/-20
Medication Dispensing	44+/-25	52+/-28	49+/-27
Other Activities	3+/-9	4+/-9	4+/-9
<b>2000</b>	(n = 513)	(n = 626)	(n = 1,139)
Consultation	18+/-13	20+/-14	19+/-14
Drug Use Management	9+/-9	12+/-13	11+/-12
Business Management	24+/-22	11+/-13	17+/-17
Medication Dispensing	49+/-25	57+/-22	53+/-24
Other Activities*			

Note: Results based on respondents who provided information for a minimum set of variables in the core survey. Full-time pharmacists worked more than 30 hours weekly in their primary employment setting. *Management* includes pharmacists who are owners/partners, managers, directors, supervisors and assistant managers.

\*We did not include the category "Other Activities" in the 2000 survey instrument.

**Table 3.1.7 Actual Work Activities for Pharmacists Working Full-Time and Part-Time by Practice Setting**

<b>Actual Amount of Time Spent (percentage of week; mean+/-SD)</b>	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super-market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other Non-Patient Care</b>	<b>Industry</b>	<b>Total</b>
<b>2014</b>	(n = 132)	(n = 263)	(n = 99)	(n = 115)	(n = 407)	(n = 222)	(n = 108)	(n = 32)	(n = 1,378)
Patient Care Services Associated with Medication Dispensing	69+/-24	68+/-21	73+/-18	73+/-19	43+/-32	45+/-36	6+/-19	3+/-14	51+/-34
Patient Care Services Not Associated with Medication Dispensing	12+/-11	13+/-12	11+/-11	9+/-9	33+/-27	27+/-31	15+/-27	3+/-13	21+/-24
Business/Organization Management	10+/-16	10+/-13	8+/-9	9+/-11	10+/-22	13+/-24	26+/-33	28+/-35	12+/-21
Education	5+/-9	6+/-6	6+/-6	7+/-8	7+/-7	6+/-7	12+/-21	7+/-14	7+/-9
Research/Scholarship	2+/-4	1+/-3	0.4+/-2	0.6+/-2	2+/-7	2+/-6	19+/-31	30+/-36	4+/-13
Other Activities	3+/-8	3+/-9	2+/-11	1+/-4	5+/-15	6+/-18	22+/-36	29+/-39	6+/-18

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other* is defined as a setting where pharmacists may not provide patient care. For 2009, it was a combination of “Industry” and “Other (non-patient care)” settings. It primarily includes industry, academia and government. For 2014, Industry was separated into its own category.

**Table 3.1.8 Actual Work Activities for Pharmacists Working Full-Time and Part-Time by Gender**

<b>Actual Amount of Time Spent (percentage of week; mean+/-SD)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2014</b>	(n = 599)	(n = 783)	(n = 1,382)
Patient Care Services Associated with Medication Dispensing	55+/-34	49+/-33	52+/-34
Patient Care Services Not Associated with Medication Dispensing	18+/-22	23+/-26	20+/-24
Business/Organization Management	14+/-23	10+/-19	12+/-21
Education	6+/-9	7+/-9	7+/-9
Research/Scholarship	4+/-13	4+/-13	4+/-13
Other Activities	5+/-16	7+/-19	6+/-18

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer

**Table 3.1.9 Actual Work Activities for Pharmacists Working Full-Time and Part-Time by Position**

<b>Actual Amount of Time Spent (percentage of week; mean+/-SD)</b>	<b>Management</b>	<b>Staff</b>	<b>Total</b>
<b>2014</b>	(n = 467)	(n = 906)	(n = 1,373)
Patient Care Services Associated with Medication Dispensing	44+/-33	55+/-33	51+/-34
Patient Care Services Not Associated with Medication Dispensing	11+/-14	25+/-27	21+/-24
Business/Organization Management	27+/-29	4+/-8	12+/-21
Education	7+/-9	7+/-10	7+/-9
Research/Scholarship	5+/-17	3+/-10	4+/-13
Other Activities	5+/-17	6+/-18	6+/-18

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Management* includes pharmacists who are owners/partners, managers, directors, supervisors and assistant managers.

### 3.2 Pharmacy Staffing

**Table 3.2.1: Pharmacy Staff Working with Full-Time Pharmacists by Practice Setting**

<b>With Whom Pharmacists Typically Work in Proximity during a Majority of the Workday (%)</b>	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super-market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other</b>	<b>Total</b>
<b>2014</b>	(n = 85)	(n = 239)	(n = 92)	(n = 102)	(n = 367)	(n = 195)	(n = 51)	(n = 1,131 )
≥1 pharmacist	69	57	75	63	89	85	80	76
≥1 student	28	26	27	25	51	35	39	36
≥1 resident	7	3	1	1	34	7	22	15
<1 technician	7	5	3	6	12	17	42	11
1 - 1.5 technicians	21	17	21	30	9	10	13	15
2 - 2.5 technicians	30	30	12	26	11	13	4	18
3 technicians	20	25	20	14	13	10	2	16
>3 technicians	22	23	44	24	54	50	39	40
≥1 health care practitioner (non-pharmacists)	7	4	3	2	20	30	35	15
<b>2004</b>	(n = 124)	(n = 276)	(n = 45)	(n = 103)	(n = 264)	(n = 107)	(n = 13)	(n = 932)
≥1 pharmacist	48	48	60	39	87	82	54	63
≥1 intern	15	28	24	24	27	25	31	25
≥1 resident	1	1	0	2	24	8	8	9
0 technicians	10	13	16	19	16	19	46	15
1 technician	22	20	18	28	8	13	8	17
2 technicians	36	27	27	29	13	10	23	22
3 technicians	19	19	22	13	11	9	8	15
>3 technicians	14	22	18	11	53	47	15	31
0 clerks	29	53	56	72	74	62	54	59
1 clerk	29	26	37	19	11	12	23	20
2 clerks	23	15	4	5	11	15	0	13
>2 clerks	19	7	4	4	5	11	23	8
≥1 health care practitioners (non-pharmacists)	6	1	0	0	20	24	46	10
<b>2000</b>	(n = 193)	(n = 355)	(n = 101)	(n = 136)	(n = 197)	(n = 145)	(n = 12)	(n = 1,139)
≥1 pharmacist	46	46	65	51	84	83	92	60
≥1 intern	12	13	11	10	16	19	17	14

<b>With Whom Pharmacists Typically Work in Proximity during a Majority of the Workday (%)</b>	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super-market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other</b>	<b>Total</b>
0 technicians	24	13	5	24	7	10	8	14
1 technician	33	30	27	24	13	17	17	25
2 technicians	28	33	40	31	19	18	25	28
3 technicians	9	15	16	13	21	10	0	14
>3 technicians	16	9	12	8	40	45	50	19
0 clerks	44	48	35	66	71	55	50	53
1 clerk	33	32	36	26	15	17	25	27
2 clerks	14	16	16	7	7	10	17	12
>2 clerks	9	4	13	1	7	18	8	8

Note: *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care, home health, and armed services. *Other* is defined as a setting where pharmacists may not provide patient care, and primarily includes industry, academia, managed care administrators, and government.

**Table 3.2.2: Pharmacy Staff Working with Full-Time Pharmacists by Gender**

<b>With Whom Pharmacists Typically Work in Proximity during a Majority of the Workday (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2014</b>	(n = 397)	(n = 585)	(n = 982)
≥1 pharmacist	74	78	76
≥1 student	34	38	36
≥1 resident	16	14	15
<1 technician	9	12	11
1 - 1.5 technician	17	14	15
2 - 2.5 technicians	18	19	18
3 technicians	17	15	16
>3 technicians	39	40	40
≥1 health care practitioners (non-pharmacists)	13	16	15
<b>2004</b>	(n = 525)	(n = 407)	(n = 932)
≥1 pharmacist	60	66	63
≥1 intern	24	27	25
≥1 resident	6	11	9
0 technicians	15	15	15
1 technician	16	18	17
2 technicians	25	18	22
3 technicians	14	16	15
>3 technicians	30	33	31
0 clerks	56	62	59
1 clerk	21	19	20
2 clerks	14	11	13
>2 clerks	9	8	8
≥1 health care practitioners (non-pharmacists)	9	11	10
<b>2000</b>	(n = 692)	(n = 447)	(n = 1,139)
≥1 pharmacist	58	64	60
≥1 intern	13	15	14
0 technicians	14	14	14
1 technician	28	21	25
2 technicians	27	30	28
3 technicians	14	14	14
>3 technicians	17	21	19
0 clerks	52	55	53
1 clerk	27	25	27
2 clerks	13	11	12
>2 clerks	8	9	8

**Table 3.2.3: Pharmacy Staff Working with Full-Time Pharmacists by Position**

<b>With Whom Pharmacists Typically Work in Proximity during a Majority of the Workday (%)</b>	<b>Management</b>	<b>Staff</b>	<b>Total</b>
<b>2014</b>	(n = 363)	(n = 772)	(n = 1,135)
≥1 pharmacist	70	79	76
≥1 student	31	39	36
≥1 resident	7	18	15
<1 technician	6	13	11
1 - 1.5 technician	22	12	15
2 - 2.5 technicians	25	15	18
3 technicians	18	15	16
>3 technicians	29	45	40
≥1 health care practitioners (non-pharmacists)	9	18	15
<b>2004</b>	(n = 367)	(n = 567)	(n = 934)
≥1 pharmacist	56	67	63
≥1 intern	22	27	25
≥1 resident	5	11	9
0 technicians	12	17	15
1 technician	20	15	17
2 technicians	23	21	22
3 technicians	18	13	15
>3 technicians	27	34	31
0 clerks	51	64	59
1 clerk	23	18	20
2 clerks	16	11	13
>2 clerks	10	7	8
≥1 health care practitioners (non-pharmacists)	8	12	10
<b>2000</b>	(n = 513)	(n = 626)	(n = 1,139)
≥1 pharmacist	55	65	60
≥1 intern	16	11	14
0 technicians	15	13	14
1 technician	26	24	25
2 technicians	30	27	28
3 technicians	13	14	14
>3 technicians	16	22	19
0 clerks	53	53	53
1 clerk	29	25	27
2 clerks	11	13	12
>2 clerks	7	9	8

Note: *Management* includes pharmacists who are owners/partners, managers, directors, supervisors and assistant managers.

### 3.3 Workplace Labor Reductions Reported by Pharmacists Working Full-Time

**Table 3.3.1: Labor Reductions in Workplace for Pharmacists Working Full-Time by Practice Setting**

<b>Proportion of Respondents Reporting Occurrence in the Workplace during the Past Year (%)</b>	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super-market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other Non-Patient Care</b>	<b>Industry</b>	<b>Total</b>
<b>2014</b>	(n = 104)	(n = 292)	(n = 99)	(n = 113)	(n = 426)	(n = 223)	(n = 113)	(n = 29)	(n = 1,399)
Pharmacist Layoffs	5	6	8	6	8	15	12	21	9
Mandatory Reductions in Pharmacist Hours	(n = 104) 10	(n = 295) 27	(n = 98) 20	(n = 114) 18	(n = 426) 18	(n = 222) 14	(n = 113) 3	(n = 28) 4	(n = 1,400) 17
Early Retirement Incentives for Pharmacists	(n = 104) 1	(n = 294) 5	(n = 98) 3	(n = 113) 7	(n = 427) 7	(n = 222) 8	(113) 4	(n = 29) 10	(n = 1,400) 6
Restructuring of Pharmacist Work Schedules	(n = 104) 15	(n = 296) 41	(n = 99) 37	(n = 114) 32	(n = 427) 43	(n = 221) 32	(113) 14	(n = 28) 25	(n = 1,402) 35
<b>Proportion of Respondents Reporting Occurrence in the Workplace during the Past Year (%)</b>	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super-market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other</b>	<b>Total</b>	
<b>2009</b>									
Pharmacist Layoffs	(n = 105) 4	(n = 217) 7	(n = 45) 4	(n = 91) 7	(n = 244) 4	(n = 92) 7	(n = 90) 11	(n = 884) 6	
Mandatory Reductions in Pharmacist Hours	(n = 103) 4	(n = 224) 25	(n = 46) 11	(n = 90) 17	(n = 246) 11	(n = 91) 9	(n = 88) 3	(n = 888) 13	
Retirement Incentives for Pharmacists	(n = 103) 0	(n = 214) 7	(n = 46) 7	(n = 90) 2	(n = 244) 3	(n = 90) 2	(n = 89) 3	(n = 876) 4	
Pharmacist Work Schedules	(n = 106) 9	(n = 224) 35	(n = 46) 22	(n = 92) 25	(n = 246) 34	(n = 92) 23	(n = 88) 7	(n = 894) 26	

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other* is defined as a setting where pharmacists may not provide patient care. It is a combination of “Industry” and “Other (non-patient care)” settings. It primarily includes industry, academia and government.

**Table 3.3.2: Labor Reductions in Workplace for Pharmacists Working Full-Time by Gender**

<b>Proportion of Respondents Reporting Occurrence in the Workplace during the Past Year (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2014</b>			
Pharmacist Layoffs	(n = 612) 9	(n = 792) 9	(n = 1,404) 9
Mandatory Reductions in Pharmacist Hours	(n = 614) 18	(n = 791) 17	(n = 1,405) 17
Early Retirement Incentives for Pharmacists	(n = 614) 6	(n = 791) 6	(n = 1,405) 6
Restructuring of Pharmacist Work Schedules	(n = 615) 36	(n = 792) 34	(n = 1,407) 35
<b>Proportion of Respondents Reporting Occurrence in the Workplace during the Past Year (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2009</b>			
Pharmacist Layoffs	(n = 509) 6	(n = 375) 7	(n = 884) 6
Mandatory Reductions in Pharmacist Hours	(n = 511) 12	(n = 377) 15	(n = 888) 13
Early Retirement Incentives for Pharmacists	(n = 506) 3	(n = 370) 4	(n = 876) 4
Restructuring of Pharmacist Work Schedules	(n = 515) 23	(n = 379) 29	(n = 894) 26

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer.

**Table 3.3.3: Labor Reductions in Workplace for Pharmacists Working Full-Time by Position**

<b>Proportion of Respondents Reporting Occurrence in the Workplace during the Past Year (%)</b>	<b>Management</b>	<b>Staff</b>	<b>Total</b>
<b>2014</b>			
Pharmacist Layoffs	(n = 435) 7	(n = 706) 11	(n = 1,141) 10
Mandatory Reductions in Pharmacist Hours	(n = 435) 17	(n = 706) 19	(n = 1,141) 18
Early Retirement Incentives for Pharmacists	(n = 434) 6	(n = 707) 6	(n = 1,141) 6
Restructuring of Pharmacist Work Schedules	(n = 447) 29	(n = 707) 42	(n = 1,144) 37
<b>Proportion of Respondents Reporting Occurrence in the Workplace during the Past Year (%)</b>	<b>Management</b>	<b>Staff</b>	<b>Total</b>
<b>2009</b>			
Pharmacist Layoffs	(n = 399) 6	(n = 482) 6	(n = 881) 6
Mandatory Reductions in Pharmacist Hours	(n = 397) 11	(n = 488) 15	(n = 885) 13
Early Retirement Incentives for Pharmacists	(n = 394) 3	(n = 479) 4	(n = 873) 4
Restructuring of Pharmacist Work Schedules	(n = 403) 22	(n = 488) 29	(n = 891) 26

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Management* includes pharmacists who are owners/partners, managers, directors, supervisors and assistant managers.

### 3.4 Current and Potential Service Provision at Practice Settings

**Table 3.4.1: Services Offered in Practice Site Reported by Actively Practicing Pharmacists**

<b>Type of Service</b> (percentage of pharmacists whose site offers each type of service)	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super-market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Total</b>
<b>2014</b>	(n = 64)	(n = 240)	(n = 92)	(n = 102)	(n = 367)	(n = 157)	(n = 1,022)
Complex Non-sterile Compounding	51	18	10	10	32	31	26
Complex Sterile Compounding	16	3	0	1	53	37	27
Disease State Management	20	29	17	28	51	43	37
Medication Therapy Management	66	70	72	72	50	53	60
Adjusting Medication Therapy	30	26	22	24	85	62	52
Health Screening or Coaching	23	48	29	57	17	15	29
Immunization	55	95	92	93	19	21	53
Discharge Counseling	14	7	10	9	58	20	28
Medication Reconciliation	20	23	13	24	77	48	45
Point of Care Testing	3	20	6	12	15	14	14
Ordering Lab Tests	6	3	1	1	75	32	33
Collaborative Practice Agreements	19	8	3	14	37	25	14
<b>2004</b>	(n = 78)	(n = 137)	(n = 21)	(n = 37)	(n = 93)	(n = 46)	(n = 407)
General/Simple Compounding	89	87	86	92	77	74	84
Specialty/Complex Compounding	36	5	0	8	27	37	20
Drug Information Service	73	64	52	65	63	63	65
Durable Medical Equipment	63	15	10	14	10	17	23
Home Infusion	9	1	0	0	7	33	7
Immunization	10	11	10	43	16	13	15
Health Screening	18	7	10	27	12	7	12
Smoking Cessation	17	10	14	22	25	13	16
Mailed Refill Reminders	3	15	24	19	1	4	9
Medication Therapy Management	10	9	5	5	20	24	13
Nutritional Support	9	3	0	3	45	30	17
Pharmacy Newsletter	6	12	0	11	38	20	17
Pharmacokinetic Dosing	3	0	0	0	73	37	21
Veterinary Pharmacy	23	2	5	3	1	7	7
Wellness Screening	8	3	5	11	10	9	7
Other	14	6	10	5	9	13	9

Note: *Actively practicing* is defined as a licensed pharmacist who is working full-time or part-time in their primary employment setting. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care, home health, and armed services.

**Table 3.4.2: Characteristics of Practice Site (Entrepreneurial Orientation) Reported by Actively Practicing Pharmacists**

	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super- market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Total</b>
<b>2014</b>	(n = 102)	(n = 258)	(n = 102)	(n = 109)	(n = 397)	(n = 209)	(n = 1,179)
Innovativeness	9.9 (3.4)	10.6 (4.3)	8.7 (3.4)	9.3 (3.1)	10.8 (3.9)	11.8 (5.2)	9.8 (3.8)
<b>2004</b>	(n = 77)	(n = 132)	(n = 22)	(n = 36)	(n = 93)	(n = 45)	(n = 405)
Autonomy	10.5 (2.4)	8.9 (2.4)	8.7 (3.4)	9.2 (2.8)	8.8 (2.4)	9.6 (2.5)	9.3 (2.6)
Proactiveness	10.7 (2.3)	10.3 (2.3)	10.3 (2.5)	10.5 (2.3)	9.4 (2.3)	10.6 (2.7)	10.2 (2.4)
Innovativeness	9.8 (2.6)	9.9 (2.6)	8.3 (3.1)	9.0 (2.7)	9.5 (2.8)	10.4 (2.6)	9.6 (2.7)
Competitive Aggressiveness	9.0 (2.6)	10.3 (2.4)	10.5 (2.8)	9.6 (2.3)	8.3 (2.1)	9.6 (2.6)	9.5 (2.5)
Work Ethic	12.4 (1.7)	11.3 (2.0)	11.1 (1.9)	11.1 (2.2)	10.2 (2.6)	11.4 (1.8)	11.2 (2.2)
Risk Taking	8.9 (2.6)	8.4 (2.2)	8.2 (2.6)	7.9 (2.4)	7.9 (2.0)	8.5 (2.3)	8.3 (2.3)

Note: *Actively practicing* is defined as a licensed pharmacist who is working full-time or part-time in their primary employment setting. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care, home health, and armed services. Numbers in cells are means (standard deviations). Mean score based on scale of 1 = strongly disagree, 2 = disagree, 3 = neither agree nor disagree, 4 = agree, 5 = strongly agree. Each characteristic score is the sum of three items.

**Table 3.4.3: Adequacy of Resources in Work Site for Pharmacy/Pharmacist Services Reported by Actively Practicing Pharmacists**

	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandise</b>	<b>Super- market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Total</b>
<b>2014</b>	(n = 101)	(n = 258)	(n = 103)	(n = 107)	(n = 398)	(n = 210)	(n = 1,179)
Skills to Provide Services	3.7 (1.5)	3.3 (1.3)	3.0 (1.4)	3.4 (1.4)	3.5 (1.2)	3.9 (1.7)	3.5 (1.5)
Financial Resources to Implement New Services	3.3 (2.1)	3.2 (2.2)	3.2 (2.3)	3.2 (2.5)	2.6 (1.7)	3.8 (2.4)	3.1 (2.2)
Expertise to Develop New Services	3.2 (1.9)	3.2 (1.8)	2.9 (1.9)	3.1 (1.8)	3.2 (1.4)	3.8 (2.1)	3.3 (1.9)
Pharmacist Staffing to Provide New Services	3.2 (2.0)	2.0 (1.5)	2.0 (1.4)	2.3 (1.7)	2.5 (1.4)	3.3 (2.2)	2.5 (1.9)
Technician Staffing to Provide New Services	3.3 (2.2)	1.9 (1.4)	2.0 (1.4)	2.3 (1.6)	2.5 (1.6)	3.7 (2.6)	2.5 (1.9)
Resources to Obtain Payment for Services	3.0 (2.1)	3.2 (2.3)	3.0 (2.0)	3.2 (2.2)	3.6 (3.0)	4.2 (3.0)	3.5 (2.6)
Skills to Market Services	2.8 (1.7)	3.0 (2.0)	2.8 (1.8)	3.0 (2.0)	3.9 (2.8)	4.2 (2.8)	3.5 (2.1)
<b>2004</b>	(n = 75)	(n = 135)	(n = 22)	(n = 36)	(n = 90)	(n = 45)	(n = 403)
Skills to Provide Services	3.5 (1.0)	3.2 (0.9)	2.7 (0.8)	3.2 (1.1)	3.3 (0.9)	3.5 (0.9)	3.3 (1.0)
Financial Resources to Implement New Services	3.1 (1.1)	3.0 (1.1)	2.6 (1.1)	2.7 (1.0)	2.3 (1.0)	3.0 (1.1)	2.8 (1.1)
Expertise to Develop New Services	3.1 (0.9)	2.9 (1.0)	2.5 (1.0)	2.6 (1.0)	2.9 (1.0)	3.0 (0.9)	2.9 (1.0)
Staffing Levels to Provide New Services	2.9 (1.1)	2.3 (1.0)	2.0 (1.2)	2.3 (1.1)	2.1 (1.0)	2.7 (1.0)	2.4 (1.1)
Resources to Obtain Payment for Services	2.6 (1.1)	2.6 (1.1)	2.0 (1.0)	2.3 (1.0)	2.2 (1.0)	2.7 (1.2)	2.4 (1.1)
Skills to Market Services	2.6 (1.0)	2.8 (1.0)	2.5 (1.0)	2.4 (0.9)	2.5 (1.0)	3.0 (1.1)	2.7 (1.0)

Note: *Actively practicing* is defined as a licensed pharmacist who is working full-time or part-time in their primary employment setting. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care, home health, and armed services.

Numbers in cells are means (standard deviation). Average score based on scale: 1 = poor, 2 = fair, 3 = good, 4 = very good, 5 = excellent.

**Table 3.4.4: Amount of Change to Be Able to Provide Innovative Pharmacy/Pharmacist Services Reported by Actively Practicing Pharmacists**

<b>Amount of Change</b> Percentage of Pharmacists Reporting How Much (% None/% a Lot) Their Site Has Changed Each Item in the Past Two Years	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super- market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Total</b>
<b>2014</b>	(n = 101)	(n = 259)	(n = 104)	(n = 108)	(n = 399)	(n = 210)	(n = 1,181)
The Information Collected about Patients	34/12	24/29	28/20	29/18	27/30	30/23	28/25
The System for Documenting Patient Care	40/15	24/28	33/18	31/17	17/47	31/31	26/32
The Skills and Knowledge of Our Pharmacists	23/27	18/29	18/20	16/17	17/24	26/23	19/24
Responsibilities and Activities of Pharmacy Technicians	28/16	17/34	21/38	19/19	25/25	23/24	22/27
Staffing Patterns in the Pharmacy	45/8	31/32	38/27	36/16	26/30	24/26	30/26
Layout and Workflow of the Pharmacy	44/12	46/24	44/20	43/16	31/28	28/31	37/24
Marketing Activities	49/11	27/22	38/19	28/15	45/5	34/13	37/13
Interactions with Physicians	32/14	45/9	51/7	51/8	25/28	37/21	37/18
Asking Patients to Pay for Pharmacy Services	67/6	52/7	61/5	52/8	47/2	37/5	50/6
Drug Information Access	35/22	40/19	49/11	44/16	37/21	39/25	40/21
Financial Incentives for Pharmacists	68/5	72/7	73/4	65/6	72/7	65/3	70/6
Emphasis on Patient (Non-dispensing) Services	32/17	11/47	14/31	10/39	17/38	24/21	17/35
Use of Technology/Automation in Dispensing	48/21	50/15	56/13	53/10	22/39	33/25	38/25
Access to Electronic Patient Data	36/18	22/30	31/18	32/20	20/54	31/37	26/36
<b>2009</b>	(n = 76)	(n = 136)	(n = 22)	(n = 35)	(n = 88)	(n = 43)	(n = 400)
The Information Collected about Patients	24/15	20/27	27/9	43/9	21/33	23/28	24/24
The System for Documenting Patient Care	32/24	24/26	27/36	39/17	16/46	26/35	25/31
The Skills and Knowledge of Our Pharmacists	13/28	13/21	27/14	22/11	16/25	19/23	16/22
Responsibilities and Activities of Pharmacy Technicians	18/30	12/42	23/36	17/25	22/30	21/36	18/35
Staffing Patterns in the Pharmacy	29/17	31/21	36/23	47/3	29/24	32/20	32/19
Layout and Workflow of the Pharmacy	30/33	33/35	46/23	39/6	47/28	24/37	36/30
Marketing Activities	40/11	32/14	55/9	42/6	80/2	31/21	46/11
Interactions with Physicians	38/11	42/7	73/0	58/3	22/21	37/19	40/11
Asking Patients to Pay for Pharmacy Services	76/7	84/2	100/0	83/0	88/0	78/5	84/3
Drug Information Access	27/20	33/13	46/5	39/17	28/29	27/14	31/18
Financial Incentives for Pharmacists	58/8	51/5	55/9	39/6	67/7	61/9	56/7
Collection of Patient Lab Data	88/4	90/1	91/0	91/0	31/27	57/7	73/8

Note: *Actively practicing* is defined as a licensed pharmacist who is working full-time or part-time in their primary employment setting. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care, home health, and armed services.

Amount of change in the pharmacy was measured on a three-point scale of None, A Little, and A Lot.

### 3.5 Work Contributions (Hours per Week) Expected in Three Years

**Table 3.5.1: Hours per Week Expected in Three Years for Pharmacists Working Full-Time by Practice Setting**

<b>Expected Hours per Week in Three Years Compared to Now (%)</b>	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super-market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other Non-Patient Care</b>	<b>Total</b>
<b>2014</b>	(n = 73)	(n = 228)	(n = 80)	(n = 95)	(n = 344)	(n = 178)	(n = 121)	(n = 1,119)
Same or More Hours per Week	53	66	70	72	75	71	67	70
Fewer Hours per Week	37	25	20	21	19	21	24	22
<b>2009</b>	(n = 105)	(n = 222)	(n = 46)	(n = 92)	(n = 247)	(n = 91)	(n = 94)	(n = 897)
Same or More Hours per Week	52	76	74	69	74	65	77	71
Fewer Hours per Week	42	23	22	26	21	28	17	25

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care and home health. *Other* is defined as a setting where pharmacists may not provide patient care. It is a combination of “Industry” and “Other (non-patient care)” settings. It primarily includes industry, academia and government. Percentages may not sum to 100% due to “do not know” responses.

**Table 3.5.2: Hours per Week Expected in Three Years for Pharmacists Working Full-Time by Gender**

<b>Expected Hours per Week in Three Years Compared to Now (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2014</b>	(n = 494)	(n = 625)	(n = 1,119)
Same or More Hours per Week	69	70	70
Fewer Hours per Week	22	22	22
<b>2009</b>	(n = 512)	(n = 385)	(n = 897)
Same or More Hours per Week	71	71	71
Fewer Hours per Week	24	25	25

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer.  
Percentages may not sum to 100% due to “do not know” responses.

**Table 3.5.3: Hours per Week Expected in Three Years for Pharmacists Working Full-Time by Position**

<b>Expected Hours per Week in Three Years Compared to Now (%)</b>	<b>Management</b>	<b>Staff</b>	<b>Total</b>
<b>2014</b>	(n = 428)	(n = 689)	(n = 1,117)
Same or More Hours per Week	69	70	70
Fewer Hours per Week	24	21	22
<b>2009</b>	(n = 402)	(n = 490)	(n = 892)
Same or More Hours per Week	70	71	71
Fewer Hours per Week	26	24	25

Note: Results based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Management* includes pharmacists who are owners/partners, managers, directors, supervisors and assistant managers. Percentages may not sum to 100% due to “do not know” responses.

#### 4.1: Work Attitudes

**Table 4.1.1 Work Attitudes for Pharmacists Working Full-Time by Practice Setting**

<b>Work Attitude</b> (percentage experiencing high levels of each work attitude)	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super-market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other</b>	<b>Total</b>
<b>2014</b>	(n = 76)	(n = 233)	(n = 82)	(n = 95)	(n = 352)	(n = 178)	(n = 126)	(n = 1,142)
Work-Home Conflict	51	58	62	55	53	46	41	52
Job Satisfaction	75	46	49	64	68	74	83	65
Organizational Commitment	88	46	49	59	65	61	76	61
Career Commitment	67	57	62	64	68	61	82	66
Home-Work Conflict*	14	11	2	4	9	8	11	9
Control in Work Environment*	61	30	18	31	31	37	57	34
<b>2004</b>	(n = 42)	(n = 102)	(n = 18)	(n = 32)	(n = 106)	(n = 40)	(n = 8)	(n = 349)
Work-Home Conflict	45	59	50	28	29	27	13	40
Job Satisfaction	95	70	56	63	81	88	50	77
Organizational Commitment	86	51	39	34	65	61	63	59
Career Commitment	86	59	44	63	66	71	63	65
Role Conflict**	7	24	50	31	22	12	38	22
Role Overload**	64	75	61	63	73	55	50	68
Role Ambiguity**	2	9	17	10	11	15	14	10
<b>2000</b>	(n = 181)	(n = 360)	(n = 101)	(n = 131)	(n = 349)	(n = 187)	(n = 92)	(n = 1,401)
Work-Home Conflict	44	55	62	50	53	46	46	51
Job Satisfaction	76	59	61	69	63	68	82	66
Organizational Commitment	81	51	47	54	53	60	53	58
Career Commitment	58	49	36	48	53	47	54	50
Role Conflict**	24	34	45	37	32	28	21	32
Role Overload**	72	82	80	70	81	68	58	76
Role Ambiguity**	7	11	12	8	18	11	10	12

Note: Full-time pharmacists worked more than 30 hours weekly in their primary employment setting. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care, home health, and armed services. *Other* is defined as a setting where pharmacists may not provide patient care. It is a combination of “Industry” and “Other (non-patient care)” settings. It primarily includes industry, academia, managed care administrators, and government. High level was defined as scoring above the midpoint of the summated score. Role Conflict is a six-item measure, Role Overload is a three-item measure, Role Ambiguity is a five-item measure, Work-Home Conflict and Home-Work Conflict are two-item measures, and Organizational Commitment is a four-item measure, and all were measured using a seven-point scale (1 = strongly disagree to 7 = strongly agree). Job Satisfaction is a five-item measure and Career Commitment is a five-item measure and both were measured using a five-point scale (1 = strongly disagree to 5 = strongly agree). Control in the Work Environment is a six-item measure using a five-point scale (0 = no control to 4 = total control).

\*Only measured in 2014.

\*\*Only measured in 2004 and 2000.

**Table 4.1.2: Work Attitudes for Pharmacists Working Full-Time by Gender**

<b>Work Attitude</b> (percentage experiencing high levels of each work attitude)	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2014</b>	(n = 504)	(n = 641)	(n = 1,145)
Work-Home Conflict	53	52	52
Job Satisfaction	67	63	65
Organizational Commitment	61	62	61
Career Commitment	61	69	65
Home-Work Conflict*	9	9	9
Control in Work Environment*	39	30	34
<b>2004</b>	(n = 208)	(n = 139)	(n = 349)
Work-Home Conflict	43	35	4
Job Satisfaction	76	78	77
Organizational Commitment	60	58	59
Career Commitment	61	72	65
Role Conflict**	23	22	22
Role Overload**	67	70	68
Role Ambiguity**	10	11	10
<b>2000</b>	(n = 825)	(n = 576)	(n = 1,401)
Work-Home Conflict	49	55	51
Job Satisfaction	63	71	66
Organizational Commitment	56	62	58
Career Commitment	46	56	50
Role Conflict**	33	29	32
Role Overload**	75	78	76
Role Ambiguity**	12	12	12

Note: Full-time pharmacists worked more than 30 hours weekly in their primary employment setting. High level was defined as scoring above the midpoint of the summated score. Role Conflict is a six-item measure, Role Overload is a three-item measure, Role Ambiguity is a five-item measure, Work-Home Conflict and Home-Work Conflict are two-item measures, and Organizational Commitment is a four-item measure and all were measured using a seven-point scale (1 = strongly disagree to 7 = strongly agree). Job Satisfaction is a five-item measure and Career Commitment is a five-item measure and both were measured using a five-point scale (1 = strongly disagree to 5 = strongly agree). Control in the Work Environment is a six-item measure using a five-point scale (0 = no control to 4 = total control).

\*Only measured in 2014.

\*\*Only measured in 2004 and 2000.

**Table 4.1.3: Work Attitudes for Pharmacists Working Full-Time by Position**

<b>Work Attitude</b> (percentage experiencing high levels of each work attitude)	<b>Management</b>	<b>Staff</b>	<b>Total</b>
<b>2014</b>	(n = 504)	(n = 641)	(n = 1,145)
Work-Home Conflict	53	52	52
Job Satisfaction	69	62	65
Organizational Commitment	69	56	61
Career Commitment	71	62	65
Home-Work Conflict*	9	9	9
Control in Work Environment*	57	20	34
<b>2004</b>	(n = 145)	(n = 204)	(n = 349)
Work-Home Conflict	41	39	40
Job Satisfaction	81	73	77
Organizational Commitment	73	49	59
Career Commitment	71	62	66
Role Conflict**	18	25	22
Role Overload**	70	66	68
Role Ambiguity**	7	12	10
<b>2000</b>	(n = 595)	(n = 806)	(n = 1,401)
Work-Home Conflict	52	51	51
Job Satisfaction	71	62	66
Organizational Commitment	69	50	58
Career Commitment	53	48	50
Role Conflict**	29	33	32
Role Overload**	73	78	76
Role Ambiguity**	11	13	12

Note: Full-time pharmacists worked more than 30 hours weekly in their primary employment setting. *Management* includes pharmacists who are owners/partners, managers, directors, supervisors and assistant managers. High level was defined as scoring above the midpoint of the summated score. Role Conflict is a six-item measure, Role Overload is a three-item measure, Role Ambiguity is a five-item measure, Work-Home Conflict and Home-Work Conflict are two-item measures and Organizational Commitment is a four-item measure, and all were measured using a seven-point scale (1 = strongly disagree to 7 = strongly agree). Job Satisfaction is a five-item measure and Career Commitment is a five-item measure and both were measured using a five-point scale (1 = strongly disagree to 5 = strongly agree). Control in the Work Environment is a six-item measure using a five-point scale (0 = no control to 4 = total control).  
 \*Only measured in 2014.  
 \*\*Only measured in 2000 and 2004.

**Table 4.1.4: Work Attitudes for Pharmacists Working Full-Time by Years of Experience**

<b>Work Attitude</b> (percentage experiencing high levels of each work attitude)	<b>0-5 Years</b>	<b>6-10 Years</b>	<b>11-20 Years</b>	<b>21-30 Years</b>	<b>&gt;30 Years</b>	<b>Total</b>
<b>2014</b>	(n = 141)	(n = 161)	(n = 248)	(n = 262)	(n = 299)	(n = 1,111)
Work-Home Conflict	55	55	57	49	48	52
Job Satisfaction	66	62	67	67	63	65
Organizational Commitment	62	61	65	63	56	62
Career Commitment	73	65	65	62	65	65
Home-Work Conflict*	6	11	10	9	7	9
Control in Work Environment*	35	36	38	34	29	34
<b>2004</b>	(n = 35)	(n = 43)	(n = 73)	(n = 118)	(n = 76)	(n = 345)
Work-Home Conflict	31	40	43	45	35	40
Job Satisfaction	74	82	78	76	75	77
Organizational Commitment	69	61	58	60	54	59
Career Commitment	74	81	60	59	69	66
Role Conflict**	17	21	26	22	21	22
Role Overload**	66	77	67	66	66	68
Role Ambiguity**	3	10	11	14	7	10
<b>2000</b>	(n = 238)	(n = 229)	(n = 367)	(n = 369)	(n = 198)	(n = 1,401)
Work-Home Conflict	55	49	58	53	35	51
Job Satisfaction	65	69	64	63	73	66
Organizational Commitment	56	61	56	60	59	58
Career Commitment	50	53	53	43	55	50
Role Conflict**	37	33	34	29	25	32
Role Overload**	73	79	76	80	68	76
Role Ambiguity**	11	7	14	14	11	12

Note: Full-time pharmacists worked more than 30 hours weekly in their primary employment setting. High level was defined as scoring above the midpoint of the summated score. Role Conflict is a six-item measure, Role Overload is a three-item measure, Role Ambiguity is a five-item measure, Work-Home Conflict and Home-Work Conflict are two-item measures, and Organizational Commitment is a four-item measure and all were measured using a seven-point scale (1 = strongly disagree, to 7 = Strongly agree). Job Satisfaction is a five-item measure and Career Commitment is a five-item measure and both were measured using a five-point scale (1 = strongly disagree to 5 = strongly agree). Control in the Work Environment is a six-item measure using a five-point scale (0 = no control to 4 = total control).

\*Only measured in 2014.

\*\*Only measured in 2000 and 2004.

## 4.2 Job Stress

**Table 4.2.1: Job Stress for Pharmacists Working Full-Time by Practice Setting**

<b>Stress Event</b> (percentage experiencing high levels of stress by event)	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super-market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other</b>	<b>Total</b>
<b>2014</b>	(n = 76)	(n = 236)	(n = 82)	(n = 95)	(n = 346)	(n = 170)	(n = 100)	(n = 1,105)
Being interrupted by phone calls or people while performing job duties	30	40	39	32	36	32	16	34
Not being staffed with an adequate number of pharmacists	15	42	33	29	38	32	30	34
Not being staffed with an adequate number of technicians	18	67	53	45	32	34	28	42
Doing excessive paper work or documentation (e.g., third-party work, medication records)	38	37	27	30	19	24	19	27
**Learning new technology/automation	4	11	6	7	12	11	6	10
**Having to meet quotas	5	54	51	39	26	28	29	36
*Having so much work to do that everything cannot be done well	21	60	61	56	41	35	37	45
*Dealing with difficult coworkers	22	17	17	26	25	28	21	23
*Disagreeing with other health care professionals concerning the treatment of patients	9	8	1	6	10	10	4	8
*Keeping up with new developments in order to maintain professional competency	8	10	5	3	11	13	6	9
*Dealing with difficult patients	21	40	32	38	11	19	5	24
*Possessing inadequate information regarding a patient's medical condition	10	13	16	8	14	19	6	13
*Feeling ultimately responsible for patient outcomes from drug therapy	12	15	18	16	17	19	12	16
*Feeling that I will make a mistake in treating a patient	22	33	46	30	27	27	20	29
**Delegating previous or new tasks to pharmacy technicians	4	12	4	6	6	11	0	7

<b>Stress Event</b> (percentage experiencing high levels of stress by event)	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super-market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other</b>	<b>Total</b>
<b>2004</b>	(n = 43)	(n = 102)	(n = 18)	(n = 32)	(n = 107)	(n = 41)	(n = 7)	(n = 349)
Being interrupted by phone calls or people while performing job duties	23	47	56	34	36	24	14	37
Not being staffed with an adequate number of pharmacists	14	39	39	16	41	32	43	34
Not being staffed with an adequate number of technicians	14	54	61	31	34	24	29	38
Doing excessive paper work (e.g., third-party work, medication records)	42	28	39	25	14	17	29	24
Not being able to practice pharmacy the way I think it should be practiced	14	24	22	29	20	10	29	20
Not receiving constructive feedback from my supervisors	5	15	11	23	12	17	29	14
Experiencing job policies and procedures which are not enforced consistently	7	14	17	13	24	12	29	16
*Having so much work to do that everything cannot be done well	12	40	33	22	44	24	14	33
*Disagreeing with other health care professionals concerning the treatment of patients	5	8	6	6	9	12	14	8
*Keeping up with new developments in order to maintain professional competency	7	10	11	16	10	20	29	12
*Dealing with difficult patents	28	50	61	44	17	22	29	33
*Dealing with difficult coworkers	7	33	22	28	35	22	50	29
*Possessing inadequate information regarding a patient's medical condition	2	10	6	13	13	17	14	11
*Feeling ultimately responsible for patient outcomes from drug therapy	7	14	6	16	14	12	14	13
*Fearing that I will make a mistake in treating a patient	9	38	39	28	27	29	29	29

<b>Stress Event</b> (percentage experiencing high levels of stress by event)	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super-market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other</b>	<b>Total</b>
<b>2000</b>	(n = 181)	(n = 360)	(n = 101)	(n = 131)	(n = 349)	(n = 187)	(n = 92)	(n = 1,401)
Being interrupted by phone calls or people while performing job duties	42	42	41	37	40	25	10	37
Not being staffed with an adequate number of personnel	19	58	55	45	54	36	20	45
Doing excessive paper work (e.g., third-party work, medication records)	29	22	20	22	15	17	8	19
Not being able to practice pharmacy the way I think it should be practiced	19	23	28	19	21	13	9	20
Not receiving constructive feedback from my supervisors	6	15	12	14	17	11	7	13
Experiencing job policies and procedures which are not enforced consistently	4	13	17	13	27	19	10	16

Note: Full-time pharmacists worked more than 30 hours weekly in their primary employment setting. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care, home health, and armed services. *Other* is defined as a setting where pharmacists may not provide patient care. It is a combination of “Industry” and “Other (non-patient care)” settings. It primarily includes industry, academia, managed care administrators, and government. Each stress item was measured using a five-point scale (0 = does not apply, 1 = not at all stressful, 2 = not too stressful, 3 = somewhat stressful, 4 = highly stressful)

\*Item not included on 2000 survey.

\*\*Item added in 2014.

**Table 4.2.2: Job Stress for Pharmacists Working Full-Time by Gender**

<b>Stress Event</b> (percentage experiencing high levels of stress by event)	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2014</b>	(n = 490)	(n = 618)	(n = 1,108)
Being interrupted by phone calls or people while performing job duties	34	34	34
Not being staffed with an adequate number of pharmacists	31	37	34
Not being staffed with an adequate number of technicians	37	46	42
Doing excessive paper work or documentation (e.g., third-party work, medication records)	29	25	27
**Learning new technology/automation	11	9	10
**Having to meet quotas	32	40	36
*Having so much work to do that everything cannot be done well	41	49	45
*Dealing with difficult coworkers	20	25	23
*Disagreeing with other health care professionals concerning the treatment of patients	7	10	8
*Keeping up with new developments in order to maintain professional competency	7	12	9
*Dealing with difficult patients	22	26	24
*Possessing inadequate information regarding a patient's medical condition	15	12	13
*Feeling ultimately responsible for patient outcomes from drug therapy	14	18	17
*Feeling that I will make a mistake in treating a patient	26	33	30
**Delegating previous or new tasks to pharmacy technicians	7	8	7
<b>2004</b>	(n = 208)	(n = 140)	(n = 349)
Being interrupted by phone calls or people while performing job duties	34	40	37
Not being staffed with an adequate number of pharmacists	30	39	34
Not being staffed with an adequate number of technicians	34	43	38
Doing excessive paper work (e.g., third-party work, medication records)	27	20	24
Not being able to practice pharmacy the way I think it should be practiced	18	23	20
Not receiving constructive feedback from my supervisors	12	17	14
Experiencing job policies and procedures which are not enforced consistently	13	20	16
*Having so much work to do that everything cannot be done well	29	39	33
*Disagreeing with other health care professionals concerning the treatment of patients	8	9	8
*Keeping up with new developments in order to maintain professional competency	10	14	12
*Dealing with difficult patients	33	34	33
*Dealing with difficult coworkers	26	32	29
*Possessing inadequate information regarding a patient's medical condition	9	14	11
*Feeling ultimately responsible for patient outcomes from drug therapy	10	16	12
*Fearing that I will make a mistake in treating a patient	23	37	29

<b>Stress Event</b> (percentage experiencing high levels of stress by event)	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2000</b>	(n = 825)	(n = 576)	(n = 1,401)
Being interrupted by phone calls or people while performing job duties	37	36	37
Not being staffed with an adequate number of personnel	41	51	45
Doing excessive paper work (e.g., third-party work, medication records)	21	17	19
Not being able to practice pharmacy the way I think it should be practiced	20	19	20
Not receiving constructive feedback from my supervisors	13	13	13
Experiencing job policies and procedures which are not enforced consistently	15	18	16

Note: Full-time pharmacists worked more than 30 hours weekly in their primary employment setting. Each stress item was measured using a five-point scale (0 = Does Not Apply, 1 = Not At All Stressful, 2 = Not Too Stressful, 3 = Somewhat Stressful, 4 = Highly Stressful)

\*Item not included on 2000 survey

\*\*Item added in 2014

**Table 4.2.3: Job Stress for Pharmacists Working Full-Time by Position**

<b>Stress Event</b> (percentage experiencing high levels of stress by event)	<b>Management</b>	<b>Staff</b>	<b>Total</b>
<b>2014</b>	(n = 432)	(n = 684)	(n = 1,107)
Being interrupted by phone calls or people while performing job duties	29	37	34
Not being staffed with an adequate number of pharmacists	32	36	34
Not being staffed with an adequate number of technicians	42	42	42
Doing excessive paper work or documentation (e.g., third-party work, medication records)	33	23	27
**Learning new technology/automation	10	10	10
**Having to meet quotas	39	35	36
*Having so much work to do that everything cannot be done well	47	45	45
*Dealing with difficult coworkers	22	23	23
*Disagreeing with other health care professionals concerning the treatment of patients	7	9	8
*Keeping up with new developments in order to maintain professional competency	8	10	9
*Dealing with difficult patients	26	23	24
*Possessing inadequate information regarding a patient's medical condition	13	14	13
*Feeling ultimately responsible for patient outcomes from drug therapy	15	17	17
*Fearing that I will make a mistake in treating a patient	26	32	30
**Delegating previous or new tasks to pharmacy technicians	8	7	7
<b>2004</b>	(n = 145)	(n = 204)	(n = 349)
Being interrupted by phone calls or people while performing job duties	34	39	37
Not being staffed with an adequate number of pharmacists	29	37	34
Not being staffed with an adequate number of technicians	33	41	38
Doing excessive paper work (e.g., third-party work, medication records)	32	19	24
Not being able to practice pharmacy the way I think it should be practiced	21	20	20
Not receiving constructive feedback from my supervisors	9	17	14
Experiencing job policies and procedures which are not enforced consistently	8	22	16
*Having so much work to do that everything cannot be done well	31	35	33
*Disagreeing with other health care professionals concerning the treatment of patients	6	10	8
*Keeping up with new developments in order to maintain professional competency	10	13	12
*Dealing with difficult patients	40	29	33
*Dealing with difficult coworkers	29	28	28
*Possessing inadequate information regarding a patient's medical condition	8	13	11
*Feeling ultimately responsible for patient outcomes from drug therapy	10	15	13
*Fearing that I will make a mistake in treating a patient	22	34	29

<b>Stress Event</b> (percentage experiencing high levels of stress by event)	<b>Management</b>	<b>Staff</b>	<b>Total</b>
<b>2000</b>	(n = 595)	(n = 806)	(n = 1,401)
Being interrupted by phone calls or people while performing job duties	33	40	37
Not being staffed with an adequate number of personnel	38	51	45
Doing excessive paper work (e.g., third-party work, medication records)	23	17	19
Not being able to practice pharmacy the way I think it should be practiced	22	18	20
Not receiving constructive feedback from my supervisors	10	15	13
Experiencing job policies and procedures which are not enforced consistently	12	20	16

Note: Full-time pharmacists worked more than 30 hours weekly in their primary employment setting.  
*Management* includes pharmacists who are owners/partners, managers, directors, supervisors and assistant managers. Each stress item was measured using a five-point scale (0 = does not apply, 1 = not at all stressful, 2 = not too stressful, 3 = somewhat stressful, 4 = highly stressful)  
 \*Item not included on 2000 survey.  
 \*\*Item added in 2014.

**Table 4.2.4: Job Stress for Pharmacists Working Full-Time by Years of Experience**

<b>Stress Event</b> (percentage experiencing high levels of stress by event)	<b>0-5 Years</b>	<b>6-10 Years</b>	<b>11-20 Years</b>	<b>21-30 Years</b>	<b>&gt;30 Years</b>	<b>Total</b>
<b>2014</b>	(n = 141)	(n = 158)	(n = 232)	(n = 257)	(n = 288)	(n = 1,076)
Being interrupted by phone calls or people while performing job duties	31	35	29	37	35	34
Not being staffed with an adequate number of pharmacists	39	40	32	37	28	34
Not being staffed with an adequate number of technicians	42	44	43	41	36	41
Doing excessive paper work or documentation (e.g., third-party work, medication records)	22	35	20	25	31	27
**Learning new technology/automation	5	5	10	10	15	10
**Having to meet quotas	28	38	37	39	38	36
*Having so much work to do that everything cannot be done well	47	43	49	45	43	45
*Dealing with difficult coworkers	21	24	26	22	21	23
*Disagreeing with other health care professionals concerning the treatment of patients	10	10	9	9	5	8
*Keeping up with new developments in order to maintain professional competency	11	9	6	11	11	10
*Dealing with difficult patients	32	30	21	22	22	24
*Possessing inadequate information regarding a patient's medical condition	11	18	10	15	15	14
*Feeling ultimately responsible for patient outcomes from drug therapy	16	21	16	17	14	17
*Fearing that I will make a mistake in treating a patient	30	25	26	34	31	30
**Delegating previous or new tasks to pharmacy technicians	7	10	8	8	6	8
<b>2004</b>	(n = 35)	(n = 44)	(n = 73)	(n = 118)	(n = 75)	(n = 345)
Being interrupted by phone calls or people while performing job duties	29	39	44	38	34	37
Not being staffed with an adequate number of pharmacists	51	30	40	33	24	34
Not being staffed with an adequate number of technicians	43	39	41	37	31	38
Doing excessive paper work (e.g., third-party work, medication records)	14	23	34	24	21	24

<b>Stress Event</b> (percentage experiencing high levels of stress by event)	<b>0-5 Years</b>	<b>6-10 Years</b>	<b>11-20 Years</b>	<b>21-30 Years</b>	<b>&gt;30 Years</b>	<b>Total</b>
Not being able to practice pharmacy the way I think it should be practiced	14	23	22	21	16	30
Not receiving constructive feedback from my supervisors	9	14	19	13	10	13
Experiencing job policies and procedures which are not enforced consistently	14	11	14	17	18	16
*Having so much work to do that everything cannot be done well	34	34	44	36	18	33
*Disagreeing with other health care professionals concerning the treatment of patients	11	11	10	7	5	8
*Keeping up with new developments in order to maintain professional competency	9	11	15	11	11	12
*Dealing with difficult patients	20	32	41	40	25	34
*Dealing with difficult coworkers	26	30	41	30	17	29
*Possessing inadequate information regarding a patient's medical condition	9	16	12	11	8	11
*Feeling ultimately responsible for patient outcomes from drug therapy	17	11	14	14	8	13
*Fearing that I will make a mistake in treating a patient	31	39	33	25	25	29
<b>2000</b>	(n = 238)	(n = 229)	(n = 367)	(n = 369)	(n = 198)	(n = 1,401)
Being interrupted by phone calls or people while performing job duties	32	35	40	38	36	37
Not being staffed with an adequate number of personnel	52	45	49	44	33	45
Doing excessive paper work (e.g., third-party work, medication records)	22	13	16	23	22	19
Not being able to practice pharmacy the way I think it should be practiced	24	18	19	21	18	20
Not receiving constructive feedback from my supervisors	13	14	13	12	12	13
Experiencing job policies and procedures which are not enforced consistently	18	17	18	16	12	16

Note: Full-time pharmacists worked more than 30 hours weekly in their primary employment setting. Each stress item was measured using a five-point scale (0 = does not apply, 1 = not at all stressful, 2 = not too stressful, 3 = somewhat stressful, 4 = highly stressful)

\*Item not included on 2000 survey.

\*\*Item added in 2014.

### 4.3 Current Job

**Table 4.3.1: Full-time Pharmacists' Ratings of the Difficulty of Finding an Acceptable Job in Pharmacy by Practice Setting**

<b>Difficulty of Finding an Acceptable Job</b> (percentage reporting difficult or very difficult to find)	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandise</b>	<b>Super- market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other</b>	<b>Total</b>
<b>2014</b>	(n = 72)	(n = 222)	(n = 80)	(n = 94)	(n = 341)	(n = 174)	(n = 117)	(n = 1,100)
An acceptable job alternative within the next year	71	61	67	68	77	78	50	70
A better work schedule	85	64	76	79	81	86	78	78
Better pharmacist co-workers	63	48	57	71	66	61	50	60
Better technician co-workers	62	55	49	60	53	55	32	53
Less workload	61	58	68	71	58	68	51	61
Better pay	49	66	66	59	51	56	52	57
More intellectual challenge	47	29	32	34	52	42	62	44
More patient contact	57	34	43	44	36	32	15	35
Better advancement opportunity	51	41	41	50	46	44	52	46
Better benefits	35	56	54	62	60	51	59	56
Less stress	54	54	54	65	56	65	49	57
Better professional treatment by management	70	46	42	52	50	55	52	51
Better geographic location	63	60	59	64	59	66	57	61
Better relationships with patients	64	43	44	48	38	39	22	41
Better relationship with management	66	41	35	47	43	49	49	46
Better professional role opportunity	49	39	38	44	51	54	62	49
Better pharmacist staffing levels	79	51	58	68	57	61	39	71
Better technician staffing levels	71	52	55	64	50	59	27	54
<b>2004</b>	(n = 39)	(n = 94)	(n = 18)	(n = 35)	(n = 86)	(n = 40)	(n = 19)	(n = 331)
An acceptable job alternative within the next year	38	19	28	23	35	48	47	32
A better work schedule	67	55	72	49	72	93	68	67
Better pharmacist co-workers	67	50	45	63	47	68	42	54
Better technician co-workers	74	53	50	63	44	45	26	52
Less workload	54	44	45	49	48	55	42	47
Better pay	41	35	28	14	27	33	58	32

<b>Difficulty of Finding an Acceptable Job</b> (percentage reporting difficult or very difficult to find)	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super- market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other</b>	<b>Total</b>
More intellectual challenge	44	19	33	11	49	50	58	36
More patient contact	62	22	33	31	20	18	26	27
Better advancement opportunity	33	29	39	23	23	25	53	29
Better benefits	39	37	44	40	49	38	74	43
Less stress	59	38	45	57	49	45	53	47
Better professional treatment by management	72	36	50	43	50	53	53	48
Better geographic location	64	50	45	60	45	53	58	52
Better relationships with patients	74	36	39	43	27	28	22	37
Better relationship with management	77	33	39	34	41	48	42	43
Better professional role opportunity	66	25	33	32	38	58	47	39
Better pharmacist staffing levels	54	43	61	54	43	53	42	48
Better technician staffing levels	67	42	61	52	43	50	32	48
<b>2000</b>	(n = 174)	(n = 363)	(n = 104)	(n = 133)	(n = 358)	(n = 200)	(n = 94)	(n = 1,426)
An acceptable job alternative within the next year	32	25	23	26	26	33	48	29
A better work schedule	63	61	58	63	62	74	80	64
Better co-workers*	72	61	57	63	48	60	71	59
Less workload	57	52	52	64	46	51	48	52
Better pay	41	40	26	28	18	25	40	30
More intellectual challenge	33	29	20	27	45	39	67	37
More patient contact	52	42	38	52	23	23	17	35
Better advancement opportunity	43	40	32	38	29	32	46	36
Better benefits	26	47	30	43	39	32	59	40
Less stress	55	50	54	56	43	48	47	49
Better professional treatment by management	62	47	46	48	42	47	63	49

Note: Full-time pharmacists worked more than 30 hours weekly in their primary employment setting. The difficulty of finding each characteristic of an acceptable job alternative was measured using a five-point scale (1 = very difficult, 2 = difficult, 3 = neither difficult nor easy, 4 = easy, and 5 = very easy). *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care, home health, and armed services. *Other* is defined as a setting where pharmacists may not provide patient care. It is a combination of "Industry" and "Other (non-patient care)" settings. It primarily includes industry, academia, managed care administrators, and government.

\*"Better co-workers" was expanded into two items, namely "better pharmacist co-workers" and "better technician co-workers" for 2004.

**Table 4.3.2: Full-time Pharmacists' Ratings of the Difficulty of Finding an Acceptable Job in Pharmacy by Gender**

<b>Difficulty of Finding an Acceptable Job</b> (percentage reporting difficult or very difficult to find)	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2014</b>	(n = 482)	(n = 618)	(n = 1,100)
An acceptable job alternative within the next year	68	72	70
A better work schedule	73	81	78
Better pharmacist co-workers	59	61	60
Better technician co-workers	55	52	53
Less workload	61	61	61
Better pay	60	54	57
More intellectual challenge	42	45	44
More patient contact	39	33	35
Better advancement opportunity	48	44	46
Better benefits	59	53	56
Less stress	56	58	57
Better professional treatment by management	54	49	51
Better geographic location	59	63	61
Better relationships with patients	44	39	41
Better relationship with management	47	44	46
Better professional role opportunity	52	46	49
Better pharmacist staffing levels	58	58	58
Better technician staffing levels	56	52	54
<b>2004</b>	(n = 186)	(n = 145)	(n = 331)
An acceptable job alternative within the next year	30	33	32
A better work schedule	62	72	67
Better pharmacist co-workers	54	53	54
Better technician co-workers	55	47	52
Less workload	46	49	47
Better pay	36	28	32
More intellectual challenge	39	31	36
More patient contact	31	23	27
Better advancement opportunity	34	22	29
Better benefits	47	38	43
Less stress	49	45	47
Better professional treatment by management	51	45	48
Better geographic location	53	50	52
Better relationships with patients	37	38	37
Better relationship with management	45	41	43
Better professional role opportunity	45	32	39
Better pharmacist staffing levels	50	44	48
Better technician staffing levels	49	45	48
<b>2000</b>	(n = 829)	(n = 597)	(n = 1,426)
An acceptable job alternative within the next year	26	32	29
A better work schedule	61	69	64
Better co-workers*	60	58	59
Less workload	51	53	52
Better pay	33	27	30

<b>Difficulty of Finding an Acceptable Job</b> (percentage reporting difficult or very difficult to find)	<b>Male</b>	<b>Female</b>	<b>Total</b>
More intellectual challenge	37	36	37
More patient contact	37	32	35
Better advancement opportunity	39	32	36
Better benefits	41	38	40
Less stress	49	50	49
Better professional treatment by management	49	48	49

Note: Full-time pharmacists worked more than 30 hours weekly in their primary employment setting. The difficulty of finding each characteristic of an acceptable job alternative was measured using a five-point scale (1 = very difficult, 2 = difficult, 3 = neither difficult nor easy, 4 = easy, and 5 = very easy)  
 \*"Better co-workers" was expanded into two items, namely "better pharmacist co-workers" and "better technician co-workers" for 2004.

**Table 4.3.3: Full-time Pharmacists' Ratings of the Difficulty of Finding an Acceptable Job in Pharmacy by Years of Experience**

<b>Difficulty of Finding an Acceptable Job</b> (percentage reporting difficult or very difficult to find)	<b>0–5 Years</b>	<b>6–10 Years</b>	<b>11–20 Years</b>	<b>21–30 Years</b>	<b>&gt;30 Years</b>	<b>Total</b>
<b>2014</b>	(n = 142)	(n = 158)	(n = 243)	(n = 261)	(n = 289)	(n = 1,093)
An acceptable job alternative within the next year	62	65	74	71	73	70
A better work schedule	73	74	83	79	76	78
Better pharmacist co-workers	61	65	61	54	62	60
Better technician co-workers	50	58	48	51	58	53
Less workload	56	58	59	66	63	61
Better pay	52	58	55	59	58	57
More intellectual challenge	39	46	45	40	47	44
More patient contact	34	42	36	29	37	35
Better advancement opportunity	42	53	45	41	49	46
Better benefits	48	58	58	54	57	56
Less stress	52	55	53	59	63	57
Better professional treatment by management	46	55	50	50	23	51
Better geographic location	66	58	62	59	61	61
Better relationships with patients	40	44	43	40	39	41
Better relationship with management	41	49	44	45	47	46
Better professional role opportunity	36	51	53	49	49	49
Better pharmacist staffing levels	53	60	54	62	58	58
Better technician staffing levels	49	55	47	59	56	54
<b>2004</b>	(n = 21)	(n = 55)	(n = 81)	(n = 110)	(n = 64)	(n = 331)
An acceptable job alternative within the next year	19	36	32	31	31	32
A better work schedule	71	71	73	65	55	67
Better pharmacist co-workers	67	55	54	48	58	54
Better technician co-workers	71	46	46	51	59	52
Less workload	67	38	52	51	38	47
Better pay	38	36	31	29	33	32

<b>Difficulty of Finding an Acceptable Job</b> (percentage reporting difficult or very difficult to find)	<b>0–5 Years</b>	<b>6–10 Years</b>	<b>11–20 Years</b>	<b>21–30 Years</b>	<b>&gt;30 Years</b>	<b>Total</b>
More intellectual challenge	38	31	33	37	39	36
More patient contact	33	20	21	31	33	27
Better advancement opportunity	33	24	31	26	34	29
Better benefits	48	49	37	43	45	43
Less stress	43	40	47	49	53	47
Better professional treatment by management	57	51	45	45	55	48
Better geographic location	48	44	45	55	66	52
Better relationships with patients	24	26	42	37	46	37
Better relationship with management	38	42	42	40	52	43
Better professional role opportunity	38	38	37	36	50	39
Better pharmacist staffing levels	43	45	47	47	53	48
Better technician staffing levels	43	48	43	52	47	48
<b>2000</b>	(n = 242)	(n = 233)	(n = 370)	(n = 384 )	(n = 197)	(n = 1,426)
An acceptable job alternative within the next year	27	27	30	29	28	29
A better work schedule	61	70	65	63	64	64
Better co-workers*	55	58	58	59	70	59
Less workload	50	53	51	52	55	52
Better pay	25	27	31	33	36	30
More intellectual challenge	34	35	37	40	34	37
More patient contact	32	31	33	35	44	35
Better advancement opportunity	28	35	37	40	37	36
Better benefits	31	46	39	40	42	40
Less stress	45	53	48	48	54	49
Better professional treatment by management	46	52	45	47	56	49

Note: Full-time pharmacists worked more than 30 hours weekly in their primary employment setting. The difficulty of finding each characteristic of an acceptable job alternative was measured using a 5-point scale (1 = very difficult, 2 = difficult, 3 = neither difficult nor easy, 4 = easy, and 5 = very easy).

\*“Better co-workers” was expanded into two items, namely “better pharmacist co-workers” and “better technician co-workers” for 2004.

#### 4.4 Future Care Plans

**Table 4.4.1: Career Plans over the Next Three Years for Full-time Pharmacists by Practice Setting**

<b>In the Next Three Years, Proportion of Pharmacists Likely to Be (%)*</b>	<b>Independent</b>	<b>Chain</b>	<b>Mass Merchandiser</b>	<b>Super-market</b>	<b>Hospital</b>	<b>Other Patient Care</b>	<b>Other</b>	<b>Total</b>
<b>2014</b>	(n = 80)	(n = 231)	(n = 82)	(n = 99)	(n = 353)	(n = 184)	(n = 91)	(n = 1,120)
Working with current employer at current position and worksite	79	72	70	81	83	83	77	78
Working with current employer in a different position	14	24	17	17	19	17	29	20
Working with a different employer, doing same type of work	11	19	24	10	12	16	19	15
Employed in a different profession	5	7	6	7	4	8	7	6
Retired	10	12	7	11	10	10	9	10

Note: Full-time pharmacists worked more than 30 hours weekly in their primary employment setting. *Chain* is a combination of small chain and large chain settings. *Hospital* is a combination of government and non-government hospitals. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of HMO-operated pharmacies, clinic pharmacies, mail service, nuclear, nursing home/long term care, home health, and armed services. *Other* is defined as a setting where pharmacists may not provide patient care. It is a combination of “Industry” and “Other (non-patient care)” settings. It primarily includes industry, academia, managed care administrators, and government.

\*Proportion of respondents who answered either *likely* or *very likely* on a scale of 1 = very unlikely, 2 = unlikely, 3 = likely, 4 = very likely.

**Table 4.4.2: Career Plans over the Next Three Years for Full-Time Pharmacists by Gender**

<b>In the Next Three Years, Proportion of Pharmacists Likely to Be (%)*</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2014</b>	(n = 491)	(n = 660)	(n = 1,151)
Working with current employer at current position and worksite	78	78	78
Working with current employer in a different position	21	20	20
Working with a different employer, doing same type of work	15	16	16
Employed in a different position	7	5	6
Retired	15	6	10

Note: \*Proportion of respondents who answered either likely or very likely on a scale of 1 = very unlikely, 2 = unlikely, 3 = likely, 4 = very likely.

**Table 4.4.3: Career Plans over the Next Three Years for Full-Time Pharmacists by Position**

<b>In the Next Three Years, Proportion of Pharmacists Likely to Be (%)*</b>	<b>Management</b>	<b>Staff</b>	<b>Total</b>
<b>2014</b>	(n = 431)	(n = 717)	(n = 1,135)
Working with current employer at current position and worksite	78	79	78
Working with current employer in a different position	23	19	20
Working with a different employer, doing the same type of work	16	16	16
Employed in a different profession	4	7	6
Retired	11	8	10

Note: *Management* includes pharmacists who are owners/partners, managers, directors, supervisors and assistant managers.

\*Proportion of respondents who answered either likely or very likely on a scale of 1 = very unlikely, 2 = unlikely, 3 = likely, 4 = very likely.