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Deanna Hallmark
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10/22/03

Date

2003 SENATE APPROPRIATIONS

SJ 2375

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10/22/03

Date

2003 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SB 2375

Senate Appropriations Committee

Conference Committee

Hearing Date February 7, 2003

Tape Number	Side A	Side B	Meter #
#1	x		0-2554
Committee Clerk Signature <i>Jamie Hendrickson</i>			

Minutes:

Hearing on SB 2075 was opened by Senator Holmberg, chair. (#200) Senator Tom Fischer, District 46, sponsor of the bill spoke. This bill is on the Pharmacist loan repayment program. Galen Jordie (#281) Written testimony attached Exhibit #1. Mr. Jorde is the Executive Vice President of the North Dakota Pharmaceutical Association (NDPhA), which represents 700 pharmacists practicing in the state. They are in support of SB 2075. This bill is patterned on the Dentist's Loan repayment program that was enacted the last legislative session. It would allow the State Health Council to enter a loan repayment program with up to two pharmacists each year with a maximum allowance of \$10,000 / year. The contract would be for a four-year period. The funds would come from the Health Care Trust Fund. It is required that one of the selected pharmacists go to a community of less than 2500 and then would allow a second to go to a community of less than 10,000. The law would require the Health Department to consider efforts by the local community to provide matching funds in order to bring the pharmacist to the

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Page 2

Senate Appropriations Committee

Bill/Resolution Number SB 2375

Hearing Date February 7, 2003

community. This bill differs slightly from the dental loan repayment program in that pharmacist who have been practicing up to two years qualify for the program. By making the loan fund available it would be an incentive for those pharmacists to return to the rural area. The NDSU College of Pharmacy program is a six-year Doctor of Pharmacy degree. This is the minimum standard for college of pharmacy across the country. The college estimates that the average student graduates with approximately \$50,000 of payable loans. We see an older population of graduates with many married and holding previous degrees. The competition for our graduating pharmacists is very fierce. There is a shortage of pharmacists across the country and up to 40 different groups come to the NDSU campus each year to recruit graduates. There have been an acceleration of salaries, loan repayment programs, and signing bonuses. It is very difficult for our ND pharmacies, particularly those in rural communities, to keep up. This loan fund will be one toll that would assist pharmacists to locate in rural areas through a partnership with the community and practitioners already in the area. It would provide a level of comfort for those new pharmacists who would be looking at purchasing a pharmacy practice or just as an employee. The majority of recent pharmacy sales in rural communities have been to someone who has worked in the pharmacy.

Questions: (#660)

Senator Grndberg: Is there really a shortage of graduates? Jordre replied that there is not a shortage of graduates. We retain approximately 30% of our graduates every year, but mostly in the larger cities of North Dakota. We have been fairly successful at getting our graduates out to our rural communities, but we are seeing a greater level of competition and a greater level of debt than in the past. This bill would assist them in making that adjustment to a rural community.

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Senate Appropriations Committee
Bill/Resolution Number SB 2375
Hearing Date February 7, 2003

Senator Holmberg (#825) stated that this community is focusing on the appropriation. This comes from the Community Health Trust Fund (the appropriation). The estimated ending balance is \$3.96 million in this fund. He didn't know if either OMB or Legislative Council knew of what was happened to that tobacco quit line, which is in the Health Department budget. He wondered if the House has done anything on that? Is there a savings coming out of that or are they leaving that new program in? Response: (LC?) They have not approved out of any Health Department, they are looking at an amendment that would retain the Help outline, but would remove the Tobacco quit line portion. Senator Holmberg : That is \$800,000.

Senator Lindass (#944) He wondered about an enrollment cap. Mr. Jordre: There is currently an enrollment of 75. Just recently increased it by 10. Senator Krauter (#1002): Who sets the interest rates on this trust fund? What is the interest rate? Mr. Jordre replied that the pharmacists would enter into a 4 year agreement with the Department of Health, who would forgive existing loans up to \$10,000 per year. No there is no interest rate. Senator Krauter continued: Then this is actually a grant, to forgive loans, he thought it was a actually a loan with a repayment. Mr. Jordre replied that the contract was for the pharmacist to be in the community for up to 4 years. Senator Holmberg stated that he seemed to remember that when they dealt with the area of dentists, there seemed to be testimony last time that once a dentist established his/her self in a community there are more likely to stay there for the long haul. Is the same true of pharmacy students. If we have a program in 4 year, would that person be in that small community for 4 years and then pick up an go, because they have their license. Mr. Jordre replied that it is our feeling that once they have people in those rural areas, particularly if they are involved in purchasing the pharmacy or just working in the pharmacy and they establish those community

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Page 4
Senate Appropriations Committee
Bill/Resolution Number SB 2375
Hearing Date February 7, 2003

ties, they are much more likely to stay there. It is just easier to keep them there, then to get them there. Senator Robinson: (#1219) What type of annual salary would a beginning pharmacist be looking at? Say in 2500 population or under and then a larger community of say 7,000 to 10,000? Mr. Jordre replied that \$60,000 to \$70,000 a year to be competitive. Some areas outside the state the salary is up to \$90,000 +. Our state is generally about 20% less.

Harvey J. Hanel (#1346) President of the North Dakota State Board of Pharmacy.

Written testimony attached (Exhibit #2). He stated that one major disadvantage that rural pharmacies face is the inability to provide substantial sign-on bonuses or loan forgiveness incentives that many companies in larger cities can offer. SB 2375 will help level the playing field for those rural pharmacies and in turn make it more attractive for a young pharmacist to practice in areas that desperately need pharmacy services. Board of Pharmacy research indicates that 12 rural pharmacists will be turning 65 years old within the next 5 years. There are at least 5 openings for ownership or employment in towns of less than 5,000 people that have gone unfilled. Attached is a summary of a survey of pharmacists about loan forgiveness program.

(Exhibit #3--attached to Exhibit #2)

Questions: (#1646)

Senator Bowman: He wanted to know the difference between NDSU and U of Minnesota in costs for the same degree? Hanel stated that the cost difference is substantial, with NDSU being cheaper. He didn't recall what the difference was, but there are a lot of Minnesota students that apply at NDSU for this program. Senator Kilzer: (#1734) When NDSU changed to the PhD program did the number of pharmacists that graduated each year, change? He also wanted to know how many they graduated each year? Mr. Hanel replied that there was a substantial

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Senate Appropriations Committee

Bill/Resolution Number SB 2375

Hearing Date February 7, 2003

decrease at that time. When we went from the 5 year to 6 year, 85-90 were graduating, then it dropped down to 50 when the conversion went into effect, then it went up to 65 per year and now it is 85. Senator Grindberg (#1840) Is that the ones admitted into the pharmacy program? He understood that there were around 200 in the undergraduate program. Mr. Hanel responded that was true, right now there are 160 applications for the next year program. Senator Tallackson (#1927) What is the criteria for selecting these students? Mr. Hanel replied: Not sure of all of the details. Galen responded to the question: The bill contains the language that health council will prioritize by the communities and then the health council also has the ability to make rules to establish the specific criteria. But it will be based mostly upon community need.

Senator Krauter (#2054) Section 9 talks about continuing appropriation, what is the purpose of the continuing appropriation? Section 10 talks of up to \$80,000. Galen responded: It is his understanding that purpose of the continuing appropriation is because if there are people entered into the contract the first year, it is a 4 year contract, so there would be a carryover. Senator Krauter continued: He wondered if there were some other funds that they had, since the bill says they can accept gifts, grants, etc. Galen responded that they did not have any at the current time.

Angela Thompson (#2187) No written testimony. She is currently a doctoral candidate in the department of pharmacies sciences at NDSU. Her plan is to finish up her PhD and she has applied to the school. Her goal is to move to rural North Dakota, and purchase a pharmacy. She has a husband and 3 small children, basically she wants to move to western North Dakota to do this. When she graduates from NDSU she will have substantial loans and for that reason she is not sure that she will be able to move to rural North Dakota without the help of this bill, because of the loans that she will have upon graduation.

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Senate Appropriations Committee
Bill/Resolution Number SB 2375
Hearing Date February 7, 2003

Questions: (#2370)

Senator Bowman: He wondered if she had checked with the local economic development to see what it would cost to bring her out to western North Dakota, housing costs are substantially lower. Local support? If there is a real need for a pharmacist, they will do everything they can to help you locate there. Angela replied that she needed to get into Pharmacy school first, and she had talked to a few rural pharmacist and they expressed interest, but one of the largest concerns she has is that she would be the primary breadwinner for a family of 5, even with community support, she thinks that this bill would be a great help.

With no other testimony on SB 2375, hearing was closed ((#2548)..

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10/22/03
Date

2003 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SB 2375 Votes

Senate Appropriations Committee

Conference Committee

Hearing Date *Click here to type Hearing Date*

Tape Number	Side A	Side B	Meter #
#1	x		3,966-4692
Committee Clerk Signature <i>Jan Hendrickson</i>			

Minutes:

Senator Mathern moved to amend bill. Amendments attached. Seconded by Senator Bowman.

Senator Mathern continued to explain the amendments. He felt that the pharmacists were very important in the small communities, since they now do a lot of different things, give shots, etc.

He wanted to keep this alive. Senator Grindberg, stated that he would support the amendment but this is not a reflection on helping the smaller communities, but the dental program was clearly a supply and demand issue, but the supply is here for this. Motion was to amend the bill, voice vote was taken, with motion to amend the bill passing. Senator Mathern moved to do pass as amended, seconded by Senator Tallackson. Roll call vote was taken, which is attached.

Motion failed...7 no 5 yes, 2 absent. Motion by Senator Grindberg, seconded by Senator Bowman for a do not pass as amended. Roll call vote was taken, which is attached. Motion carried with 7 yes, 5 no and 2 absent and not voting. Senator Grindberg will carry the bill.

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10/22/03
Date

FISCAL NOTE
 Requested by Legislative Council
 02/12/2003

Amendment to: SB 2375

1A. **State fiscal effect:** Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.

	2001-2003 Biennium		2003-2005 Biennium		2005-2007 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
Revenues				\$30,000		\$70,000
Expenditures				\$30,000		\$70,000
Appropriations				\$30,000		\$70,000

1B. **County, city, and school district fiscal effect:** Identify the fiscal effect on the appropriate political subdivision.

2001-2003 Biennium			2003-2005 Biennium			2005-2007 Biennium		
Counties	Cities	School Districts	Counties	Cities	School Districts	Counties	Cities	School Districts

2. **Narrative:** Identify the aspects of the measure which cause fiscal impact and include any comments relevant to your analysis.

Engrossed senate bill 2375 establishes a pharmacy loan repayment program. Each year the state health council shall select two pharmacists who are eligible to receive funds over a four-year period, which may not exceed twenty thousand dollars. One pharmacist must serve in a community having fewer than two thousand five hundred residents and the other pharmacists must serve in a community having fewer than ten thousand residents. Funds for this program will be from the Community Health Trust Fund. The bill also includes a continuing appropriation for the purpose of receiving any conditional or unconditional gift, grant, or donation used toward the repayment of pharmacists' education loans.

3. **State fiscal effect detail:** For information shown under state fiscal effect in 1A, please:
 A. **Revenues:** Explain the revenue amounts. Provide detail, when appropriate, for each revenue type and fund affected and any amounts included in the executive budget.

Funds for this program will be from the Community Health Trust Fund.

B. **Expenditures:** Explain the expenditure amounts. Provide detail, when appropriate, for each agency, line item, and fund affected and the number of FTE positions affected.

It is estimated that if two pharmacists are selected annually that the cost of the program will be \$30,000 for the 2003-05 biennium and \$70,000 for the 2005-07 biennium.

C. **Appropriations:** Explain the appropriation amounts. Provide detail, when appropriate, of the effect on the biennial appropriation for each agency and fund affected and any amounts included in the executive budget. Indicate the relationship between the amounts shown for expenditures and appropriations.

Section 10 of this bill includes an appropriation of \$30,000 appropriated out of the Community Health Trust Fund. This is a new program and has not been included in the Health Department's appropriation bill (HB 1004).

Name:	Kathy J. Albin	Agency:	Health
Phone Number:	328.4542	Date Prepared:	02/12/2003

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Dennis D. Ball
 Operator's Signature _____ Date 02/22/03

FISCAL NOTE
 Requested by Legislative Council
 01/28/2003

Bill/Resolution No.: SB 2375

1A. **State fiscal effect:** Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.

	2001-2003 Biennium		2003-2005 Biennium		2005-2007 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
Revenues				\$80,000		\$140,000
Expenditures				\$80,000		\$140,000
Appropriations				\$80,000		\$140,000

1B. **County, city, and school district fiscal effect:** Identify the fiscal effect on the appropriate political subdivision.

2001-2003 Biennium			2003-2005 Biennium			2005-2007 Biennium		
Counties	Cities	School Districts	Counties	Cities	School Districts	Counties	Cities	School Districts

2. **Narrative:** Identify the aspects of the measure which cause fiscal impact and include any comments relevant to your analysis.

This bill establishes a pharmacy loan repayment program. Each year the state health council shall select two pharmacists who are eligible to receive funds over a four-year period, which may not exceed forty thousand dollars. One pharmacist must serve in a community having fewer than two thousand five hundred residents and the other pharmacist must serve in a community having fewer than ten thousand residents. The bill includes an appropriation for \$80,000 for this activity, however year one of the biennium would cost \$20,000 and year two of the biennium would be \$40,000 for a total of \$60,000. Funds for this program will be from the Community Health Trust Fund. The bill also includes a continuing appropriation for the purpose of receiving any conditional or unconditional gift, grant, or donation used toward the repayment of pharmacists' education loans.

3. **State fiscal effect detail:** For information shown under state fiscal effect in 1A, please:

A. **Revenues:** Explain the revenue amounts. Provide detail, when appropriate, for each revenue type and fund affected and any amounts included in the executive budget.

Funds for this program will be from the Community Health Trust Fund.

B. **Expenditures:** Explain the expenditure amounts. Provide detail, when appropriate, for each agency, line item, and fund affected and the number of FTE positions affected.

It is estimated that if two pharmacists are selected annually that the cost of the program will be \$60,000 for the 2003-05 biennium and \$140,000 for the 2005-07 biennium.

C. **Appropriations:** Explain the appropriation amounts. Provide detail, when appropriate, of the effect on the biennial appropriation for each agency and fund affected and any amounts included in the executive budget. Indicate the relationship between the amounts shown for expenditures and appropriations.

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Section 10 of this bill includes an appropriation of \$80,000 appropriated out of the Community Health Trust Fund. This is a new program and has not been included in the Health Department's appropriation bill (HB 1004).

Name:	Kathy J. Albin	Agency:	Health
Phone Number:	328.4542	Date Prepared:	01/29/2003

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10/22/03
Date

30775.0101
Title.0200

Prepared by the Legislative Council staff for
Senate Appropriations
February 10, 2003

QJB
2-10-03

PROPOSED AMENDMENTS TO SENATE BILL NO. 2375

Page 1, line 9, replace "forty" with "twenty"

Page 3, line 24, replace "forty" with "twenty"

Page 5, line 5, replace "\$80,000" with "\$30,000"

Renumber accordingly

STATEMENT OF PURPOSE OF AMENDMENT:

This amendment changes the repayment amount available under the the proposed pharmacist loan repayment program from \$40,000 to \$20,000 payable over a four-year period and reduces the appropriation from \$80,000 to \$30,000.

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Deanna Waller
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Date: 2/7/03
 Roll Call Vote #: 1

2003 SENATE STANDING COMMITTEE ROLL CALL VOTES
 BILL/RESOLUTION NO. 2375

Senate Appropriations Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken to pass w/ amendments

Motion Made By Mathern Seconded By Tallackson

Senators	Yes	No	Senators	Yes	No
Senator Holmberg, Chairman		✓			
Senator Bowman, Vice Chair		✓			
Senator Grindberg, Vice Chair		✓			
Senator Andrist					
Senator Christmann		✓			
Senator Kilzer		✓			
Senator Krauter	✓				
Senator Kringstad		✓			
Senator Lindaas	✓				
Senator Mathern	✓				
Senator Robinson	✓				
Senator Schobinger		✓			
Senator Tallackson	✓				
Senator Thane					

Total (Yes) 5 3 No 7

Absent 2

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

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Deanna Tallackson 10/22/03
 Operator's Signature Date

Date: 2/7/03
Roll Call Vote #: 2

2003 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. 2315

Senate Appropriations Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken do not Pass as amended

Motion Made By Grindberg Seconded By Bowman

Senators	Yes	No	Senators	Yes	No
Senator Holmberg, Chairman	✓				
Senator Bowman, Vice Chair	✓				
Senator Grindberg, Vice Chair	✓				
Senator Andrist					
Senator Christmann	✓				
Senator Kilzer	✓				
Senator Krauter		✓			
Senator Kringstad	✓				
Senator Lindaas		✓			
Senator Mathern		✓			
Senator Robinson		✓			
Senator Schobinger	✓				
Senator Tallackson		✓			
Senator Thane					

Total (Yes) 7 No 5

Absent 2

Floor Assignment Grindberg

If the vote is on an amendment, briefly indicate intent:

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10/22/03
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REPORT OF STANDING COMMITTEE (410)
February 11, 2003 12:54 p.m.

Module No: SR-26-2277
Carrier: Grindberg
insert LC: 30775.0101 Title: .0200

REPORT OF STANDING COMMITTEE

SB 2375: Appropriations Committee (Sen. Holmberg, Chairman) recommends AMENDMENTS AS FOLLOWS and when so amended, recommends DO NOT PASS (7 YEAS, 5 NAYS, 2 ABSENT AND NOT VOTING). SB 2375 was placed on the Sixth order on the calendar.

Page 1, line 9, replace "forty" with "twenty"

Page 3, line 24, replace "forty" with "twenty"

Page 5, line 5, replace "\$80,000" with "\$30,000"

Renumber accordingly

STATEMENT OF PURPOSE OF AMENDMENT:

This amendment changes the repayment amount available under the the proposed pharmacist loan repayment program from \$40,000 to \$20,000 payable over a four-year period and reduces the appropriation from \$80,000 to \$30,000.

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10/22/03

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2003 TESTIMONY

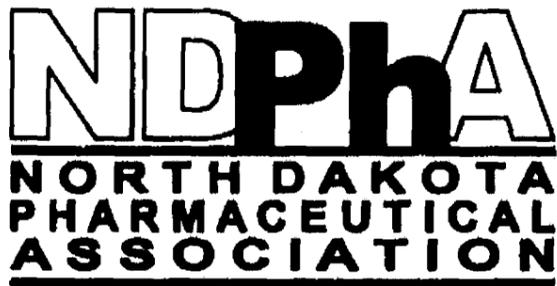
SB 2375

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10/22/03

Date



1906 E Broadway Ave.
 Bismarck, ND 58501-4700
 Tel. 701-258-4968
 Fax 701-258-9312
 e-mail ndpha@nodakpharmacy.com

Exhibit #1

**Testimony before the Senate Appropriations Committee
 SB 2375
 Friday, February 7, 2003
 Galen Jordre – Executive Vice President**

My name is Galen Jordre and I am the Executive Vice President of the North Dakota Pharmaceutical Association (NDPhA) an organization that represents the 700 pharmacists practicing in the state. The NDPhA is here to support SB 2375.

SB 2375 is patterned on the Dentists' Loan Repayment program that was enacted the last legislative session. It would allow the State Health Council to enter a loan repayment program with up to two pharmacists each year with a maximum allowance of \$10,000/year. The contract would be for a four-year period. The funds would come from the Health Care Trust Fund. It is required that one of the selected pharmacists go to a community of less than 2,500 and then would allow a second to go to a community of less than 10,000. The law would require the Health Department to consider efforts by the local community to provide matching funds in order to bring the pharmacist to the community.

This bill differs slightly from the dental loan repayment program in that pharmacists who have been practicing up to two years qualify for the program. We find that often a pharmacist student will graduate and then go to practice in a metropolitan area either inside or outside the state. After a short period of time, the practicing pharmacist would see an opportunity within the state that might appeal to them. By making the loan fund available to that group, we feel that there will be greater incentive for those pharmacists to return to a rural area.

The NDSU College of Pharmacy program is a six-year Doctor of Pharmacy degree. This is the minimum standard for colleges of pharmacy across the country. The college estimates that the average student graduates with approximately \$50,000 of payable loans. We see an older population of graduates with many married and holding previous degrees.

The competition for our graduating pharmacists is very fierce. There is a shortage of pharmacists across the country and up to 40 different groups come to the NDSU campus each year to recruit graduates. There has been an acceleration of salaries, loan repayment programs, and signing bonuses. It is very difficult for our North Dakota pharmacies, particularly those in rural communities, to keep up. This loan fund will be one tool that would assist pharmacists to locate in rural areas through a partnership with the community and practitioners already in the area. It would provide a level of comfort for those new pharmacists who would be looking at purchasing a pharmacy practice or just as an employee. We have found that the majority of our recent pharmacy sales in rural communities have been to someone who has worked in the pharmacy. That is why it is essential to keep our new pharmacy graduates coming to rural North Dakota.

I would like to introduce Angela Thompson, a student from NDSU who would like to present her story to you. I would be happy to answer any questions that you have.

OFFICERS 2002 - 2003	BOB TREITLINE, R.Ph. President	WADE BILDEN, R.Ph. President-Elect	CURTIS MCGARVEY, R.Ph. Vice-President	GALEN JORDRE, R.Ph. Executive Vice President
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Dennis Stalder
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10/22/03
 Date



BOARD OF PHARMACY
State of North Dakota

John Hoeven, Governor

OFFICE OF THE EXECUTIVE DIRECTOR
P o Box 1354
Bismarck ND 58502-1354
Telephone (701) 328-9535
Fax (701) 258-9312

www.nodakpharmacy.com
E-mail= ndboph@btinet.net
Howard C. Anderson, Jr, R.Ph.
Executive Director

Exhibit # 2

Harvey J. Hanel, PharmD, R.Ph.
Bismarck, President
David J. Olg, R.Ph.
Fargo, Senior Member
Gary W. Dewhirst, R.Ph.
Hettinger
Dewey Schlittenhard, MBA, R.Ph.
Bismarck
Rick L. Detwiller, R.Ph.
Bismarck
William J. Groez, Sc.D., R.Ph.
Wahpeton, Treasurer

Senate Bill 2375
Appropriations Committee
Harvest Room 8:30 a.m.
February 7, 2003

Chairman Holmberg, members of the appropriations committee, for the record I am Harvey J. Hanel, Pharm. D., R.Ph., President of the North Dakota State Board of Pharmacy. Thank you for the opportunity to speak to you today.

The Board of Pharmacy supports SB 2375 as an innovative incentive program to attract young pharmacists to rural areas that are in need of retaining or adding pharmacy services. The Board often works with rural pharmacists that are seeking relief or replacement pharmacists in their businesses. Usually the rural pharmacy involved has a healthy business and is able to provide a reasonable income for a pharmacist. One major disadvantage that these rural pharmacies face is the inability to provide substantial sign-on bonuses or loan forgiveness incentives that many companies in larger cities can offer. SB 2375 will help level the playing field for these rural pharmacies and in turn make it more attractive for a young pharmacist to practice in areas that desperately need pharmacy services. Board of Pharmacy research indicates that 12 rural pharmacists will be turning 65 years old within the next 5 years. Some pharmacists may wish to retire before the age of 65. The survey results summarized on the following page demonstrate the current and future scope of the problem in rural North Dakota pharmacies. Note that many pharmacies are unable to fill positions and that 10 rural pharmacy owners are planning retirement in the next 5 years. As of today there are at least 5 openings for ownership or employment in towns of less than 5,000 people that have gone unfilled.

Pharmacy services are critical to health care in our state and the accessibility to these services in rural areas can be preserved and expanded with this bill.

Thank you,

Harvey J. Hanel, Pharm.D., R.Ph.
Harvey J. Hanel, Pharm.D., R.Ph.
President
North Dakota State Board of Pharmacy

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Deanna Wallis
Operator's Signature

10/22/03
Date

2/11/03
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Summary of Survey of Pharmacists about Loan Forgiveness Program

A survey was sent to 114 pharmacies in North Dakota. Surveys were not sent to pharmacies in North Dakota's four largest cities: Fargo, Bismarck, Grand Forks, and Minot. There were 69 pharmacists that responded to the survey. The results of the survey are summarized below.

1. 75% of respondents are in favor of a loan forgiveness program
2. 33% of businesses responding have advertised for pharmacists in the past 3 years
3. Almost half of those businesses that advertised for pharmacists were unable to fill the position
4. 10 pharmacy owners in the survey plan on retiring within the next 5 years
5. 68% of respondents feel salary discrepancies are the biggest barrier in attracting young pharmacists to rural areas
6. 76% of the respondents report that business has increased in the past 5 years and almost all of them (94%) expect that trend to continue

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Deanna Hall
Operator's Signature

10/22/03
Date