

WOMEN PAVING THE WAY IN PHARMACY IN THE 21ST CENTURY

Suzanne Soliman, PharmD, BCMAS

Founder, Pharmacist Moms Group

www.pharmacistmomsgroup.com

www.womenpharmacistday.com

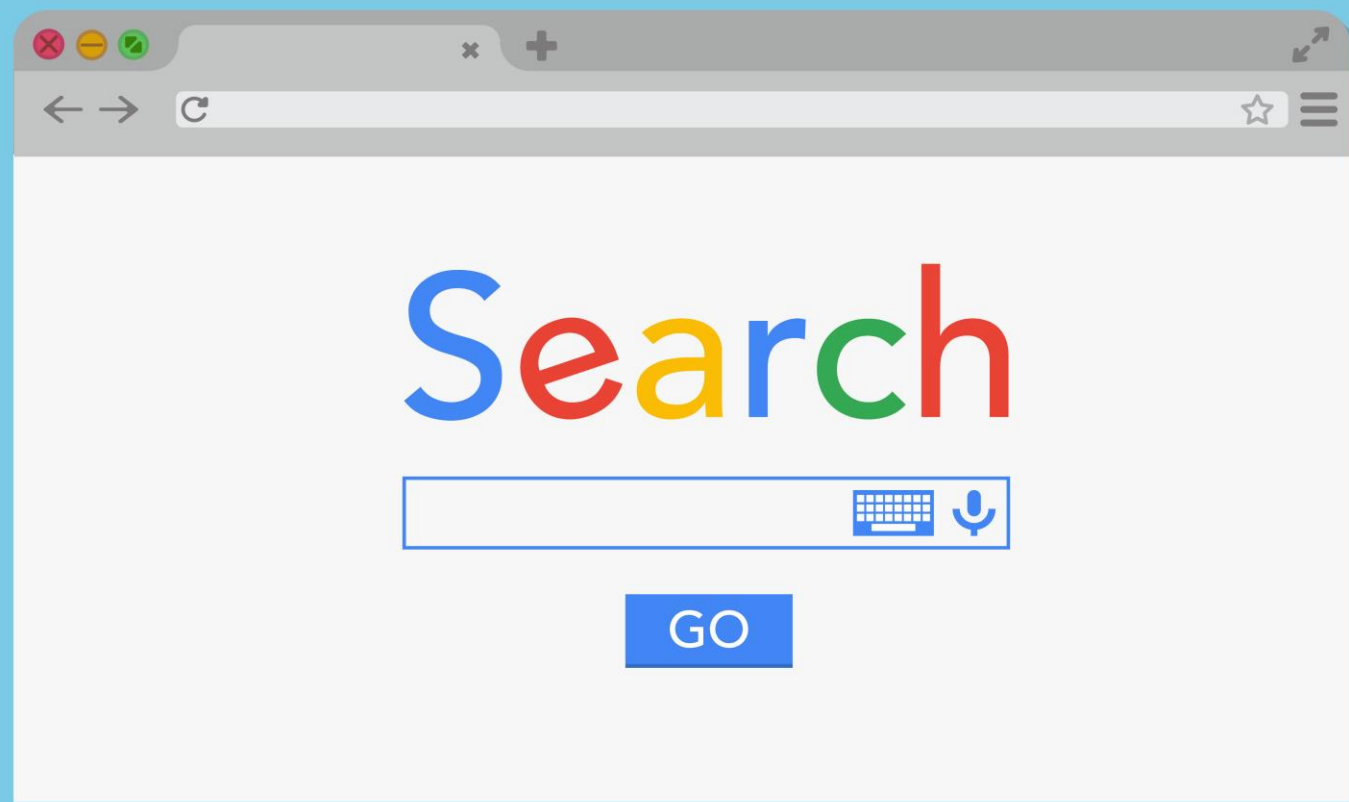


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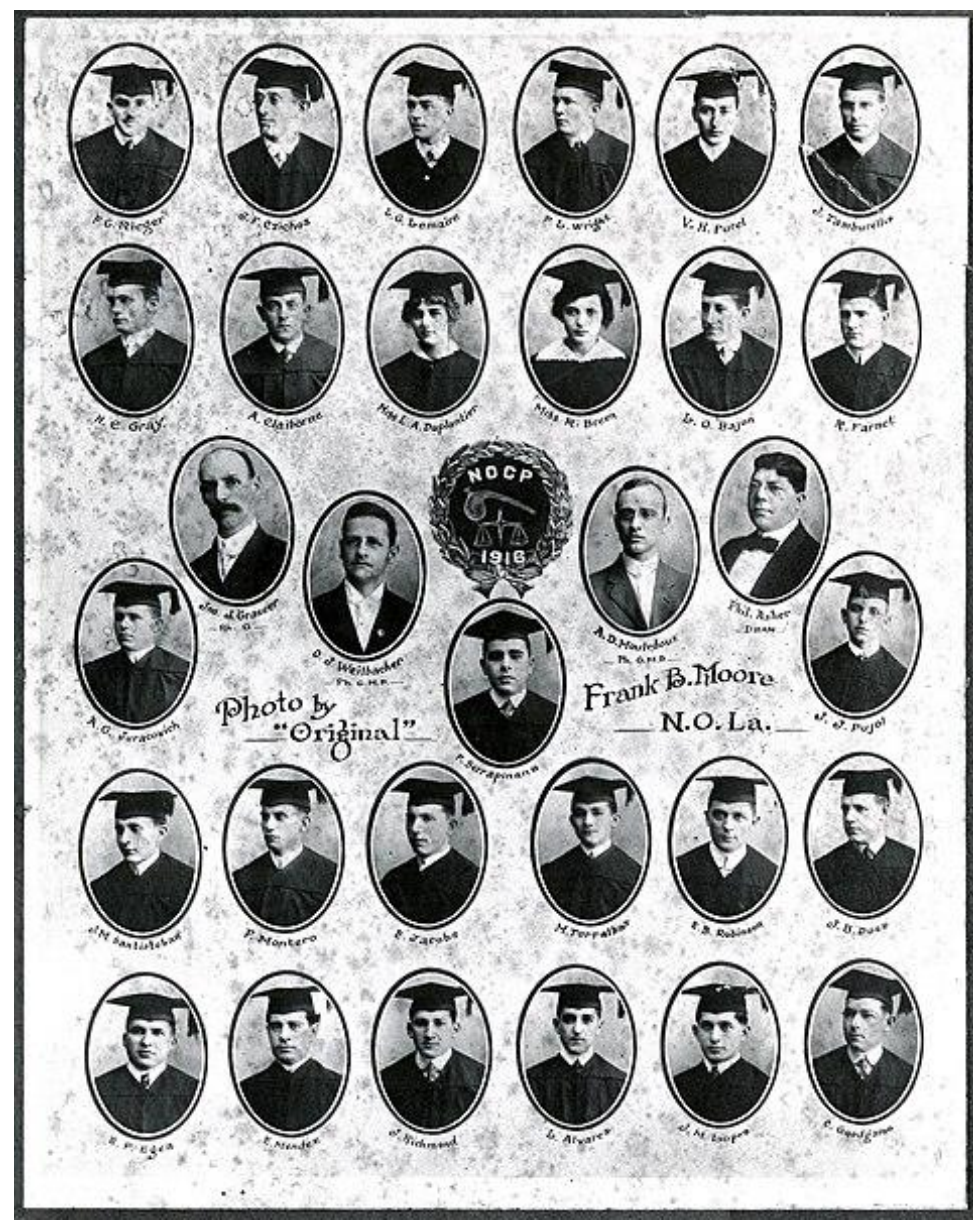
Objectives

- 1. Describe the growth of women in pharmacy over the past 50 years
- 2. Compare & contrast the reasons for the growth of women in pharmacy
- 3. Discuss the areas of growth for women in pharmacy





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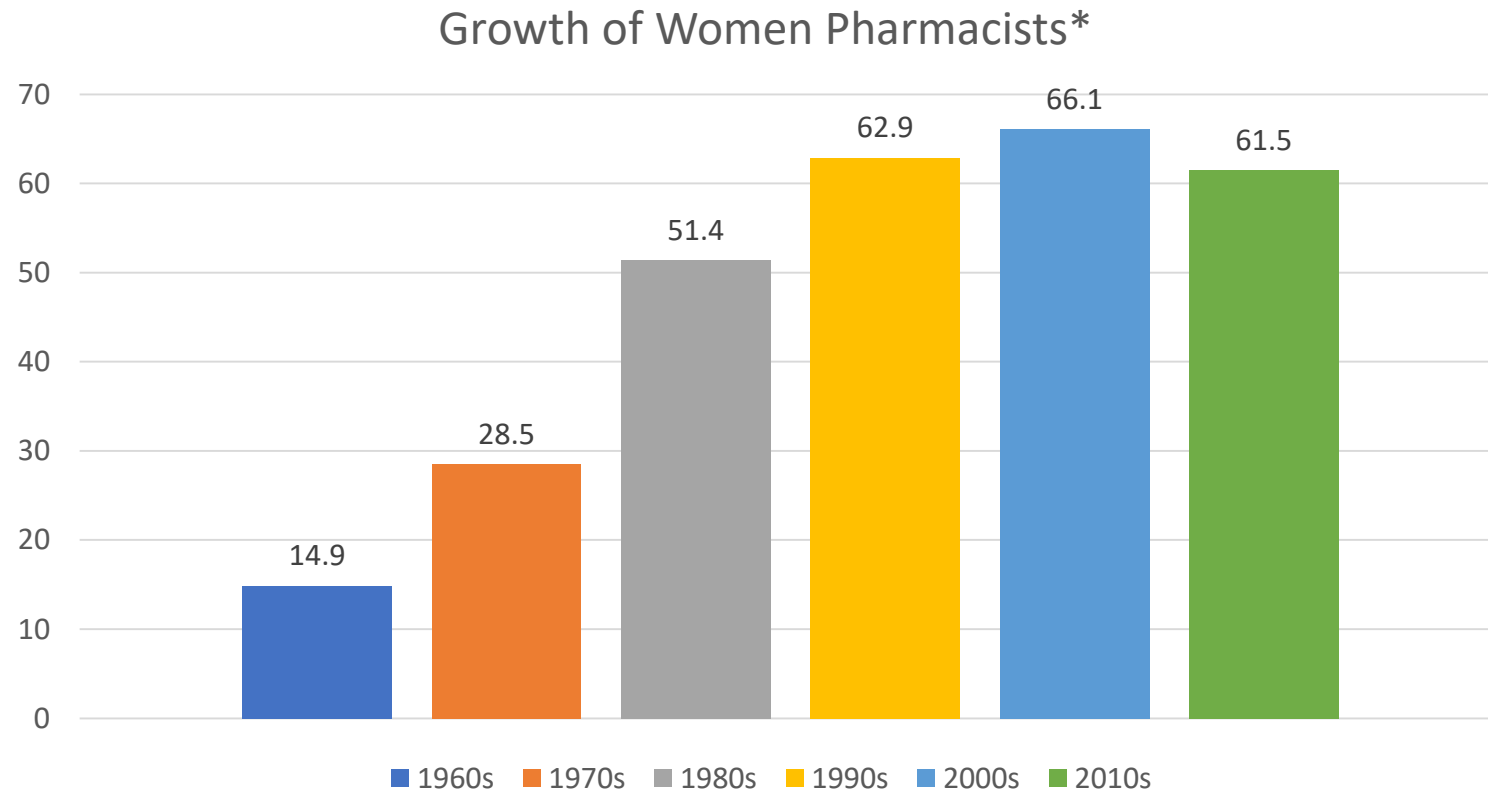
University of Illinois at Chicago College of Pharmacy, Class of 2003

Row 1: Patricia Brillo, Eva Chow, Deborah Kang, Hannah Kang, Helen Oh, Nidhi Gupta, Nisha Parekh, Linda Biasco, Sharon Yeh, Ji Eun Lee, Dr. Thomas TenHoeve, Dr. Rosalie Sagraves, Erin DuFoe, Megan Mikeworth, Tatyana Loptukhina, Victoriya Kharon, Rachel MJ Kim, Maggie Lee, Patricia Adenekan, Jennifer Ling, Ha Huynh, Gordana Djokic **Row 2:** Dana Kim, Jenny Thomas, Sonali Parikh, Ginnette Cruz, Gemma Deloria, Keri Soo Kim, Michelle Martin, Diane Valdez, Sonal Gothi, Irina Shostak, Suzanne Chau, Evelyn Runli Fang, Cathy Lee, Colleen Valenti, Michelle La, Lina Othman, Caroline Ndungu, Chinwe Opara, Swati Patel, Smiti Parekh, Cara Brock, Sarah Bala, Danielle Mata, Elizabeth Zhong, Diane Rhee, Makeda Peters, Pooja Garg, Gina Yun **Row 3:** Yan Shao, Caryl Sizemore, Michelle Hart, Kimberly Spencer, Melanie Datu, Hanady Sharabash, Nadia Malik, Saida Abbed, Anna Han, Mira Loh-Trivedi, Pooja Arora, Elisa Choi, Kajal Shah, Mileta Klimaviciute, Ijeoma Nwazue, Deirdre Brennan, Jane Tatarelis, Laura Velasquez, Melissa Chu, Ying June Chow, Sejal Desai **Row 4:** Ploumi Kontzias, Patricia Gutierrez, Sheila Allen, Chasitie Levesque, Douglas Warda, Bassel Joudeh, Geanina Alecsa, Lydia Shenouda, Sijin Vellurattil, Rajendra Patel, Daniel H. Patuszynski, John Biasco, Huzefa Master, Joby Mathew, Raouf Abdellatif, Niloofer Ghazizadeh, Jason Chan, Erin Couch, Anthony Phan, Dick Derks, Sherri Grant, Narges Niazi, Carol Deslauriers, Gabrielle Okpako, Mayyada Zraik, Rasa Januskeviciene, Latoyia Hardimon **Row 5:** Guadalupe Guzman, Adrian Davidson, Salman Mohammed, Marek Sutor, Vishal Goyal, Abeer Khouri, Blandina Briskovic, JameLah Farraj, Phong Pham, Susannah J. Dutton, Soham Dewashrayee, William Jennings, Ivan Herrera, Melo Bittica, Yury Grenadyor, Parag Patel, Ashish Dave, Rahul Patel, Sameer Shah, Matthew Wagner, Jason Ho, Glenn Allen, Jocelyn Noel, Anand Valathur **Row 6:** Chioma Agwuncha, Edyta Krupa, Trina Carter White, LJ Alere, Christopher Joson, Emil B. Lezondra, Paul Drahos, Richard Chagoya, Joycemon Lukose, Chuck Tuey, Amit Patel, Heather Kolacek, Jennifer Neideen, Heidi Numberg, Karen King, Heena Patel, Mary Ann Bobek, Ademoyo Adetokunbo, Jacqueline Oberg



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Growth of women pharmacists



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*AACP 2016-2017 Profile of Pharmacy Students

What shaped the evolution

- **Chain/corporate pharmacy**
 - Chain pharmacy
 - Increase in hospital
- **Insurance/PBMs**
 - Hand off clients/(mail order)
- **Standardization**
 - Part-time flexibility/Decreased self employment
 - Decreased compounding
 - Substitutability



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"The position of pharmacist is probably the most egalitarian of all U.S. professions today," Harvard economists Claudia Goldin and Lawrence Katz wrote [in a paper](#) on the subject they published in September.

CNN BUSINESS Markets Tech Media Success Perspectives Video

Pharmacist: Most equal job for men and women

by Annalyn Kurtz @AnnalynKurtz
February 11, 2013: 5:26 AM ET

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Personal Finance

Mortgage	Personal Loan
Loan Type	Rate



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Goldin and Katz Journal of Labor Economics, 2016, vol. 34, no. 3

Women in pharmacy

- Women >50% of US pharmacy students for nearly 4 decades

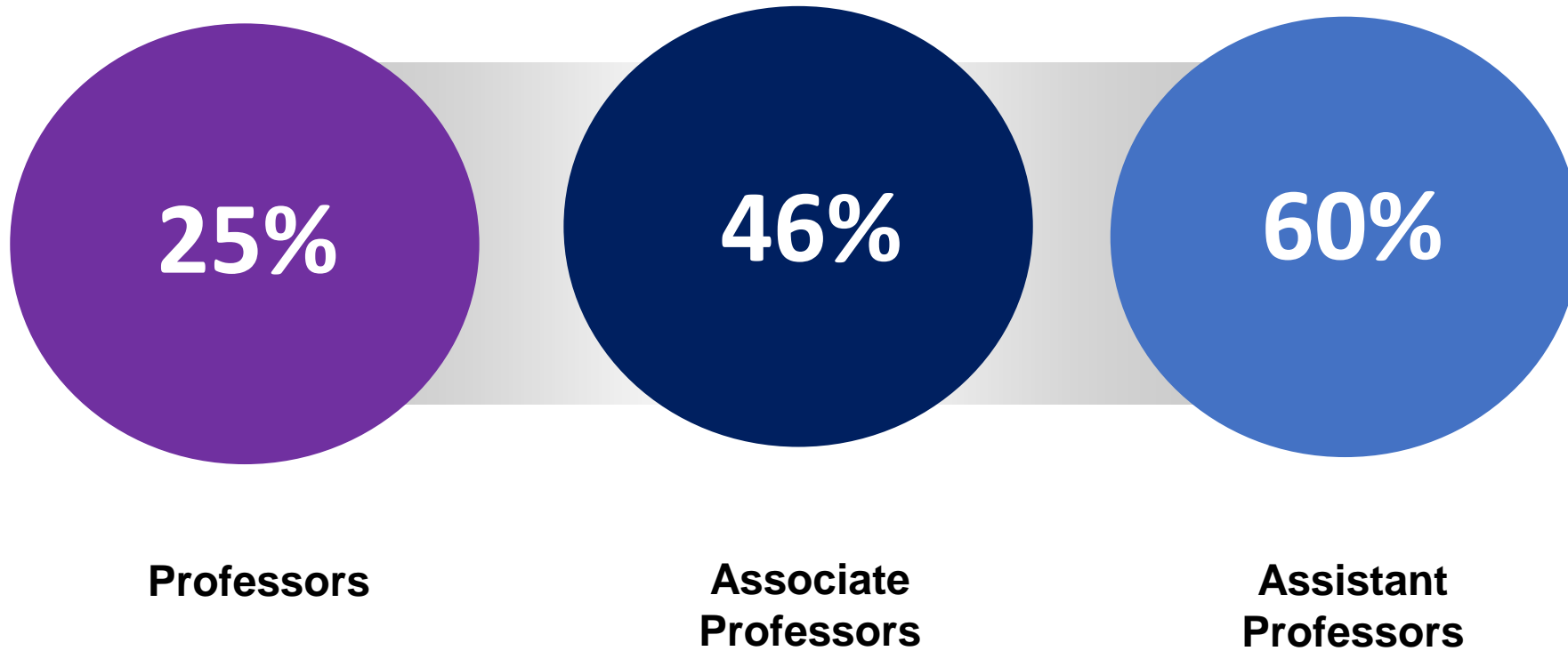
BUT...

- Approximately 54% of practicing full-time pharmacists (2012)
- Women are 0% of retail chain pharmacy CEOs
- Approximately 36% of large national pharmacy and drug associations have women CEOs (2019)
- Approximately 25% of US college of pharmacy deans are women
- Majority of independent owners are men
- Majority of managers are men



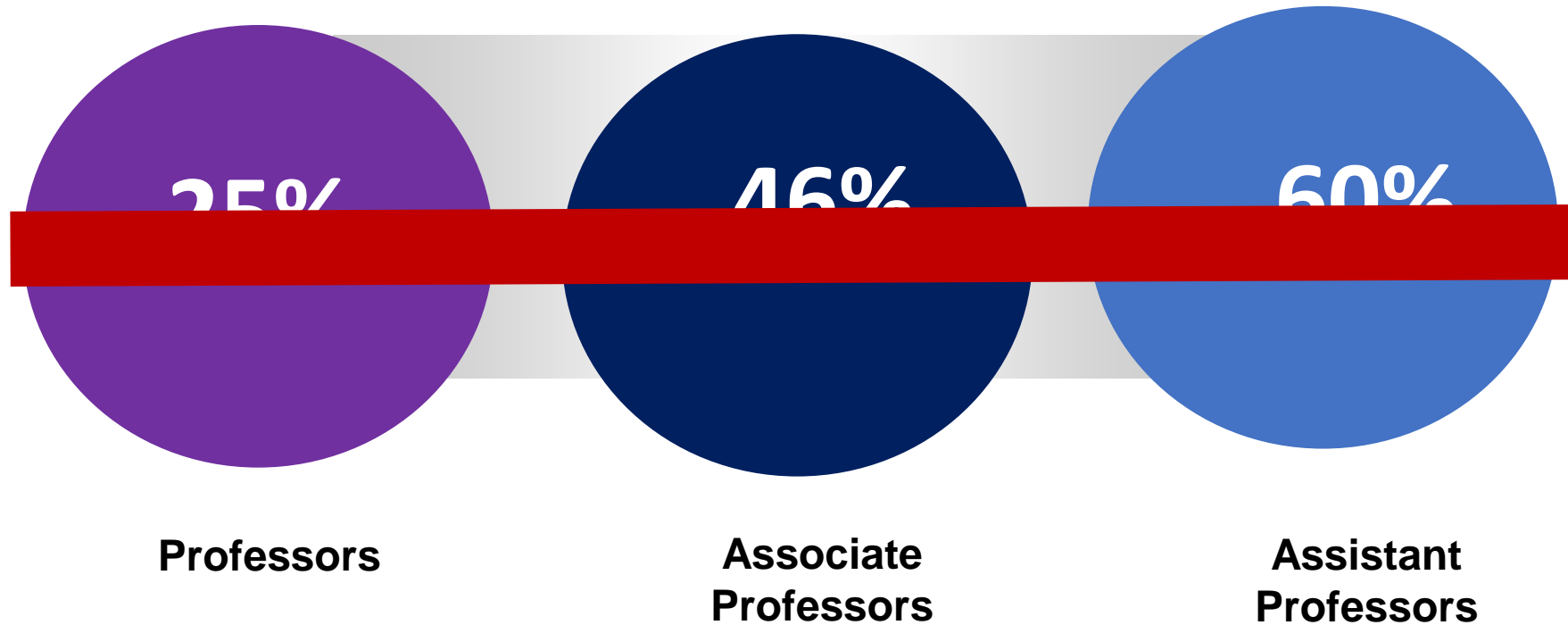
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Women in academia- by the numbers



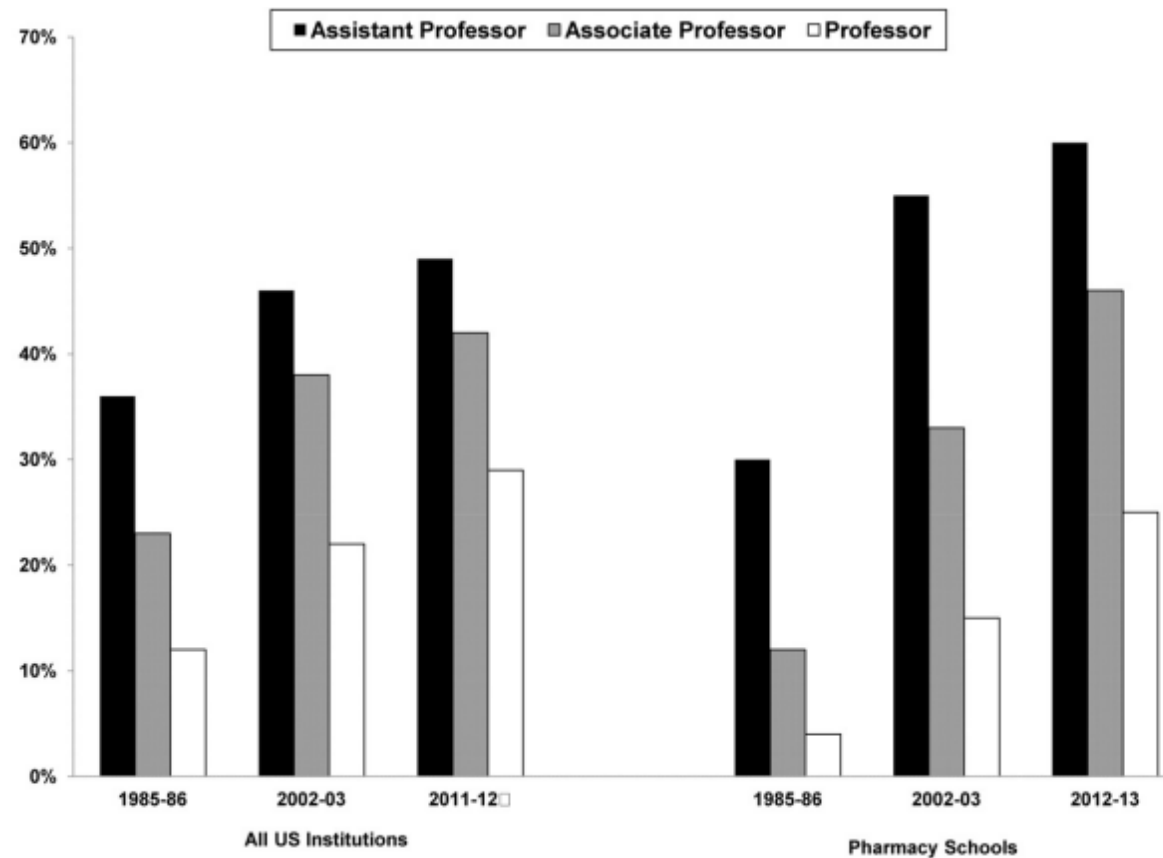
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Women in academia- by the numbers



Numbers have increased significantly over the last 10 years

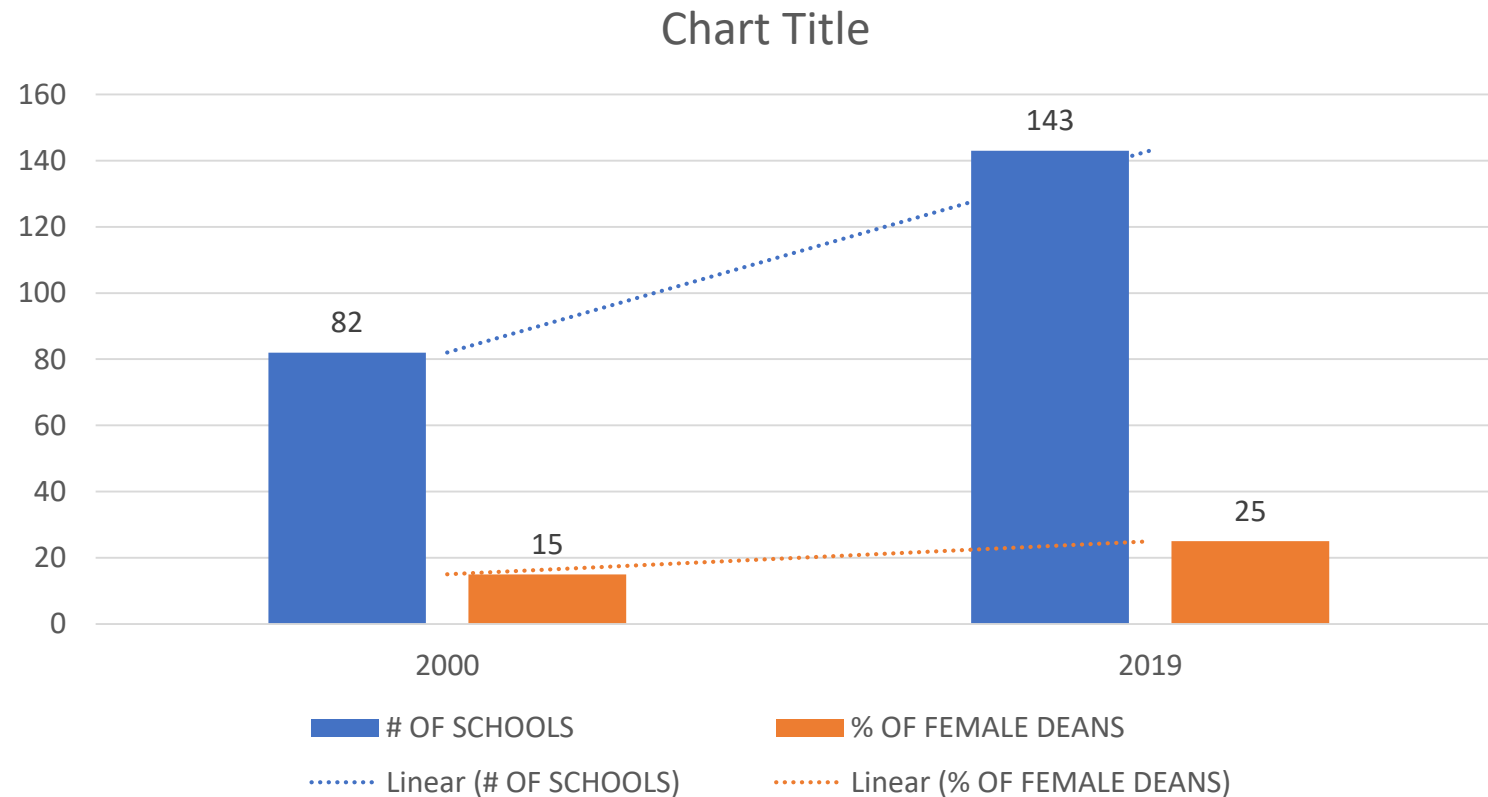
Women in academia- by the numbers



a: 2011-12 was the most recent year for which national data were available.

American Journal of Pharmaceutical Education 2014; 78 (10) Article 178.

WOMEN DEANS AT PHARMACY SCHOOLS



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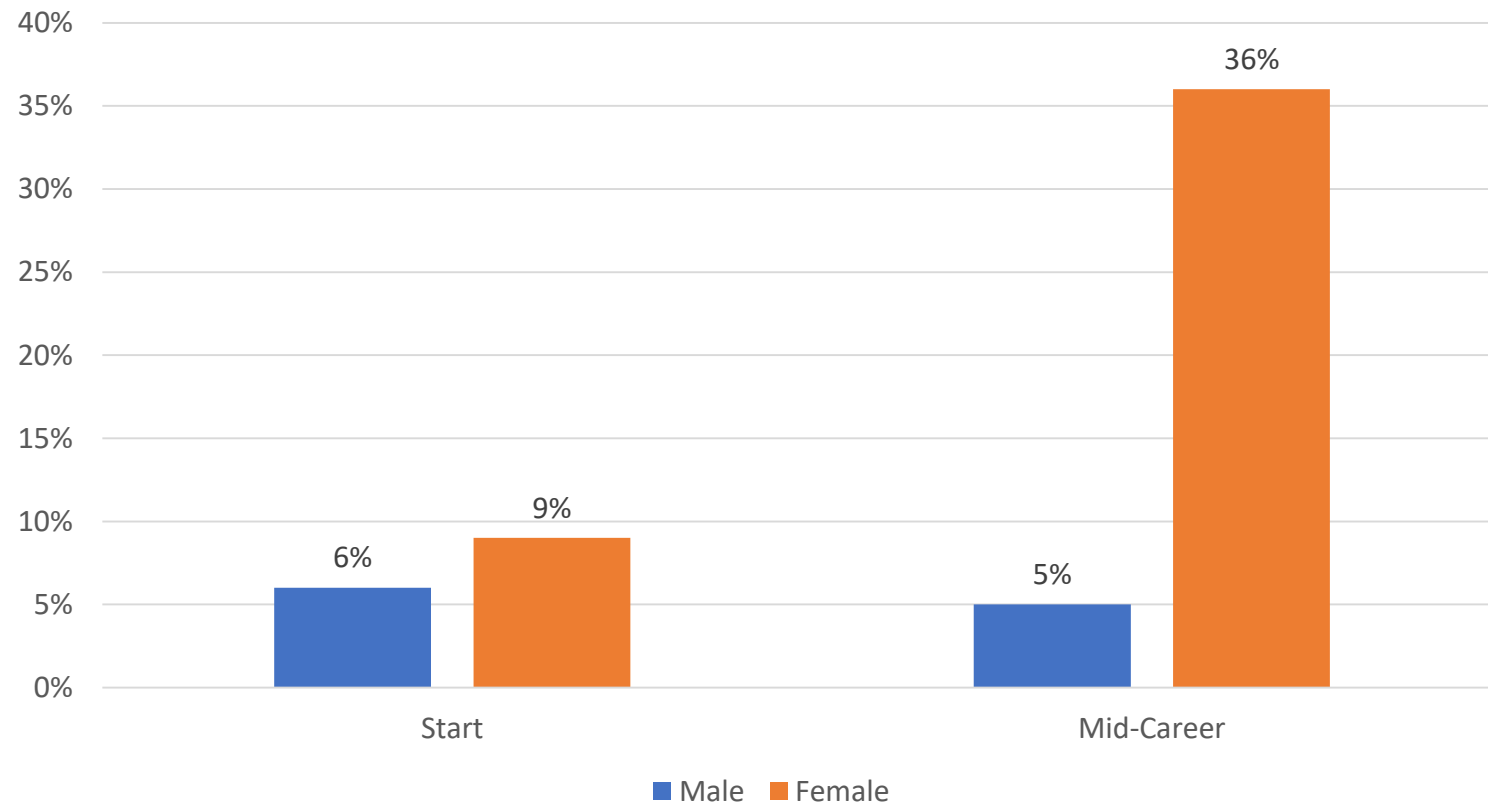
The sentiment from some

- *Female pharmacists said this 54% full-time is likely due to various factors, including the demanding, and often competing, roles at both work and home.*
- *“To be a woman pharmacist and a mother and a wife — something will suffer”*
- *“Many times each of these roles will suffer simultaneously, other times one will suffer a great deal.”*



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Part-time



Goldin and Katz Journal of Labor Economics, 2016, vol. 34, no. 3



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GENDER pay gap: A closer look

- Women with children EARN LESS
- Shorter work week of female pharmacists
- Women with children and earnings



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Pharmacist moms



Potential Barriers

Lack of Mobility

**Gender Schemas
& Bias**

Work Values

Family Roles

**Lack of Support
&
Marginalization**

Activities



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Boundaries and glass ceilings



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Success and likeability

- “Success and likeability are positively correlated for men and negatively for women. When a man is successful, he is liked by both men and women. When a woman is successful, people of both genders like her less.”

— Sheryl Sandberg, [Lean In: Women, Work, and the Will to Lead](#)



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Where going?

- Literature suggests that at some point measures of academic success and career advancement (e.g., degree completion , faculty member rank and tenure status, leadership positions and recognition and salary) of women will match those of men.
- The concern is that there is lack of increased numbers of women in senior leadership positions.



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The role of employers

- Awareness is increasing
- Evaluations/Company culture
- Support leadership early on
- Pharmacist Moms Group advocates for female pharmacists with employers.
- Focus on improving workplace quality of life for female employees in a pharmacy setting

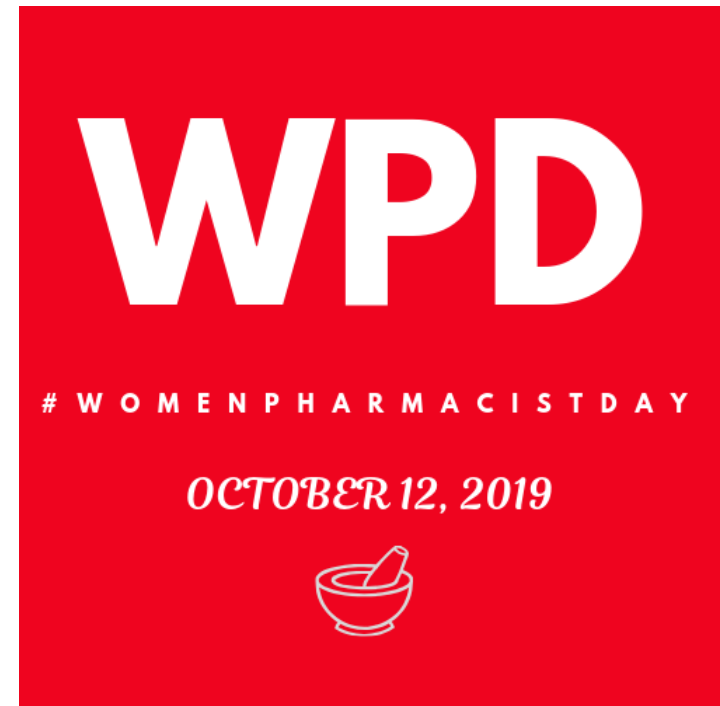


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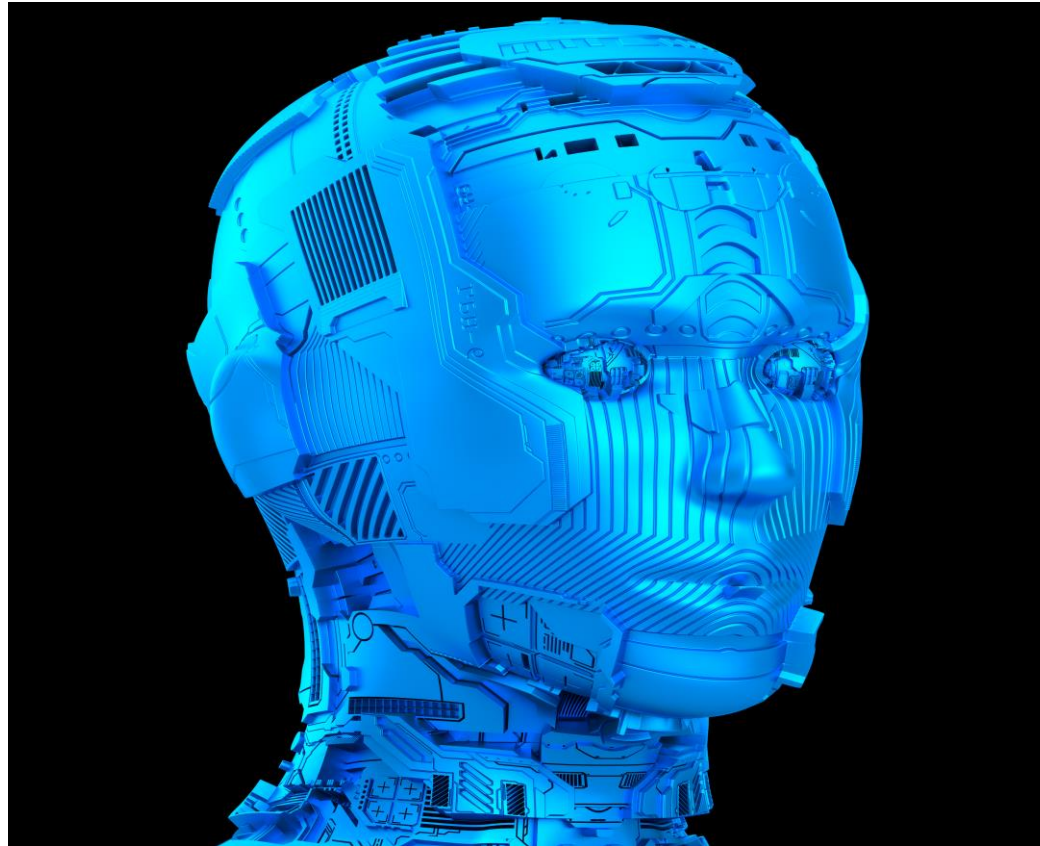
National women pharmacist day

OCTOBER 12

- To reflect on the past, celebrate the present and look toward the future of women in pharmacy.
- The reason we're celebrating on this day is because it's the October the American Pharmacist Month and Elizabeth Gooking Greenleaf had 12 children so October 12th was selected.
- Greenleaf is a role model for women who aspire to pursue a career in pharmacy.



Future



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Questions?



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