

# Prescription for Success: Cultivating Wellbeing in the Academic Pharmacy Community at UC San Diego SSPPS

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## Background

UC San Diego SSPPS prioritizes wellbeing for both staff and faculty. To assess the wellbeing needs and engagement satisfaction, two electronic survey tools were used.

## Objectives

- Identify the wellbeing needs of staff and faculty
- Implement events to foster a culture of engagement and community among faculty members

## Methods

Staff	Faculty
<ul style="list-style-type: none"> <li>• August: Staff@Work Survey™ administered to all staff at UC San Diego annually</li> <li>• November: Aggregate data reported to Associate Dean for Assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Wellness surveys administered Fall 2021 and 2023 via Qualtrics at faculty meetings</li> <li>• Measured burnout (Maslach Burnout Inventory) and stressors related to work (Areas of Worklife Survey) and demographics, academic roles, mentoring, hobby, exercise</li> </ul>

Figure 1. Methods for Wellness Survey Collection for Staff and Faculty

## Results

Staff Survey	2022	2023
Response Rate	82%	86%
Overall satisfaction*	76%	79%
SSPPS Retention	75%	78%
UC San Diego Retention	79%	90%
Drivers of Satisfaction	Fair Evaluations Communication Supportive of personal issues Work-life balance	Work-life balance Work freedom Fair evaluations Feels valued by dept

Table 1. Results of Staff@Work™ surveys. \*Satisfied and Highly satisfied ratings.

## Results

Faculty Survey	2021 (n = 44)	2023 (n = 45)
Response Rate	77%	85%
Faculty Rank		
• Assistant	2 (4.5%)	8 (20%)
• Associate	12 (27.3%)	6 (15%)
• Full	30 (68.2%)	26 (65%)
Average workweek >50 hours	24 (54.5%)	31 (68.9%)
Regular outside hobbies	33 (75%)	36 (94.7%)
Attended 1+ wellbeing event	Not collected/applicable	26 (57.8%)

Table 2. Results of faculty wellbeing surveys.

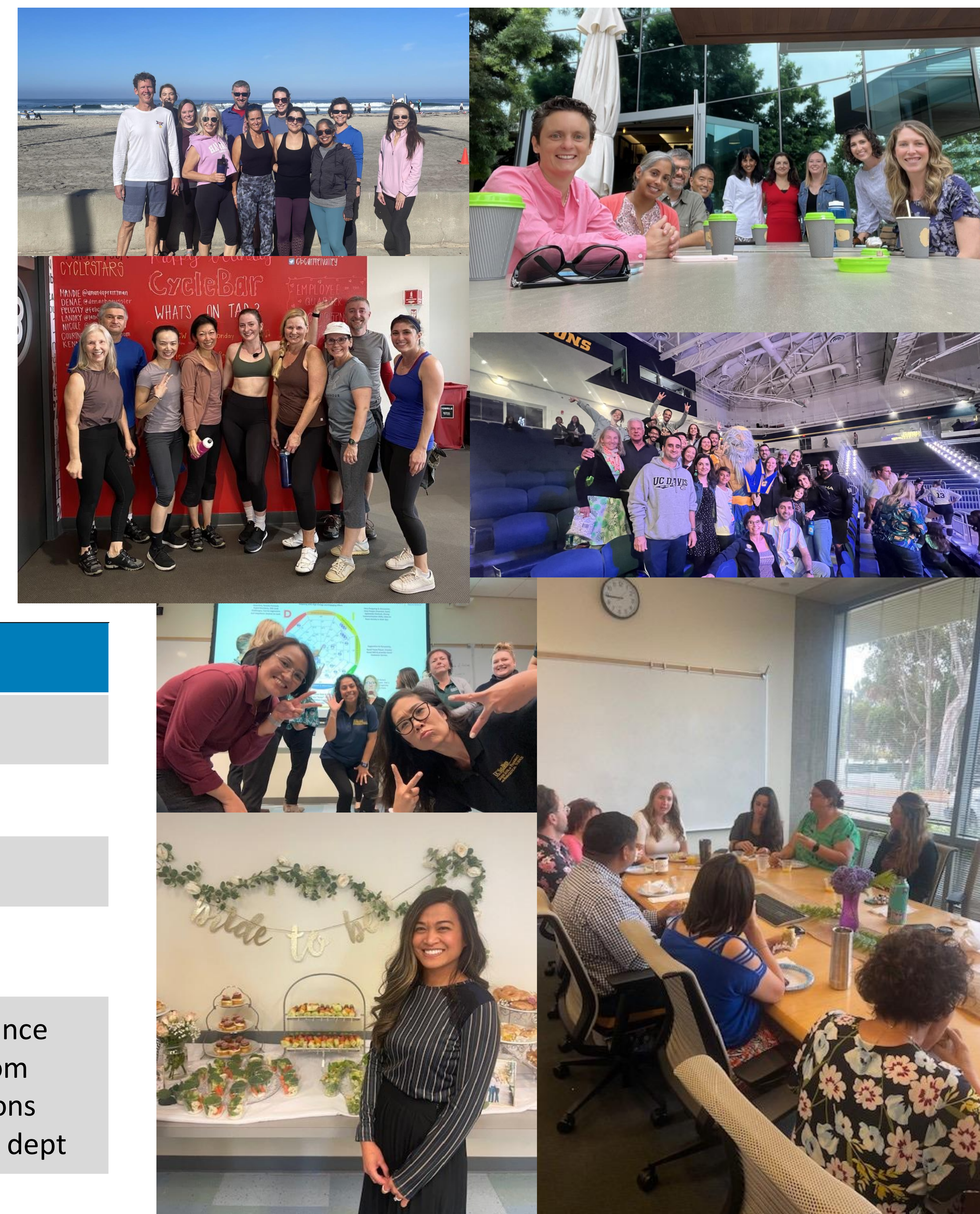


Figure 2. Collage of pharmacy wellness events.



Figure 3. Events offered to staff and faculty. Staff events are italicized.

## Conclusion

The staff and faculty wellbeing surveys administered are distinct in their questions and delivery modalities. Nevertheless, response rates to both wellbeing surveys have improved year over year. Additionally, prioritization of work-life balance was a notable strength in the staff survey. Meanwhile, engagement in hobbies in the faculty survey showed an increase from the 2021 to 2023 survey.

Staff and faculty have the opportunity through work to engage in wellbeing events that prioritize community, career growth, exercise and intellectual growth. While no direct correlations between event engagement and wellbeing can be made with the data currently, event participation is encouraging. Strategic event planning is ongoing to encourage additional participation with the aim to continue to foster a school culture that prioritizes the wellbeing of staff and faculty.

## Future Directions

- Currently evaluating changes in burnout and stress factors affecting work-life for faculty based upon those who attended events vs. those who did not.
- Identify faculty factors who attend wellness events and identify those whom we have not been able to engage.
- Continue to identify events that target a wide range of interests and audience.
- Continue to measure burnout and related factors among faculty and incorporate staff and research staff in future administrations.