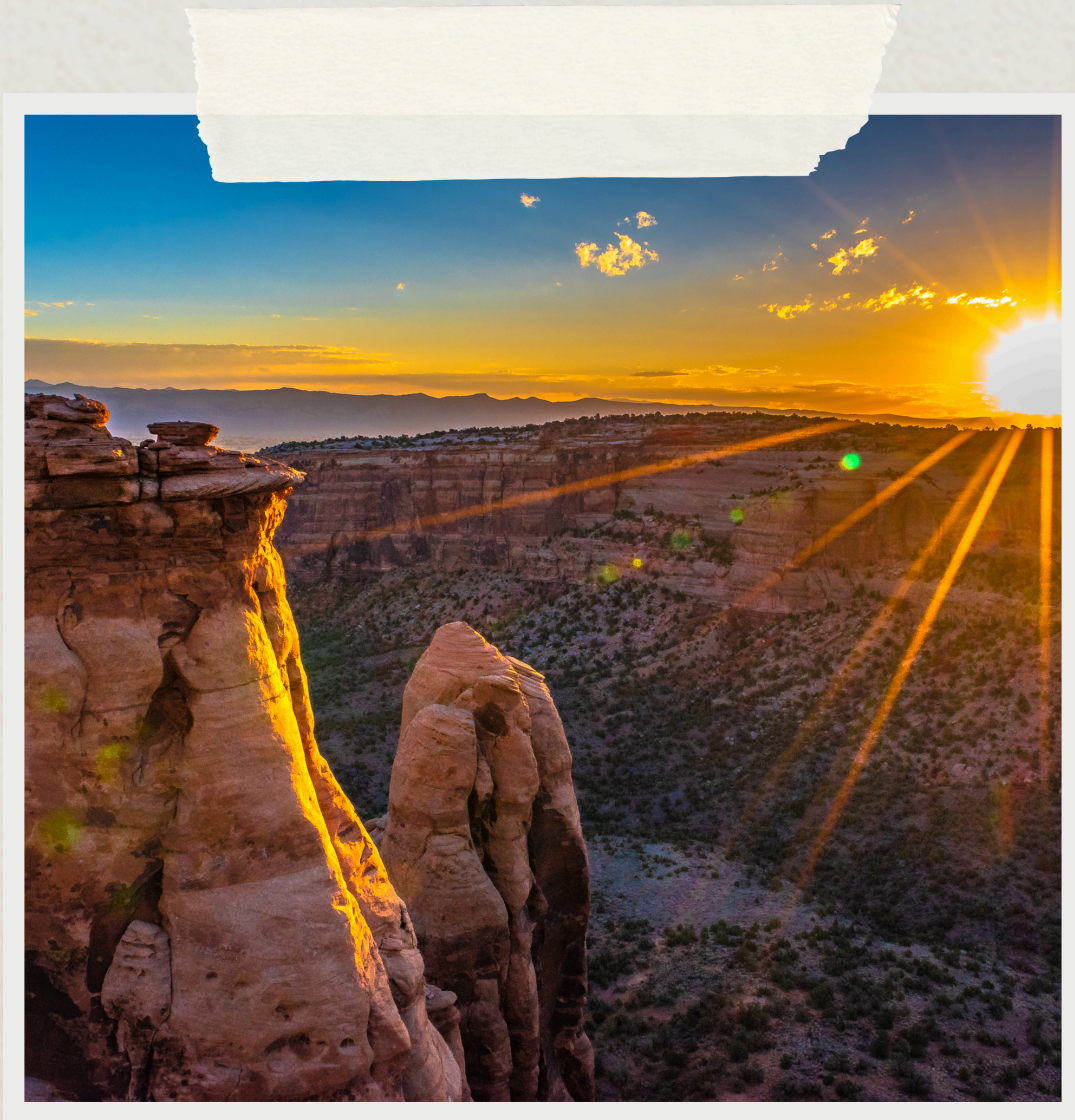




COLORADO
PHARMACISTS
SOCIETY

2023-2024 ANNUAL REPORT



ONE SOCIETY | ONE VOICE

www.copharm.org
admin@copharm.org
720.250.9585

annual report

TABLE OF CONTENTS



3	President's Message
4	Executive Director's Message
5	Academy Reports
8	Financial Report
9	Legislative Report
12	Membership Report
13	Communications Report
14	Meetings & Events Report
15	DEI Taskforce
16	Workplace Conditions Taskforce
17	Award Winners
18	Volunteer Leadership

Mission

The Colorado Pharmacists Society promotes, develops, and advances the profession of pharmacy to optimize patient care and public health.

Vision

Lead the advancement of the pharmacy profession through an innovative and collaborative approach to provide essential care to Coloradans

Lisa Nguyen, CPS President

PRESIDENT'S MESSAGE

As the year ends, I want to reflect on the incredible progress we've made together as a society and express my gratitude for your continued support, engagement, and passion for advancing pharmacy in Colorado. We have accomplished so many great things this past year that I cannot mention them all. I'd like to highlight just a few.

First and foremost, I'm excited to announce the release of the CPS Workplace Conditions and Well-being Survey Final Report. This initiative was and continues to be a high priority for us, as it provides valuable insights into the working conditions and challenges for pharmacy professionals across our state. I encourage you all to review the report, if you have not already, and participate in discussions as we work towards creating meaningful change for our profession.

Thank you to the Deans of the Schools of Pharmacy at Regis University and the University of Colorado for providing CPS membership to all their P1-P4 students this past year. It is inspiring to witness the next generation of pharmacists actively engaging in our society, attending meetings and conferences, and contributing to the future of pharmacy. I encourage all members to mentor and foster these bright young minds throughout their training and as they transition into practice.

We continue to host ongoing Sip and Socialize events throughout the state which have been open to members and non-members. These monthly gatherings provide opportunities for pharmacists, pharmacy students, and pharmacy technicians to



connect in a more casual setting and build relationships across our profession.

Of course, our Winter and Annual conferences this year were once again wildly successful. From thought-provoking presentations to engaging panel discussions, these events provided valuable continuing education and showcased the best of what our profession has to offer. It was incredibly rewarding to see so many of you take part in these conferences, strengthening both your professional skills and your connections with colleagues, new and old alike. The Annual Meeting in the Spring had a record number of first-time attendees in beautiful Glenwood Springs! If you have not had a chance to attend one of our amazing conferences, what are you waiting for?!

CPS remains One Society, One Voice for all pharmacy professionals in Colorado. Thank you again for the opportunity to serve as the 2023-2024 CPS President!

Emily Zadvorny, CPS Executive Director

EXECUTIVE DIRECTOR'S MESSAGE



Dear CPS Family,

Another year has passed quickly! Our caring and committed President, Lisa Nguyen, handled the year with grace and growth and did an amazing job with all the unexpected twists and turns. Thank you, Lisa.

I call 2023-24 the year of the P's.

PURPOSE, PROTECTION and PASSION

With the small and mighty resources of CPS, we focused on our Purpose to our members. We had more of a calling than ever to Protect the profession and had to defend it through various mechanisms. We supported our People and gathered in meaningful ways (conferences, socials, charitable events). Loyal Partnerships grew deeper as CPS continues to collaborate throughout CO and the nation. We remained committed to Public Health, with groundbreaking legislation allowing pharmacists to prescribe medications for opioid use disorder and optimizing statewide protocols. In all, it takes a loyal group of leaders and members with Passion to ensure CPS remains the Premier state association

for Pharmacists, Pharmacy techs and Pharmacy students.

Things that remain consistent this year:

- Stable membership (the best members in the country!), strong leadership, and stability of finances.
- Commitment to professional advancement and payment for pharmacist services. We must continue to ensure that the models of current and future pharmacy care are viable.
- Commitment to professional wellbeing (taskforce, programming, webinars, resources and most importantly, we published the Colorado Workforce Conditions and Wellbeing Report and will take next steps to help our people and patients).

As always, thank you for the Privilege to serve this organization and the profession,
Emily

2023-2024

ACADEMY REPORTS

Academy of Health-System Pharmacists (AHP)

AHP is the state-affiliate of the American Society of Health-System Pharmacists (ASHP). This Academy represents healthcare professionals who serve as patient care providers in acute and ambulatory settings, including pharmacists, student pharmacists, and pharmacy technicians. During the 2023-2024 year, the Academy focused on raising awareness for the Practice Advancement Initiative (PAI) 2030 across Colorado, highlighting it through the CPS newsletter, email blasts, and social media. The Academy also sustained its commitment to DEI in pharmacy by engaging SSHP Leadership from CU and Regis. Promotion for the Residency Conference of the Rockies remained strong, with efforts to promote the event and encourage networking and recruitment. Additionally, the Academy partnered with other CPS academies for events, networking, and educational offerings, including an online CE program in collaboration with Vail Health and the University of Wisconsin-Madison.



Academy of Pharmacy Technicians (APT)

The Academy of Pharmacy Technicians (APT) was founded in August 2020 with a goal of increasing technician membership in CPS, as well as increasing awareness of the profession. The APT is working on adding technician-oriented continuing education sessions for upcoming CPS meetings and increasing technicians entering the workforce. During 2023-2024, APT increased membership by 10%, worked with PTCB on a pharmacy technician survey, and elected a technician to the CPS Board of Directors.



2023-2024

ACADEMY REPORTS

Academy of New Practitioners (ANP)

ANP is open to any CPS member who considers themselves to be a new practitioner. This is typically anyone who has graduated from a PharmD program within the last seven years. The ANP helps new practitioners achieve personal and professional growth by providing networking and leadership opportunities. During the 2023-2024 year, ANP hosted the Colorado Residency Showcase once again, with 20 PGY1 and 5 PGY2 programs represented. The Academy also increased membership value for residents and new practitioners by providing CV reviews, recording several “Master Class” presentations geared towards new practitioners, and updated the New Grad Survival Kit.



Academy of Community-based Pharmacists (ACP)

ACP was founded in the fall of 2018 when over 50 community pharmacists petitioned for the Academy. Throughout 2023-2024 year, the Academy provided valuable community-based pharmacist perspectives for various CPS initiatives, collaborating closely with other Academies and the Board of Directors to boost attendance at meetings and events. The Academy also organized socials and happy hours to foster member networking and connection, and proudly sponsored the 4th annual Food Bank of the Rockies volunteering event.

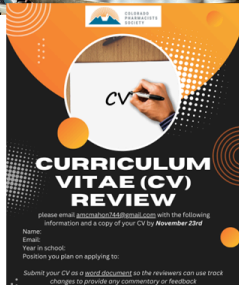
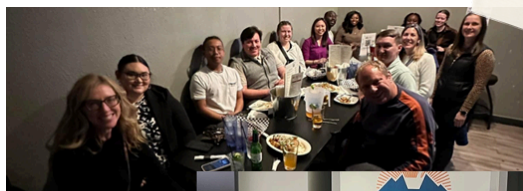


2023-2024

ACADEMY REPORTS

Academy of Student Pharmacists (ASP)

ASP strives to represent all pharmacy students in the state of Colorado, regardless of college of enrollment or area of interest. Many of this Academy’s events in collaboration with student organizations at both schools of pharmacy and other academies within CPS. During 2023-2024, ASP was tasked with promoting diversity and inclusion, encouraging student engagement, fostering an environment of well-being, and networking with other CPS Academies. ASP helped increase student membership over 500% through a gifted membership program, created a graduation cord requirement, and hosted several events in conjunction with other CPS Committees.



Academy of Clinical Specialists (ACS)

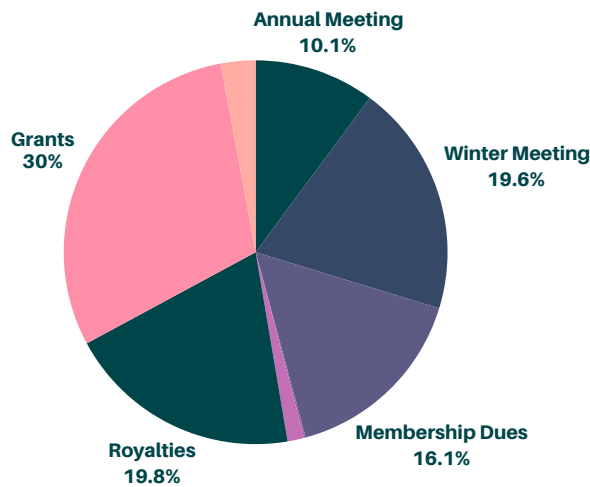
The Academy of Clinical Specialists (ACS) was founded in 2020 with the inaugural Council of Psychiatric Pharmacists and has expanded to a second clinical specialist council in 2023 with the Council of Pediatric Pharmacists, which looks to engage other CPS members practicing in, or with an interest in, pediatric pharmacy. The Academy represents pharmacists, pharmacy students or pharmacy technicians that have a clinical specialty. The CPP has a specific interest in mental health and the Council membership covers Board Certified Psychiatric Pharmacists (BCPP), outpatient specialty pharmacists, inpatient (VA and UHealth), and academics. During 2023-2024, ACS hosted two industry series events and hosted an Alternative Careers presentation with AAPP for students interested in psych pharmacy.



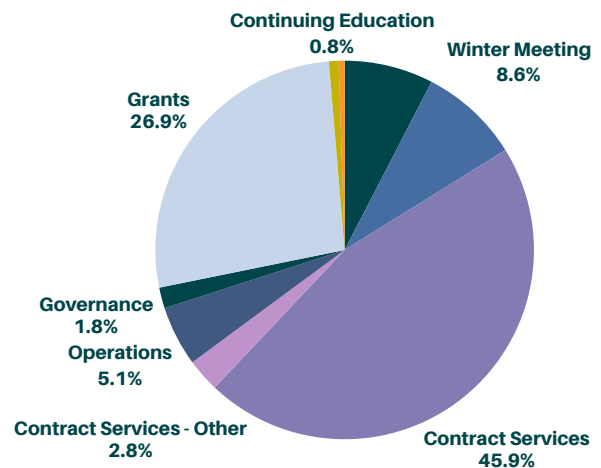
2023-2024

FINANCIAL REPORT

The Finance Committee is made up of the Treasurer, President, President-Elect, Past President and Executive Director. This Committee is responsible for maintaining accurate and complete financial records, preparing and presenting financial statements to the Board of Directors, budgeting and anticipating financial problems and complying with federal, state and other reporting requirements.



Income



Expenses

Total Operating Revenue \$613,433

Annual Meeting	\$62,191
Winter Meeting	\$120,125
Membership Dues	\$98,639
Continuing Education	\$813
Fundraising	\$8,582
Royalties & Revenue Share	\$121,407
Grants	\$183,787
Other	\$17,886

Total Operating Expenses \$454,982

Annual Meeting	\$34,545
Winter Meeting	\$38,901
Continuing Education	\$3,750
Contract Services	\$208,854
Contract Services - Staff Expenses	\$12,919
Fundraising	\$2,302
Operations	\$23,378
Governance	\$8,108
Grant	\$122,222

2023-2024 LEGISLATIVE REPORT

Committee Co-Chairs: Gina Moore, Laura Rang



During the last legislative session the Legislative Committee monitored all legislation in Colorado that impacted pharmacy. Committee meetings were held every other week to keep the members informed and gain feedback. The CPS Legislative Day at the Capitol was held once again this year, and we were excited to see so many attendees participating in discussing legislation important to the pharmacy profession with elected officials.

The Legislative Committee is proud to report that CPS reviewed or took positions on nearly 50 bills! We continued our successful relationship with Meridian Public Affairs as our lobbying team, and furthermore passed groundbreaking legislation to allow pharmacists in Colorado to provide Medications for Opioid Use Disorder through a pharmacist protocol and receive payment for such services



2023-2024 LEGISLATIVE REPORT

During the 2024 Colorado Legislative Session,
CPS Participated in the following bills:



Download Full 2024 CPS Legislative Session Report

Actively Supported

- HB24-1045 Treatment for Substance Use Disorders
- HB24-1438 Implement Prescription Drug Affordability Programs
- SB24-087 Health Facility Topical Medication Continued Care
- SB24-203 Prescription Drug Board Consider Rare Disease Advisory Council

Passively Supported

- HB24-1003 Opiate Antagonists and Detection Products in Schools
- HB24-1005 Health Insurers Contract with Qualified Providers
- HB24-1037 Substance Use Disorders Harm Reduction
- HB24-1149 Prior Authorization Requirements Alternatives
- SB24-047 Prevention of Substance Use Disorders
- SB24-061 Creating a Drug Donation Program
- SB24-077 Prescription Drug Manufacturer Requirements
- SB24-080 Transparency in Health-Care Coverage
- SB24-104 Career & Technical Education & Apprenticeships
- SB24-124 Health-Care Coverage for Biomarker Testing
- SB24-130 Noneconomic Damages Cap Medical Malpractice Actions
- SB24-168 Remote Monitoring Services for Medicaid Members

Actively Monitored

- HB24-1004 Ex-Offenders Practice in Regulated Occupations
- HB24-1066 Prevent Workplace Violence in Health-Care Settings
- HB24-1115 Prescription Drug Label Accessibility
- SB24-054 Diabetes Prevention & Obesity Treatment Act
- SB24-060 Prescription Drug Affordability Board Exempt Orphan Drugs

Amend

- HB24-1010 Insurance Coverage for Provider-Administered Drugs

2023-2024 LEGISLATIVE REPORT

Continued from Page 10



Monitored

- HB24-1040 Gender-Affirming Health-Care Provider Study
- HB24-1058 Protect Privacy of Biological Data
- HB24-1075 Analysis of Universal Health-Care Payment System
- HB24-1106 Require Information about Abortion Pill Reversal
- HB24-1113 Credit for Paid Health Insurance Deductible
- HB24-1146 Medicaid Provider Suspension for Organized Fraud
- HB24-1217 Sharing of Patient Health-Care Information
- HB24-1229 Presumptive Eligibility for Long-Term Care
- HB24-1258 Credit Covered Person Expenses Insurer Insolvency
- HCR24-1005 Parents' Bill of Rights
- SB24-018 Physician Assistant Licensure Compact
- SB24-042 Sickle Cell Disease Community Outreach & Services
- SB24-048 Substance Use Disorders Recovery
- SB24-068 Medical Aid-in-Dying
- SB24-073 Maximum Number of Employees to Qualify as Small Employer
- SB24-082 Patient's Right to Provider Identification
- SB24-093 Continuity of Health-Care Coverage Change
- SB24-110 Medicaid Prior Authorization Prohibition
- SB24-116 Discounted Care for Indigent Patients
- SB24-121 Licensure of Critical Access Hospitals
- SB24-141 Out-of-State Telehealth Providers
- SB24-163 Arbitration of Health Insurance Claims
- SB24-175 Improving Perinatal Health Outcomes

Opposed

- HB24-1171 Naturopathic Doctor Formulary
- SB24-209 Pharmacy Practice Act

2023-2024

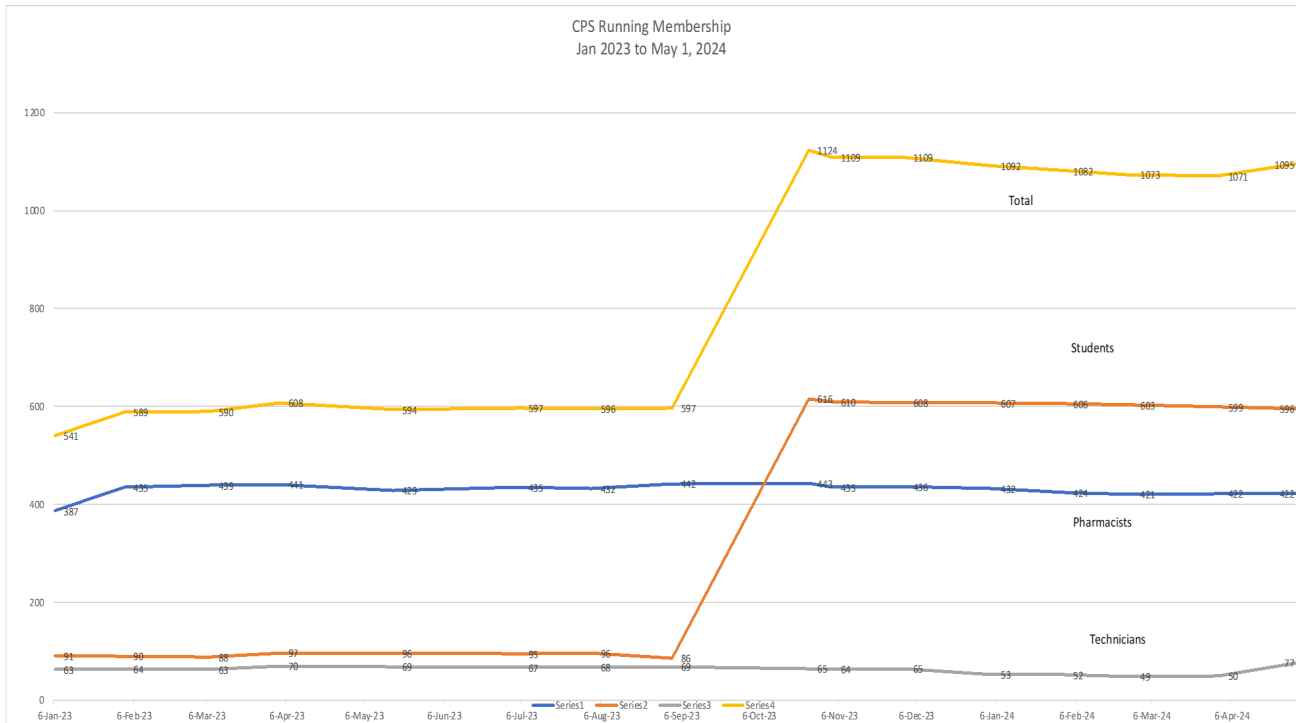
MEMBERSHIP REPORT

Committee Co-Chairs: Jessica Angleson, Tisha Smith

Membership numbers have continued to grow. Despite a slight dip in pharmacist membership numbers, our overall membership has increased 80% over the past year!

80%
overall growth

10%
technician growth



The Membership Committee is comprised of pharmacists, students and technicians, and represents community practice, health systems, academia and the pharmaceutical industry. This Committee continued to work with other CPS committees to promote the CPS Ambassador Program, host four Sip & Socials to foster networking between other Academies, and expanded student involvement through speaking events and other networking opportunities



CPS SIP & SOCIALIZE

April 19th
5 - 7 pm
Freedom Street Social
1577 Candela Parkway
Arvado, CO 80007

Hosts:
Hailey Murphy
Marc Cattagan

Open invite to all CPS and potential member!

RAFFLE PRIZES AVAILABLE FOR THOSE WHO ATTEND

TICKET

COLORADO PHARMACISTS SOCIETY

AMBASSADOR PROGRAM

Purpose:
(1) To increase engagement of CPS members in geographically diverse areas of the state of Colorado.
(2) To recruit new members of CPS in geographically diverse areas of the state of Colorado.

Responsibilities:

- Promote CPS
- Contribute to CPS Newsletter
- Email regional members bi-annually
- Host 2 social events annually
- Meet quarterly with CPS leadership

Essential geographical ambassador areas:
Assistance needed in **all** areas
Current coverage includes:
Western slope (local), Northern slope, Southeast (local)



2023-2024

COMMUNICATIONS REPORT

Committee Co-Chairs: Kristin Holmes, Sara Wettergreen

The Communications Committee members are responsible for getting the word out about CPS through the various social media platforms. During 2023-2024, the Committee was excited to continue to grow our social media presence (please be sure to join one of the social media platforms and share with your other pharmacy team members!), and the Committee created a new personalized new member welcome letter and continuously reviews the CPS website to ensure continual improvement and expanding functionality. The Communications Committee has also been an integral part of CPS's work on workplace conditions and DEI strategies.

MEET OUR Pharmacy Forward SPEAKERS

- Terri Schreiber MPA, MBA & Alexis Ritvo, MD, MPH
- Maria Young, CMP, CMM
- Ryan Jackman, MD
- Amanda Gall, Adeline Hodge (Meridian Affairs), Gina Moore, PharmD, MBA & Emily

admin@coppharm.org | coppharm.org | (1720) 250-9585

TESTIMONIAL

"I want to personally invite you all to the Annual Meeting June 13th and 14th in Glenwood Springs, CO. I am so excited for you to hear all of our amazing speakers, have the chance to network with pharmacists, students and technicians from across the state, and celebrate and honor friends and colleagues. We can't wait to see you in Glenwood Springs!"

- Jill Mullendore
Annual Meeting Co-Chair

COLORADO PHARMACISTS SOCIETY

Membership Spotlight

About Me:
I am an Assistant Professor at the University of Colorado Skaggs School of Pharmacy and Pharmaceutical Sciences in the Center for Pharmaceutical Outcomes Research. I'm a PhD-trained health policy researcher, but work closely with pharmacy colleagues and get so much value out of the networking opportunities and legislative updates from CPS. I study the financing and delivery of care in the Medicare program, particularly focusing on high-cost prescription drugs. My recent research has studied topics such as the effects of capping insulin out-of-pocket caps, biosimilar uptake, and the causes and effects of pharmacy closures. Outside of work, I love skiing, hiking, and listening to live music.

Kelly Anderson
PhD, MPP
Assistant Professor, University of Colorado
(Skaggs School of Pharmacy)

View this email in your browser

ONE SOCIETY, ONE VOICE

COLORADO PHARMACISTS SOCIETY
THE SOCIETY REPRESENTED BY THE COLORADO PHARMACISTS SOCIETY

In This Issue...

- Provider Status Workshop
- FOCT Opportunity
- Member Spotlight
- Collaborative Practice Agreement Survey
- Provider Status Training Program
- CPS 2024 Winter Meeting
- CPS Workplace Conditions Taskforce Update
- CPS Sip and Social
- CPS Partner Organization Opportunity
- CPS Calendar
- Welcome New Members
- Medication Safety Tip
- Industry News

Provider Status Workshop

CPS is hosting another Provider Status Workshop! If you have been waiting for a time to learn more about the scope and payment advancements in Colorado (i.e. "provider status"), this is your OPPORTUNITY! Whether you practice in a clinic, community pharmacy, health system, or elsewhere, this workshop is for you! Please register for the workshop on August 26!



2023-2024

MEETINGS & EVENTS REPORT

Winter Meeting Continuing Education Committee - 2024

Committee Chair: Danielle Fixen

This Committee coordinates and plans all 15 hours of continuing education at the Annual CPS Winter Meeting held in January each year in the beautiful mountains and ski towns of Colorado. The 32nd Annual CPS Winter Meeting was held on January 27-30, 2023 in Beaver Creek, CO. This year, attendance remained steady at 96 attendees from Colorado and across the nation enjoyed the educational programming, and 45 exhibitors and/or sponsors attending.

Annual Meeting Continuing Education Committee - 2024

Committee Chair: Jill Mullendore & Toral Patel

The Annual Meeting Committee plans the CPS summer meeting. This meeting not only provides many hours of continuing education, but also includes the annual CPS Awards presentation, Town Hall, and the Board of Directors Installation. This year's meeting was held in Glenwood Springs, CO with a record number of new attendees!

CPS held the **3rd Annual Residency Conference of the Rockies (RCOR)** prior to the Annual Meeting. We had over 100 attendees from many Colorado residency programs, where graduating PGY1 and PGY2 residents presented excellent research projects. Thanks to Jody Adams for chairing the RCOR Planning Committee.

CE Webinars- 2024

Committee Chair: Kandi Icenhower

The CE Webinar Committee plans the CPS quarterly webinars, with additional bonus webinars on timely topics. The Committee hosted five webinars in the 2023-2024 year covering topics such as statins, USP compounding, writing grant proposals, provider status, and a Mid-Session Legislative Update.




2023-2024

DEI ADVISORY COMMITTEE REPORT

Committee Co-Chairs: Kristi Bronkan, Alvin Oung

CPS created a Diversity, Equity, and Inclusion Taskforce during the 2021-2022 year. This taskforce is made up of pharmacists, pharmacy technicians, and interns charged with evaluating how CPS can advance and incorporate DEI as a priority into our operations and strategic plan.

This year, CPS continued to promote DEI awareness by providing education at the CPS Winter Meeting, DEI-specific content for the bi-monthly newsletter, and increasing the DEI-related content on CPS's social media channels. The Taskforce also transitioned to the DEI Advisory Committee in April 2024.

CPS DIVERSITY, EQUITY AND INCLUSION STATEMENT

Colorado Pharmacists Society (CPS) recognizes, celebrates, and draws from our differences because it makes us better. CPS is committed to developing and supporting a diverse, inclusive and equitable community in order to ignite opportunities for all pharmacy professionals. Diversity empowers us to connect, belong and grow as one society, one voice.



2023-2024

WORKPLACE CONDITIONS TASKFORCE REPORT

Committee Chairs: Lesleigh Potter

The Workplace Conditions Taskforce was created in 2023 to continue the momentum to address workplace conditions and burnout. The Taskforce is comprised of CPS members from various healthcare settings, with the goal to gather data & information on the workplace conditions & pharmacy professional burnout specifically in Colorado. With this data, our intention is to open important dialogue, provide recommendations to employers, improve current resources available for professionals, and explore possible regulatory efforts that may be needed.

The final Workplace Conditions & Wellbeing Report was disseminated in June 2024.



LEARN MORE

WORKPLACE CONDITIONS AND WELL-BEING SURVEY

FINAL REPORT | JUNE 2024

COLORADO PHARMACISTS SOCIETY

WORKPLACE CONDITIONS AND WELL-BEING SURVEY AT A GLANCE

1,155

WORK ENVIRONMENT QUESTIONS

DEMOGRAPHICS

SURVEY FINDINGS

- 67% of chain/supermarket respondents felt harassment/bullying from customers may contribute to errors
- 67% rated a pharmacy career unattractive
- 66% report their workload has increased in the past year
- 66% of upper mgmt noted reimbursement changes & quality-based pay for performance contribute to stress
- 50% were looking to leave their career, or would consider doing so
- More than 50% of pharmacists & pharmacy technicians responded that their workload is having a negative impact on their mental/emotional health

CONTRIBUTORS TO STRESS

- Interruptions from phone calls (74%)
- Inadequate staffing (74%)
- High patient expectations (60%)
- Inadequate training (53%)
- Patient harassment/bullying (45%)

NEXT STEPS

- Good Communication
- Stakeholder Engagement
- Data Mining
- Collaborative Problem Solving
- Regulatory Dialogue
- Language Best Practices



2024

AWARD WINNERS



Pharmacist of the Year
Dan Scales



Technician of the Year
Jessica Bonner



Student of the Year
Emily Gray



Senator Joann Ginal



Friend of Pharmacy Legislative Awards
Senator Perry Will



Representative Chris deGruyKennedy



Distinguished Young Pharmacist
Lucas Orth



Excellence in Innovation
Lynn Flach



Bowl of Hygeia Community Service
Vicki Einhellig



CPS Appreciation Award
Marta Brooks



ASHP Leadership Award
Michelle Hilarie



McKesson Leadership
Sarah Bow

2023-2024

VOLUNTEER LEADERSHIP

Board of Directors



Lisa Nguyen
President

Tisha Smith
Immediate Past President

Sarah Bow
President-Elect

Kate Taucher
Treasurer

Ashley Mains Espinosa
Secretary

Anne McMahon
Academy of New Practitioners

Hailey Murphy
Academy of Student Pharmacists

Michelle Hilaire
Academy of Health Systems Pharmacists

Elton Nguyen
Academy of Community-based Pharmacists

Jessica Hooton
Academy of Technicians

Jordan Reese
Academy of Clinical Specialists

Members at Large

Matthew Rodriguez
Kristin Holmes
Jody Adams
Sara Wettergreen

Gina Moore,
Ex-officio, University of Colorado

Marta Brooks,
Ex-officio, Regis University

Emily Zadvorny
Executive Director

2023-2024

VOLUNTEER LEADERSHIP



2023-2024 Academy of Health-System Pharmacists (AHP)

Michelle Hilaire
Chairman

Ali Singer
Chairman-Elect

Ali Singer
Immediate Past Chairman

Stephanie Delgado
Secretary-Treasurer

Jen Biltoft
Education Committee Chair

Chris Zielenski
Legislative Committee Chair

Angie Dreher
Public and Professional Relations Committee Chair

Ali Singer
Nominations Committee

2023-2024 Academy of Student Pharmacists (ASP)

CU
Deidre Greyeyes, Chair
Jaime Elliot-Shields
Katherine Galapon

Regis
Hailey Murphy, Chair
Nicole Weakley
Caden Robertson
Stephanie Green
Leyken Bomba
Cassandra Willis

2023-2024 Academy of Clinical Specialists (ACS)

Marilyn Siayap
Chair

Marilyn Siayap
Board Representative

Larry Martinez
Secretary/Treasurer

Jordan Reese
Legislative Committee Liaison

2023-2024 Academy of Community-based Pharmacists (ACP)

Anthony Lipparelli
Chair

Arianna Sanchez
Secretary / Treasurer

Michael Hinnenkamp
Legislative Committee Liaison

2023-2024 Academy of New Practitioners (ANP)

Kari Allan
Chair

Emily Clemens
Chair-elect

Kailee Reddy
Immediate Past Chair

Anne McMahon
Representative to the Board

Christina Bartholemew
Member-at-Large

Renee Johnson
Student Liaison

Cali Lunowa & Elisa Worledge
Residency Showcase Coordinators

Emily Rousseau
CE Coordinator

2023-2024 Academy of Pharmacy Technicians

Lori Bruhn
Chair

Jessica Hooton
Representative to the Board

Becca Hinnenkamp
Legislative Committee Liaison

Summer Stevenson
Membership Committee Liaison