

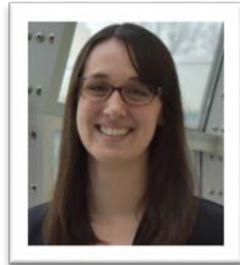
C8: Compassion Fatigue – Part II

March 20th, 2018



PRIM&R's
2018 IACUC Conference
March 19-21 • Columbus, OH

Disclosure:



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Veterinary Resident & Postdoctoral Fellow
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Co-Leader, ULAM Compassion Fatigue
Committee



Raphael "Ralph" Malbrue

Assistant Professor & Clinical Veterinarian
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Secretary, WBAALAS

*We have no relevant
personal/professional/
financial relationship(s)
with respect to this
educational activity*

Learning Objectives

- Discuss the different ways that individuals may respond to CF
- Evaluate ways to measure and evaluate compassion fatigue
- Share successful strategies for coping with CF at the individual and institutional level



Marian Esvelt, DVM, LAT

- Discuss the different ways that individuals may respond to CF



Compassion Fatigue



- Cumulative physical and emotional effects of providing care
- “Cost of Caring”

Affected Groups

- Veterinary Personnel
- Technicians
- Researchers
- IACUC staff
- Management
- Administrative Staff



Risk Factors

- Forms stronger bonds with animals
- Ethical or moral dilemmas
- Placing needs of others before yourself
- Lack of personal boundaries
- Poor communication
- Unresolved trauma in life



Support Systems

- Huge risk factor – lack of support systems



Intrusive Symptoms

- Intrusive thoughts and images
- Obsessive desire to help
- Inability to let go of work
- Feelings of inadequacy

Arousal Symptoms

- Increased anxiety
- Increased frustration and anger
- Sleep disturbances
- Physical ailments

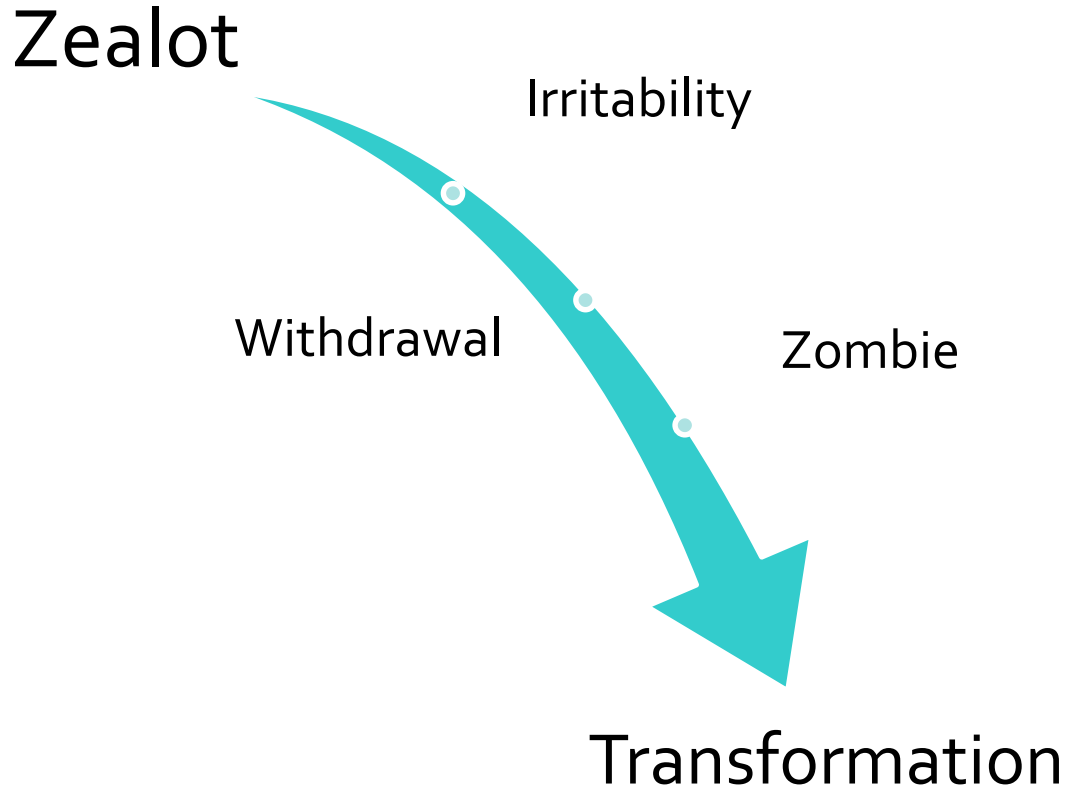
Avoidance Symptoms

- Apathy
- Decreased energy
- Loss of sense of competence
- Isolation
- Self-medication or addiction

Symptoms

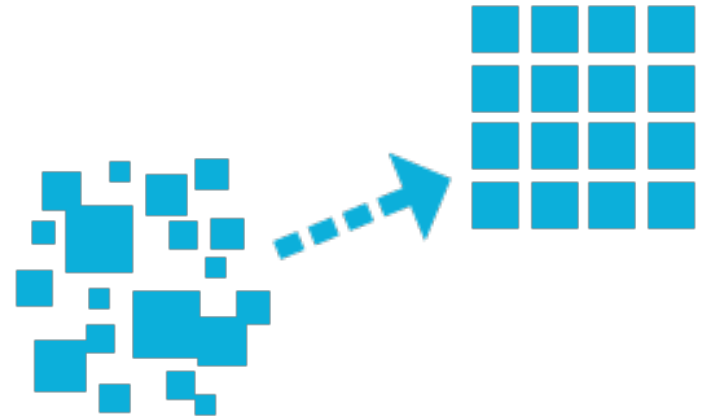
Mental changes	Physical Changes	Behavioral Changes
Aggression, depression, anxiety	Weight loss or gain	Sleeping too much or too little
Apathy	Headaches	Increased/decreased appetite
Crying easily	GI upset/issues	Isolation
Inability to focus	Muscle tightness	Indulging
Forgetfulness	Back or neck pain	Addictive (drug use, gambling)
Irritability	Jaw pain (clenching or grinding teeth)	Increased alcohol/cigarette use
Paranoia	Exacerbation of existing ailments	Fighting/arguing

CF Trajectory



Transformation

- Pathology & Victimization
 - Overwhelmed
 - Somatic Illness
 - Leave the profession
- Maturation & Renewal
 - Resilience
 - Transformation



Organizational Effects

- Decreased

- Morale
- Productivity

- Increased

- Absentee rates
- Job turn-over
- Worker comp claims
- Inter-departmental or team dysfunction



Personal Responses to CF

“When we share our stories, what it does is, it opens up our hearts for other people to share their stories. And it gives us the sense that we are not alone on this journey.”

Janine Shepherd



Raphael Malbrue, DVM

Evaluate ways to measure & evaluate compassion fatigue



Compassion Fatigue Instruments

- Compassion Fatigue Self Test (**CFST**)***
- Compassion Satisfaction Fatigue Test (**CSFT**)
- Compassion Fatigue Scale (**CFS**)
- Professional Quality of Life Scale (**ProQOL**)***
- Secondary Traumatic Stress Scale (**STSS**)
- Impact of Event Scale (**IES/ IES-R**)
- Trauma and Attachment Belief Scale (**TABS**)
- World Assumptions Scale (**WAS**)
- In-House Surveys***

Instrument	Subscales (# of items)	Reliability (alpha)	Validity ^a	Time-frame	Cost	How to obtain
Compassion Fatigue Self Test (Figley, 1995)	Compassion Fatigue (23) Burnout (17) Full Scale (40)	.86-.94 ^a	Factor analysis suggested one factor	Not specified	None	Full instrument published in original citation or contact author: charlesfigley@earthlink.net
Compassion Satisfaction and Fatigue Test (Figley & Stamm, 1996)	Compassion Satisfaction (26) Compassion Fatigue (23) Burnout (16) Full Scale (66)	.87 .87 .90 NA	Not reported	Not specified	None	Full instrument published in Figley (1999) contact author: charlesfigley@earthlink.net
Compassion Fatigue Scale (Gentry et al., 2002)	Secondary Traumatic Stress/ Compassion Fatigue (22) Burnout (8) Full Scale (30)	NA NA NA	Factor validity (-)	Not specified	None	Full instrument published in original citation or contact author: eg@compassionunlimited.com
Compassion Fatigue - Short Scale (Adams et al., 2006)	Burnout (8) Secondary Trauma (5) Full Scale (13)	.90 .80 .90	Factor (+) Concurrent (+) Predictive (+)	Not specified	None	Contact author: jabascarino@geisinger.edu
Professional Quality of Life Scale (Stamm, 2005)	Compassion Satisfaction (10) Burnout (10) Compassion Fatigue/ Secondary Traumatic Stress (10)	.87 .72 .80	Convergent and discriminant validity claimed, but data not reported.	Past 30 days	None	Full instrument available at www.isu.edu/~bhstamm or contact author: bhstamm@isu.edu

Current Evaluations in VetMed



- Jobs
- Veterinary Salary Calculator
- Personal Development
- Training & Service Opportunities
- AVMA Excellence Awards
- Veterinary Education
- Wellbeing & Peer Assistance
 - Self-Assessment ▶
 - Work & Compassion Fatigue
 - Stress Management
 - Financial Wellness
 - Work-Life Balance
 - Physical Health
 - Self-Care
 - Wellness Programs
 - Get Help

Assess Your Wellness

The Professional Quality of Life (ProQOL) assessment is a widely validated, self-administered assessment tool that measures the negative and positive effects of helping others who are experiencing suffering and trauma. It can be used as a guide to assess your balance of positive and negative personal and work-related experiences. The tool is designed to provide introspection about oneself and one's environment, and can become a starting point for change. Please note that the assessment is not a diagnostic test, and therefore no official diagnosis can be determined based on the results.

The tool can help you measure how you are being affected in three areas that are critical to mental wellness – compassion satisfaction, compassion stress, and compassion fatigue – and may help you identify areas where you want to focus your self-care. This audio introduction to the tool gives a good overview to help get you started. Once you have completed your assessment, return to avma.org/wellness to make use of the many resources available to help you.

Please Note: The ProQOL tool was developed originally by Beth Hudnall Stamm, PhD, for use among human health care providers. As a result, the language in the assessment reflects human-directed support and care. We have requested permission to modify some of the wording in the tool. In the interim, **when taking the ProQOL assessment, please consider the following language substitutions where applicable: 1) replace person with patient and/or client, and 2) replace people with patients and/or clients.**

[Professional Quality of Life \(ProQOL\) assessment \(PDF\)](#)

1 LEARN ABOUT THE TOOL
AUDIO PODCAST

2 TAKE THE SELF ASSESSMENT

3 START YOUR SELF-CARE PLAN

The OSU Survey

1. Prior to starting your position at OSU on a scale from 1-5 what was your knowledge base on the concept of employee wellness and health in the workplace?
2. Do you think there is an increase or decrease in employers interested in instituting employee wellness programs within the workplace in present day society? Please explain why you think that is the case.
3. Do you believe an employee wellness related program could be effective here at OSU?
4. What time of day would be best for you to participate in wellness related activity?

The OSU Survey

5. How long should a wellness activity last?
6. If a wellness activity was of interest to you would you be willing to pay to participate?
 - How much per year
 - If a wellness activity was of interest to you, and you were NOT required to pay would you participate
7. Which communication method would you prefer to receive information about potential company wellness events?
8. Would you be interested in participating in your company/clinic's wellness committee?

The OSU Survey

9. Please specify which of the following BEST describes your primary role within your workplace:
 - Vet
 - LAT
 - Operations
 - HR
 - Other: _____

10. Please describe ONE thing you feel would improve your “wellness” in the workplace?

11. If OSU decides to offer incentives to promote participation in wellness related programs and healthy behaviors, what kind of incentives would prompt you to participate?

Yoga!



Meditation!



Zumba!



Anthony “Tony” Gray

- Sharing successful Strategies for managing CF for LAPs



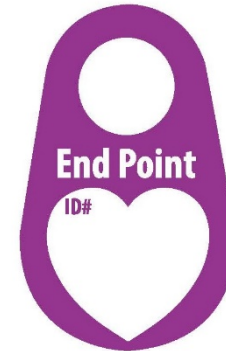
Identify Objectives

- Study Endpoint Notification
- Support for Staff
- Annual Commemoration
- Dedication Area



Study Endpoint Notification

- Heart Stickers
 - DCM (temporarily being used with NHPs)
- WaNPRC subcommittee created
- Cage Tags
 - Work in progress
- Email Notification (NHPs)
 - Email Templates
 - Endpoint information
 - Acknowledge high levels of humane care
 - Acknowledge the greater purpose the animal served
 - Endpoint@WaNPRC.org group email



Support for Staff

- When individuals experience grief, anxiety, or bereavement associated with animal loss, it's important that we:
 - Acknowledge that these feelings exist
 - Provide support in the workplace
- Addressing this in a safe and supportive environment allows individuals to:
 - Feel validated
 - Strengthen coping mechanisms
 - Reinforce ability to sustain or form new bonds



Support for Staff ~ continued

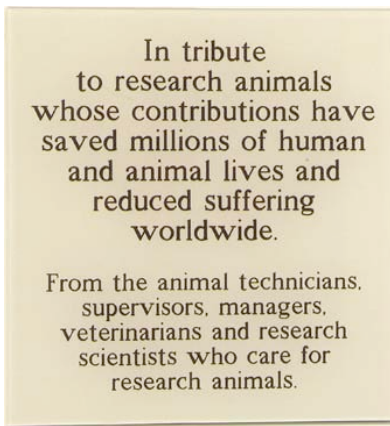


- Create open atmosphere
 - Encourages staff to acknowledge feelings
 - Free from the **shame** or **embarrassment** of emotional reactions
- Institute a safe open-door policy
- Provide a pleasant work environment
- Supply a comfortable break area for resting and reflecting
- Offer educational opportunities that address humane animal care and use, animal welfare and ethics

Annual Commemoration/Dedication Area



University of Rochester School of Medicine
Bronze casting, in place since the 1920's

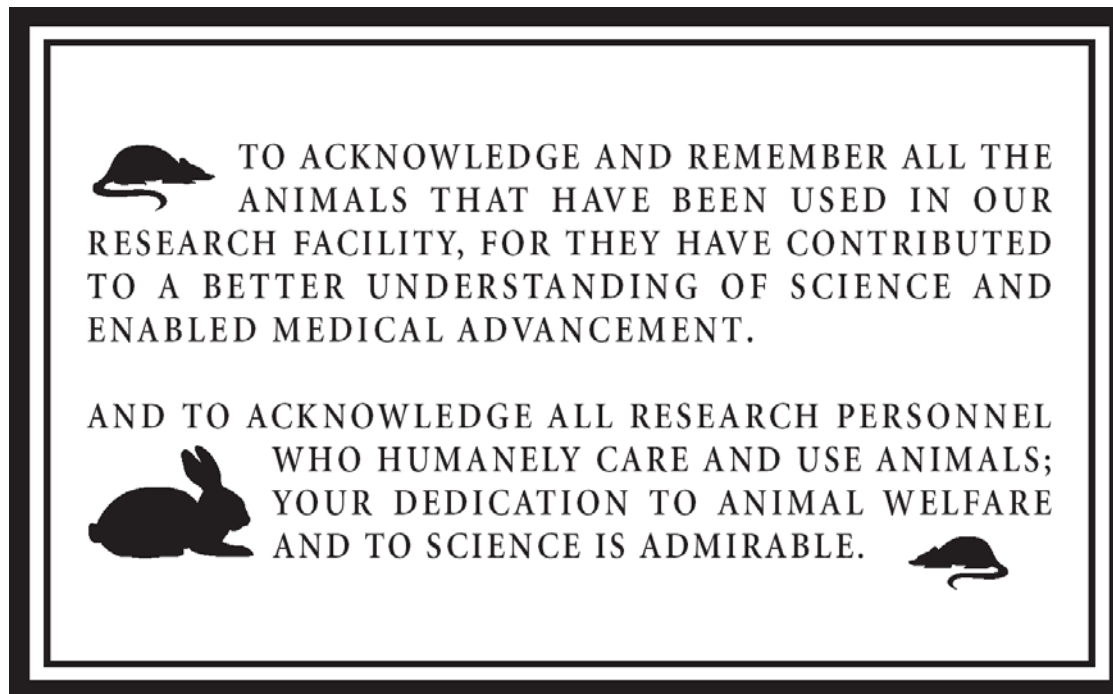


Merck Research Laboratories



A Front B Back
Korean FDA, Seoul
Pagoda, site of annual ceremony

Annual Commemoration/Dedication Area



Hospital for Special Surgery, Manhattan

Annual Commemoration/Dedication Area



Other Program Related Objectives

- Self Care Strategies
- Reflections
- Work Environments
- The “Box” Project
- Letters to Animals
- Sympathy Cards



Self Care Strategies



Rita & Zombie, Kayaking



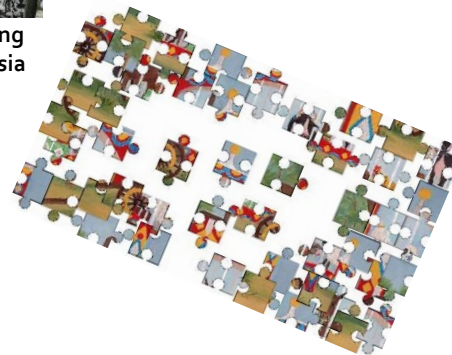
Sara & Amber, at dog agility class



Christina, volunteering
One Health in Malaysia



Yuki, hiking to Camp Muir



Non-negotiables of Self Care

Eat Well



Rest



Exercise and Fresh Air



Connect with others

Time and Place for Reflection

- Purpose - provide an opportunity for individuals to come together in one place to pay tribute to our research animals and each other.
- Paul and Casey shared their stories and provided an explanation about how the use of their research animals help bring new treatment to patients with Myotubular Myopathy (MTM), a form of muscular dystrophy.
- Open to all animal caregivers, research faculty and staff



**Martin K. (Casey) Childers,
DO, PhD**

Professor

Rehabilitation Medicine

University of Washington



Paul Frase

NFL Veteran

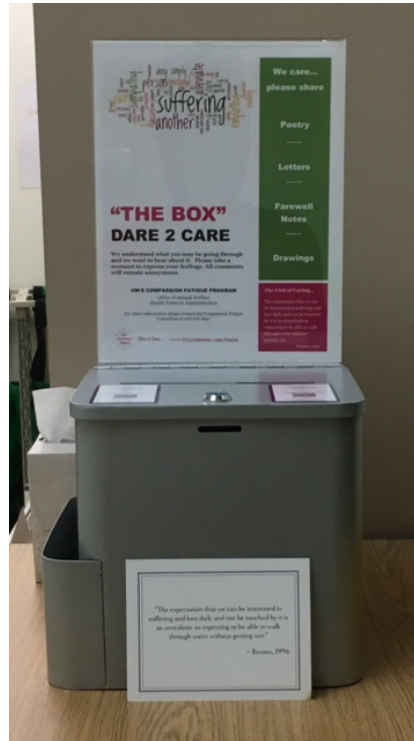
Co-Founder, Joshua Frase
Foundation

Work Environments/Break Areas



The “Box” Project

- Poetry
- Letters
- Farewell Notes
- Drawings*



The “Box” Project



The Art of Compassion



"He is always happy and always rolls onto his side to have his belly rubbed... He always cheers me up if I'm having a bad day."

The Art of Compassion

“When I first got the study, Bert was the only one that truly stood out. He was the only monkey who would interact with anyone in the room by touching our gloves and taking prima treats out of our hands. He was the sweetest monkey in the cage, but as soon as he was pulled out he made sure everyone knew he was the boss. So naturally, we would all cling to him because he showed his personality right away. Isaac, on the other hand, was extremely submissive and timid to any human interaction. At the transfer, Isaac was placed with an aggressive, dominant mate who took advantage of him. They were eventually separated from each other with hopes of Isaac finding a friendlier mate at the random. As the study went from source to target, Bert and Isaac were paired together. Luckily, Bert took Isaac by the hand and showed him that human interaction isn't so bad. Isaac slowly progressed and began to touch gloves, gowns, and take treats. Of course, Bert advanced quickly from gloves and treats to gowns, face shields, and getting very excited to see any human. He has a tendency to grab the bottom of the cage with all fours and shake like a mad man when he is not getting any attention. Isaac would get on all fours and tilt his head down and just stare at you with his big eyes surrounded by his very large eyebrow. From their first day together, the two became best buds and would be lost without each other. Its unfortunate that my study is coming to an end, but Bert and Isaac will stay near and dear to our hearts.”





Struggling with Compassion Fatigue?

The ethical cost of using animals in research may cause some individuals to experience emotional distress, especially if strong bonds are formed between themselves and their research animals, or if they perform euthanasia as part of their occupational duties.

If you are having difficulties, there are resources to help:

Please read the *Cost of Caring Brochure*, provided by the American Association for Laboratory Animal Science (AALAS), which can be downloaded at <http://bit.ly/aalas-cost-of-caring>.

If you need additional assistance, the University of Michigan provides mental wellness programs and counseling services, free of charge, to all staff.

Faculty and Staff Assistance Program (U-M Faculty and Staff)
(734) 936-8660 | fasap@umich.edu | <http://bit.ly/umich-fasap>

UMHS Employee Assistance Program (UMHS Employees)
(734) 763-5409 | eap@umich.edu | <http://bit.ly/umhs-eap>

Please talk to your supervisor if you are unsure of which program to contact.



ANIMALS SAVE LIVES



ANIMAL CARE &
USE PROGRAM
UNIVERSITY OF MICHIGAN

In honor of

Pineapple & Penne

*Thank you for being great
guinea pigs!*



What Have We Accomplished?

- CE Education on Compassion Fatigue and Burnout
- Monthly Wellness Events – Staff led Zumba, Yoga, and Meditation
- Social Events Outside of Work



Where Do We Want to Go?

- Work with our Wellness Innovator Representative to bring resiliency workshops to our staff
- Evaluate our program with post surveying



Where Do We Want to Go?

- New Employee Orientations (HR)
- OH Screening
 - E.g., Annual Lab Animal Questionnaire – CF Section
- Incorporate CF training into required job training
- Develop/Implement a CF Curriculum/Class for LAPs and Management
- D2C.org?



Acknowledgements

- University of Michigan (UM) Compassion Fatigue Committee
- UM Office of Research
- The Ohio State University
- OSU Wellness Innovators
- University of Washington Dare2Care (D2C) Compassion Fatigue Committee
- PRIM&R

Laboratory Animal Personnel*

Invited for Brief Research Survey



We are interested in your opinions about your **professional quality of life** (including possible compassion fatigue) & **laboratory animal enrichment**



10 – 25 minute survey



\$40 Prize Drawing

1 prize per 40 entries

Help our team out!
Take our survey & share.
Contact Megan LaFollette
for more information:
lafollet@purdue.edu

Take the Survey – bit.ly/LabSurvey10

*All are welcome including P.I.s, students, techs, managers, veterinarians, etc.

Participants must work in the US or Canada, be at least 18 years old, participation is voluntary, and all data will be held confidential. All experimental procedures were reviewed by Purdue University's Review Board.

References

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- Patricia Smith. Compassion Fatigue Awareness Project. [<http://www.compassionfatigue.org>]

Questions?



PRIM&R's

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**Thank you for what you
do today, tomorrow, next
week... next year!**



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