

# The UCSF Rehab Wellness “SPACE”

*Social, Physical, Affective, Career and Environmental Pillar Programming*

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“Rehab Wellness Champion’s League”

## Overview

The Physical Therapy Department at UCSF is experiencing rapid growth in both staff and patient volume; to ensure the health and wellbeing of our team, we are seeking funding to establish a series of wellness events, including art classes, physical activity offerings and career/environmental support, designed to foster a strong, cohesive team, reduce burnout, and enhance job satisfaction. By investing in the wellbeing of our rehabilitation professionals and team, we aim to sustain a high level of care and service to our patients.

## Data Snapshot

[Wellness Needs Assessment Survey Results](#)



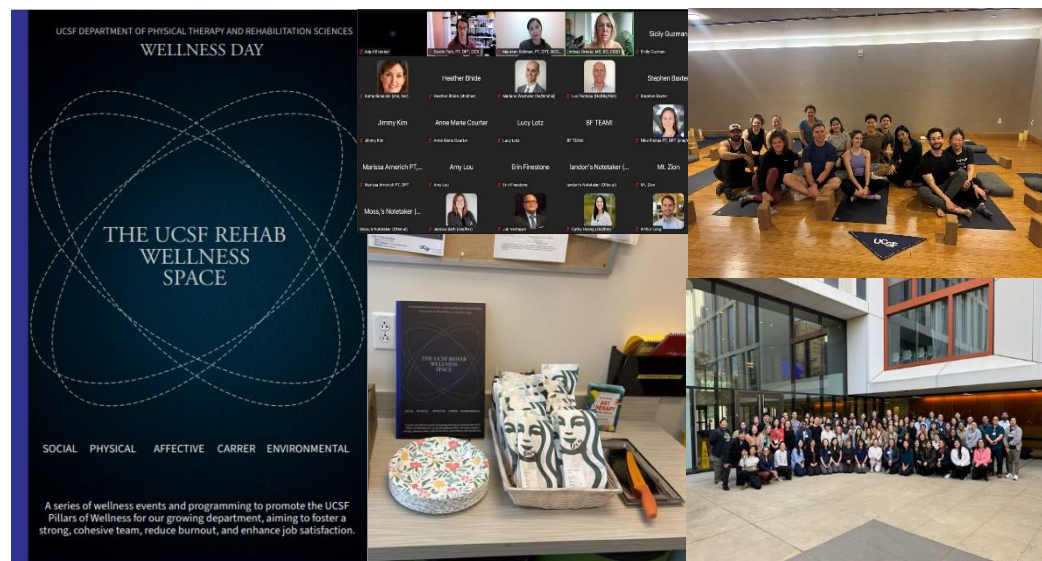
## Resources

<https://hr.ucsf.edu/wellbeing/wellness>



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## Project Details

Over the past year, our team has leveraged the Wellness Champions Mini-Grant to bring our vision for the *Rehab Wellness S.P.A.C.E.* to life—an initiative designed to support the holistic well-being of our rehab staff across five key dimensions: social, physical, affective (emotional), career, & environmental wellness. To promote ongoing engagement and connection, we:

- Shared **monthly wellness announcements** during staff meetings.
  - Curated **quarterly wellness meeting content** based on the S.P.A.C.E. pillars, including:
    - **Social:** Virtual icebreaker games and connection activities led by the wellness team.
    - **Physical:** Presentations by a licensed nutritionist on nutrition “Biohacks” and a guest acupuncture assistant introducing basic acupuncture principles.
    - **Affective:** Shared emotional health resources from WC, encouraged a culture of kindness and openness within our department through empathetic practices, art therapy cards.
    - **Career:** Informational sessions from supervisors and retirement specialists on financial planning and career growth.
    - **Environmental:** Beginning environmental ergonomics program at MB, Decluttering Projects
  - Supported **outside-of-work wellness opportunities**, such as **group fitness classes at Equinox**.
  - Distributed **art therapy cards** in clinics to promote mindfulness and creative wellness inspiration.
- The mini-grant directly supported the creation of clear, consistent, and accessible wellness infrastructure across our clinical sites. Funds were used for:
- **Physical poster board signs** in each clinic to clearly define the wellness team’s purpose and provide a centralized location for wellness-related communication. These boards proved valuable for visibility and accessibility, especially across varied schedules and work areas.
  - **Coffee and snacks** during wellness meetings to foster a welcoming, relaxed environment conducive to open discussion and engagement.
  - **Gift cards** as incentives for winners of games and competitions during staff retreats, enhancing participation and camaraderie.

## Project Challenges

While the program achieved many successes, we faced several challenges:

- **Rapid clinic growth** and geographical spread (across four+ different locations, including remote staff) made it difficult to evenly distribute resources and ensure all team members experienced the same level of engagement. We adjusted from organizing / attempting to offer art classes or off-site events to including choose-your-own-adventure style wellness participation (art cards, etc).
- **Varying clinic cultures and needs** meant a one-size-fits-all approach was not always effective.

To help address these disparities, we used a **Wellness Needs Survey** to conduct a general climate assessment. This helped us tailor our content more thoughtfully; the results will likely provide more benefit brainstorming for future wellness programming outside of the mini-grant cycle.

## Lessons Learned

The Wellness Champions Mini-Grant allowed us to establish a strong foundation for a department-wide wellness initiative that supported staff in meaningful and multidimensional ways. Through this experience, we learned that a **comprehensive and well-distributed wellness champions team is essential** for engaging a larger, geographically dispersed department. Using **Microsoft Teams**, **small group meetings**, and **staff surveys**, we better understood staff needs and delivered more relevant, engaging wellness content. These tools also improved the **dissemination of wellness information** across all clinics. Despite challenges, the grant enabled us to offer consistent programming, foster connection, and create a sustainable structure for future wellness efforts.