

Georgia Pharmacy[®]

Second Quarter 2023



Wrapped

**You've been waiting all year,
and it's finally here. It's time to
look back at the most interesting
pharmacy stats of 2022.
Thanks for tuning in.**

FLIP TO BEGIN

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Andrew Kantor!



Georgia Pharmacy The Journal of the Georgia Pharmacy Association

**Georgia Pharmacy
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publication of the
Georgia Pharmacy
Association.**

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From the CEO

It's your ship...too!



BOB COLEMAN

If you attended McKesson's idea share several years ago or last year's NCPA convention, the name Captain Mike Abrashoff is not foreign to you. He was the keynote speaker at both events. For those of you who missed those events, he is the former Captain of the USS Benfold and

the author of three books, including his original book *It's Your Ship*.

Abrashoff was the most junior officer in the Pacific fleet when he was assigned to command the Benfold. At that time, the Benfold had the reputation as one of the worst performing ships in the fleet. In the book and in his keynote addresses, Abrashoff details how over a 12 month period the ship progressed from worst to first, becoming recognized as the best ship in the Navy. This change was accomplished using the same crew.

How did that happen? Abrashoff established a culture that allowed his crew to make suggestions, take initiative, and be invested in the outcome of their decisions. Plus, that culture was based on relentlessly communicating and aggressively listening to his crew. If you get a chance to hear Abrashoff speak or read his book(s), I'd highly recommend it.

So, why have I used half of my column to tell you about Abrashoff's book? First, it offers great ideas that directly translate to running a pharmacy in any practice setting. Try asking your techs or PIC for their ideas on how to improve your operations, and really listen! Remember, you first have to build a culture of trust and they must feel safe in sharing what they know without repercussions.

But, more importantly, listening to his keynotes and reading his books helped me realize that GPhA is your ship too. Sure, GPhA has a great board of directors, officers, and staff, but at the end of the day, **GPhA is your ship**. The good news is that GPhA is one of the top State Associations, but that doesn't mean there's no room for improvement. There is, and it starts with you.

First, you must agree with the premise that

GPhA is your ship, and you have to make a commitment to be involved. How? Here's a start:

- Run for a position on the board
- Become a Region Vice President or President
- Attend convention (every practice setting!)
- Attend a Region meeting in your area
- Take the annual survey and any other "mini" surveys we send out.
- AIP members: attend Fall and Spring meetings
- Volunteer for a committee
- Be active in your academy (attend social events, chair, vice-chair)
- Support AIP partners with your business-like Pharmacists Mutual Insurance and Marsh and McLennan Agency.
- Contribute to PharmPAC and the Georgia Pharmacy Foundation
- Attend Ready Aim Phire
- Nominate your peers for awards
- Renew early

Over my business career, I've heard people justify reasons for not getting involved such as: "I have no time", "I won't be chosen" or "my nominee won't be chosen" because they aren't an insider.

Well, some things take more time than others. Some things are work, like being on the board of directors, and some things are fun, like Ready Aim Phire or an AEP or Student Pharmacist function.

As far as the "insider" thing goes, I challenge you to give it a shot. Here at GPhA, I truly believe that "cliques" don't mandate decisions. People don't get chosen because they weren't nominated at all. You'd be surprised how few candidates we see run for office (or are nominated for awards). The selection committee often has little to refer to. Let's change that.

If someone sees value in something, they find the time for it. I hope you see value in your GPhA membership and get involved. After all, it is your ship! 🚢

Bob Coleman is chief executive officer of the Georgia Pharmacy Association.

WELCOME NEW MEMBERS



These are the newest members of GPhA's President's Circle — people who recruit their fellow pharmacists, technicians, academics, and others to become part of the association. Recruit a member and join!

Vic Johnson, Augusta
Jessica Lewis, Grantville
Dayna Timmer, Tate

Academy of Clinical and Health-System Pharmacists

Patrick Barry, Savannah
Kenric Ware, Pooler
Kendyl Weeks, North Augusta, SC

Academy of Employee Pharmacists

Megan Chumbley, Byron
Kehinde Fazoranti, Sugar Hill
Tracy Jordan, Hoschton
Teresa Mitchell, Camilla
Charles Moye, Augusta
Dr. Raquel C. Perkins, Atlanta
Sandra Thomas, Cumming

Academy of Independent Pharmacists

Melissa Lambert, Tyrone

APT-Academy of Pharmacy Technicians

Regine Anglade, Duluth
Kandace Bowling, Atlanta
Latrice Daniels, Moultrie
Imonee Evans, Hampton
Renee Henry, Loganville
Tammie Holley, Tifton
Angela Little, Kingston
Ansley Seeber, Jasper
Keshia Simmons, Doraville

Other

Jitendra Chaudhari, Austell
Dina Catalfamo-Royek, Savannah
William Kitson, Atlanta
Dominic Maison, Marietta
Stephen Osei-Akoto, Duluth
Tejal Patel, Flowery Branch

CELEBRATION, EDUCATION, OPPORTUNITY

Georgia Pharmacy Convention

June 15-18, 2023 | OMNI | Amelia Island, FL

IT'LL BE HERE BEFORE YOU KNOW IT!

Save the date:
June 15-18
Amelia Island, Florida

Registration opens
March 1



Academy of
Independent Pharmacy
GEORGIA PHARMACY ASSOCIATION



SAVE THE DATE!
It's coming up!

Sunday, April 16, 2023
Athens, GA

AIP SPRING MEETING 2023

CALENDAR

MARCH 2023

Dinner With a Pharmacist

Saturday, March 11, 2023

Mental Health First Aid Training

Saturday, March 18, 2023

APhA's Delivering Medication Therapy Management (MTM) Services Certificate Training Program

Sunday, March 19, 2023

From Work to Play -

A GPhF free CPE webinar presented by PharmWell

Monday, March 20, 2023

APRIL:

AIP Spring Meeting

Sunday, April 16, 2023

Mental Health First Aid Training

Saturday, April 22, 2023

NASPA's Pharmacy-based Point-of-Care Test & Treat Certificate Program

Sunday, April 23, 2023

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Thank you to those who those who registered early for the GPhA 2023 Convention



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SOFTWARE

Altium
Healthcare



CardinalHealth™

Optum Rx®

RxOwnership®

PHARMPAC 2022

INVESTING IN PHARMPAC IS INVESTING IN YOUR PRACTICE.

The following pharmacists, pharmacy technicians, students, and others have joined GPhA's PharmPAC for the 2022 calendar year.

The contribution levels are based on investment through December 31, 2022.

DIAMOND INVESTORS (\$4,800 or \$400/month or more)



RALPH BALCHIN
Fayetteville



CHARLES BARNES
Valdosta



SCOTT MEEKS
Douglas



FRED SHARPE
Albany

TITANIUM INVESTORS (\$2,400 or \$200/month)



ROBERT DYKES
Cochran



DAVID GRAVES
Macon



LON LEWIS
St. Simons Island



TOMMY LINDSEY
Omega



BRANDALL LOVVORN
Bremen



DAWN LIEBER SASINE
Atlanta



DANNY TOTH
LaGrange

Platinum Investors (\$1,200 or \$100/month)

Thomas Bryan
William Cagle
Hugh Chancy
Wes Chapman
Keith Chapman
Ben Cravey
Marshall Curtis
Blake Daniel
Al Dixon
Annette Duncan
Jack Dunn
Michael Farmer
Vic Johnson
Marsha Kapiloff
Ira Katz
Kenneth Kicklighter
David Leach
John Leffler
Jonathan Marquess
Ivy McCurdy
Chad McDonald
Amy Miller

Drew Miller
Houston Rogers
Ben Ross
Tim Short
Teresa Smith
Carl Stanley
Dennis Strickland
Chris Thurmond
Alex Tucker
Thomas Whitworth

Gold Investors (\$600 or \$50/month)

Mark Barnes
Lance Boles
William Brewster
Liza Chapman
Mahlon Davidson
Sharon Deason
Benjamin Dupree
Kimberly Elrod
Kerry Griffin
Johnathan Hamrick
Buddy Hardin
Robert Hatton
Michael Iteogu

Stephanie Kirkland
Robert Moody
Sherrri Moody
Mark Niday
Sujal Patel
Bill Prather
Ola Reffell
Daryl Reynolds
Robert Rogers
Sharon Sherrer
Tony Singletary
David Stanley
Mike Tarrant
James Thomas
Chuck Wilson

Silver Investors (\$300 or \$25/month)

Michael Azzolin
Claude Bates
Shobhna Butler
James Carpenter
Tina Chancy
Amy Cole
Bob Coleman
Billy Conley

John Crowe
Suzanne Davenport
Ed Dozier
Greg Drake
Marshall Frost
Amanda Gaddy
Neal Hollis
Andrew Holt
James Holt
Joe Ed Holt
Jason Jones
Susan Kane
Laura Ko
Willie Latch
George Launius
Michael Lewis
Lauren Lindsey
Hilary Mbadugha
Terry Shaw
Thomas Sherrer
Jonathan Sinyard
Renee Smith
Austin Tull
Randall Thonton
Carla Woodall

Bronze Investors (\$150 or \$12.50/month)

Phil Barfield
Ashlyn Carter
Bryce Carter
Michelle Cruson
James Harkleroad
Fred Gurley
Phillip James
Brenton Lake
Rabun Neves

Member Investors (up to \$150)

Karine Alleyne
Robert Ault
Nicholas Bland
Stacey Bonner
Brandon Brooks
Kieu Nhi Bui
Nicole Busbin
J. Rance Cain
Tina Chancy
Lewis Clark
Cody Clifton
Mark Cooper

Guy Cox
Liddy Cronan
Michael Crooks
Ken Couch
Reshma Dalsania
Alexis Davis
Jake Davis
Kelly Dick
Greg Drake
James Elrod
Wayne Evans
Matthew Frazier
Samuel Goldberg
Charlene Granberry
Josh Greeson
Lucy Haney
Ed Hackney
Lise Hennick
Neal Hollis
Andrew Holt
Blake Johnson
Sharon Joyave
Charles King
Jonathan Knight
Lauren Lindsey
Jeff Lurey
Earl Marbut
Charles Maret
Joseph McEver

William McLeer
Robert Murry
Rabun Neves
Glenn Parkman
Michelle Pasqualetti
Whitney Pickett
Robert Probst
Thomas Rawls
Leonard Reynolds
Lee Rountree
Chuck Rinkevich
Charles Scott
Victor Serafy
Brice Sikes
Jonathan Sinyard
Adrienne Sokolowski
Garrett Streat
Richard Taylor
Tara Thompson
Sonny Thurmond
Geoffrey Turner
Katie VanAvery
Carey Vaughan
Eugene Walde
Stephanie Watson
Izabela Welch
Michael Wells
Kent Wirsing
Carla Woodall

Let's beat our goal in 2023! Visit [GPhA.org/PharmPAC](https://www.gpha.org/PharmPAC) to find out more.



*As of December 31, 2022

PHARMACY TECHNICIANS—

A View Through the Numbers

BY CHRISTINE CLINE-DAHLMAN, BFA, CPHT-ADV, PharmTechForward, LLC



Nearly 15 years ago, I made the decision to become a pharmacy technician. I have stated many times, this is my retirement path. I imagined living on the beach working PRN at a chain retail pharmacy, counting by 5, ringing up prescriptions at a register, perhaps teaching an online technician class.

Today – What a Different Picture!!!

The Pharmacy Technician Certification Board is a long-standing, active supporter and partner to GPhA. In 2019, PTCB conducted a Workforce Survey, primarily with the technicians who had received certification through PTCB. Then the COVID quarantine and challenge to healthcare came forward. Public Information sources kept telling us how pharmacy staff were leaving because of high levels of dissatisfaction in the workplace. This migration was called “The Great Resignation”.

PTCB chose to conduct the exact same survey again in 2022. This time they reached out to technicians beyond the PTCB connection. They found very similar results. The graphic alongside this article gives the national stats and the Georgia stats from the 2022 Workforce Survey. Technicians in our state are on par

with the national statistics.

The PTCB graphic shows important data for Georgia technicians that I would like to add to. 84% of technicians polled report being satisfied with their role. In addition to job satisfaction, 84% of respondents report that they are nationally certified technicians. Can we conclude that as a person advances in their professional knowledge, which often yields advancement in their chosen profession, that a higher level of job satisfaction occurs?

Georgia has the Technical College System of Georgia which claims 22 colleges to serve learners. Of the 22 colleges, 9 have pharmacy technology programs that are accredited through the premier accrediting body, the American Society of Health-System Pharmacists (ASHP) in partnership with the Accreditation Council for Pharmacy Education. These programs offer 3 paths for training. A level of training that provides 35 hours of specific training and earns a Certificate for the student. The next level requires 56 hours of specific training and earns a Diploma for the student. The third level is a degree which requires 65 hours of classroom training along with nearly 400 cumulative hours of practicum experience. All these programs currently have a model of online and in-class learning.

In addition to the Georgia public educational resources, there are 4 training programs in

2022 PHARMACY TECHNICIAN WORKFORCE SURVEY

GEORGIA DATA HIGHLIGHTS*



The graphic alongside this article gives the national stats and the Georgia stats from the 2022 Workforce Survey. Technicians in our state are on par with the national statistics.

NATIONAL PORTRAIT OF A PHARMACY TECHNICIAN

IS SATISFIED WORKING IN THE ROLE	84%
IDENTIFIES AS A WOMAN	84%
IS A CERTIFIED TECHNICIAN	84%
HAS PURSUED SOME FORM OF HIGHER EDUCATION	81%
WORKS 30+ HOURS PER WEEK	67%
HAS WORKED AS A TECH FOR 5 OR MORE YEARS	66%
HAS BEEN CERTIFIED FOR 6+ YEARS	58%
WORKS IN A COMMUNITY SETTING	54%



HOW LONG HAVE YOU WORKED AS A TECHNICIAN?

	GA	USA
> 8 YEARS	48%	54%
< 2 YEARS	11%	19%

HOW LONG HAVE YOU BEEN CERTIFIED?

	GA	USA
> 5 YEARS	58%	58%
> 10 YEARS	40%	39%

WHEN YOU BECAME CERTIFIED, WHAT BENEFITS DID YOU RECEIVE FROM YOUR EMPLOYER?

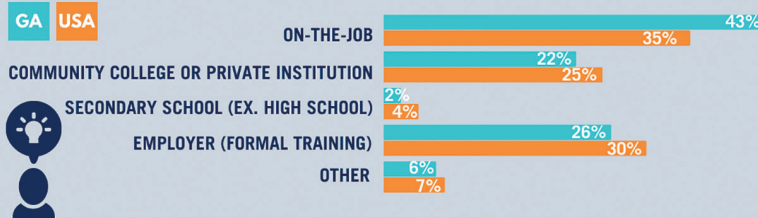
	GA	USA
PAY INCREASE	64%	57%
TITLE CHANGE	36%	38%
EXPANSION IN JOB RESPONSIBILITIES	24%	29%
FORMAL PROMOTION	14%	15%
NO BENEFITS	19%	27%

HOW SATISFIED ARE YOU WORKING AS A PHARMACY TECHNICIAN?

	GA	USA
SATISFIED	89%	84%
NEUTRAL	7%	7%
DISSATISFIED	5%	9%



WHERE DID YOU RECEIVE YOUR TRAINING/EDUCATION TO BECOME A PHARMACY TECHNICIAN?



54% GA CONSIDER BEING A PHARMACY TECHNICIAN AS THEIR LONG TERM CAREER
59% USA



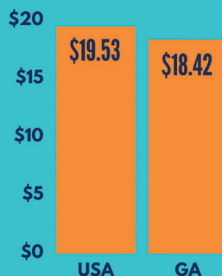
PHARMACY TECHNICIANS ARE 14% MORE LIKELY TO STAY IN THIS CAREER IF THEY ARE PTCB-CERTIFIED THAN NON-CERTIFIED

COVID-19 IMPACT

	GA	USA
DESCRIBE INCREASED WORKLOAD SINCE COVID-19 BEGAN	78%	83%
BELIEVE THEIR WORK HAS HAD MORE OF AN IMPACT SINCE COVID-19 BEGAN	81%	82%
WOULD <u>NOT</u> HAVE LEFT THE PROFESSION IF NOT FOR COVID-19	18%	19%



WHAT ARE AVERAGE HOURLY RATES?



* SOURCE: PTCB'S 2022 ONLINE SURVEY, 20,000 TECHNICIAN RESPONSES INCL. 724 FROM MICHIGAN.

the state that are operated by private education firms and do not carry the ASHP accreditation. There are currently 6 nationally based programs with online access to complete technician training, two of these have ASHP accreditation. Georgia shows commitment to providing quality education to support the professional development of pharmacy technicians, which in turn supports the public health of its citizens.

The learning through these programs are considered “Entry-Level” and are not meant to be the destination for professional expertise. There is a path for technicians to continue their learning, show their proficiency, and be recognized for their advanced skills. A series of examinations, each with a specialized focus has been developed for technicians so they may focus on an area of patient care or business operation that best serves their practice setting.

PTCB offers exams in 11 different areas. When a technician has worked for a minimum of 3 years and passes 4 or more of the exams in these areas, they earn the privilege to add ADV (Advanced) to follow their CPhT designation. The specialized program was started with the exam for Sterile Compounding and has added topics over the past few years. Of the 250,000+ currently PTCB certified technicians, only 1,250 have earned their ADV designation. That translates to ½ of 1% (0.50) of the total PTCB certified technicians. These numbers will rise.

While the challenges of COVID provided practice expansion opportunities for technicians, the path to continue in these new roles lies in the advocacy of the pharmacy organizations and state boards of pharmacy to better address the practice potential technicians can bring forward to patient care.

The PREP Act provided that technicians be given the privilege to administer immunizations. We know pharmacy was an integral part of the full administration for COVID vaccinations. Currently only 12 of the 50 states have given permanent immunization privilege to technicians. And 6 of these 12 states had already provided this privilege prior to the PREP Act. While this practice privilege is set to expire on May 11, 2023, there is much advocacy at the national level to have technicians continue to immunize and support public health.

Technicians today are coming to their practice with education and experience beyond technician training, which gives them a broader view for their job. Pharmacy hiring managers are recruiting candidates from job fields that display the use of the same skill sets – high-level

IMPORTANT UPDATE FOR TECHS!

Hey Georgia Pharmacy Techs!

Did you know that continuing education (C.E.) requirements for techs are changing in GA THIS summer?

This change affects all registered techs – certified or not.

In their September 14 2022, meeting, The Georgia Board of Pharmacy voted to approve:

“On and after July 1, 2023, as a requirement for the biennial renewal of his/her registration, a pharmacy technician must complete not less than twenty (20) hours of approved continuing education.”

Your GPhA Academy of Pharmacy Techs (APT) is working to produce the education you need - Education specifically for techs and by techs!

In the meantime, pharmacy techs are encouraged to create an NABP eProfile at <https://nabp.pharmacy/>. This will allow you to use your NABP eProfile ID number to track your C.E. credits using CPE Monitor and print transcripts if audited.

customer focus, attention to detail for product and service, successful multi-task with no errors, efficiency in workflow. A technician's competency will no longer be based on their ability to count by 5. Their Patient Care skills will be the benchmark of performance.

The statistics show a positive trend within pharmacy, particularly with technicians. As their opportunities for advancement grow, their career satisfaction will continue to rise. It is exciting to see the ever-growing ways in which technicians can serve patients. 📦

Note: Christine attained her Advanced status in June, 2022. One of the exams she took was for Immunization Administration and she has administered over 1,000 COVID vaccinations. Her other exam topics were Billing and Reimbursement, Medication Therapy Management, and Controlled Substances Diversion Prevention. She is preparing to take exams in 2023 on Regulatory Compliance, Medication History and Point of Care Testing.

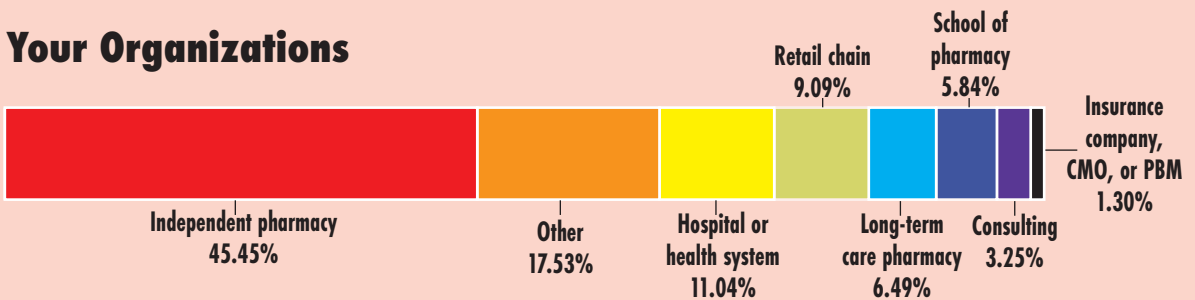
The Numbers

From your friends at the Georgia Pharmacy Association, it's been a privilege to watch our members learn, grow, and teach US this past year. Without you, there would be no GPhA. So to start off our annual numbers issue, we'd like to reflect on the diversity, growth, and opinions of our members.

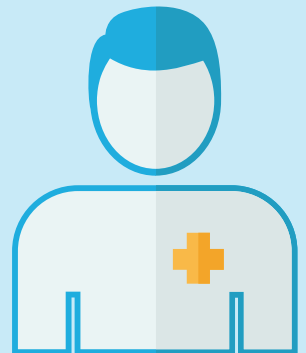
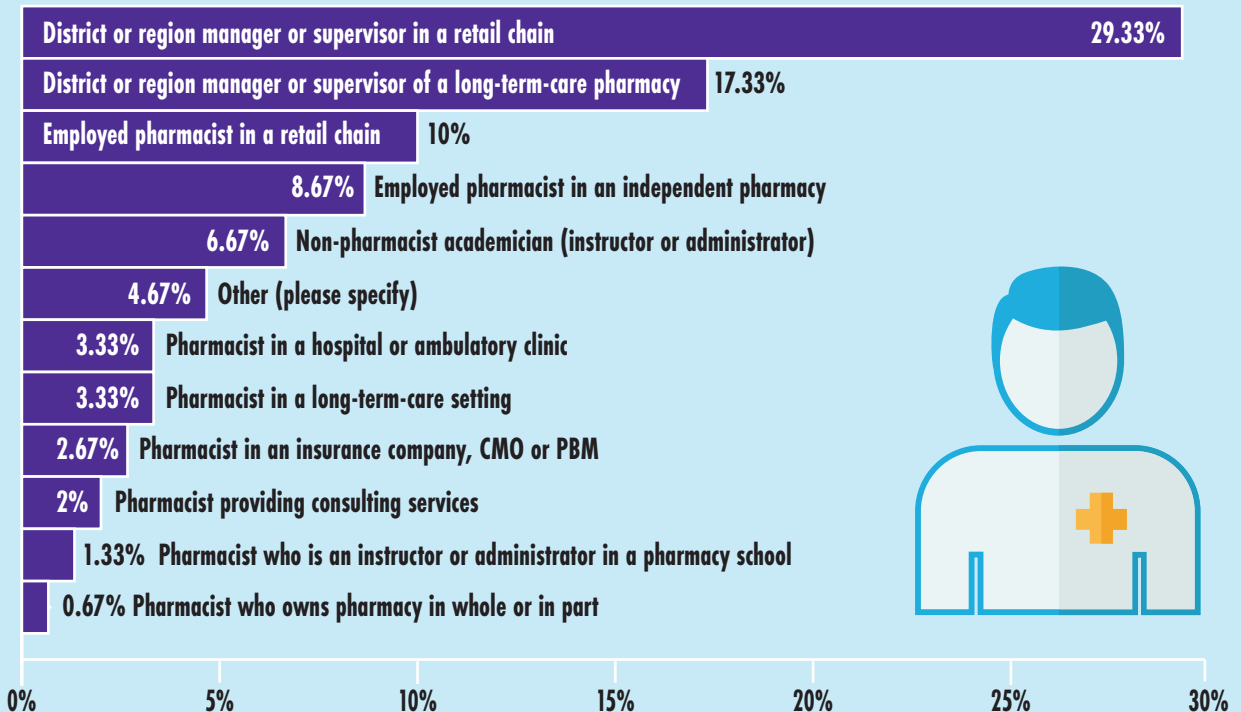
THANKS FOR ALL YOU DO!

GPhA MEMBERSHIP TRENDS

Your Organizations



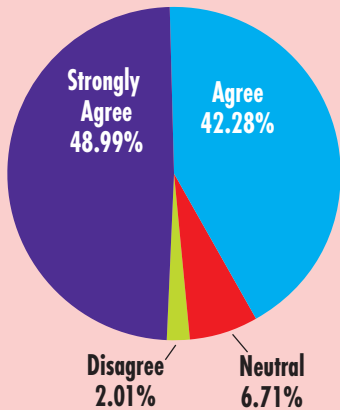
Your Roles as Pharmacists



Source: GPhA 2022 Member Survey

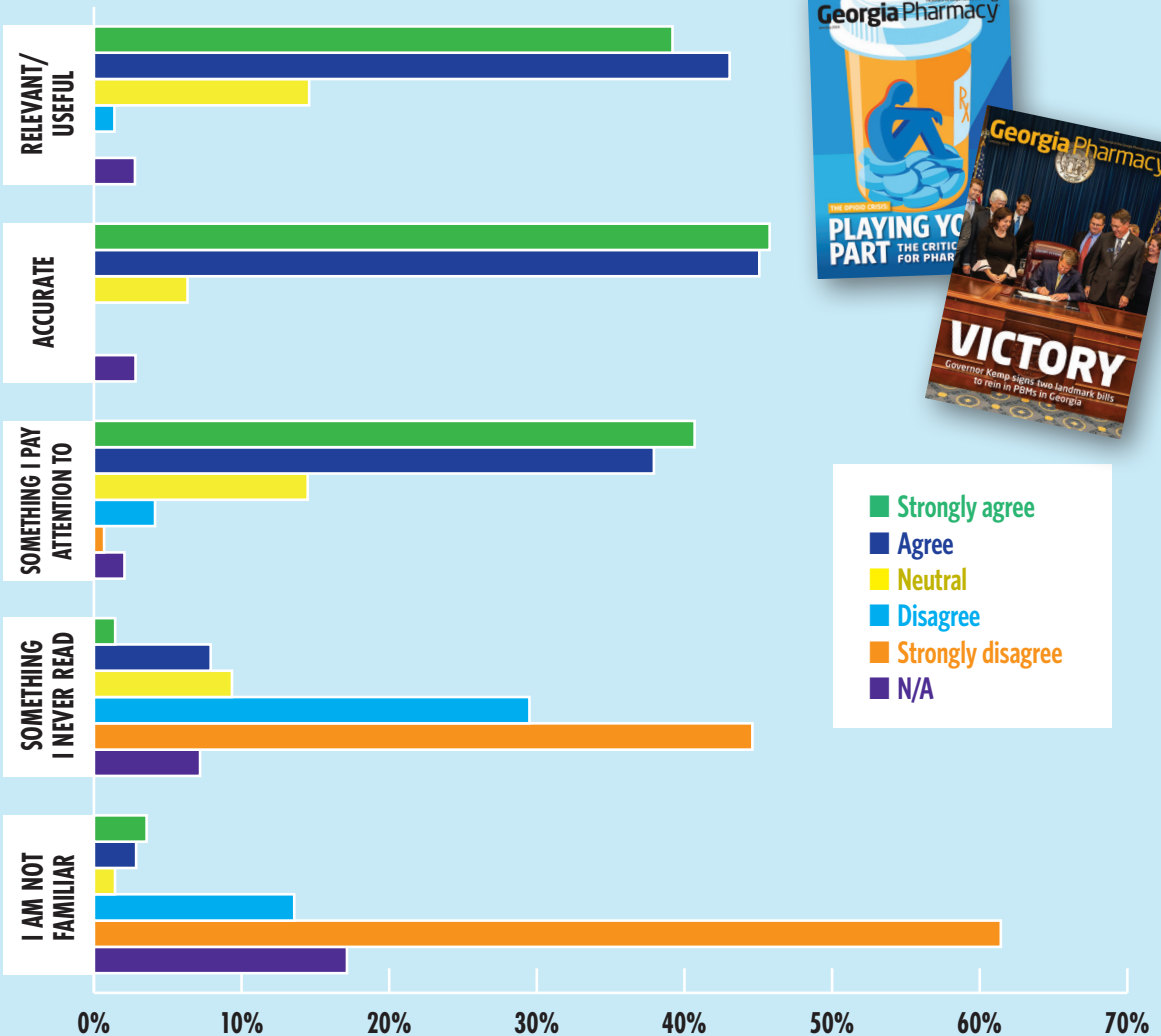
How much you learned about pharmacy from GPhA

GPhA provides information that is useful to my pharmacy practice.

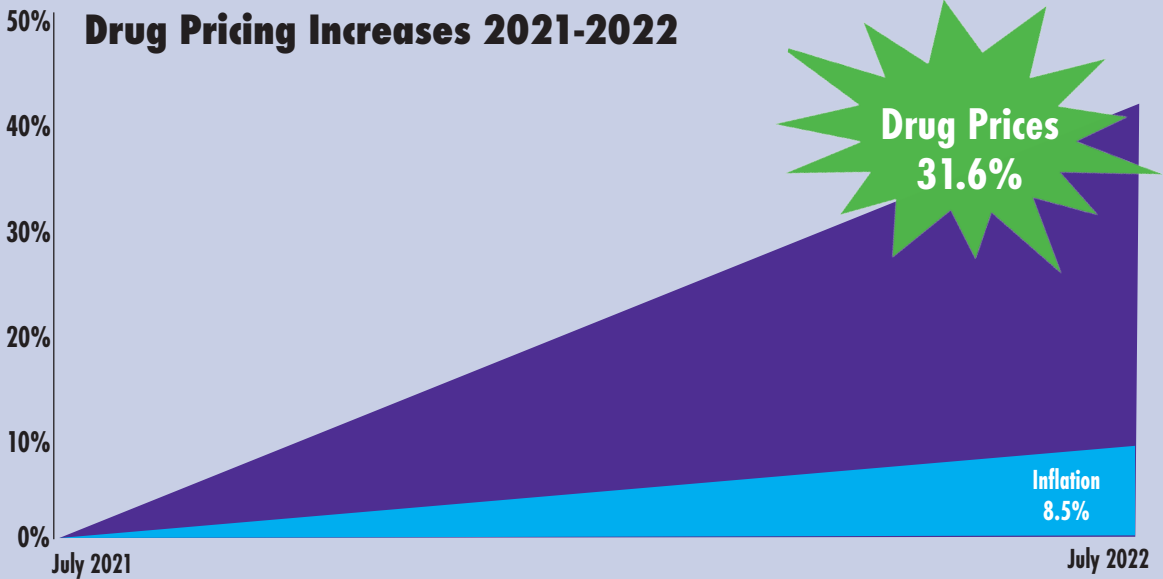


80% OF RESPONDENTS HAVE USED GPHA-PROVIDED INFORMATION IN THEIR PHARMACY PRACTICE.

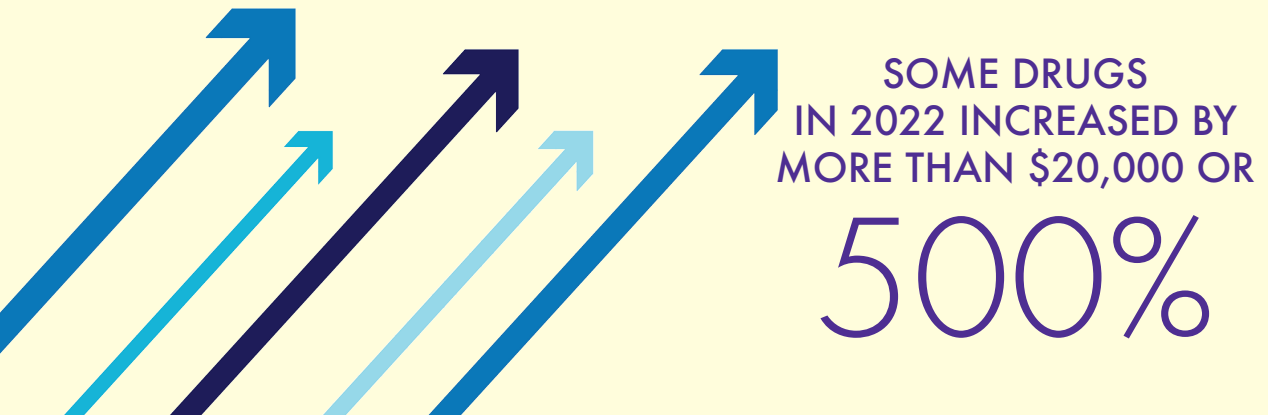
How you felt about the GPhA magazine



MEDICATION TRENDS



Source: Office of the Assistant Secretary for Planning and Evaluation (ASPE) Price Increases for Prescription Drugs, 2016-2022



For 2022, we expect overall prescription drug spending to rise by 4.0% to 6.0%, whereas in clinics and hospitals we anticipate increases of 7.0% to 9.0% and 3.0% to 5.0%, respectively, compared to 2021.

Source: American Journal of Health-System Pharmacy

PROFESSIONAL TRENDS

Quick Facts: Pharmacists

2021 MEDIAN PAY	\$128,570 per year \$61.81 per hour
TYPICAL ENTRY-LEVEL EDUCATION	Doctoral or professional degree
WORK EXPERIENCE IN A RELATED OCCUPATION	None
ON-THE-JOB TRAINING	None
NUMBER OF JOBS, 2021	323,500
JOB OUTLOOK, 2021-31	2% (Slower than Average)
EMPLOYMENT CHANGE, 2021-31	7,700

What are consumers saying?



According to the J.D Power Pharmacy Satisfaction Study...Good Neighbor Pharmacy ranks highest among brick-and-mortar chain drug store pharmacies for a sixth consecutive year, with a score of 740. Health Mart (723) ranks second and Walgreens ranks third (660).

H-E-B ranks highest among brick-and-mortar supermarket pharmacies for a second consecutive year, with a score of 785. Wegmans (754) ranks second and Publix (747) ranks third.



Snapshot of Community Pharmacy



Where to Work



According to Indeed.com, Costco Wholesale is the highest rated retail pharmacy employer, rated 4.1 out of 5 with

14,687 reviews.

Health System Pharmacy Trends

“As advances in technology make disease screening more accessible, pharmacists will play an increasingly important role in education and screening for conditions such as obesity, hypertension, heart disease, substance abuse, sexually transmitted diseases, and others.”



Source: ASHP Statement on the Pharmacist’s Role in Public Health March 2022

“Hospitals and health systems are experiencing severe shortages of pharmacy technicians, with a majority of pharmacy administrators in a recent survey reporting turnover rates of at least 21% in 2021, and nearly 1 in 10 noting they had lost 41% or more of their technicians.”

Source: ASHP Press Release March 15, 2022

LEGISLATIVE TRENDS IN 2022

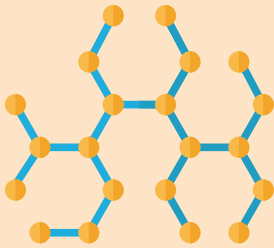


149

bills pertaining to Policy Benefit Managers were introduced in 39 states

91

bills pertaining to industry pricing and payment were introduced in 27 states



28

bills pertaining to biologics and biosimilars were introduced in 16 states

438

bills pertaining to all facets of pharmacy were introduced in 47 states



Georgia's big win: CMO's Increase Dispensing Fee
Due to The Georgia Pharmacy Association and the Academy of Independent Pharmacy's efforts during assembly to achieve a Medicaid carve out in 2022, all three CMO's have increased their dispensing fee on Medicaid Managed care to \$10.63.

Source: National Conference of State Legislatures Prescription Drug State Bill Tracking Database | 2015-Present (ncsl.org)

Compounding by the Numbers

BY SAVANNAH CUNNINGHAM, PharmD
Director of Public Policy, Alliance for Pharmacy Compounding



Pharmacy compounding serves millions of patients in this country every day and is essential to the quality of life for many of those patients. Traditional compounding refers to creating a customized medication, most often from raw ingredients, for

an individual patient pursuant to a prescription. Pharmacists' ability to compound medications from pure ingredients is authorized in federal law for good reason: Manufactured drugs don't come in strengths and dosage forms that are right for everyone and physicians need to be able to prescribe customized medications when a manufactured drug is not the best course of therapy for a human or animal patient.

According to the Alliance for Pharmacy Compounding's 2021 industry snapshot – a survey of more than 730 compounding pharmacies – compounding is a growing field. 53% of respondents said their pharmacy's volume of compounded prescriptions had increased in the past 12 months.

And compounders are extremely experienced and knowledgeable as well. According to that same survey, the average compounding pharmacist has been licensed for 23 years. Among technician employees, 88% are certified and those have an average of 12 years of experience in compounding.

Federal law designates two types of compounding pharmacies. 503A compounding pharmacies prepare compounded medications in response to patient-specific prescriptions only. 503Bs are outsourcing facilities that may manufacture large batches with or without a prescription and can provide compounded medications to healthcare facilities for office use. 503B facilities must comply with current good manufacturing practices (cGMP).

The APC survey shows that 87% of compounding pharmacies are hybrid pharmacies, meaning that they compound as well as dispense traditional commercially available drugs. Of those hybrid pharmacies, 64% was the median volume of compounded medications versus manufactured drugs.


53% of respondents said their pharmacy's volume of compounded prescriptions had increased in the past 12 months.

Among 503B outsourcing facilities who responded to the survey, compounding for office use is common, with 56% compounding non-sterile preparations in bulk for office administration by physicians. 72% compound sterile preparations for office-use.

503A compounding pharmacies are versatile as well. 94% of respondents to the survey compound non-sterile preparations and 35% compound sterile preparations. 83% compound for both human and animal use. The most common specialty among surveyed pharmacies is compounded hormone replacement therapy, followed by veterinary, ophthalmology, and chemotherapy.

The survey showed that compounding pharmacies are adapting quickly to meet both changing compliance standards and changing patient needs. 87% of pharmacies had redesigned their facility in the past 36 months to maintain compliance standards such as USP. 67% of pharmacies compounded medications or hand sanitizer under the temporary guidance from the FDA during the COVID-19 pandemic.

43% of pharmacies that responded were licensed in multiple states, and 24% are Pharmacy Compounding Accreditation Board (PCAB) accredited, demonstrating that they meet the highest standards of quality and safety in the profession.

Being an active and involved member of professional associations is essential for compounding pharmacists. 77% of compounding pharmacists belong to their state pharmacy association. Being a member of the Alliance for Pharmacy Compounding to support advocacy for compounding profession is vital as well. For more information about pharmacy compounding, or to join the Alliance for Pharmacy Compounding, go to a4pc.org. 

WHAT'S HAPPENING AT CONVENTION?



gphaconvention.com

Room block opens March 1

Wednesday, June 14, 2023

9:00 pm - 10:00 pm Council of Presidents Dessert Reception

Thursday, June 15, 2023

7:00 am - 5:00 pm Registration/Help Desk
7:00 am - 9:00 am Morning Coffee and Pastries
7:00 am - 5:00 pm Student Central
8:00 am - 9:00 am CE Sessions
9:15 am - 10:15 am CE Sessions
10:30 am - 12:15 pm THURSDAY GENERAL SESSION
1:30 pm - 2:45 pm CE Sessions
3:00 pm - 6:00 pm Expo Hall Grand Opening
3:00 pm - 6:00 pm Georgia Pharmacy Foundation's DrawDown!

Friday, June 16, 2023

7:00 am - 9:00 am Morning Coffee and Pastries
7:00 am - 5:00 pm Registration/Help Desk
7:00 am - 5:00 pm Student Central
8:00 am - 9:00 am CE Sessions
8:00 am - 10:15 am CE Sessions
10:30 am - 12:15 pm FRIDAY GENERAL SESSION
1:30 pm - 3:00 pm Visit with GDNA and the Board of Pharmacy
3:15 pm - 4:15 pm CE Sessions
4:15 pm - 6:15 pm Expo Hall and Reception
4:15 pm - 6:15 pm Georgia Pharmacy Foundation's DrawDown!
6:15 pm - 6:45 pm Student and Student Program Sponsor Reception
6:45 pm - 7:45 pm PharmPAC Investors Reception (\$250 minimum investment)

Saturday, June 17, 2023

7:00 am - 8:00 am AIP Compounding Pharmacy Section Breakfast
7:00 am - 9:00 am Morning coffee and pastries
7:00am - 4:00 pm Registration/Help Desk
7:00 am - 4:00 pm Student Central
8:00 am - Noon CE Sessions
12:30 pm - 2:00 pm Academy Luncheons
12:30 pm - 2:00 pm AIP Wholesalers Appreciation Lunch
2:00 pm - 4:00 pm Pharm-A-Sea sandcastle building (student event)
7:00 pm President's Bash

Sunday, June 18, 2023

7:30 am - 9:30 am Morning Coffee/Pastries
8:00 am - 9:00 am Registration/Help Desk
8:30 am - 10:30 am CE Sessions



Schedule subject to change.

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SKIN IN THE GAME

An Interview with Pharmacist and Founder of Act Organics Skincare, Daniela Previti, RPh

BY LUCY HANEY, Editor of Georgia Pharmacy Magazine





What inspired you to start your business?

“My own struggle with acne, sensitive skin, and eczema since my teenage years inspired me to create natural remedies. While growing up in Europe I discovered and learned from my great-grandmother the power of natural oils, butters, and medicinal plants. Together with her we were always searching for remedies to keep my acne and eczema at bay.

This is when my true passion for natural plant-based products began. I’ve carried this passion through the years, continuing to grow and use medicinal plants to help in creating specific formulations to address various skin concerns, helping family and friends.

Fast forward I became a pharmacist and worked in retail and hospital settings in Cumming, GA for 15 years.”

What are some of your favorite marketing techniques?

“While it’s important to have a wonderful website, as well as social media like Facebook and Instagram, I love and believe in “Unique Marketing”— the word of mouth and by servicing people’s requested needs. All our products have a unique story and were once a request from friends, neighbors, and customers.

As pharmacists, we often do a lot of problem solving for our patients. It is powerful to take that mindset into consideration when developing products. **You must know your audience.**

While growing up in Europe I discovered and learned from my great-grandmother the power of natural oils, butters, and medicinal plants.

An example of this is when I formulated my product Happy Feet — I myself needed a solution to soothe my feet after standing for long shifts in the pharmacy. As pharmacists, we often stand 12-13 hours a day.

By utilizing “Unique Marketing”, I offered this solution to other health care workers who experience the same concern. It became very popular. Constant improvement is also vital in marketing. We repackaged Happy Feet as a roll-on product, as it better suited application for those who are busy and on the go.”

How has being a pharmacist helped expand your business horizons?

“I believe being a pharmacist and working in retail taught me to become a better listener. It helps a lot in the skincare business. I listened to everyone’s skin concerns, and it helped me to formulate products for daily use that work to restore natural healthy skin. I take my customers concerns and advice very seriously to use

As a pharmacist, I became familiar with many skin conditions. At Act Organics, we formulate chemical free skincare products addressing specific skin concerns, such as diminishing wrinkles, blemishes, redness, as well as eczema care, itchy skin, dry skin, peripheral neuropathy treatment and many others.



for constant improvement.

Also, being a pharmacist helped me to provide credibility with Dermatologists, Estheticians, Pediatricians, and fellow Pharmacists. Studying in Pharmacy school, learning compounding gave me confidence in formulating all-natural, water free products for daily use to maintain a healthy skin — the largest organ of our body.

As a pharmacist, I became familiar with many skin conditions. At Act Organics, we formulate chemical free skincare products addressing specific skin concerns, such as diminishing wrinkles, blemishes, redness, as well as eczema care, itchy skin, dry skin, peripheral neuropathy treatment and many others.

When consulting with patients, you can explain how products are effective and address their specific concerns. For patients with many allergies, all-natural products are important. We make our products gluten-free given that many people have conditions that are worsened by gluten. Sustainability is also something our

customers care about, and we use practices that are environmentally friendly to address this appropriately. As pharmacists, we pay attention to details!”

Why should pharmacists consider water-free skincare for their patients?

- 100 % active ingredients
- Need to use much less per application compared to water based products
- Preservatives and Chemicals free
- Sustainable (good for the skin and good for the planet)
- All -natural, plant-based
- More potent and effective
- Cost effective

“Formulating all-natural, plant-base, 100% water-free products for daily use skincare use to keep the skin healthy and glowing is my absolute passion! It is my honor to share my passion with everyone.” [📄](#)



SAFETY TIP

TELEPHONE PRESCRIPTIONS

The longer the person receiving the prescription waits to write it down, the greater the chance they may forget key information.

The **read back** method helps assure communication and transcription accuracy. In this method, a pharmacist first records the prescription information on a prescription blank, then, **reads back** the information to the prescriber to make sure it is correct.



For more information about the APMS PSO Continuous Quality Improvement (CQI) program, go to [medicationsafety.org](https://www.medicationsafety.org) or call APMS at (866) 365-7472.

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Keep in touch

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GPhA'S MEMBER SERVICE PARTNERS

Alliance for Patient Medication Safety

Quality assurance
compliance resources
medicationsafety.org
(866) 365-7472

PACE

pace@pacealliance.com
pacealliance.com

Pharmacists Mutual Insurance Company

Workmans' Compensation
Insurance
Hutton Madden
(800) 247-5930
hutton.madden@phmic.com

Pharmacy Technician Certification Board

PTCB.org
(800) 363-8012

SoFi

Student-loan refinancing
SoFi.com/gpha
(855) 456-7634

Got a concern about a GPhA program or service? Want to compliment or complain? Drop a note to info@gpha.org.



Georgia Pharmacy
ASSOCIATION

From the GPhA President/Board Chair

Numbers, Numbers, Numbers



JONATHAN SINYARD

Numbers, numbers, numbers. Quite appropriate for this issue of the magazine. I hope that you've enjoyed reading through this issue and hopefully learned a thing or two, I know that I have. It seems that over the last decade or so, much of our profession has been driven by numbers and metrics. How many prescriptions per hour are being processed, how many technician hours a store gets based on script volume (which all too often is not enough), and more recently, how many vaccines per shift. As long as healthcare has corporate involvement, numbers and metrics will always be a measuring stick. Numbers aren't always a bad thing though, as they also help show the value that we bring to the table as pharmacists and technicians. When we can bring interventions to our patient's lives that ultimately improve the numbers, say weight loss or cholesterol lowering, we show that we bring value to those patients that we serve, and the numbers prove it. Still, we must never forget that we as healthcare providers treat people and not simply numbers. We are called to help our patients live longer, healthier lives and not simply meet metrics and quotas. We must remember to always keep that at the forefront of everything we do. Remember that oath we all took as pharmacists? There's no mention of numbers and metrics, but rather the welfare of others and improving the lives of others. We've got to keep the main thing the main thing.

At the same time, numbers play another vital role; the fact that there is strength in numbers. That is one of the greatest strengths of GPhA. The fact that together we have a much louder voice than any one



“When we can bring interventions to our patient's lives that ultimately improve the numbers, say weight loss or cholesterol lowering, we show that we bring value to those patients that we serve, and the numbers prove it.”

of us would advocating alone. GPhA collectively takes the voice of all its members and fights on our behalf to advocate for change. Still, more voices equates to more strength. If you know co-workers or colleagues that aren't members, encourage them to join the cause and fight for OUR profession. Invite them to a region meeting to learn about GPhA or even better, encourage them to attend the annual convention in beautiful Amelia Island and get a deeper dive into the association and everything it represents. [G](#)

Jonathan Sinyard is chairman of the board and president of the Georgia Pharmacy Association.

That bleepin' doctor

Everyone's favorite AI, ChatGPT, has (just barely) passed all three parts of the U.S. Medical Licensing Examination as part of a test by researchers at California's Ansible Health.

Fat-bottomed mice

If you want to protect your mouse from genital herpes, get her plump. And we say "her" because it only applies to female mice. Korean researchers found that differences in the genital biomes of, er, hefty female mice gave them stronger immune responses against the virus that causes genital herpes in humans.



Coming soon

In our next issue we'll tell you how Swedish researchers found that procrastination is linked to poor mental and physical health.



Early testing had some issues

Unexpected cancer test

Ants, it seems, can detect cancer in urine. French researchers trained ants to associate a reward with the scent of urine from mice with cancer. The ants soon began spending more time around it, acting as a visual marker. Total training time? About 10 minutes. They hope to make it available within five years.

Source: The Guardian

Why you really went to college

People with more education have healthier guts. Really. Researchers at Australia's Edith Cowan University found that "a better education has a strong genetic correlation and a protective causal association with several gut disorders" including everything from peptic ulcers and acid reflux to irritable bowel syndrome and inflammatory bowel disease.



Captain Obvious sticks to fist-bumps

"Taking Contraceptive Advice From Social Media Influencers Could Lead to Unplanned Pregnancies"
—University of Delaware researchers

Pharmacy is our legacy.

“My name is Ana McLean, and I am a student pharmacist at the University of Georgia. I plan to pursue a residency in ambulatory care once I graduate. I am honored to have been selected to receive The Regina Baird Scholarship.”

—Ana McLean,
Student Pharmacist at
University of Georgia
College of Pharmacy



**Pharmacy is our
Legacy** 



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www.gpha.org/donate



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AIP Members Get It

Benefits

- Advocacy is our primary membership pillar. Members are represented by two lobbyists at the State Capitol every day during session, fighting for you, on issues that impact your business.
- Audits can be the nightmare of independent pharmacy, and we know independents get audited more frequently than chains. Audits can be expensive and they are far from transparent. We have resources to provide audit assistance and teach best practices that saved members more than \$1.6 million in the past five years.

Resources

- We have an experienced team that can help with audits, MAC appeals, and buying/selling a pharmacy.
- We negotiated discounts on pharmacy services, like business, workers' compensation, liability, and group-health insurance, as well as investment guidance.
- Our 3 Member Service Representatives keep you informed and are there to provide quick responses to your questions.

Connections

- You will have an instant network of innovative independents throughout the state, sharing knowledge and best practices.
- Our partnerships with front-end suppliers, like over-the-counter products, DME, and nutritional supplements, will save you money on great products.
- You will have the opportunity to learn and network with like-minded professionals at meetings, special events, and the Georgia Pharmacy Convention. The connections you make are invaluable.

For more information, visit GPhA.org or call/email Jonathan Marquess, PharmD, CDCES, FAPhA, GPhA VP of AIP (404) 419-8103, jmarquess@gpha.org



With AIP, **independent** never means **alone**.