College of Health and Pharmacy

Pharmacy – Pharmacy Practice **Abstract No. PP-3**

COMPENSATION FOR BOARD OF PHARMACY MEMBERS IN THE UNITED STATES

Hannah Pham, Chidubem Ifeji, Cassandra White, PharmD, BCACP, BCGP

Background: No published data exists regarding compensation and demographic differences between the memberships of the 50 United States (U.S.) Boards of Pharmacy.
Objectives: The purpose of this study was to quantify and compare the per diem pay rate for U.S. Board of Pharmacy members. Board member demographics and compensation for mileage and meals were also evaluated.

Methods: In June 2022, each state Board of Pharmacy was contacted to gather data including per diem pay, mileage and meal compensation, number of meetings per year, number and gender of Board members, length of appointment, and regulatory statutes.

Results: The average per diem pay for Board members was $75.86 (median = $50.00, range = $0.00 to $250.00, n = 48 states). Most states report paying Board members for mileage (95.1%, n = 39 out of 41) and meals (80.0%, n = 28 out of 35). On average, Boards are composed of 8.3 members (median = 7.5, range = 5-17, n = 50), meet 8.3 times annually (median = 8, range 3-16, n = 47), and have a 4.5 year length of appointment (median = 4, range = 3-6, n = 47). Males represented 61.2% of occupied Board positions and pharmacists accounted for 74.1% of all positions. The average year for pharmacy statute update was 2002.

Conclusion: Compensation for U.S. Board of Pharmacy members varies greatly, from unpaid (n = 8 states) to a high of $250.00 per diem. Only 38.8% of occupied Board positions are held by women and pharmacy technicians represent just 3.6% of all positions. Fair compensation, increased female and pharmacy technician representation, and more timely pharmacy statute updates are necessary in order to achieve inclusion, diversity, and equity between state Boards of Pharmacy.