

# OREGON BOARD OF PHARMACY



## AN OVERVIEW OF ORGANIZATIONAL STRUCTURE & PHARMACY WORKFORCE TRENDS

SENATE HEALTHCARE COMMITTEE

FEBRUARY 5, 2024

# MISSION

The Oregon Board of Pharmacy serves to promote and protect public health, safety and welfare by ensuring high standards in the practice of pharmacy and through effective regulation of the manufacture and distribution of drugs.





# ORGANIZATIONAL STRUCTURE

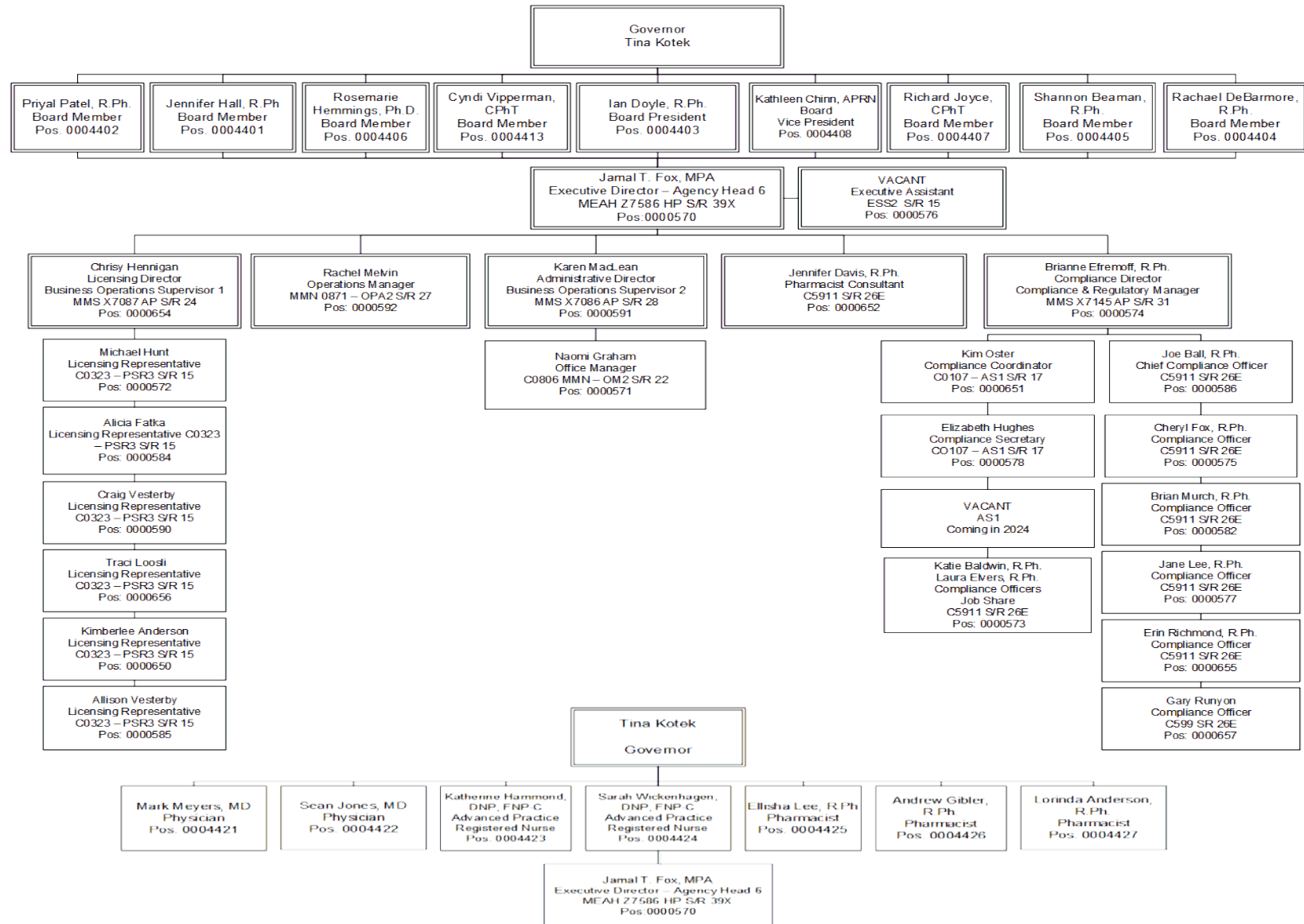
# WHAT IS “THE BOARD”?

- Board members
  - 5 Pharmacists
  - 2 Technicians
  - 2 Public
- Public Health and Pharmacy Formulary Committee (PHPFAC) members
  - 2 Physicians
  - 2 Advanced Practice Registered Nurses
  - 3 Pharmacists
- Agency staff
  - Operations
  - Licensing
  - Compliance

## Oregon Board of Pharmacy

Organizational Chart 2023-2025

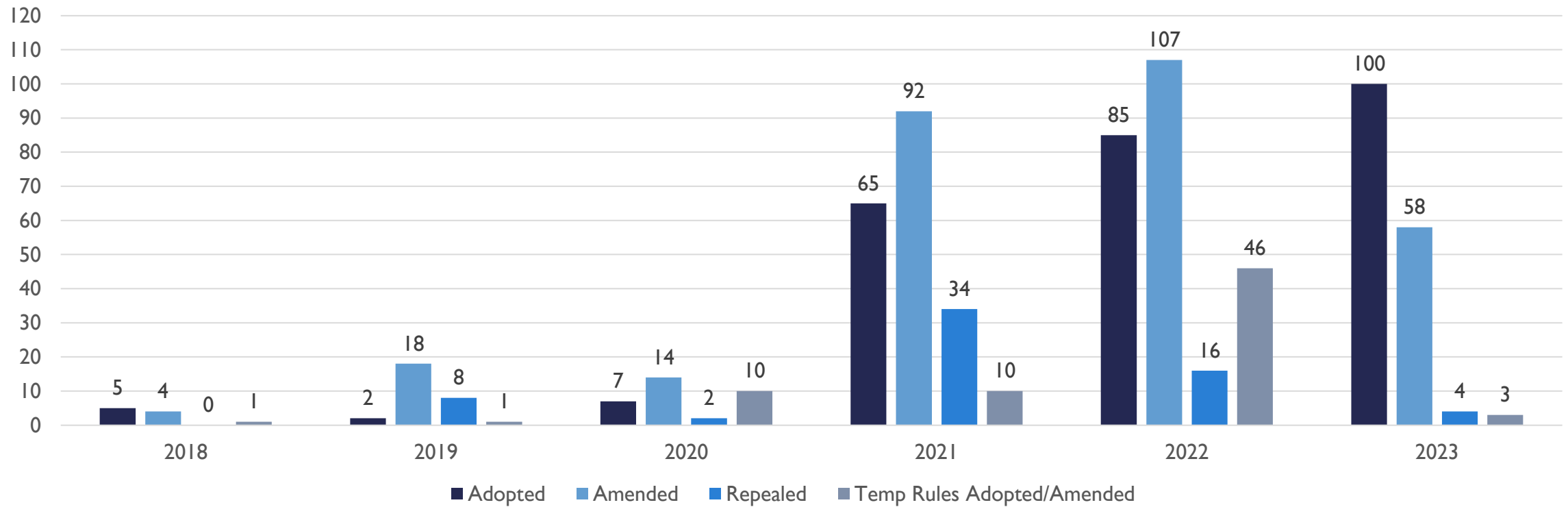
23 FTE (9 Board Members & 7 Member Public Health & Pharmacy Formulary Advisory Committee)



# AGENCY STAFF- OPERATIONS

- Responsibilities:
  - Manage budget and finances
  - Oversee agency administration
  - Manage agency staff and operations
  - Regulatory policy management
  - External communications
  - Board and public meeting management

# BOARD OF PHARMACY (OAR 855) RULEMAKING 2018-2023



# AGENCY STAFF- LICENSING / REGISTRATION

- Responsibilities:
  - Application review and processing
    - Background checks
  - License renewal and management
  - Continuing pharmacy education audits
  - Financial management
  - Information provision

## INDIVIDUALS LICENSED BY OBOP

Pharmacist	8,760
Intern	588
Certified Oregon Pharmacy Technician	6,313
Pharmacy Technician	2,602
<i>SUBTOTAL</i>	<i>18,263</i>
Preceptor*	3,484
Federal Preceptor*	25
Non-Pharmacist Preceptor*	1
<i>SUBTOTAL - PRECEPTORS</i>	<i>3,510</i>
<i>GRAND TOTAL</i>	<i>21,773</i>

(\*Note: All preceptors are licensed Pharmacists in Oregon with the exception of non-pharmacist preceptors)



## DRUG OUTLETS REGISTERED BY OBOP

Retail Drug Outlet	1,476	Non-Prescript Drug Outlet-A	3,110
Institutional Drug Outlet	130	Med Device/Equip/Gases-C	499
Consulting / Drugless Pharmacy	23	Non-Prescript Drug Outlet-E	11
Home Dialysis Drug Outlet	8	Non-Prescript Drug Outlet-D	2
Charitable Pharmacy	6	Manufacturer	1,410
Remote Dispensing Site Pharmacy	1	Wholesaler with Prescription	518
Hospital Drug Room	18	Drug Distribution Agent	453
Remote Distribution Facility	4	Wholesaler - Class III	190
Pharmacy Prescription Locker	2	Wholesaler - Nonprescription	150
Remote Dispensing Machine	1	Prophylactic/Contraceptive	30
Pharmacy Prescription Kiosk	0	Animal Euthanasia	21
Community Health Clinic	114	Controlled Substance*	2,006
Dispensing Practitioner Drug Outlet	105	Precursor	8
Correctional Facility	50	<b>OUTLET TOTAL</b>	<b>10,346</b>

(\*Note: All controlled substance registrations are also registered as a drug outlet in Oregon with the exception of researchers)

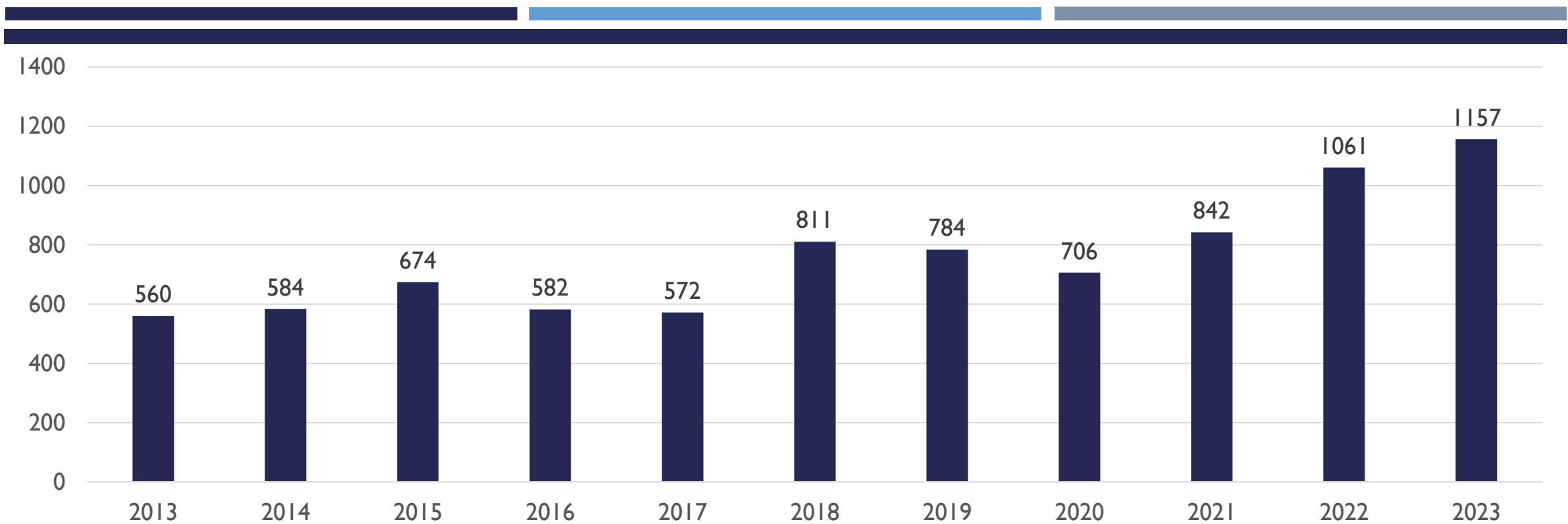
## LICENSURE TIMELINES

TYPE	# ISSUED	ISSUED WITHIN 30 DAYS	AVERAGE DAYS TO ISSUE
Pharmacist	567	452 (79.7%)	33
Intern	189	131 (69.3%)	27
Certified Oregon Pharmacy Technician	472	414 (87.7%)	22
Pharmacy Technician	1,141	850 (74.5%)	48
Preceptor*	115	115 (100.%)	5
Federal Preceptor*	5	4 (80.0%)	12
Non-Pharmacist Preceptor*			
TOTAL	2,490	1,967 (78.9%)	36

REGISTRATION TIMELINES							
TYPE	# ISSUED	ISSUED WITHIN 30 DAYS	AVERAGE DAYS TO ISSUE	TYPE	# ISSUED	ISSUED WITHIN 30 DAYS	AVERAGE DAYS TO ISSUE
Retail Drug Outlet	98	41 (41.8%)	63	Non-Prescript Drug Outlet-A	216	172 (79.6%)	22
Institutional Drug Outlet	2	0 (0%)	64	Med Device/Equip/Gases-C	59	41 (90.2%)	37
Consulting/Drugless Pharmacy	4	2 (50.0%)	113	Non-Prescript Drug Outlet-E	-	-	-
Home Dialysis Drug Outlet	-	-	-	Non-Prescript Drug Outlet-D	-	-	-
Charitable Pharmacy	1	0	121	Manufacturer	136	72 (52.9%)	44
Remote Dispensing Site Pharmacy	1	0	170	Wholesaler with Prescription	36	9 (25.0%)	70
Hospital Drug Room	1	1 (100%)	1	Drug Distribution Agent	57	33 (57.8%)	37
Remote Distribution Facility	-	-	-	Wholesaler - Class III	17	12 (70.6%)	42
Pharmacy Prescription Locker	2	0 (0%)	39	Wholesaler - Nonprescription	19	10 (52.6%)	36
Remote Dispensing Machine	-	-	-	Prophylactic/Contraceptive	8	7 (87.5%)	8
Pharmacy Prescription Kiosk	-	-	-	Animal Euthanasia	-	-	-
Community Health Clinic	6	6 (100%)	12	Controlled Substance*	111	62 (55.8%)	60
Dispensing Practitioner Drug Outlet	26	9 (34.6%)	34	Precursor	1	1 (100%)	24
Correctional Facility	-	-	-	REGISTRATIONS TOTAL	801	478 (59.6%)	42

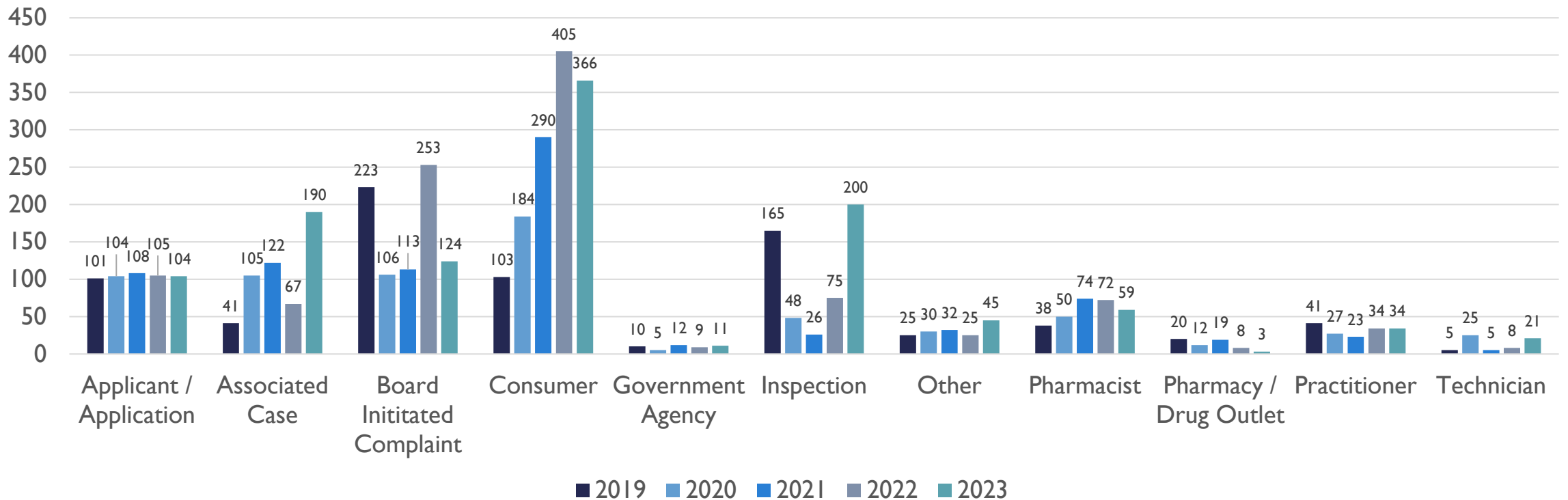
# AGENCY STAFF- COMPLIANCE

- Inspections and investigations
- Complaint investigation and reporting
  - ORS 689.155(6) Investigate all complaints of alleged violations of this chapter and take necessary action as the board may require or direct.
  - On average, each compliance officer currently has 250 assigned cases to investigate
  - On average, the board reviews approximately 120 cases at each board meeting
- Disciplinary and legal proceedings
- Outreach and education
  - Phone duty
- Continuous learning and improvement



## COMPLIANCE CASELOADS – 10 YEAR HISTORY

# COMPLIANCE CASE SOURCES – 5 YEAR HISTORY





# PHARMACY WORKFORCE TRENDS

# WORKFORCE TRENDS

## OCCUPATIONAL OUTLOOK HANDBOOK

### U.S. BUREAU OF LABOR STATISTICS

QUICK FACTS	PHARMACISTS	TECHNICIANS
MEDIAN PAY, 2022	\$132,750 PER YEAR \$63.82 PER HOUR	\$37,790 PER YEAR \$18.17 PER HOUR
TYPICAL ENTRY-LEVEL EDUCATION	DOCTORAL DEGREE	HIGH SCHOOL DIPLOMA OR EQUIVALENT
WORK EXPERIENCE IN RELATED OCCUPATION	1,440 HOURS	NONE
ON-THE-JOB TRAINING	NONE	MODERATE-TERM
NUMBER OF JOBS, 2022	334,200	459,600
JOB OUTLOOK 2022-32	3% (AS FAST AS AVERAGE)	6% (FASTER THAN AVERAGE)
EMPLOYMENT CHANGE 2022-32	8,700	25,900



# PHARMACISTS- OREGON WORKFORCE DATA SURVEY (2022)

## Practice characteristics

### Weekly hours

Hours worked per week on average	36.3
Worked at least 40 hours per week	62.5%

### How they spend their time

Direct patient care	64.0%
Management	15.5%
Teaching	6.9%
Research	2.0%
Other	11.7%

### Top practice settings

Chain community pharmacy	33.4%
Hospital pharmacy	27.6%
Independent community pharmacy	4.8%
County or community health	4.0%
Mail order	3.3%

### Number of years licensed in Oregon

<6	34.8%
6-10	20.5%
11-20	20.8%
21-30	14.8%
31+	9.1%

### Practice plans in the next two years

Maintain practice hours as is
Reduce practice hours
Increase practice hours
Move to another practice location in OR
Other future plans
Leave the OR workforce

### Top practice specialties

General Pharmacy Practice	55.4%
Pharmacotherapy	5.8%
MTM/Collaborative Therapy	4.7%
Diabetes	4.1%

# CERTIFIED OREGON PHARMACY TECHNICIANS OREGON WORKFORCE DATA SURVEY (2022)

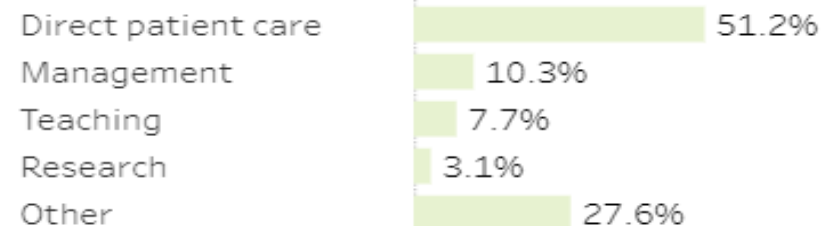
## Practice characteristics

### Weekly hours

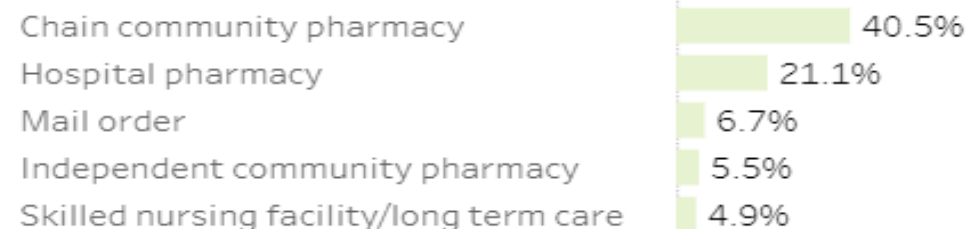
Hours worked per week on average 37.1

Worked at least 40 hours per week 68.3%

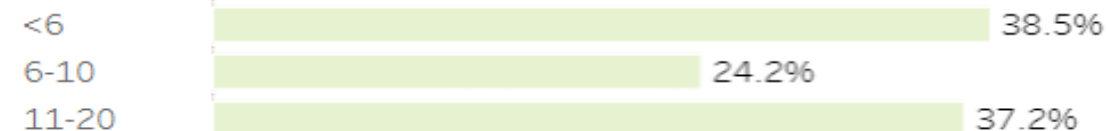
### How they spend their time



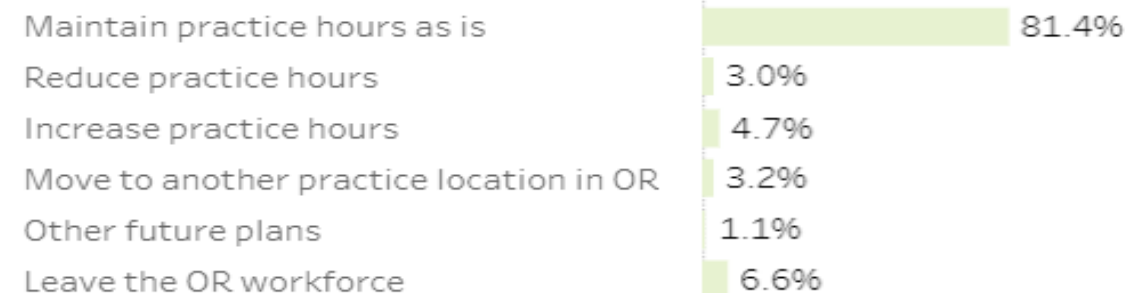
### Top practice settings



### Number of years licensed in Oregon



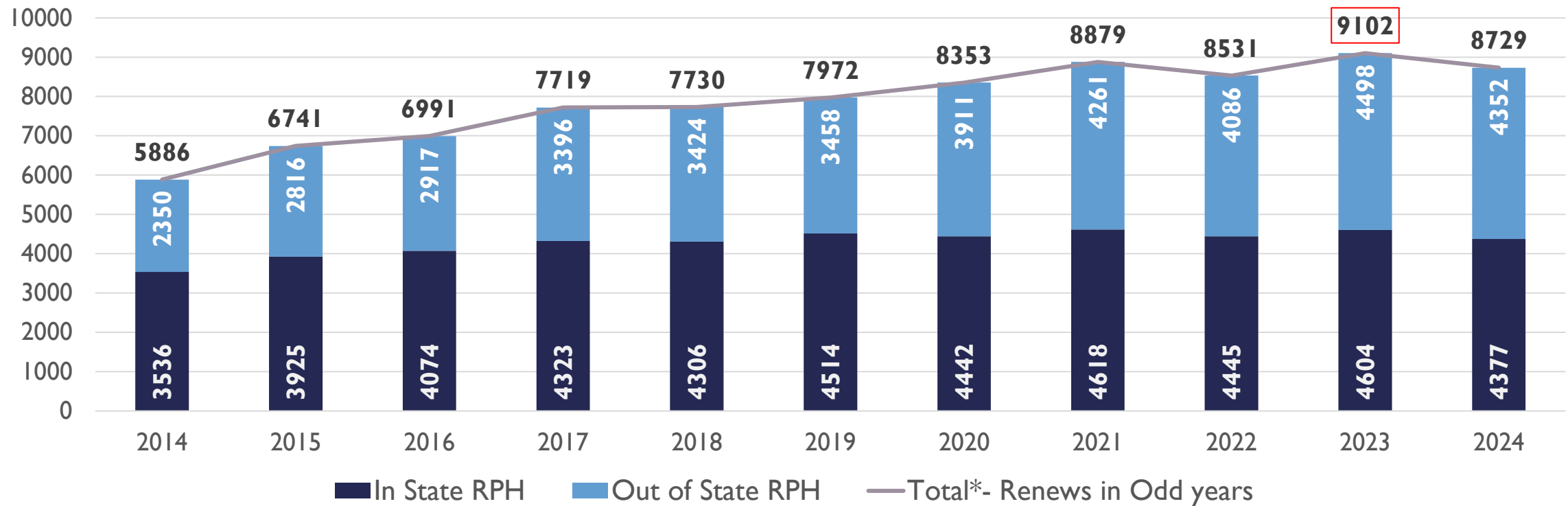
### Practice plans in the next two years



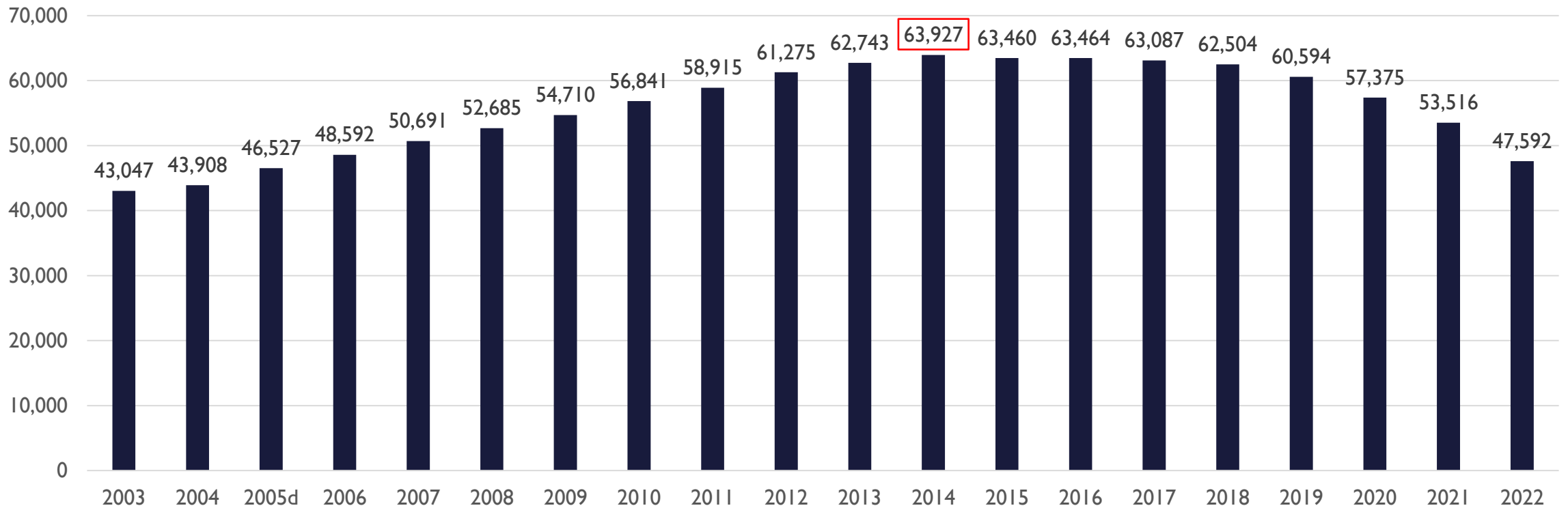
### Top practice specialties

**Specialty not collected for CPHTs.**

# 10-YEAR LICENSING TREND- PHARMACIST



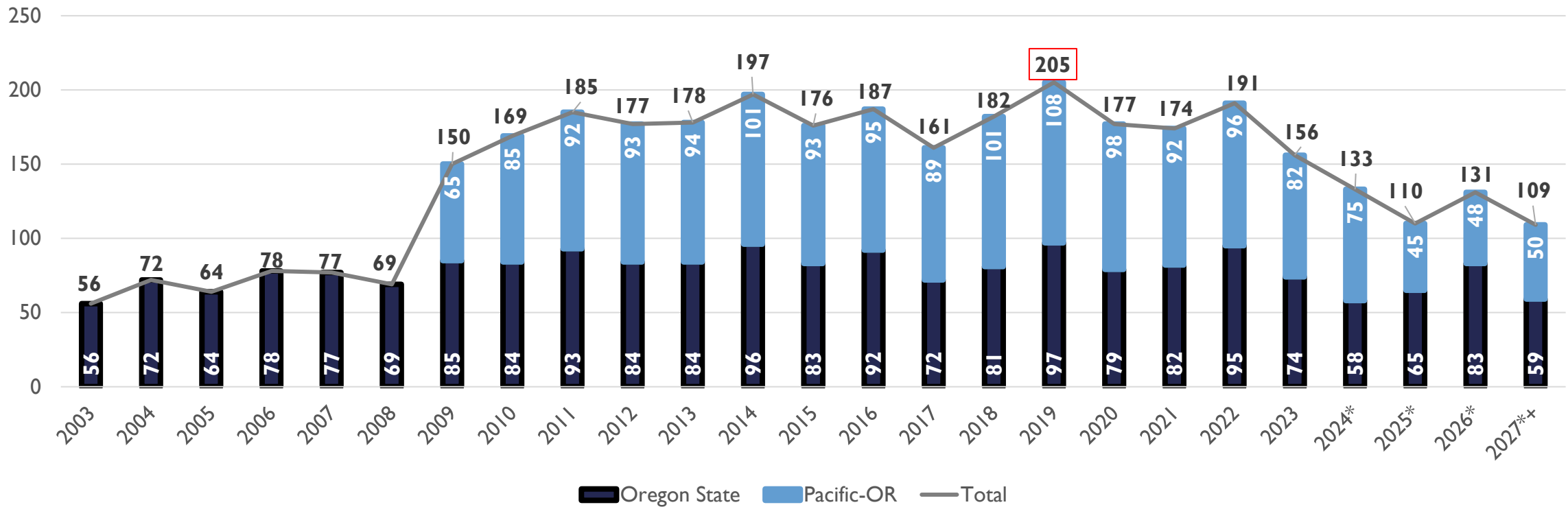
# NATIONWIDE ENROLLMENTS IN PHARMACY PROGRAMS 2003-2022



Summary of Enrollments in First Professional Degree (Baccalaureate, Pharm.D.1) Programs 1982–2022 | AACP. Accessed February 1, 2024. <https://www.aacp.org/research/institutional-research/student-applications-enrollments-and-degrees-conferred>

d- PharmD degree required

# OREGON PHARMACY DEGREES CONFERRED BY OREGON PROGRAMS 2003-2023 & ANTICIPATED 2024-2027\*+



Summary of First Professional Degree (Baccalaureate, Pharm.D.) conferred by Oregon Program 2003-2023 | AACP. Accessed February 1, 2024.  
<https://www.aacp.org/research/institutional-research/student-applications-enrollments-and-degrees-conferred>  
 Degrees Anticipated 2024-2026. Oregon State University College of Pharmacy. (2024, January 30). Internal data  
 Degrees Anticipated 2024-2026. Pacific University School of Pharmacy. (2024, January 30). Internal data

\* Anticipated graduates  
 + Pacific University is still enrolling for this class- matriculates in Fall 2024

# PHARMACISTS NATIONWIDE WORKFORCE ISSUES



## In a 2022 survey of pharmacists:

67% are satisfied working in  
the role



## Participants in the survey worked in:

Community 50%  
Hospital / Health-system 26%  
Other 24%

- Significant factors for leaving the profession include:
  - Inadequate staffing
  - Professional burnout
  - Insufficient compensation for increased hours and duties
  - Increasingly high stress environment

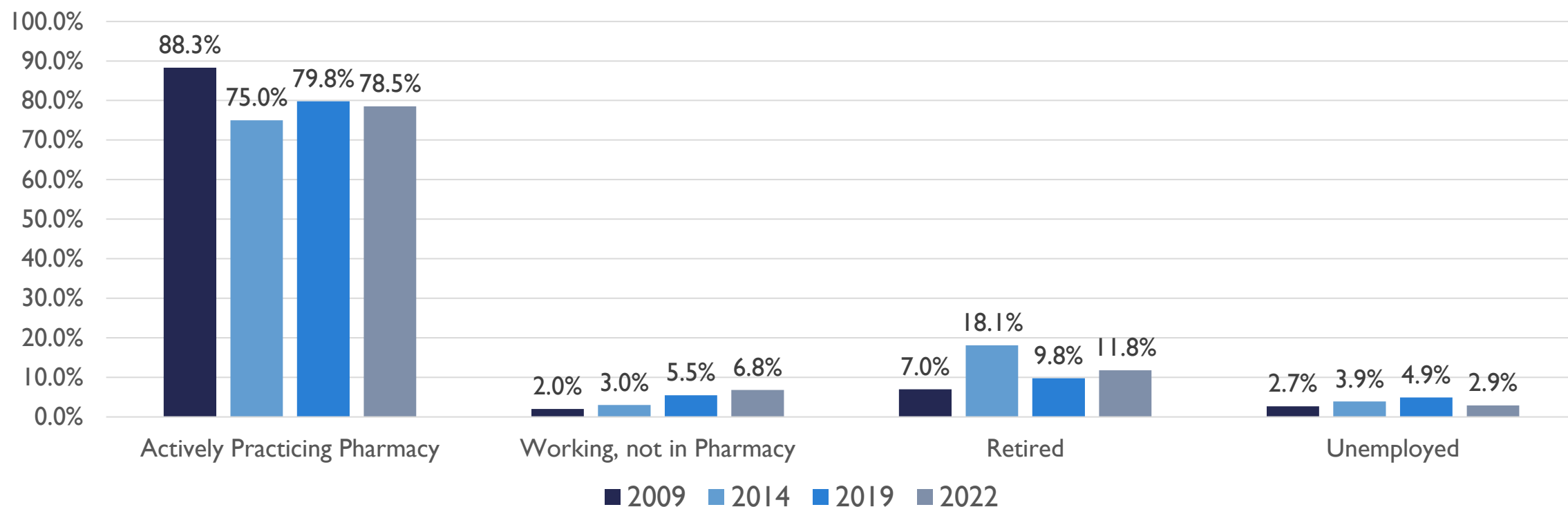
American Association of Colleges of Pharmacy (AACP). (2023, May 31). 2022 National Pharmacist Workforce Study - Final Report. Retrieved from <https://www.aacp.org/sites/default/files/2023-08/2022-npws-final-report.pdf>

Industry Pharmacists Association (IPHO). (2024, January 8) Pharmacist Job Satisfaction and Burnout in Traditional and Non-Traditional Practice Settings. Retrieved from

<https://www.industrypharmacist.org/resources/2d739c86cc7a4e0cabca7825773d9f.pdf>

National Association of Boards of Pharmacy (NABP). (2023, August 30). The Changing Pharmacy Landscape and Its Effects on Patient Safety. Retrieved from <https://nabp.pharmacy/news/blog/the-changing-pharmacy-landscape-and-its-effects-on-patient-safety/>

# NATIONWIDE TRENDS IN LICENSED PHARMACISTS' WORK STATUS



American Association of Colleges of Pharmacy (AACP). (2023, May 31). 2022 National Pharmacist Workforce Study - Final Report. Retrieved from <https://www.aacp.org/sites/default/files/2023-08/2022-npws-final-report.pdf>:

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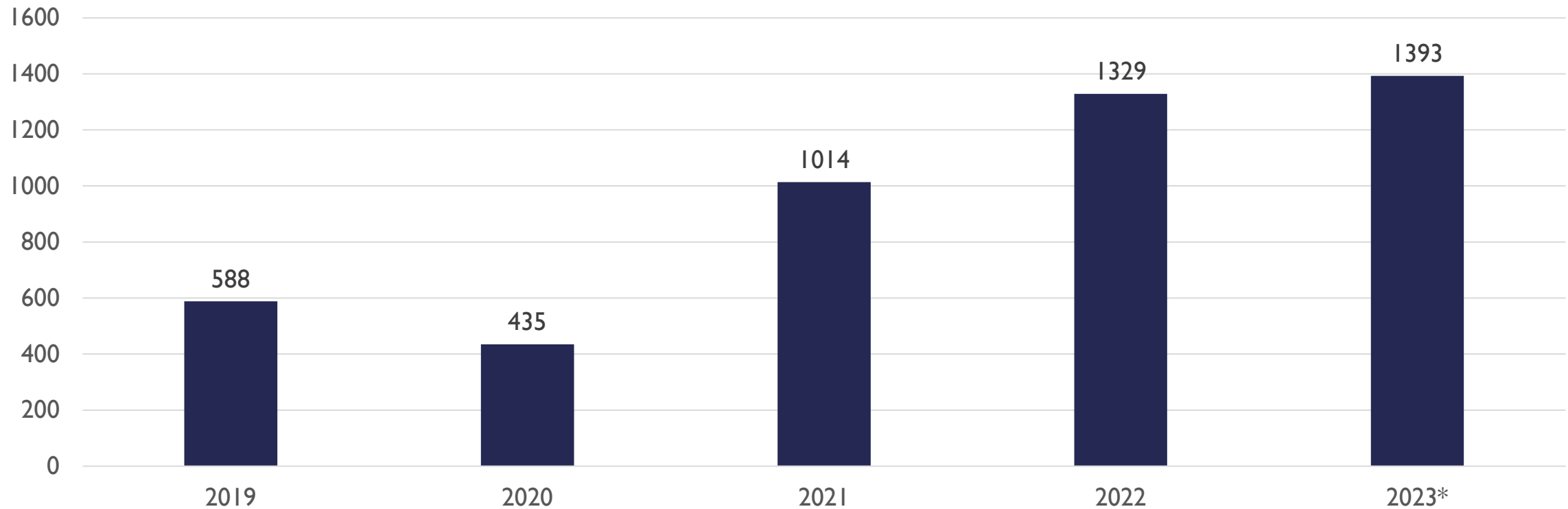
American Association of Colleges of Pharmacy (AACP). (2020, January 10). 2019 National Pharmacist Workforce Study - Final Report. Retrieved from [https://www.aacp.org/sites/default/files/2020-03/2019\\_NPWS\\_Final\\_Report.pdf](https://www.aacp.org/sites/default/files/2020-03/2019_NPWS_Final_Report.pdf):

[https://www.aacp.org/sites/default/files/2020-03/2019\\_NPWS\\_Final\\_Report.pdf](https://www.aacp.org/sites/default/files/2020-03/2019_NPWS_Final_Report.pdf)

American Association of Colleges of Pharmacy (AACP). (2015, April 8). Final Report of the National Pharmacist Workforce Study. Retrieved from <https://www.aacp.org/sites/default/files/finalreportofthenationalpharmacistworkforcestudy2014.pdf>

American Association of Colleges of Pharmacy (AACP). (2010, March 1). National Pharmacist Workforce Survey - Final Report. Retrieved from [https://www.aacp.org/sites/default/files/2009\\_national\\_pharmacist\\_workforce\\_survey\\_-\\_final\\_report.pdf](https://www.aacp.org/sites/default/files/2009_national_pharmacist_workforce_survey_-_final_report.pdf)

# OREGON PHARMACY DEMAND REPORT - PHARMACISTS



American Association of Colleges of Pharmacy. (2023, October 17). Pharmacy Demand Report- 3<sup>rd</sup> Quarter 2023. Retrieved from <https://www.aacp.org/sites/default/files/2023-10/pharmacy-demand-report-10172023.pdf>

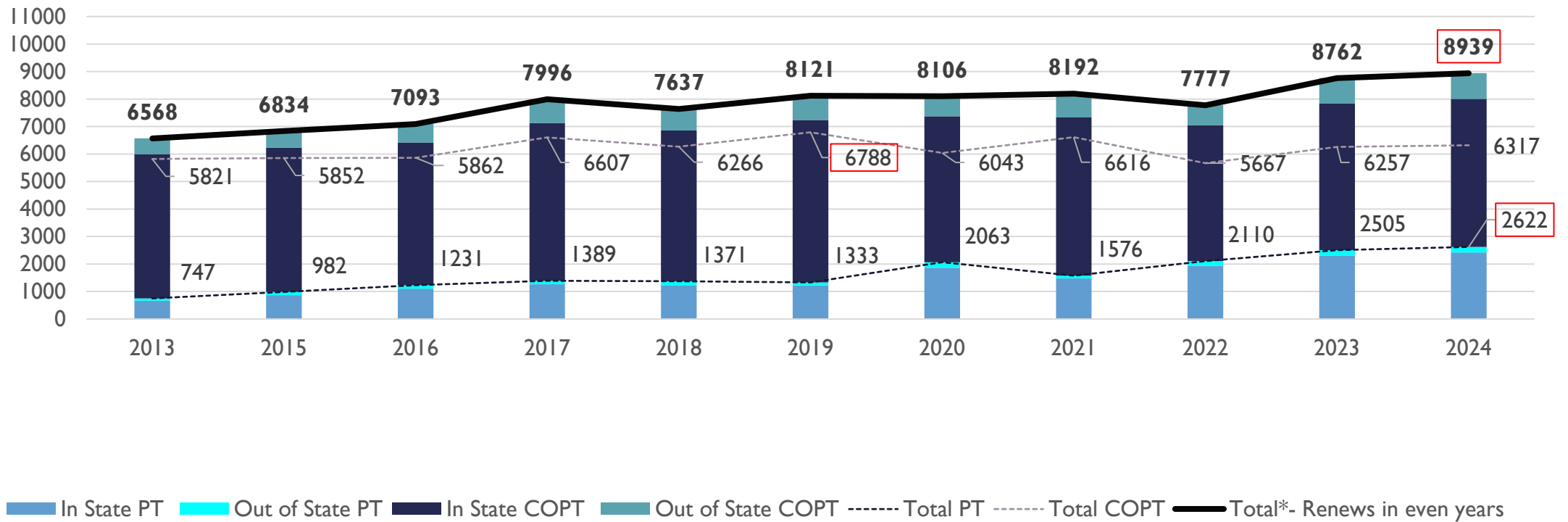
American Association of Colleges of Pharmacy. (2023, April). Pharmacy Demand Report- 2022 Yearly Summary Report. Retrieved from <https://www.aacp.org/sites/default/files/2023-04/pdr-2022-yearly-summary-report.pdf>

American Association of Colleges of Pharmacy. (2022, October). Pharmacy Demand Report- 2021 Yearly Summary Report. Retrieved from <https://www.aacp.org/sites/default/files/2022-10/pdr-2021-yearly-summary-report.pdf>

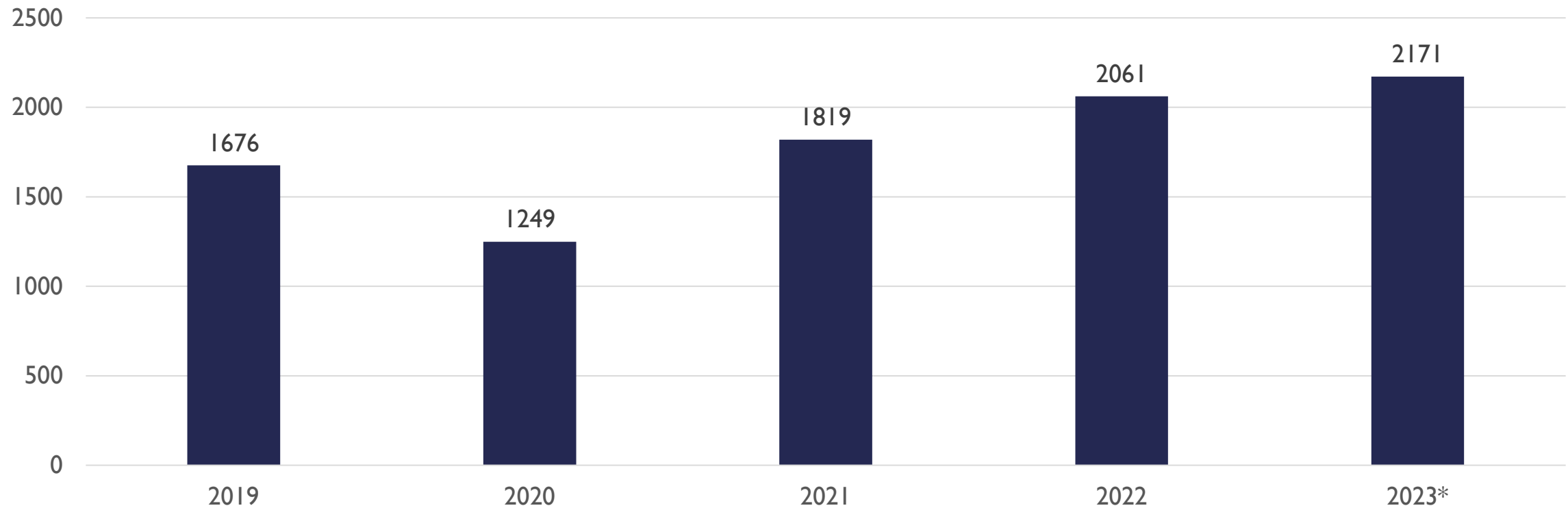
American Association of Colleges of Pharmacy. (2022, July). Pharmacy Demand Report- 2020 Yearly Summary Spreadsheet Only. Retrieved from <https://www.aacp.org/sites/default/files/2022-07/pdr-2020-yearly-summary-spreadsheet-only.pdf>



# 10 YEAR LICENSING TREND-TECHNICIANS



# OREGON PHARMACY DEMAND REPORT – PHARMACY TECHNICIANS



American Association of Colleges of Pharmacy. (2023, October 17). Pharmacy Demand Report- 3<sup>rd</sup> Quarter 2023. Retrieved from <https://www.aacp.org/sites/default/files/2023-10/pharmacy-demand-report-10172023.pdf>

American Association of Colleges of Pharmacy. (2023, April). Pharmacy Demand Report- 2022 Yearly Summary Report. Retrieved from <https://www.aacp.org/sites/default/files/2023-04/pdr-2022-yearly-summary-report.pdf>

American Association of Colleges of Pharmacy. (2022, October). Pharmacy Demand Report- 2021 Yearly Summary Report. Retrieved from <https://www.aacp.org/sites/default/files/2022-10/pdr-2021-yearly-summary-report.pdf>

American Association of Colleges of Pharmacy. (2022, July). Pharmacy Demand Report- 2020 Yearly Summary Spreadsheet Only. Retrieved from <https://www.aacp.org/sites/default/files/2022-07/pdr-2020-yearly-summary-spreadsheet-only.pdf>

# TECHNICIANS WORKFORCE ISSUES & SOLUTIONS



## In a 2022 survey of technicians:

59% consider being a pharmacy technician as their long-term career

84% are satisfied working in the role



## Participants in the survey worked in:

Community 54%

Hospital / Health-system 23%

Other 22%

- Significant factors for leaving the profession include:
  - Lack of pay / incentives
  - Lack of career opportunities
  - Volume / workload
  - Staffing shortages
  - General working conditions

## TEMPORARY & PERMANENT PHARMACY CLOSURES

- [OAR 855-041-1092](#) Retail Drug Outlet Pharmacy Closures: Temporary, Permanent or Emergency

### **ABC Pharmacy Temporarily Closed August 5, 2022**

**Anticipated Reopening Date and Time:**

August 6<sup>th</sup>, 2022 at 9am

**Nearest ABC Pharmacy:**

1234 Alphabet Drive, Portland, OR  
503-987-6543

**Other Prescription Filling Options:**

- Transfer to another local pharmacy
- Contact prescriber for a new prescription

We apologize for any inconvenience.

### **ABC Pharmacy Closing Permanently October 26, 2023**

**After that date, you can find your prescriptions at:**

XYZ Pharmacy  
7890 Alphabet Drive  
Portland, OR 97209  
503-123-4567

Thank you for allowing us to care for you and your family for the past 20 years.

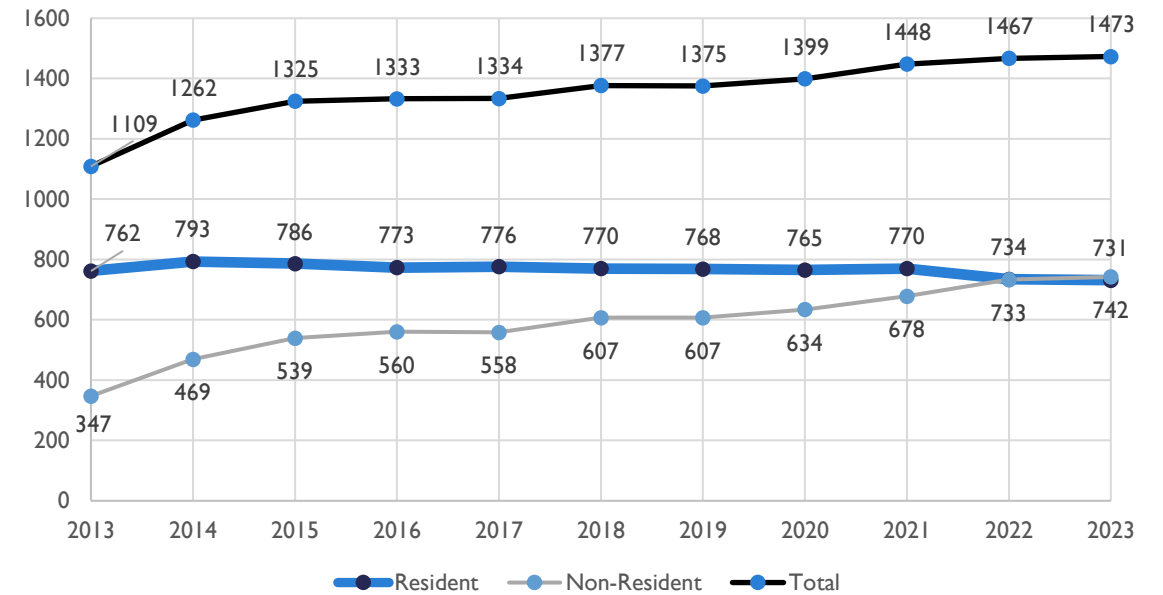
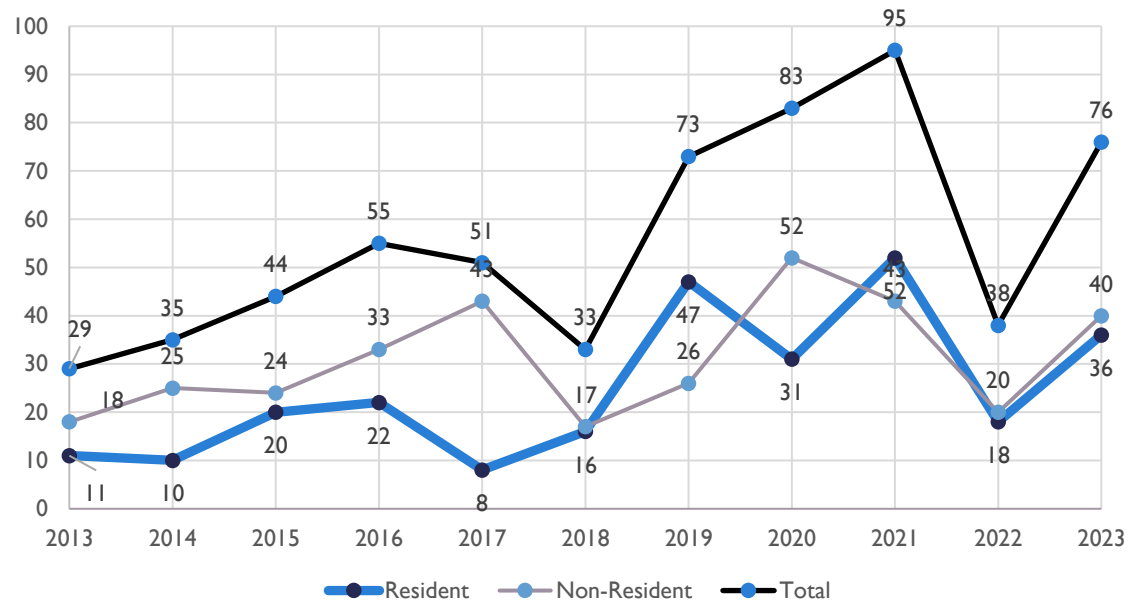


[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

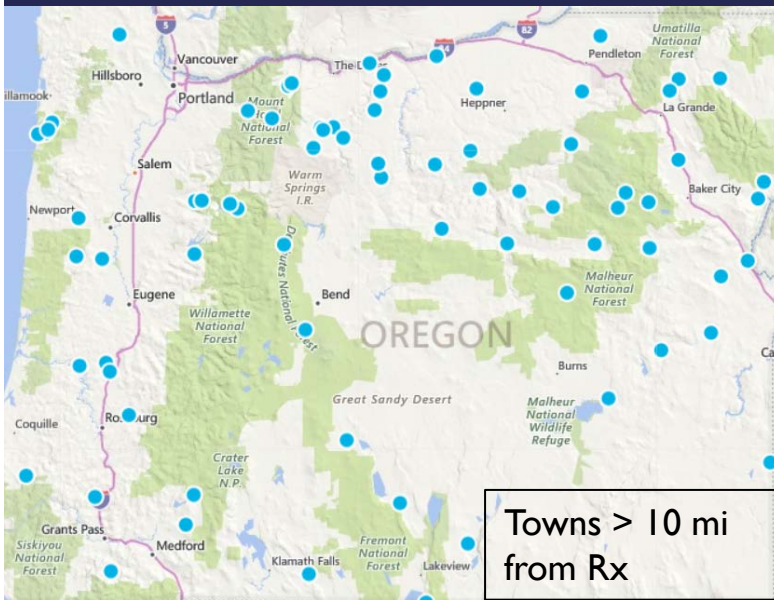
\*Signs above are representations of signs posted on Oregon pharmacies

# PHARMACY CLOSURES

# REGISTERED PHARMACIES

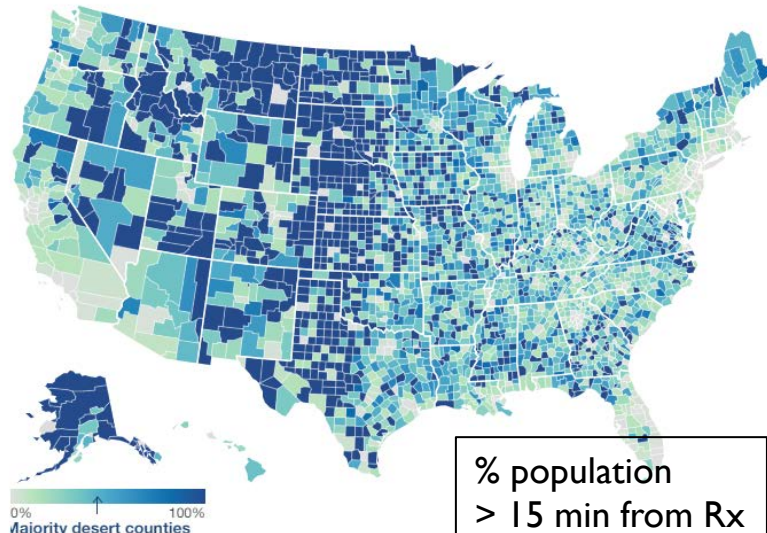


# PHARMACY DESERTS



## Population Living in a Pharmacy Desert

Percent of county's population living over 15 minutes from the three closest pharmacies.



This is the author's independent analysis of data extracted from the following source: National Council for Prescription Drug Programs, Inc. (NCPDP); January 2021 – December 2021, dataQ® Pharmacy Database v3.1.

- 90% US residents live within 5 miles of a community pharmacy
- 85% US residents receive medications from a community pharmacy
- Pharmacy desert = Patient > 10 miles (or > 15 minutes) from a community pharmacy
- New Board of Pharmacy rules permit:
  - Remote Dispensing Site Pharmacies (aka Telepharmacies) [OAR 855-139](#)
  - Pharmacy Prescription Kiosks [OAR 855-141](#)
  - Pharmacy Prescription Lockers [OAR 855-143](#)

TelePharm. (n.d.). State Pharmacy Desert Map. Retrieved from <https://maps.telepharm.com/telepharm/maps/116831/state-pharmacy-desert-map>  
 GoodRx. (n.d.). Healthcare Deserts: 80 Percent of Country Lacks Adequate Healthcare Access. Retrieved from <https://www.goodrx.com/healthcare-access/research/healthcare-deserts-80-percent-of-country-lacks-adequate-healthcare-access>

# WORKFORCE SOLUTIONS

## Board of Pharmacy

- Streamlining licensure processes
- Supporting workforce development
- Promoting collaboration
- Modernizing regulations

## Legislature

- Building a robust pipeline
- Optimizing the practice environment
- Fostering a sustainable workforce



# CONCLUSION & FUTURE OUTLOOK



Commitment to  
public health, safety  
and welfare



Professional  
excellence



Continuous  
improvement



Workforce  
challenges



Access and  
innovation



# QUESTIONS & ANSWERS

## CONTACT US

- Website: <https://www.oregon.gov/pharmacy>
- Phone: 971-673-0001
- Fax: 971-673-0002
- General Inquiries - [pharmacy.board@bop.oregon.gov](mailto:pharmacy.board@bop.oregon.gov)
- Compliance Inquiries - [pharmacy.compliance@bop.oregon.gov](mailto:pharmacy.compliance@bop.oregon.gov)
- Licensing Inquiries - [pharmacy.licensing@bop.oregon.gov](mailto:pharmacy.licensing@bop.oregon.gov)
- Rulemaking Inquiries – [pharmacy.rulemaking@bop.oregon.gov](mailto:pharmacy.rulemaking@bop.oregon.gov)

