

## Introduction

- The California Pharmacists Association (CPhA) strives to support and advocate for California pharmacists and student pharmacists in every practice setting
- Membership in CPhA offers numerous membership benefits and the opportunity to amplify one's voice at a local and state level
- Without members in professional pharmacy organizations the work that advances the pharmacy profession for both members and non-members cannot be done
- The majority of California-licensed pharmacists and student pharmacists do not partake in membership in either CPhA or the California Society of Health-System Pharmacists (CSHP)
- This study aims to identify the factors that influence pharmacists' and student pharmacists' membership – or lack thereof – in professional pharmacy organizations, like CPhA, and to determine the extent to which such factors are believed to be accounted for through membership

## Methods

- 2022-2023:** a Qualtrics survey was developed and collected encompassing participants' demographic profile, professional association involvement, and membership influencing factors
- Study Design**
  - Inclusion Criteria:** Non-CPhA member student pharmacists and pharmacists, as well as CPhA-member student pharmacists and pharmacists, who are licensed to practice in the state of California
  - Exclusion Criteria:** Pharmacists not currently practicing in California, student pharmacists not currently enrolled in a California-accredited pharmacy school, pharmacy technicians, and respondents who did not complete the survey in its entirety
- Likert scale responses and participant demographics were analyzed using descriptive statistics and t-test

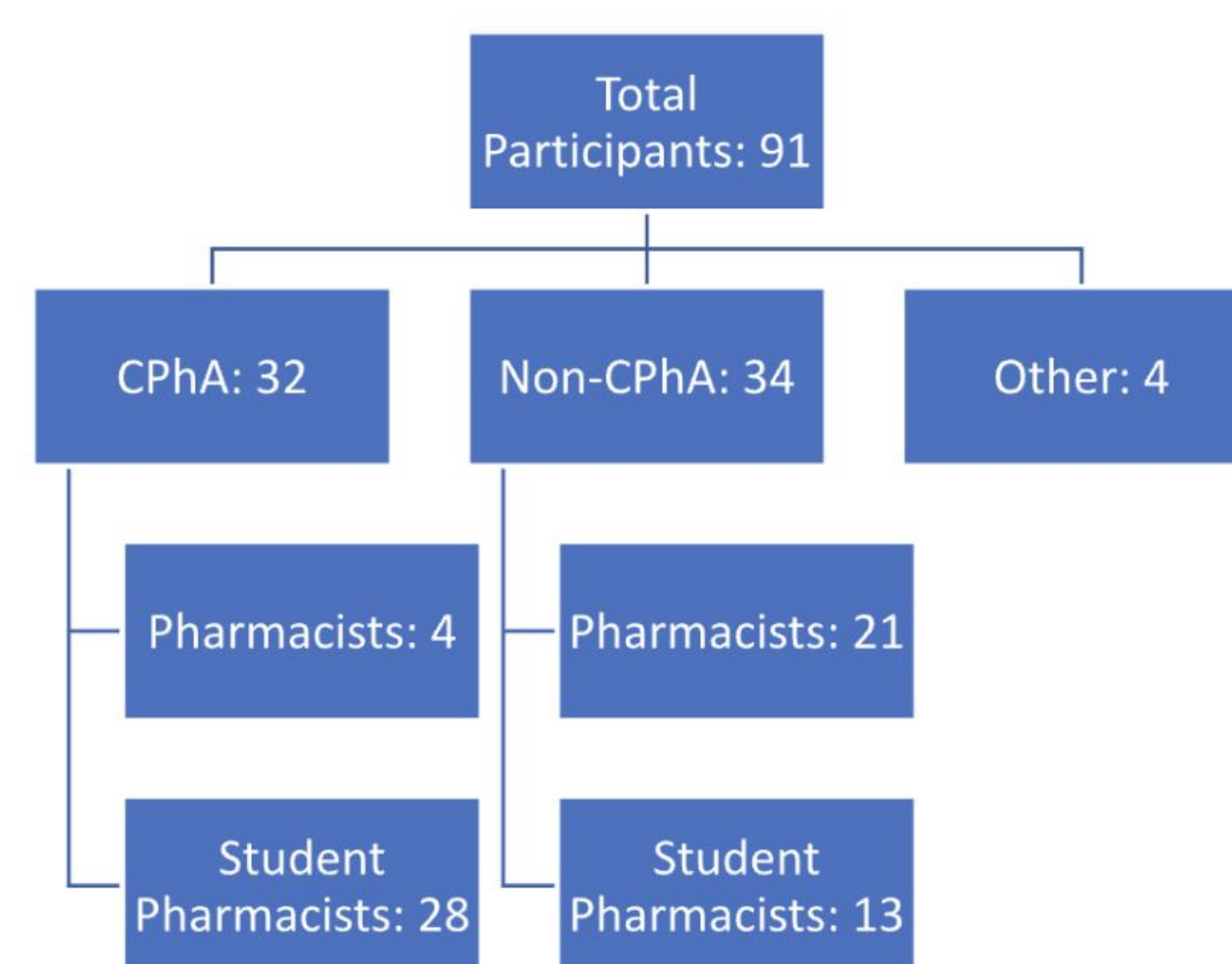


Figure 1: Summary of survey responses and group classifications, based on student pharmacist or pharmacist and membership status.

## Results

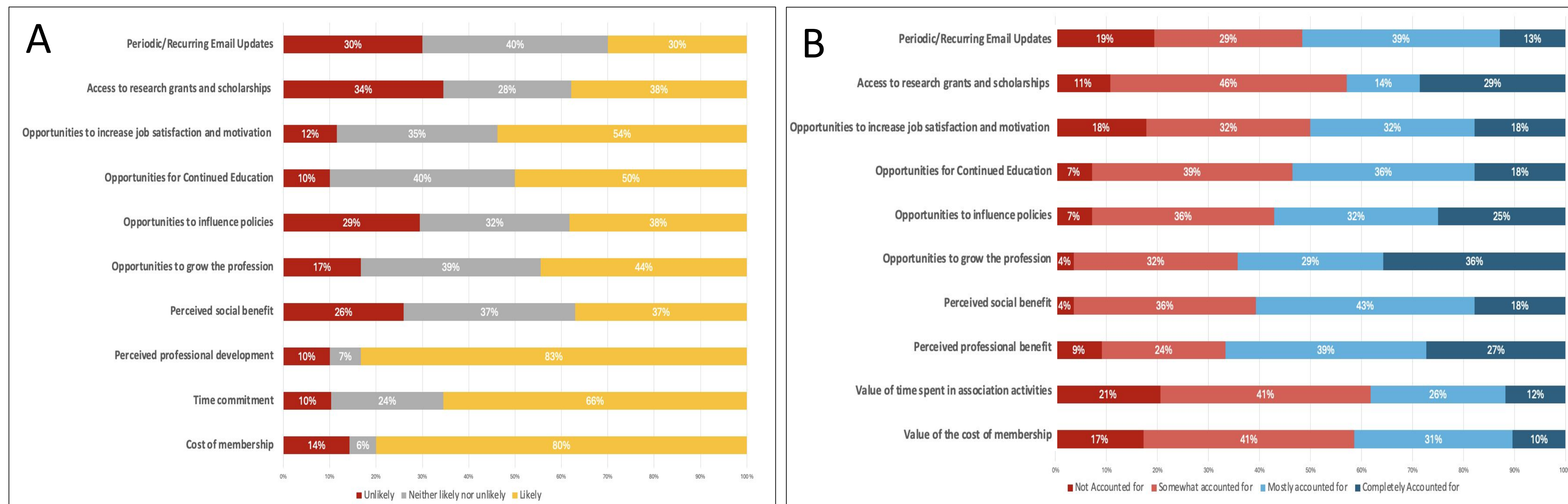


Figure 2: Likert Scale responses of factors that influence A) membership decisions and B) whether said factors is accounted for in pharmacy organizations for non-CPhA members

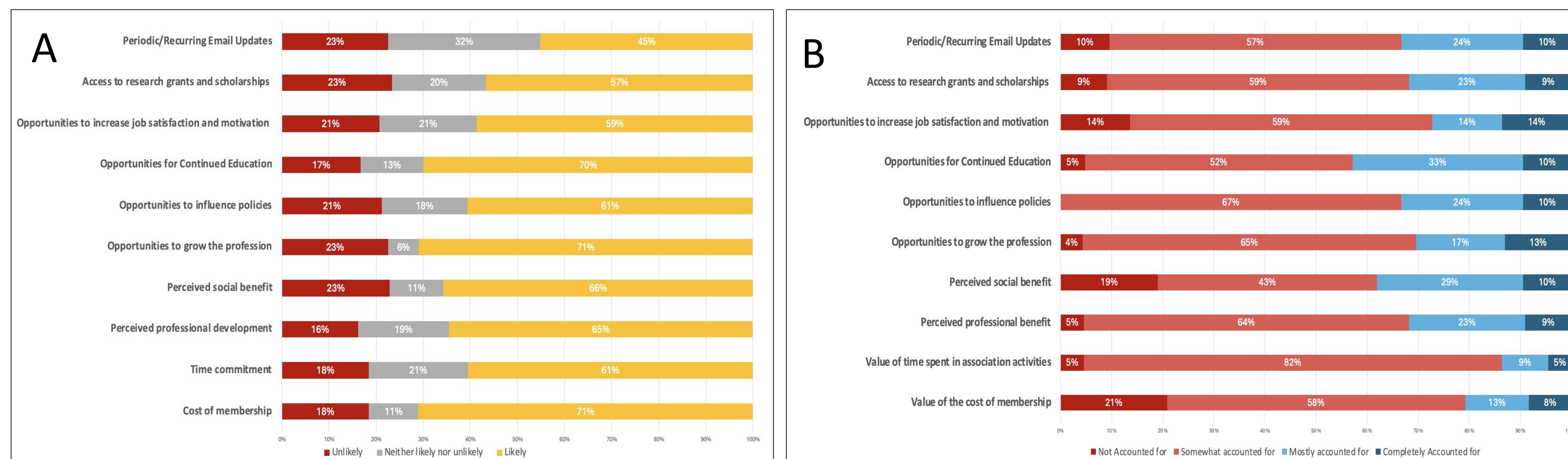


Figure 3: Likert Scale responses of factors that influence A) membership decisions and B) whether said factors is accounted for in pharmacy organizations for CPhA members

Factors that Influence Membership	CPhA	Non-CPhA	P-Value
Cost of Membership	4.00	4.29	0.47
Time Commitment	3.88	4.07	0.55
Perceived Professional Benefit	3.80	4.13	0.36
Perceived social benefit	3.67	3.19	0.20
Opportunity to grow the profession	3.73	3.46	0.45
Opportunity to influence policy	3.80	3.55	0.42
Opportunities for Continued Education	3.85	3.58	0.35
Opportunities to increase job satisfaction and motivation	3.80	3.54	0.44
Access to research grants and scholarships	3.52	2.87	0.09
Periodic/Recurring Email Updates	3.16	3.09	0.85

Table 1: T-test analysis of Likert Scale responses analyzing factors influencing membership decisions between CPhA and non-CPhA members

Accounted for in Membership	CPhA	Non-CPhA	P-Value
Cost of Membership	2.30	2.10	0.44
Time Commitment	2.41	2.13	0.18
Perceived Professional Benefit	2.89	2.38	0.04
Perceived social benefit	2.73	2.20	0.05
Opportunity to grow the profession	2.93	2.35	0.02
Opportunity to influence policy	2.75	2.45	0.20
Opportunities for Continued Education	2.67	2.45	0.37
Opportunities to increase job satisfaction and motivation	2.44	2.17	0.30
Access to research grants and scholarships	2.61	2.28	0.20
Periodic/Recurring Email Updates	2.73	2.32	0.11

Table 2: T-test analysis of Likert Scale responses analyzing factors that are accounted for in membership between CPhA and non-CPhA members

Participant Workplace	CPhA Member (%)	CPhA Non Members (%)	P-value
Community - Independent	42.9	57.1	0.7661
Community - Chain Store	71.4	28.6	0.2511
Hospital - Inpatient	50	50	1
Hospital - Outpatient	25	75	0.6139
Pharmaceutical Industry	37.5	62.5	0.7096
Managed Care	100	0	0.2312
Ambulatory Care	0	100	0.004992
Household Income >\$110,000	61.1	38.9	0.7247
Compounding	100	0	0.4848
Board Certification	33.3	66.7	0.4774
First Generation Student	71.4	28.6	0.07266
Other pharmacist in family	55.6	44.4	0.7297
Additional degrees	52.4	47.6	0.7928
Part of other organizations	75	25	0.01019

Table 3: T-test analysis of socioeconomic factors between CPhA and non-CPhA members

## Discussion

- Our findings suggest that numerous factors play into an individual's decision to pursue membership
- There was no statistically significant difference between CPhA members and non-members responses regarding factors influencing membership decisions
  - Majority of the non-CPhA member participants consider perceived professional development, membership cost, and time commitment as important factors influencing their membership decision
- CPhA members perceive greater professional advantages, social benefits, and opportunities for advancing the pharmacy profession through their affiliation compared to non-CPhA members
- CPhA members are more likely to be a member of other organizations compared to non-CPhA members

## Limitations

Limitations to our study includes small sample sizes for CPhA-member pharmacists and non-member student pharmacists, inconsistencies in Likert scale response submissions, large number of incomplete surveys, lower socioeconomic data samples due to optional reporting during the survey, and sampling bias during survey distribution

## Future Direction

The findings of this study suggest that there is a need to expand the sample size and address the study's limitations to improve the external and internal validity of the results. Additionally, conducting similar studies in different regions or states could shed light on whether the factors influencing membership decisions vary geographically. Furthermore, delving deeper into the relationship between membership benefits and decisions might require conducting focus groups to gauge the extent to which these benefits are valued by potential members.

## References

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