A Decade of Resilience: The Development of the Compassionate Care Initiative at the University of Virginia

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Conflicts of Interest
Our purpose is to cultivate a resilient and compassionate healthcare workforce—locally, regionally, and nationally—through innovated educational and experiential programs. We envision safe and high functioning healthcare environments where all staff embody compassion in their work.
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“Medicine is quite ill...”
- Dr. Mick Krasner, University of Rochester
>50%
$850,000 to $1,000,000
$82,000 to $88,000
"Lack of Empathy"
Lee Ellis, 2016

Erosion of Empathy

(Hojat et al., 2009)
“Barn and Silo, Vermont” Edward Hopper, 1927
CCI
Responsivity
Research
Fundraising
Curriculum Development
Sustainability
Responsivity:

Our ability to respond to current events in a timely, appropriate and meaningful way
Sustainability:

How we maintain and build outwards from our consistent, reputable and effective programming model.
Research:

Meditation
Breathing Exercises
Yoga
Exercise
Writing
## Self-Care practices among respondents  $n=391$

<table>
<thead>
<tr>
<th></th>
<th>#</th>
<th>%</th>
<th>Mean</th>
<th>SD</th>
<th>Daily</th>
<th>4-6x/wk</th>
<th>2-3x/wk</th>
<th>1x/wk</th>
<th>&lt;1x/wk</th>
<th>1-2x/mo</th>
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<tbody>
<tr>
<td>Exercise (including walking/hiking)</td>
<td>205</td>
<td>53.7%</td>
<td>2.5</td>
<td>0.9</td>
<td>14.1</td>
<td>36.1</td>
<td>42.9</td>
<td>3.9</td>
<td>1.5</td>
<td>1.5</td>
</tr>
<tr>
<td>Prayer</td>
<td>119</td>
<td>31.2%</td>
<td>1.5</td>
<td>0.9</td>
<td>72.3</td>
<td>12.6</td>
<td>11.8</td>
<td>1.7</td>
<td>1.7</td>
<td>0.0</td>
</tr>
<tr>
<td>Music</td>
<td>118</td>
<td>30.9%</td>
<td>1.4</td>
<td>0.9</td>
<td>77.1</td>
<td>11.0</td>
<td>9.3</td>
<td>0.8</td>
<td>0.0</td>
<td>1.7</td>
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<tr>
<td>Breathing exercises</td>
<td>86</td>
<td>22.5%</td>
<td>2.4</td>
<td>1.4</td>
<td>38.4</td>
<td>16.3</td>
<td>26.7</td>
<td>10.5</td>
<td>5.8</td>
<td>2.3</td>
</tr>
<tr>
<td>Yoga</td>
<td>82</td>
<td>21.5%</td>
<td>3.6</td>
<td>1.1</td>
<td>4.9</td>
<td>8.5</td>
<td>31.7</td>
<td>40.2</td>
<td>7.3</td>
<td>7.3</td>
</tr>
<tr>
<td>Other*</td>
<td>79</td>
<td>20.7%</td>
<td>2.6</td>
<td>1.5</td>
<td>34.2</td>
<td>17.7</td>
<td>22.8</td>
<td>15.2</td>
<td>1.3</td>
<td>8.9</td>
</tr>
<tr>
<td>Meditation</td>
<td>53</td>
<td>13.9%</td>
<td>2.9</td>
<td>1.6</td>
<td>22.6</td>
<td>20.8</td>
<td>20.8</td>
<td>20.8</td>
<td>5.7</td>
<td>9.4</td>
</tr>
<tr>
<td>Writing</td>
<td>38</td>
<td>9.9%</td>
<td>3.7</td>
<td>1.4</td>
<td>5.3</td>
<td>15.8</td>
<td>21.1</td>
<td>34.2</td>
<td>10.5</td>
<td>13.2</td>
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<tr>
<td>Visual arts</td>
<td>25</td>
<td>6.5%</td>
<td>4.6</td>
<td>1.4</td>
<td>0.0</td>
<td>8.0</td>
<td>16.0</td>
<td>24.0</td>
<td>16.0</td>
<td>36.0</td>
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<tr>
<td>Martial arts</td>
<td>2</td>
<td>0.5%</td>
<td>3.5</td>
<td>0.7</td>
<td>0.0</td>
<td>0.0</td>
<td>50.0</td>
<td>50.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>
Other?

- Reading
- Family Time
- Massages
- Gardening
- Horseback riding
- Knitting
- Napping
- Taking baths
- Church activities
- Cleaning
- Video games
- Outdoor activities
- Playing with pets
- Sewing crafts
- Travel
- Cooking
- Counseling/therapy
- Crafting
- Photography
- Sailing/boating
- Dancing
- Essential Oils
Self-care predictors of mindfulness attributes

- Scales used:
  - FFMQ (Awareness Facet)
  - PSS10
  - SCS-SF

- Exercise related to feeling of stress and lack of control in one’s life. ($p \leq 0.001$)

- Prayer related to decreased difficulty in maintaining concentration. ($p \leq 0.05$)
Research:

- Meditation
- Breathing Exercises
- Yoga
- Exercise
- Writing
After organ harvesting (done by the organ donor team, family might be present):

“Let’s reflect on the life just lost and the gracious gifts of life that he/she is going to give to other people, let’s reflect on the efforts of both the donor team as well as the long hours of surgery no ahead of the recipients teams and recipient patients.” (Transcript 3.5)

“Let’s pause, for a moment, of the life just lost and the dignity that the life (even in death) still has for us, let’s reflect of each member of the team in the effort to save the life and respect our own feelings in the process.” (Transcript 3.5)

“We would like to pause for a moment of silence to recognize and honor this life that was lost and to acknowledge the hard work that we do (45-60 seconds of silence). Thank you all.” (Transcript 3.4)

“May I ask that no one leave yet? Can everyone in the room just take a moment to recognize (say the patient’s name) and we all have a moment of silence? After the moment of silence I ask to recognize the staff and their efforts during the code.” (Transcript 3.3)


Curriculum Development:

How we keep our curriculum evidence-based and dynamic to address student and faculty needs
“My observation is the danger of introducing resiliency techniques on nursing units that are unsafe due to insufficient staffing or dysfunctional managers, and then blame the nurses for not having a positive attitude and positive work environment. as well, resiliency can be introduced into the nursing curriculum, but it should not be used as a Band-Aid to try to fix high turn-over rates, high attrition rates, or an effort to fix a broken healthcare system.” and then blame the nurses for not having a positive attitude and positive work environment. as well, resiliency can be introduced into the nursing curriculum, but it should not be used as a Band-Aid to try to fix high turn-over rates, high attrition rates, or an effort to fix a broken healthcare system.”

Participant feedback, 2016
Fundraising:

How we 1) Maintain current programming while we 2) Build a significant base that will encourage growth, increase staff and elevate support of instructors
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Self-Care

Resilience

Empathy

Compassion

(Singer & Klimecki, 2014; Klimecki et al., 2013)
Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare

Audre Lorde
Research:

- Meditation
- Breathing Exercises
- Yoga
- Exercise
- Writing
N= 448
Medical and Nursing Students
MDs/Pharmacists/Nurses

Independent samples t-test:
Significant ↓ in Stress/Anxiety Scores
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Bi-Directional Approach

Physician-Directed Interventions
• Mindfulness Based Stress Reduction (MBSR)
• Self-Care
• Narrative Medicine
• Engagement with the Arts
• Exercise

Organizational-Directed Interventions
• Schedule modifications
• Teamwork/Mattering
• Enhanced Job Control
• Enhanced Level of Participation

(Panagioti et al., 2017)
Conclusion

Deficits-Based Approaches

Strengths-Based Approaches
Thank You

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