

2025 Ohio Pharmacist Workforce Study Results

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Pharmacy Forward: Advancing Practice for a
Healthier Tomorrow!

OPA Annual Conference & Trade Show April 9-11, 2026



Disclosure Statement

- Speakers have no relevant financial relationship(s) with ineligible companies to disclose.
and
- None of the planners for this activity have relevant financial relationships with ineligible companies to disclose.





Learning Objectives

At the completion of this activity, the participant will be able to:

- Recall demographic and job characteristics of pharmacists in Ohio.
- Describe trends identified in Ohio's pharmacist workforce.
- Discuss implications for Ohio pharmacists, businesses, and healthcare organizations.

Previous Workforce Study Groups

- National Pharmacist Workforce Study
- Midwest Pharmacy Workforce Consortium
(Wisconsin, Iowa, Minnesota)
- Wisconsin Pharmacy Workforce
- Minnesota Pharmacist Compensation and Labor Survey
- Ohio Pharmacist Salary Survey



Session Road Map

Demographics

Characterizing Roles/Responsibilities

Working Conditions & Outcomes

Salary and Debt

Discussion



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Methods

Design: Cross-sectional study of licensed Ohio pharmacists

Sample: A random sample of 5,000 pharmacists from a list of licensed pharmacists registered with the State of Ohio Board of Pharmacy were emailed an online survey on March 5th, 2025 and was open for 35 days

Measures: Survey questions adapted from the 2022 Ohio Pharmacy Workforce Consortium Survey and Ohio Pharmacist Salary Survey, other validated survey measurement tools

Analysis: Descriptive statistics, bivariate comparisons, ANOVA, multivariable regression, latent variable path analysis where appropriate



Request for Feedback

During the presentation, please note:

- Questions you have about the data
- Additional information you would like to see
- Future survey questions/assessments to consider

Write any ideas you have on the note card provided and turn it in at the end of the presentation



Response Rate

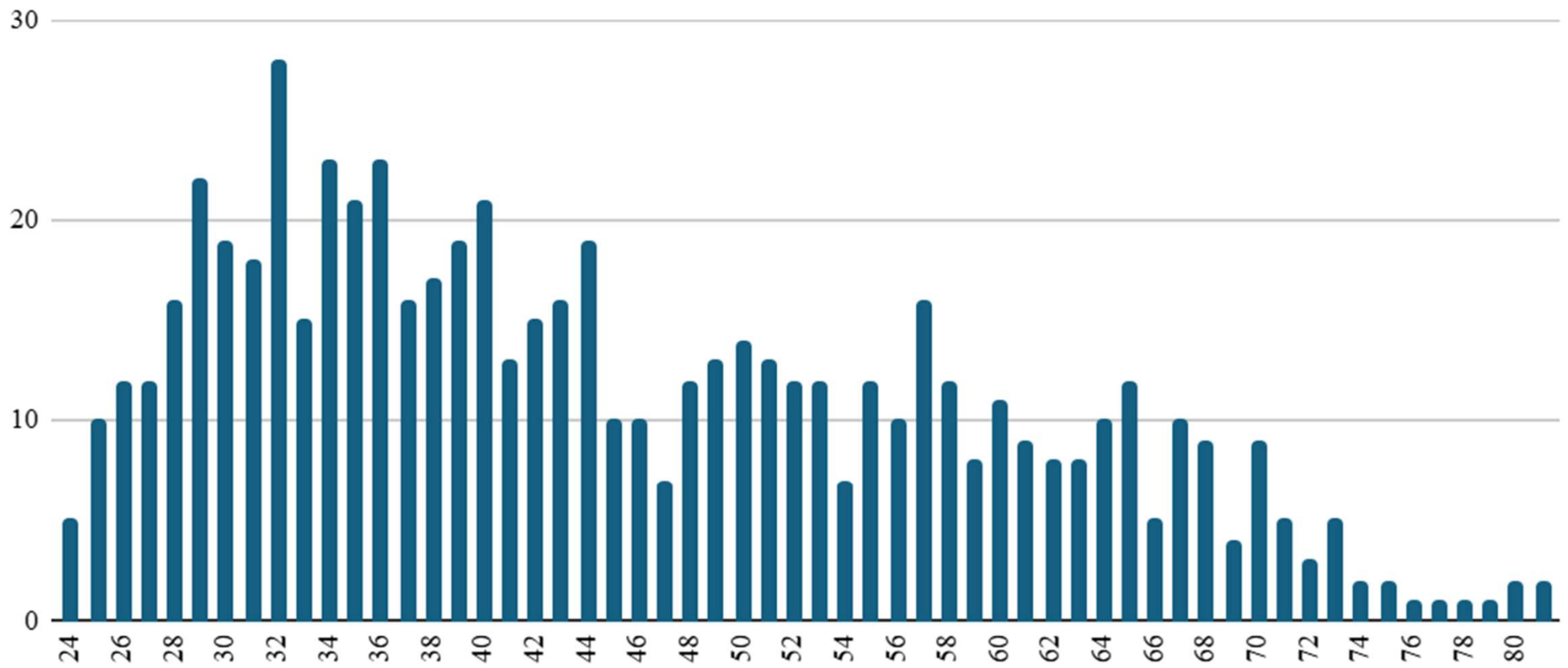
- Effective sample was 4,517 (483 emails not delivered)
- 969 responded to ≥ 1 question (21.5% response rate)
- All data included in analysis
 - Exception: Trainees excluded from salary data



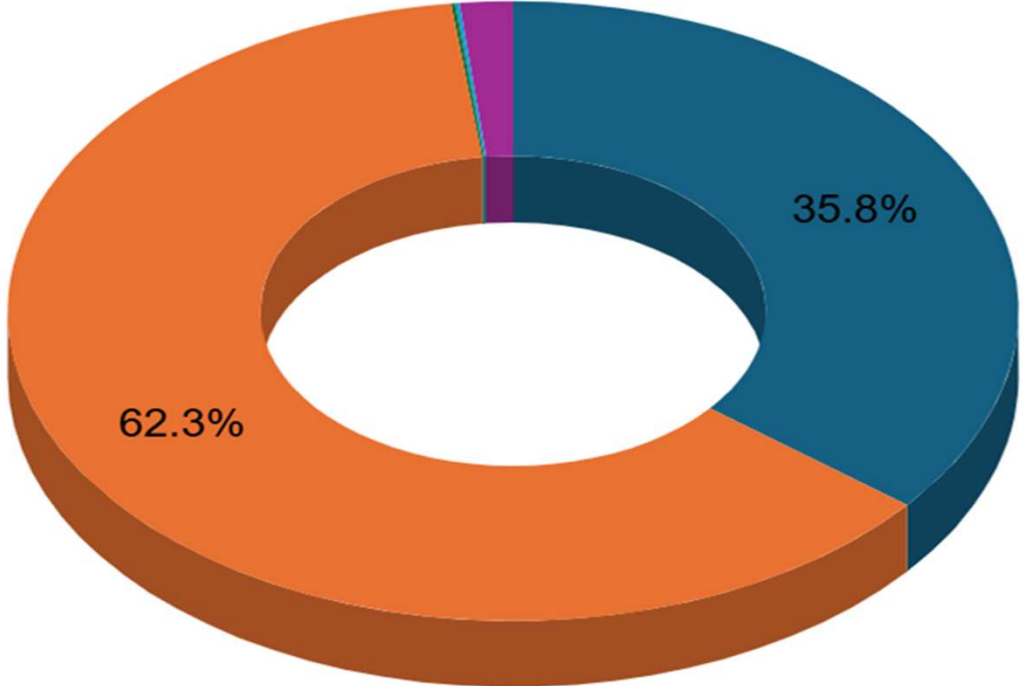
The image features a dark blue background with several abstract geometric elements. A large, thin white circle is centered on the left side, containing the word "DEMOGRAPHICS" in white, bold, uppercase letters. To the right of this circle is a smaller, light blue circle with a white outline. Further right is a light blue circle with a white outline, similar in size to the one in the center. In the bottom right corner, there is a large, solid light blue circle. On the left side, there are two white zigzag lines. On the right side, there are four white diagonal lines. The overall design is modern and minimalist.

DEMOGRAPHICS

Age of Respondents



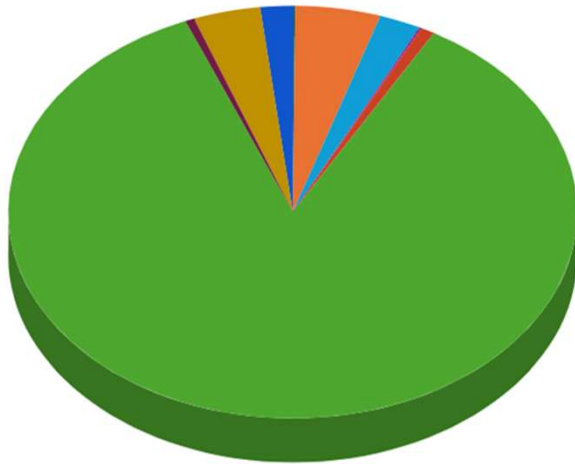
Gender Identity (n=763)



- Male
- Female
- Non-binary/non-conforming
- Other, please describe:
- Prefer not to answer

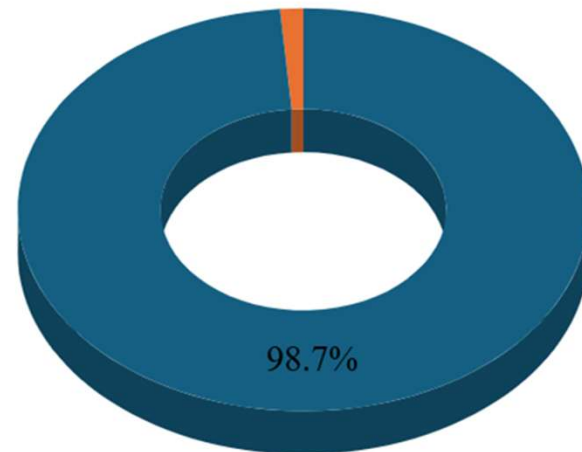


Race (n=762)



- AI/AN
- Asian
- Black
- NH or PI
- Hispanic/Latinx
- White
- Prefer not to say
- multiple

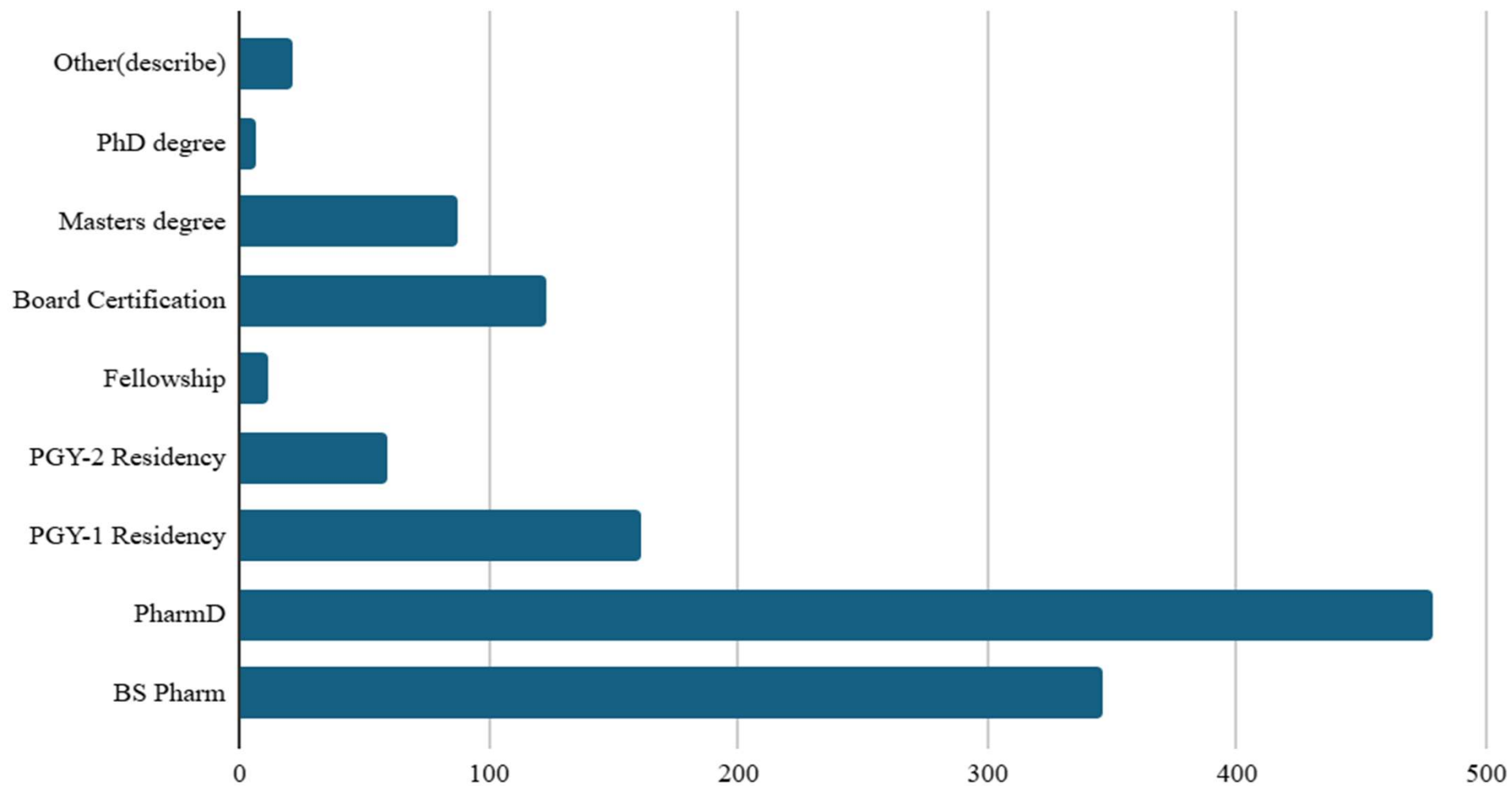
Ethnicity (n=762)



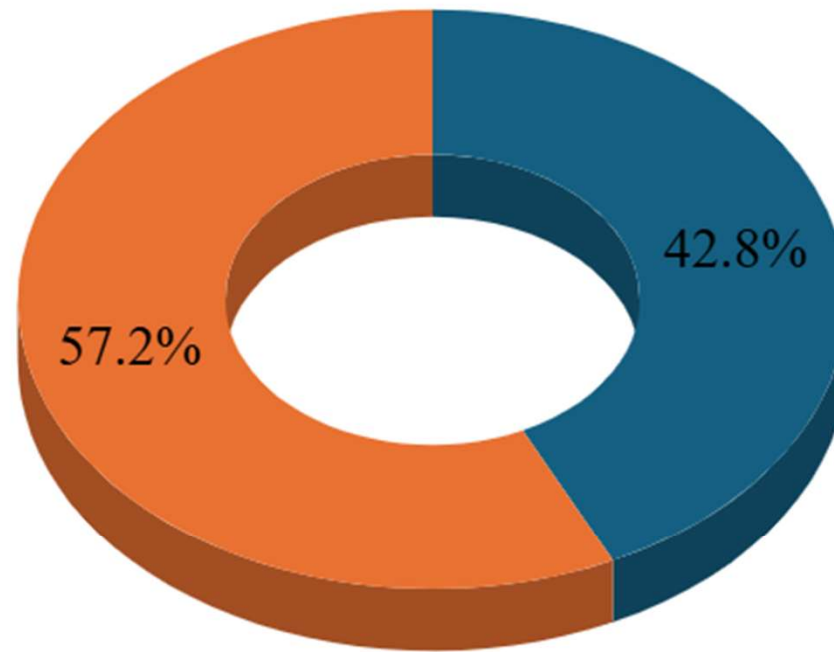
- Not hispanic/latinx
- Hispanic/latinx



Educational Experiences (Select All that Apply)



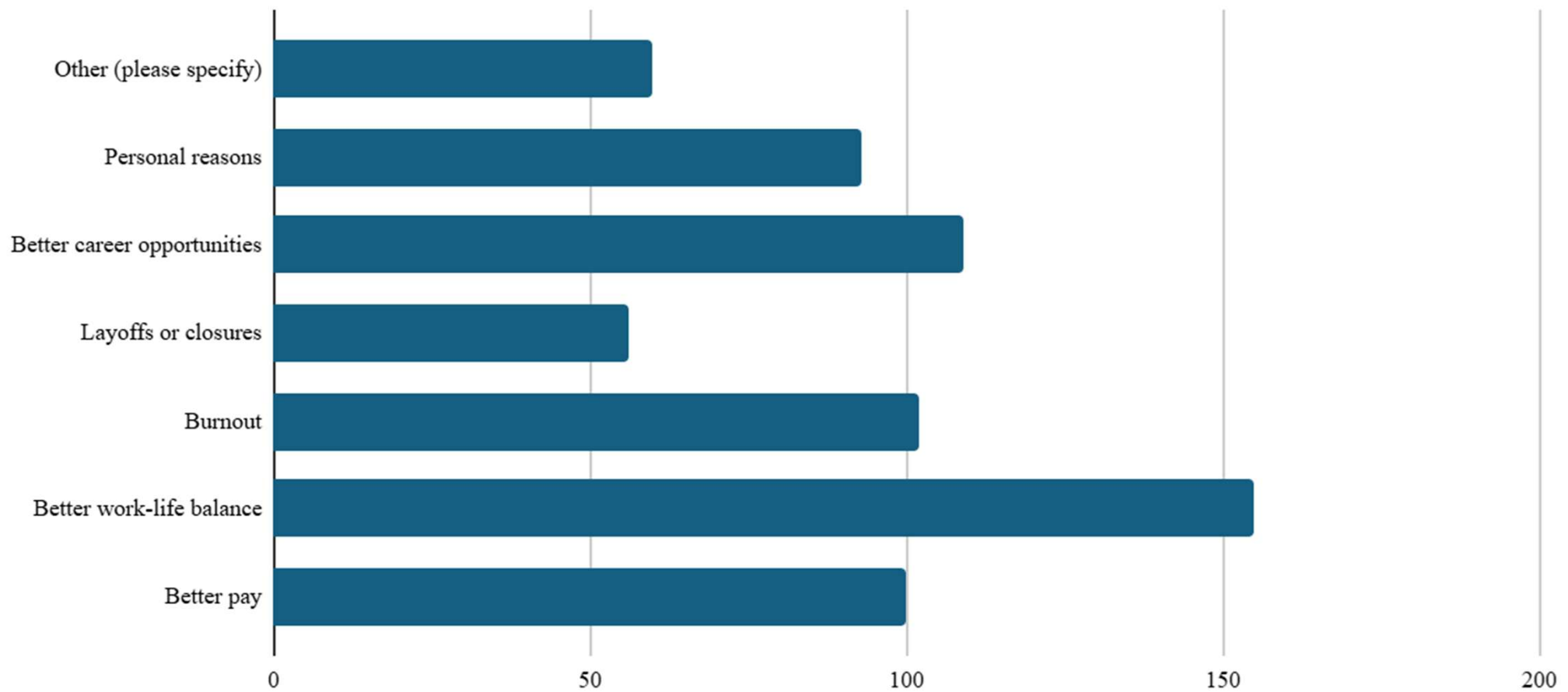
Have you changed jobs in the last 5 years? (n=761)



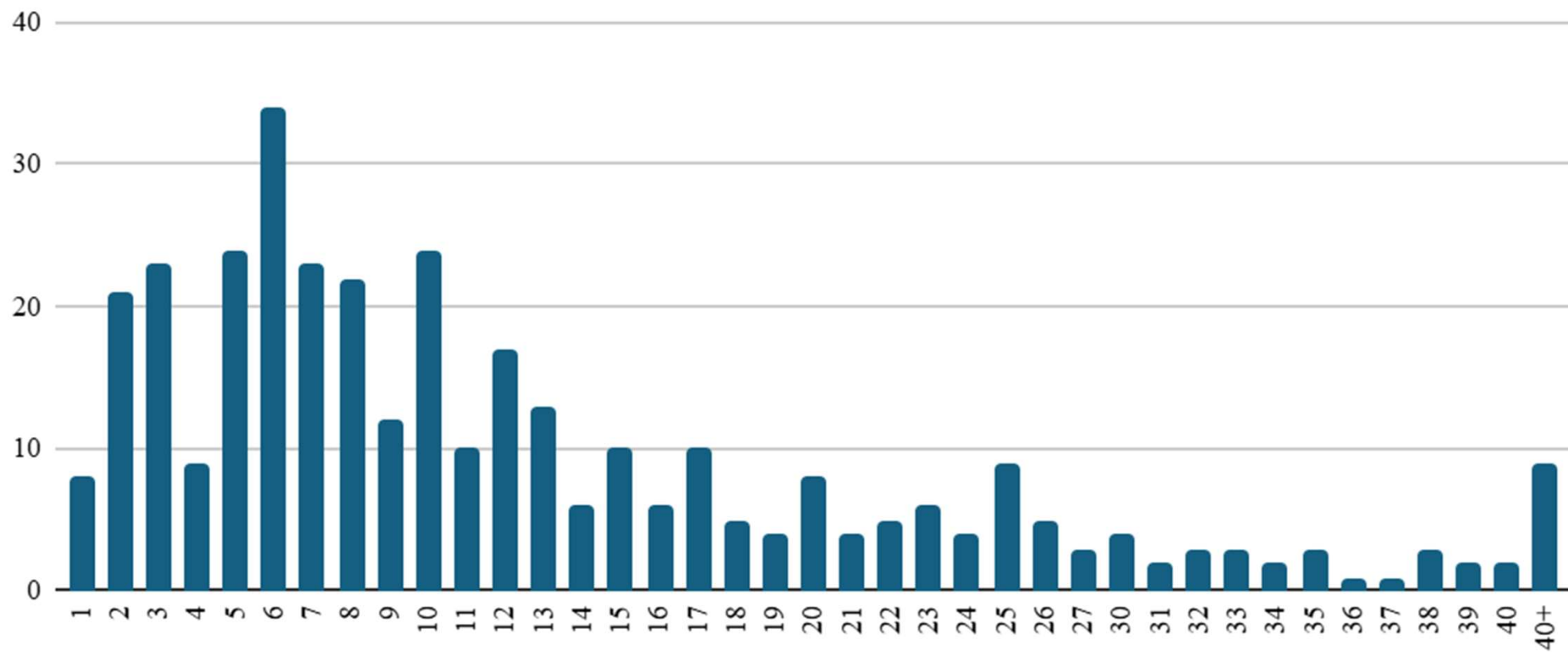
● Yes ● No



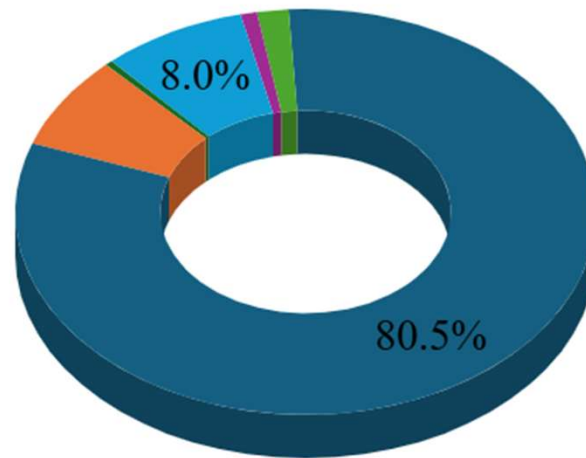
What were the primary reasons for the job change? (select all that apply)



Years in Current Role (n=386)



Employment Status (n=969)

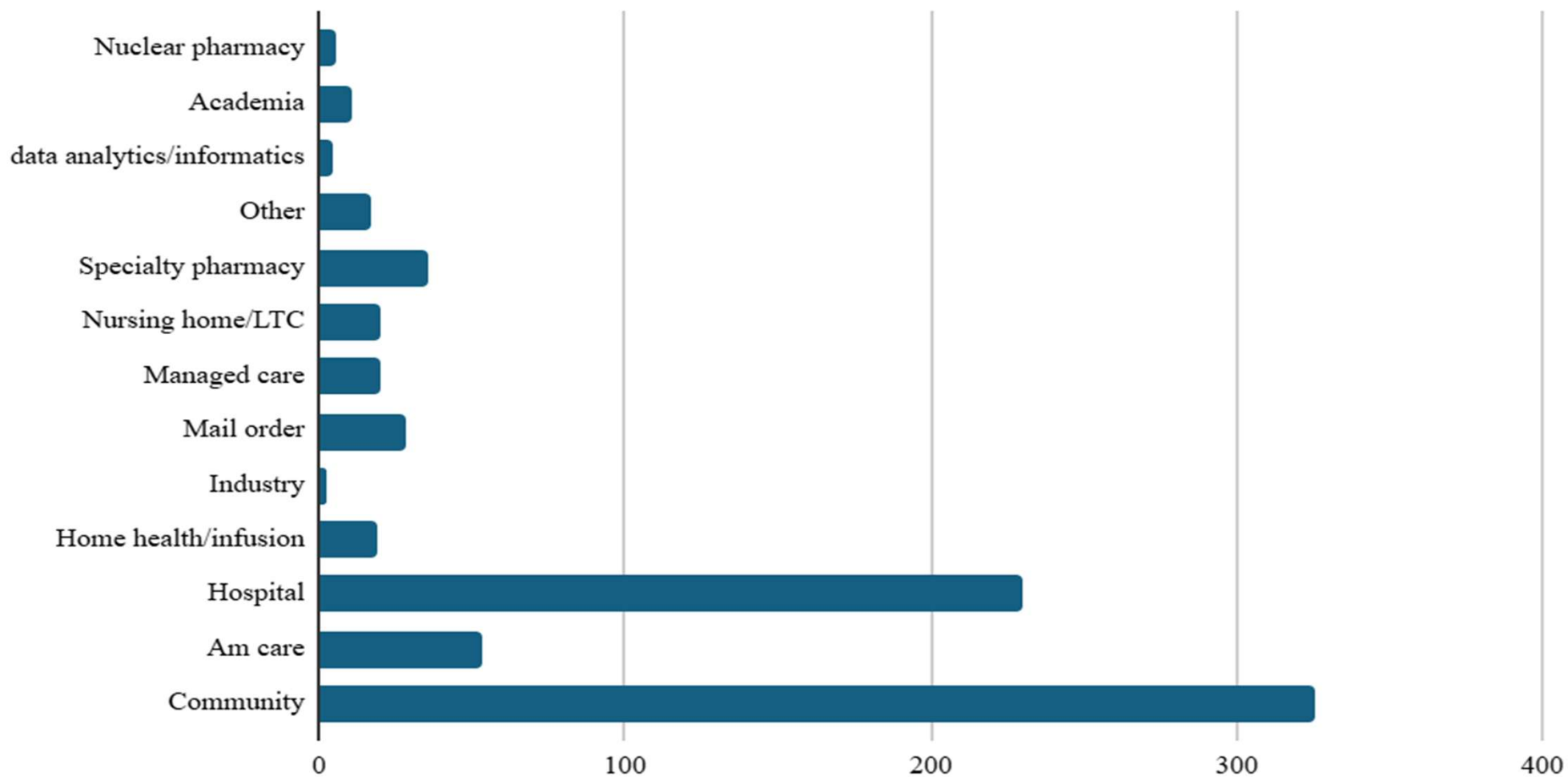


- Practicing as a pharmacist
- Working in a pharmacy or health-related field or position, but NOT practicing as a pharmacist
- Working in a career NOT related to pharmacy or healthcare
- Retired
- Unemployed (not currently working)
- Currently completing post-graduate training (e.g., residency, fellowship, graduate school)
- Working in pharmacy education without a practice site



**CHARACTERIZING ROLES /
RESPONSIBILITIES**

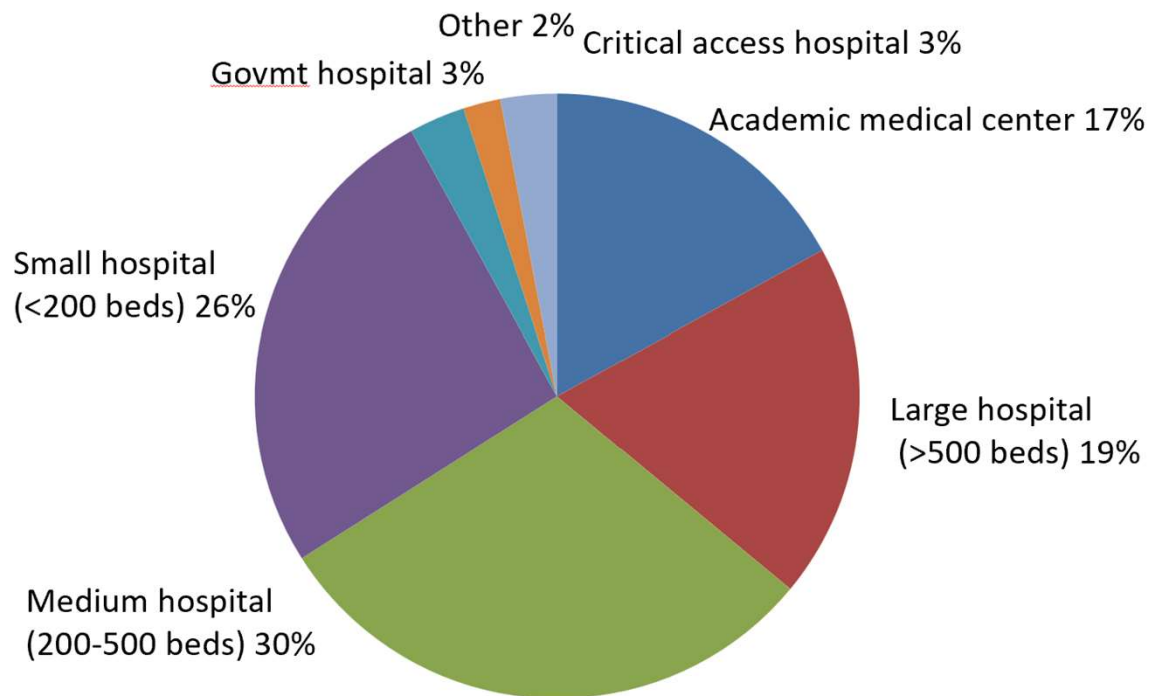
Place of Employment (n=772)



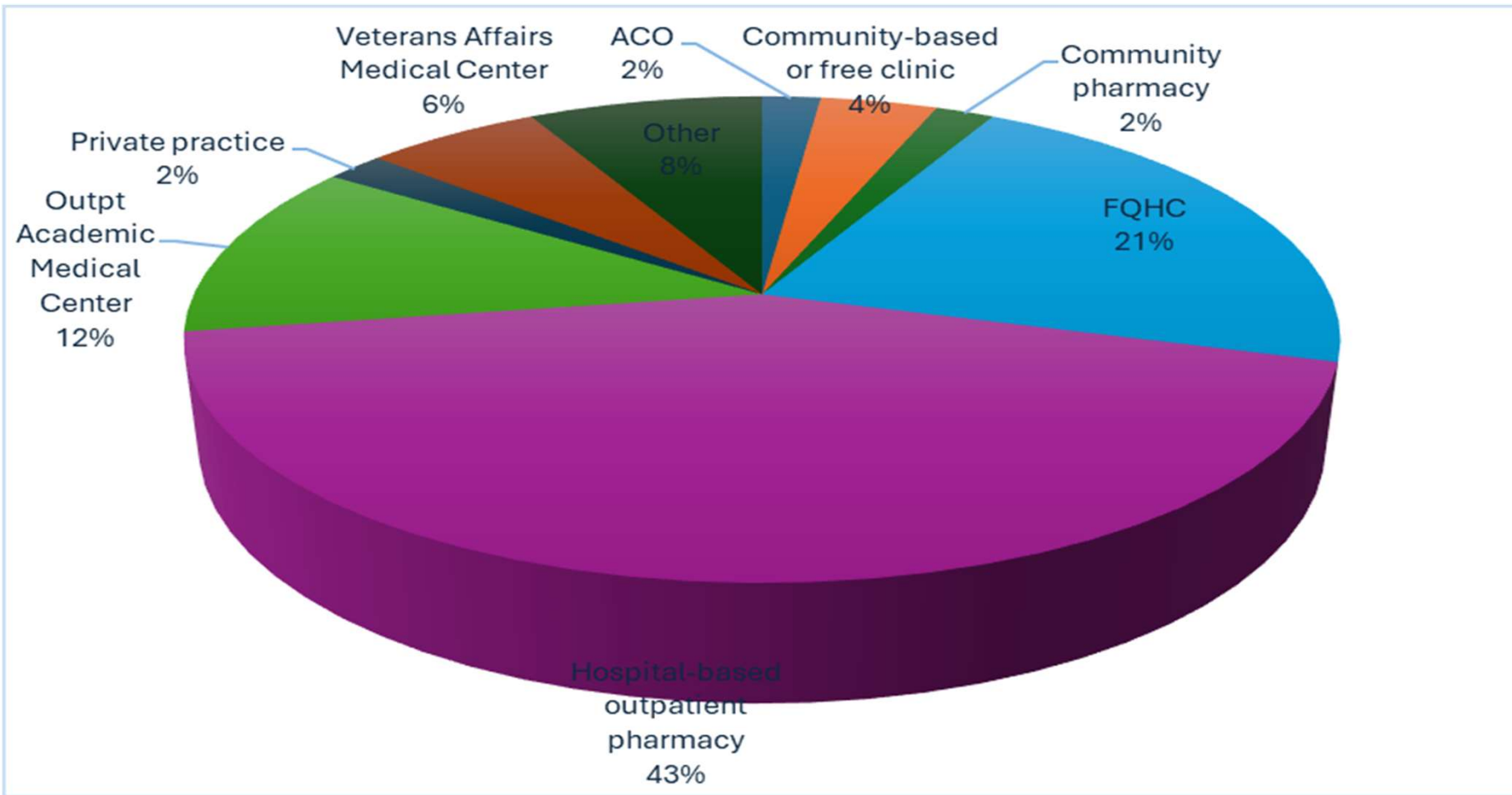
Pharmacist Titles (n=759)



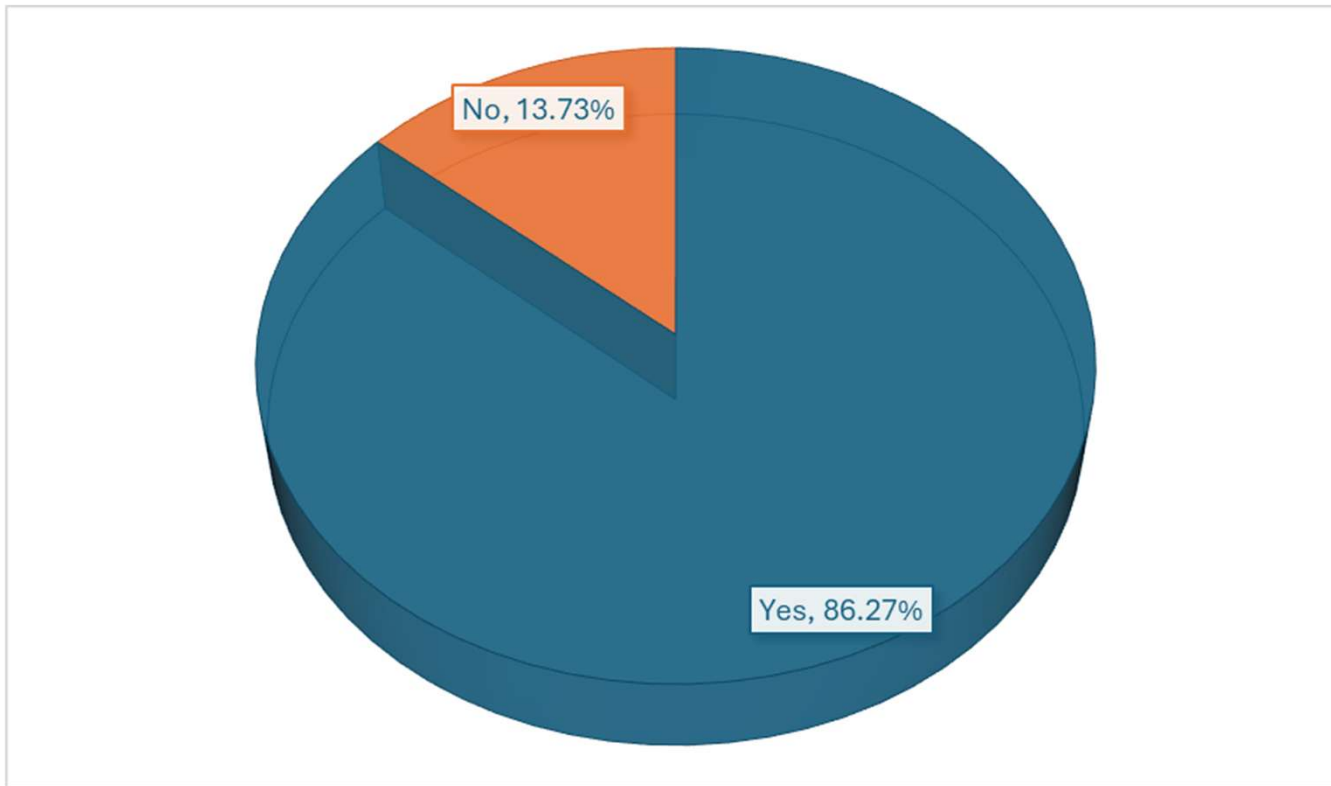
Hospital Practice Settings



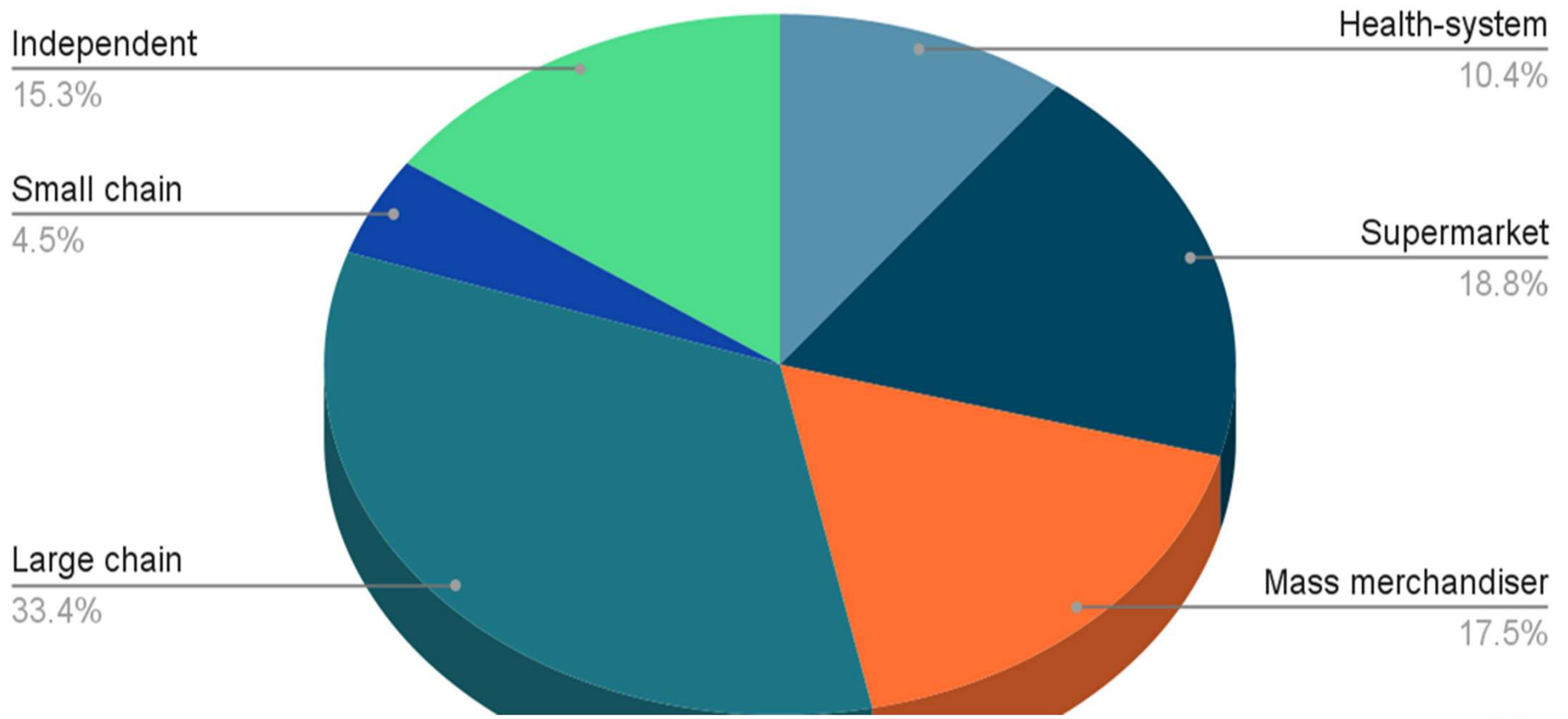
Ambulatory Care Practice Settings



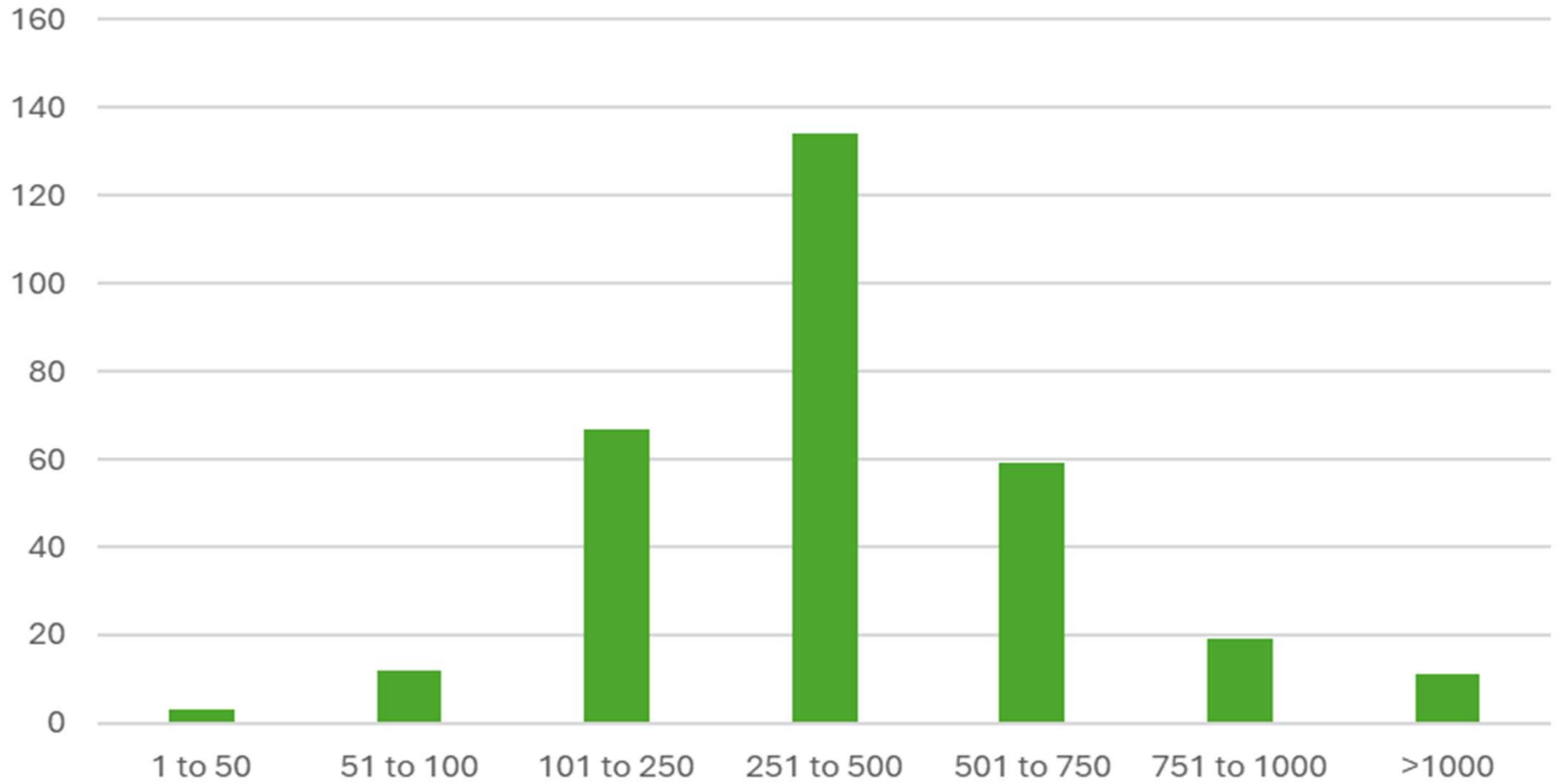
Use of Support Staff in Ambulatory Roles



Community Pharmacy Settings

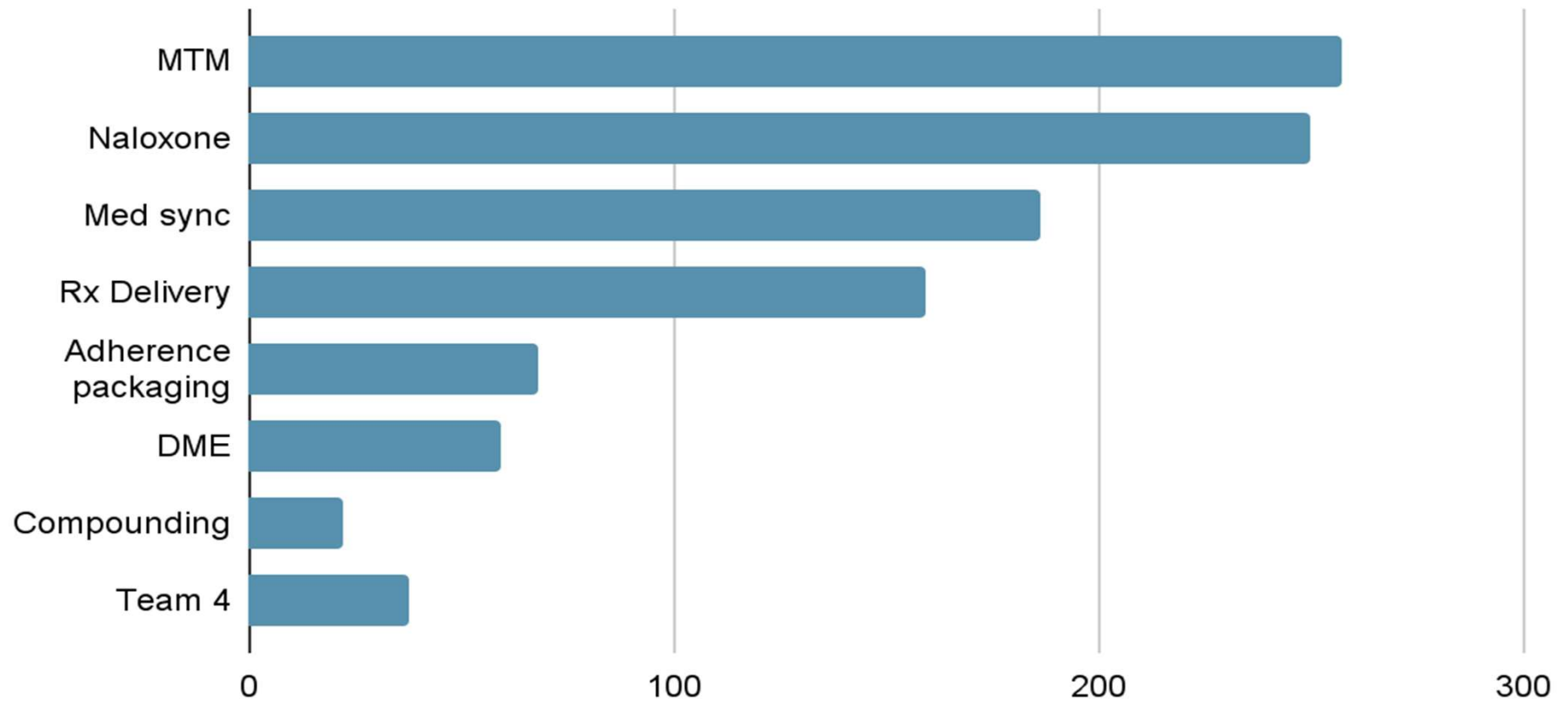


Average number of prescriptions filled per day (n=305)

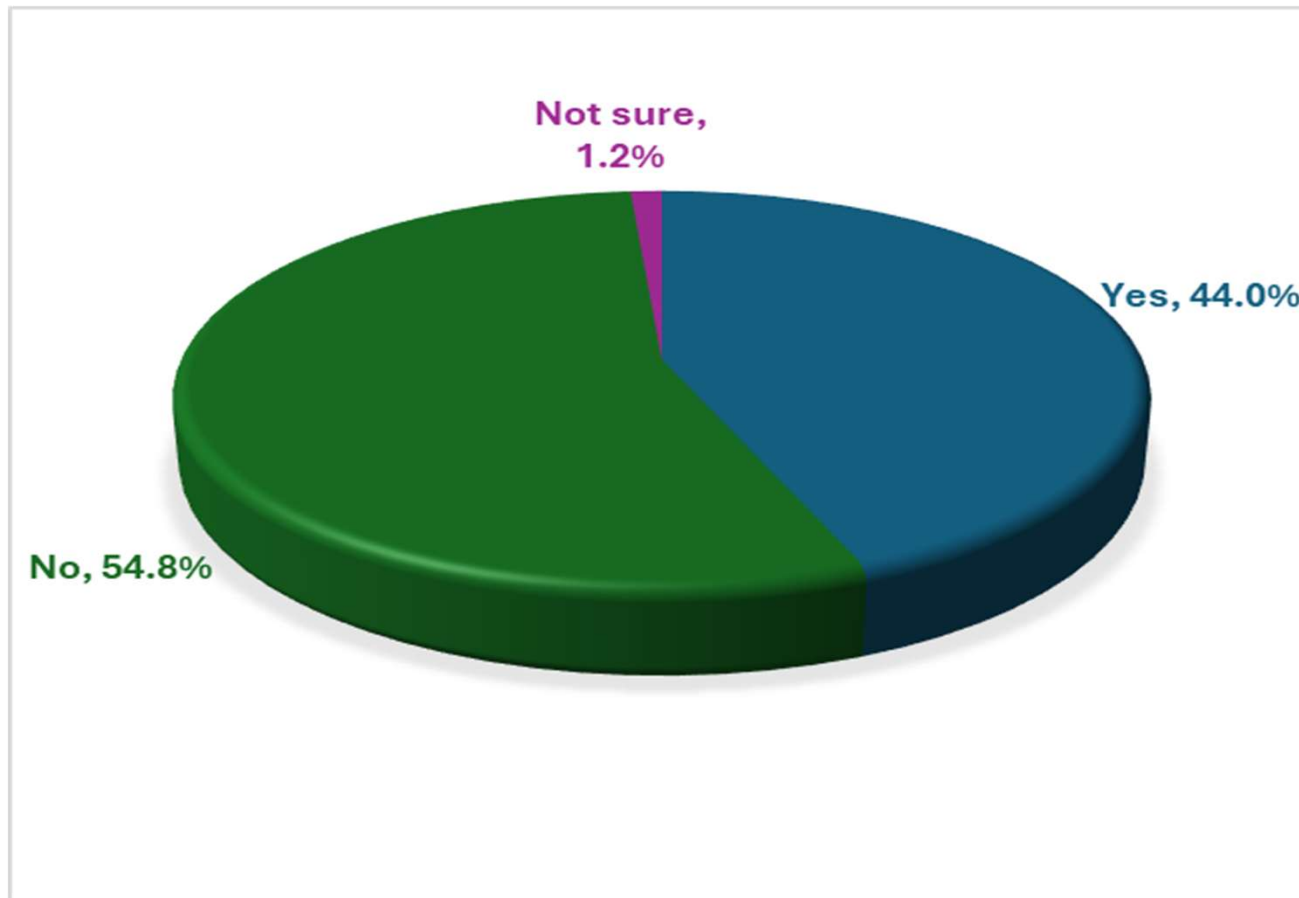


Dispensing Services Offered (select all that apply)

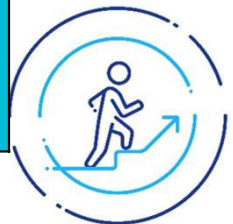
n=969



Do you bill for services?

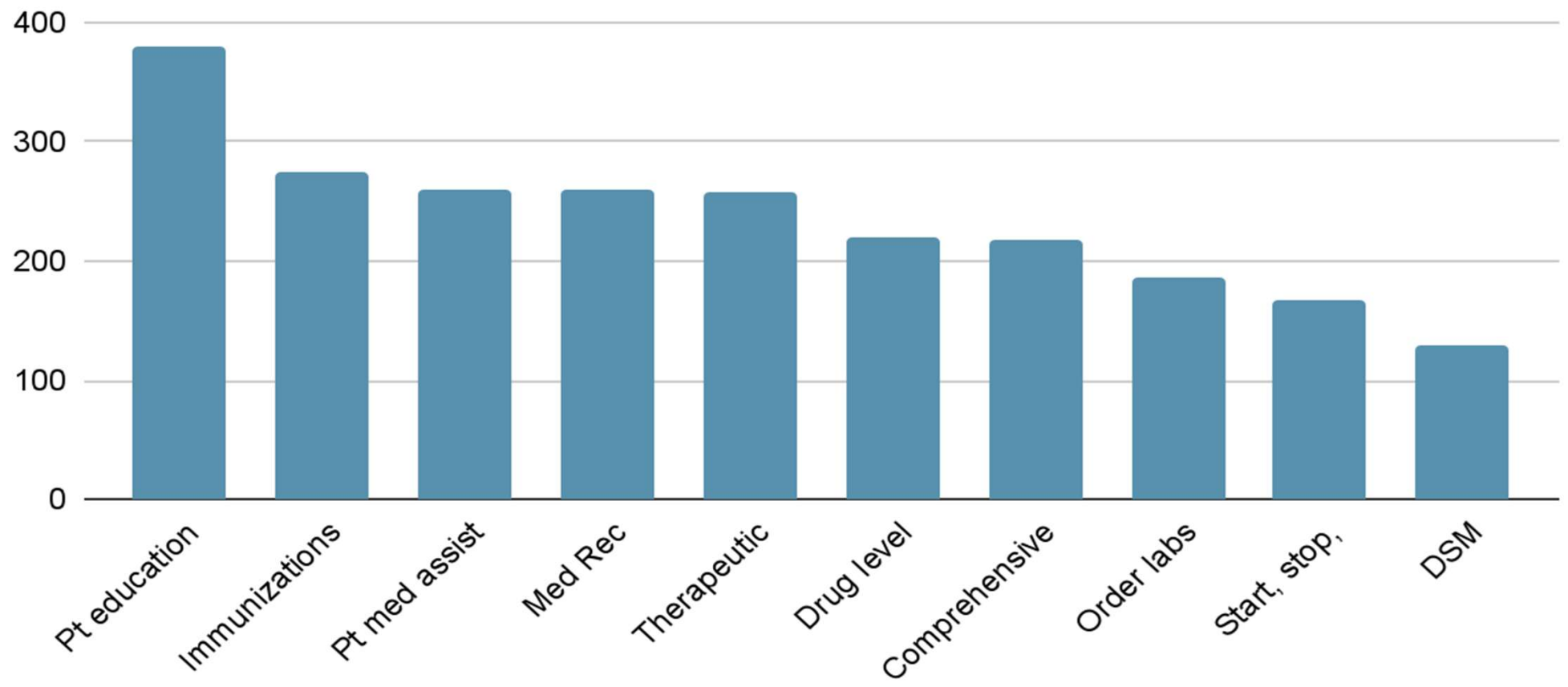


Method for Billing Pharmacy Services	n	%
MTM codes (99605-99607)	89	9.2
Non-pharmacy codes	7	0.7
Disease state management codes	42	4.3
Incident to physician services	39	4.0
Traditional medical provider codes	30	3.1
Not sure	294	30.3
Other	21	2.2
Do not bill for pharmacy patient care services	133	13.7



Patient Care Services Provided (select all that apply)

n=969



Method of Care	n	%
Indirect	261	26.9
Drop-in	229	23.6
Scheduled	149	15.4
Rounding	113	11.7
Consultation during provider visit	61	6.3
Telephonic	55	5.7
Telehealth	20	2.1
Group education	9	0.9
Home visits	6	0.6



Characterizing Work Roles & Responsibilities

Summary

- A wide variety of different community, ambulatory, and hospital practice types exist
- Majority of pharmacists are not able to prescribe or modify medications on the behalf of prescribers
- For those who billed for pharmacy services most often used MTM codes
- Services provided within and distinct from dispensing are robust and broad
- Most common type of care provided by pharmacists is ‘indirect’



WORKING CONDITIONS & OUTCOMES



Month	Series 1	Series 2
Jan	0.17	8.92
Feb	0.95	8.74
Mar	1.66	8.93
Apr	2.09	8.99
May	2.69	8.91
Jun	2.73	8.08
Jul	3.40	8.54
Aug	3.85	8.71
Sep	4.50	8.17
Oct	5.90	7.19
Nov	7.56	5.90
Dec	2.43	2.43

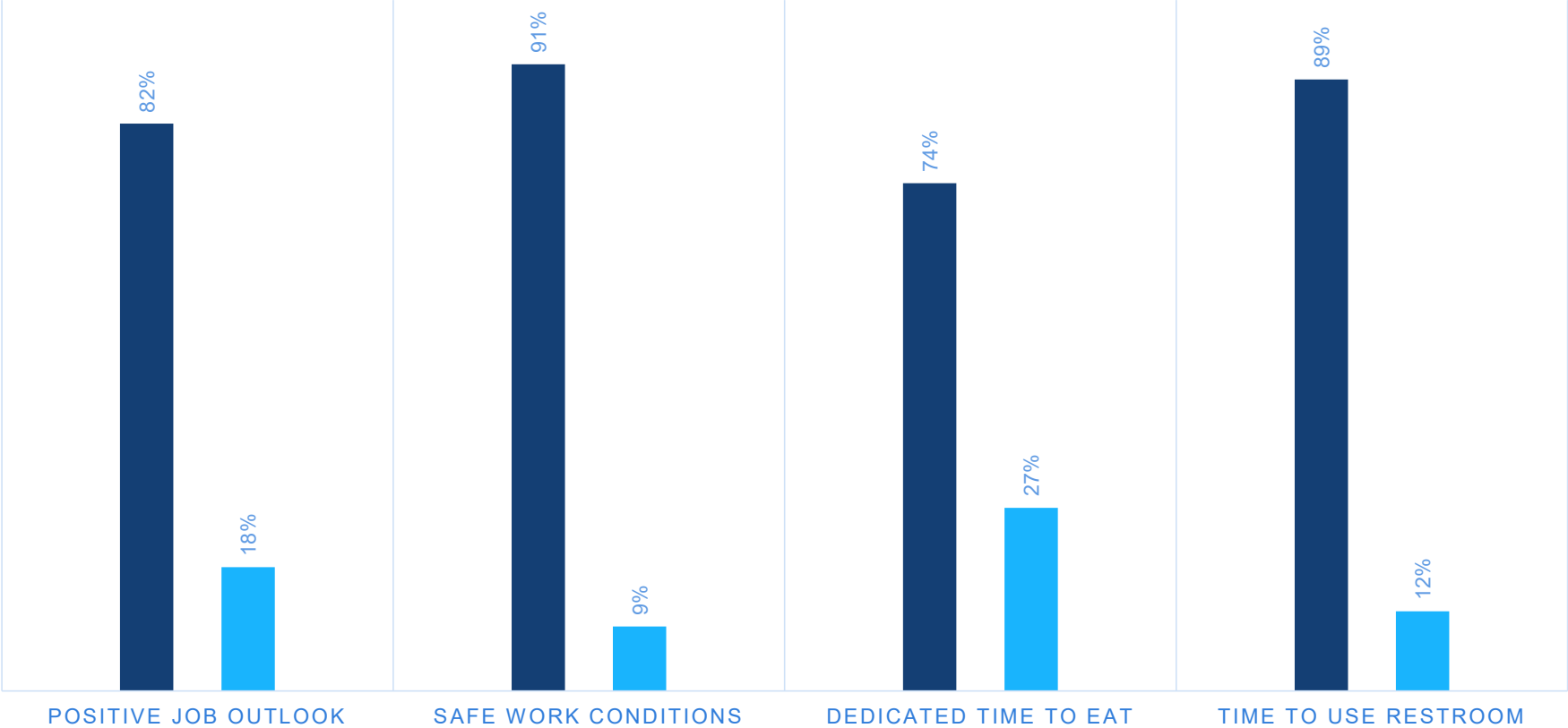


Series 2
5.60
8.52
8.74
1.08
1.54
3.03
4.00
4.18
4.32
7.56
5.90
2.43



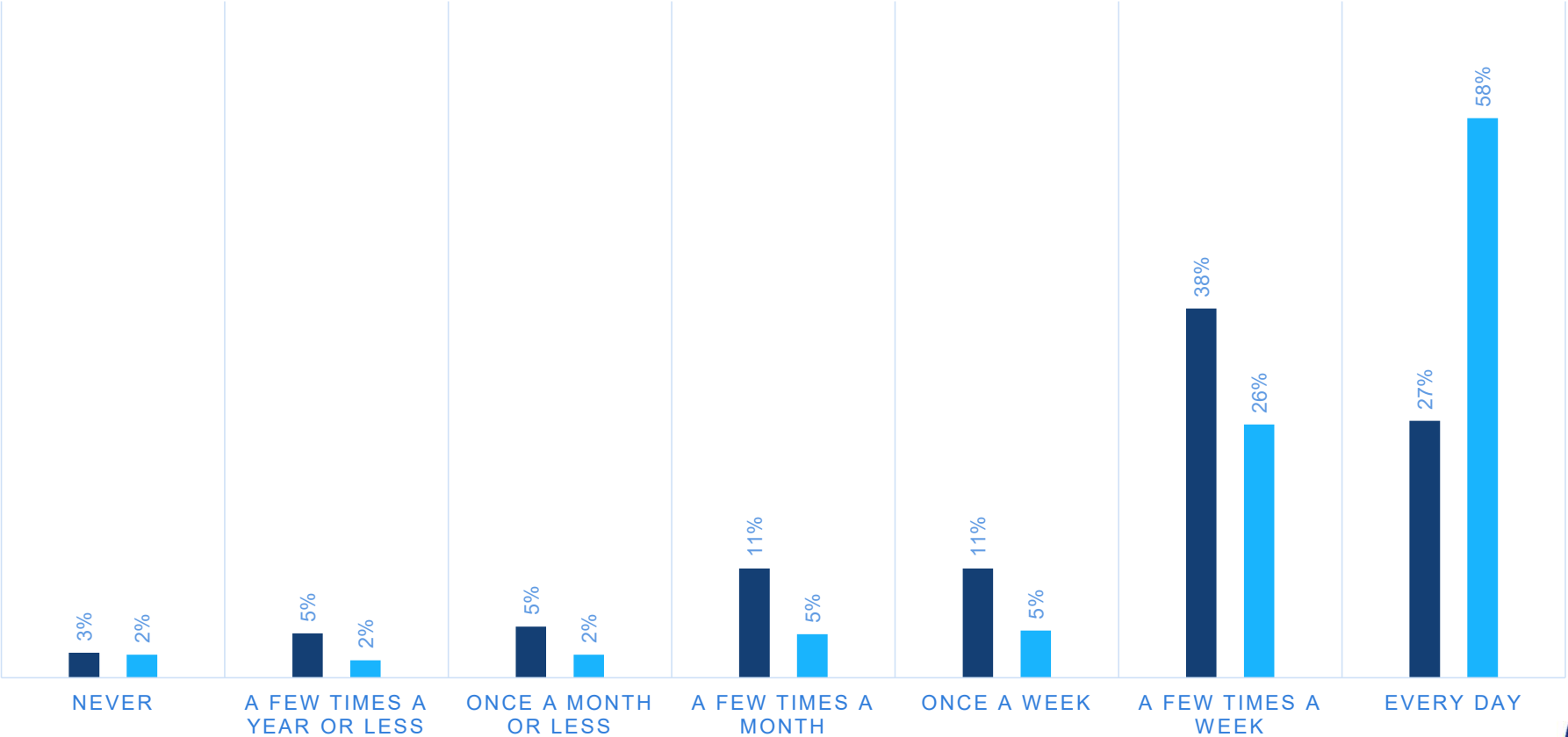
WORK CONDITIONS

■ Yes ■ No



WORK ENGAGEMENT

■ Enthusiastic about job ■ Immersed in work



BURNOUT

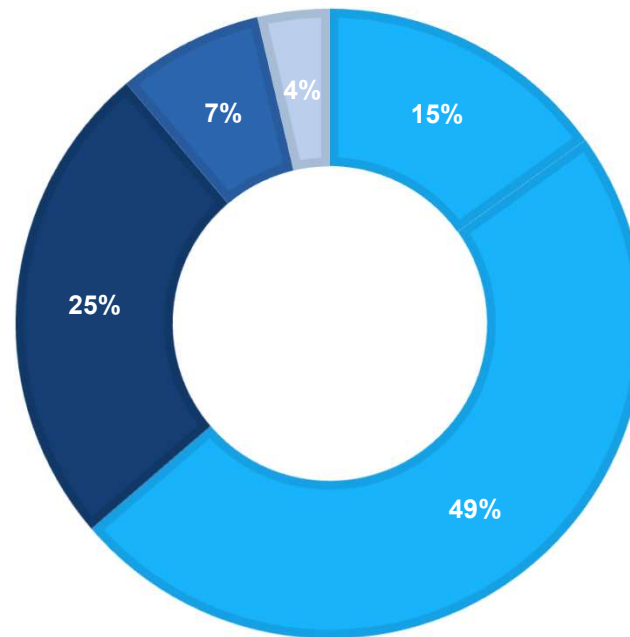
■ No burnout

■ Occasional stress, no burnout

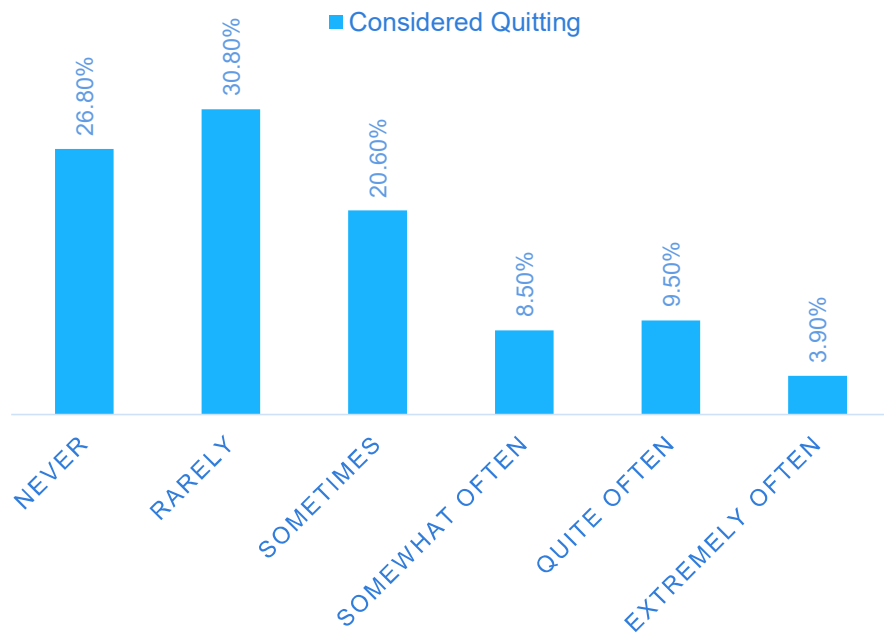
■ Definitely burning out with at least 1 symptom

■ Symptoms of burnout won't go away

■ Completely burned out, need a change or help

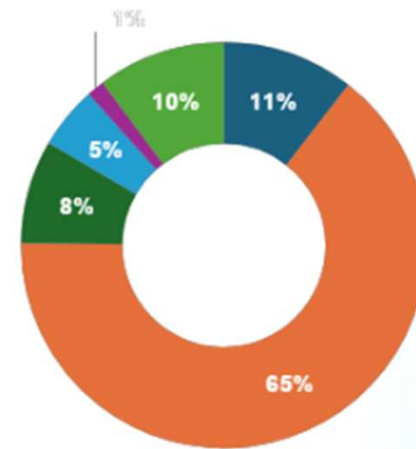


CONSIDERED QUITTING



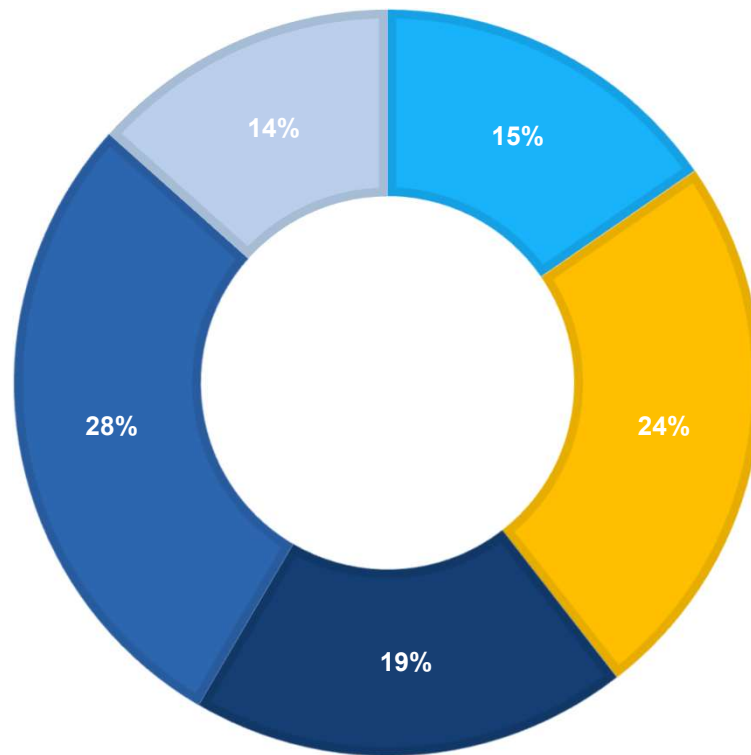
Where do you see yourself in 3 years?

- Retired
- Current Employer
- Different Employer, Same Work
- Different Employer, Different Work
- Out of Workforce but Not Retired
- Unable to Answer



CHOOSE PHARMACY AGAIN

■ Definitely Yes ■ Probably Yes ■ Unsure ■ Probably Not ■ Definitely Not



Working Conditions & Outcomes

Summary

- Ohio pharmacists report more positive outcomes related to time to take care of themselves (eat and use the restroom) and a positive outlook on their career
- Lower number of pharmacists report 1 or more symptoms of burnout (from 50% to 37%)
- Lower number of pharmacists report that they often (somewhat often - extremely often) consider quitting their jobs (from 30% to 22%)
- More pharmacists report plans to stay with their current employer for at least 3 more years (from 55% to 65%)
- 39% of pharmacists report that they would choose pharmacy again



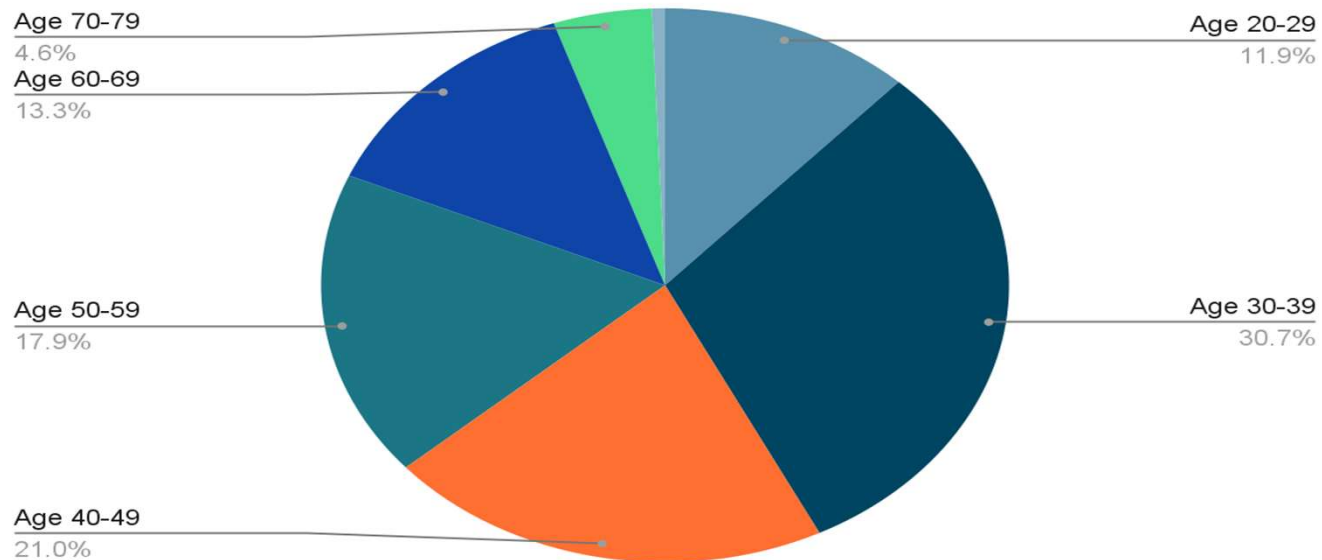
SALARY SURVEY & STUDENT DEBT



Background

- Of the 583 respondents, 324 provided salary info
 - Does not include: Trainees, Unemployed, Retirees, those working <30 hours
 - Comparative Surveys prior to 2022 were conducted by OPA

Age of Respondents



Average Gross Annual Salary of Full Time Pharmacists in Ohio				
Salary Range	2015 % of respondents	2019 % of respondents	2022 % of respondents	2025 % of respondents
> 75,000	1.2	4.1	1.0	0.6
75,001 to 85,000	0.6	3.0	0.3	0.3
85,001 to 95,000	4.7	5.7	2.0	0.3
95,001 to 105,000	11.8	13.2	7.6	3.4
105,001 to 115,000	19.0	22.0	7.9	5.9
115,001 to 125,000	24.9	15.2	20.5	11.4
125,000 to 135,000	20.8	14.9	16.2	17.0
135,001 to 145,000	10.3	10.8	19.5	14.8
145,001 to 155,000	6.6	11.2	24.8	14.5
155,001 to 165,000	–	–	10.3	12.3
165,001 to 175,000	–	–	4.0	5.2
175,001 to 185,000	–	–	10.6	5.9
> 185,000	–	–	–	8.3
Average Salary in 2025 Survey: \$148,200 (2022 survey = 131,500)			Salary Range: \$53,500 - 375,000	



Salary by Metropolitan Area

Average Gross Annual Salary of Full Time Pharmacists By Metropolitan Area (To the nearest \$1,000)		
Metropolitan Area	2022 Mean Salary	2025 Mean Salary
Akron / Canton / Youngstown	\$129,000	\$149,000
Cincinnati	\$129,000	\$143,000
Cleveland	\$135,000	\$144,000
Columbus	\$129,000	\$151,000
Dayton	\$130,000	\$148,000
Toledo	\$135,000	\$135,000
Other Areas	\$134,000	\$140,000



Salary by Gender Identity

Average Gross Annual Salary of Full Time Pharmacists (To the nearest \$1,000)		
Gender Identity	2022 Mean Salary	2025 Mean Salary
Male	\$136,000	\$154,000
Female	\$129,000	\$145,000
Transgender / Non-Binary	n too small	n too small
Prefer not to answer	n too small	n too small



Salary by Practice Setting

Average Gross Annual Salary of Full Time Pharmacists By Practice Area (To the nearest \$1,000)		
Practice Area	2022 Mean Salary	2025 Mean Salary
Health System Retail	-	\$139,000
Ambulatory Care	\$134,000	\$148,000
Hospital	\$134,000	\$149,000
Other Patient Care	\$132,000	\$151,000
Non-Patient Care	\$133,000	\$139,000
Independent / Small Chain Community	\$129,000	\$150,000
Large Chain Community	\$127,000	\$137,000
Mass Merchandiser Community	\$127,000	Combined in survey:
Supermarket Community	\$134,000	\$ 134,000



Salary by Training

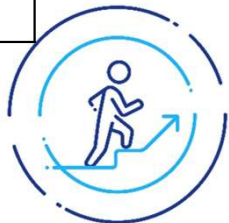
Average Gross Annual Salary of Full Time Pharmacists By Training (To the nearest \$1,000)		
Training / Degree	2022 Mean Salary	2025 Mean Salary
BS Pharm	\$134,000	\$158,000
PharmD	\$130,000	\$147,000
PGY - 1	Combined in survey: 124,000	\$149,000
PGY - 2		\$160,000
Fellowship		\$167,000
Board Certified	\$135,000	\$153,000
Masters Degree	-	\$165,000
PhD	-	\$199,000



Salary by Year Licensed

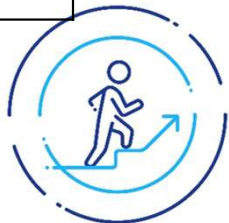
Average Gross Annual Salary of Full Time Pharmacists By Year Licensed (To the nearest \$1,000)

Year Licensed	2022 Mean Salary	2025 Mean Salary
2020-2025	\$123,000 (2020-2022)	\$125,000
2010-2019	\$128,000	\$146,000
2000-2009	\$139,000	\$159,000
1990-1999	\$133,000	\$156,000
Pre 1990	\$139,000	\$162,000



Salary by Years in Position

Average Gross Annual Salary of Full Time Pharmacists By Years in Position (To the nearest \$1,000)		
Years in Position	2022 Mean Salary	2025 Mean Salary
< than 3 years	\$127,000	\$126,000
3 - 9 years	\$133,000	\$149,000
10 - 19 years (10 or more in 2022)	\$135,000	\$160,000
20 or more	-	\$156,000



Student Debt - Amount Borrowed

Average Borrowed by Pharmacists (To the nearest \$1,000)	
Amount Borrowed	Percent of Pharmacists
Did not Borrow \$	26.3%
< 50 k	22.5%
50 - 99k	14.1%
100 -149k	14.9%
150 - 199k	10.5%
200 - 249k	6.1%
250 - 299k	3.5%
> 300k	2.1%



Amount Borrowed by Year Licensed

Average Amount Borrowed by year Licensed					
	Percent of Pharmacists in each cohort				
Amount Borrowed	Pre - 1990	1990 - 1999	2000 - 2009	2010 - 2019	2020 - 2025
Did not Borrow	56.4%	34.1%	18.3%	10.8%	13.6%
< 50 k	37.2%	48.6%	17.5%	7.6%	5.5%
50 - 99k	4.5%	14.5%	23.0%	16.1%	10.9%
100 -149k	0.6%	2.2%	23.8%	23.3%	24.5%
150 - 199k	0.6%	0%	9.5%	19.7%	20.9%
200 - 249k	0%	0.7%	5.6%	10.3%	13.6%
250 - 299k	0%	0%	2.4%	7.2%	7.3%
> 300k	0.6%	0%	0%	4.9%	3.6%



Student Debt - Debt Remaining

Average Borrowed by Pharmacists (To the nearest \$1,000)	
Amount of Debt Remaining	Percent of Pharmacists
Did not Borrow \$	26.3%
< 50 k	53.7%
50 - 99k	5.1%
100 -149k	5.0%
150 - 199k	3.9%
200 - 249k	2.7%
250 - 299k	2.1%
> 300k	1.2%



Debt Remaining by Year Licensed

Average Debt Remaining by year Licensed					
	Percent of Pharmacists in each cohort				
Debt Remaining	Pre - 1990	1990 - 1999	2000 - 2009	2010 - 2019	2020 - 2025
Did not Borrow	56.4%	33.6%	18.4%	10.8%	13.6%
< 50 k	43.6%	66.4%	72.0%	58.6%	20.9%
50 - 99k	0%	0%	6.4%	7.2%	13.6%
100 -149k	0%	0%	2.4%	6.3%	18.2%
150 - 199k	0%	0%	0.8%	6.3%	13.6%
200 - 249k	0%	0%	0%	4.5%	10%
250 - 299k	0%	0%	0%	3.2%	8.2%
> 300k	0%	0%	0%	3.2%	1.8%



Salary Data and Student Debt Summary

- Pharmacists Average Salary has increased 12.7% since 2022
- Salaries continue to be reported as lower for women in pharmacy despite them making up the majority of the workforce
- Average salary is similar in new practitioners (< 3 years) but higher in those with longer tenure
- Most pharmacists licensed prior to 2020 report <50k in debt remaining
- Majority (52%) of pharmacists licensed after 2020 report >100k in debt remaining (less than half of that (24%) in 2010-2019 grads and (3.2%) in 2000-2009 grads)
- Median debt load for class of 2025 was \$170,000 compared to \$158,000 in 2023 (AACP Graduating Student Survey 2025)

AACP Graduating Student Survey, 2025. Available at <https://www.aacp.org/categories/graduating-student>. Accessed October 10, 2025.



References

1. Witry MJ, Arya V, Bakken BK, Gaither CA, Kreling DH, Mott DA, Schommer JC, Doucette WR. National Pharmacist Workforce Study (NPWS): Description of 2019 Survey Methods and Assessment of Nonresponse Bias. *Pharmacy*. 2021; 9(1):20. doi: 10.3390/pharmacy9010020
2. American Association of Colleges of Pharmacy. *National Pharmacist Workforce Studies*. 2022. Accessed: April 5, 2022. <https://www.aacp.org/article/national-pharmacist-workforce-studies>
3. Schommer JC, Olson AW, Lee S, Gaither CA, Schondelmeyer SW. A 15-year Ecological Comparison for the Hiring Dynamics of Minnesota Pharmacies between 2006 and 2020. *Pharmacy*. 2021; 9:100. doi: 10.3390/pharmacy9020100
4. Pharmacy Society of Wisconsin. Wisconsin Pharmacy Workforce Reports. 2022. Accessed: April 5, 2022. <https://www.pswi.org/Resources/Resources-for-Your-Practice/Wisconsin-Pharmacy-Workforce-Reports>
5. State of Ohio Board of Pharmacy Pharmacist Workload Advisory Committee. *Pharmacist Workload Survey*. April 2021. Accessed: April 5, 2022. <https://www.pharmacy.ohio.gov/Documents/Pubs/Reports/PharmacistWorkloadSurvey/2020%20Pharmacist%20Workload%20Survey.pdf>
6. AACP Graduating Student Survey, 2025. Available at <https://www.aacp.org/categories/graduating-student>, Accessed October 10, 2025



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