Disclosure:

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

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Learning Objectives

- What is Compassion Fatigue (CF)?
  - The Human-Animal Bond
- Evaluate how CF impacts different facets of an animal care and use program – IACUC members, animal caregivers, researchers, and other members of our community
- Share tools for developing a CF Program
NUNES: Exploring compassion fatigue (CF)
What is Compassion Fatigue?

- Also known as secondary traumatic stress (STS), is a condition characterized by a gradual lessening of compassion (sympathetic pity and concern for the sufferings or misfortunes of others) over time.

- Struggle to function in caregiving environments that constantly present in heart-wrenching, emotional environments

- Diagnosed in all sorts of healthcare professions, especially veterinarians
What is Compassion Fatigue for LAPs?

- A combination of physical, emotional and psychological depletion associated with working and caring for animals and their well-being and ultimately having to euthanize them or see them unwell.

- It is the negative aspect of our work. It may be related to: providing care, working with colleagues, beliefs about self, system failure, burnout and/or any work-related trauma.
Why Do We Do What We Do?

- Because we LOVE animals and LOVE what we do
- Lab animal research helps humans and animals
- Work with animals outside of traditional private practice
- No viable alternatives to animal-based research
  - If the work *must* be done, wouldn’t we rather have animal lovers be doing it?
“The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet.”

(Remen, 1996)
The Human-Animal Bond

- The human-animal bond exists in many forms and it can improve both human and animal welfare.
- Close contact with animals can create feelings of satisfaction and affection.

“Every technician I interviewed for this study experienced some form of attachment to a laboratory animal at least once in his or her career.” ~Arnold Arluke
The Human-Animal Bond

- However, it can also lead to feelings of grief, anxiety and bereavement:
  - In anticipation of or during illness induction and progression
  - In anticipation of or during euthanasia

- Grief, anxiety, or bereavement during the loss of animals can stem from feelings of:
  - Guilt over working with animals in research
  - Uneasiness or concern with outcomes or the number of animals used
  - Sadness over the loss of a particular animal
We all Experience it

Not only do the individuals that work directly with the animals, but IACUC members, administrative personnel, vendors and facilities services personnel may indirectly experience compassion fatigue.

We don’t get compassion fatigue because we are weak, can’t handle the work, aren’t “cut out” for it, etc. We get compassion fatigue because we care, deeply. And we ignore our own needs.
VAN HOOSER: How CF can impact us
In the mid-1990’s

- When I started to work in the field of laboratory animal sciences, I was overwhelmed by emotions.
- Nobody told me about these feelings of
  - Guilt…
  - Sadness…
  - Regrets…

*And nobody told me (or warned me) how difficult it would be to talk about my work/research*
Employee Hazard Training

• Bites, scratches, kicks, physical trauma
• Ergonomics, noise
• Zoonoses, allergens, blood-borne pathogens
• Caustic, infectious, radioactive, toxic agents
• Sharps, hot surfaces, physical hazards
• Public safety, facility and computer security
• Disaster plans, fire, flood, bomb threat
• Harassment, discrimination, whistleblower
• Emotional involvement?
It is important

To provide people with proper guidance and care because this will also have an effect on the animals.
Compassion Fatigue – Animal Caregivers

- Long hours
- Manual labor
- Hazardous conditions
- Isolation
- Euthanasia
- Observed morbidity and mortality
- May develop animal allergies
- Desensitization
- Hard to talk about work

Outcomes
- No one is going to listen/care
- Nothing will be done
- Low Morale
- Poor attendance
- High job turnover
- Poor job performance
- Callous or uncaring attitude
- Nothing to show for it
Compassion Fatigue – Researchers

- Long Hours
- Regularly witness or induce disease in animals
- Euthanasia
- Self Blame
- Isolation
- No one to talk to
- May develop animal allergies
- Targeted by animal rights activists
- Can’t talk about work
Compassion Fatigue – IACUC Members

- Protocol Reviews
  - Species specific studies / category E protocols
- Protocol/Grant Congruency Reviews
  - Projects / pilot studies without approval
- Post-Approval Monitoring
  - Protocol drift
- Animal Numbers
  - UW ~686,877 animals/yr
- Program Size / Complexity
  - UW 484 protocols
  - UW 337 PI’s
  - >45 different species

continued~
- System Failure
- Ethical Decisions
- UW Kills

Outcomes
- Unexpected Outcomes
- Negative Media / Animal Rights Activists
- Desensitization
- Can’t talk about work!
Why we need to cope

- Beyond knowledge and skill, empathetic and caring personnel provide humane and respectful care
- Allowing appropriate outlets for expression can reinforce the integrity of the human-animal bond
- Compassionate animal care is a foundation of good science
PAVAN: Tools for developing a CF program
Learning Objectives

Initiate and construct a compassion fatigue preventative program using...

- Wellness committee
- Already available resources
- Literature review
- Survey or Needs Assessment (interviews) for baseline information
Where to start?
Management

GET OUT OF THE WAY!

Those who say it cannot be done shouldn’t interrupt the people doing it.
Wellness Innovators
Assess current resources
Bulk Up Your Resources
Accelerated Recovery Program (ARP) - J. Eric Gentry

- Different variations of this program model have been used with nurses and animal shelter workers
Pathways Plan

- Resiliency Skills, i.e. building Compassion Satisfaction
- Self-Care
- Connecting with Others
- Continuing Education
- Conflict Resolution
Example Mission Statement

Assist all members of the research team to recognize compassion fatigue and raise awareness, provide tools, strategies and resources for managing human emotions in working with and caring for laboratory animals.
## Create Logic Model

<table>
<thead>
<tr>
<th>Inputs</th>
<th>Outputs</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership Support</td>
<td>Activities</td>
<td>Increased awareness of CF</td>
</tr>
<tr>
<td>Wellness Innovators</td>
<td>Participation</td>
<td>Increased awareness of resources available</td>
</tr>
<tr>
<td></td>
<td>Educational Programming</td>
<td>Able to identify CF in themselves</td>
</tr>
<tr>
<td></td>
<td>ULAR Staff</td>
<td>Know where to get help</td>
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<td></td>
<td></td>
<td>Cultural shift that promotes appropriate outlets for emotional expression</td>
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</tbody>
</table>
Staff Assessment

1. Create Your Own Survey
2. Use Stamm's Professional Quality of Life Scale (ProQOL)
3. Interview Staff
Create Your Own Survey

What do you want to know?

Survey

- Assess Staff Awareness
- Gauge Knowledge of Resource
- Determine if demographics effected the outcomes
Create Your Own Survey

Pros
- Tailor to your unit
- Receive staff input
- Use simple online services like Qualtrics

Cons
- Time consuming
- Response Rate
- Require IRB Approval (?)
- No constructive feedback
## How We Addressed the Cons

<table>
<thead>
<tr>
<th>Recruitment</th>
<th>Distribution</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Announced in CE</td>
<td>• Obtained IRB Approval</td>
<td>• Anonymous responses</td>
</tr>
<tr>
<td>• Incentive for participation</td>
<td>• Sent via email to all 88 staff members</td>
<td>• 78.4% over all response rate (RR)</td>
</tr>
<tr>
<td>• Emphasized that all responses would be anonymous</td>
<td>• Remained open for one month</td>
<td>• RR varied based on question</td>
</tr>
<tr>
<td></td>
<td>• Reminder emails sent</td>
<td>• No requirement to respond to every question</td>
</tr>
</tbody>
</table>
Use the ProQOL

Pros
- Survey already established
- Research to back up its accuracy

Cons
- Does not address unit specific issues
- Cannot obtain employee suggestions
Needs Assessment

- Identify the Need
- Assess the Potential Demand
- Anneke Keizer, COPE+
  - Small company specializing in counseling services for people working directly and indirectly with laboratory animals
- Needs Assessment (July 2016 & June 2017)
  - Interviews, one-on-one interactions, focus groups
Example Concept Map
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
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

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

10 – 25 minute survey

$40 Prize Drawing  
1 prize per 40 entries

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.
Remember

- Empathetic, caring personnel ensure that animals are treated humanely and with respect.
- Emotionally supported individuals who are caring and respectful toward animals are best suited to promote and provide an enriching experience for animals.
- It’s better to have a Dare2Care (D2C) Compassion Fatigue Program and not need it than to need one and not have it!
Acknowledgements

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- PRIM&R
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2. Centers for Disease Control and Prevention. Identifying the components of a logic model. Available at: https://www.cdc.gov/std/Program/pupestd/Components%20of%20a%20Logic%20Model.pdf.


4. B. Hudnall Stamm, 2009-2013. Professional Quality of Life: Compassion Satisfaction and Fatigue Version 5 (ProQOL). Available at: www.proqol.org. This test may be freely copied as long as (a) author is credited (b) no changes are made, and © it is not sold.
Questions?
Thank you!