

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

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# 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 3<sup>rd</sup>, 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

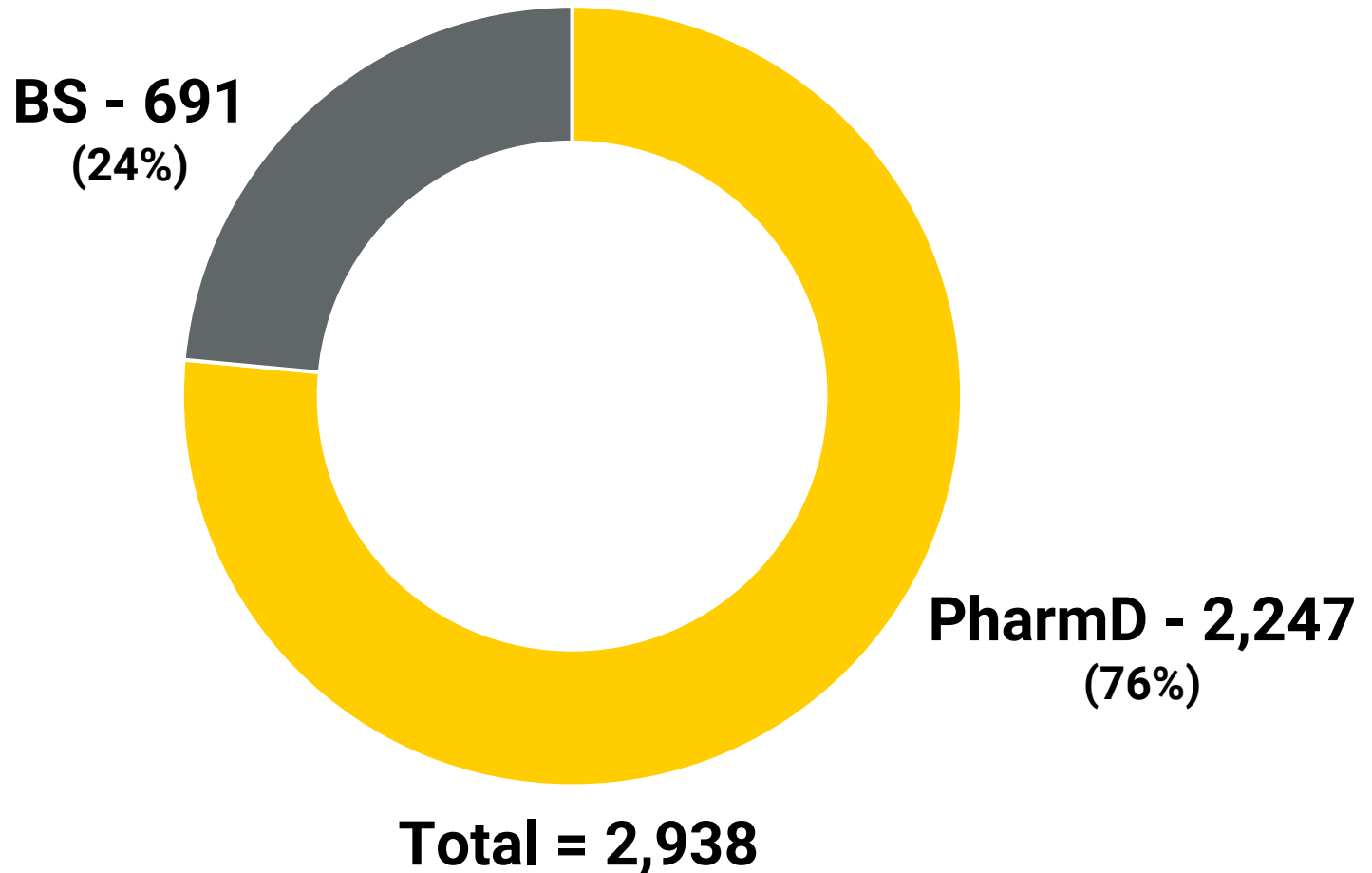
# 2024 Iowa Pharmacists Entering vs. Exiting Practice

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

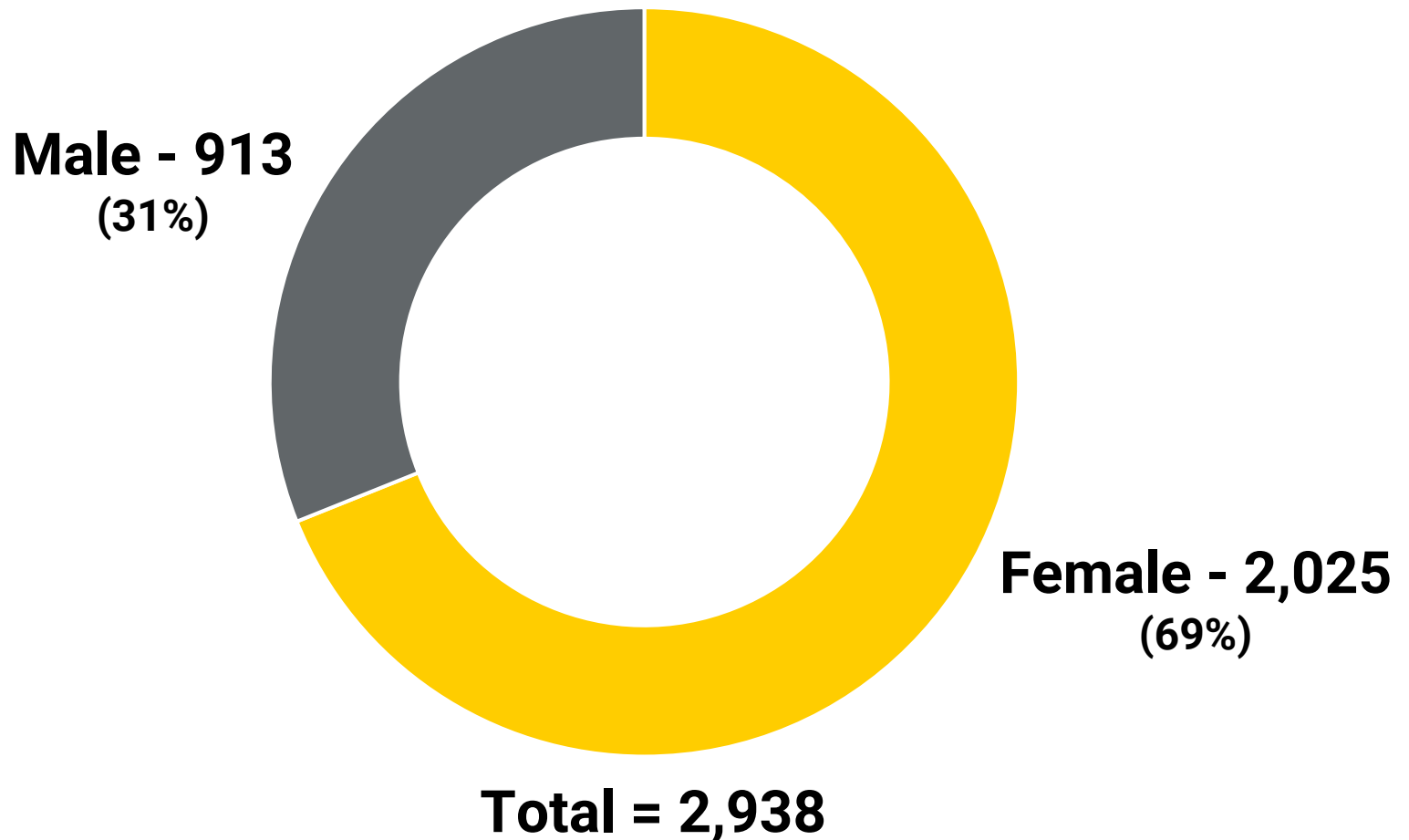
*N = 2,938 pharmacists in Iowa as of 2024*



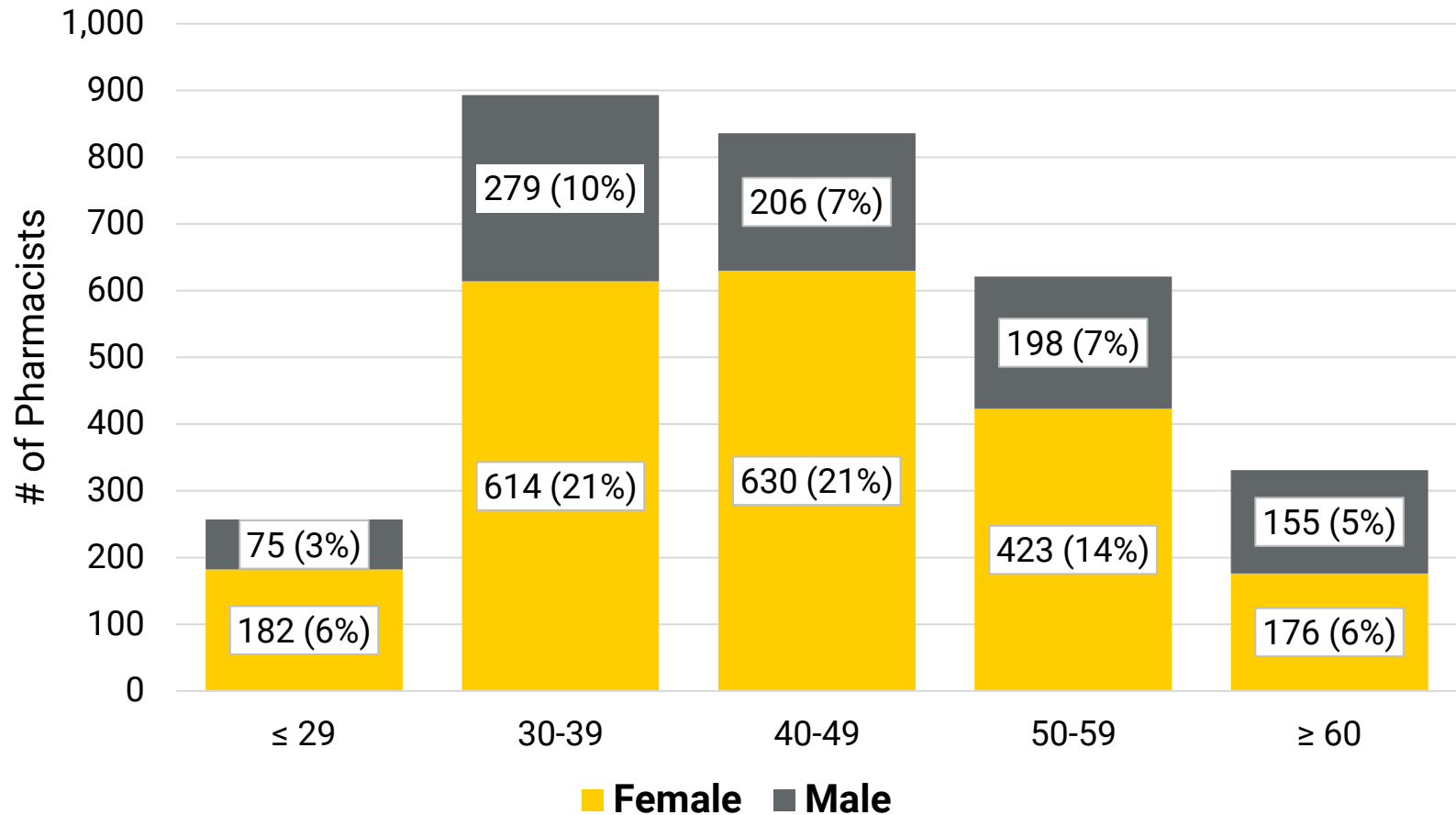
# 2024 Iowa Pharmacists Pharmacy Degree



# 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

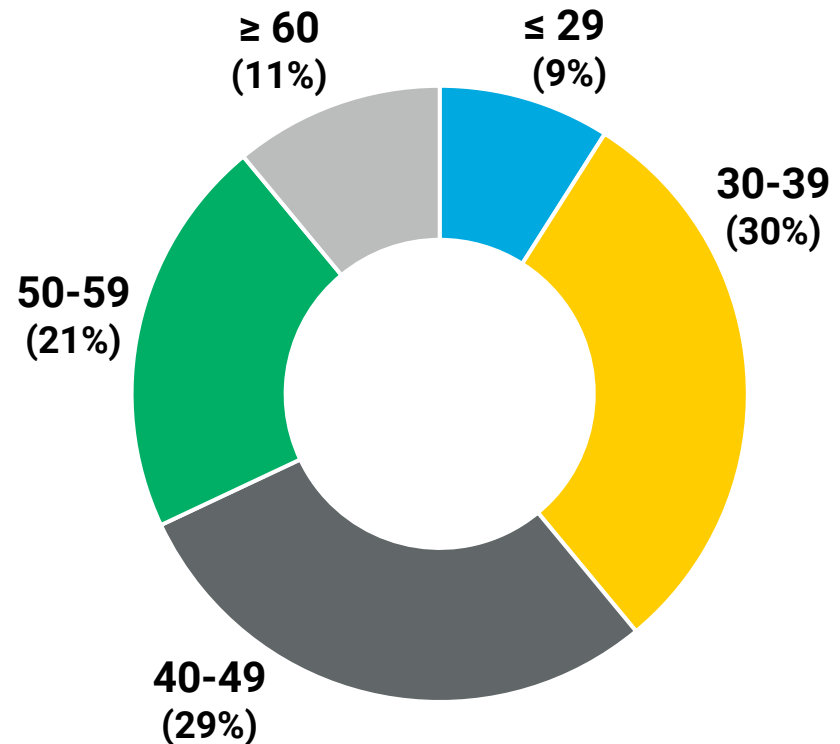
	Full-Time*		Part-Time	
Male	851	29%	62	2%
Female	1,713	58%	312	11%
Total	2,564	87%	374	13%

\*FT ≥ 30 hours/week

N = 2,938 pharmacists in Iowa as of 2024

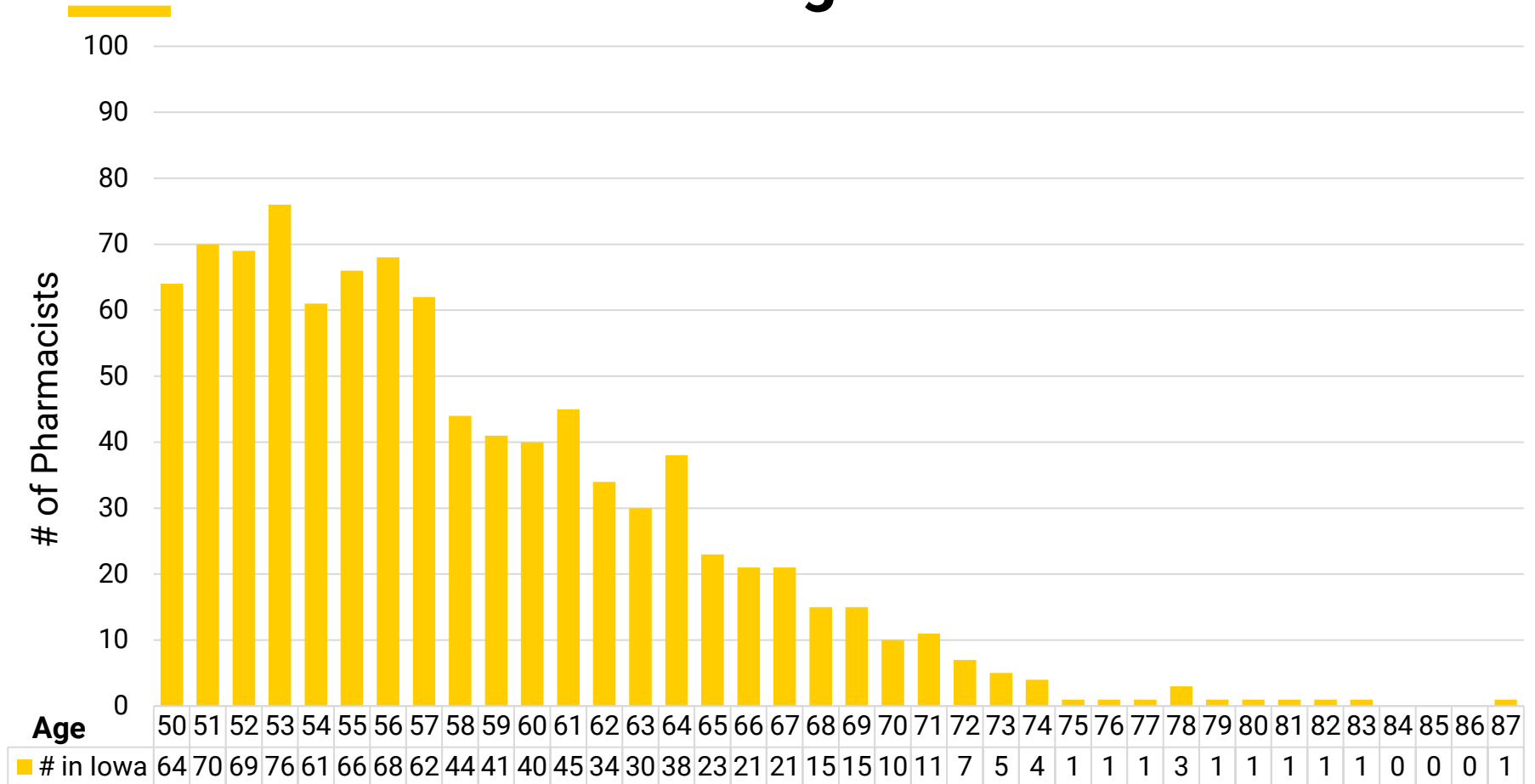
# 2024 Iowa Pharmacists Age Distribution

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%
<b>Total</b>	<b>2,938</b>	<b>100%</b>	



*N = 2,938 pharmacists in Iowa as of 2024*

# 2024 Iowa Pharmacists Detail of Age ≥ 50

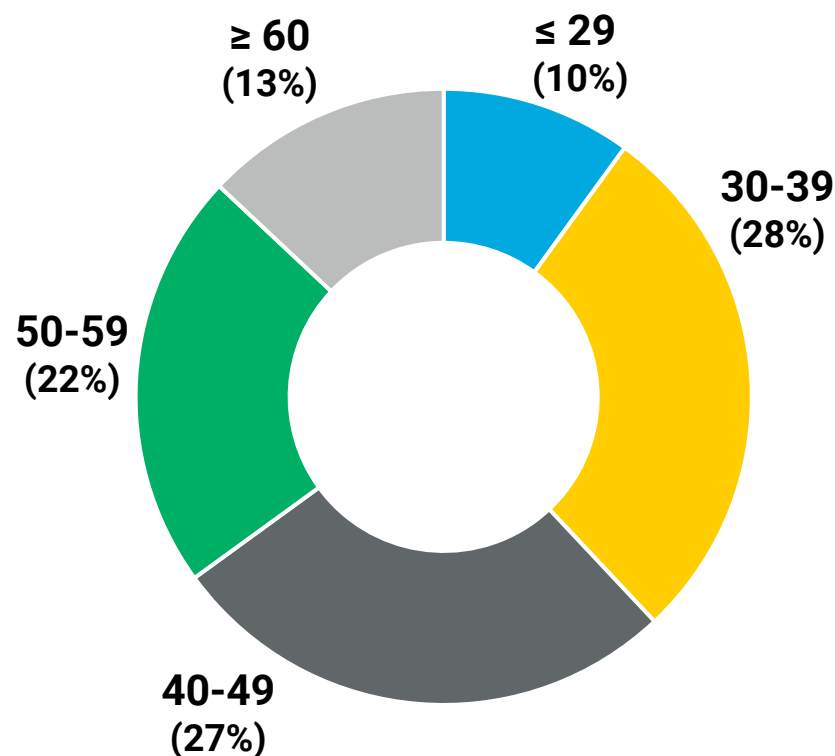


*N = 952 pharmacists are 50 years of age or older in Iowa as of 2024 (32% of total 2,938)*

# 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%
<b>Total</b>	<b>1,495</b>	<b>100%</b>	

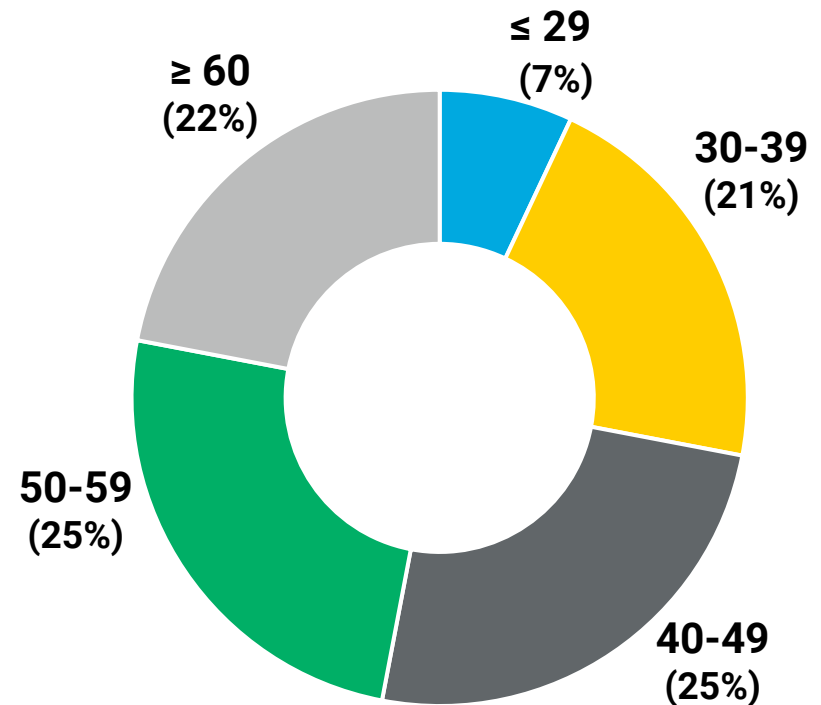


*N = 1,495 community pharmacists in Iowa as of 2024 (51% of total 2,938)*

# 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%	



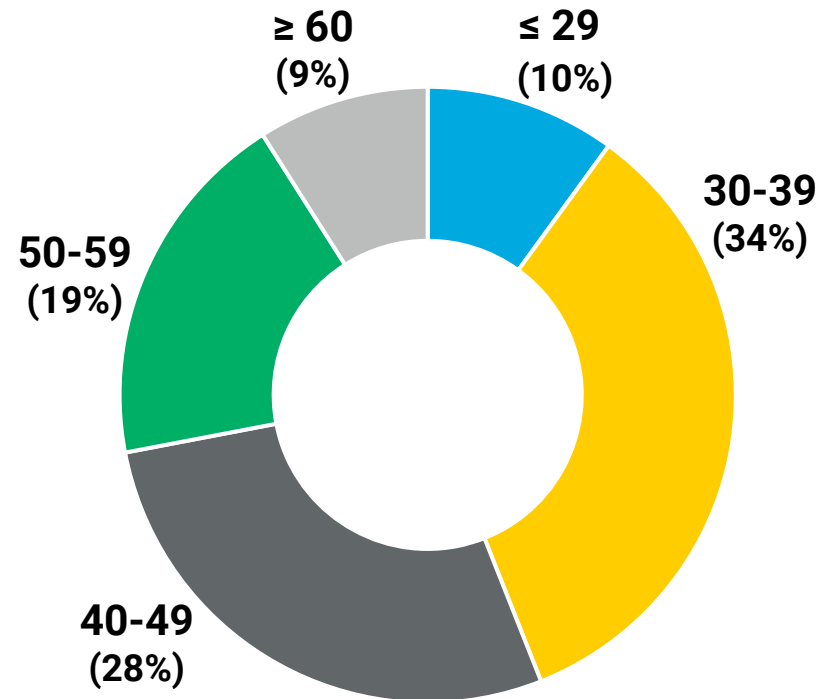
*N = 298 independent pharmacists in Iowa as of 2024 (10% of total 2,938)*



# 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%
<b>Total</b>	<b>937</b>	<b>100%</b>	



*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%)
<b>Total</b>	<b>62 (16%)</b>	<b>312 (84%)</b>	<b>374 (100%)</b>

\*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
<b>Total</b>	<b>2,938</b>	<b>100%</b>

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

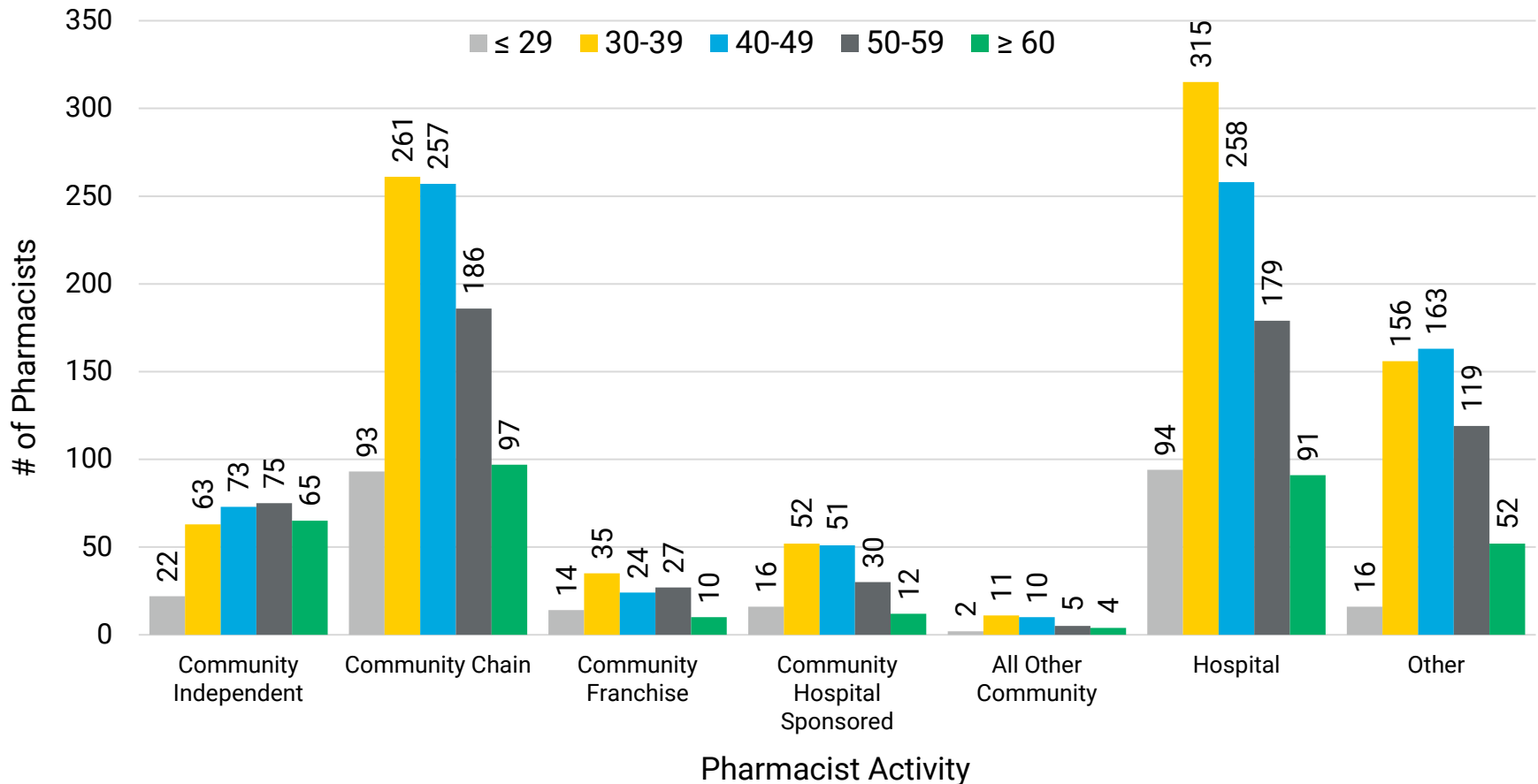
\*\*Includes non-Iowa-licensed pharmacists

# 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
<b>Total</b>	<b>1,495</b>	<b>100%</b>	<b>589</b>

*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

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

# 2024 Iowa Pharmacists Drake Education or Graduate Training

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

# 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%
<b>Total</b>	<b>1,028</b>	<b>200</b>	<b>2,938 (100%)</b>	

**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%
<b>Total</b>	<b>195</b>	<b>1,495 (100%)</b>	

**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%
<b>Total</b>	<b>102</b>	<b>298 (100%)</b>	

**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%
<b>Total</b>	<b>100</b>	<b>937 (100%)</b>	

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

*Population Source: United States 2020 Census*

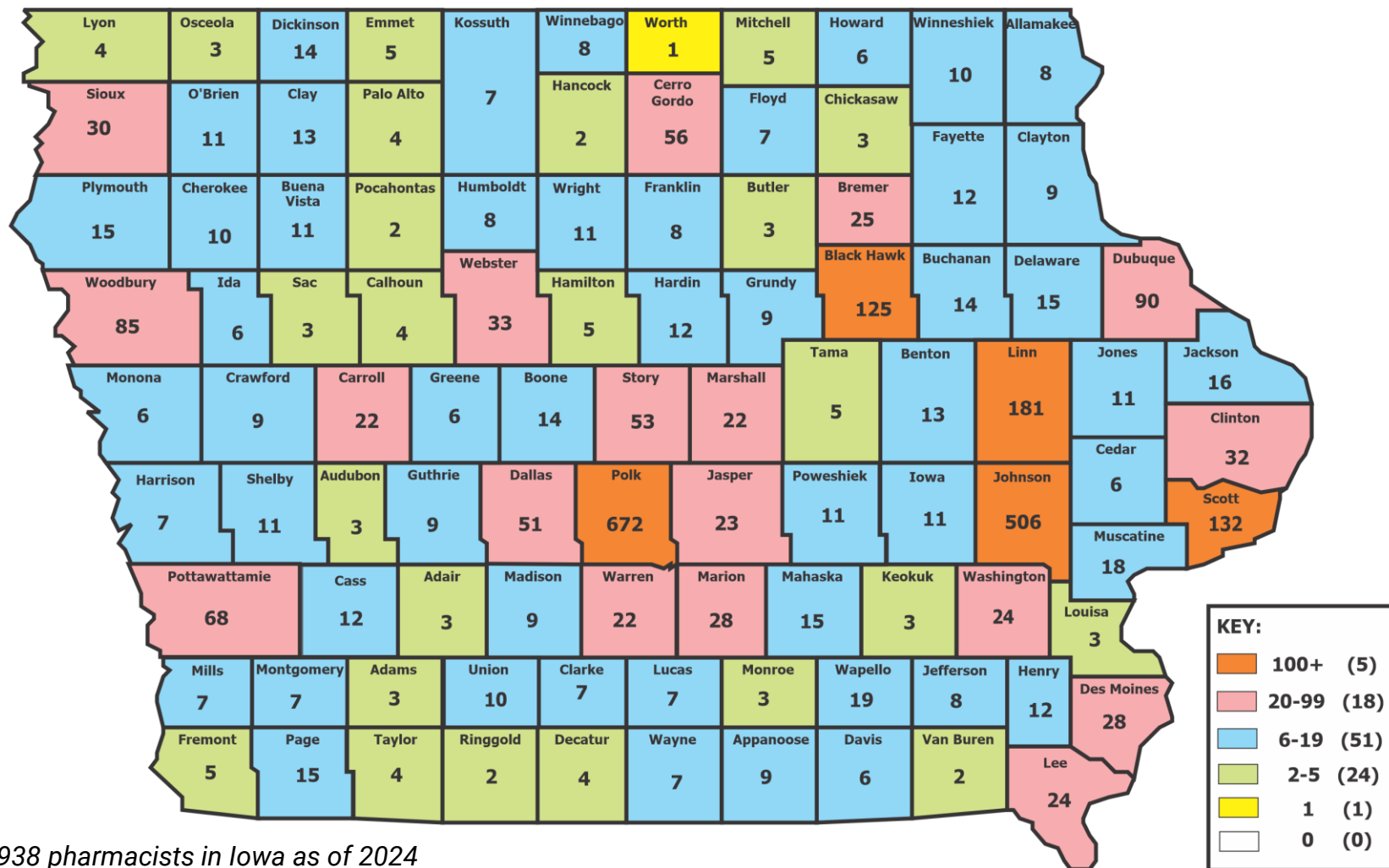
*"Place": U.S. Census-defined populated areas, including cities, towns, and other recognized communities*

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



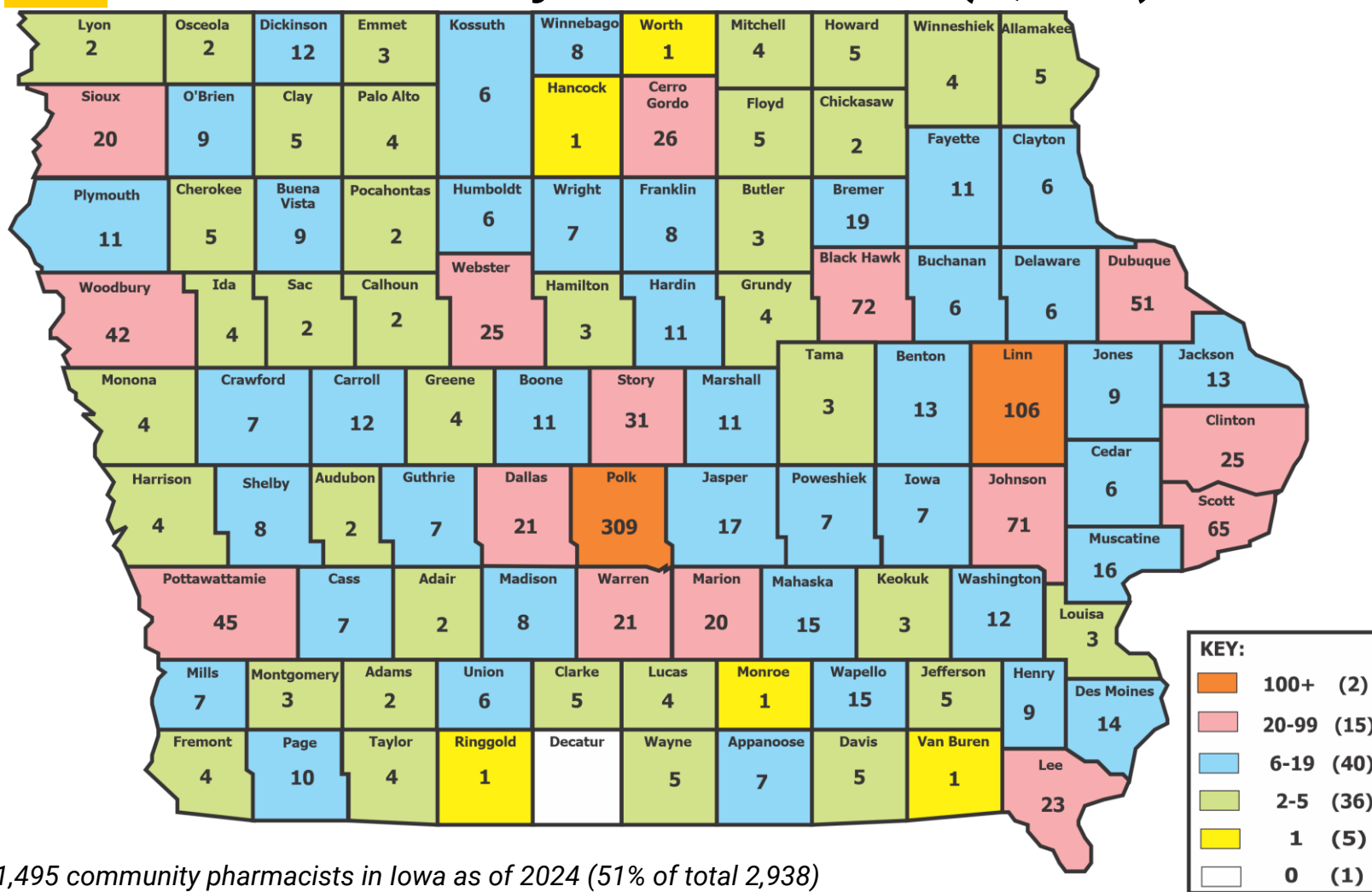
# **Geographic Distribution 2024**

# 2024 Iowa Pharmacists All Pharmacists (2,938)



*N = 2,938 pharmacists in Iowa as of 2024*

## 2024 Iowa Pharmacists Community Pharmacists (1,495)



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

**KEY:**

- 16+
- 6-15
- 2-5
- 1
- 0

208 independent pharmacists in Iowa as of 2024 (10% of total 2,028)



**KEY:**

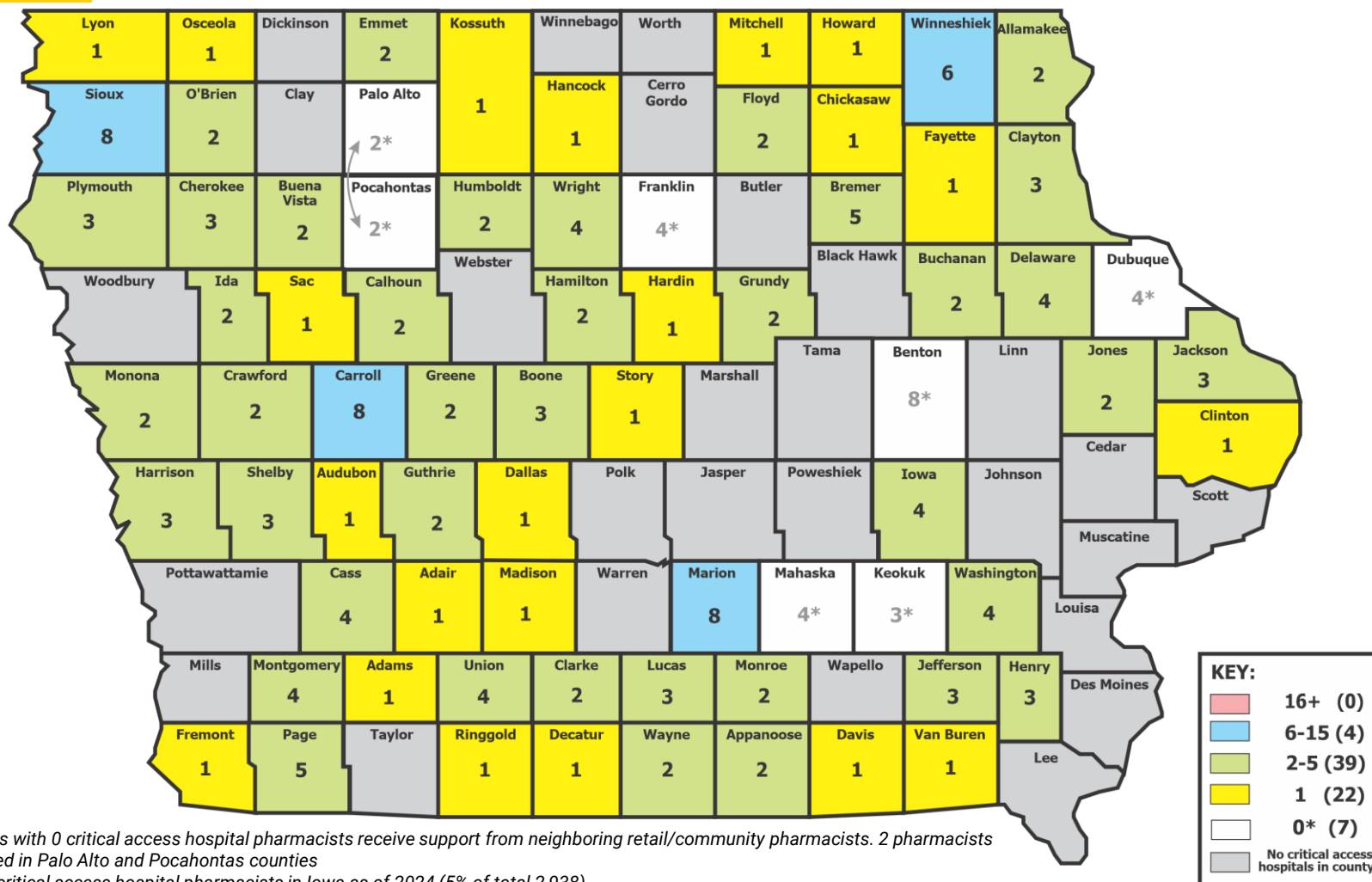
- 16+ (10)
- 6-15 (9)
- 2-5 (46)
- 1 (19)
- 0 (15)

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

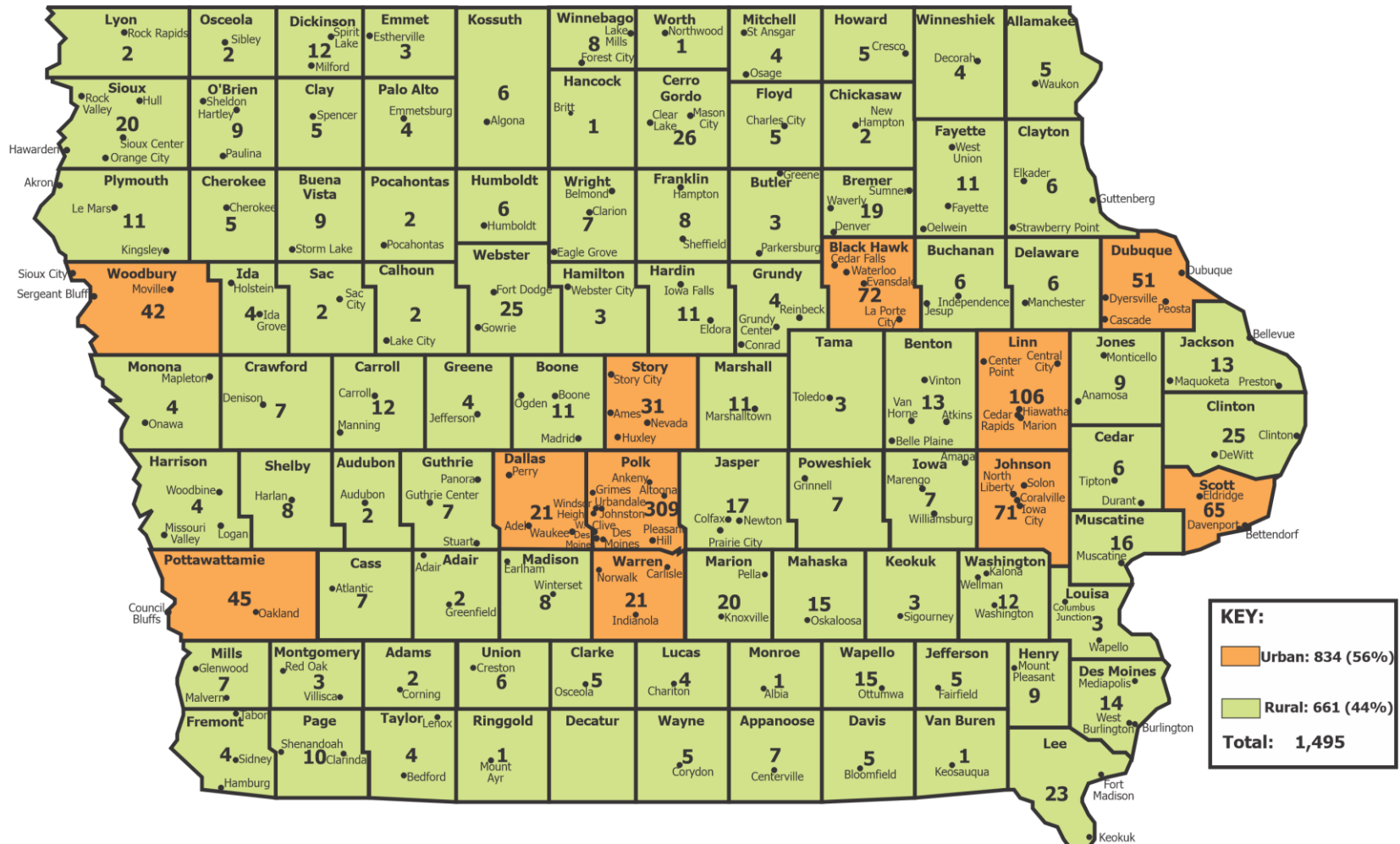


# 2024 Iowa Pharmacists

## Critical Access Hospital Pharmacists (160)

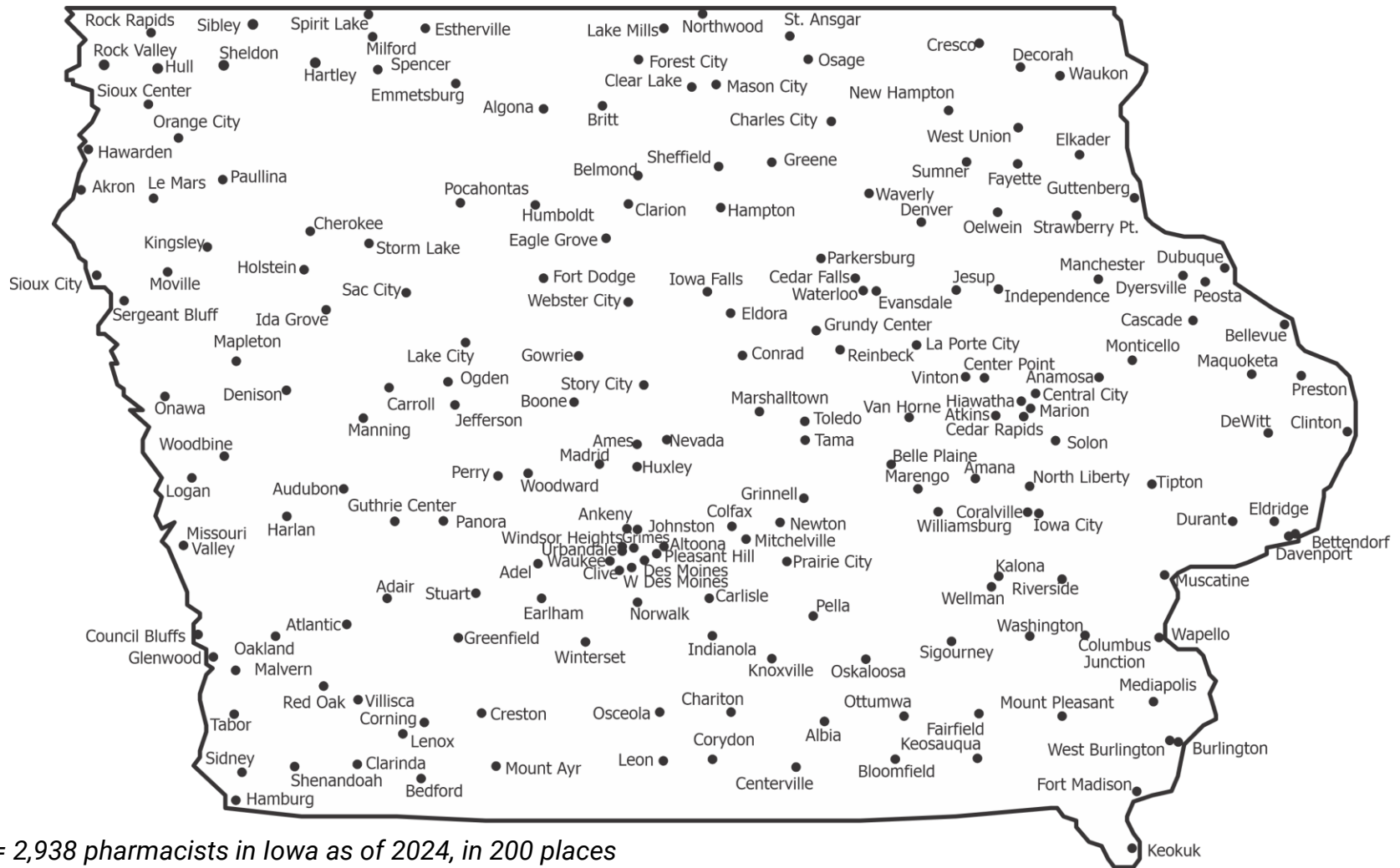


# 2024 Iowa Pharmacists Distribution of Iowa Community Pharmacists



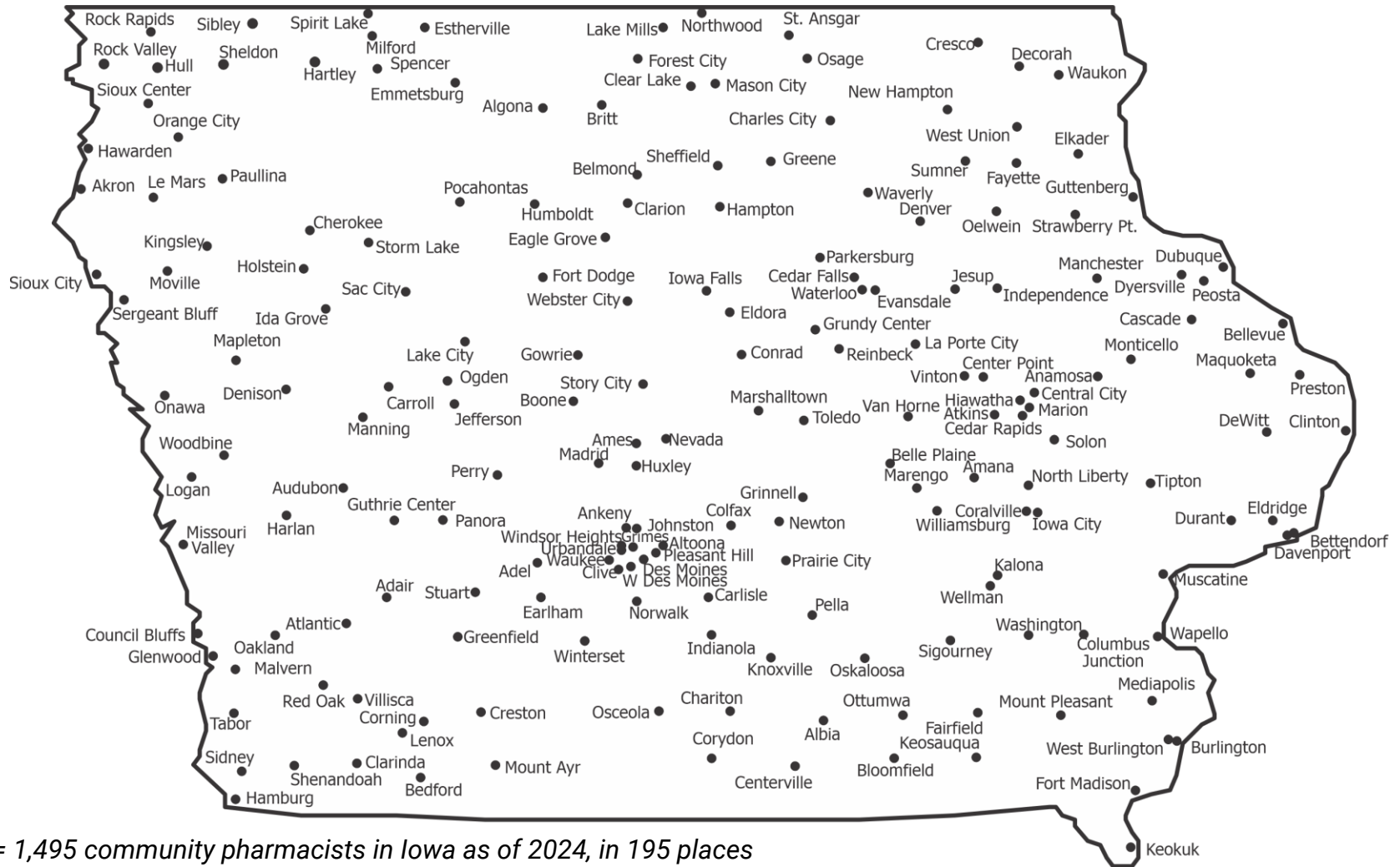
*N = 1,495 community pharmacists in Iowa as of 2024 (51% of total 2,938), in 195 places*

# 2024 Iowa Pharmacists IA Places with Pharmacists



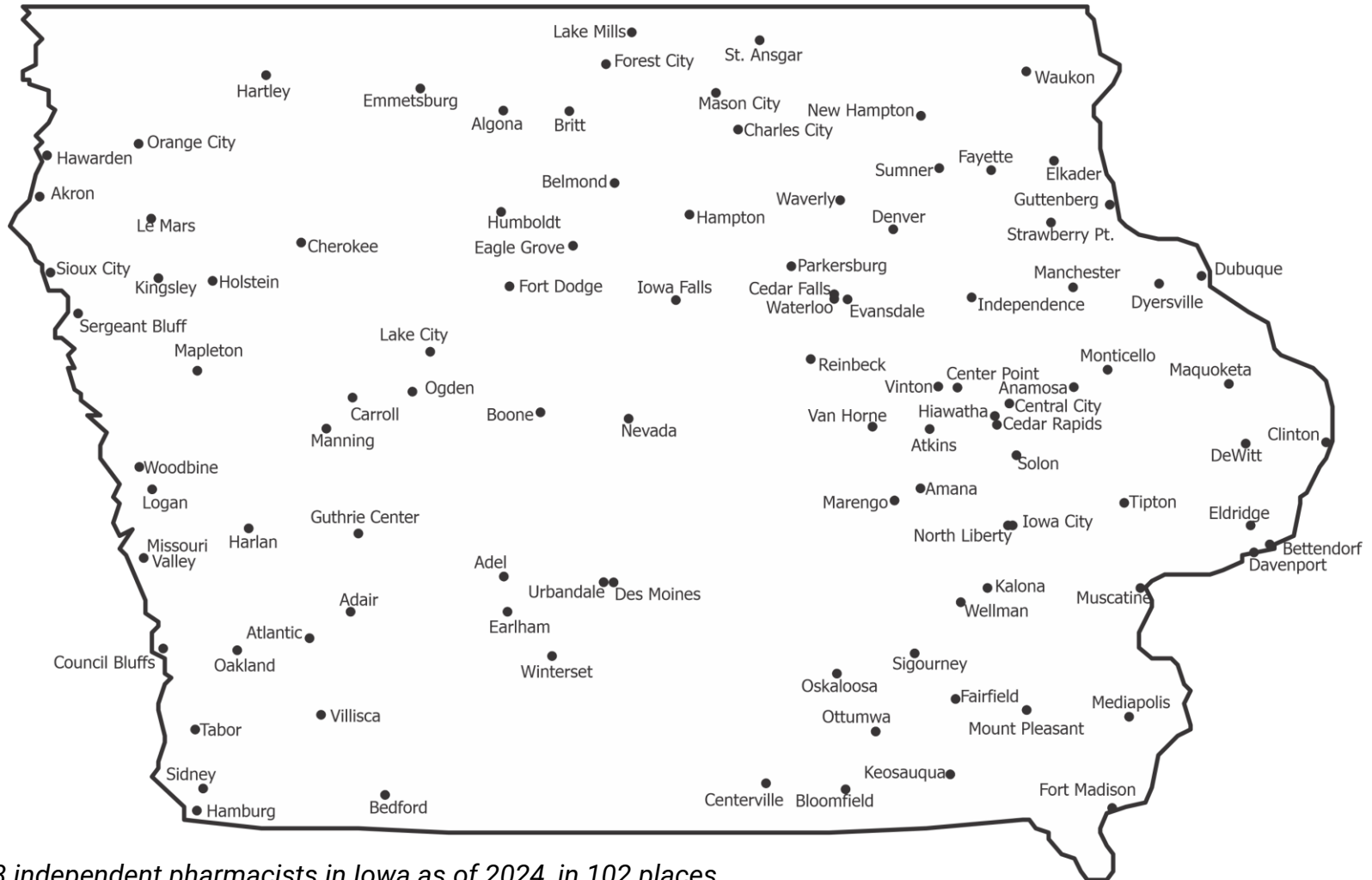
# 2024 Iowa Pharmacists

## IA Places with Community Pharmacists



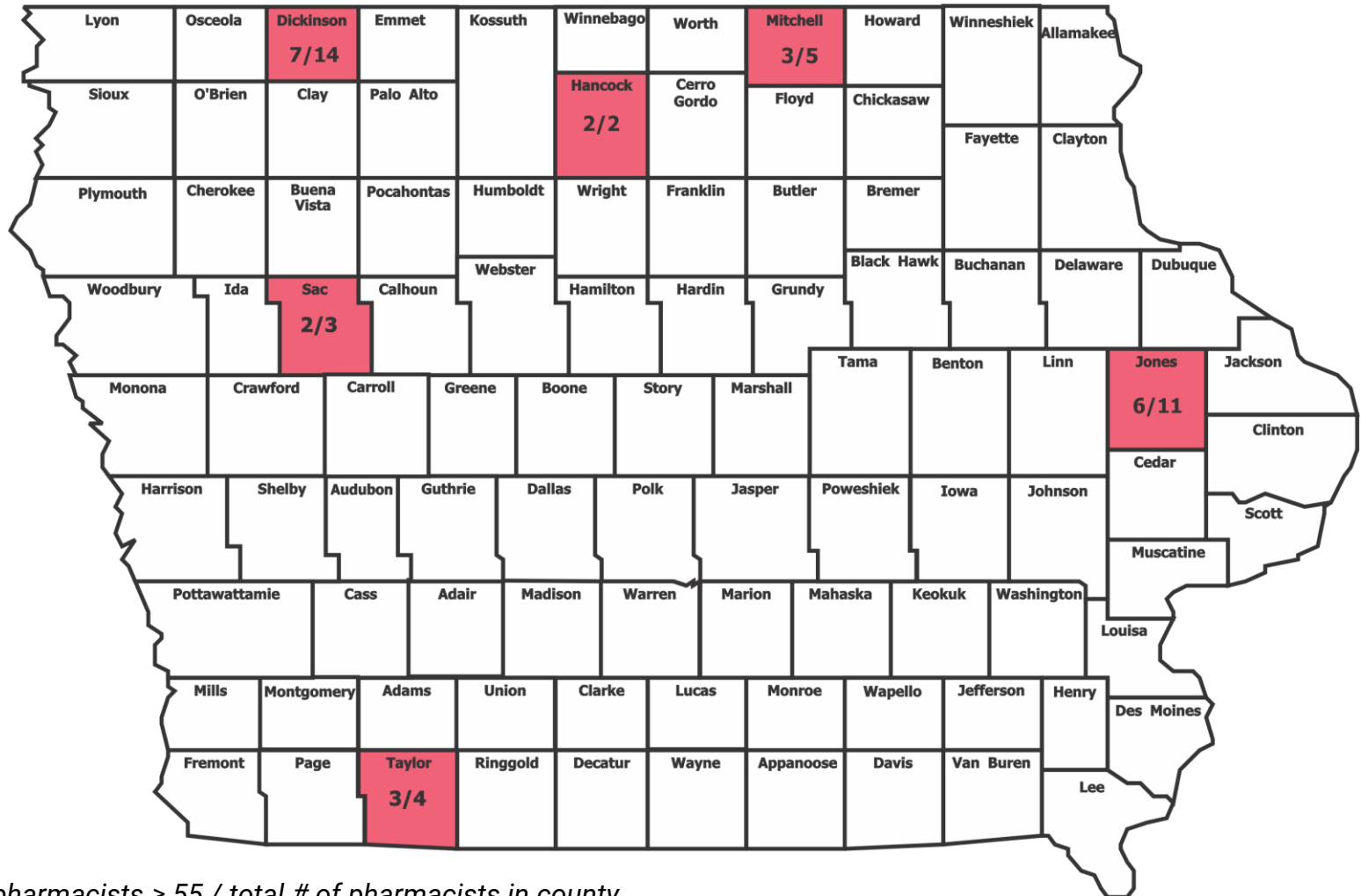
# 2024 Iowa Pharmacists

## IA Places with Independent Pharmacists



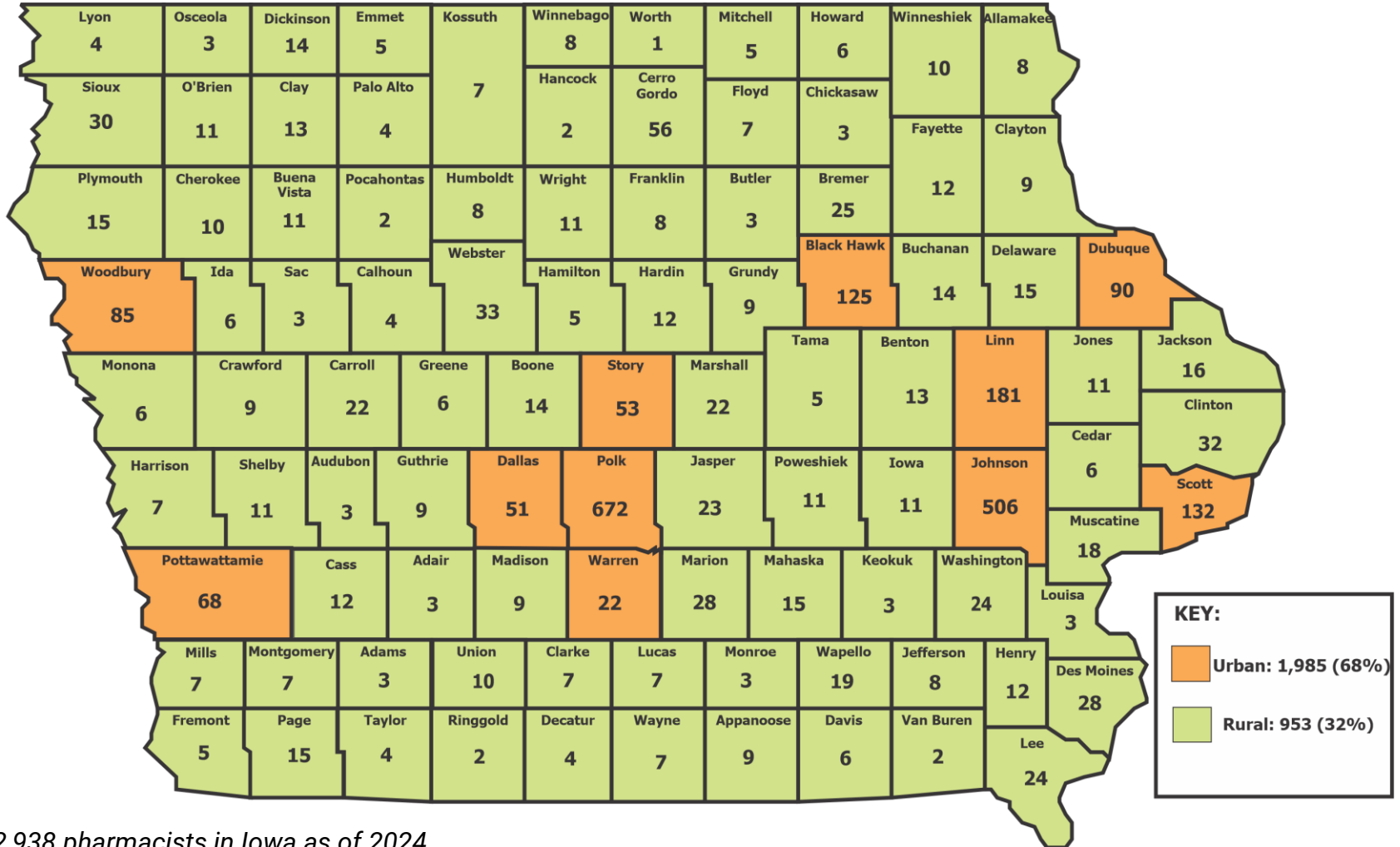
# 2024 Iowa Pharmacists

## Counties with 50% of Pharmacists Age $\geq 55$



Value = # of pharmacists  $\geq 55$  / total # of pharmacists in county

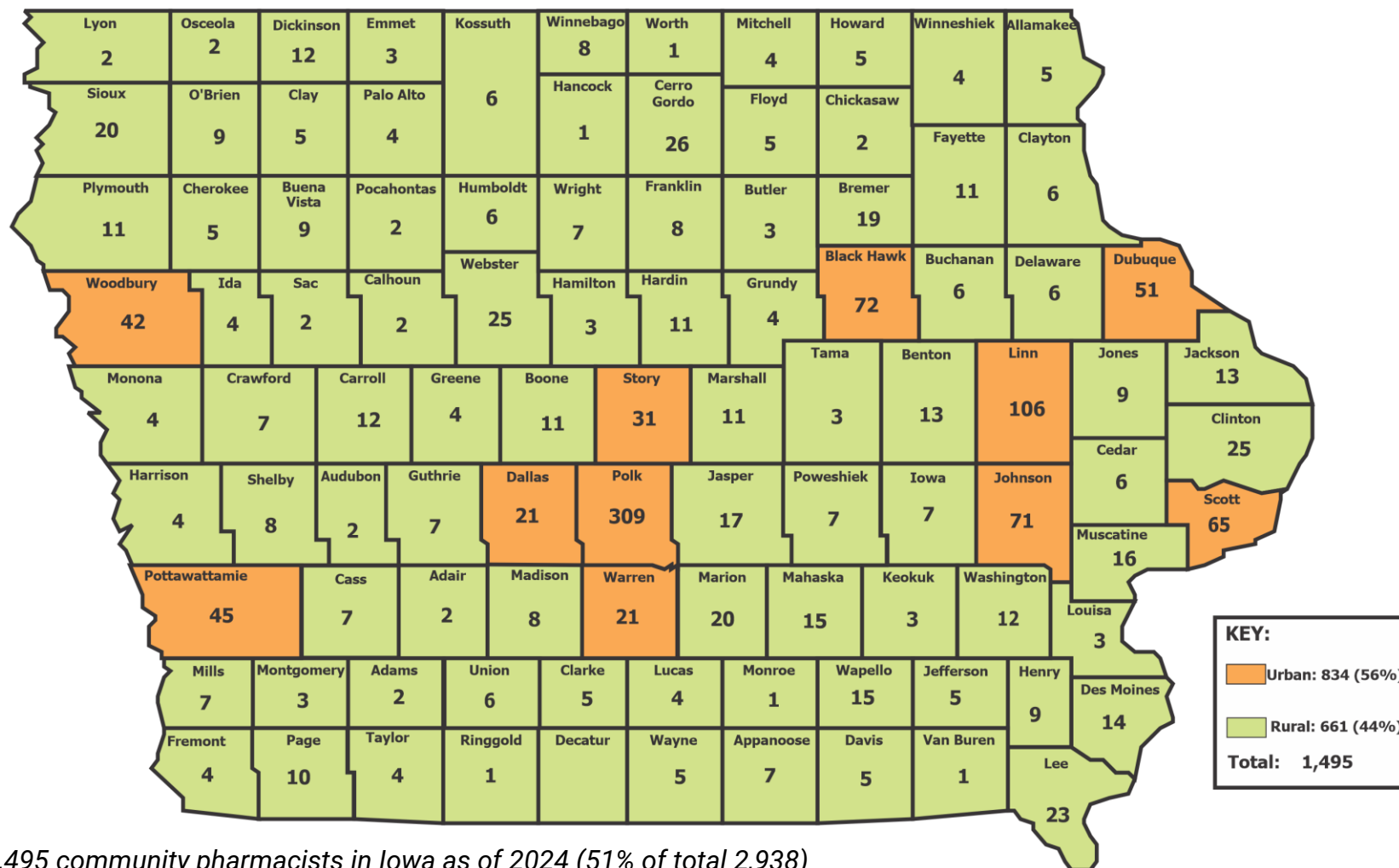
## Distribution of All Pharmacists by Rural vs. Urban



*N = 2,938 pharmacists in Iowa as of 2024*



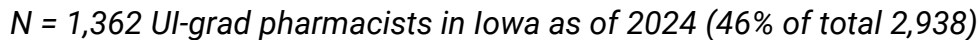
# Rural/Urban Distribution of Community Pharmacists



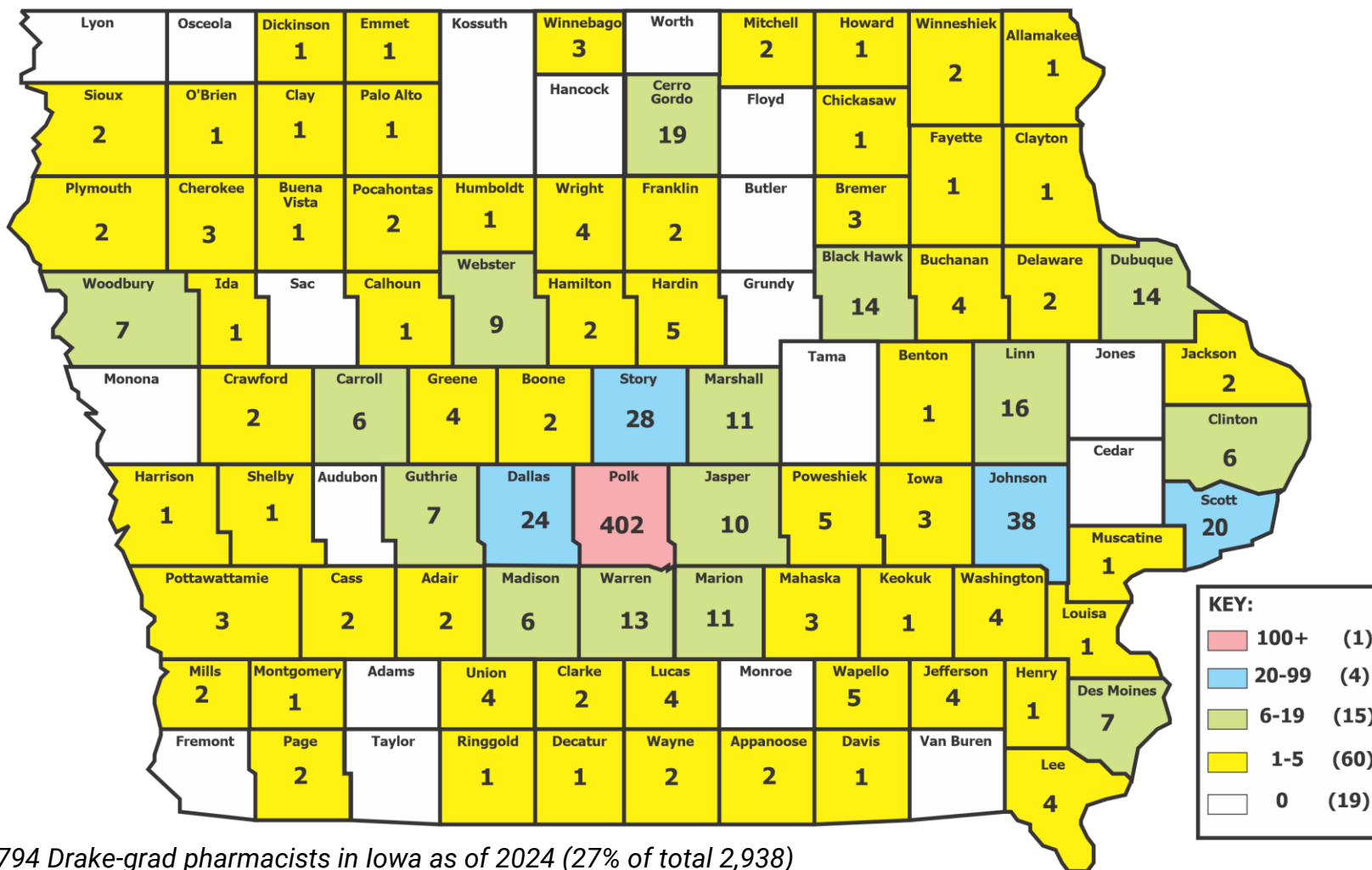
*N = 1,495 community pharmacists in Iowa as of 2024 (51% of total 2,938)*



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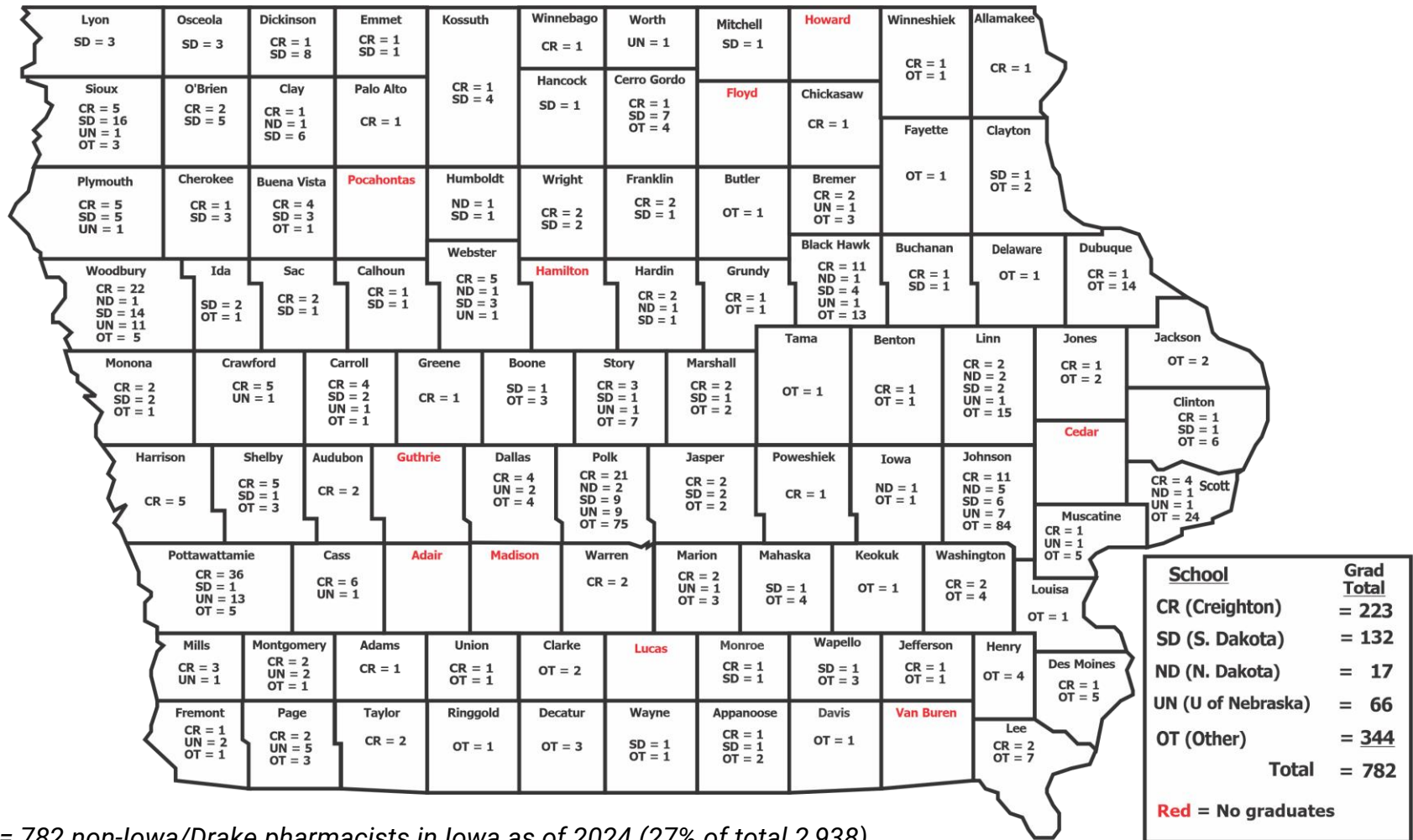


# 2024 Iowa Pharmacists Drake Pharmacy Graduates (794)



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

# 2024 Iowa Pharmacists Pharmacy Graduates Excluding UI and Drake



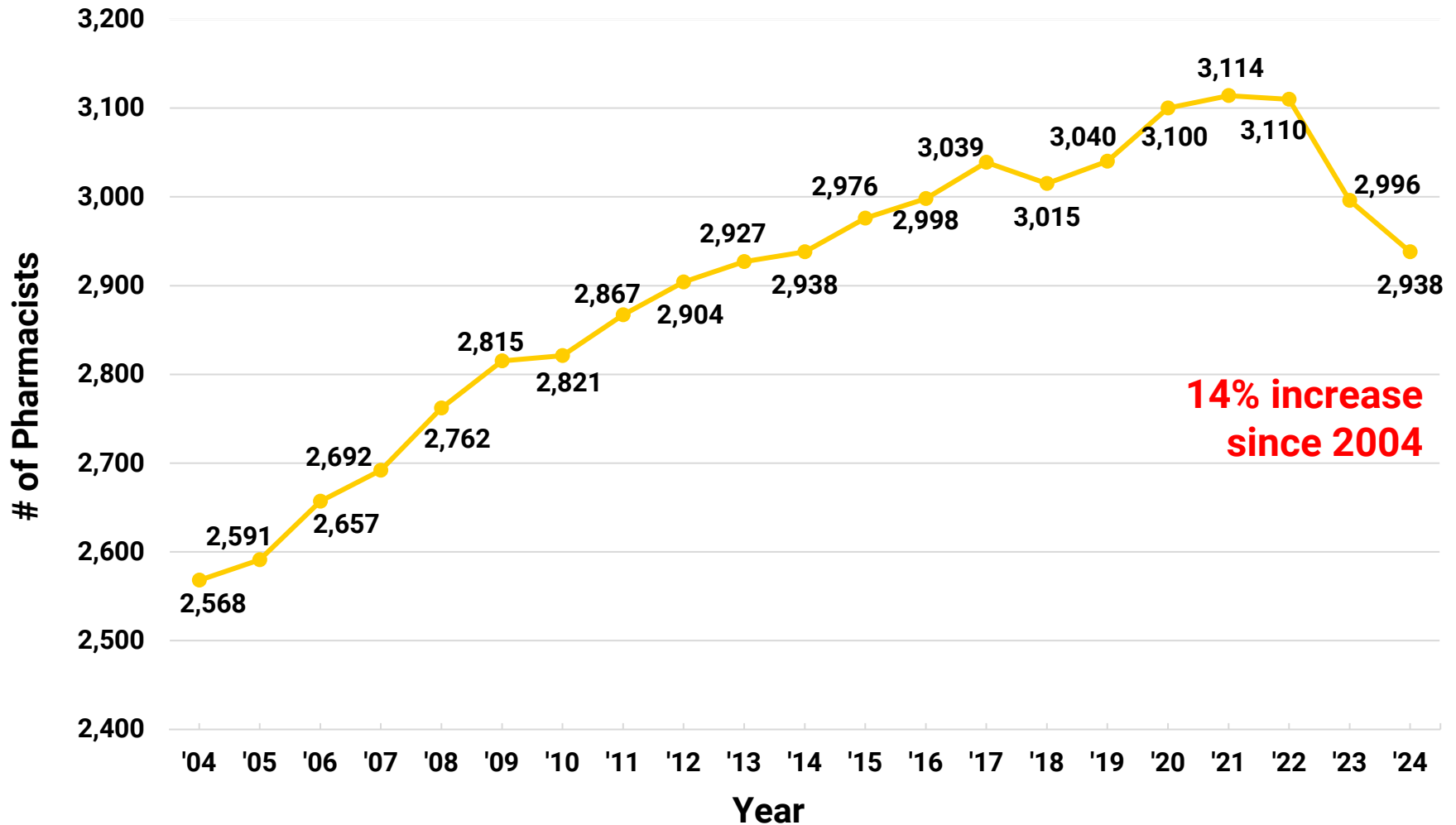
*N = 782 non-Iowa/Drake pharmacists in Iowa as of 2024 (27% of total 2,938)*



# **Trends 2024**

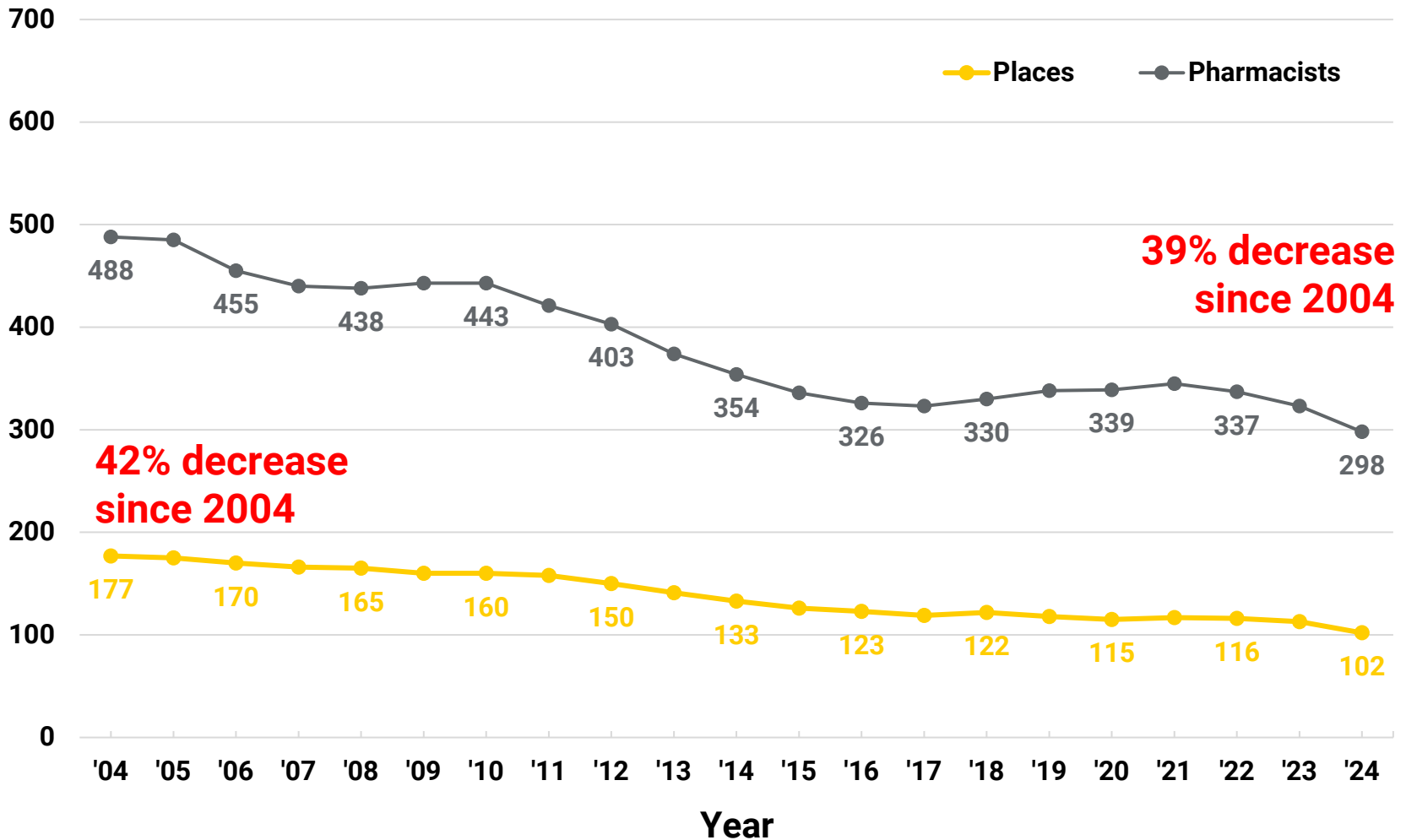
# 2024 Iowa Pharmacists

## All Pharmacists: 2004-2024

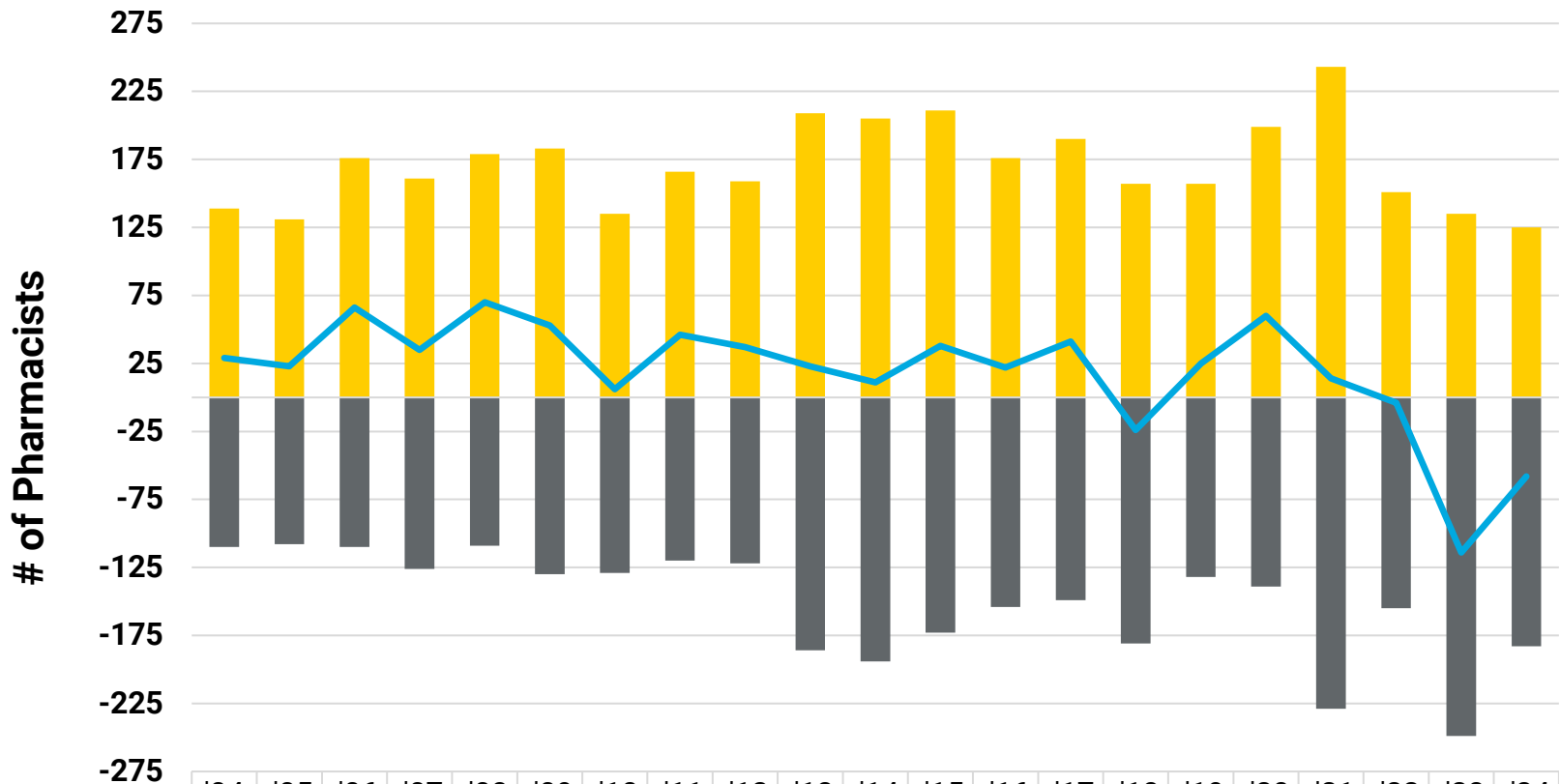


# 2024 Iowa Pharmacists

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

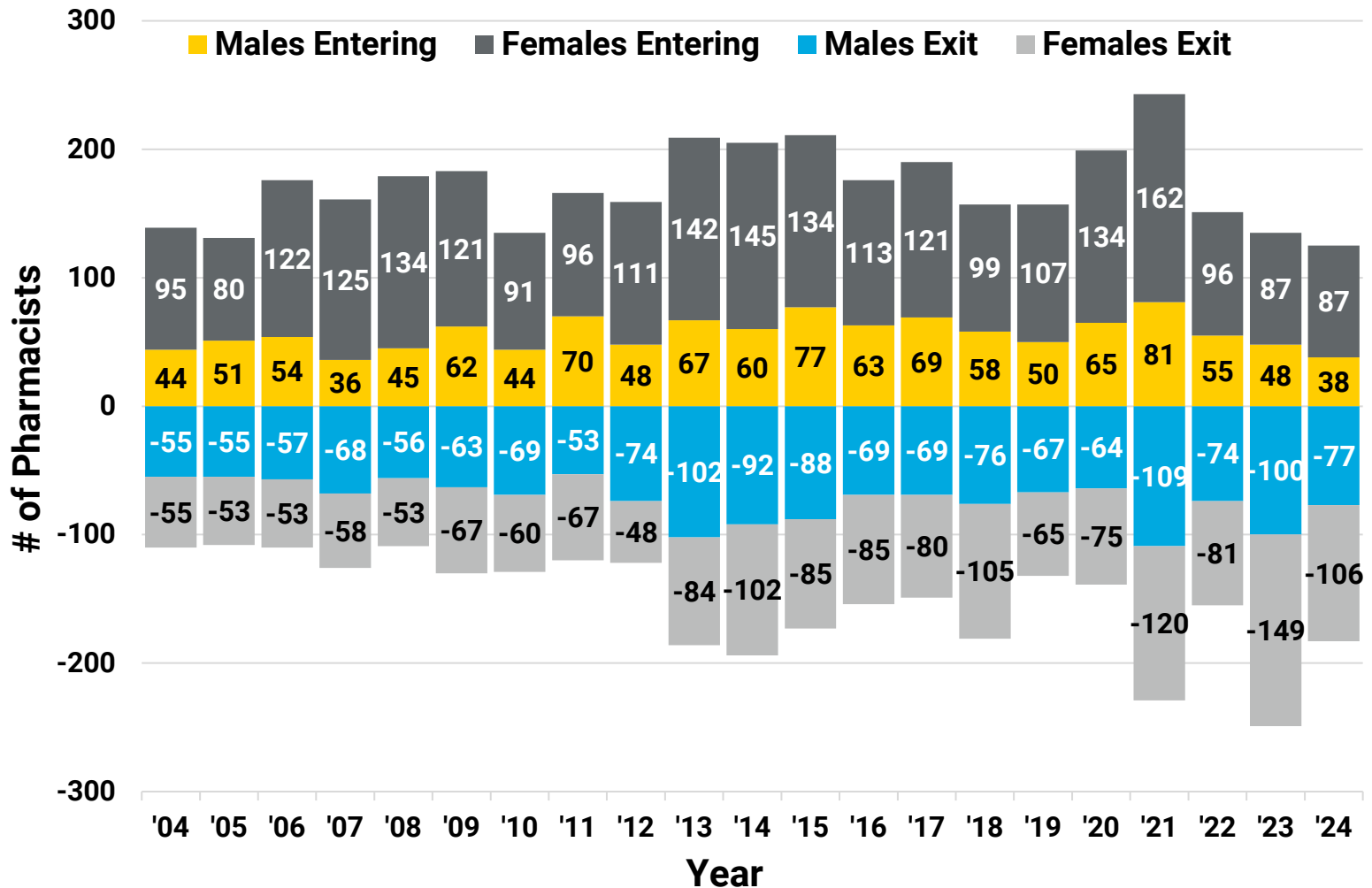


# 2024 Iowa Pharmacists Net Gain/Loss: 2004-2024



	'04	'05	'06	'07	'08	'09	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	'21	'22	'23	'24
Leaving	-110	-108	-110	-126	-109	-130	-129	-120	-122	-186	-194	-173	-154	-149	-181	-132	-139	-229	-155	-249	-183
Entering	139	131	176	161	179	183	135	166	159	209	205	211	176	190	157	157	199	243	151	135	125
Net Gain/Loss	29	23	66	35	70	53	6	46	37	23	11	38	22	41	-24	25	60	14	-4	-114	-58

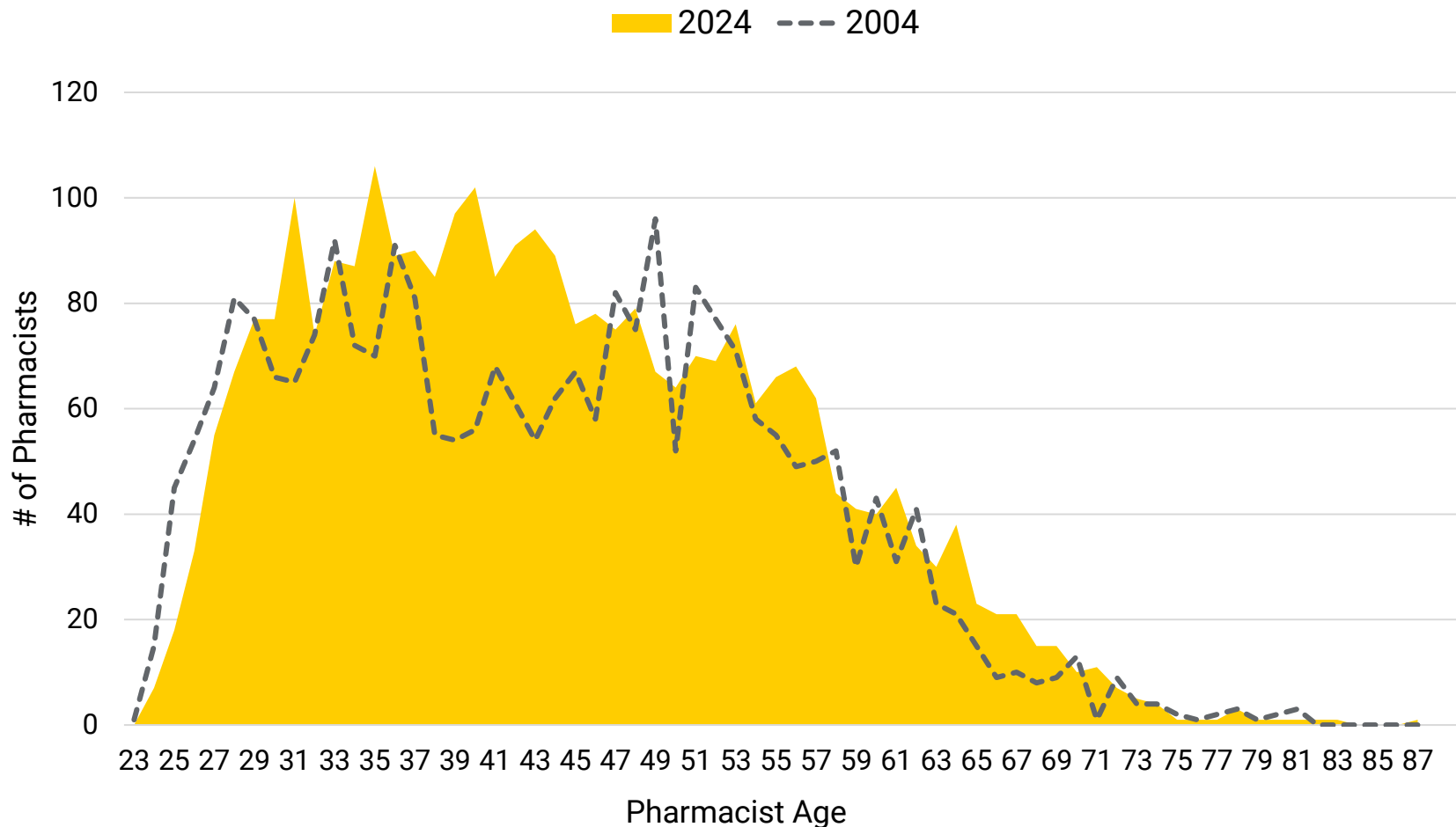
# 2024 Iowa Pharmacists Entering/Exiting by Male/Female: 2004-2024





# 2024 Iowa Pharmacists

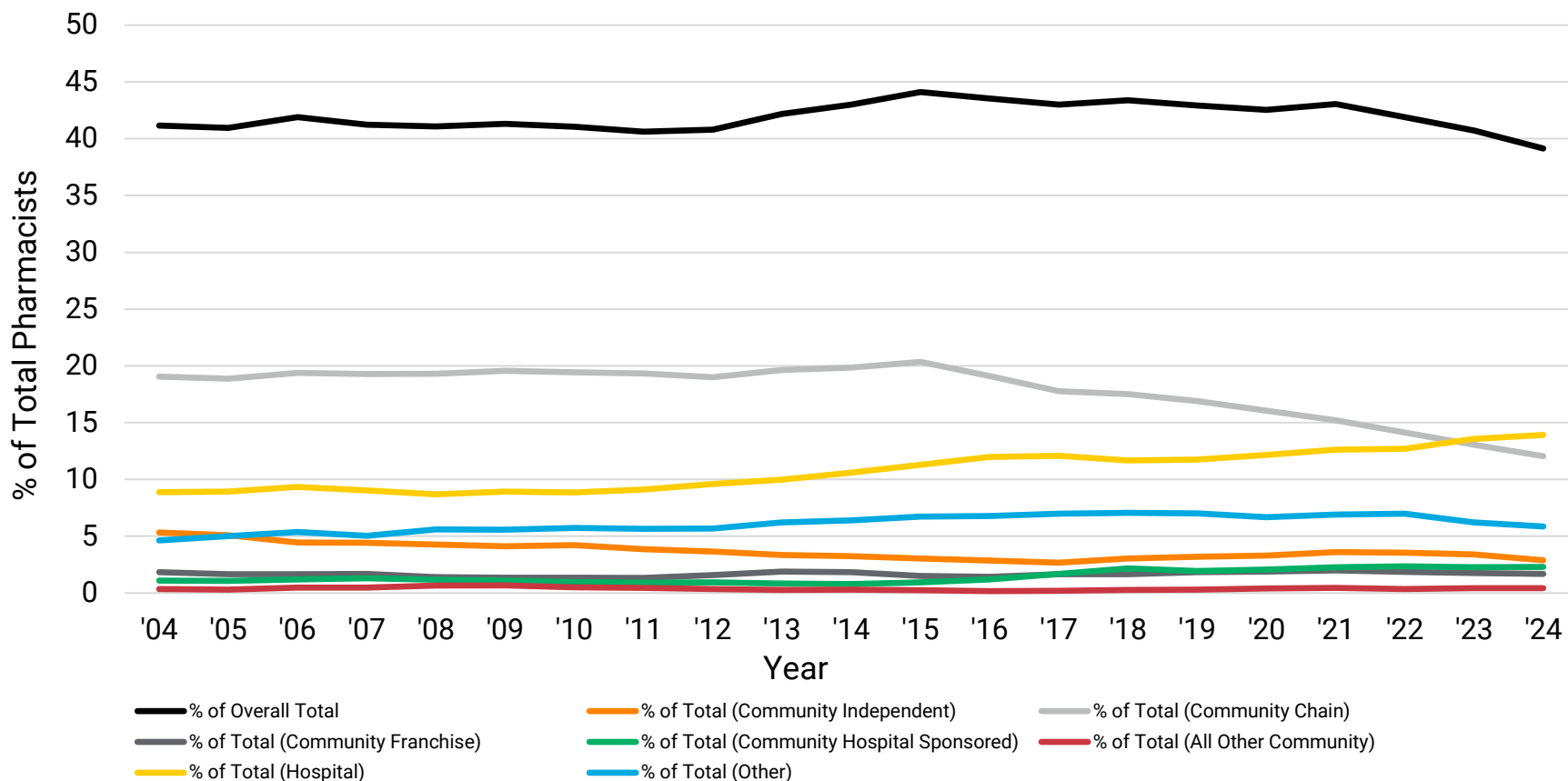
## Pharmacist Age Comparison: 2004 vs. 2024



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

# 2024 Iowa Pharmacists

## Activities for Pharmacists Under 40: 2004-2024



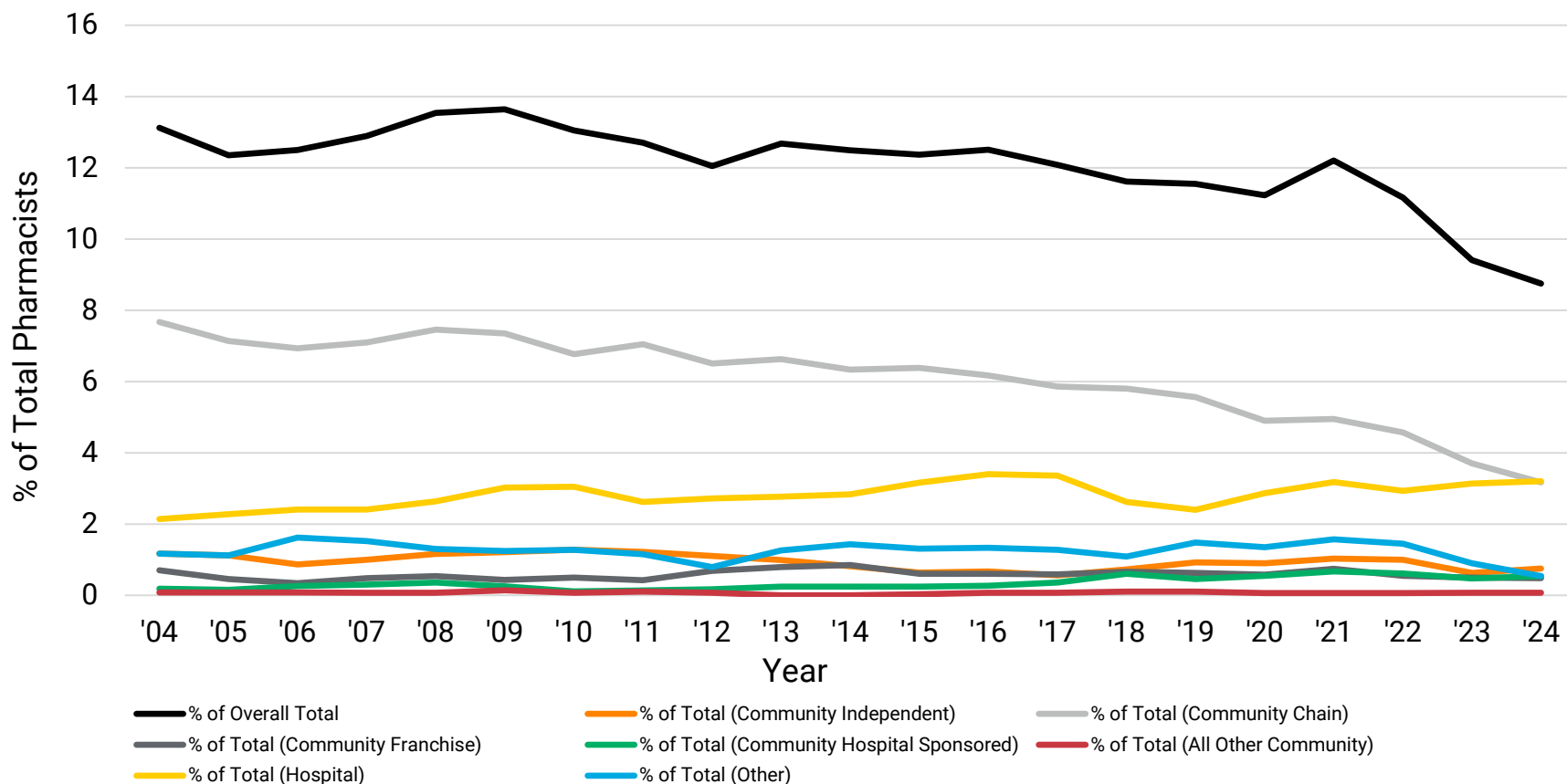
All Other Community includes: Comm/Other (non-hospital sponsored), Company Sponsored, and Relief

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

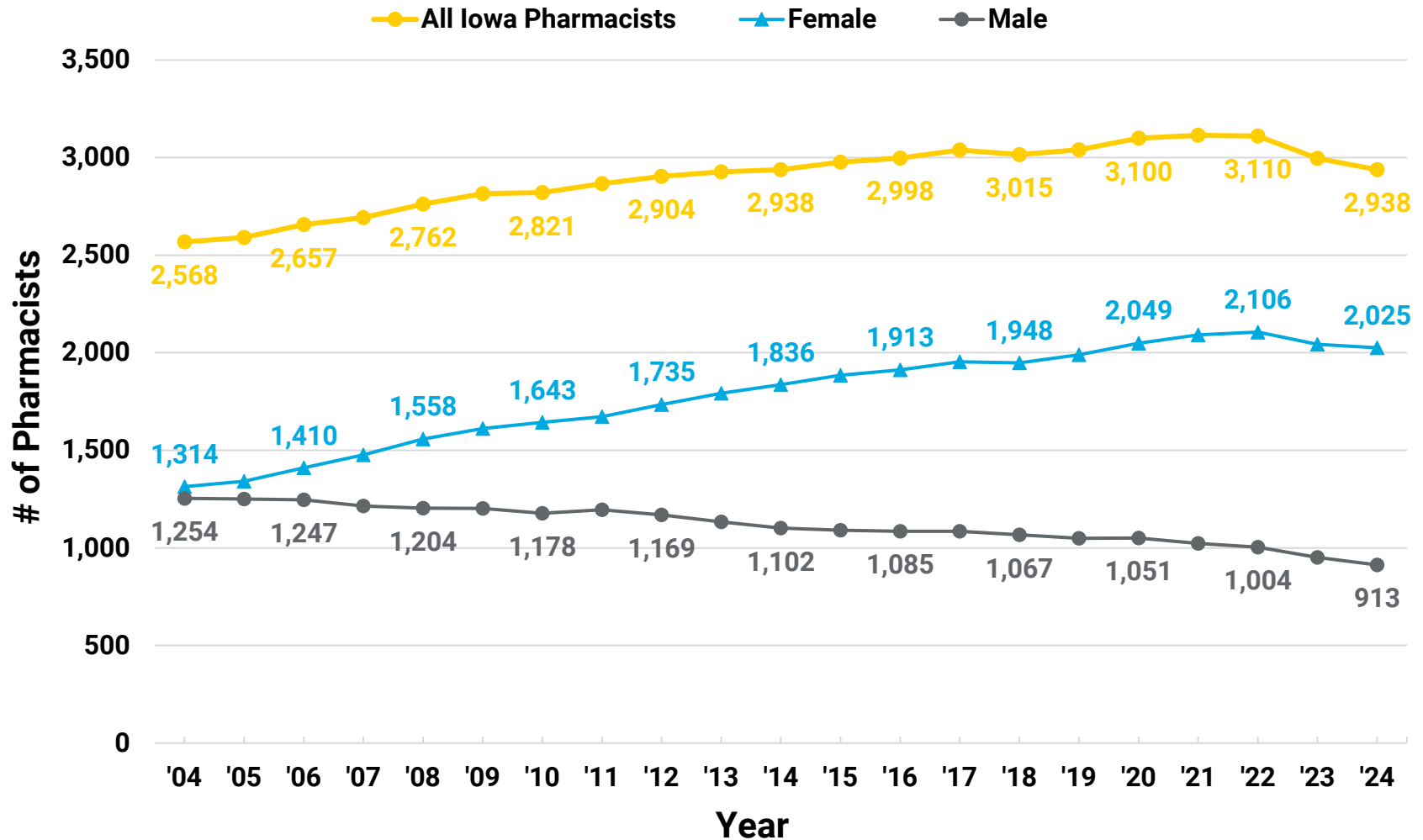
N = 2,938 pharmacists in Iowa as of 2024

# 2024 Iowa Pharmacists

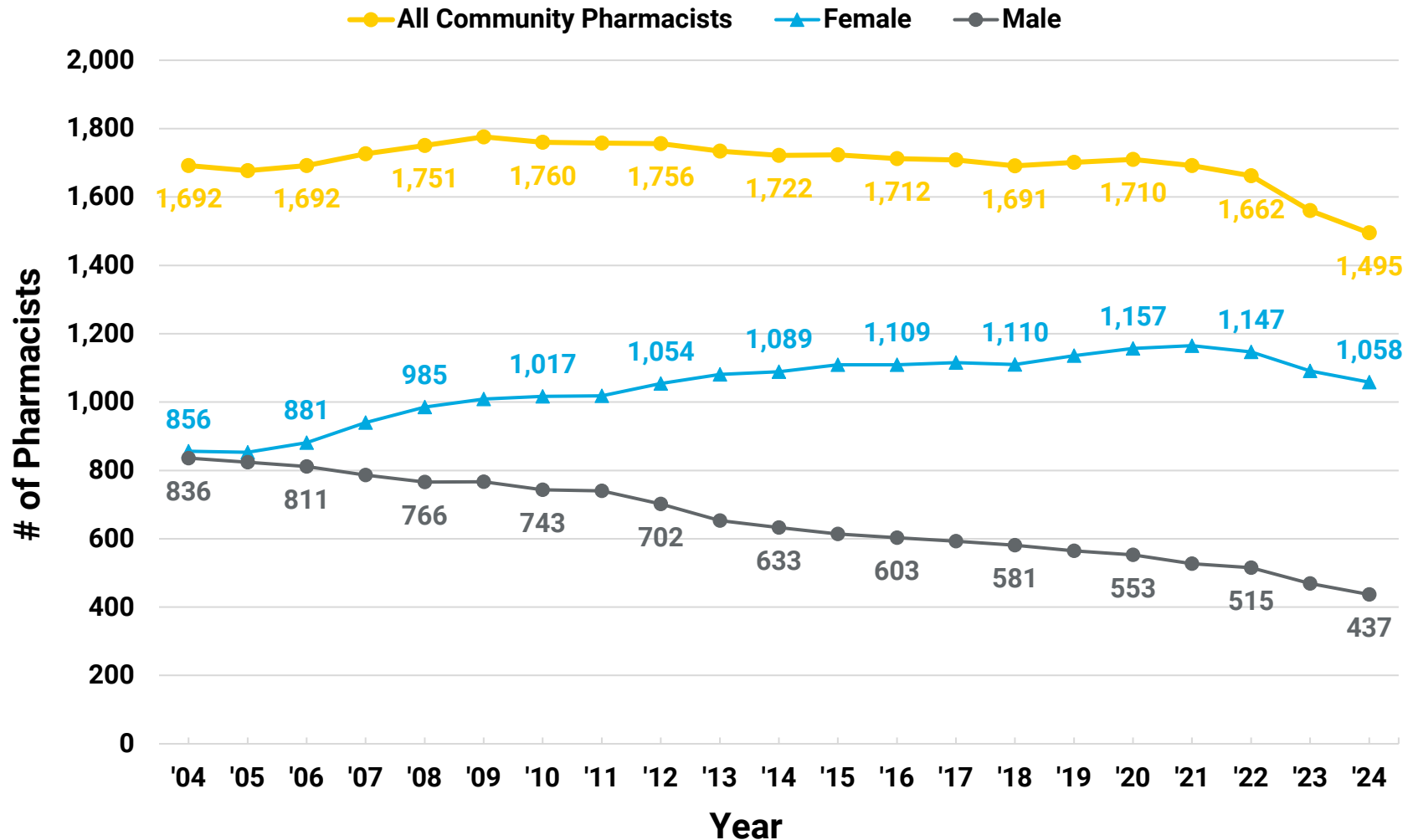
## Pharmacist Activity Comparison: 2004 vs. 2024

	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

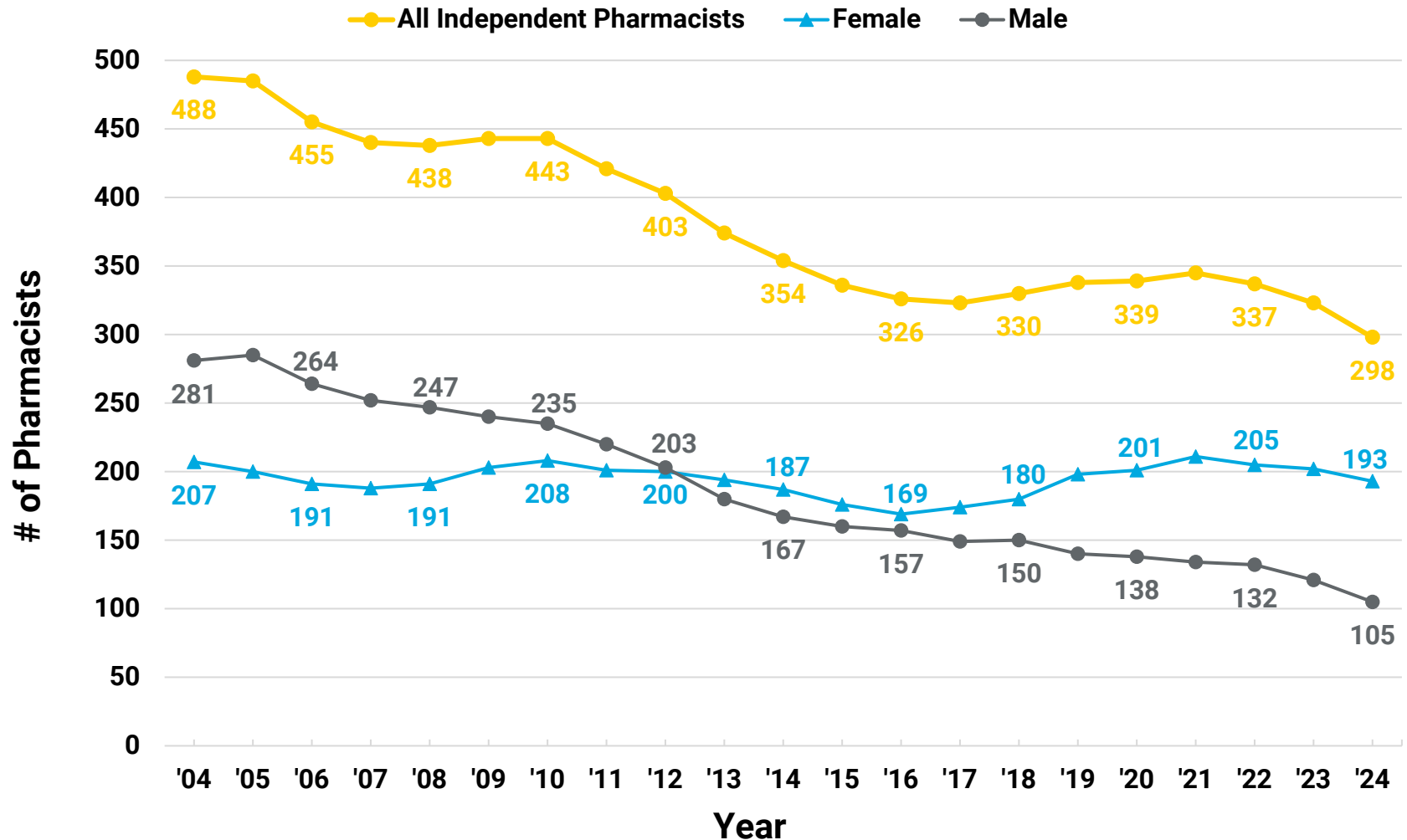
# 2024 Iowa Pharmacists Male/Female Comparison: 2004-2024



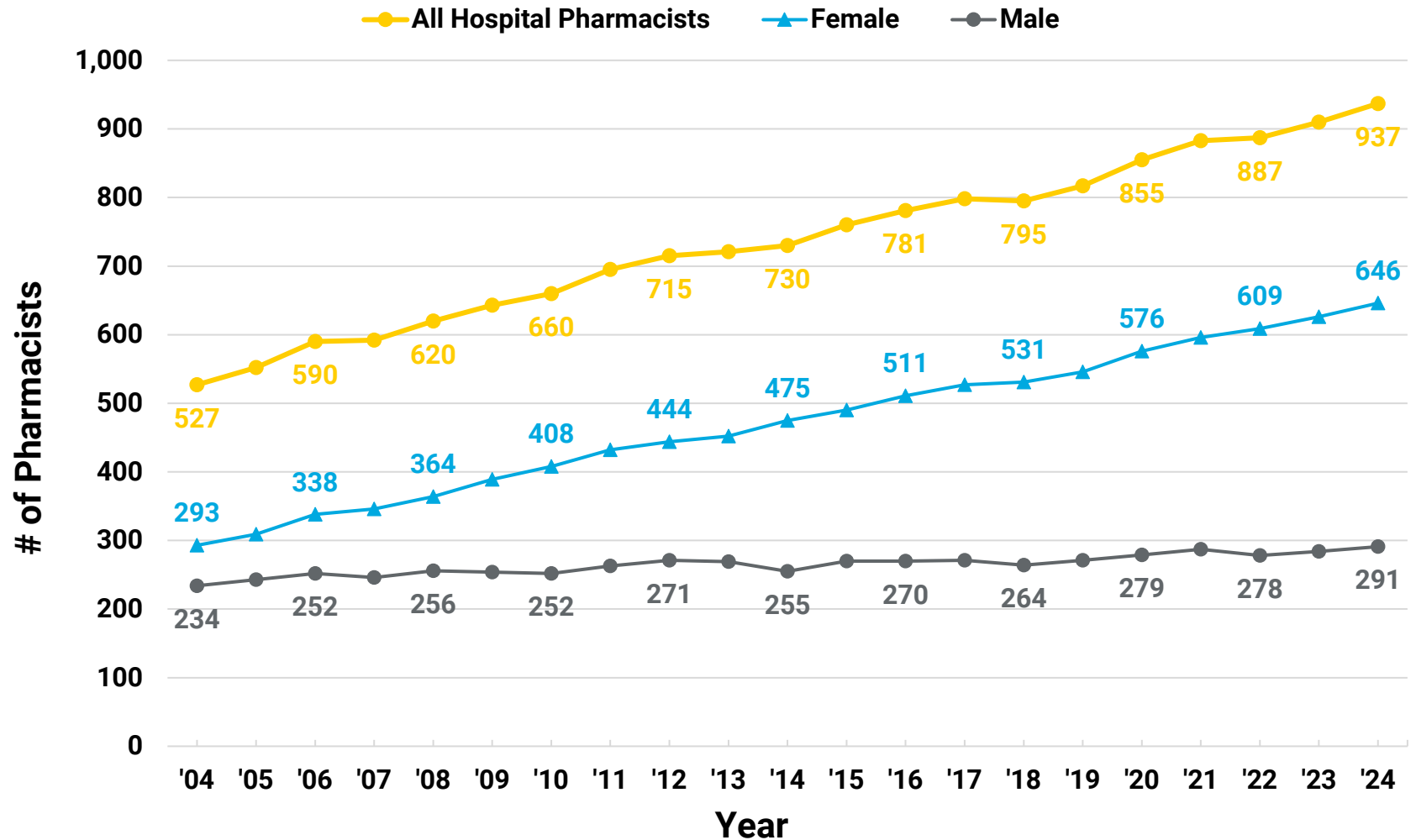
# 2024 Iowa Community Pharmacists Male/Female Distribution: 2004-2024



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

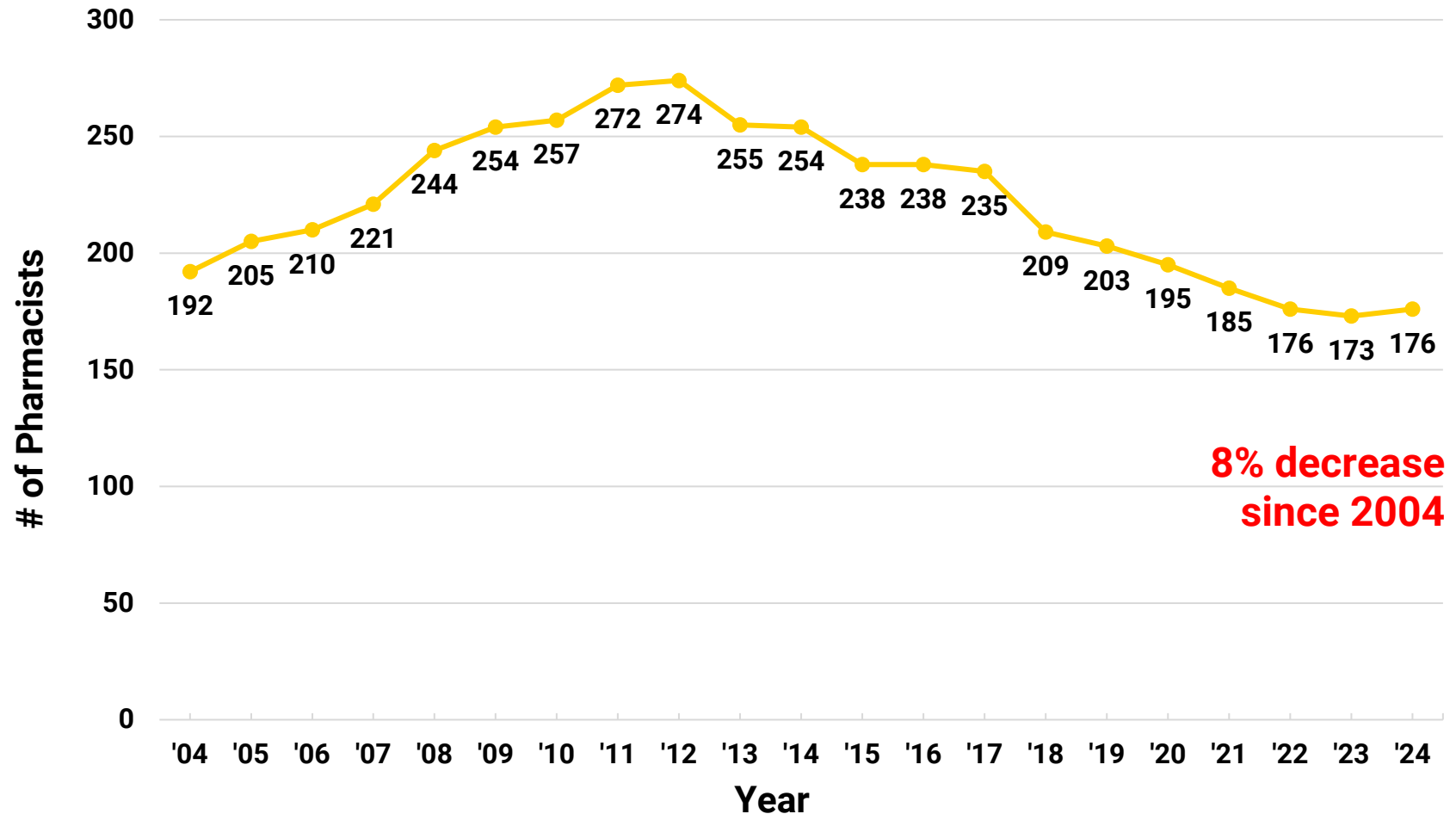


# 2024 Iowa Hospital Pharmacists Male/Female Distribution: 2004-2024





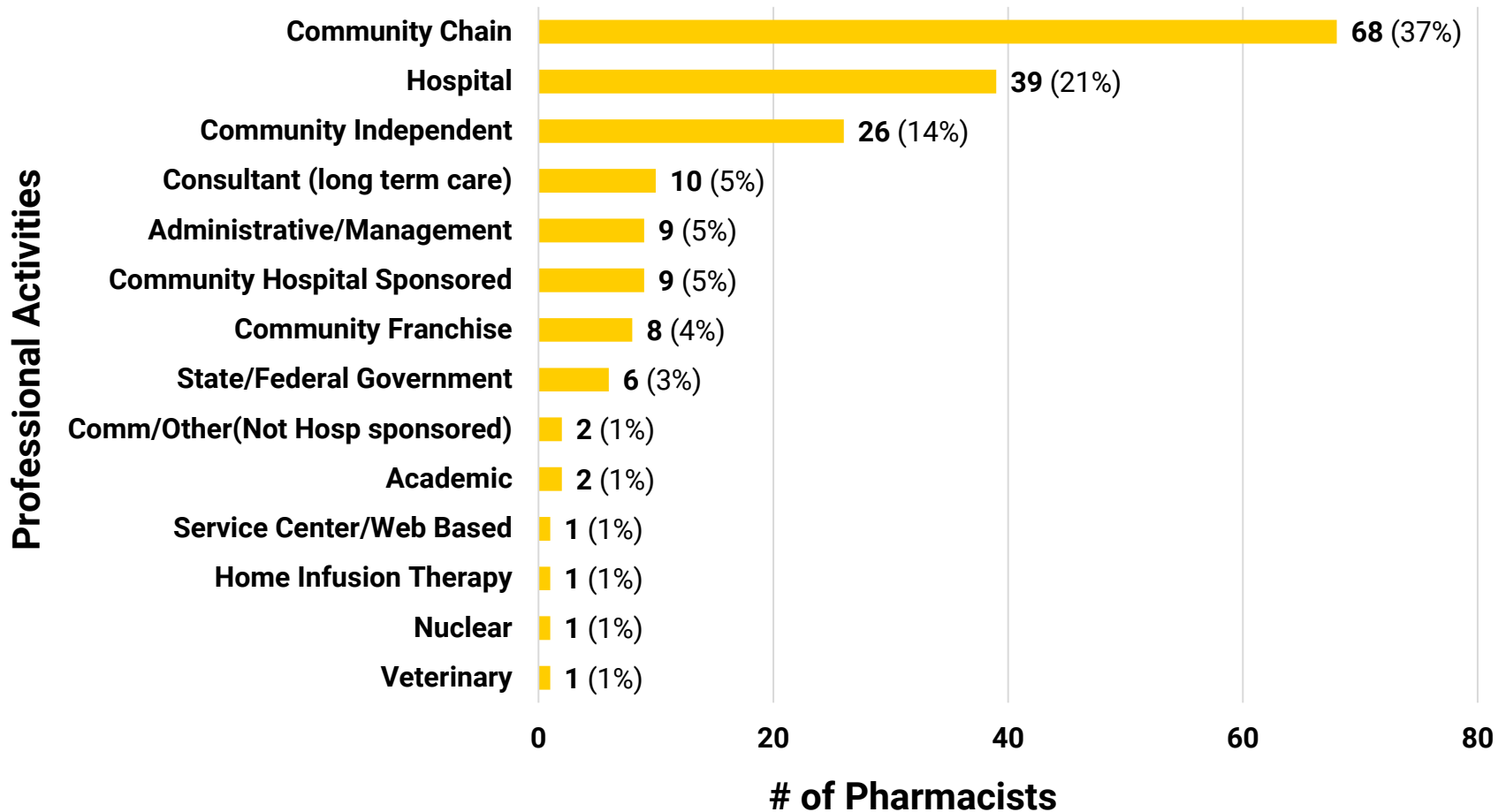
# 2024 Iowa Pharmacists Pharmacists Age $\geq 55$ in Places with Population $\leq 10,000$ : 2004-2024



# 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	1	13	1	1	45	183
<b>Total</b>	<b>925</b>	<b>1,102</b>	<b>56</b>	<b>27</b>	<b>16</b>	<b>451</b>	<b>42</b>	<b>1</b>	<b>568</b>	<b>3,188</b>
<b>Annual Average</b>	<b>44</b>	<b>52</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>21</b>	<b>2</b>	<b>0</b>	<b>27</b>	<b>152</b>

# 2024 Iowa Pharmacists Attrition Activity Analysis



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

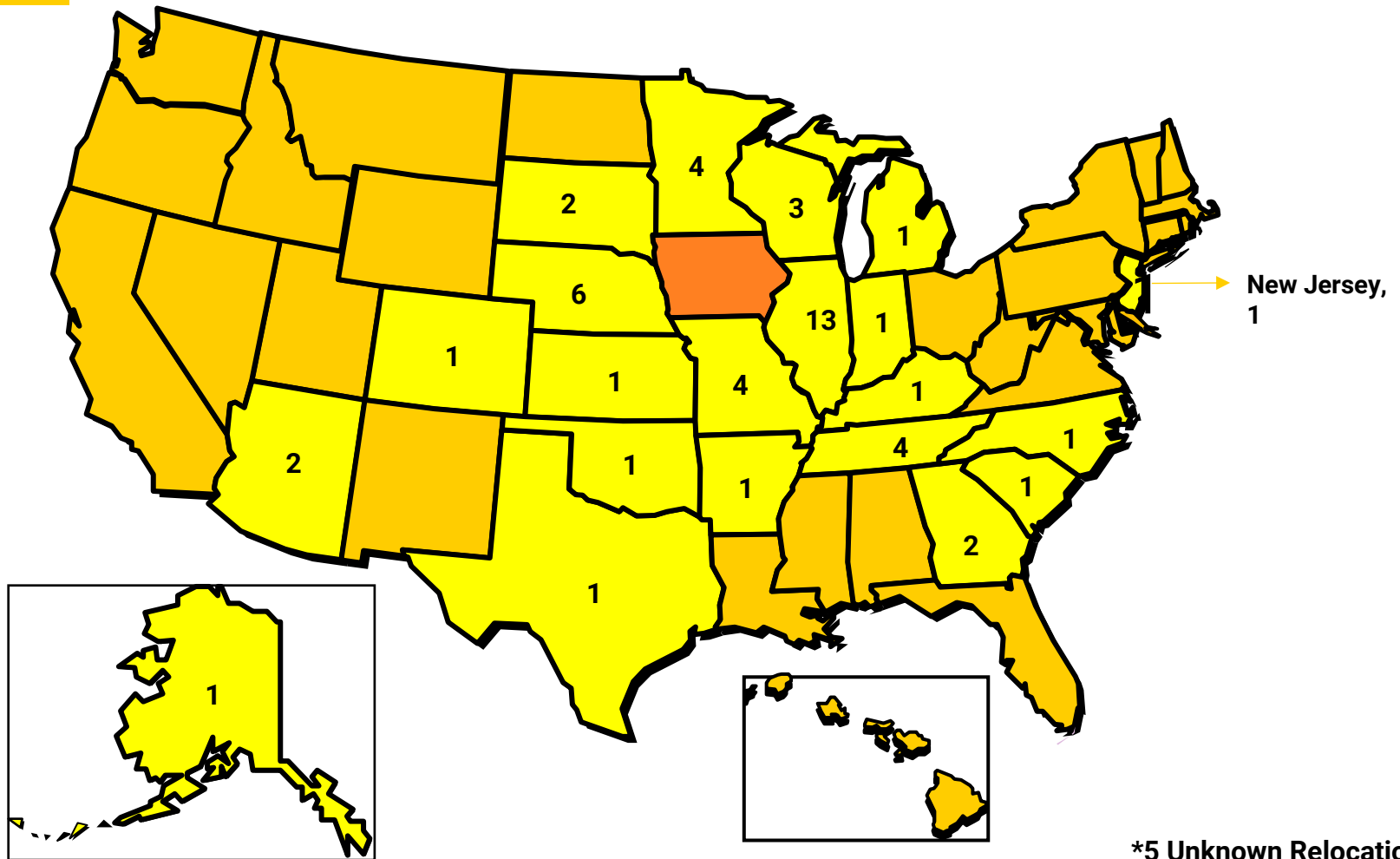
# 2024 Iowa Pharmacists Retirement Summary

<b># of Retirements</b>	<b>67</b>
<b>Mean Retirement Age</b>	<b>66</b>
<b>Median Retirement Age</b>	<b>67</b>

*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\*



\*5 Unknown Relocations

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



# **Workforce Summary**

## **2024**

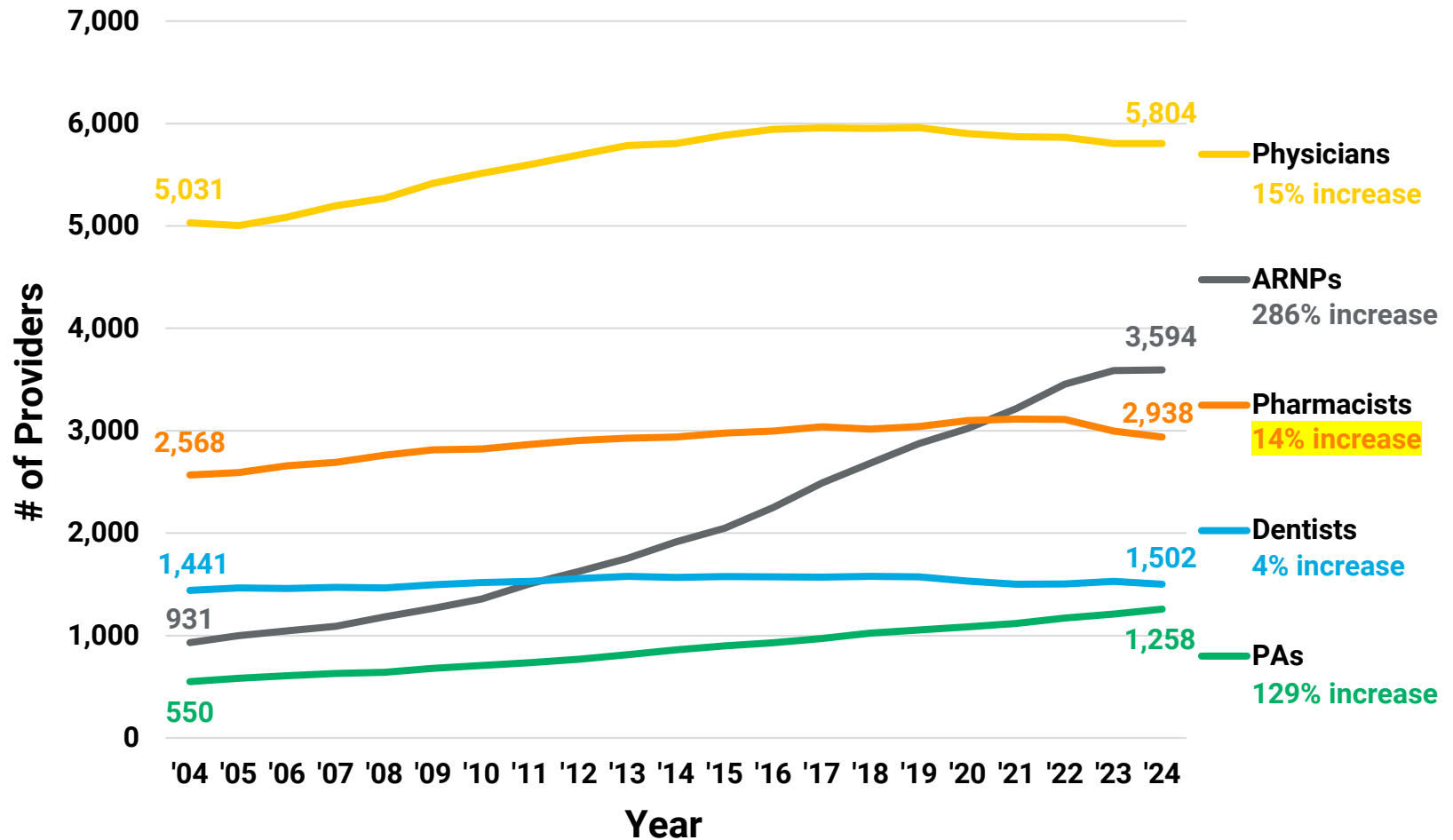
# 2024 Iowa Health Professions Inventory

## Composition of Workforce

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

# 2024 Iowa Health Professions Inventory

## Composition of Workforce: 2004-2024





# 2024 Iowa Health Professions Inventory

## Composition of Workforce

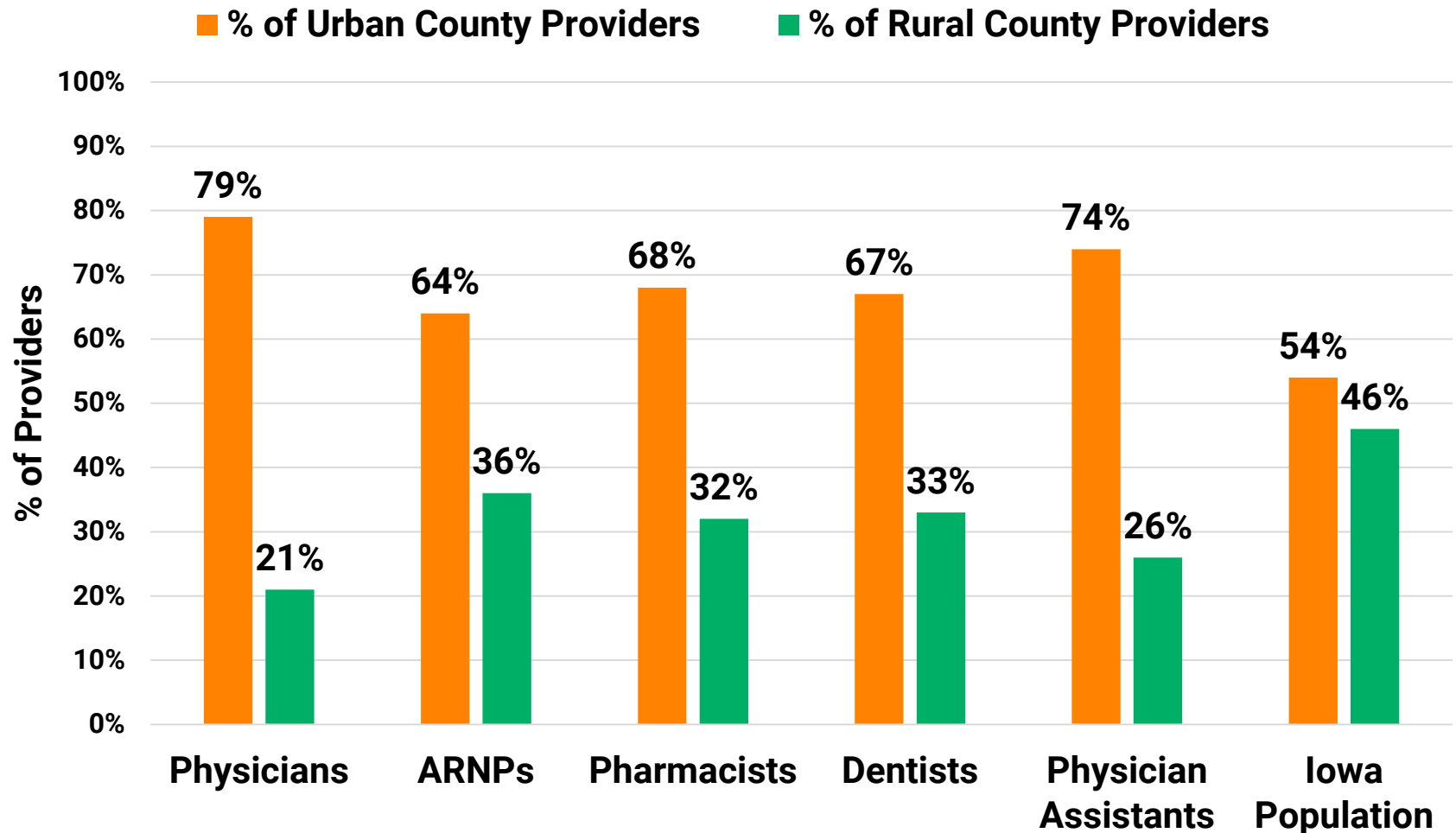
Provider Type	Entered Iowa Practice (% of Provider Total)	Left Iowa Practice (% of Provider Total)	Net Change	Provider Type Total
Physicians	379 (7%)	378 (7%)	+1	5,804
ARNPs	248 (7%)	241 (7%)	+7	3,594
Pharmacists	125 (4%)	183 (6%)	-58	2,938
Dentists	166 (11%)	214 (14%)	-48	1,502
Physician Assistants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



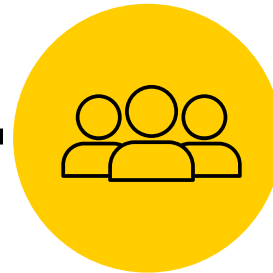
# 2024 Iowa Pharmacists In Summary



**2,938 total  
pharmacists  
in 2024**



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



**51% are  
community  
pharmacists**



**73% are  
educated in  
Iowa**