



PHARMACY
VISION
20/20

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Disneyland
RESORT

WOMEN IN PHARMACY: GROWTH, CHALLENGES, AND OPPORTUNITIES

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DISCLOSURE

I have no potential conflict of interest (COI) in relation to this presentation.

LEARNING OBJECTIVES



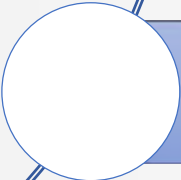
Describe the historical progression of women in pharmacy



Discuss the challenges of women pharmacists in the workforce



Recognize areas of growth in leadership roles by women in pharmacy



Identify strategies to support women in the pharmacy workforce and enhance professional growth

OVERVIEW

Looking back:
History of
Women In
Pharmacy

Challenges
Women Face
in the field of
Pharmacy

Strategizing
Opportunities
for Growth for
Women in
Pharmacy

Organizations
and Events
that Support
Women in
Pharmacy

Looking Back: The History of Women In Pharmacy

HISTORICAL FEMALE PHARMACISTS

Elizabeth Gooking Greenleaf (1681–1762)

- 1st female pharmacist in America
- Owned an apothecary shop in Boston in 1727



Mary Corinna Putnam Jacobi (1842–1906)

- 1st woman to graduate from a school of pharmacy in 1863



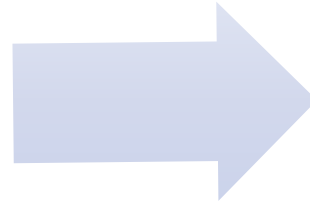
1. Women in Pharmacy . APhA Foundation. 2012.

Images: <https://peoplepill.com/people/elizabeth-greenleaf-pattee/> and https://clmedicine.nlm.nih.gov/physicians/biography_163.html

HISTORICAL FEMALE PHARMACISTS CONTINUED

Sister Mary John Geiermann (1889–1975)

- Prominent hospital pharmacist at Mercy Hospital in Toledo, Ohio
- Charter member of the American Society of Hospital Pharmacists (ASHP) - served as treasurer from 1943 to 1946



Dean Mary Anne Koda- Kimble (1946 – Present)

- 1st female Dean of UCSF School of Pharmacy (1998–2012)
- One of the founding co-editors of the textbook, *Applied Therapeutics: The Clinical Use of Drugs*



HISTORICAL PHARMACY ORGANIZATIONS FOUNDED BY WOMEN

- **Women's Section of APhA (1912–1923)**
 - Founded by six female pharmacists and the wives of six male pharmacists
 - Past Presidents of the Women's Section were Cecilia Timmons, Zada Mary Cooper, and Anna Gertrude Bagley
- **Lambda Kappa Sigma Fraternity: Elevating Women in Pharmacy**
 - Founded in 1913 at the Massachusetts College of Pharmacy by librarian Ethel J. Heath and women pharmacy students
 - Fraternity expanded to a national organization in 1917 and welcomed its first international chapter in 1956



HISTORICAL PHARMACY ORGANIZATIONS FOUNDED BY WOMEN CONTINUED

- **Kappa Epsilon Fraternity**

- Founded in 1921 by Professor Zada Mary Cooper and women representatives of the colleges of pharmacy at the University of Minnesota, University of Nebraska, and University of Iowa
- Kappa Epsilon's goal: promoting women in pharmacy



Challenges Women Face in the Field of Pharmacy

CHALLENGES: EARLY ENTRY OF WOMEN IN PHARMACY

17th-century

- **Women could not own property/businesses**
- Qualified widows were allowed to run family businesses
- A **widow** of an apothecary was able to **enter the pharmacy realm by taking over her husband's business**



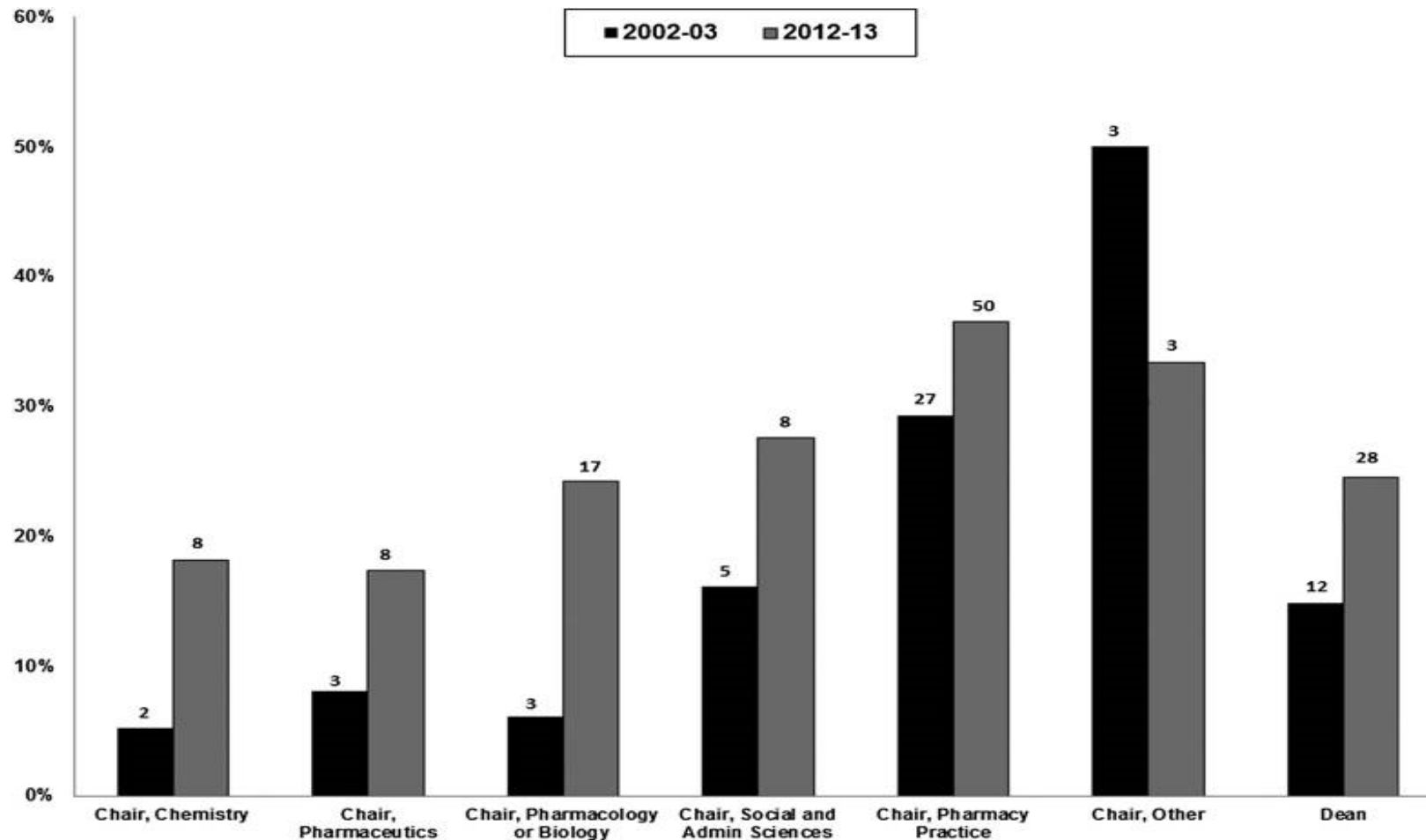
WOMEN IN THE WORKPLACE

- A four state summary of the workforce completed by Mott, et al. in 2001 found that:
 - **Women pharmacists** in the younger age bracket were **more likely to work part-time hours** as compared to male pharmacists
 - **Management positions:**
 - **Women were less likely to enter management positions**
 - ✓ **Before the age of 40 years**
 - 39.8% of men versus 27.6% of women
 - ✓ **After the age of 40 years**
 - 52.9% of men versus 36.1% of women

GENDER DIFFERENCES IN TURNOVER RATES

- A study conducted in 2000 focused on examining Pharmacist job turnover rates from 1983 to 1997
 - Results from a mailed survey were collected from 541 licensed pharmacists in four states (Alabama, Ohio, Massachusetts, and Oregon)
 - **Annual turnover rate:**
 - Male pharmacists: $9.7 \pm 2.9\%$
 - Reasoning → salary and desire for change
 - Female pharmacists: $15.0 \pm 4.4\%$
 - Reasoning → **need for relocation secondary to their husband's career**

DISCREPANCIES IN ACADEMIA LEADERSHIP POSITIONS



WOMEN VS. MEN IN PHARMACY ACADEMIA

In 2012, Ip et al. conducted a national survey study:

- 802 pharmacy faculty American Association of Colleges of Pharmacy (AACCP) member survey respondents
 - 457 (57.0%) women were more likely to be younger, hold a lower academic rank and be in a pharmacy practice department vs. 345 (43.0%) men
 - Men were more likely to:
 - Report being extremely satisfied with their current job, with their work–life balance and score lower on a standardized stress measure relative to women

OVERALL UPWARDS TREND OF WOMEN IN PHARMACY

Doctor of Pharmacy (PharmD.) Degrees: Past vs. Present

- American Association of Colleges of Pharmacy (AACCP) reported that women comprised of only 11.5% of Doctor of Pharmacy degrees in 1965, but has now increased to 62%

Pharmacy Workforce Demographics: Past vs. Future

- In 1970 women pharmacists comprised of < 13%
- Today, 50% of all pharmacists are women
- By 2025, women pharmacists are predicted to comprise of 67% of the workforce

CLOSING THE PHARMACIST SALARY GAP

CNN BUSINESS

Markets Tech Media Success Video



Pharmacist: Most equal job for men and women

by Annalyn Kurtz @AnnalynKurtz

February 11, 2013: 5:26 AM ET



A six-figure job with gender equality

Strategic Growth Opportunities for Women in Pharmacy

7 STRATEGIES FOR EMPOWERING WOMEN'S GROWTH & LEADERSHIP IN PHARMACY

1. Frequent discussions on career goals and trajectory

2. Show support for businesses owned and managed by women

3. Work scheduling options for flexible hours and paid time off

4. Foster growth through mentorship and sponsorship of women

7 STRATEGIES FOR EMPOWERING WOMEN GROWTH & LEADERSHIP IN PHARMACY

5. Encourage diversity and equal representation in senior leadership and board positions

6. Establish more postgraduate pharmacy training positions

7. Strive for equity in company family care policies

Organizations and Events That Support Women in Pharmacy

WOMEN'S PHARMACIST DAY (WPD): OCTOBER 12TH



Honors female trailblazers

Celebrates noteworthy women pharmacist accomplishments

Distinguishes women who are influential and dedicated to their patients

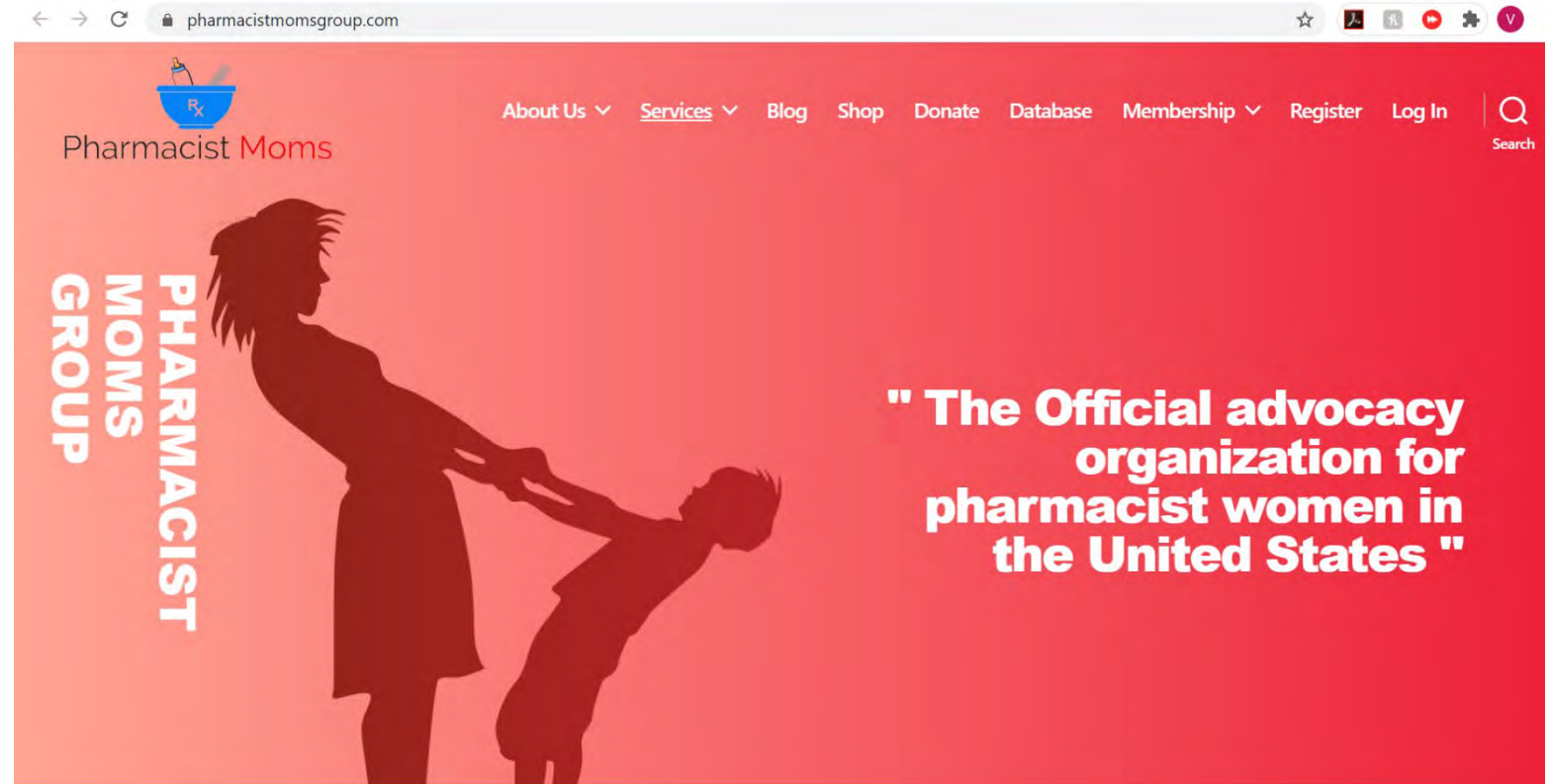
PHARMACIST MOMS GROUP (PHMG™)

Founded by Dr. Suzanne Soliman in April 2017

A non-for-profit 501c3

Over 35,000 members

To connect, support, and discuss topics relevant to working mom pharmacists



CARDINAL HEALTH WOMEN IN PHARMACY

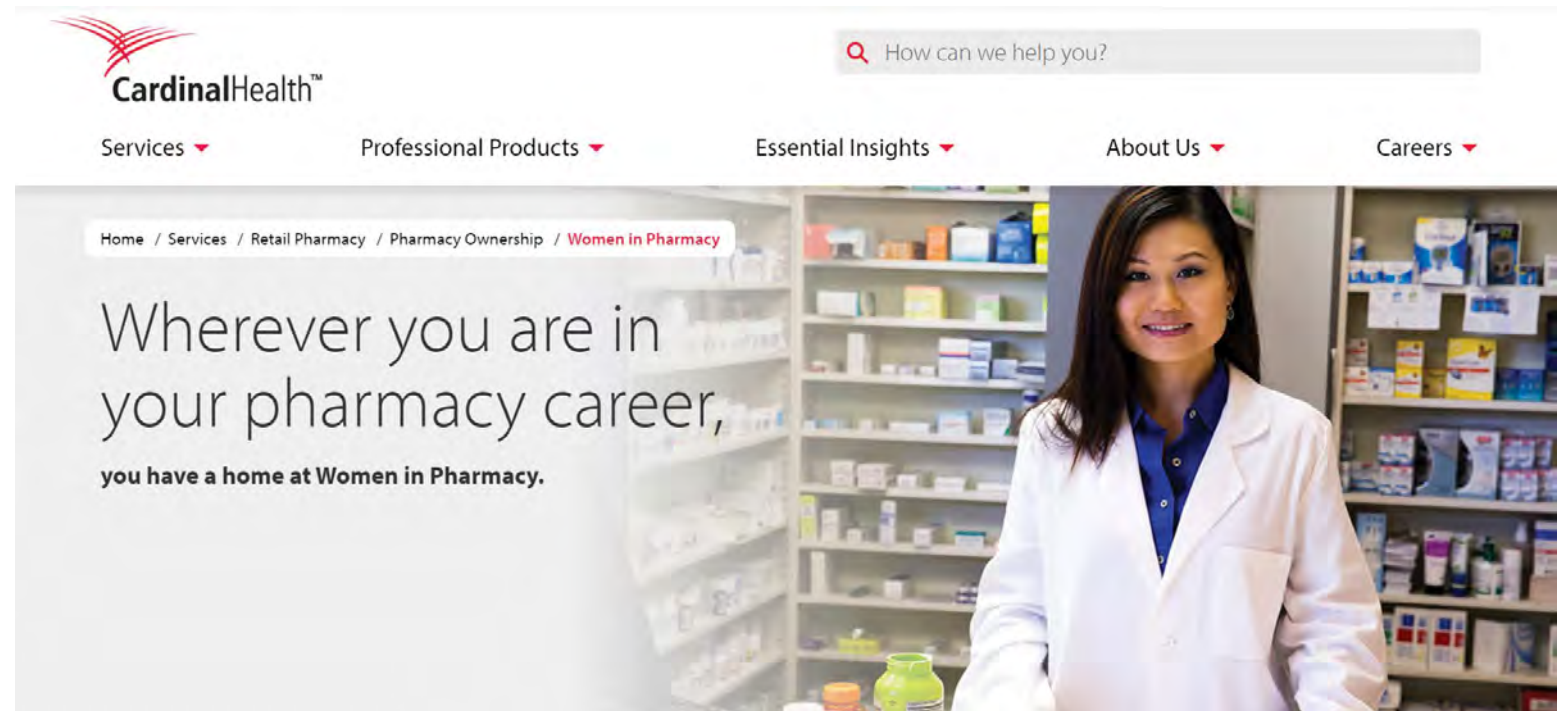
Provides women support and resources to own a pharmacy

Career Support

Leadership Development

Highlights Women in Pharmacy News

National and international success stories of women in pharmacy



CONCLUSION

- History demonstrates that women have progressed significantly in the field of pharmacy
- Today, women comprise half of all PharmD. students and pharmacists in the workforce
- Ongoing key challenges for female pharmacists include, higher job turnover rates and being less likely to enter management positions
- Despite growth, there remains a continued underrepresentation in leadership roles
- Implementing the 7 strategies to support women in the pharmacy workforce will potentially help enhance professional growth
- Organizations and events that support women in pharmacy are great resources for growth, development and networking

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