"I could never do your job. I love animals too much."

I think you meant to say:
~ Thank you for your service ~

~ Keeping me and my loved ones healthy.
~ Ensuring that Laboratory Animals are well cared for.
~ Supporting development of new discoveries.

Washington National Primate Research Center
COMPASSION FATIGUE AND THE ANIMAL CAREGIVER

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Veterinarian’s oath

Being admitted to the profession of veterinary medicine:
I solemnly swear to use my scientific knowledge and skills for the benefit of society through.....

• protection of animal health and welfare,
• prevention and relief of animal suffering,
• conservation of livestock resources,
• promotion of public health
• advancement of medical knowledge.
Imperatives for Animal Use

Nuremberg Code 1949
- Any experiment on humans “should be designed and based on the results of animal experimentation”

The Declaration of Helsinki 1964
- Medical research on human subjects “should be based on adequately performed laboratory and animal experimentation”
Utilitarianism
- weighting of harms and benefits for welfare of animals against that of humans.

Animal Rights
- humans and animals having comparable interests that should be respected in comparable ways.

Pluralist Utilitarian
- Hybrid view:
  - Animals can be used for disease research (utilitarianism),
  - Aspects of welfare should be guaranteed to allow experimentation of animals irrespective of the benefit (animal rights view).

Animal welfare

...sometimes known as Brambell's five freedoms, are a compact of rights for animals under human control, including those intended for food or which act as working animals.

5 freedoms for animals

1. Freedom from Hunger & Thirst
2. Freedom from Discomfort
3. Freedom from Pain, Injury & Disease
4. Freedom to express Normal Behaviour
5. Freedom from Fear & Distress
The 3Rs:

**Replacement**
Methods which avoid or replace the use of animals
Alternatives!

**Reduction**
Methods which minimize the number of animals that need to be used per experiment
Right size your experiments – statistics!

**Refinement**
Methods which minimize suffering and improve animal welfare
Day to day interactions can make a difference!
The Cost of Caring

“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)
Balance

Compliance  Animal Welfare  Science

Sweet Spot
Four Phases of Career Evolution

- Phase 1 Honeymoon
- Phase 2 Depression
- Phase 3 Anger
- Phase 4 Resilience

Doug Fakkema (referenced in Smith, To Weep for a Stranger, 2009)
Phase 1 (Honeymoon)

• Red hot and raring to go, we are out to change the world. We are high on life. We know we can make a difference.

• Our enthusiasm overflows, our capacity for challenges is limitless.

• We think we understand the problem and we know we can fix it if only people would get out of our way.
Phase 2 (Depression)

- Our enthusiasm has turned sour.
- We’ve lost the boundless energy.
- We no longer wish to talk about work — don’t even want to admit where we work.
- We seem powerless to affect change.
- Somehow we’re to blame for our failure.
- Our wall of isolation gets thicker.
- Every now and then we get a spark of Phase 1 energy.
Phase 3 (Anger)

• Our Phase 2 depression has turned outward and we’re mad as hell.

• Hopelessness turns to rage.

• Everyone is a target for our anger and derision.

• We have lost our perspective and our effectiveness.

• We’re unable to connect with life.

• Even the animals we come in contact with seem somehow distant and unreal.
Phase 4 (Resilience)

- New determination and understanding of what our mission really is
- It is big picture time.
- We realize that we have been effective — we have made a difference.
- We realize that work is not our whole world.
- We reconnect with the animals.
- We understand that sadness and pain are a part of our job.
- We are, little by little, changing the world.
Interaction and Oversight

- Husbandry Staff
- Behavior Management
- Veterinary Staff
- Research Staff
- IACUC
- Occupational Health & Safety
- Infrastructure Support
- Institutional Support
- Government/Company

Research Animal

Numerous interactions throughout its life in a laboratory

~ 100s of people involved in direct interaction and/or oversight of the animals
There are also conflicting feelings and exhaustion when our work is strained by:

- limited resources
- the stress of making end of life decisions
- dealing with conflicting priorities
- negotiating care with colleagues
- understanding the normal dynamics of NHPs in their native social environments.
Compassion Fatigue

- Complex emotional conflict and exhaustion.
- Physical
- Emotional
- Psychological depletion
- Associated with working and caring for animals and their well-being
What are the symptoms?

WORK RELATED
- Avoidance or dread of working with certain patients
- Reduced ability to feel empathy towards patients or families
- Frequent use of sick days
- Lack of joyfulness

PHYSICAL
- Headaches
- Digestive problems: diarrhea, constipation, upset stomach
- Muscle tension
- Sleep disturbances: inability to sleep, insomnia, too much sleep
- Fatigue
- Cardiac symptoms: chest pain/pressure, palpitations, tachycardia (elevated heart rate)

EMOTIONAL
- Mood swings
- Restlessness
- Irritability
- Oversensitivity
- Anxiety
- Excessive use of substances: nicotine, alcohol, illicit drugs
- Depression
- Anger and resentment
- Loss of objectivity
- Memory issues
- Poor concentration, focus and judgment

**List Courtesy of “Compassion Fatigue: A Nurse’s Primer.”**
The Trajectory of Compassion Fatigue

Committed, excited, willing, enthusiastic

Increase of mistakes, poor communication, distancing

Exhausted, increase of complaints, relationships neglected

Suicide

Illnesses, absences, leaving profession

Anger, decline of patience, blame
Compassion Balance: You love what you do (Compassion Satisfaction) but . . . it hurts you (Compassion Fatigue)

So how do you balance the happy (Compassion Satisfaction - CS) and the sad (Compassion Fatigue)?
Strategies for Managing Compassion Fatigue

- Create balance between work, relationships & “me-time”
- Build a healthy support system
- Practice authentic, sustainable self-care daily
- Stay in the complexity of the crisis situation – practice 
  mindfulness
- Recognize Emotional Vampires
- Simplify your life
- Strengthen resiliency coping skills
- Create a Personal Mission Statement & Self-Care Plan

- Take the Professional Quality of Life Self-Test regularly
- Elevate Compassion Satisfaction Levels

2018 Compassion Fatigue Awareness Project
Prevention

A Core Principle of Healing Touch
When creating a Self-Care Plan, choose one area of wellness to begin your journey. Which area of improved wellness will be most beneficial to you?
Learn to Protect Yourself...
on and off the job.
Institutional Symptoms

- Absenteeism
- Changes in relationships
- Poor teamwork
- Rule breaking
- Aggressive outbreaks
- Inability to complete tasks
- Lack of flexibility
- Negativity towards management
- Reluctance to change
- Pessimism
- Lack of a vision
CF Program:

- Needs Assessment
- Committee Formed
- Top 2:
  - Personnel wanted study endpoint notifications
  - Better atmosphere to take breaks
Developed program for daily support.

Seminar Series

Reflections

Endpoint Notification

Window Project

Box Project

Photo Credits: Brian Iritani
Compassion in Science

D2C - https://sites.uw.edu/d2c
Symptoms of Compassion Satisfaction

• The pleasure you derive from being able to do your work
  • Feeling positive about your colleagues and those you care for
  • A feeling of contributing to the work setting or the greater good
  • Look forward to going to work
  • Work-life balance
  • Self-care

https://www.nc3rs.org.uk/3rs-resources
Welcome to My Home

Please be quiet and respectful and handle gently. I am working hard making antibodies today.

Every Day, Every Interaction – Make it Positive
Listen To Your Heart

3R's

Culture of Care
Openness and Transparency

"If we keep being secretive about animal research, our laws are going to change, too. Funding will dry up, and our work will get a lot more difficult." — Ken Gordon

'A cataclysmic wake-up call': Can more candor win back support for animal research?

By David Grimm | Jun. 26, 2018, 2:45 PM

Facilities like the Oregon National Primate Research Center in Beaverton hope that giving the public more access to their animals will increase support for animal research. — Roger Wertz

Collision course

U.S. support for animal research is declining, alarming research groups.

(Graphic: A. Cuadra/Science; Data: Gallup poll, May 3-7, 2017)
<table>
<thead>
<tr>
<th>Year</th>
<th>Nobel Laureate</th>
<th>Animal Model</th>
<th>Contribution to Modern Medicine</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>William C. Campbell and Satoshi Ōmura &amp; Youyou Tu</td>
<td>mice, dogs, sheep, cattle, chickens, monkeys</td>
<td>William C. Campbell and Satoshi Ōmura for their discoveries concerning a novel therapy against infections caused by roundworm parasites and Youyou Tu for her discoveries concerning a novel therapy against Malaria</td>
</tr>
<tr>
<td>2014</td>
<td>John O'Keefe and May-Britt &amp; Edvard I. Moser</td>
<td>rats</td>
<td>Discoveries of cells that constitute a positioning system in the brain (an inner GPS)</td>
</tr>
<tr>
<td>2013</td>
<td>James E. Rothman</td>
<td>hamsters</td>
<td>Discoveries of machinery regulating vesicle traffic, a major transport system in our cells</td>
</tr>
<tr>
<td>2013</td>
<td>Thomas C. Sudhof</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Every Nobel Prize in Medicine awarded in the last three decades was dependent on data from animal models. Overall, 83% of the Nobel Prizes awarded for outstanding contributions to medicine have involved animal research since the program was founded in 1901, more than 100 years ago.
Love ANIMALS?

SUPPORT ANIMAL RESEARCH
Tell people WHY!

“People don’t buy WHAT you do. People buy WHY you do it! WHAT you do is just a proof of what you BELIEVE!”

- Simon Sinek
It is better to have a Compassion Fatigue Program and not need it –

.......than to need a Compassion Fatigue Program and not have it.

~ Anthony Gray, 2017
Questions?

Thank you:

D2C
NIH Office of Research Infrastructure Programs
grant P51 OD010425

Photo Credits throughout:
Randy Kyes, Global Programs
Dennis Raines, CPRO
Jinhee Thom, EMS
Brian Irritani, DCM
Randy Kyes, Global Programs

Washington National Primate Research Center
Animal Welfare
• Defined
Animal

a living organism that feeds on organic matter, typically having specialized sense organs and nervous system and able to respond rapidly to stimuli.
Welfare

the state of being happy, healthy, or successful.
### Survival Strategies

<table>
<thead>
<tr>
<th>Must..</th>
<th>Strategy</th>
<th>Adaptive Response</th>
<th>Maladaptive Response</th>
<th>Trauma Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>save others</td>
<td>Rescuing</td>
<td>Empathy, nurturing, ↑oxytocin</td>
<td>Resentment, burden, symp/parsymp arousal</td>
<td>Survivor guilt</td>
</tr>
<tr>
<td>be saved by others</td>
<td>Attaching</td>
<td>Reaching out, ↑opioids</td>
<td>Clinging, ↓opioids</td>
<td>Cast out</td>
</tr>
<tr>
<td>achieve goal</td>
<td>Asserting</td>
<td>Strength, control, ↓cortisol</td>
<td>Frustration, failure, ↑blood pressure</td>
<td>Burn out</td>
</tr>
<tr>
<td>surrender goal</td>
<td>Adapting</td>
<td>Hope, acceptance, ↑cortisol</td>
<td>Helplessness, despair, ↓cortisol</td>
<td>Vulnerability</td>
</tr>
<tr>
<td>remove danger</td>
<td>Fighting</td>
<td>Frighten, deterrence, ↑sympathetic arousal</td>
<td>Hatred, persecution, ↑sympathetic arousal</td>
<td>Horror, murder</td>
</tr>
<tr>
<td>remove oneself from danger</td>
<td>Fleeing</td>
<td>Hiding, escape, symp/parsymp arousal</td>
<td>Paranoia, panic, norepinephrine depletion</td>
<td>Inescapable shock</td>
</tr>
<tr>
<td>obtain scarce essentials</td>
<td>Competing</td>
<td>Winning, dominance, ↑testosterone</td>
<td>Defeat, envy, greed, ↓testosterone</td>
<td>Marginalization</td>
</tr>
<tr>
<td>create more essentials</td>
<td>Cooperating</td>
<td>Generosity, creativity, ↑opiates</td>
<td>Exploited, robbed, ↓opiates</td>
<td>Alienation</td>
</tr>
</tbody>
</table>

Work Environment / Break Areas

Tags:
- D2C
- Compassion
- Fatigue
- Tired
- Pain
- Guilt
- Anxiety
- Emotion
- Pressure
- Frustration
- Sadness
- Depression
- Worry

Logo credit: UW CF Committee
Chair: Preston Van Hooser
The Box Project

“THE BOX” DARE 2 CARE

The emotional cost of caring for your animals - we understand what you may be going through and we want to hear about it. Please take a moment to express/share your feelings. All comments will remain anonymous.

A special thanks to the university’s researchers and animal caregivers for your essential contributions to biological and biomedical research while providing outstanding care and compassion to our animals.

UW’S COMPASSION FATIGUE PROGRAM
Office of Animal Welfare
Health Sciences Administration

For more information please contact the Compassion Fatigue Committee at 360-685-9457

The Cost of Caring...
The expectation that we can be immersed in suffering and loss daily and not be touched by it is unrealistic as expecting to be able to walk through water without getting wet.

- Racine, 1999