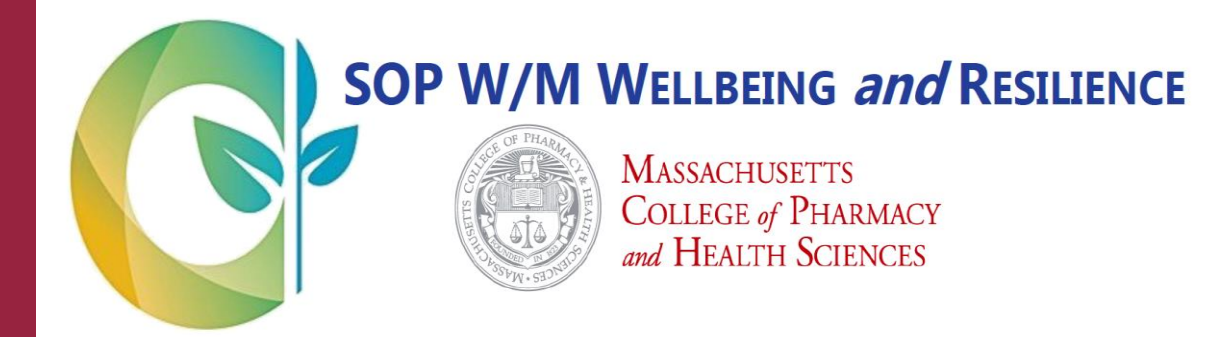




Prioritizing Well-being for a More Resilient Workforce

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OBJECTIVE

To develop meaningful opportunities to create a school-wide culture of well-being and resiliency as a foundation for student, faculty, and staff success

METHODS

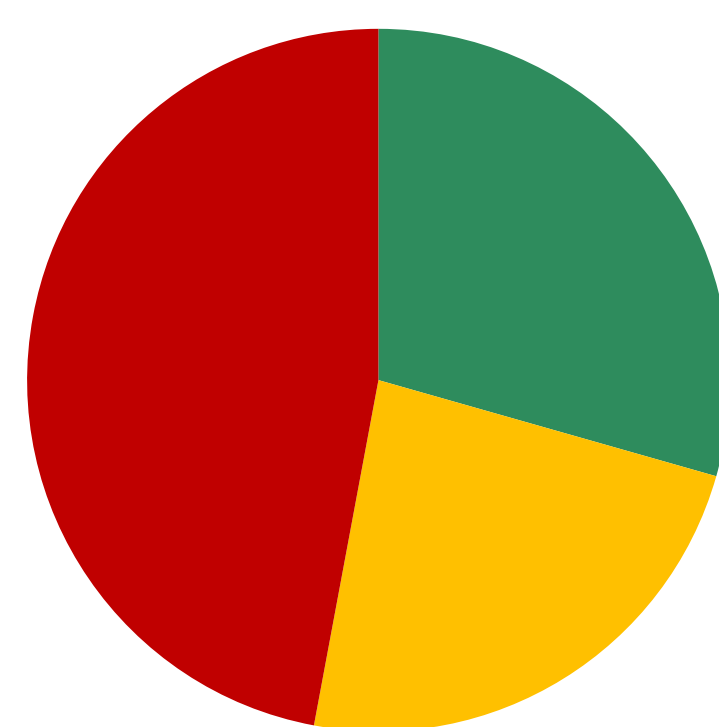
In 2021, the Wellbeing and Resilience Committee was created

The AACP Resource guide on Creating a Culture of Well-Being was used to organize a process for the Committee's work.¹

Although the long-term goal of the Committee is culture change, the short-term goals pertained to offering programs focused on individual well-being.

RESULTS

The 3 Areas of Focus



- Faculty/Staff Activities
- Required Didactic Curricular Activities
- Co-curricular Activities

COMMITTEE MEMBERS AND MISSION STATEMENT

Pharmacy Practice Faculty (5)	Pharmaceutical Science Faculty (2)
Well-Being and Resilience Committee Members	
Experiential Education Faculty (1)	Students (4) (2 P2s and 2 P3s)

COMMITTEE MISSION

Our mission is to promote a culture of, and foster a commitment to, well-being and resilience to help our students, faculty, and staff thrive professionally and personally and to help advance the school's mission, vision, and core values.

COMMITTEE ACTIVITIES

Faculty/Staff Activities

- Mindfulness-Based Stress Reduction
- 75 Days to Wellness Health Challenge
- Self-Compassion Challenge
- Habit Development Challenge
- Helping Advisees Address Well-Being

Required Didactic Curricular Activities

Lectures incorporated into the Student Personal and Professional Development Series (SPPD)

- Mindfulness and Mindset
- Self-Compassion
- Stress Management
- Self-Awareness

COMMITTEE ACTIVITIES (CONTINUED)

Co-curricular Activities

As a requirement of SPPD, students participate in co-curricular activities of their choice on self-awareness and reflect upon the impact on their development. Faculty/staff members were encouraged to participate for their own well-being and to foster connections with students.

- Yoga
- Defusing Automatic Negative Thoughts
- Introduction to Mindfulness
- Exam Related Stress: How to Use it and Defuse it
- Keep Calm and Breathe: The Healing Power of Breath
- The Stories We Tell Ourselves: Rewriting Your Inner Narrative
- Four and eight week Mindfulness courses
- Sleep Hygiene: Good Sleep – it helps you stay awake!

CONCLUSION

- There are many ways that schools and colleges of pharmacy can support student, faculty, and staff well-being.
- It is important to note that some activities do require specialized training (yoga, mindfulness-based stress reduction). Administrators should consider supporting faculty and staff who wish to obtain additional credentialing related to well-being.
- Fostering faculty/staff and student well-being and resilience is a priority and imperative to the future of pharmacy.
- Feedback from focus groups and surveys will be used to determine the impact and direct future initiatives.
- Future initiatives include continued emphasis on incorporation of activities into all aspects of life for students, faculty, and staff.

REFERENCES

1. American Association of Colleges of Pharmacy. Creating a Culture of Well-Being: A Resource Guide for Colleges and Schools of Pharmacy. 2022.

Author Disclosures: Nothing to report