Wellness and Wellbeing in the Veterinary Profession

Ricardo de Matos, LMV, MSc, DABVP (Avian), DECZM (Avian, Small Mammals)
FOURTH ANNUAL AVMC VETERINARY HEALTH AND WELLNESS SUMMIT

📅 NOVEMBER 4-6, 2016  📍 FORT COLLINS, COLORADO

REACHING NEW HEIGHTS
IN VETERINARY WELL-BEING

CONFERENCE DETAILS  WELLNESS TOOLKIT

TITLE SPONSORS

zoetis  VCA

COLLEGE OF VETERINARY MEDICINE AND BIOMEDICAL SCIENCES

Colorado State University
**Personal**

* Perfectionism/high standards self/others
* Honorable work ethic
* Highly compassionate
* Financial burden
* Balancing work-home life
* Social isolation

**Challenges**
Professional

* Demands: hours, knowledge, techniques
* Multiple concurrent responsibilities
* Difficulties communicating with distraught or demanding clients
* **Professional**
  - Emotionally overwhelmed with euthanasia, patient deaths and grieving clients
  - Risk taking in decision making and mistakes
  - Workplace relationships

* **Challenges**
* Burnout
* Compassion fatigue

“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.”

Dr. Naomi Rachel Remen

Outcomes
* Burnout
* Compassion fatigue
* Relationship distress
* Negative work-home life environment
* Burnout
* Compassion fatigue
* Relationship distress
* Negative work-home life environment
* Depression, anxiety
* Addictions

* Outcomes
Risk factors for suicide, attitudes toward mental illness, and practice-related stressors among US veterinarians

Randall J. Nett, MD, MPH; Tracy K. Witte, PhD; Stacy M. Holzbauer, DVM, MPH; Brigid L. Elchos, DVM; Enzo R. Campagnolo, DVM, MPH; Karl J. Musgrave, DVM, MPH; Kris K. Carter, DVM, MVPM; Katie M. Kurkjian, DVM, MPH; Cole F. Vanicek, DVM; Daniel R. O’Leary, DVM; Kerry R. Pride, DVM, MPH; Renee H. Funk, DVM, MPH&TM, MBA

Objective—To evaluate the prevalence of suicide risk factors, attitudes toward mental illness, and practice-related stressors among US veterinarians.

Design—Cross-sectional survey.

Sample—11,627 US veterinarians.

Procedures—Between July 1 and October 20, 2014, a Web-based questionnaire was made available through the Veterinary Information Network (VIN), VIN News Service, JAVMA News, and email messages to US veterinarians sent by a veterinary medical association, agriculture or livestock department, or health department of each state (except Maine) and Puerto Rico.

Results—Of 11,627 respondents, 3,628 (31%) were male. Modal age category was 30 to 39 years, and modal range for years practicing veterinary medicine was 10 to 19 years. There were 7,460 (64%) respondents who primarily practiced small animal medicine, and 4,224 (36%) who were practice owners. There were 1,077 (9%) respondents with current serious psychological distress. Since leaving veterinary school, 3,655 (31%) respondents experienced depressive episodes, 1,952 (17%) experienced suicidal ideation, and 157 (1%) attempted suicide. Currently, 2,228 (19%) respondents were receiving treatment for a mental health condition. Only 3,250 of 10,220 (32%) respondents somewhat or strongly agreed that people are sympathetic toward persons with mental illness. The most commonly reported practice-related stressor was demands of practice.

Conclusions and Clinical Relevance—In this survey, approximately 1 in 11 veterinarians had serious psychological distress and 1 in 6 experienced suicidal ideation since leaving veterinary school. Implementing measures to help veterinarians cope with practice-related stressors and reducing barriers veterinarians face in seeking mental health treatment might reduce the risk for suicide among veterinarians. (J Am Vet Med Assoc 2015;247:945–955)
Veterinary surgeons in the UK are at least three times as likely to die from suicide as members of the general population (Source: PLATT B et al [2010] Occupational Medicine 60, 73 – 79).

A recent study that interviewed 21 UK vets who had attempted suicide or experienced suicidal thoughts found that half had not talked to anyone about their problems because they felt guilty or ashamed (Source: Suicidality in the veterinary profession: interview study of veterinarians with a history of suicidal ideation or behaviour, Piott et al. http://www.ncbi.nlm.nih.gov/pubmed/22713972).
Outcomes

<table>
<thead>
<tr>
<th>Factors negatively affecting job</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low salary and benefits</td>
<td>54%</td>
</tr>
<tr>
<td>Compassion Fatigue</td>
<td>41%</td>
</tr>
<tr>
<td>Economy</td>
<td>39%</td>
</tr>
</tbody>
</table>
A survey of nearly 3,900 veterinary students revealed:

- 67% had a family history of depression, anxiety, or substance abuse.
- 47% had a personal history of depression, anxiety, or substance abuse.
- 25% were taking medication for diagnosed depression or anxiety.
- 5% had seriously contemplated suicide.

67 percent had experienced a period of depression, and of those, 37 percent said the period lasted longer than two weeks, which meets the clinical definition of depression.

Source: Student AVMA Mental Health & Wellness Task Force survey

Outcomes
*Self care*

You can’t pour from an empty cup. Take care of yourself first.
* Awareness
* Acceptance
* Action

*Resources*
Awareness

*Resources
* Awareness
* Acceptance

Authenticity is the daily practice of letting go of who we think we're supposed to be and embracing who we are.

~ It's okay not to be okay.
* Awareness
* Acceptance
* Action

*Resources*
*OK, great, than what do I do next?*

*Set SMART goals*

- **Specific**: State exactly what you want to accomplish (Who, What, Where, Why)
- **Measurable**: How will you demonstrate and evaluate the extent to which the goal has been met?
- **Achievable**: Stretch and challenging goals within ability to achieve outcome. What is the action-oriented verb?
- **Relevant**: How does the goal tie into your key responsibilities? How is it aligned to objectives?
- **Time-bound**: Set 1 or more target dates, the “by when” to guide your goal to successful and timely completion (include deadlines, dates and frequency)
OK, great, than what do I do next?

* Set SMART goals
* Reach out: colleagues, friends, professionals
*OK, great, than what do I do next?*

* Share and engage with team members
* Mentor and inspire!

*Resources*
*OK, great, than what do I do next?
* Share and engage with team members
* Mentor and inspire!
* Be flexible + open to trying new things
* Respect others
* Have different tools in your box!
*Awareness*

Joy does not simply happen to us. We have to choose joy and keep choosing it every day.

~Henri J. M. Nouwen
*Awareness*

**Wellness and Peer Assistance**

**Veterinarians** face singular challenges in their jobs, and the rates of suicide and depression are unusually high among U.S. veterinarians. It's critical that we take steps to care for our own emotional and mental health. Get started with our self-assessment tool, and then use the following resources to begin nurturing your emotional well-being.

**Resources**
* Awareness
* Acceptance
* Action

**Resources**
Spirit Meditation

Let's Meditate

Cultivating a practice of mindfulness is a smart investment in your career, your health, and your overall happiness.

Individuals who meditate seem to feel better, do better, and find that the practice sustains them in their personal and professional lives. This weekly Guided Meditation Series offers an opportunity for all members of the Cornell community to practice a relaxing and restorative technique supported by scientific research. View an infographic entitled "What is Mindfulness Meditation?" (pdf)

This meditation series is a collaborative effort shared by Gannett Health Services and multiple departments and colleges throughout the university.

What to know
- **Everyone is welcome:** Open to all members of the Cornell community, including students, faculty, and staff of all ages, genders, sizes, shapes, and abilities
- **Come as you are** (dress comfortably)
- **Participation is FREE** (come to as many as you wish)

Spring 2017 Schedule
This page will always list the most current meditation schedule. Check here regularly for updates.

<table>
<thead>
<tr>
<th>Site</th>
<th>Day</th>
<th>Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>Carl Becker House</td>
<td>Mondays</td>
<td>8:30-9:00pm</td>
<td>TV Room (across from the dining hall)</td>
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</table>
*Spirit Meditation*

**Resources**
*Spirit
* Meditation
* Mindfulness

Fleeing Syria
Photographed by
Peyton Power / Steve McQueen

THE MINDFUL REVOLUTION
The science of finding focus in a stressed-out, multitasking culture
BY KATE PICKERT

Mind Full, or Mindful?

*Resources
INTRODUCING WORKJOY: CORNELL’S MINDFULNESS PROGRAM DESIGNED TO BRING MORE MEANING AND HAPPINESS AT WORK
Monday, March 27th, 8am - 4pm in the East Hill Plaza Training Room

Or
Tuesday, March 28th, 8am - 4pm in Mann Library

Register through CULEarn! Click Here!
* Spirit
  * Meditation
  * Mindfulness
  * Spiritual practice, church, prayer
*Spirit
  * Meditation
  * Mindfulness
  * Spiritual practice, church, prayer
  * Walks in nature
* Spirit
  * Meditation
  * Mindfulness
  * Spiritual practice, church, prayer
  * Walks in nature
  * Values and vision

* Resources
* Body
  * Yoga, Tai Chi
  * Sports
  * Outdoor activities
  * Dancing
  * Sleep and eat well

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<table>
<thead>
<tr>
<th>Wiswall Multi-purpose</th>
<th>View By Course</th>
<th>Previous</th>
<th>Today</th>
<th>Next</th>
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<td><strong>January 08, 2017 through January 14, 2017</strong></td>
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<th>Tuesday 1/10/2017</th>
<th>Wednesday 1/11/2017</th>
<th>Thursday 1/12/2017</th>
<th>Friday 1/13/2017</th>
<th>Saturday 1/14/2017</th>
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<tr>
<td>4:30 - 6:00</td>
<td><strong>12:00 - 1:00</strong> Yoga - Staff</td>
<td>12:00 - 1:00</td>
<td>12:00 - 2:00 Yoga - Staff</td>
<td>11:00 - 1:00</td>
<td>10:00 - 12:00</td>
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<tr>
<td>Boot Camp/Dinner</td>
<td>Staff Lunch</td>
<td>Boot Camp/Dinner</td>
<td>Boot Camp/Dinner</td>
<td>Boot Camp/Dinner</td>
<td></td>
<td>11:00 - 1:00</td>
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</table>
*Heart
*Sharing feelings

Cornell University
College of Veterinary Medicine

Peer Support Network

FSAP
Faculty and Staff Assistance Program
Sometimes work and life are stressful. We can help.
Call 255-2673
* Heart
  * Sharing feelings
  * Connecting with peers and friends
Heart
* Sharing feelings
* Connecting with peers and friends
* Journaling
*Heart
  * Sharing feelings
  * Connecting with peers and friends
  * Journaling
  * Gratitude and appreciation practices

*Resources*
*Heart
  * Sharing feelings
  * Connecting with peers and friends
  * Journaling
  * Gratitude and appreciation practices
  * Joy and laugher
* Mind
  * Learning new skill or language
  * Creativity

* Resources
* Mind
* Learning new skill or language
* Creativity
* Reflection

We do not learn from experience... we learn from reflecting on experience.

- John Dewey
* Mind
  * Learning new skill or language
  * Creativity
  * Reflection
  * Reading

* Resources

Check out the new Wellness Collection!! (at the beginning of the CURF books) Books will circulate for 1 week.
The ABC’s of Self-Care
February 1-26

Show yourself some love this month with a different self-care tip each day!

#ABCsofSelfCare

Resources

Helping the Cornell Veterinary Medicine community stay happy, healthy, and well
* Improved resilience
  * health
  * job satisfaction
  * team dynamics
  * Creativity
  * relationships

* **Results**
Well-Being Pledge

I ____________________________________________, pledge to enhance well-being in the following ways:

Spirit:__________________________________________
______________________________________________
______________________________________________

Body:__________________________________________
______________________________________________
______________________________________________

Heart:__________________________________________
______________________________________________
______________________________________________

Mind:__________________________________________
______________________________________________
______________________________________________

Signature______________________________________ Date:____________________________
If you plant a seed today, it won't grow by tomorrow. But if you water and feed it everyday, eventually you will see the flowers! Victoria Uzzell

*Thank you 😊!
* http://www.gannett.cornell.edu/cms/topics/stress/cando/learn/meditate/lets.cfm
* https://www.avma.org/ProfessionalDevelopment/Personal/PeerAndWellness/Pages/default.aspx
* https://www.vetvance.com/
* http://web.vet.cornell.edu/cvm/psn/
* https://hbr.org/2007/10/manage-your-energy-not-your-time
* http://www.vetmindmatters.org/
* http://nickboyar.com/
* http://www.soundstrue.com/store/mbsr-course
* www.ithacatrails.org