

Iowa Health Professions Tracking Center, Office of Statewide Clinical Education
Programs, University of Iowa Carver College of Medicine

2024 Iowa Pharmacists Tracking System

ADVISORY COMMITTEE MEETING

December 3rd, 2025

Meeting Agenda & Participant List

Iowa Pharmacists Tracking System Advisory Committee Meeting

Iowa Health Professions Tracking Center
Office of Statewide Clinical Education Programs
UI Carver College of Medicine, December 3rd, 2025

— Agenda —

- Welcome and Introductions
- Meeting Agenda and Participant List
- 2024 Annual Report
 - Annual Benchmarks
 - Geographic Distribution
 - Trends
 - Workforce Summary
- Open Discussion Items

Iowa Pharmacists Tracking System Advisory Committee Meeting

Advisory Committee

Michael Andreski, RPh, MBA, MJ, PhD

Associate Professor of Social and Administrative Pharmacy
Drake University College of Pharmacy and Health Sciences

William Doucette, PhD, FAPhA, RPh

Deborah K. Veale Professor in Health-Care Policy
Interim Departmental Executive Officer and Chair, Pharmacy Practice and Science
University of Iowa College of Pharmacy

Barbara Kelley, BBA, BA

Director of External Relations
University of Iowa College of Pharmacy

Jill Kolesar, PharmD, MS, FCCP

Dean and Professor, Jean M. Schmidt Chair in Drug Discovery
University of Iowa College of Pharmacy

Anne Schlepphorst

Executive Director
Iowa Board of Pharmacy

Brian Wall, PharmD, CAE

Vice President of Professional Affairs
Iowa Pharmacy Association

Iowa Pharmacists Tracking System Advisory Committee Meeting

Iowa Health Professions Tracking Center

Greg Nelson, Assistant Dean
Director for Statewide Clinical Education Programs
Director for Continuing Medical Education

Teresa Thomann
Assistant Director for Statewide Clinical Education Programs

Kaitlyn Stick-Mueller
Data Analyst: Pharmacy, ARNPs, and Visiting Consulting Clinics

Jack McGrane
Data Analyst: Physicians and Physician Assistants

Austin Snyder
Data Analyst: Dentistry

Annual Benchmarks

2024

2024 Iowa Pharmacists Annual Workforce Report

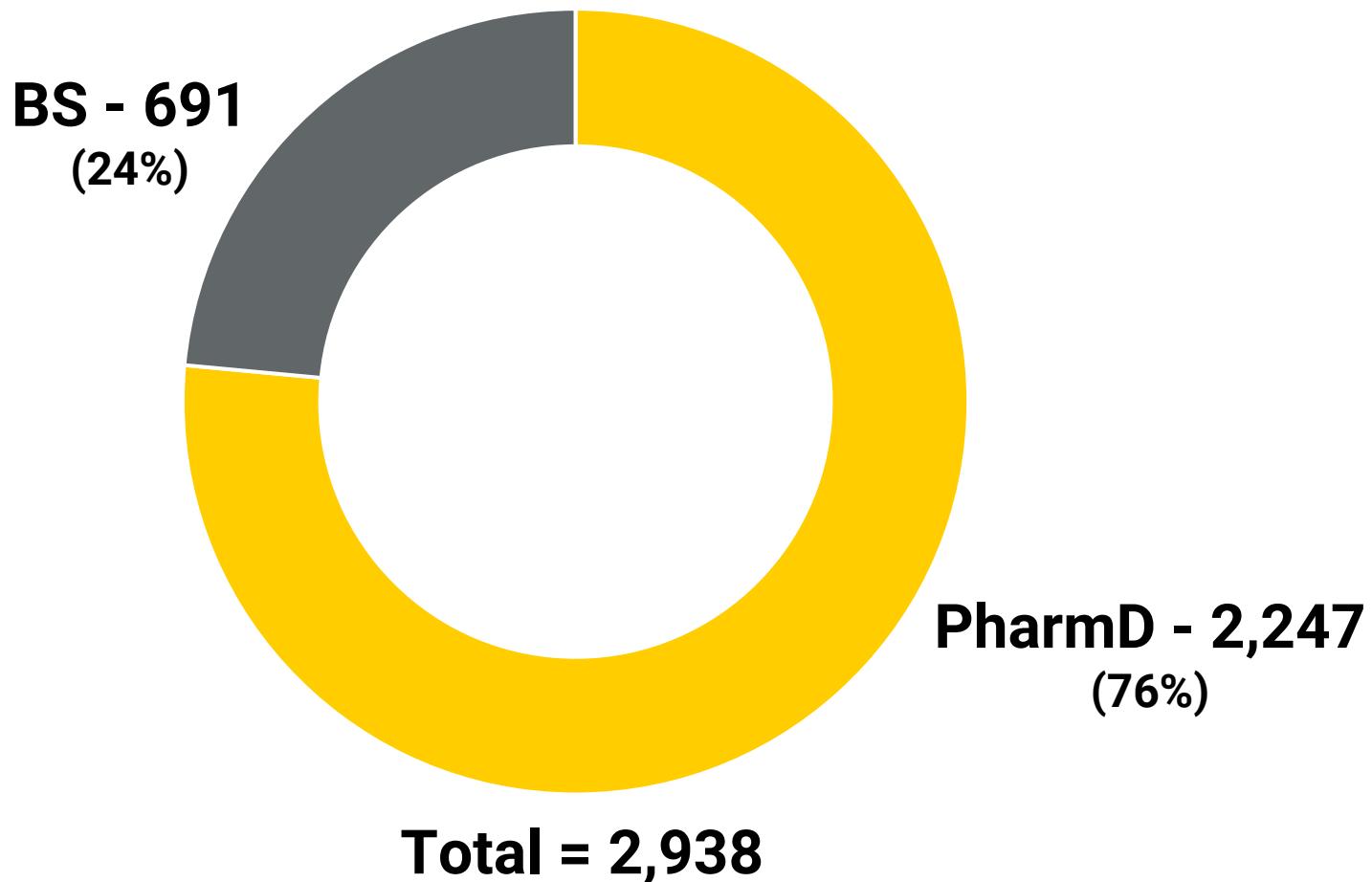
Year	# of Pharmacists at Year-End
2024	2,938
2023	2,996
Net Gain/Loss	-58

2024 Iowa Pharmacists Entering vs. Exiting Practice

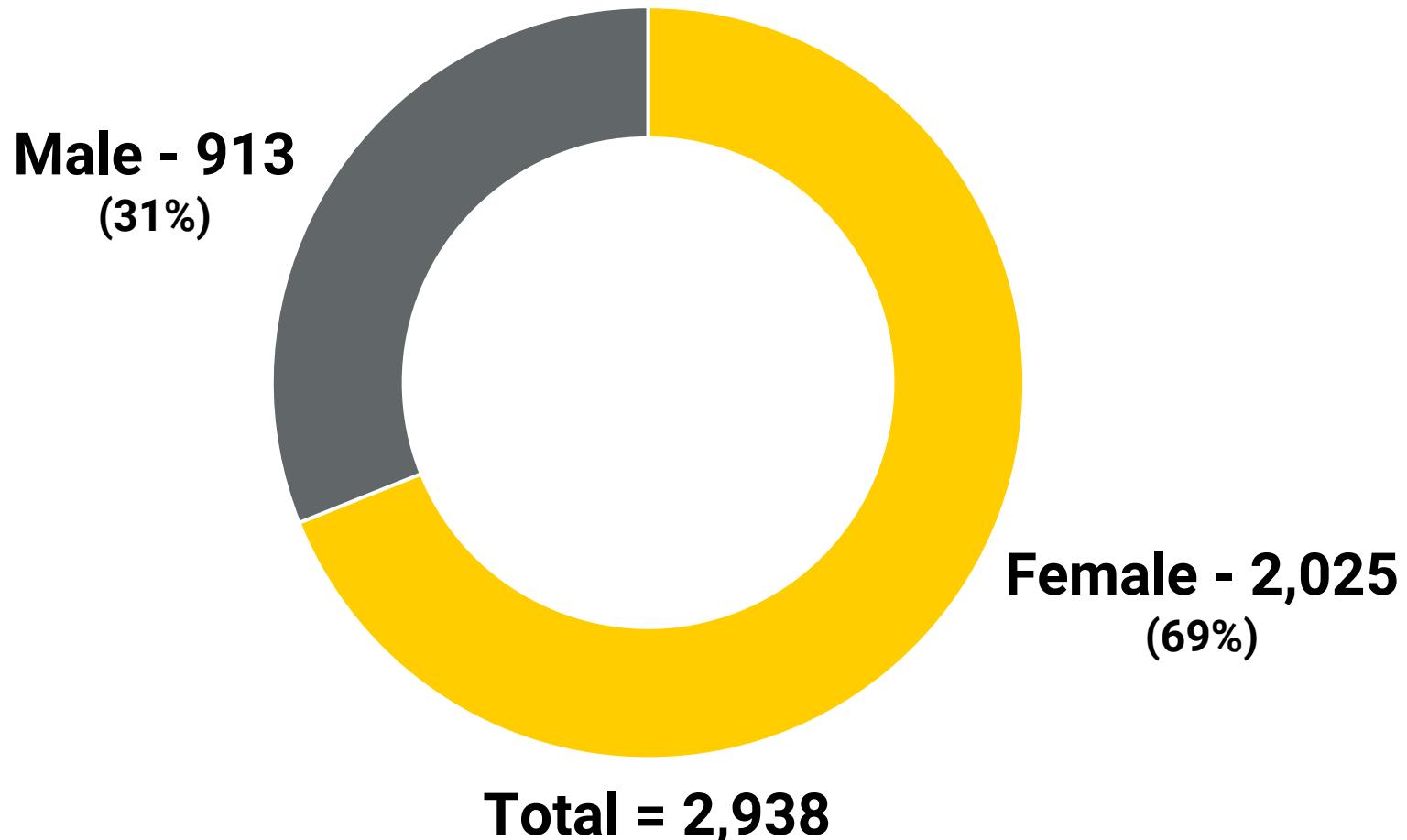
	2024	Prior Year	Prior Ten-Year Average
Pharmacists Entering	125	135	182
Pharmacists Exiting	183	249	176
Net Gain/Loss	-58	-114	+6

N = 2,938 pharmacists in Iowa as of 2024

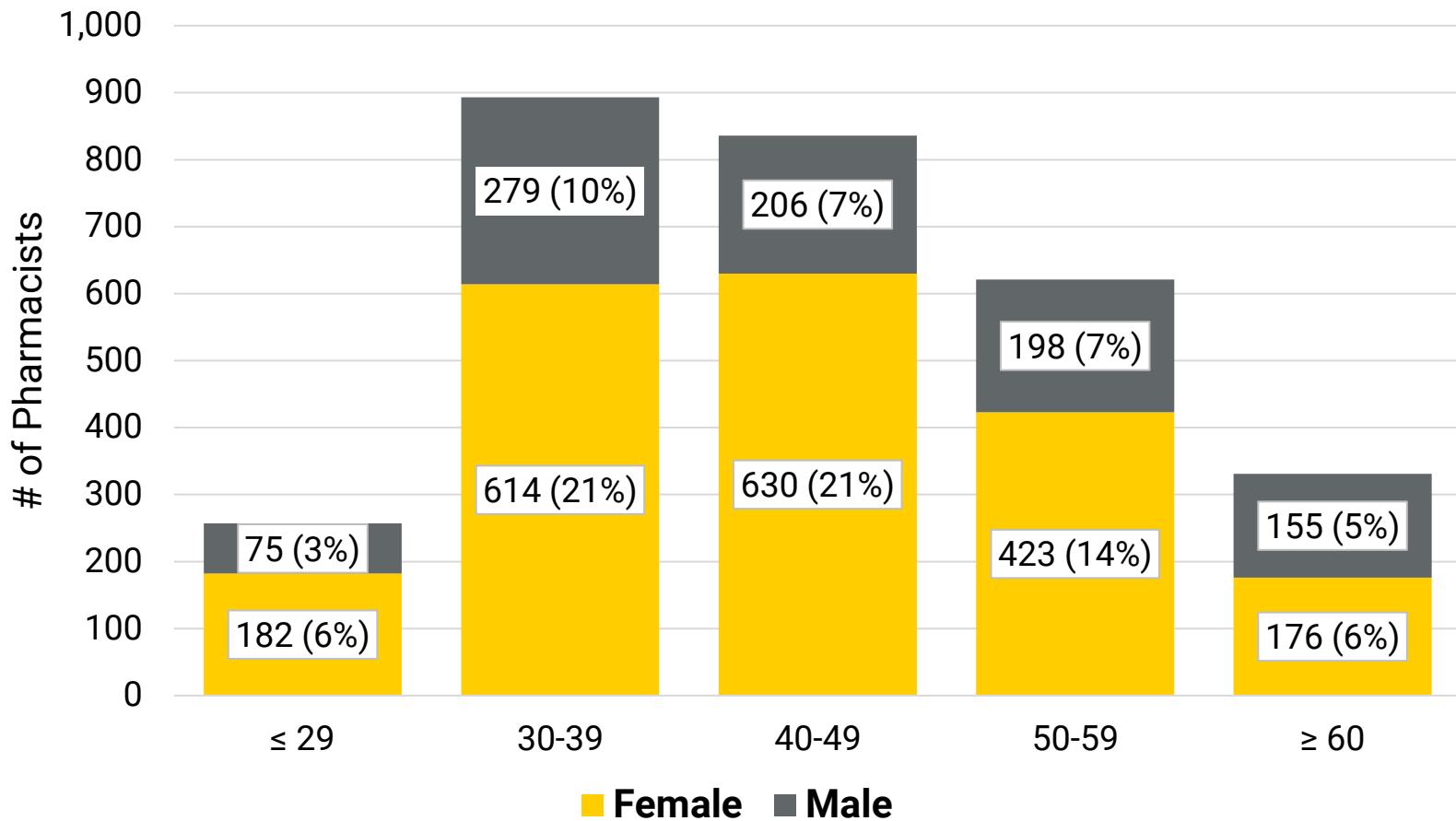
2024 Iowa Pharmacists Pharmacy Degree



2024 Iowa Pharmacists Male/Female



2024 Iowa Pharmacists Male/Female & Age



N = 2,938 pharmacists in Iowa as of 2024

2024 Iowa Pharmacists Full-Time vs. Part-Time & Male/Female

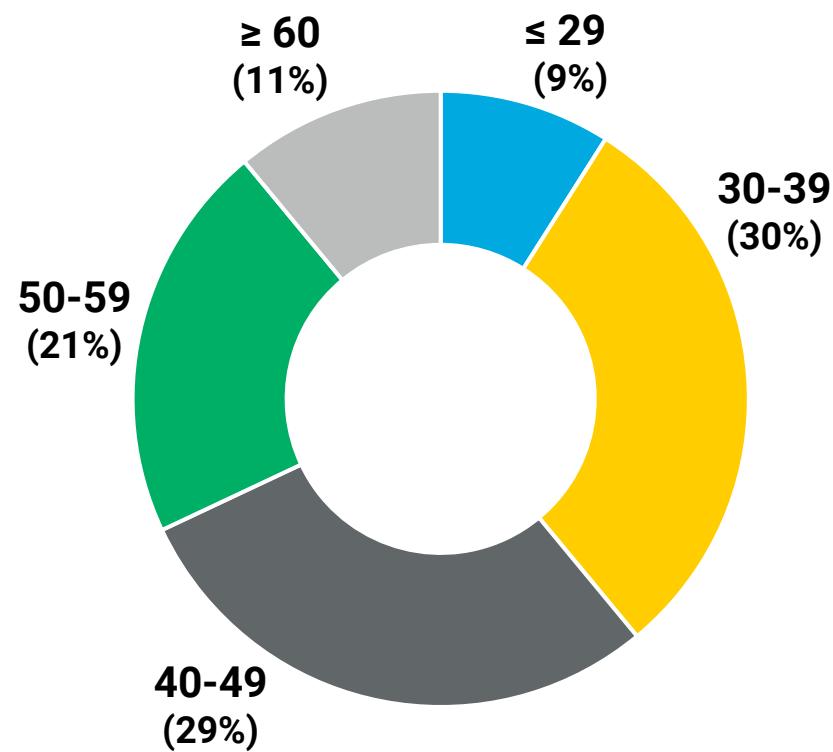
	Full-Time*		Part-Time	
	Count	Percentage	Count	Percentage
Male	851	29%	62	2%
Female	1,713	58%	312	11%
Total	2,564	87%	374	13%

*FT \geq 30 hours/week

N = 2,938 pharmacists in Iowa as of 2024

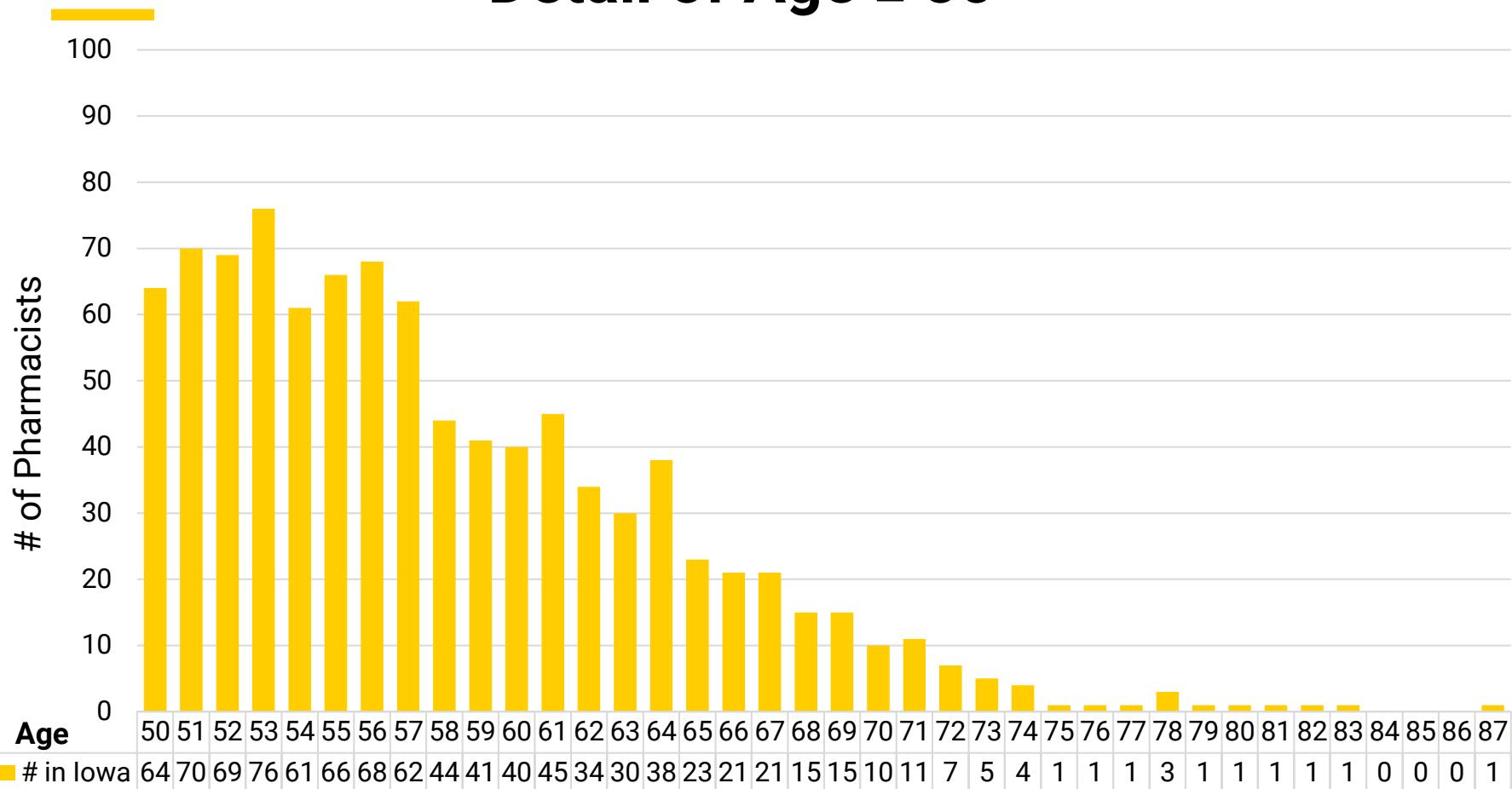
2024 Iowa Pharmacists Age Distribution

Age Category	#	%	Cumulative %
≤ 29	257	9	9
30-39	893	30	39
40-49	836	29	68
50-59	621	21	89
≥ 60	331	11	100%
Total	2,938	100%	



N = 2,938 pharmacists in Iowa as of 2024

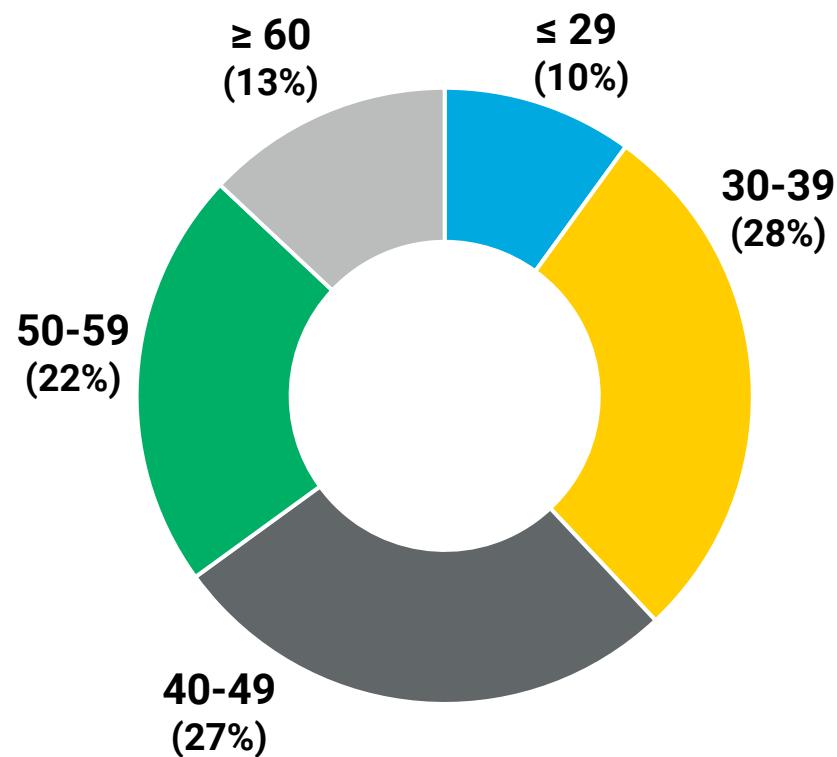
2024 Iowa Pharmacists Detail of Age ≥ 50



N = 952 pharmacists are 50 years of age or older in Iowa as of 2024 (32% of total 2,938)

2024 Iowa Pharmacists Age Distribution of Community Pharmacists

Age Category	#	%	Cumulative %
≤ 29	147	10	10
30-39	422	28	38
40-49	415	27	65
50-59	323	22	87
≥ 60	188	13	100%
Total	1,495	100%	

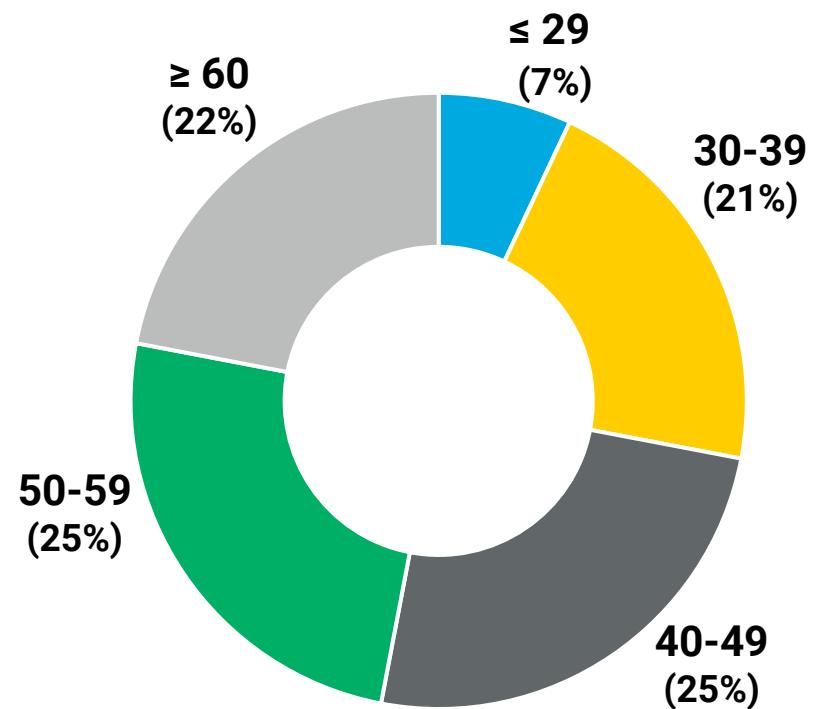


N = 1,495 community pharmacists in Iowa as of 2024 (51% of total 2,938)

2024 Iowa Pharmacists

Age Distribution of Independent Pharmacists

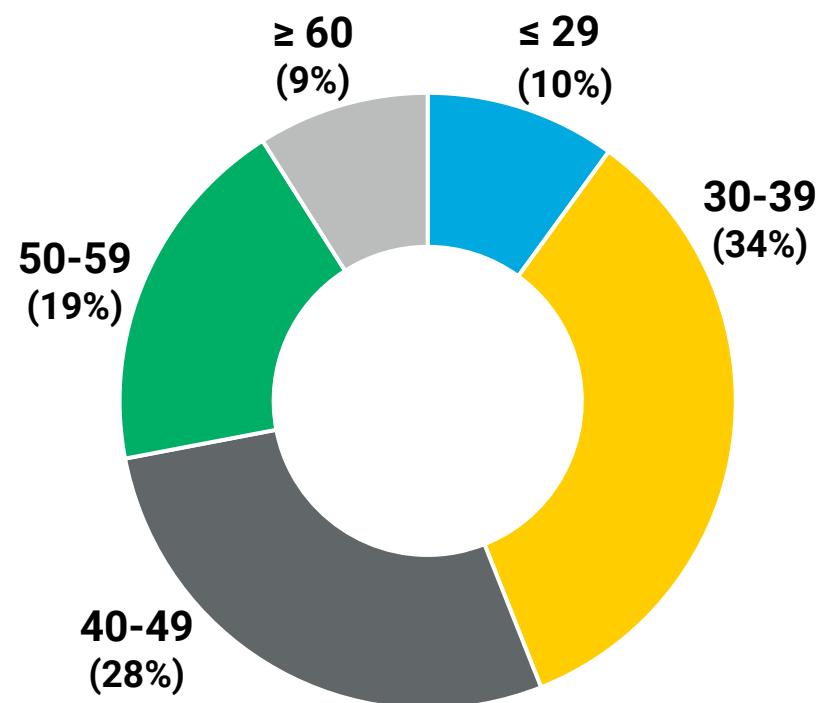
Age Category	#	%	Cumulative %
≤ 29	22	7	7
30-39	63	21	28
40-49	73	25	53
50-59	75	25	78
≥ 60	65	22	100%
Total	298	100%	



N = 298 independent pharmacists in Iowa as of 2024 (10% of total 2,938)

2024 Iowa Pharmacists Age Distribution of Hospital Pharmacists

Age Category	#	%	Cumulative %
≤ 29	94	10	10
30-39	315	34	44
40-49	258	28	72
50-59	179	19	91
≥ 60	91	9	100%
Total	937	100%	



N = 937 hospital pharmacists in Iowa as of 2024 (32% of total 2,938)

2024 Iowa Pharmacists Part-Time* by Age & Male/Female

Age Category	PT Male (% of Total PT)	PT Female (% of Total PT)	PT Total (% of Total PT)
≤ 29	1 (1%)	7 (2%)	8 (3%)
30-39	9 (2%)	51 (14%)	60 (16%)
40-49	9 (2%)	100 (27%)	109 (29%)
50-59	13 (3%)	94 (25%)	107 (28%)
≥ 60	30 (8%)	60 (16%)	90 (24%)
Total	62 (16%)	312 (84%)	374 (100%)

*FT ≥ 30 hours/week, PT < 30 hours/week

N = 374 part-time pharmacists in Iowa as of 2024 (13% of total 2,938)

2024 Iowa Pharmacists Principal Activity

Activity	# of Pharmacists	%
Community*	1,495	51
Hospital	937	32
State/Federal Government**	171	6
Long Term Care (Consultant)	91	3
Academic**	68	2
Administrative/Management	65	2
Home Infusion Therapy	34	1
Community Health	28	1
Veterinary	16	1
Other (Service Ctr-Web, Dental, Research, etc)	12	<1
Nuclear	10	<1
Pharmaceutical Industry	8	<1
Student Health	3	<1
Total	2,938	100%

*Community Includes: Chain, Independent, Franchise, Hospital-Sponsored, not Hospital-Sponsored, Company-Sponsored, & Relief

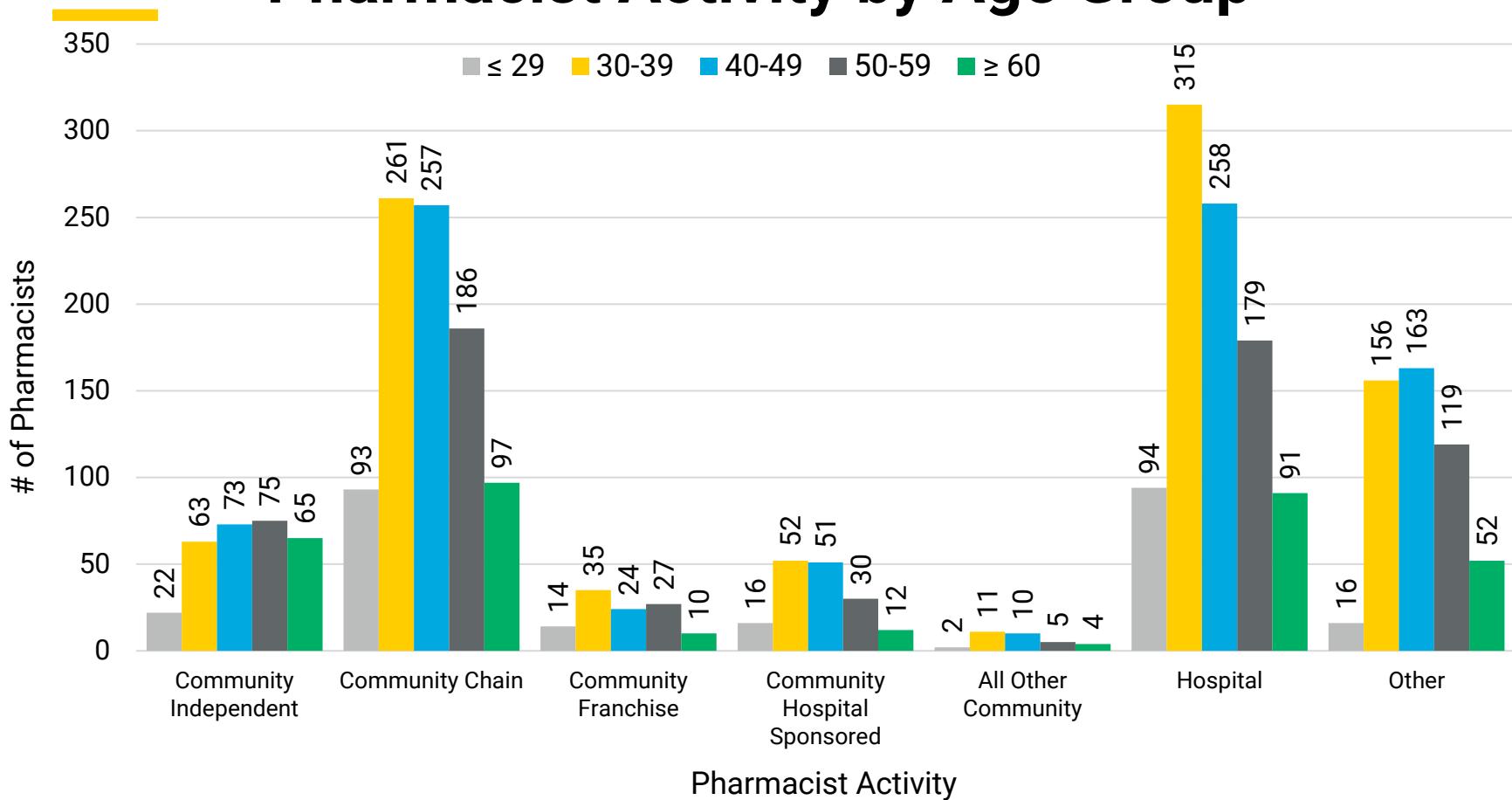
**Includes non-Iowa-licensed pharmacists

2024 Iowa Pharmacists Community Pharmacists Activity

Activity	# of Pharmacists	%	# of Worksites
Chain	894	60	358
Independent	298	20	120
Hospital Sponsored	161	11	57
Franchise	110	7	45
Other (Not Hospital Sponsored)	17	1	4
Company Sponsored	12	1	4
Relief	3	<1	1
Total	1,495	100%	589

N = 1,495 community pharmacists in Iowa as of 2024 (51% of total 2,938)

2024 Iowa Pharmacists Pharmacist Activity by Age Group



All Other Community includes: Comm/Other (non-hospital sponsored), Company Sponsored, and Relief

Other includes any non community or hospital pharmacists: Academic, Administrative/Management, Consultant (long term care), Dental, Home Infusion

Therapy, Nuclear, Industry, Community Health, Research, Service Center, State/Federal Government, Student Health, Veterinary

N = 2,938 pharmacists in Iowa as of 2024

2024 Iowa Pharmacists UI Education or Graduate Training

All Pharmacists	2,938	100%
Pharmacists w/ UI Educational Experience	1,409	48%
<i>Pharmacy School (only)</i>	1,232	42%
<i>Pharmacy School & Residency</i>	130	4%
<i>Residency (only)</i>	47	2%
No UI Educational Experience	1,529	52%

2024 Iowa Pharmacists Drake Education or Graduate Training

All Pharmacists	2,938	100%
Pharmacists w/ Drake Educational Experience	794	27%
<i>Pharmacy School (only)</i>	794	27%
No Drake Educational Experience	2,144	73%

2024 Iowa Pharmacists

All Pharmacists by Place Population Ranges

Place Population	Places in Iowa	# of Places w/ Pharmacists	# of Pharmacists (% of Total)	Cumulative % of Pharmacists
≤ 4,999	943	118	363 (12%)	12
5,000-14,999	54	51	491 (17%)	29
15,000-49,999	20	20	470 (16%)	45
50,000-99,999	8	8	968 (33%)	78
≥ 100,000	3	3	646 (22%)	100%
Total	1,028	200	2,938 (100%)	

71% of Iowa's pharmacists are in the 31 places with ≥ 15,000 residents.

Population Source: United States 2020 Census

"Place": U.S. Census-defined populated areas, including cities, towns, and other recognized communities

2024 Iowa Pharmacists

Community Pharmacists by Place Population Ranges

Place Population	# of Places w/ Pharmacists	# of Pharmacists (% of Total)	Cumulative % of Pharmacists
≤ 4,999	113	267 (18%)	18
5,000-14,999	51	354 (24%)	42
15,000-49,999	20	294 (19%)	61
50,000-99,999	8	330 (22%)	83
≥ 100,000	3	250 (17%)	100%
Total	195	1,495 (100%)	

58% of community pharmacists work in places of ≥ 15,000 residents.

Population Source: United States 2020 Census

"Place": U.S. Census-defined populated areas, including cities, towns, and other recognized communities

N = 1,495 community pharmacists in Iowa as of 2024 (51% of total 2,938)

2024 Iowa Pharmacists

Independent Pharmacists by Place Population Ranges

Place Population	# of Places w/ Pharmacists	# of Pharmacists (% of Total)	Cumulative % of Pharmacists
≤ 4,999	59	119 (40%)	40
5,000-14,999	26	82 (28%)	68
15,000-49,999	9	28 (9%)	77
50,000-99,999	5	44 (15%)	92
≥ 100,000	3	25 (8%)	100%
Total	102	298 (100%)	

68% of independent pharmacists work in places of < 15,000 residents.

Population Source: United States 2020 Census

"Place": U.S. Census-defined populated areas, including cities, towns, and other recognized communities

N = 298 independent pharmacists in Iowa as of 2024 (10% of total 2,938)

2024 Iowa Pharmacists

Hospital Pharmacists by Place Population Ranges

Place Population	# of Places w/ Pharmacists	# of Pharmacists (% of Total)	Cumulative % of Pharmacists
≤ 4,999	40	76 (8%)	8
5,000-14,999	39	112 (12%)	20
15,000-49,999	11	62 (7%)	27
50,000-99,999	7	433 (46%)	73
≥ 100,000	3	254 (27%)	100%
Total	100	937 (100%)	

73% of hospital pharmacists work in places of ≥ 50,000 residents.

Population Source: United States 2020 Census

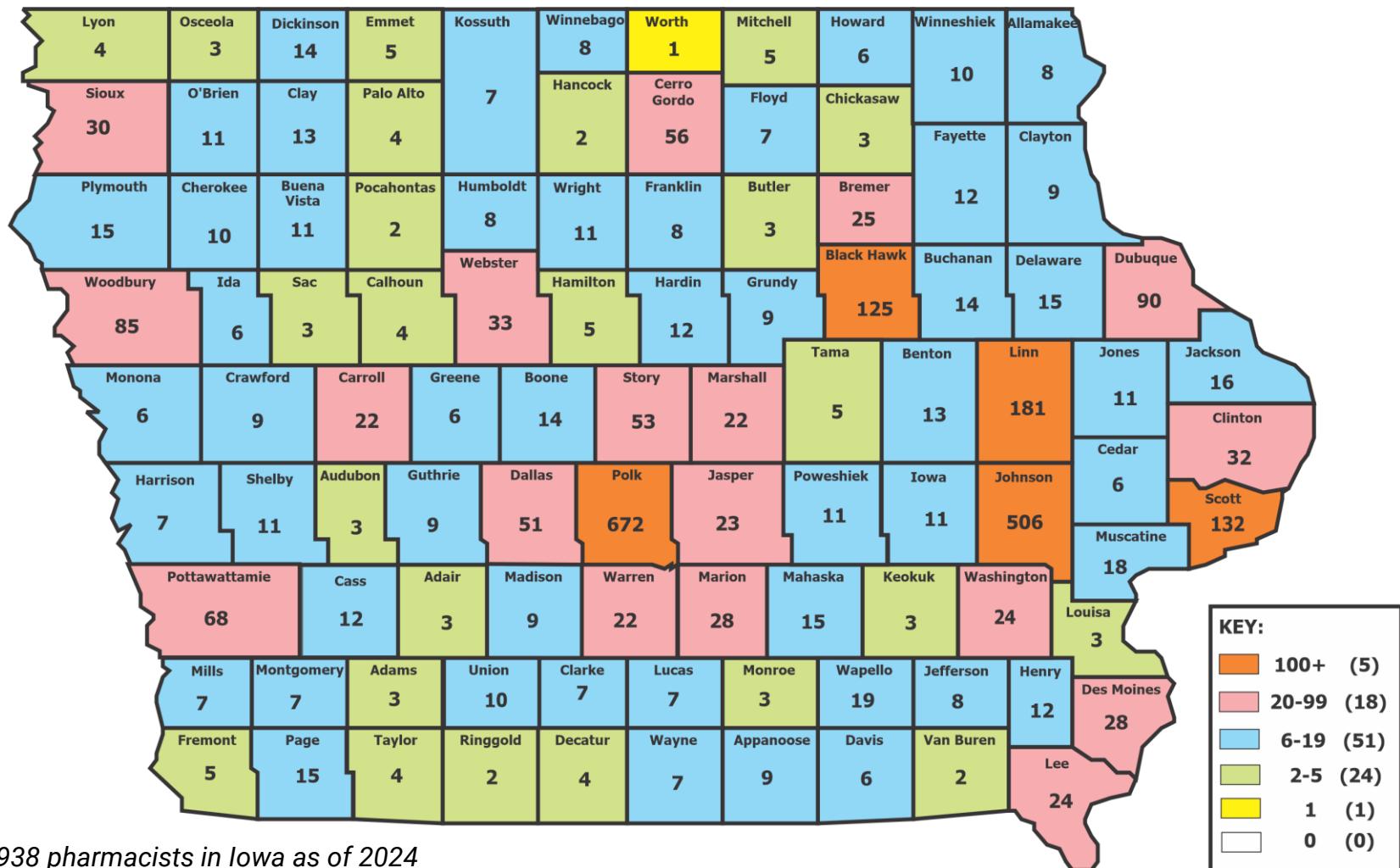
"Place": U.S. Census-defined populated areas, including cities, towns, and other recognized communities

N = 937 hospital pharmacists in Iowa as of 2024 (32% of total 2,938)

Geographic Distribution

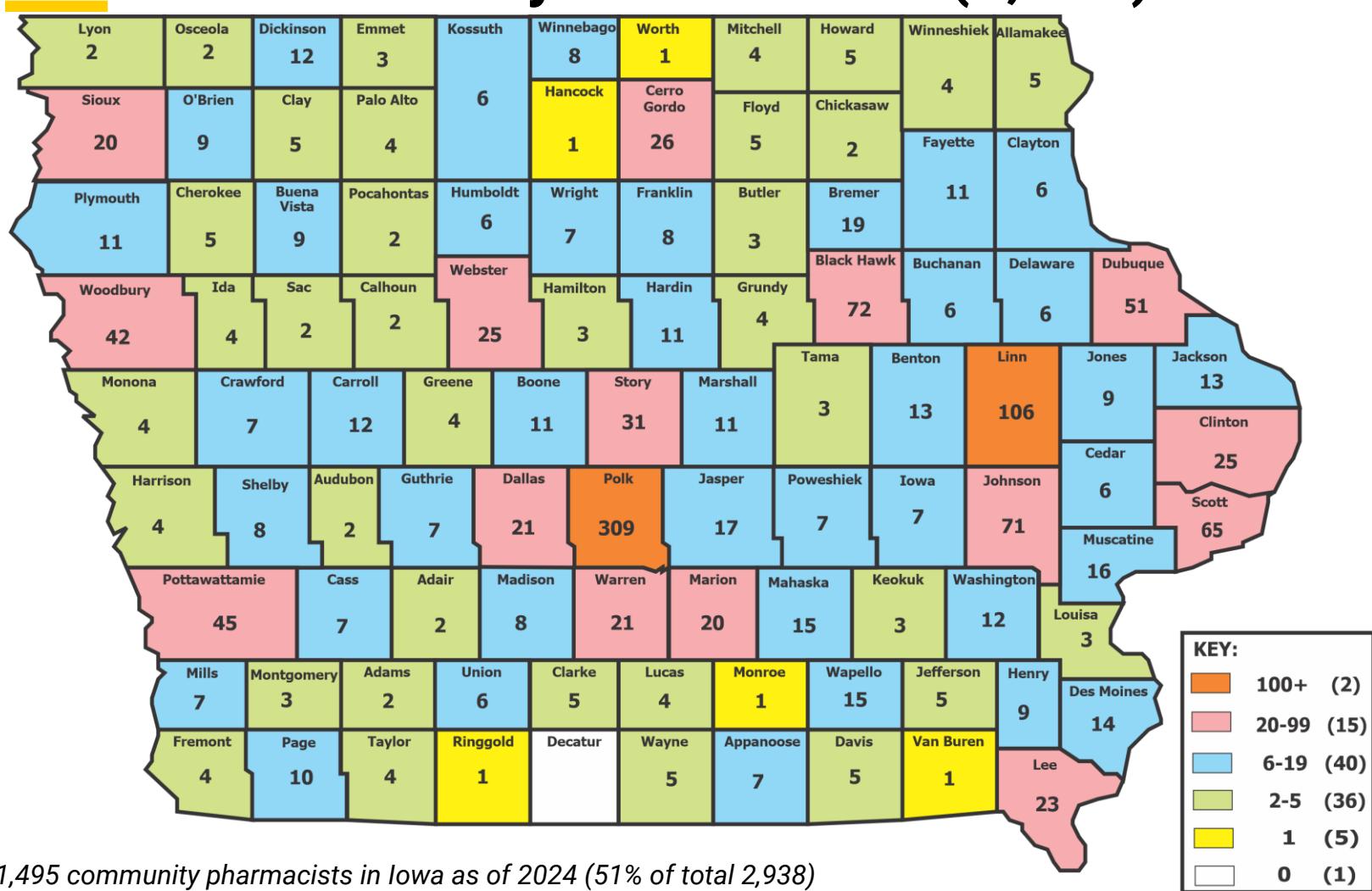
2024

2024 Iowa Pharmacists All Pharmacists (2,938)

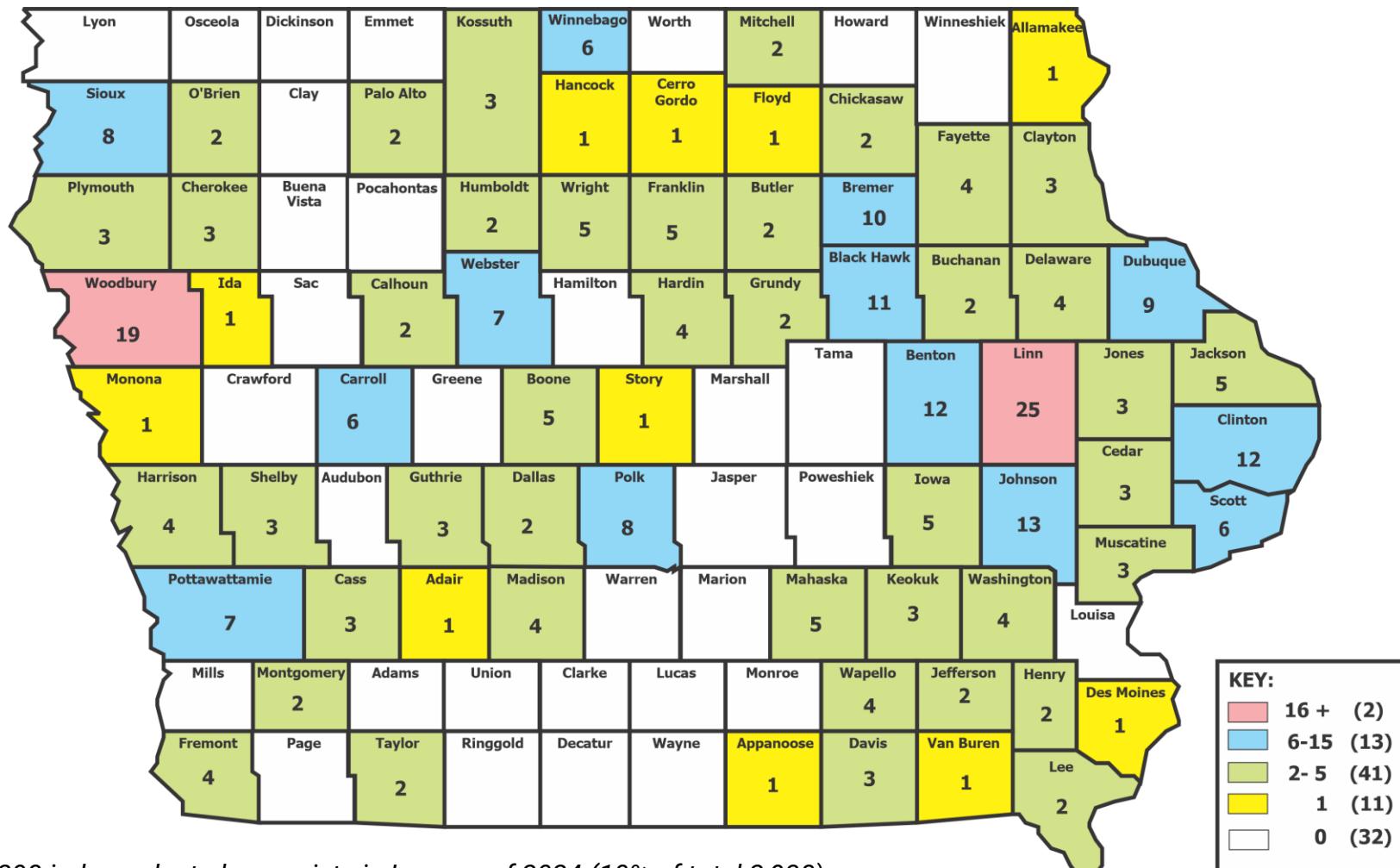


N = 2,938 pharmacists in Iowa as of 2024

2024 Iowa Pharmacists Community Pharmacists (1,495)

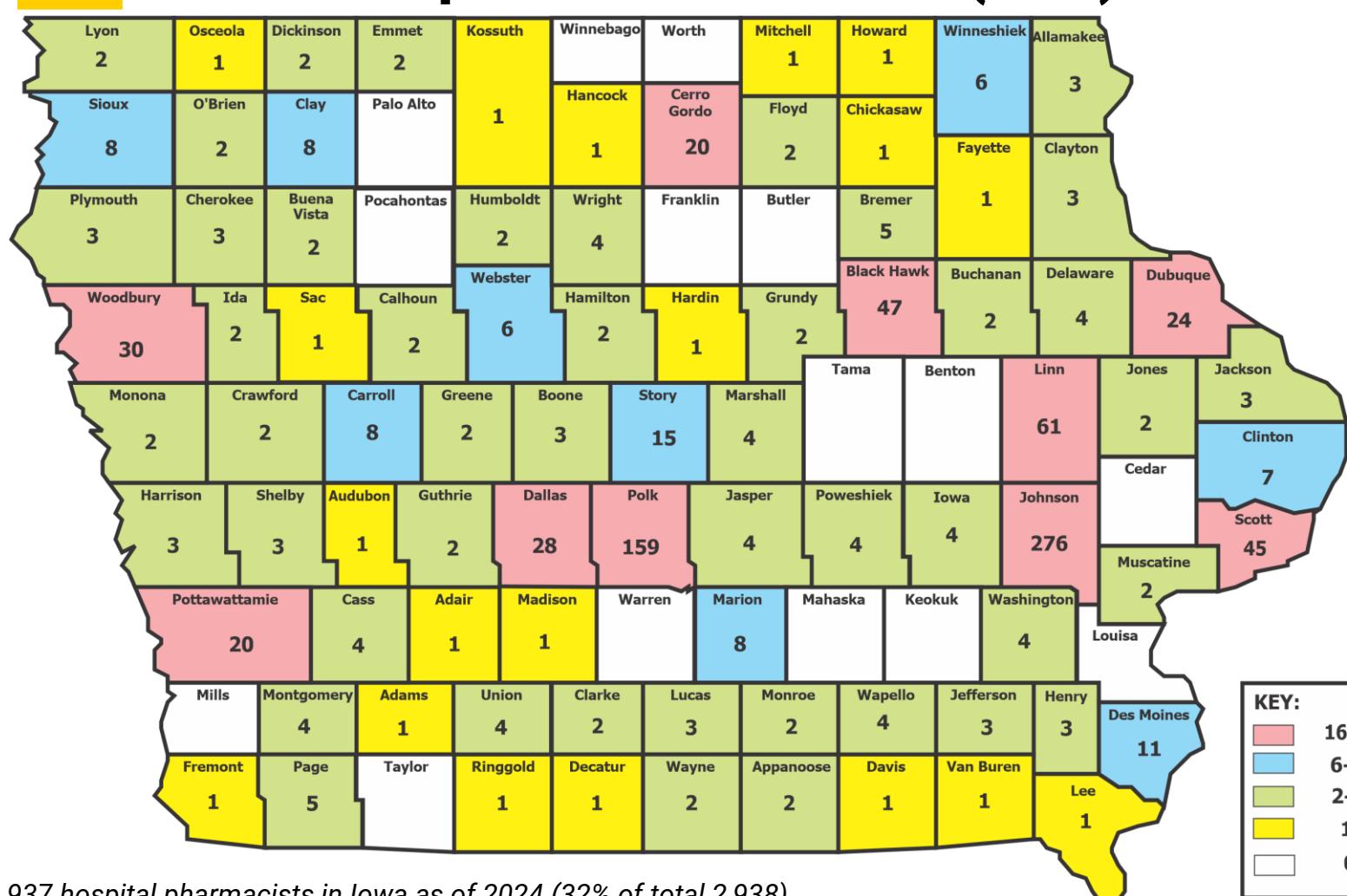


2024 Iowa Pharmacists Independent Pharmacists (298)



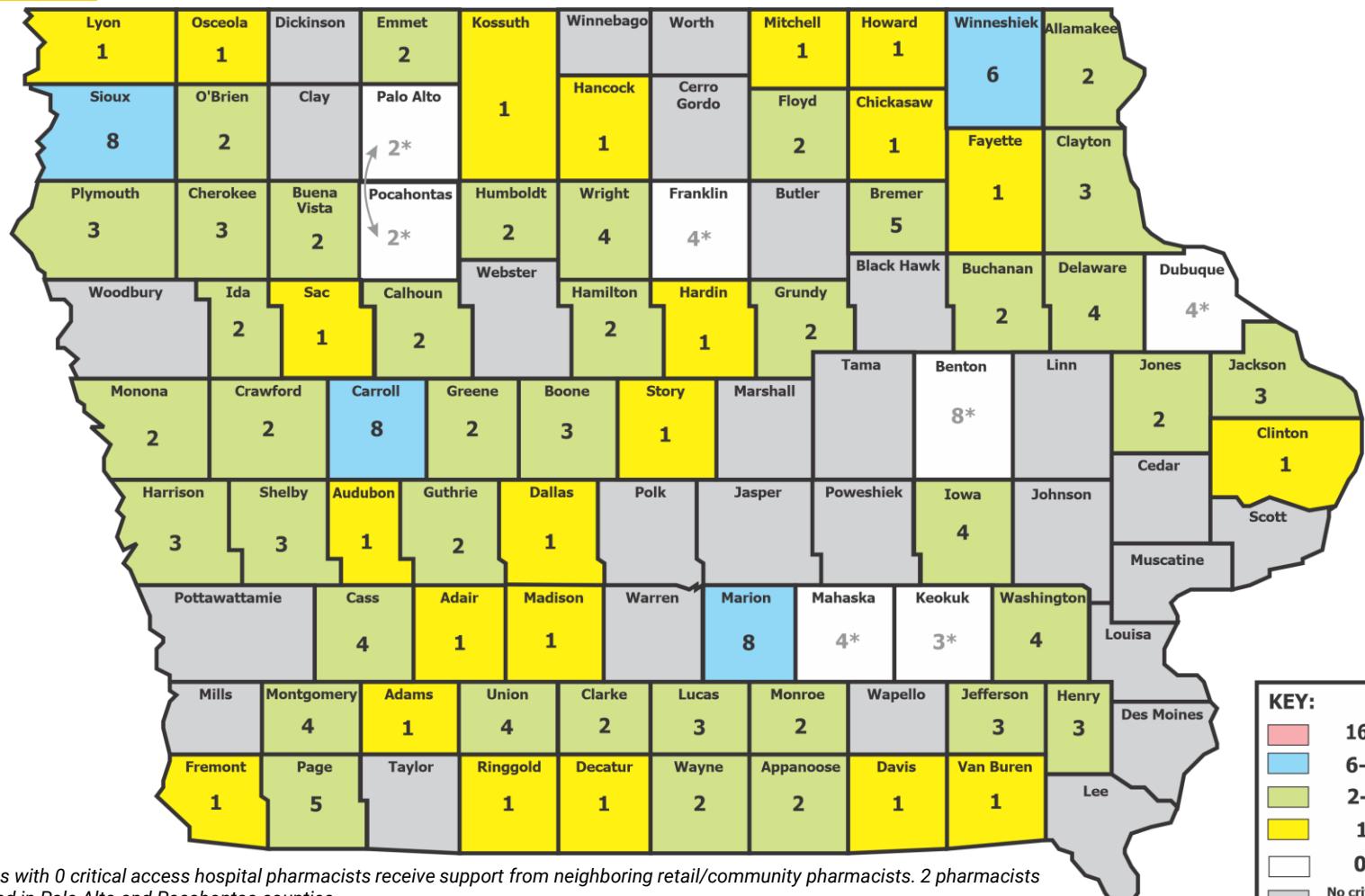
N = 298 independent pharmacists in Iowa as of 2024 (10% of total 2,938)

2024 Iowa Pharmacists Hospital Pharmacists (937)



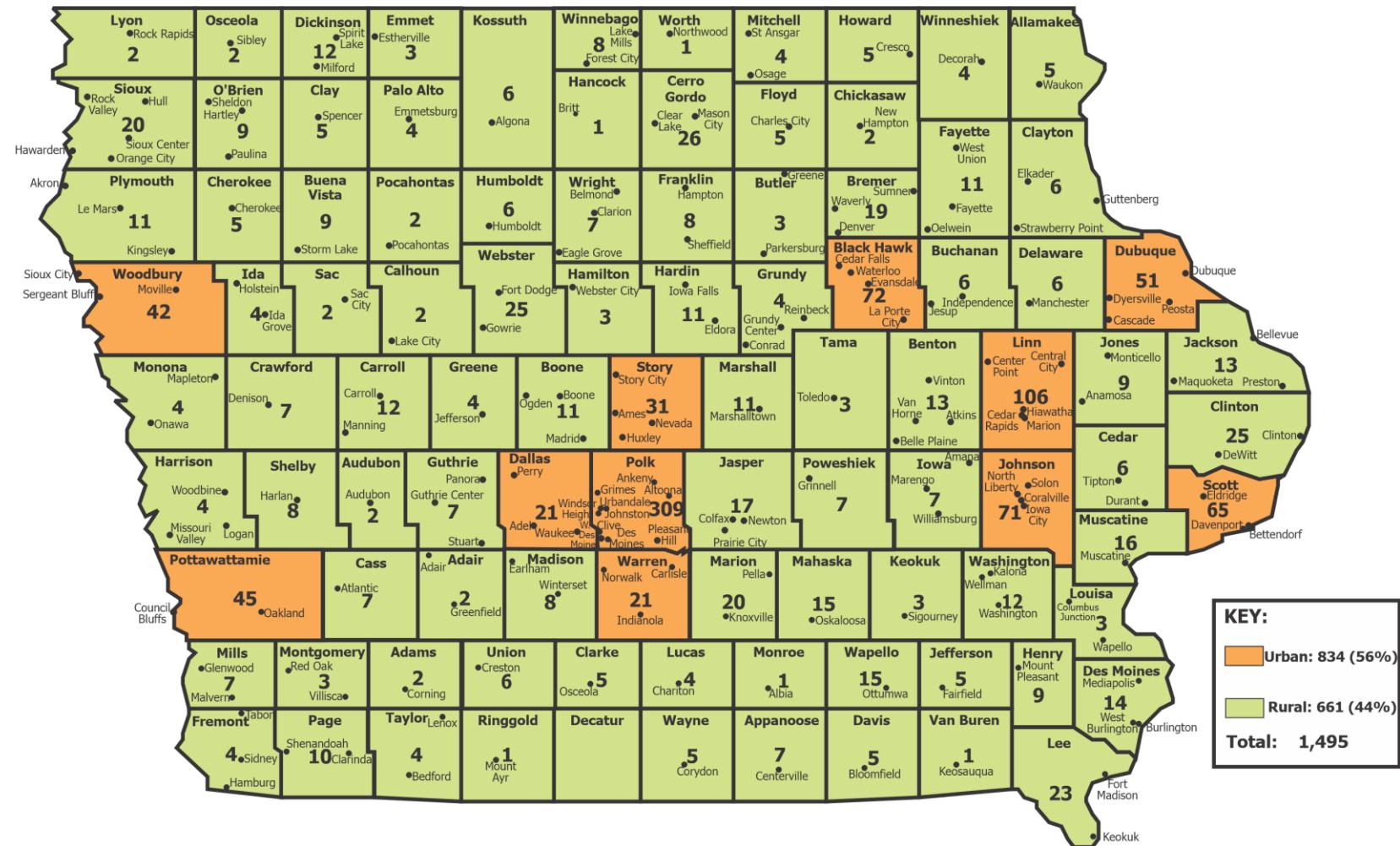
N = 937 hospital pharmacists in Iowa as of 2024 (32% of total 2,938)

2024 Iowa Pharmacists Critical Access Hospital Pharmacists (160)

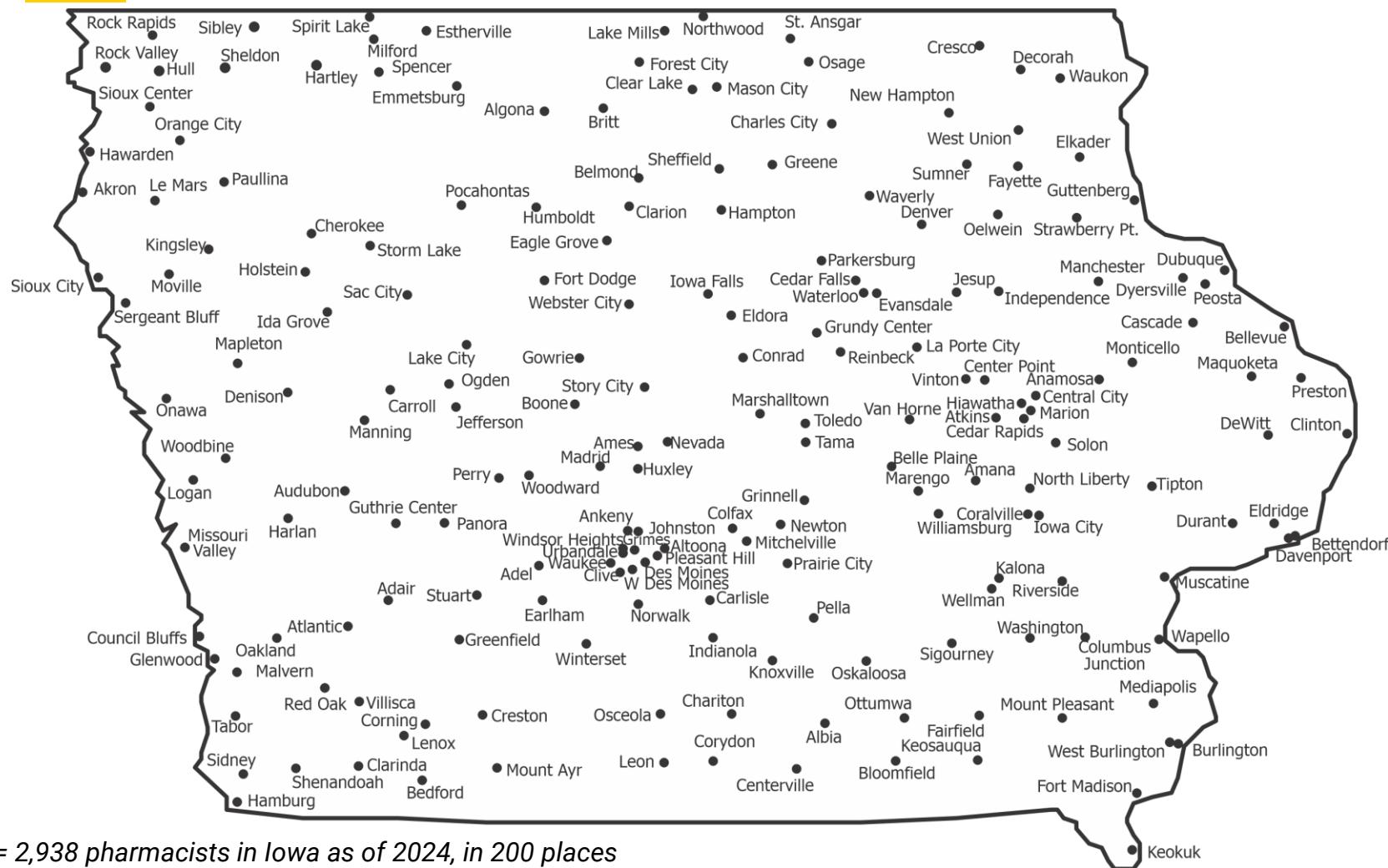


KEY:	
16+ (0)	
6-15 (4)	
2-5 (39)	
1 (22)	
0* (7)	
No critical access hospitals in county	

2024 Iowa Pharmacists Distribution of Iowa Community Pharmacists

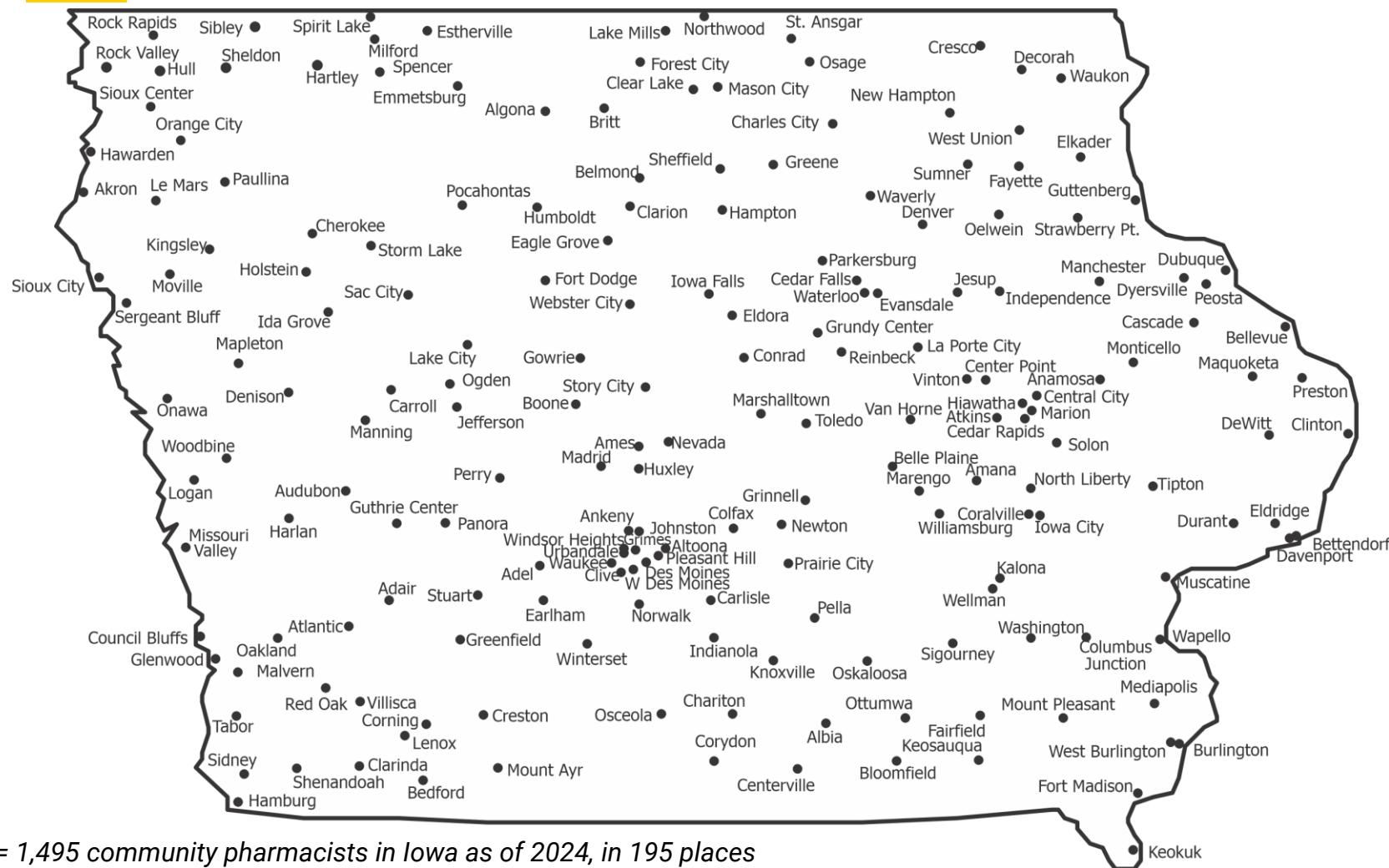


2024 Iowa Pharmacists IA Places with Pharmacists



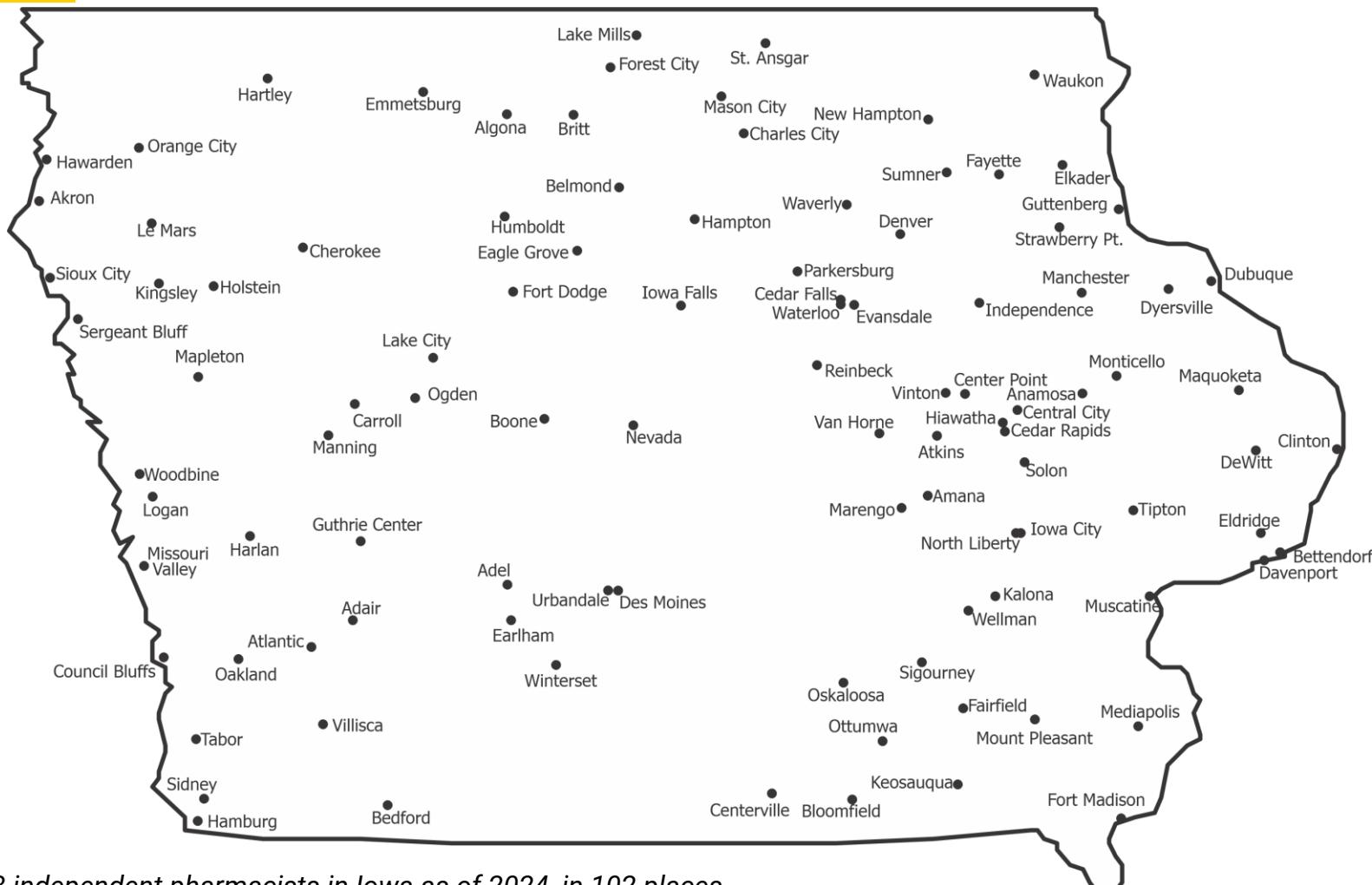
N = 2,938 pharmacists in Iowa as of 2024, in 200 places

2024 Iowa Pharmacists IA Places with Community Pharmacists



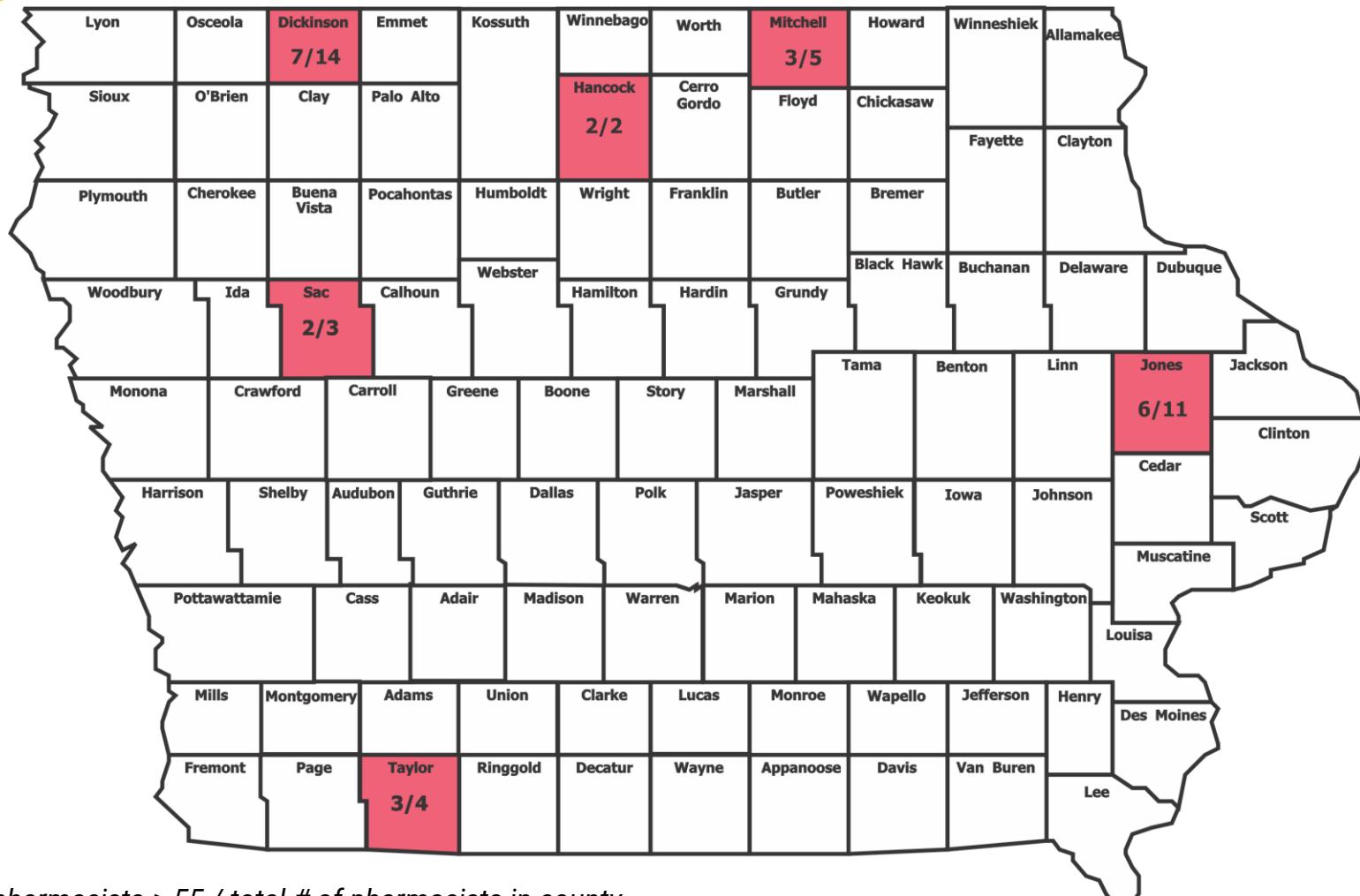
N = 1,495 community pharmacists in Iowa as of 2024, in 195 places

2024 Iowa Pharmacists IA Places with Independent Pharmacists



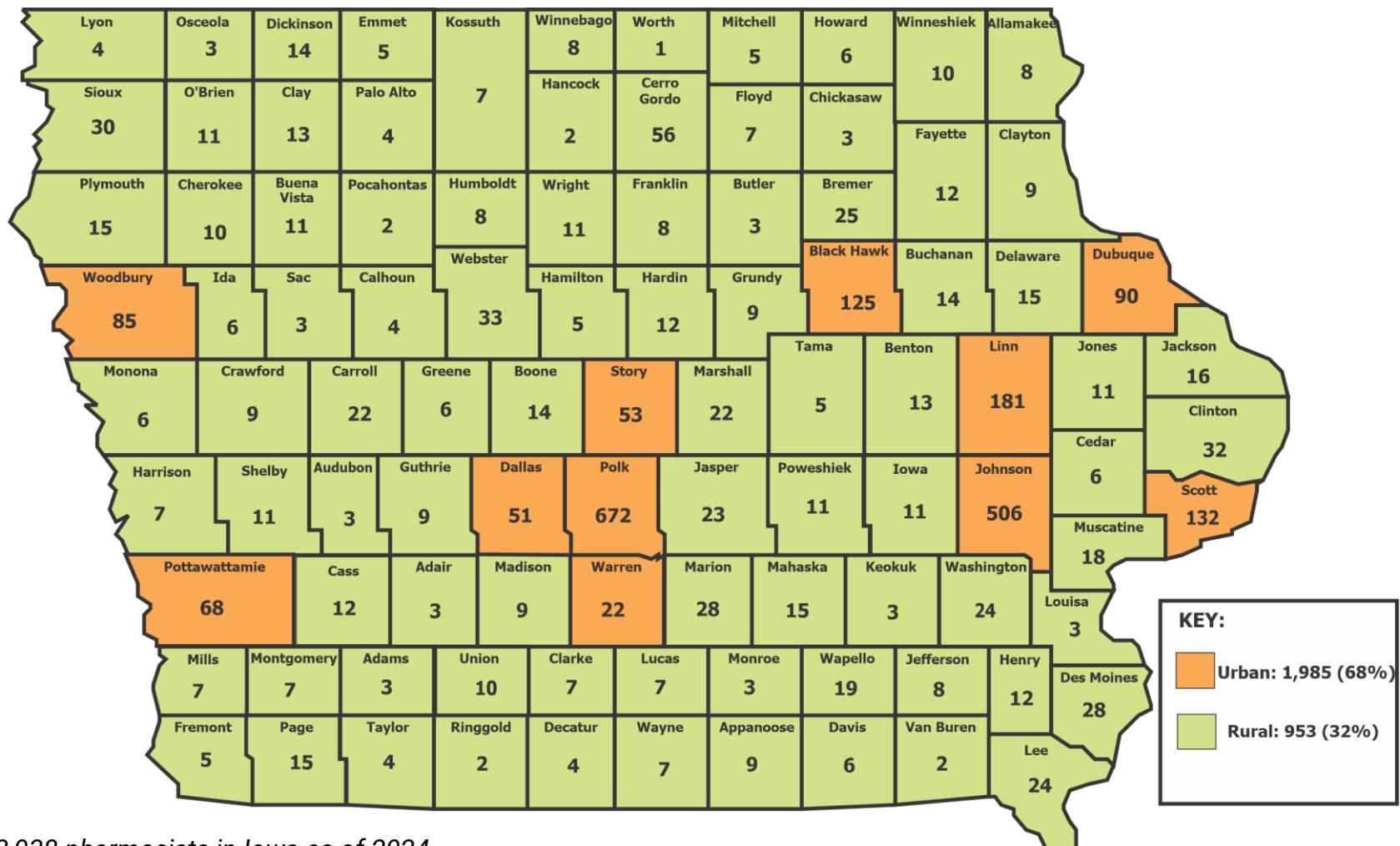
N = 298 independent pharmacists in Iowa as of 2024, in 102 places

2024 Iowa Pharmacists Counties with 50% of Pharmacists Age ≥ 55



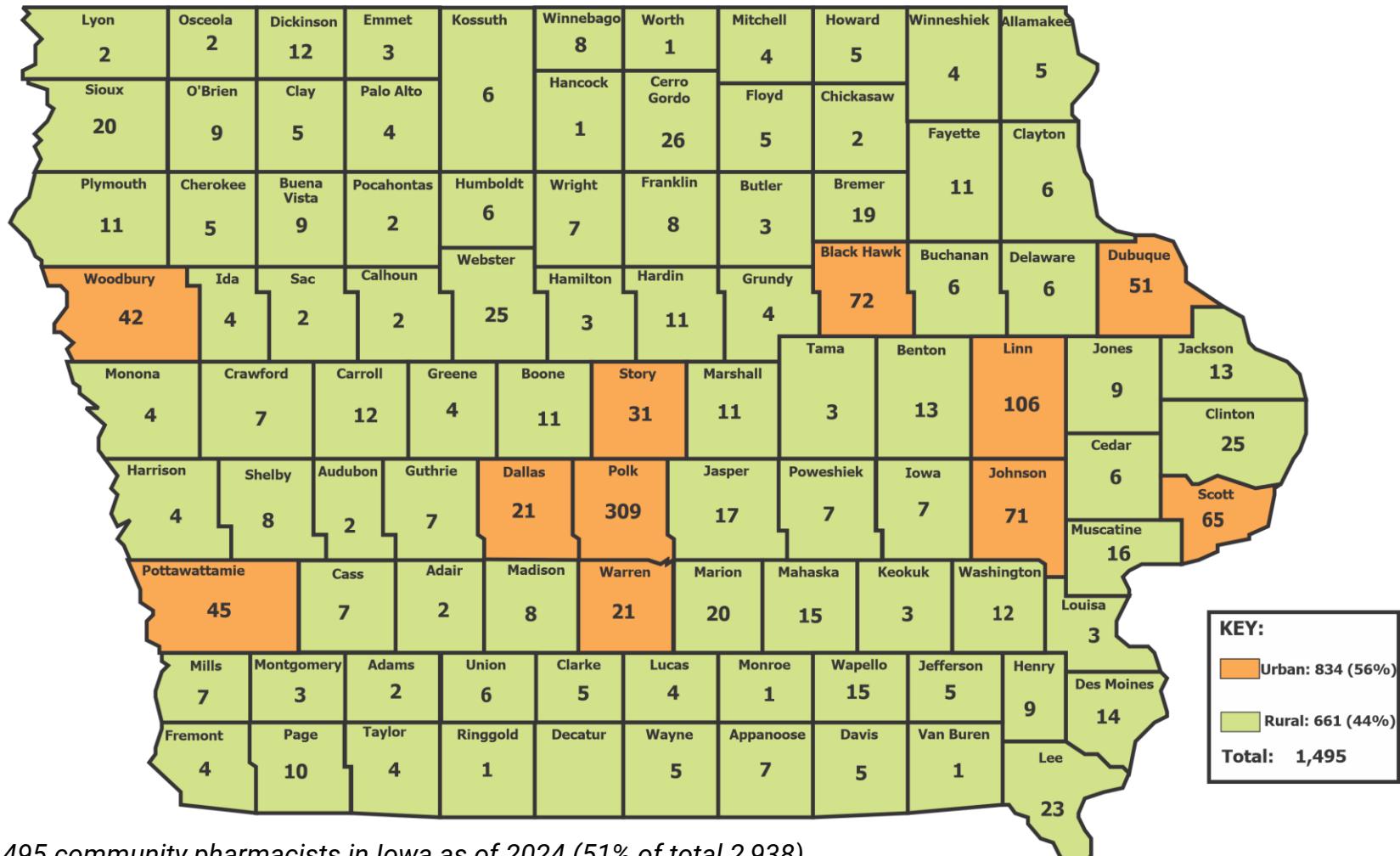
Value = # of pharmacists ≥ 55 / total # of pharmacists in county

2024 Iowa Pharmacists Distribution of All Pharmacists by Rural vs. Urban



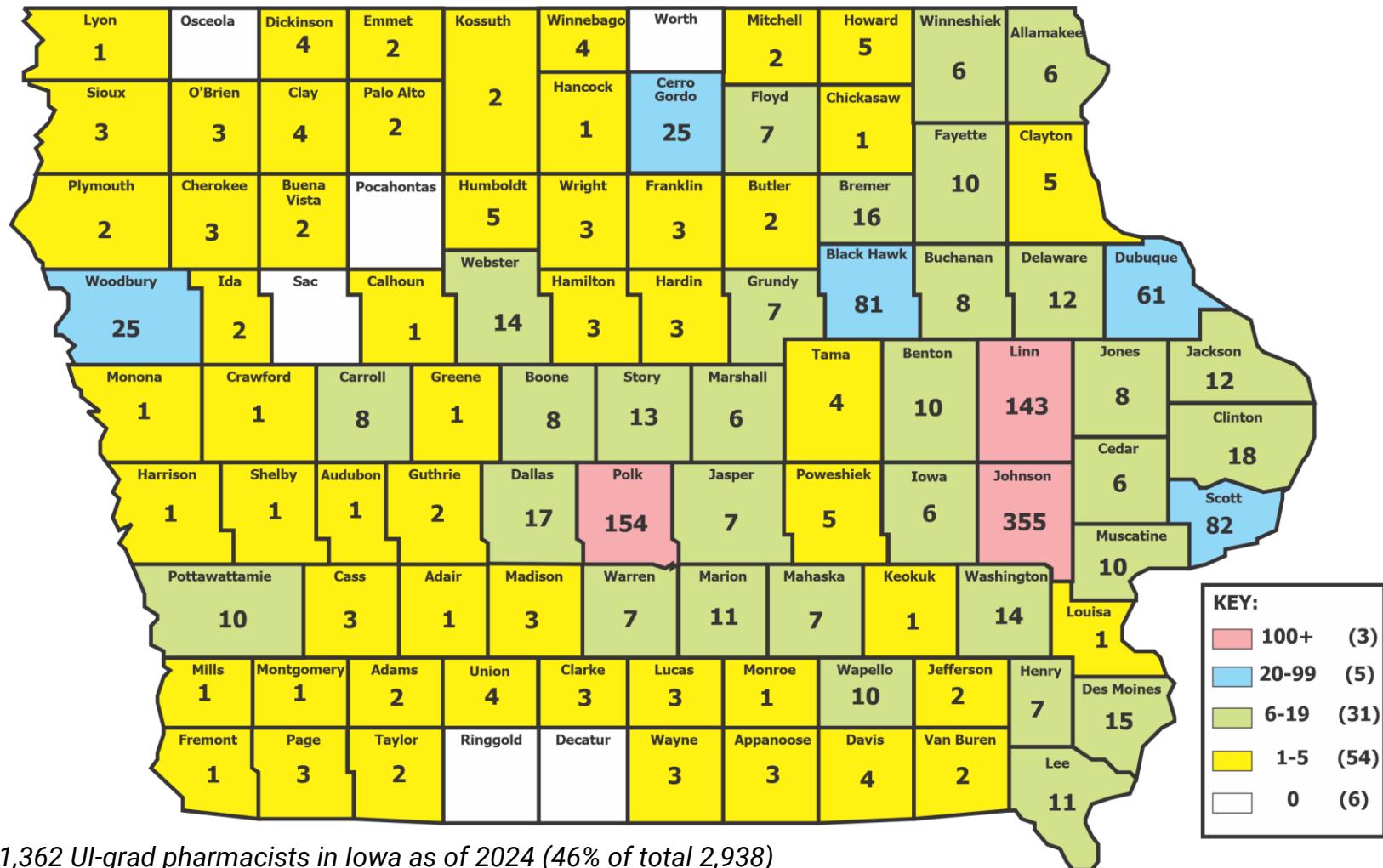
N = 2,938 pharmacists in Iowa as of 2024

2024 Iowa Pharmacists Rural/Urban Distribution of Community Pharmacists



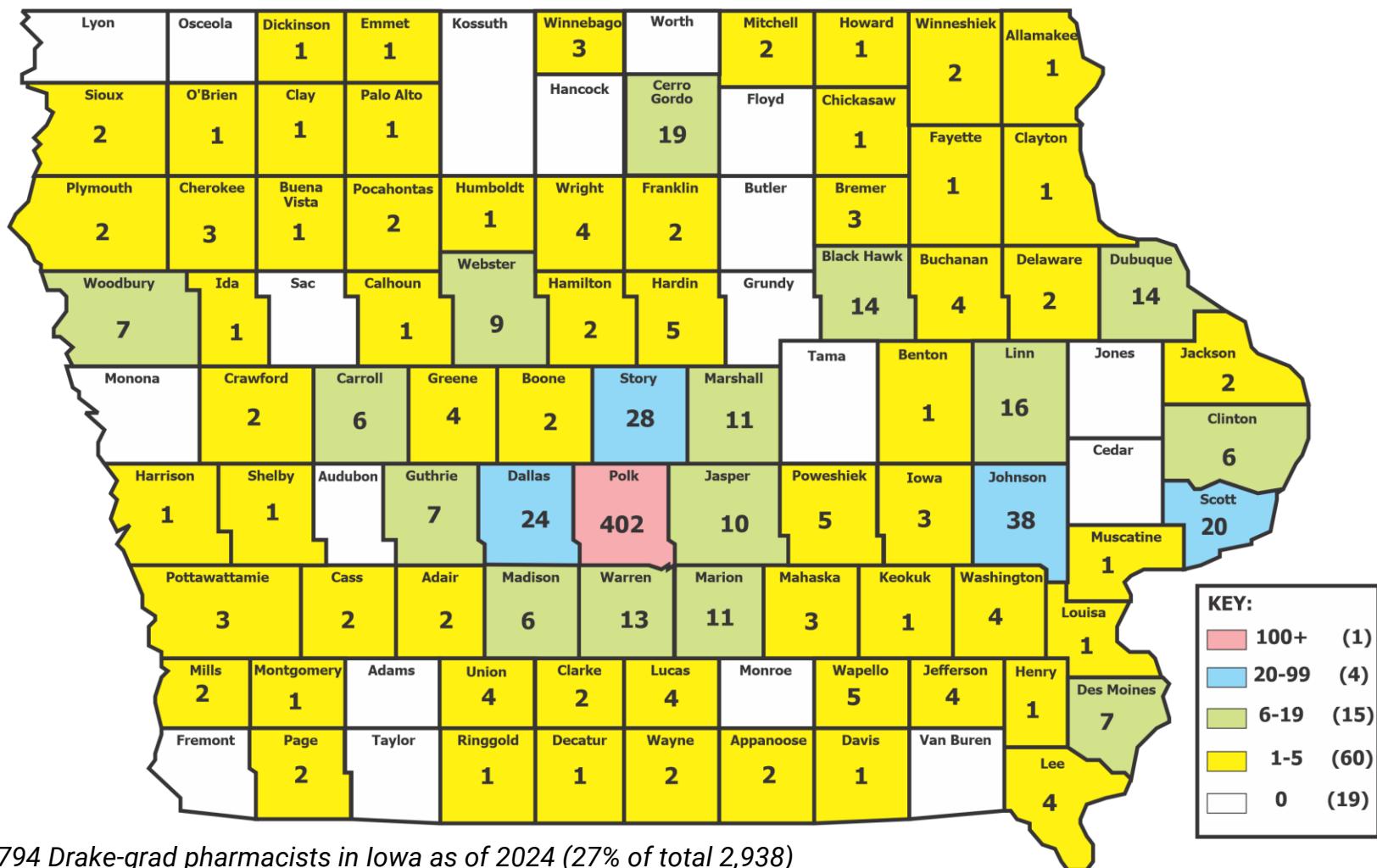
N = 1,495 community pharmacists in Iowa as of 2024 (51% of total 2,938)

2024 Iowa Pharmacists UI Pharmacy Graduates (1,362)



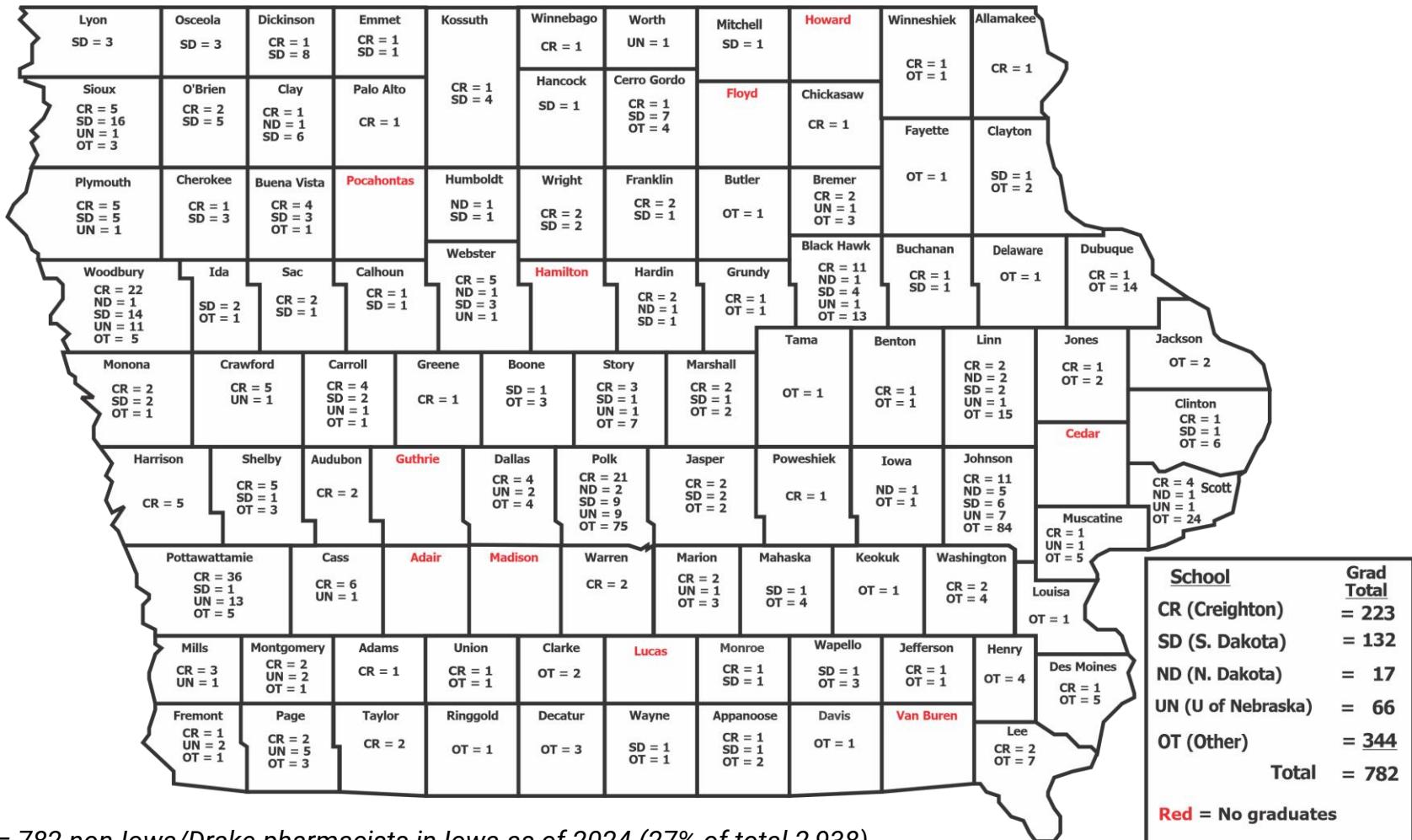
N = 1,362 UI-grad pharmacists in Iowa as of 2024 (46% of total 2,938)

2024 Iowa Pharmacists Drake Pharmacy Graduates (794)



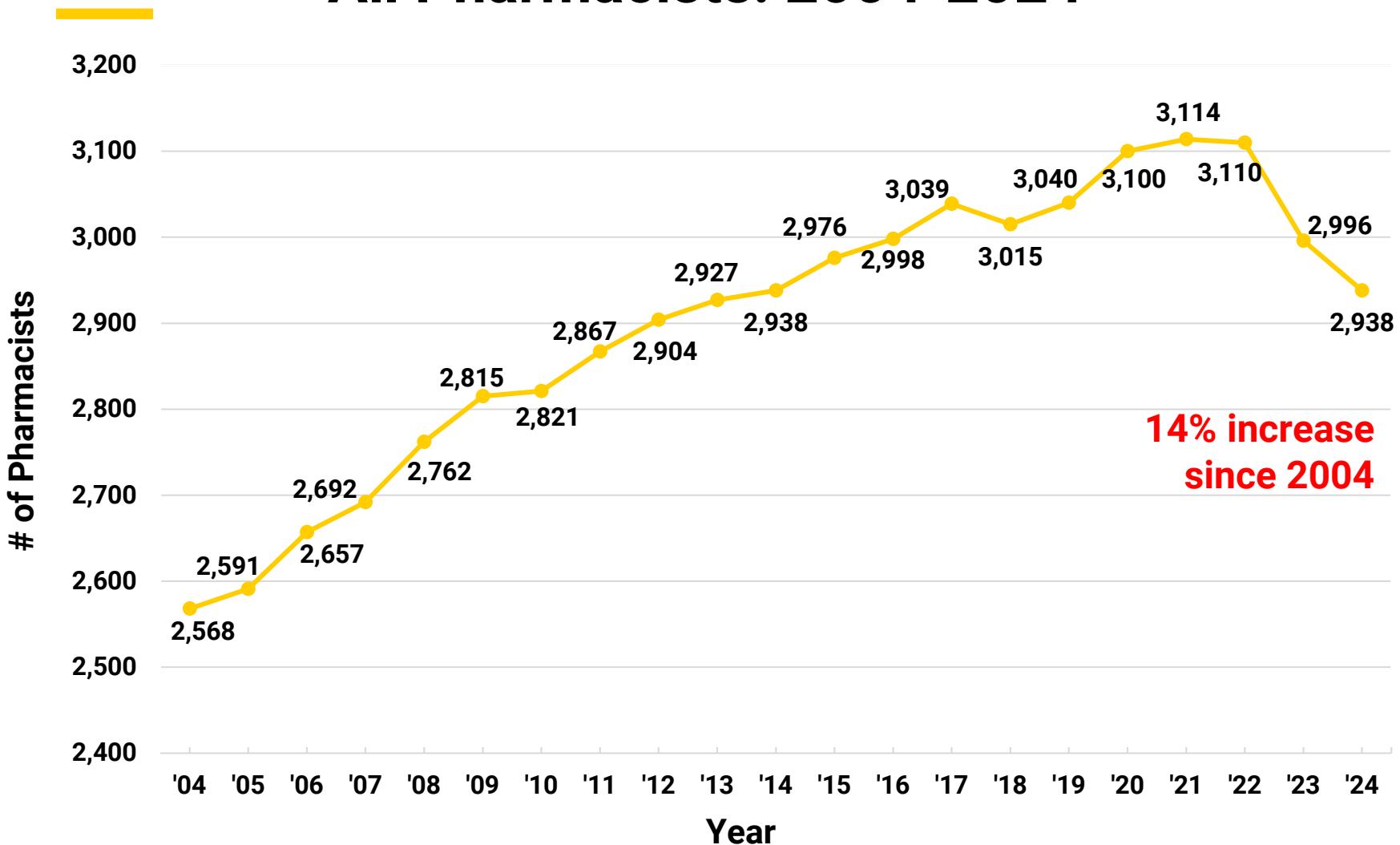
N = 794 Drake-grad pharmacists in Iowa as of 2024 (27% of total 2,938)

2024 Iowa Pharmacists Pharmacy Graduates Excluding UI and Drake

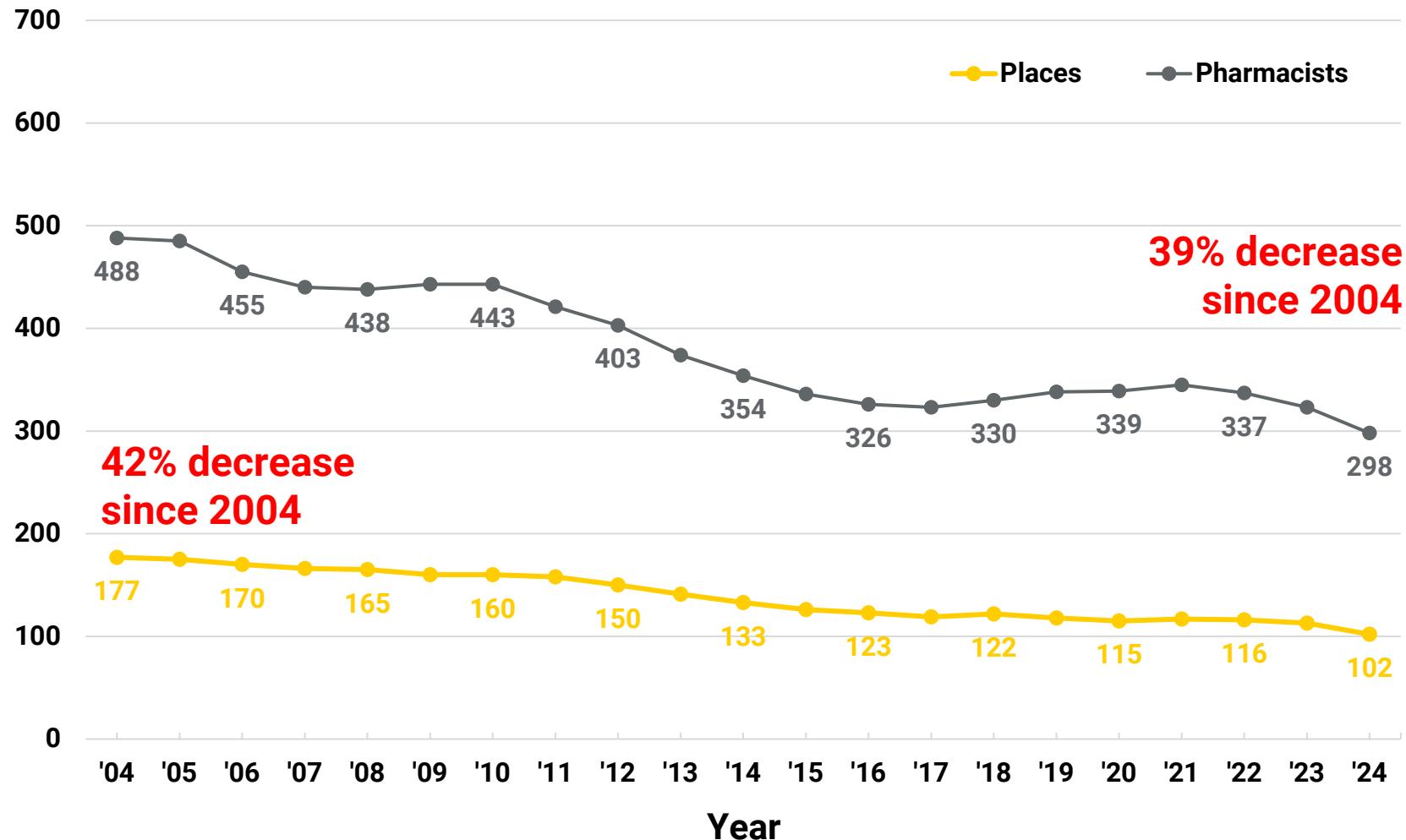


Trends 2024

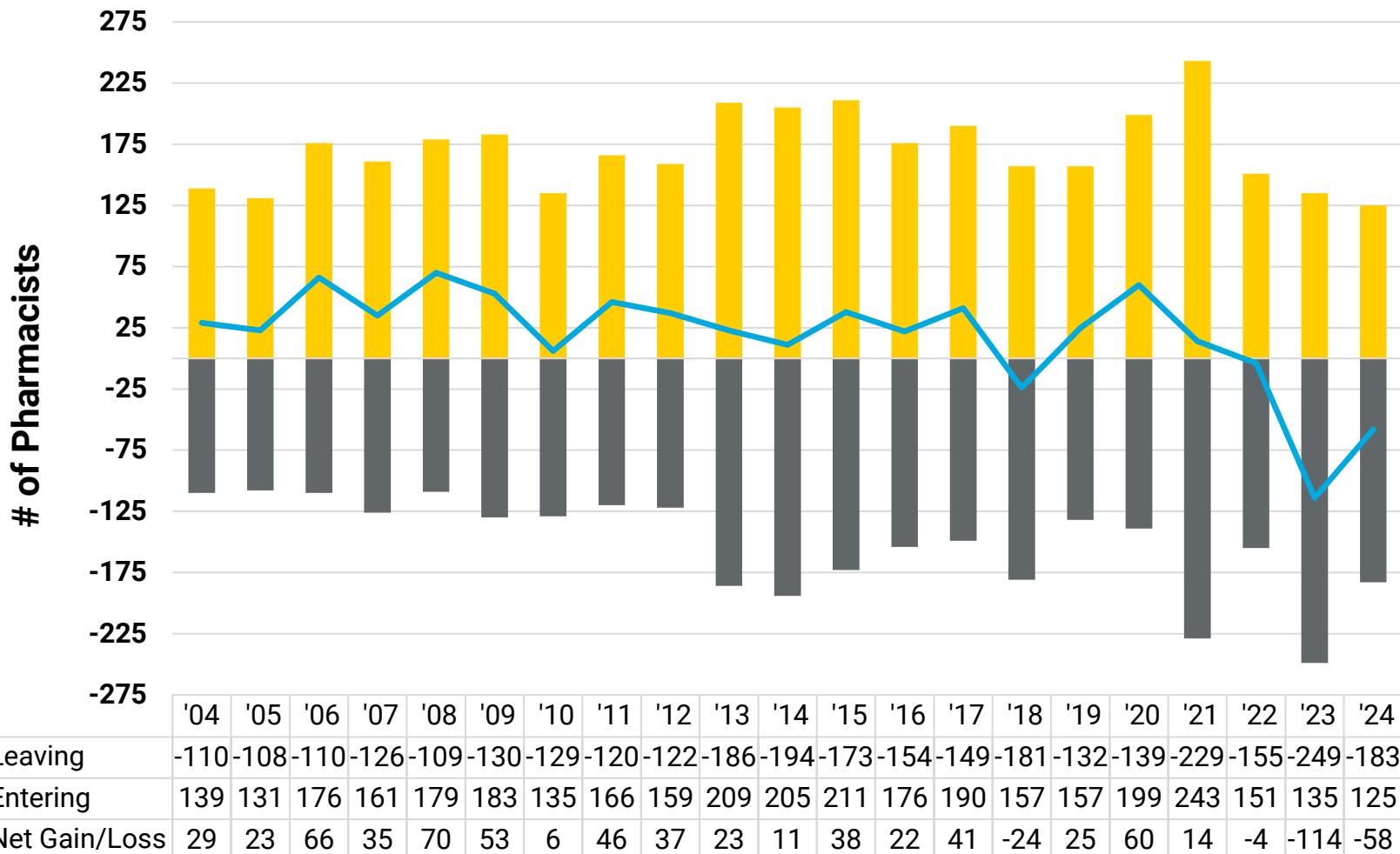
2024 Iowa Pharmacists All Pharmacists: 2004-2024



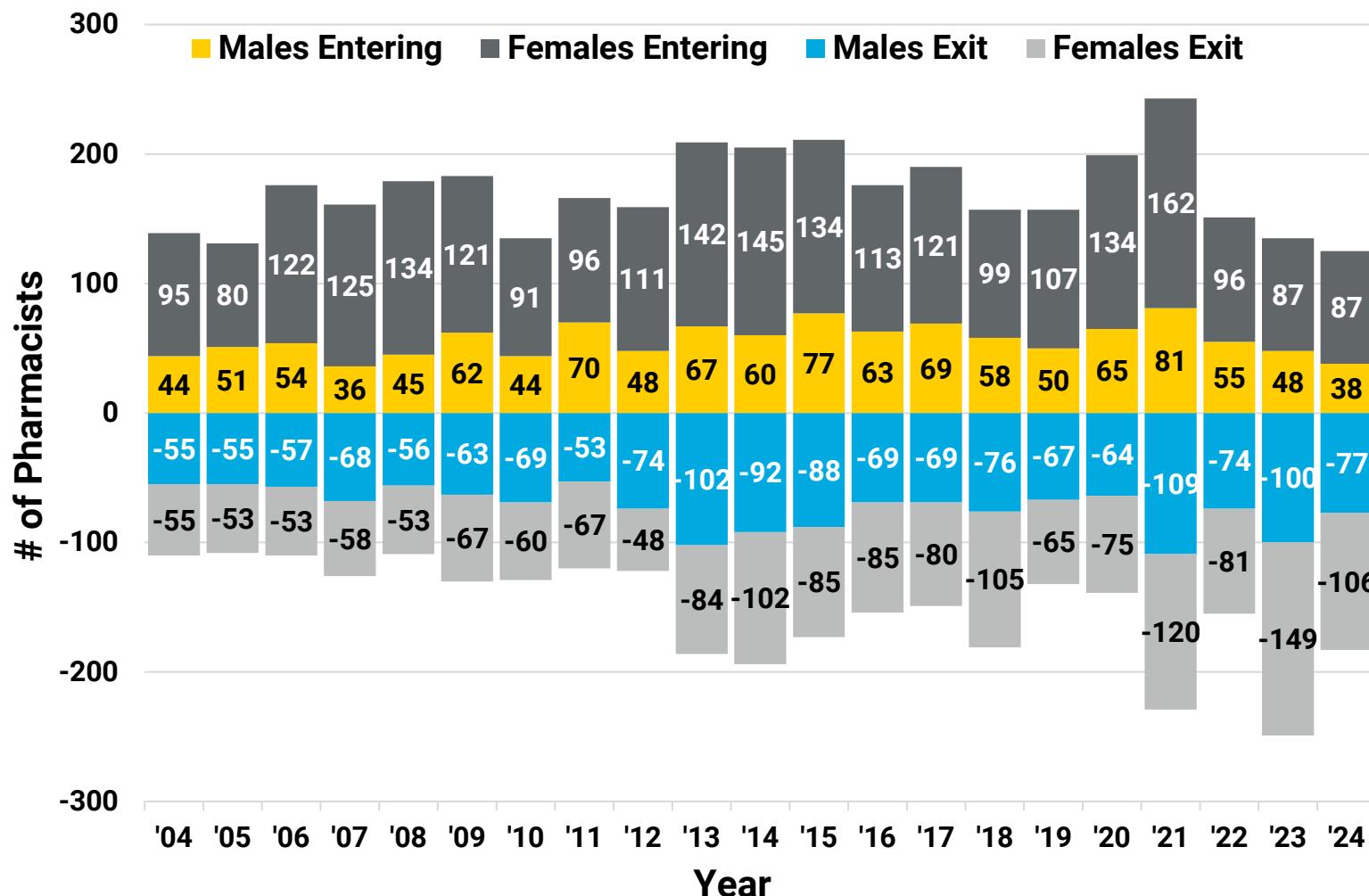
2024 Iowa Pharmacists IA Places w/ Independent Pharmacists: 2004-2024



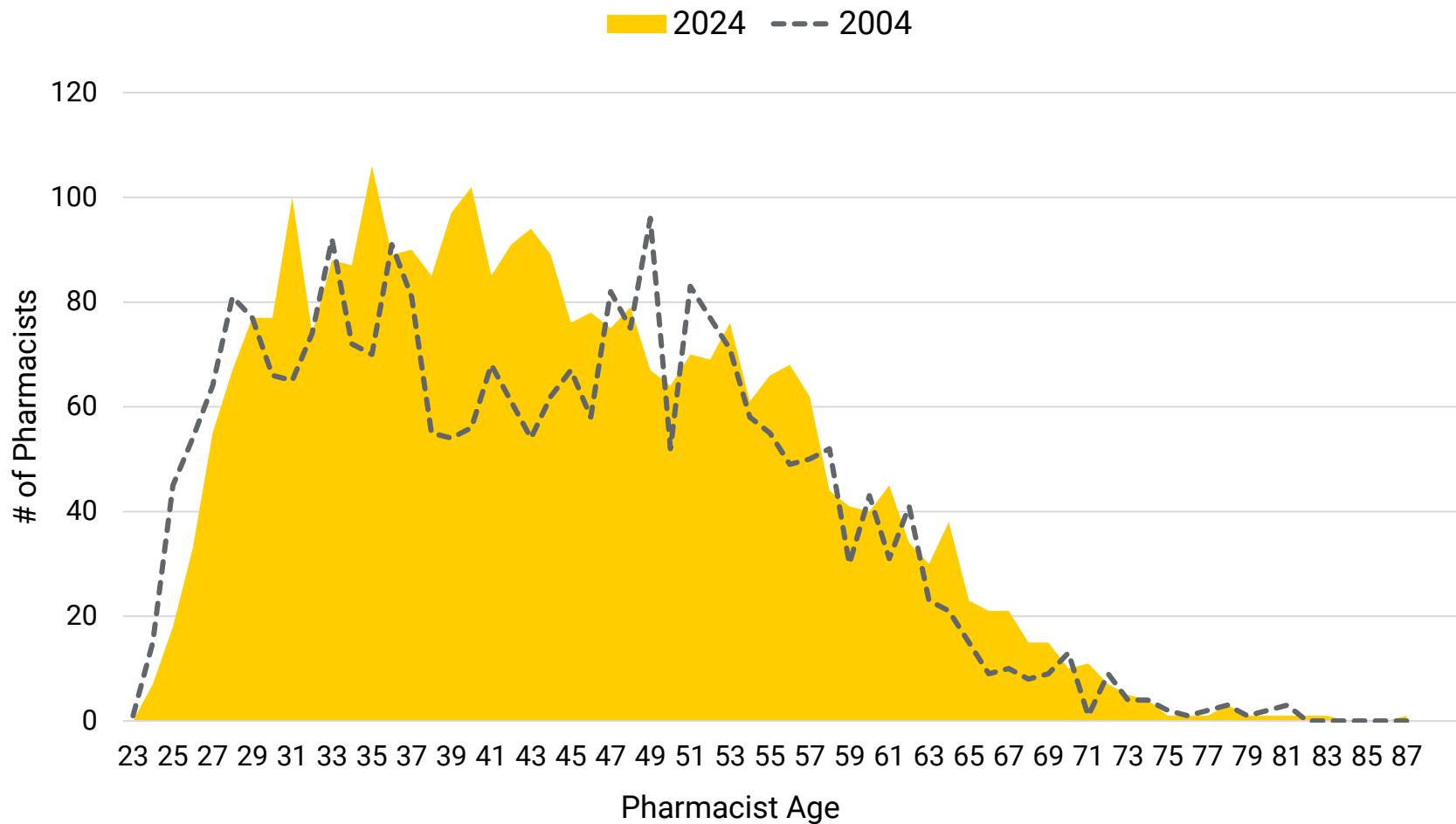
2024 Iowa Pharmacists Net Gain/Loss: 2004-2024



2024 Iowa Pharmacists Entering/Exiting by Male/Female: 2004-2024

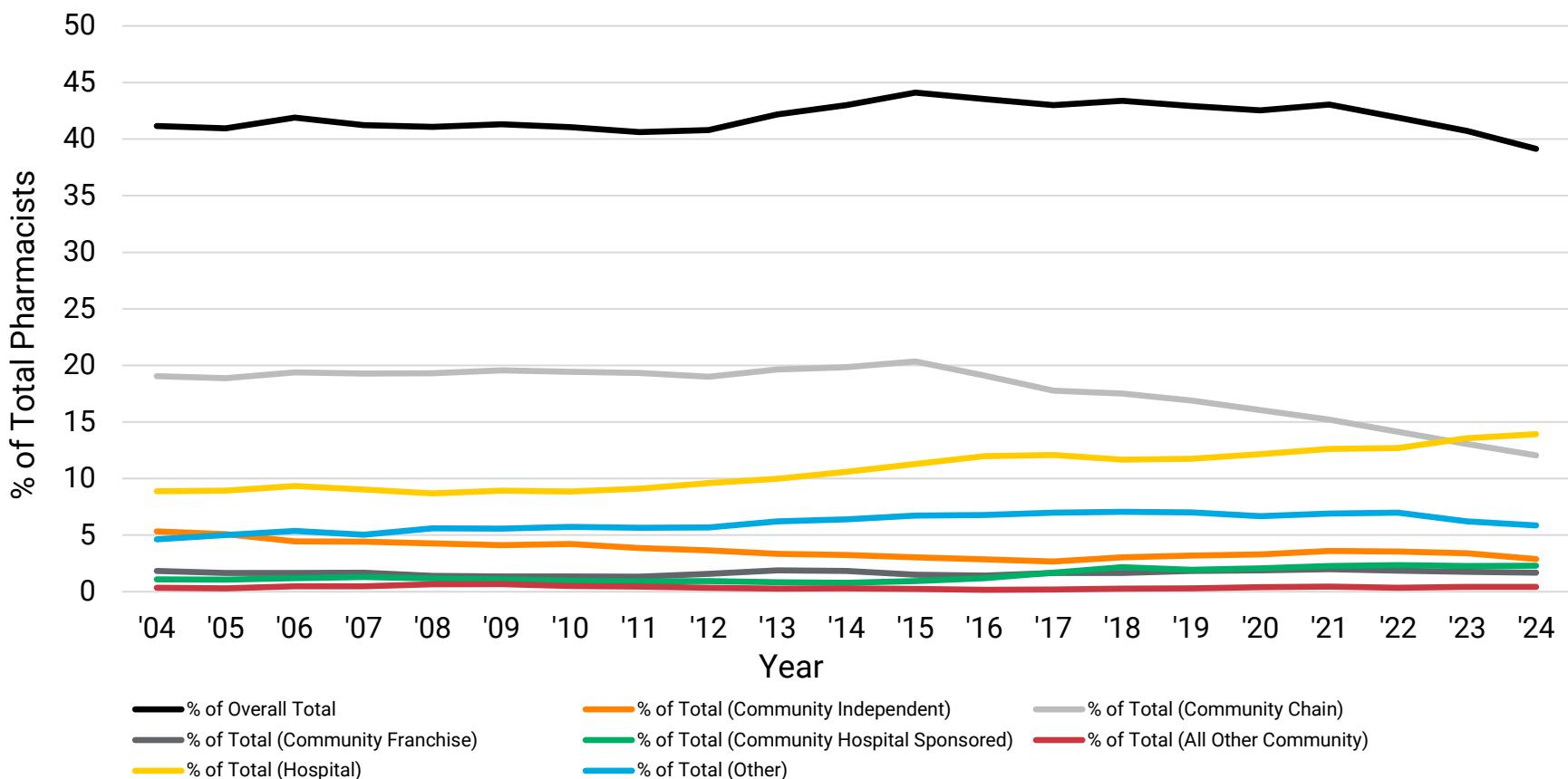


2024 Iowa Pharmacists Pharmacist Age Comparison: 2004 vs. 2024



N = 2,938 pharmacists (2024); 2,568 pharmacists (2004)

2024 Iowa Pharmacists Activities for Pharmacists Under 40: 2004-2024



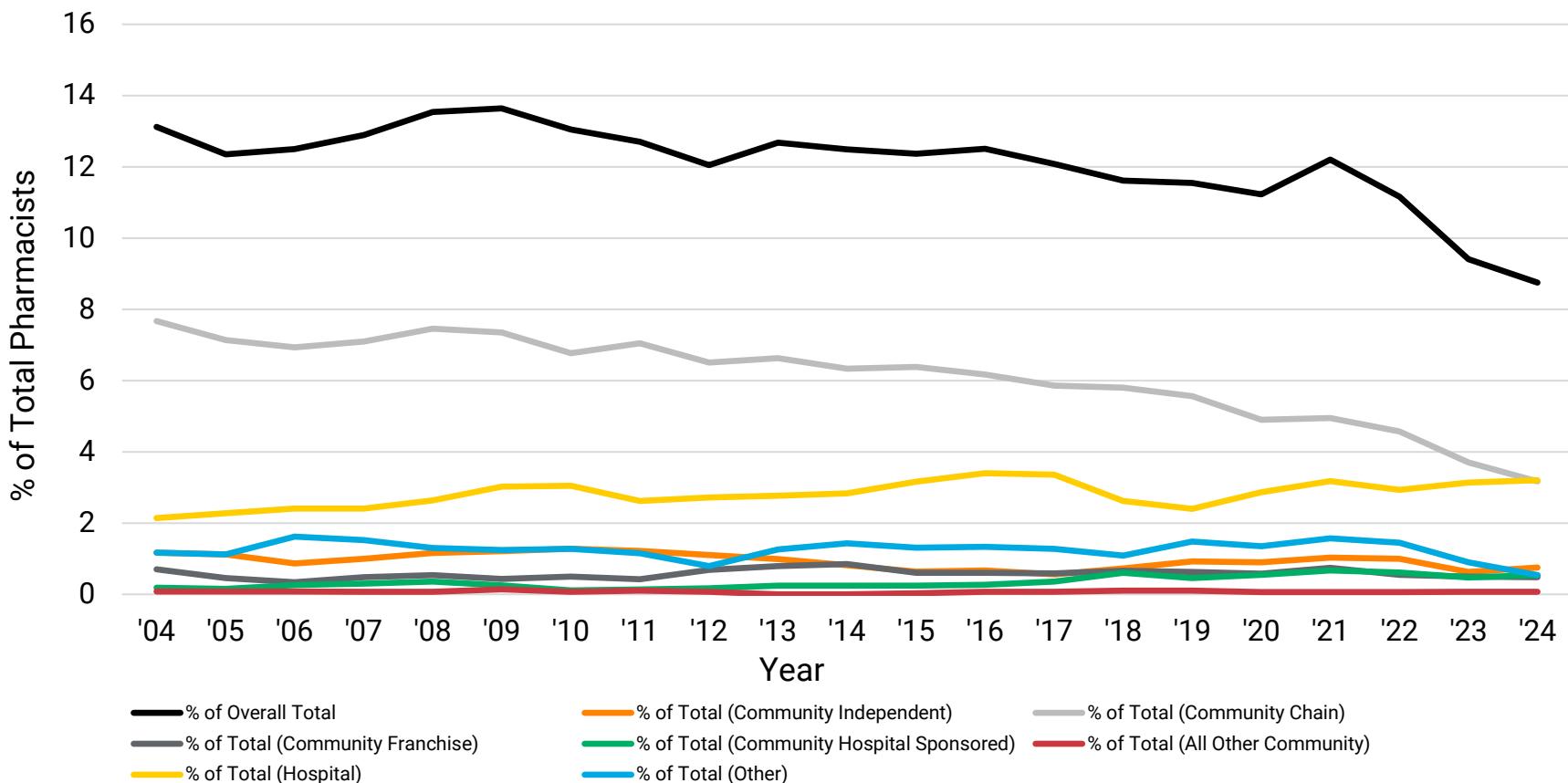
All Other Community includes: Comm/Other (non-hospital sponsored), Company Sponsored, and Relief

Other includes any non community or hospital pharmacists: Academic, Administrative/Management, Consultant (long term care), Dental, Home Infusion

Therapy, Nuclear, Industry, Community Health, Research, Service Center, State/Federal Government, Student Health, Veterinary

N = 2,938 pharmacists in Iowa as of 2024

2024 Iowa Pharmacists Activities for Pharmacists Under 30: 2004-2024



All Other Community includes: Comm/Other (non-hospital sponsored), Company Sponsored, and Relief

Other includes any non community or hospital pharmacists: Academic, Administrative/Management, Consultant (long term care), Dental, Home Infusion

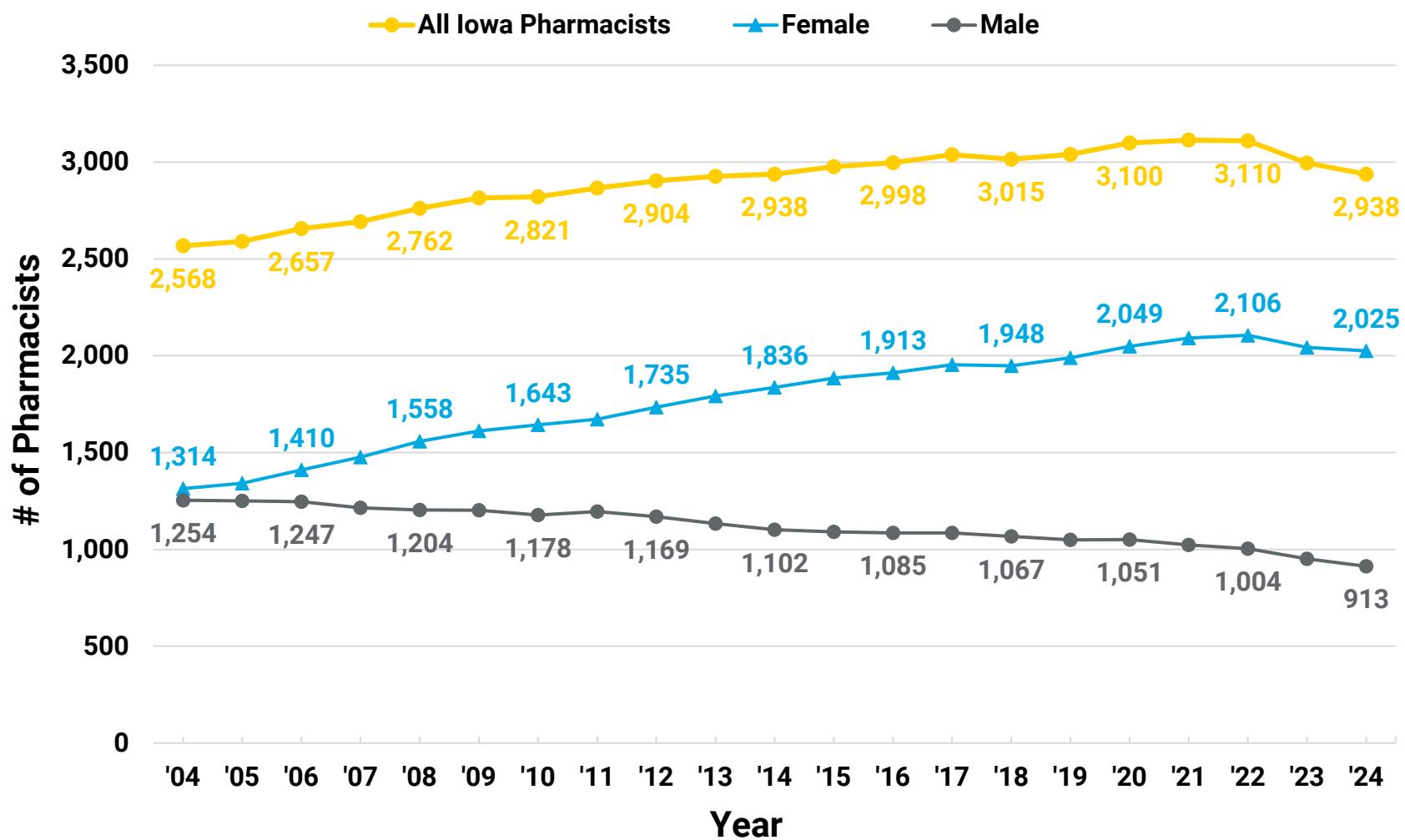
Therapy, Nuclear, Industry, Community Health, Research, Service Center, State/Federal Government, Student Health, Veterinary

N = 2,938 pharmacists in Iowa as of 2024

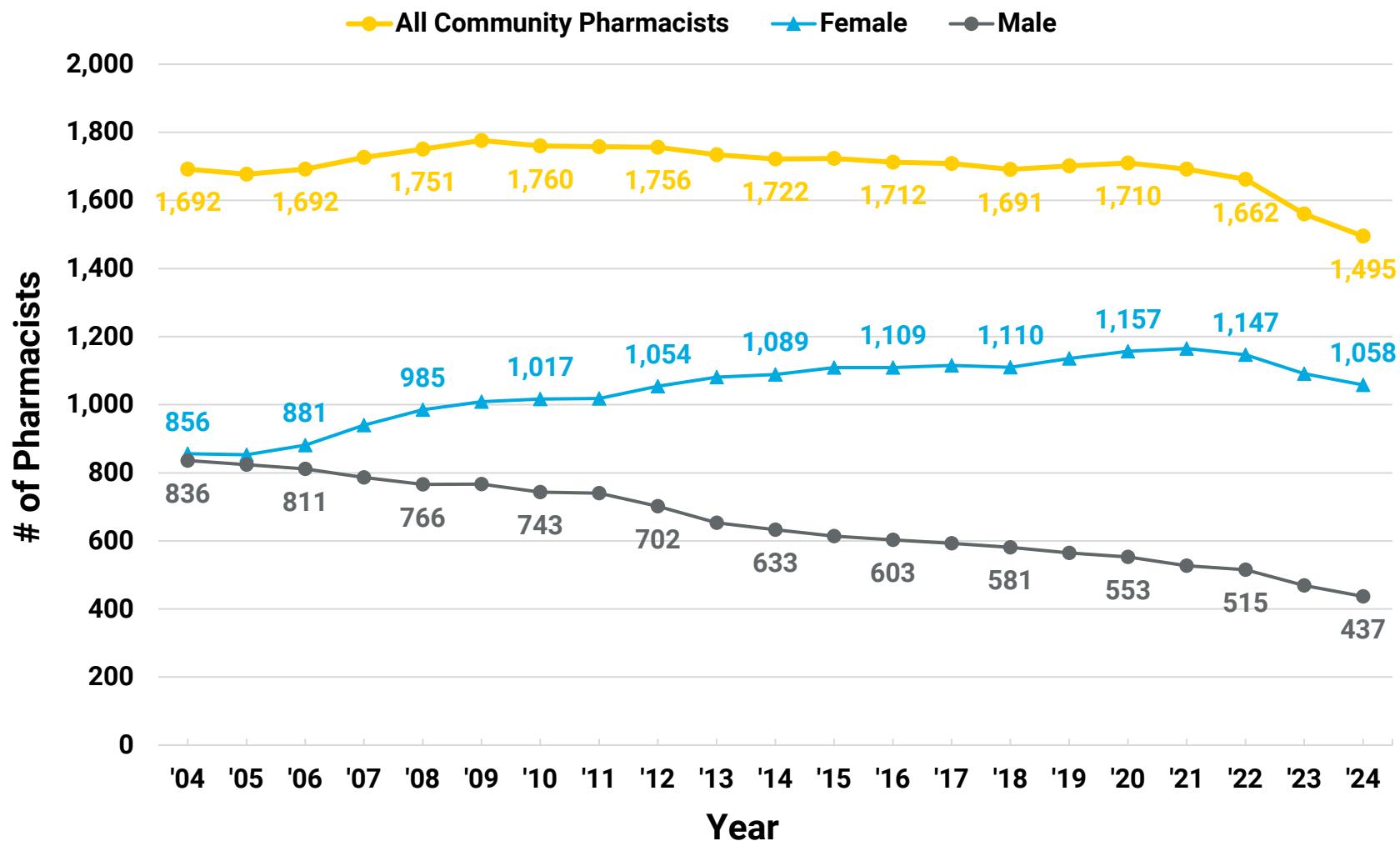
2024 Iowa Pharmacists Pharmacist Activity Comparison: 2004 vs. 2024

	2004	2024	Change	Change %
All Active Pharmacists	2,568	2,938	+370	+14
Community Pharmacists	1,692	1,495	-197	-12
Hospital Pharmacists	527	937	+410	+78
All Other Pharmacists	349	506	+157	+45

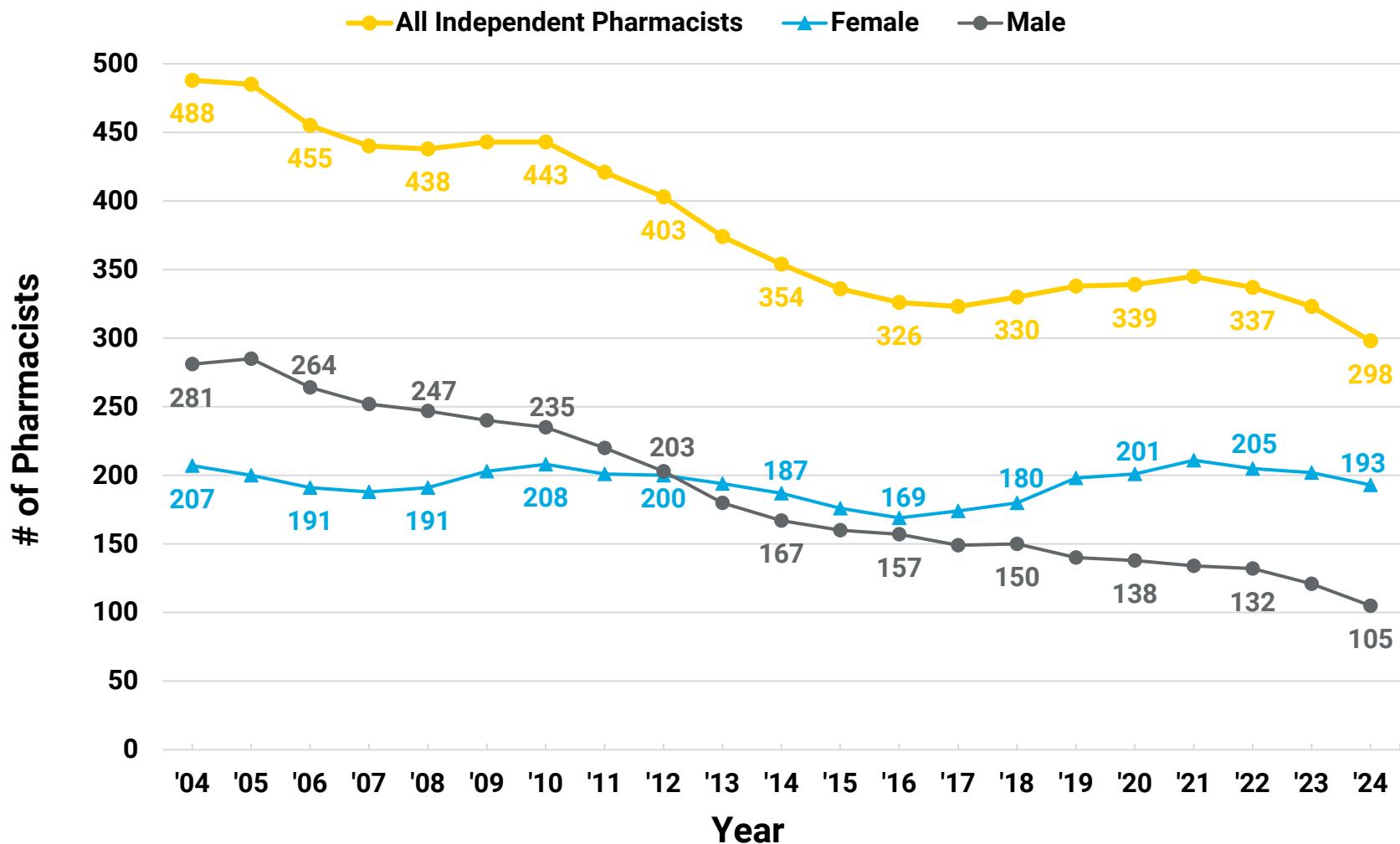
2024 Iowa Pharmacists Male/Female Comparison: 2004-2024



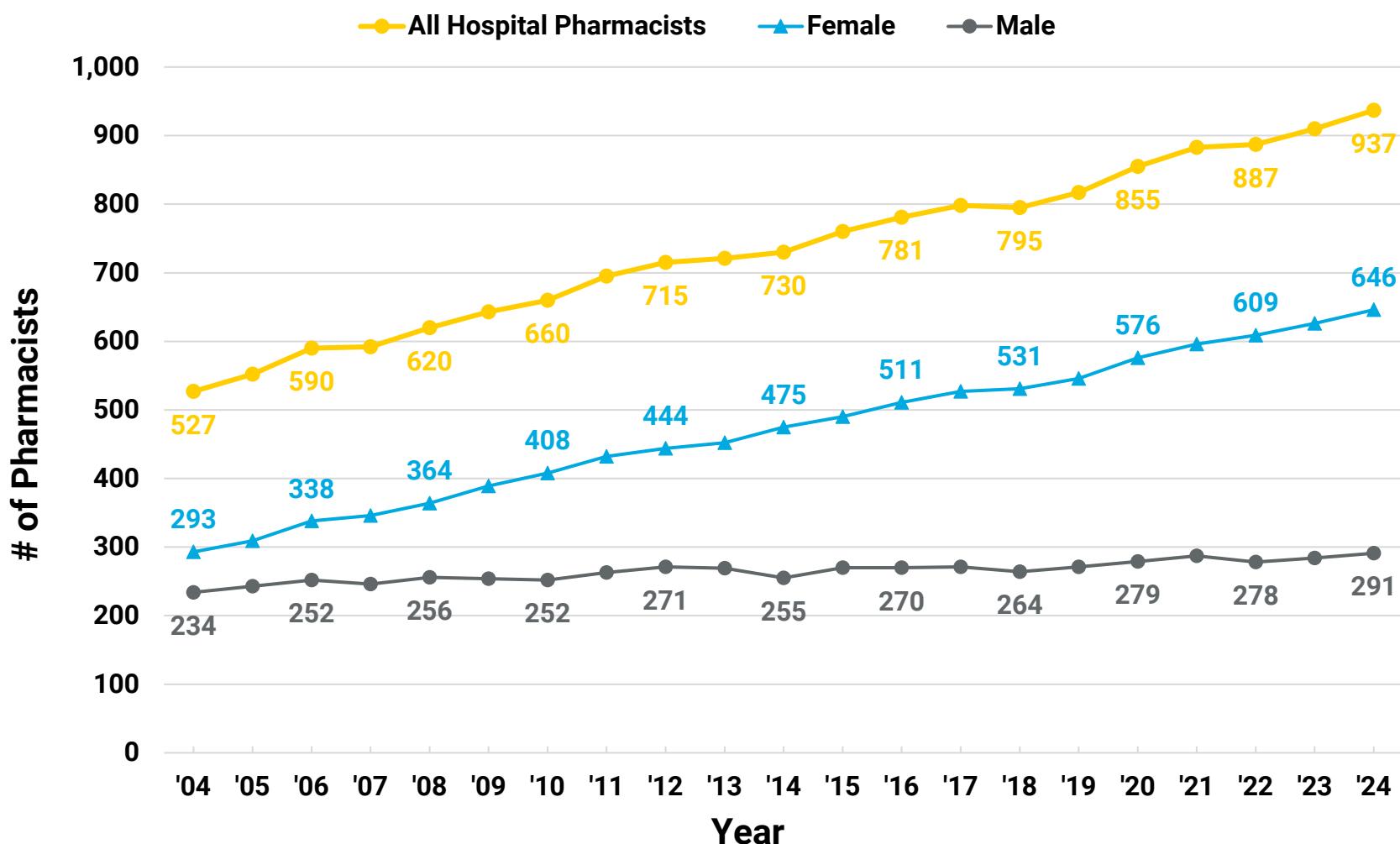
2024 Iowa Community Pharmacists Male/Female Distribution: 2004-2024



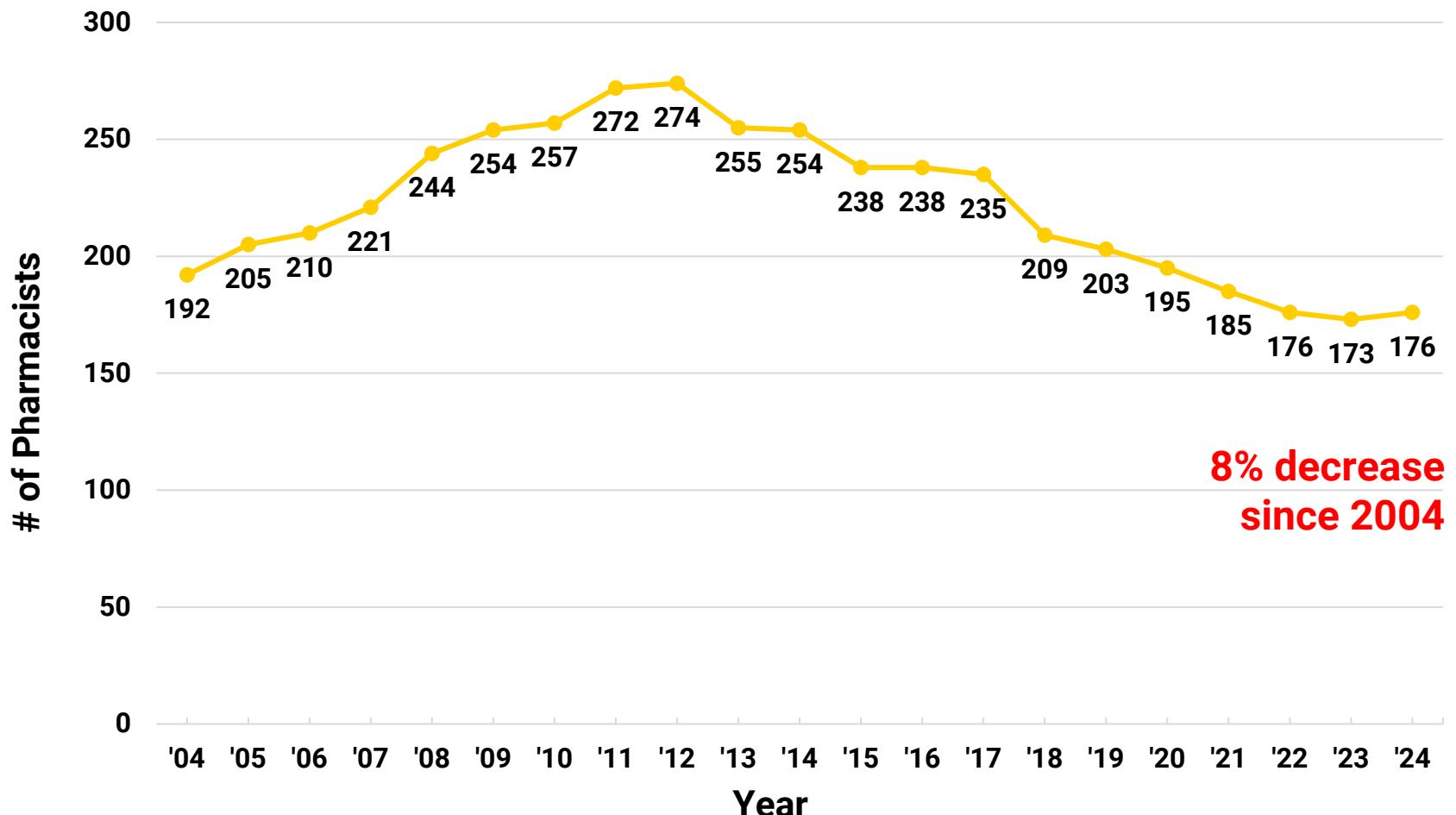
2024 Iowa Independent Pharmacists Male/Female Distribution: 2004-2024



2024 Iowa Hospital Pharmacists Male/Female Distribution: 2004-2024



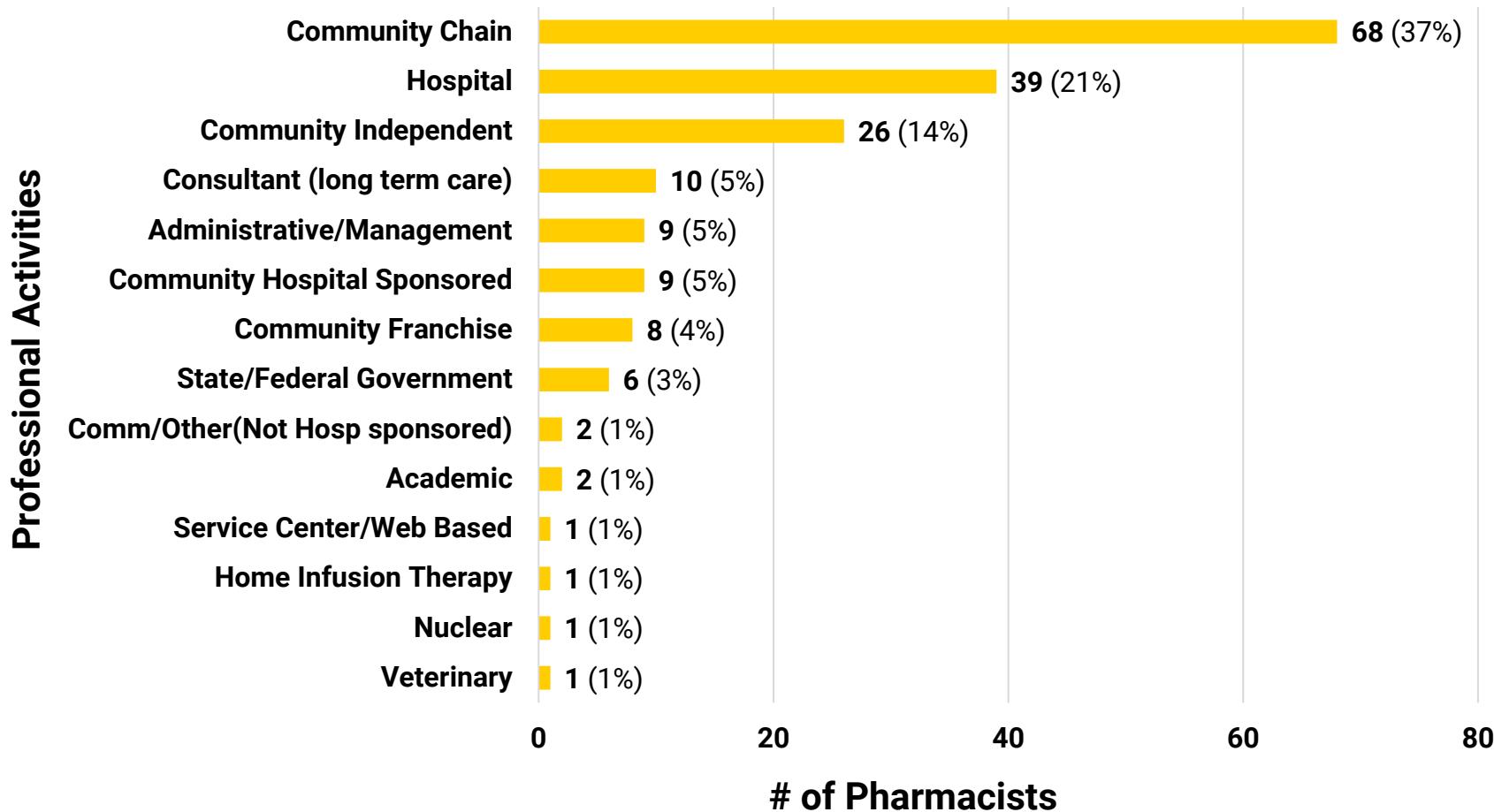
2024 Iowa Pharmacists Pharmacists Age \geq 55 in Places with Population \leq 10,000: 2004-2024



2024 Iowa Pharmacists Attrition Analysis: 2004-2024

Year	Retirement	Relocation	Death	Health	Training	Inactive	Loss of License	Military	Misc.	Total
2004	26	52	7	1		15	1	-	8	110
2005	21	64	4	-	1	18	-	-	-	108
2006	31	64	3	3	-	9	-	-	-	110
2007	25	60	1	-	-	33	1	1	5	126
2008	23	45	3	2	-	30	2	-	4	109
2009	28	52	6	2	1	31	3	-	7	130
2010	39	54	1	-	1	19	2	-	13	129
2011	32	42	3	1	1	12	6	-	23	120
2012	43	39	3	3	-	10	6	-	18	122
2013	83	55	2	1	2	15	2	-	26	186
2014	67	68	1	1	-	24	7	-	26	194
2015	49	58	2	4	-	40	1	-	19	173
2016	49	41	2	1	2	52	2	-	5	154
2017	41	45	2	1	1	28	2	-	29	149
2018	54	38	5	1	2	20	1	-	60	181
2019	39	43	4	1	-	13	1	-	31	132
2020	44	48	1	1	1	13	1	-	30	139
2021	78	75	1	3	1	24	2	-	45	229
2022	41	56	3	1	2	17	-	-	35	155
2023	45	46	2	-	1	15	1	-	139	249
2024	67	57	1	1	-	13	1	-	45	183
Total	925	1,102	56	27	16	451	42	1	568	3,188
Annual Average	44	52	3	1	1	21	2	0	27	152

2024 Iowa Pharmacists Attrition Activity Analysis



N = 183 pharmacists exiting Iowa practice in 2024 (2,938 total pharmacists in 2024)

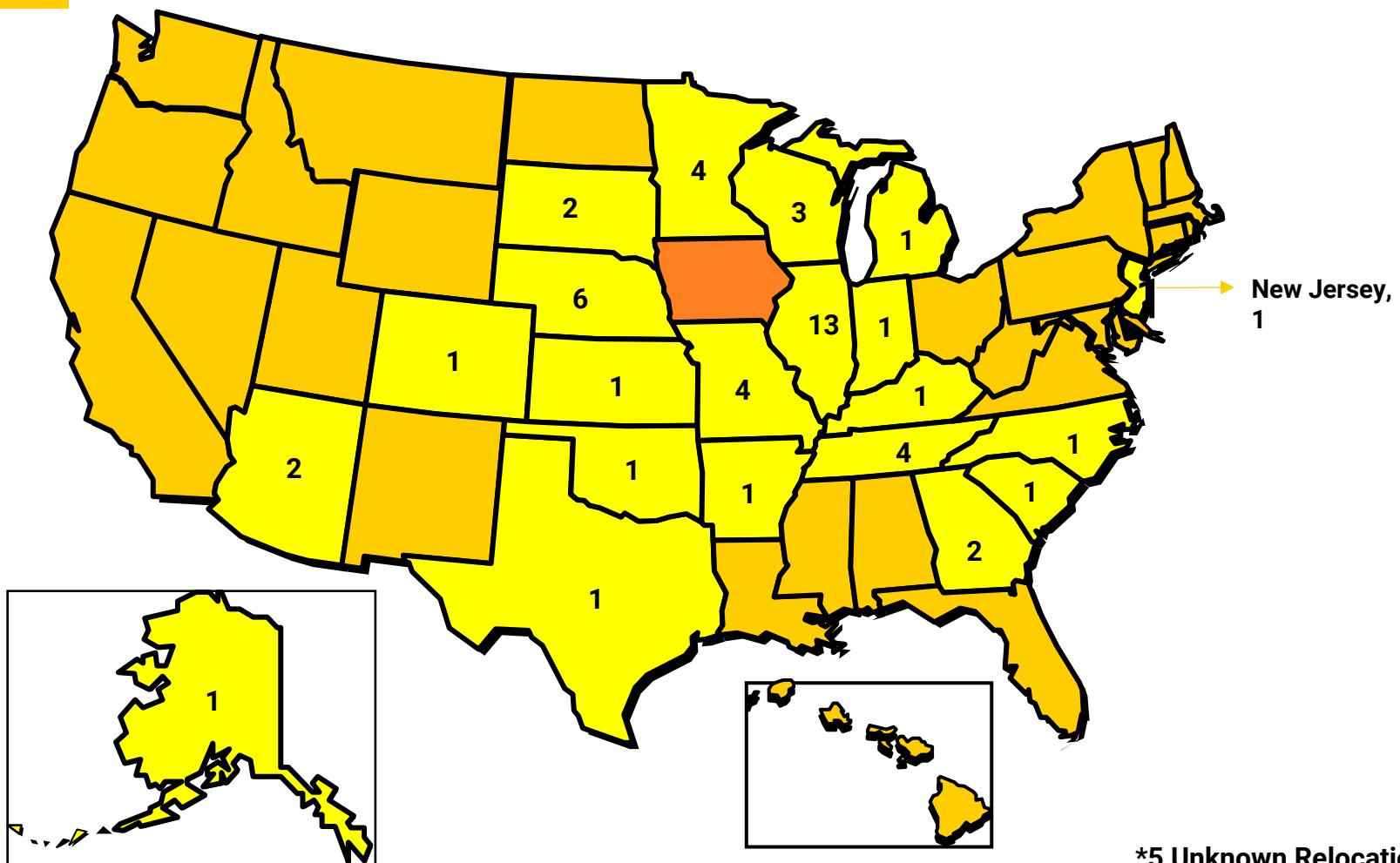
2024 Iowa Pharmacists Retirement Summary

# of Retirements	67
Mean Retirement Age	66
Median Retirement Age	67

Note: Average # of retirements over the last 5 years = 49

N = 183 pharmacists exiting Iowa practice in 2024 (2,938 total pharmacists in 2024)

2024 Iowa Pharmacists Relocation of Iowa Pharmacists*



N = 57 pharmacists relocating out of Iowa in 2024 (138 exiting Iowa total)

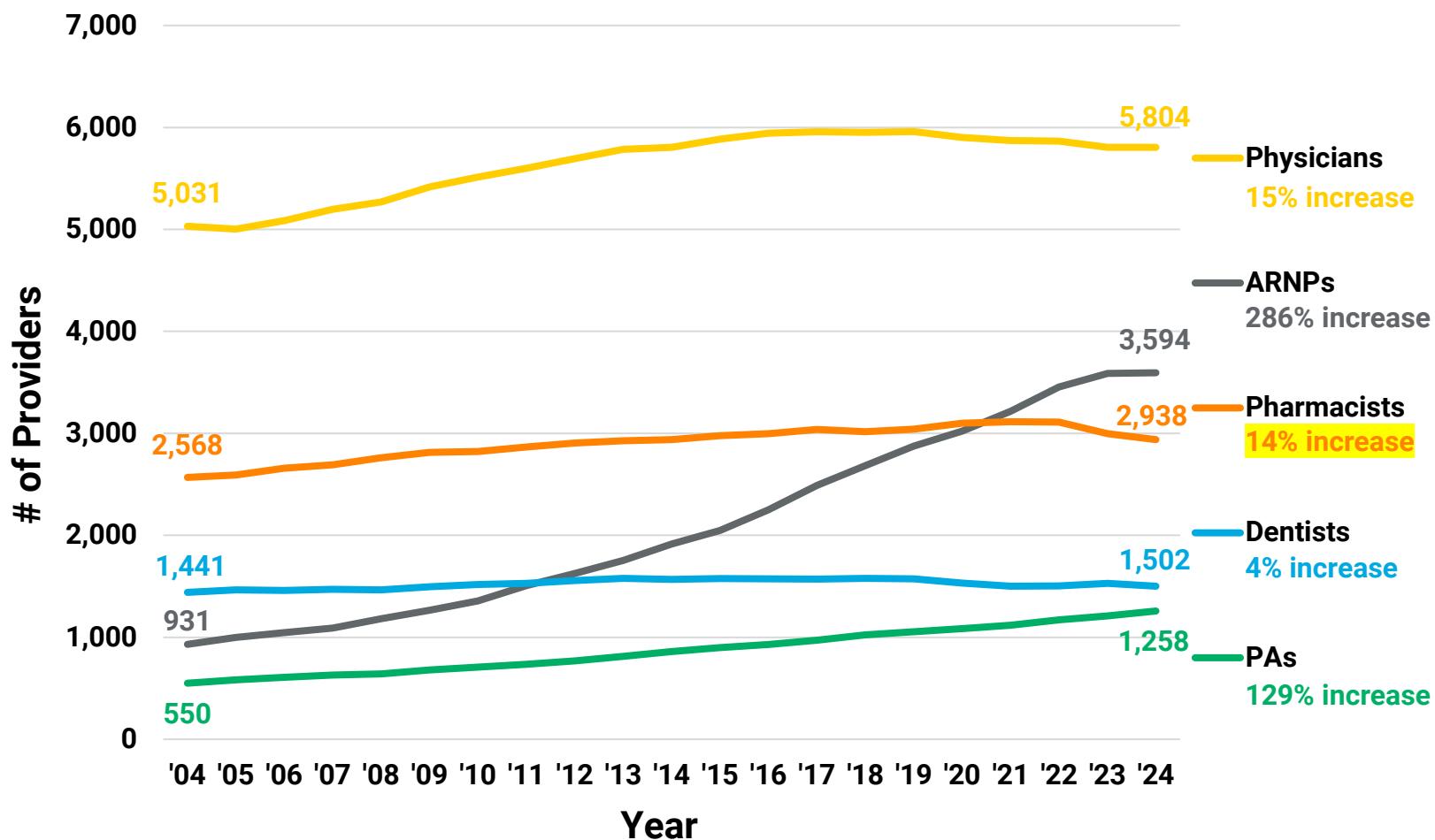
Workforce Summary

2024

2024 Iowa Health Professions Inventory Composition of Workforce

Physicians	5,804
Advanced Practice Nurses	3,594
Pharmacists	2,938
Dentists	1,502
Physician Assistants	1,258

2024 Iowa Health Professions Inventory Composition of Workforce: 2004-2024



2024 Iowa Health Professions Inventory

Composition of Workforce

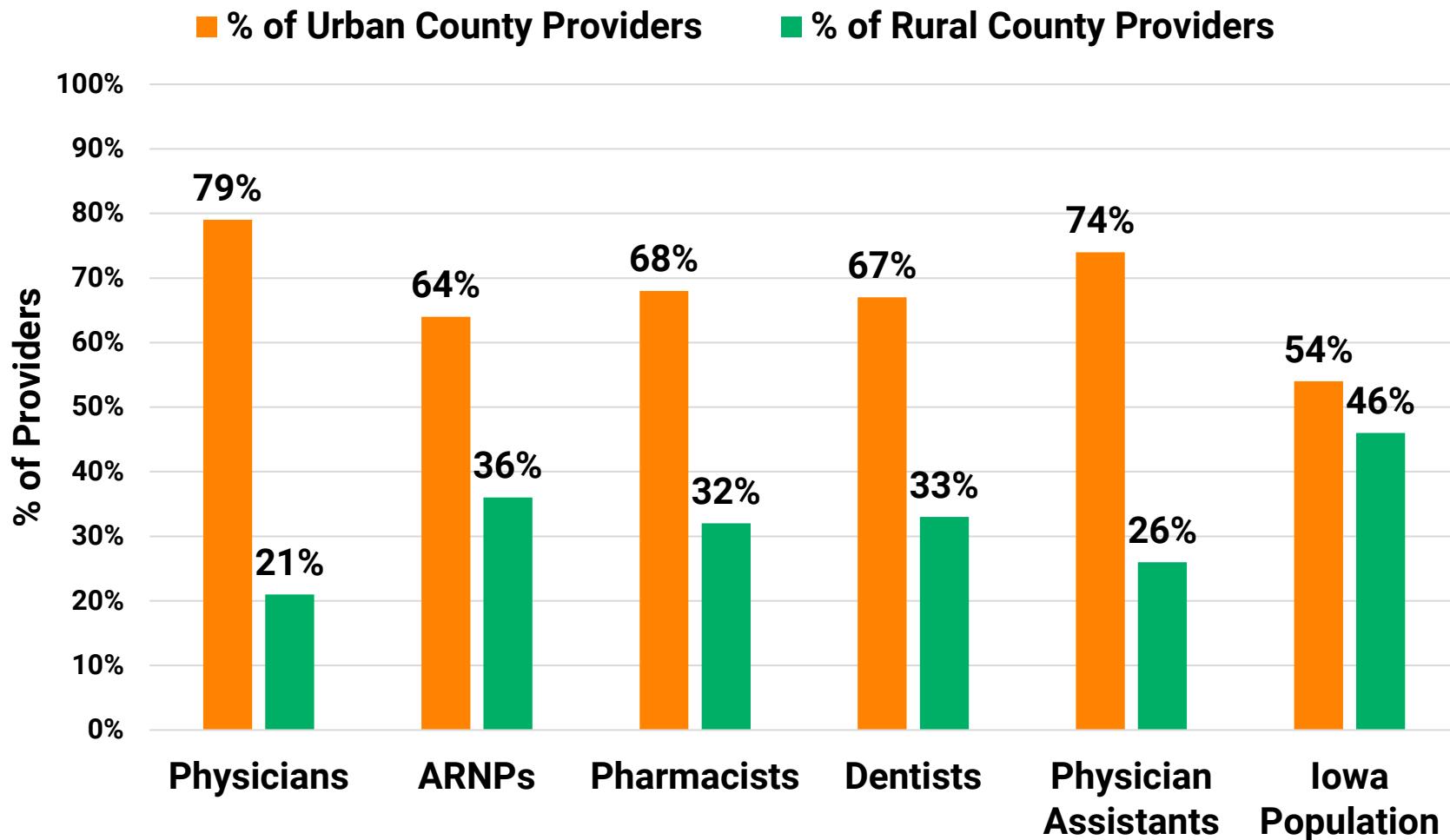
Provider Type	Entered Iowa Practice (% of Provider Total)	Left Iowa Practice (% of Provider Total)	Net Change	Provider Type Total
Physicians	379 (7%)	378 (7%)	+1	5,804
ARNPs	248 (7%)	241 (7%)	+7	3,594
Pharmacists	125 (4%)	183 (6%)	-58	2,938
Dentists	166 (11%)	214 (14%)	-48	1,502
Physician Assistants	117 (9%)	69 (5%)	+48	1,258

2024 Iowa Health Professions Inventory Retirement Summary

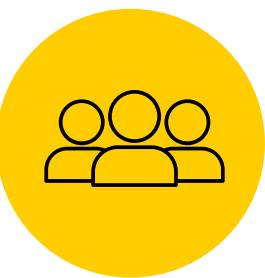
Provider Type	Retirements (% of Total Provider Attrition)	Average Retirement Age	Total Attrition	Average Attrition Age
Physicians	112 (30%)	68	378	52
ARNPs	39 (16%)	66	241	47
Pharmacists	67 (37%)	66	183	51
Dentists	58 (27%)	66	214	52
Physician Assistants	10 (14%)	68	69	46

2024 Iowa Health Professions Inventory

Rural vs. Urban Practice



2024 Iowa Pharmacists In Summary



**2,938 total
pharmacists
in 2024**

**32% work in
the 88 rural
counties**

**51% are
community
pharmacists**

**73% are
educated in
Iowa**