

Work-Life Balance Among PharmD Fellows

Brian L. Ung, PharmD¹, Kimberly Gittings, PharmD², Basirat Adeyemi, PharmD, BSc³, Sergio Gatoulis, PharmD⁴ Michael Aquino, PharmD Candidate⁵

Background

Postgraduate training opportunities for Pharm.D students vary between residencies and fellowships. Residencies are typically a one year in a PGY1 and/or an additional year for a PGY2 depending on the area of specialty desired. On the other hand, pharmacists can also apply for fellowships which range from 1-2 years in an industry fellowship or an academic fellowship that can be 2-3 years². Both residencies and fellowships are perceived to be important in the scope of prestige, recruitment and professional development/education¹. In residencies, challenges encountered include work-life balance, time management and interpersonal communication³. Despite these challenges, 89% of PGY1 residents would still pursue if they had to start over and 89% of PGY2 residents would still pursue if they were starting over³. Once residency was completed, 83% accepted full time positions³. In the realm of fellowships, 94% of fellows report that they were satisfied or very satisfied with their current positions⁴ and 88.6% were satisfied or very satisfied with their fellowship program in the years 2014-2015⁵. After completion of a 2-year fellowship, 71% accepted positions that required 3-5 years of experience and 66% felt confident (7+ on a scale of 1-10) about their skills⁶. It is the focus of this poster to investigate work-life balance among fellows.

Objectives

This study aimed to evaluate program satisfaction and work-life balance of current Post-Doctoral PharmD fellows employed within pharmaceutical industry settings.

Methods

A survey was disseminated in November 2016 to Industry Pharmacists Organization's (IPhO) network of 375+ current Post-Doctoral fellows.

Survey questions were developed to assess fellows' perceptions of their own work-life balance, extra-curricular involvement, and satisfaction with their current fellowship program. Categorical and Likert scale responses were recorded.

Results

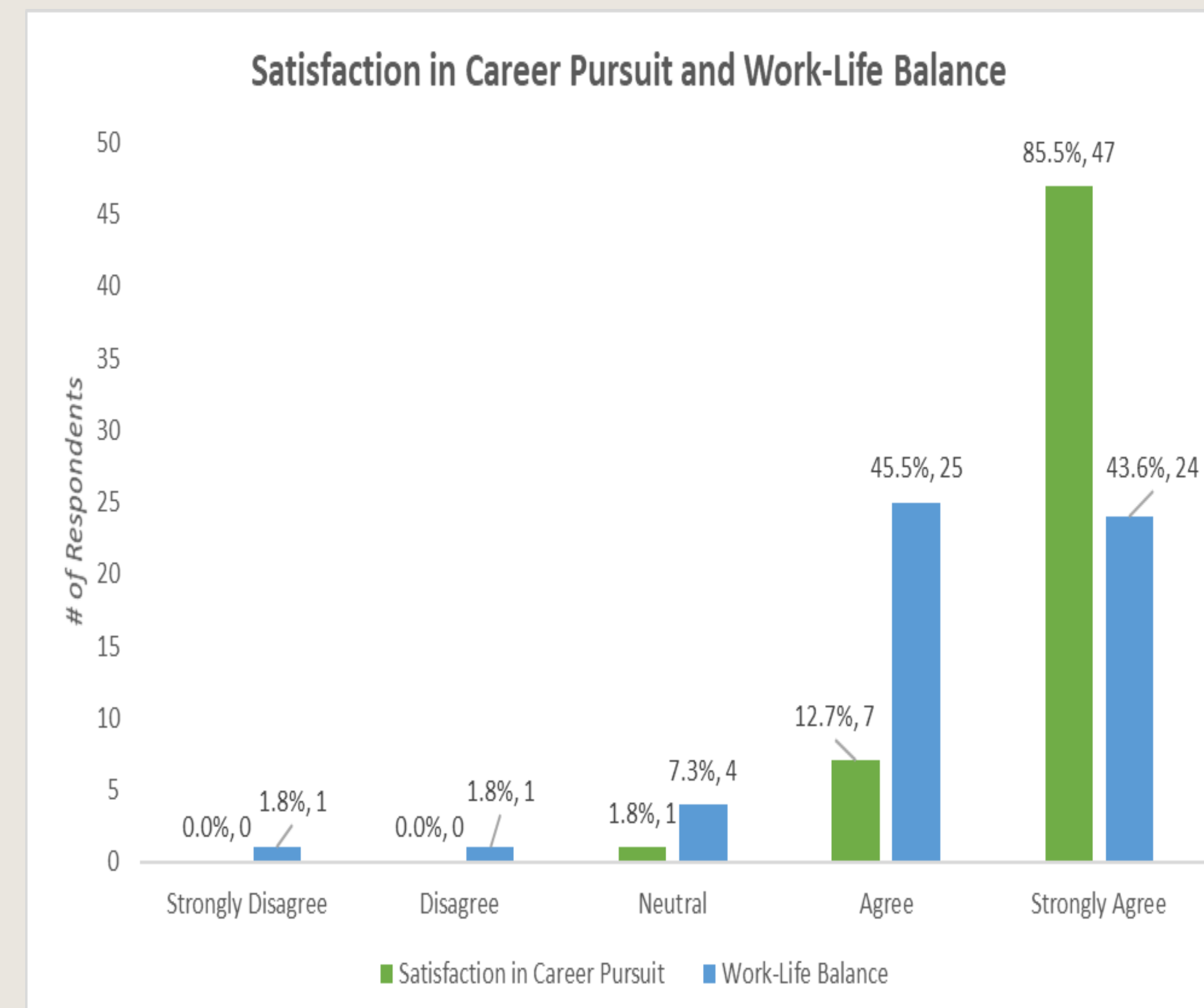
- A total of 56 current fellows, representing 10 unique functional areas within the pharmaceutical industry, completed the survey
- Almost half (48.2%, n=27) of fellows reported working 40-44 hours weekly while a small portion (10.7%, n=6) reported working over 55 hours a week

Table 1. Degrees in Progress

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Graduate Certificate	2	3.6%
Master's Degree (non-MBA)	6	10.9%
Masters in Public Health	1	1.8%
MBA	5	9.1%
Regulatory Affairs Certifications (RAC)	1	1.8%
CPA exam	1	1.8%
No Response*	39	70.9%

Table 1 Key: MBA = Master's in Business Administration; CPA = Certified Public Accountant
No Response indicates no further education/degree in progress

Figure 1. Satisfaction in Career Pursuit and Work-Life Balance



- A majority of fellows reported, "Agree or Strongly agree" when asked about being satisfied with their decision to pursue a fellowship (96.1%, n=54)
- A majority of fellows reported, "Agree or Strongly agree" when asked about their work-life balance improving from pharmacy school (87.5%, n =49)

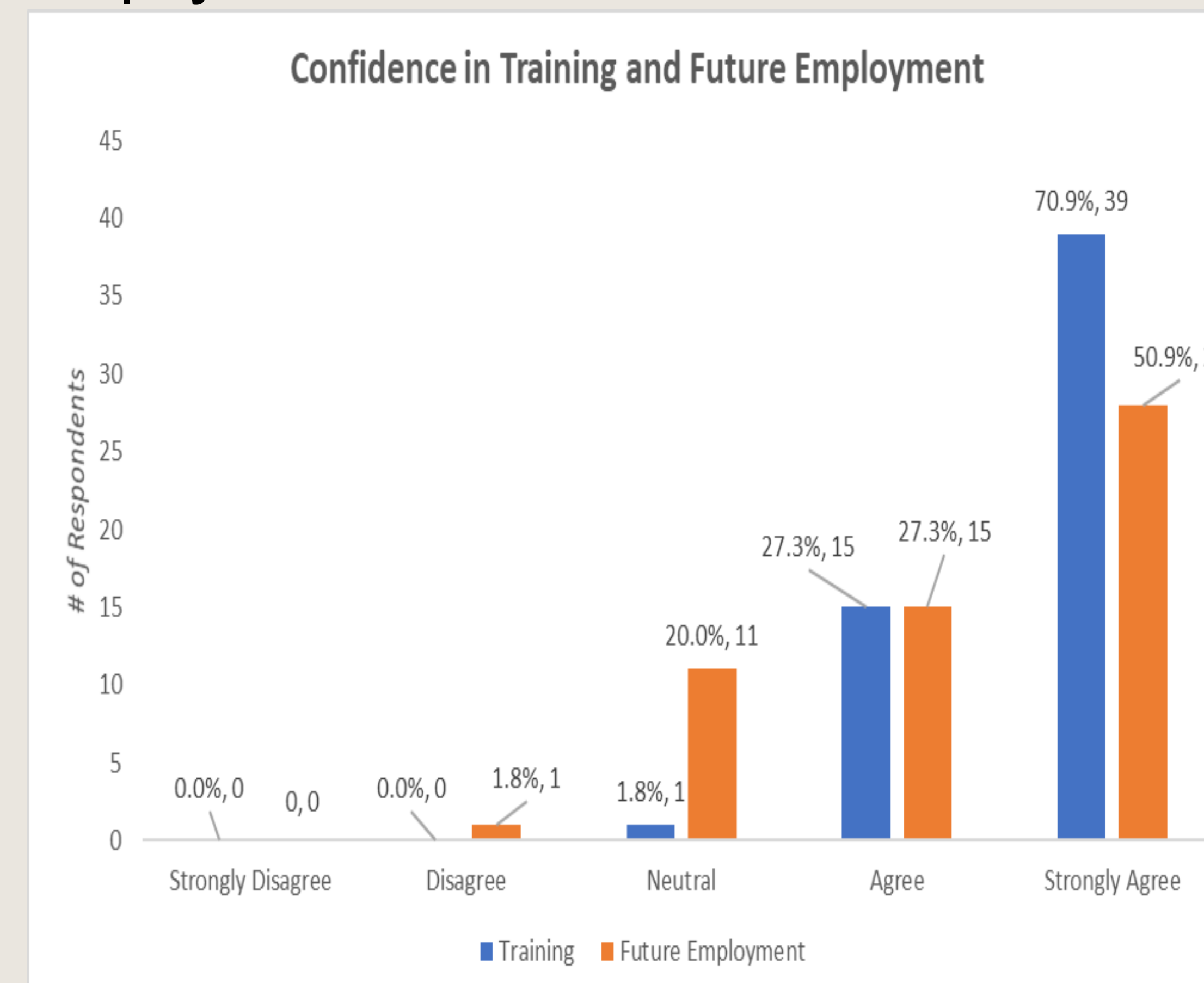
- Two thirds (n=37) of respondents reported that they were involved in teaching activities during their fellowship. Over a quarter (28.6%, n=16) of fellows reported taking classes towards an additional degree

Table 2. Outside Activities

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Classes	25	45.5%
Another Job	10	18.2%
Family Obligations	26	47.3%
Professional Organizations	25	45.5%
Volunteering	19	34.5%
Teaching	28	50.9%
Other (Church, Publications, Sports)	3	5.4%
N/A	4	7.3%

Table 2 Key: N/A = Not Applicable

Figure 2. Confidence in Training and Future Employment



- Similar trends were observed when fellows were asked if they felt the fellowship was adequately preparing them for a full time position (98.2%, n=55)
- Fellows also felt they were confident in having an offer of employment by the completion of the fellowship (78.6%, n=44)

Conclusion

To our knowledge, this is the first formal study reporting the work-life balance of Post-Doctoral PharmD fellows.

A majority of fellows reported working 40-44 hours a week on average, but Medical Affairs, Translation Medicine and Health Outcomes tended to work more hours per week in this survey.

All fellows were neutral or satisfied in the choice of pursuing a fellowship and industry career.

All but two fellows agreed or strongly agreed that their work-life balance remains high.

Overall, program satisfaction rates and work-life balance were high among fellow respondents. Findings from this survey also indicate that fellows believe they are being adequately trained and expect future opportunities of employment.

Limitations

Only 55 of 375+ fellows responded so it may not be an adequately representative sample. The survey was limited to the IPhO network and 10 unique functional areas, which may not be representative of all fellows in other networks and functional areas.

Disclosures

- HEOR Post-Doctoral Fellow, Celgene Corporation/Rutgers University
- HEOR & Market Access Fellow, Xcenda
- Global Regulatory Affairs Post-Doctoral Fellow, Merck & Co., Inc. / Rutgers Pharmaceutical Industry Fellowship
- Director, Global Clinical Research, Pfizer Consumer Care
- PharmD Candidate 2019, Midwestern University/Industry Pharmacist Organization

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