

# Health Education Programs

Analyst: Jessup

## Historical Summary

OPERATING BUDGET	FY 2020 Total App	FY 2020 Actual	FY 2021 Approp	FY 2022 Request	FY 2022 Gov Rec
<b>BY PROGRAM</b>					
WIMU Veterinary Education	2,159,100	2,159,100	2,205,500	2,265,200	2,258,800
WWAMI Medical Education	6,830,600	6,830,600	6,680,400	6,886,500	6,879,400
Idaho Dental Education	2,529,800	1,772,900	1,960,700	2,012,600	2,010,900
Univ. of Utah Med. Ed.	2,049,800	2,049,800	2,208,800	2,446,600	2,446,600
Family Medicine Residencies	5,796,000	5,796,000	5,865,000	6,030,900	6,023,700
Boise Internal Medicine	845,000	845,000	895,000	895,000	895,000
Psychiatry Residency	397,800	397,800	597,800	837,800	837,800
Eastern Idaho Med Residencies	1,005,000	1,005,000	1,805,000	2,165,000	2,165,000
Bingham Internal Medicine	635,000	635,000	0	0	0
<b>Total:</b>	<b>22,248,100</b>	<b>21,491,200</b>	<b>22,218,200</b>	<b>23,539,600</b>	<b>23,517,200</b>
<b>BY FUND CATEGORY</b>					
General	21,288,400	21,233,600	21,880,900	23,188,400	23,166,800
Dedicated	959,700	257,600	337,300	351,200	350,400
<b>Total:</b>	<b>22,248,100</b>	<b>21,491,200</b>	<b>22,218,200</b>	<b>23,539,600</b>	<b>23,517,200</b>
Percent Change:		(3.4%)	3.4%	5.9%	5.8%
<b>BY OBJECT OF EXPENDITURE</b>					
Personnel Costs	5,214,300	4,412,100	4,520,500	4,768,300	4,745,900
Operating Expenditures	2,282,400	2,494,700	2,292,700	2,334,600	2,334,600
Capital Outlay	17,000	7,000	5,500	5,500	5,500
Trustee/Benefit	14,734,400	14,577,400	15,399,500	16,431,200	16,431,200
<b>Total:</b>	<b>22,248,100</b>	<b>21,491,200</b>	<b>22,218,200</b>	<b>23,539,600</b>	<b>23,517,200</b>
Full-Time Positions (FTP)	36.65	36.65	37.65	39.65	39.65

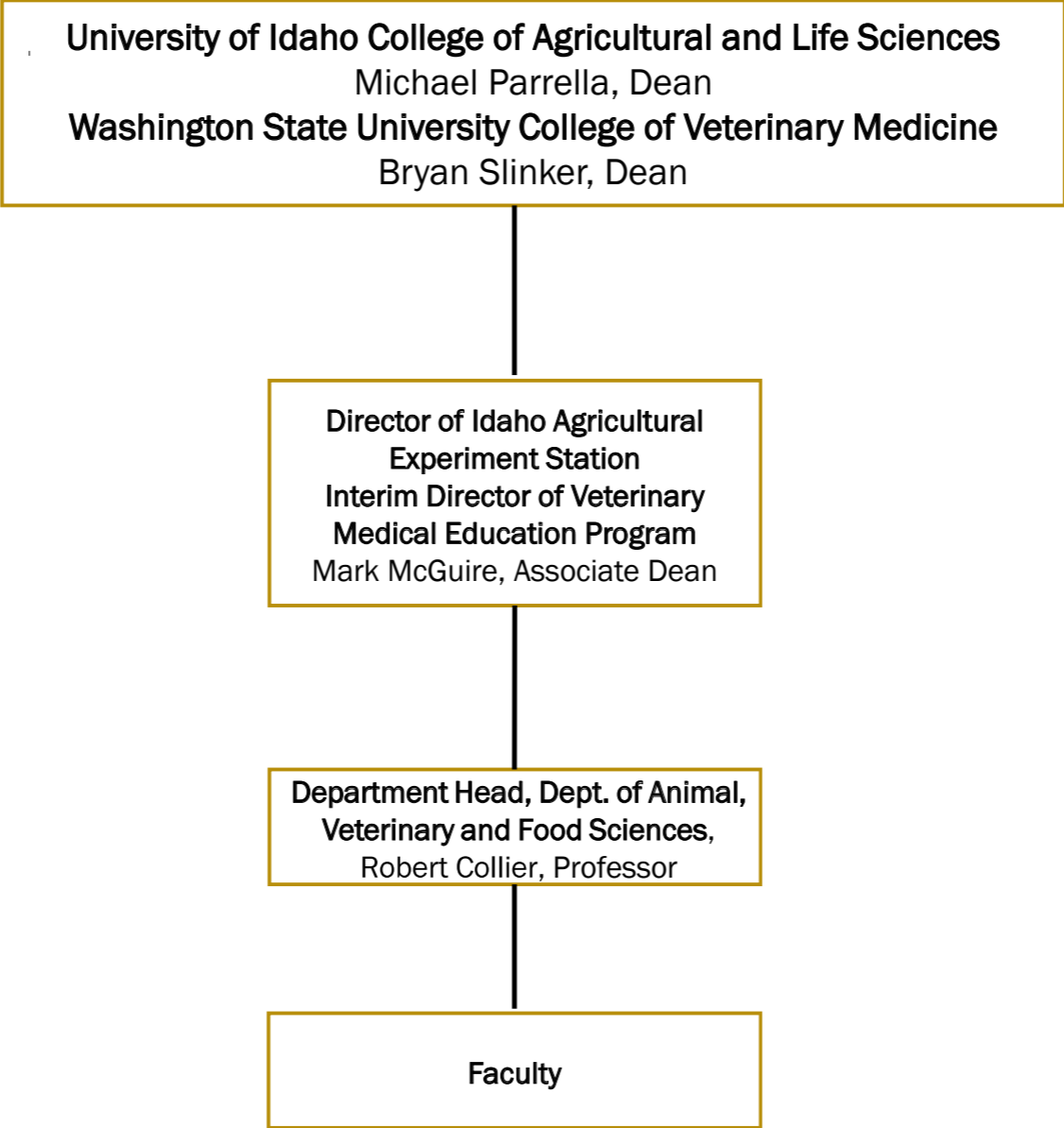
## Division Description

The nine Health Education Programs include:

1. The WIMU (Washington-Idaho-Montana-Utah) Veterinary Education Program provides access to a veterinary medical education through a cooperative agreement between the University of Idaho and Washington State University.
2. The WWAMI (Washington, Wyoming, Alaska, Montana, Idaho) Medical Education Program provides Idaho students with the opportunity to attend medical school through a cooperative agreement with the University of Washington.
3. The IDEP (Idaho Dental Education Program) provides access to dental education for Idaho students through a cooperative agreement between Idaho State University and Creighton University in Nebraska.
4. The University of Utah Medical Education Program provides medical school opportunities for Idaho and psychiatry residencies in collaboration with Idaho State University (beginning in FY 2020).
5. Idaho's three Family Medicine Residency programs (located in Boise, Pocatello, and Coeur d'Alene) provide the final three years of family physician residency training and encourage newly graduated medical doctors to practice in Idaho.
6. The Boise Internal Medicine (BIM) residency program allows training at rural and underserved sites in Idaho, such as small, non-affiliated offices and community-based training sites.
7. The Idaho Psychiatry Residency Program offers training for residents who spend the first two years in Seattle (University of Washington) and the last two years in Boise. Clinical rotations occur at the Boise VA, St. Alphonsus, and St. Luke's medical centers, as well as at rural rotations around the state.
8. The EIMR (Eastern Idaho Medical Residencies) program allows training at rural and underserved sites in eastern Idaho, based from the Eastern Idaho Regional Medical Center in Idaho Falls.
9. The Bingham (Bingham Internal Medicine) residency program allows training at rural and underserved sites in eastern Idaho, based out of Blackfoot. As the result of losing certification from the Accreditation Council for Graduate Medical Education, this program was discontinued in FY 2020.

# Idaho Veterinary Medical Education

Organizational Chart



## Part I – Agency Profile

### Agency Overview

The W-I (Washington-Idaho) Veterinary Medicine Program is administered in Idaho by the Head of the Department of Animal and Veterinary Science, College of Agricultural and Life Sciences, University of Idaho. Originally established in 1974, the W-I Program annually provides 44 Idaho residents with access to a veterinary medical education through a cooperative agreement between the University of Idaho and Washington State University (WSU). The Doctor of Veterinary Medicine (DVM) degree is awarded by Washington State University, College of Veterinary Medicine (WSU/CVM) to students from Idaho. The University of Idaho provides experiential learning opportunities for the majority of the veterinary students who have an expressed interest in production agriculture and who elect food animal production medicine rotations offered by UI faculty throughout the state.

### Core Functions/Idaho Code

Idaho Code § 33-3720. Professional Studies Program: Authorizes the State Board of Education to enter into contract agreements to provide access for Idaho residents to qualified professional studies programs, including the Washington-Idaho W-I (formerly WOI) Veterinary Medical Education Program [33-3717B (7)]. The original Tri-State [Washington-Oregon-Idaho (WOI)] Veterinary Education Program was authorized by the Idaho Legislature in 1973.

The University of Idaho (through the Idaho State Board of Education) contracts with WSU/CVM for admission of 11 new Idaho resident students per year; a total of 44 Idaho resident students are supported in the 4-year program annually by the Idaho contract. In addition, the program provides support for students in their 4th year of veterinary school participate in the equivalent of 65, one-month clinical rotations specifically related to food animal production medicine offered by University of Idaho faculty. Faculty members interact with Idaho veterinarians and livestock producers providing education and recommendations concerning animal production, diagnosis and clinical assessment of disease situations.

1. Provide access to veterinary medical education at WSU/CVM for Idaho residents – the current W-I contract reserves 44 seats per year for veterinary medical students with Idaho residency.
2. Assist Idaho in meeting its needs for veterinarians – provide Idaho-trained, Idaho-resident graduate veterinarians to meet annual employment demands for the State.
3. Provide hands-on experiential learning opportunities for senior veterinary students by teaching supplemental core rotations in food animal production medicine and clinical experience, which are offered year-round throughout Idaho.
4. Provide access to referral services for Idaho veterinarians in the areas of food animal production, diagnosis, and clinical evaluation of diseases through conduct of on-farm disease investigations for herd problems as requested by Idaho veterinarians and livestock producers.

### Revenue and Expenditures

Revenue	FY 2017	FY 2018	FY 2019	FY 2020
General Fund	\$2,088,400	\$2,076,100	\$2,116,500	\$2,159,900
<b>Total</b>	<b>\$2,088,400</b>	<b>\$2,076,100</b>	<b>\$2,116,500</b>	<b>\$2,159,900</b>
Expenditures	FY 2017	FY 2018	FY 2019	FY 2020
Personnel Costs	\$400,340	\$456,052	\$485,157	\$ 505,015
Operating Expenditures	\$1,424,854	\$1,442,681	\$1,513,833	\$1,554,085
Capital Outlay	\$163,206	\$77,367	\$17,510	
Trustee/Benefit Payments	100,000	\$100,000	\$100,000	\$100,000
<b>Total</b>	<b>\$2,088,400</b>	<b>\$2,076,100</b>	<b>\$2,116,500</b>	<b>\$2,159,100</b>

## Profile of Cases Managed and/or Key Services Provided

Cases Managed and/or Key Services Provided	FY 2017	FY 2018	FY 2019	FY 2020
Number of Idaho Resident Students Enrolled Each Year	44	43	44	44
Number of One-Month Student Rotations (or equivalent) offered by UI faculty through WIMU	65	65	32	31
Number of Accepted Clinical Hospital Referral Cases <sup>1</sup>	0	0	0	0
Number of Accepted Veterinary Diagnostic Samples (assays performed) <sup>1</sup>	0	0	0	0

<sup>1</sup>The Caine Center was closed in FY2017 so no referrals have been received or diagnostic samples analyzed since that year. These items will be removed from the list in FY 2021 reflecting the change in the strategic plan measures.

## Red Tape Reduction Act

Each agency shall incorporate into its strategic plan a summary of how it will implement the Red Tape Reduction Act, including any associated goals, objectives, tasks, or performance targets. This information may be included as an addendum.

	As of July 1, 2020
Number of Chapters	N/A
Number of Words	N/A
Number of Restrictions	N/A

## FY 2020 Performance Highlights (Optional)

### Part II – Performance Measures

Performance Measure		FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
1. Offer elective rotations in food animal medicine for experiential learning opportunities. (Goal 1, Objective A, Measure I)	actual	40	43	38	36	-----
	target	40	40	40	40	40
2. Student placement in the Northwest Bovine Veterinary Experience Program (NW-BVEP). (Goal 1, Objective B, Measure I)	actual	11	8	11	11	-----
	target	12	12	12	12	12
3. Number/percentage of Idaho resident graduates licensed to practice veterinary medicine in Idaho. (Goal 1, Objective C, Measure I)	actual	5/45	3/30	7/64	6/64	-----
	target	7/64	7/64	7/64	7/64	7/64
4. Number of grant awards received per year and amount of grant funding received per year by WIMU faculty. (Goal 2, Objective A, Measure I)	actual	2/ \$112,000	1/ \$12,000	3/ \$120,500	2/ \$112,000	-----
	target	4/\$200,000	4/\$200,000	4/\$200,000	4/\$200,000	4/\$200,000

## Performance Measure Explanatory Notes (Optional)

Performance Measure 1 was modified to include all rotations offered by the University of Idaho as the Caine Center has been decommissioned with veterinary rotations offered at other locations.

Goal 1, Measure I FY19 reflects rotations offered by the University of Idaho at locations throughout the state.

**For More Information Contact**

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Education, State Board of

FY 2020 Actuals Program Proof

Health Education Programs

Analyst: Janet Jessup

WIMU Veterinary Education

		FTP	PC	OE	CO	T/B	LS	Total
<b>0.30 FY 2020 Original Appropriation</b>								
0001-00	Gen	6.38	603,400	1,456,500	0	0	0	2,059,900
General			603,400	1,456,500	0	0	0	2,059,900
0660-00	Ded	0.00	0	0	0	100,000	0	100,000
Restricted			0	0	0	100,000	0	100,000
<b>Totals:</b>		6.38	603,400	1,456,500	0	100,000	0	2,159,900
<b>0.44 Rescissions</b>								
0001-00	Gen	0.00	(800)	0	0	0	0	(800)
<b>Totals:</b>		0.00	(800)	0	0	0	0	(800)
<b>1.00 FY 2020 Total Appropriation</b>								
0001-00	Gen	6.38	602,600	1,456,500	0	0	0	2,059,100
General			602,600	1,456,500	0	0	0	2,059,100
0660-00	Ded	0.00	0	0	0	100,000	0	100,000
Restricted			0	0	0	100,000	0	100,000
<b>Totals:</b>		6.38	602,600	1,456,500	0	100,000	0	2,159,100
<b>1.21 Net Object Transfer</b>								
0001-00	Gen	0.00	(97,600)	97,600	0	0	0	0
<b>Totals:</b>		0.00	(97,600)	97,600	0	0	0	0
<b>2.00 FY 2020 Actual Expenditures</b>								
0001-00	Gen	6.38	505,000	1,554,100	0	0	0	2,059,100
General			505,000	1,554,100	0	0	0	2,059,100
0660-00	Ded	0.00	0	0	0	100,000	0	100,000
Restricted			0	0	0	100,000	0	100,000
<b>Totals:</b>		6.38	505,000	1,554,100	0	100,000	0	2,159,100

# Health Education Programs Agency Profile

Analyst: Jessup

Medical, Dental, and Veterinary Education Students Statistics and Funding				
	Medical		Dental	Veterinary
	WWAMI	UofU	IDEP	WIMU
<b>Idaho Students (2020-2021)</b>				
1st Year Students	40	10	8	11
2nd Year Students	40	10	8	11
3rd Year Students	40	10	8	11
4th Year Students	40	10	8	11
Total Idaho Students	160	40	32	44
<b>Annual Costs Per Student</b>				
Student Paid Tuition & Fees (2020-2021)	\$ 40,526	\$ 39,194	\$ 30,756	\$ 28,346
Avg. State Support (FY 2021 Approp.) <sup>1</sup>	\$ 42,700	\$ 43,700	\$ 45,600	\$ 49,100
Total Cost Per Seat Per Year	\$ 83,226	\$ 82,894	\$ 76,356	\$ 77,446
<b>Location of Instruction</b>				
1st Year	UI/Moscow	UofU/Salt Lake	ISU/Pocatello	WSU/Pullman
2nd Year	UI/Moscow	UofU/Salt Lake	Creighton/Omaha	WSU/Pullman
3rd Year	WWAMI Region	UofU/Salt Lake	Creighton/Omaha	WSU/Pullman
4th Year	WWAMI Region	UofU/Salt Lake	Creighton/Omaha	Pullman/W.I.M.U.
<b>Percentage of students returning to Idaho to practice</b>				
	51%	Not tracked	65%	60%

<sup>1</sup> Based on a simple calculation of the General Fund appropriation divided by the total number of students. This reflects paying the difference between in-state and out-of-state tuition, and in some cases, a portion of the General Fund appropriation is also used for faculty and other administrative expenses.

Residency & Fellowship Programs in Idaho					
Types	Specialty	Location	Budgeted Program	Year Established	Total Number of Resident/Fellows
Residency	Family Medicine	Boise	FMR	1974-2015	33
Fellowships	Sports Medicine, HIV/Viral Hepatitis, Geriatrics, and Obstetrics	Boise	FMR	1995-2015	4
Residency	Family Medicine	Caldwell	FMR	1995	9
Residency	Family Medicine	Magic Valley	FMR	2010	7
Residency	Family Medicine	Nampa	FMR	2019	6
Residency	Family Medicine	Pocatello	FMR	1992	28
Residency	Family Medicine	Coeur d'Alene	FMR	2014	18
Residency	Internal Medicine	Boise VA	BIM	2011	29
Transitional	Transitional Internship	Boise VA	BIM	1977	4
Residency	Psychiatry	Boise	Psych Ed	2006	12
Residency	Psychiatry	Pocatello, ISU	Univ. of Utah	2019	6
Residency	Family Medicine	Idaho Falls	EIMR	2019	6
Residency	Internal Medicine	Idaho Falls	EIMR	2018	30
Retention Rates for Individual Program		Graduates practicing in Idaho as measured by a rolling 5-year avg		≥30% of graduates serve in rural or underserved areas* (5 year rolling avg)	
Family Medical Residencies <i>(including Boise, Caldwell, Nampa, and the Magic Valley)</i>		60.8%		66.8%	
Family Medical Residencies, Pocatello		51.4%		83.3%	
Family Medical Residencies, Coeur d'Alene		70.8%		29.4%	
Boise Internal Medicine, Boise VA		55.0%		27.3%	
Psychiatry Education, Boise		62.5%		100.0%	
Eastern ID Medical Residencies, Idaho Falls		Not yet known		Not yet known	
UUSOM Psychiatry Residencies, Idaho Falls		Not yet known		Not yet known	

\*The Idaho Department of Commerce defines rural counties as those with less than 20,000 residents which includes all Idaho counties except Ada, Bannock, Bonneville, Canyon, Kootenai, Latah, Madison, Nez Perce, and Twin Falls. The entire state qualifies as underserved for the purposes of psychiatric health services.

# Health Education Programs

Analyst: Jessup

## Comparative Summary

Decision Unit	Agency Request			Governor's Rec		
	FTP	General	Total	FTP	General	Total
<b>FY 2021 Original Appropriation</b>	<b>37.65</b>	<b>21,880,900</b>	<b>22,218,200</b>	<b>37.65</b>	<b>21,880,900</b>	<b>22,218,200</b>
Reappropriation	0.00	0	702,100	0.00	0	702,100
<b>FY 2021 Total Appropriation</b>	<b>37.65</b>	<b>21,880,900</b>	<b>22,920,300</b>	<b>37.65</b>	<b>21,880,900</b>	<b>22,920,300</b>
Executive Holdback	0.00	(864,900)	(864,900)	0.00	(864,900)	(864,900)
Noncognizable Funds and Transfers	0.00	0	8,700	0.00	0	8,700
<b>FY 2021 Estimated Expenditures</b>	<b>37.65</b>	<b>21,016,000</b>	<b>22,064,100</b>	<b>37.65</b>	<b>21,016,000</b>	<b>22,064,100</b>
Removal of Onetime Expenditures	0.00	0	(702,100)	0.00	0	(702,100)
Restore Rescissions	0.00	864,900	864,900	0.00	864,900	864,900
<b>FY 2022 Base</b>	<b>37.65</b>	<b>21,880,900</b>	<b>22,226,900</b>	<b>37.65</b>	<b>21,880,900</b>	<b>22,226,900</b>
Benefit Costs	0.00	74,700	78,000	0.00	17,100	17,900
Inflationary Adjustments	0.00	293,600	293,600	0.00	293,600	293,600
Change in Employee Compensation	0.00	39,200	41,100	0.00	75,200	78,800
<b>FY 2022 Program Maintenance</b>	<b>37.65</b>	<b>22,288,400</b>	<b>22,639,600</b>	<b>37.65</b>	<b>22,266,800</b>	<b>22,617,200</b>
1. Residency Expansion, new residencies	2.00	900,000	900,000	2.00	900,000	900,000
<b>FY 2022 Total</b>	<b>39.65</b>	<b>23,188,400</b>	<b>23,539,600</b>	<b>39.65</b>	<b>23,166,800</b>	<b>23,517,200</b>
Change from Original Appropriation	2.00	1,307,500	1,321,400	2.00	1,285,900	1,299,000
% Change from Original Appropriation		6.0%	5.9%		5.9%	5.8%



# Health Education Programs

Analyst: Jessup

Budget by Decision Unit	FTP	General	Dedicated	Federal	Total
<b>FY 2021 Original Appropriation</b>					
The Legislature funded one line item for FY 2021 that includes \$1,250,000 for 25 new resident positions across the state. This line item includes the creation of three new psychiatry residents through the University of Utah School of Medicine program in collaboration with Idaho State University; one new resident for the Rexburg Rural Training Track through the Family Medical Residency Program; one new resident through the Boise Internal Medicine Program; four new residents through the Psychiatry Education Residency; and 16 new residents (ten for internal medicine, and six for family medicine) through the Eastern Idaho Medical Residencies.					
	37.65	21,880,900	337,300	0	22,218,200

**Reappropriation** **Idaho Dental Education Program**

The Idaho Dental Education Program (IDEP) was authorized to reappropriate or carryover its unencumbered and unspent appropriation of dedicated funds from FY 2020 into FY 2021. Carryover required legislative approval and is removed as a onetime expenditure before calculating the FY 2022 Base. Reappropriation for IDEP included \$702,100 in dedicated funds from student tuition and fees.

Agency Request	0.00	0	702,100	0	702,100
Governor's Recommendation	0.00	0	702,100	0	702,100

<b>FY 2021 Total Appropriation</b>					
Agency Request	37.65	21,880,900	1,039,400	0	22,920,300
Governor's Recommendation	37.65	21,880,900	1,039,400	0	22,920,300

**Executive Holdback**

This adjustment reflects a 5% temporary reduction in General Fund spending authority (holdback) for FY 2021 issued through Executive Order No. 2020-14. This reduction is restored as a base adjustment in FY 2022, below.

An exception was provided to the WWAMI Medical Education program to prevent costs from being passed on to students. The adjustment for the WWAMI Medical Education program reflects a 1.6% temporary reduction in General Fund spending authority (holdback) for FY 2021.

Agency Request	0.00	(864,900)	0	0	(864,900)
Governor's Recommendation	0.00	(864,900)	0	0	(864,900)

**Noncognizable Funds and Transfers** **Idaho Dental Education Program**

Adds \$8,700 to adjust expenditures due to fees received by the program in excess of expectations. This amount was treated as a noncognizable adjustment by the Division of Financial Management pursuant to legislative language.

Agency Request	0.00	0	8,700	0	8,700
Governor's Recommendation	0.00	0	8,700	0	8,700

<b>FY 2021 Estimated Expenditures</b>					
Agency Request	37.65	21,016,000	1,048,100	0	22,064,100
Governor's Recommendation	37.65	21,016,000	1,048,100	0	22,064,100

**Removal of Onetime Expenditures**

The Idaho Dental Education Program requests removal of carryover of FY 2020 dedicated funds (Idaho Dental Education Programs).

Agency Request	0.00	0	(702,100)	0	(702,100)
Governor's Recommendation	0.00	0	(702,100)	0	(702,100)

**Restore Rescissions**

This adjustment restores the 5% General Fund holdback removed as a current year expenditure adjustment, above.

Agency Request	0.00	864,900	0	0	864,900
Governor's Recommendation	0.00	864,900	0	0	864,900

# Health Education Programs

Budget by Decision Unit	FTP	General	Dedicated	Federal	Total
<b>FY 2022 Base</b>					
Agency Request	37.65	21,880,900	346,000	0	22,226,900
Governor's Recommendation	37.65	21,880,900	346,000	0	22,226,900

## Benefit Costs

Employer-paid benefit changes include an 11% increase (or \$1,280 per eligible FTP) for health insurance, bringing the total appropriation to \$12,930 per FTP. Also included is a restoration of the unemployment insurance rate, a partial restoration of the unused sick leave rate, and adjustments to workers' compensation that vary by agency.

Agency Request	0.00	74,700	3,300	0	78,000
<i>The Governor recommends no increase for health insurance due to fewer claims than expected and a one-year holiday for employers who contribute to the PERSI-managed sick leave plan.</i>					
Governor's Recommendation	0.00	17,100	800	0	17,900

## Inflationary Adjustments

WIMU: Requests \$41,900 for contract cost escalation with Washington State University College of Veterinary Medicine related to increased tuition costs at Washington State University.

WWAMI: Requests \$162,300 for contract cost escalation with the University of Washington School of Medicine related to increased tuition costs at the University of Washington.

IDEP: Requests \$31,600 for contract cost escalation with Creighton University School of Dentistry related to increased tuition costs at Creighton University.

UUSOM: Requests \$57,800 for contract cost escalation with the University of Utah School of Medicine related to increased tuition costs at the University of Utah.

Agency Request	0.00	293,600	0	0	293,600
Governor's Recommendation	0.00	293,600	0	0	293,600

## Change in Employee Compensation

For calculation purposes, agencies were directed to include the cost of a 1% salary increase for permanent and temporary employees.

Agency Request	0.00	39,200	1,900	0	41,100
<i>The Governor recommends a 2% increase in employee compensation, distributed on merit. He does not recommend a compensation increase for group and temporary positions.</i>					
Governor's Recommendation	0.00	75,200	3,600	0	78,800

## FY 2022 Program Maintenance

Agency Request	37.65	22,288,400	351,200	0	22,639,600
Governor's Recommendation	37.65	22,266,800	350,400	0	22,617,200

### 1. Residency Expansion, new residencies

**UUSOM, FMR, Psych Ed, & EIMR**

The residency programs request a total of 2.00 FTP and \$900,000 to increase the number of residents at four residency programs throughout Idaho. This request is made pursuant to the ten-year Graduate Medical Education plan adopted by the Idaho State Board of Education that plotted a course to increase the number of medical professionals needed to serve Idaho's population. This request includes funding for 2.00 FTP and 15 new resident positions at five existing residency programs at a funding level of \$60,000 per resident.

Of the \$900,000, the University of Utah School of Medicine program requests \$180,000 for three new psychiatry residents that will serve in eastern Idaho through a collaboration with Idaho State University. The Family Medical Residency program requests 2.00 FTP and \$120,000 for two new residents for the Rexburg Rural Training Track. The Psychiatry Education Residency program requests \$240,000 for four additional residents. Finally, Eastern Idaho Medical Residencies requests \$360,000 for six new family medicine residents in Idaho Falls.

Agency Request	2.00	900,000	0	0	900,000
Governor's Recommendation	2.00	900,000	0	0	900,000

# Health Education Programs

Budget by Decision Unit	FTP	General	Dedicated	Federal	Total
<b>FY 2022 Total</b>					
Agency Request	39.65	23,188,400	351,200	0	23,539,600
<i>Governor's Recommendation</i>	39.65	23,166,800	350,400	0	23,517,200
Agency Request					
Change from Original App	2.00	1,307,500	13,900	0	1,321,400
% Change from Original App	5.3%	6.0%	4.1%		5.9%
<i>Governor's Recommendation</i>					
<i>Change from Original App</i>	2.00	1,285,900	13,100	0	1,299,000
<i>% Change from Original App</i>	5.3%	5.9%	3.9%		5.8%