"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.
https://www.youtube.com/watch?v=XOM9KcKwp8Y
ONE HEALTH APPROACH FOR THE ANIMAL CAREGIVER –

OCCUPATIONAL HEALTH, HUMAN-ANIMAL BOND AND COMPASSION FATIGUE

Co-Leaders:
Sally Thompson-Iritani, DVM/PhD, CPIA, CCFP, CHABP, CFE
Preston Van Hooser, Chair - D2C
ONE HEALTH??
What does our umbrella look like?

https://www.onewelfareworld.org/
Old School: Myth of Objectivity

Hippocrates (460 BC-c.37 BC) established objectivity and stoicism as a central component of “professional” medicine. Ineffective method for developing and maintaining resiliency. Produces shame, isolation, fear, and exile among practitioners who do become symptomatic.

New Paradigm

Caregiving Hurts!

Impossible to avoid the pain associated with professional or volunteer caregiving; A professional does not have to suffer if s/he is willing to evolve and mature personal and professional skills.

It is possible to be healthy while working in a caregiving environment

COMPASSION FATIGUE RESILIENCY
Every individual has their own way of coping
Emotionally charged topic
Be respectful
Listen

Time at the end for Q&A

GROUND RULES
SCHEDULE FOR TODAY

~ SPECIAL GUEST: CAROLINE WARREN, PHD CANDIDATE
CAROLINE.WARREN@EMORY.EDU; 1.845.344.7307
Creative Compassion in Human-Animal Care: An Outsider Looks in on Laboratory Life

October 16, 2019
AALAS National Meeting, Denver, CO
Symposium on “One Health Approach for the Animal Caregiver”

Lesley A. Sharp
B.C & H.C. Josefsberg ’30 Chair in Anthropology, Barnard College
Senior Research Scientist in Sociomedical Sciences, Columbia University
Fellow, Center for Animals and Public Policy, Tufts Cummings School of Veterinary Medicine
LSharp@barnard.edu
EVERYDAY” or “ORDINARY” ETHICS (The “MORAL” Realm)

<table>
<thead>
<tr>
<th>Codified, regulated</th>
<th>situational, creative, innovative</th>
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<tr>
<td><strong>What we should or must do</strong></td>
<td><strong>What we could or might do</strong></td>
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<tr>
<td>may correspond to law</td>
<td>part of the “moral imaginary”</td>
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<td>a baseline of ethical behavior</td>
<td>private, personal, often unstated;</td>
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<tr>
<td>that applies to all parties</td>
<td>involves thinking “outside the box”</td>
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The “call and response” relationship between the two:

* “Everyday” ethics is inspired by the challenges, contradictions, and paradoxes of codified behavior and thought.

* Because it is innovative, an “everyday” ethics might loop back and expand or shift bioethical boundaries.

* Although often personal and private, it can also transform group behavior, thought, and action.
Foundational Sources on “Compassion Fatigue”


--The loss of “ability to nurture” in a study focused on Emergency Room nurses.


--rephrased as “secondary traumatic stress reaction” as experienced by therapists working with traumatized clients.


-- renamed “vicarious trauma”; again, therapists are the focus.
The imagery of compassion fatigue
Scientific problem | Animal model
--- | ---
Action potential generation | Squid
Squids were used to study the mechanisms underlying action potential generation because of their giant axons, which allow the insertion of voltage-clamp electrodes (5).
Synaptic transmission | Frog
Frogs were used to study the mechanisms of synaptic transmission because of the simple behavior and large size of the synapses involved (43).
Retinal physiology and lateral inhibition | Horseshoe crab
Horseshoe crabs were used to study mechanisms of retinal physiology, including lateral inhibition, because of the accessibility of individual nerve cells and convenient structure of the compound eye (44).
Learning and memory | Aplysia
Aplysia was used to study the neurobiology of learning and memory because of its capacity for simple forms of learning and the easily identifiable and accessible neurons that mediate these behaviors (45).
Spatial representation | Rat
Rats were used to study the neural components of spatial representation (46, 47) because of their exploration behavior and size, which enables neural recordings during free behavior. The neuroethological approach taken in these studies is described by O’Keefe and Nadel (section 4.7.1 of (46)).
“Never, ever, think outside the box.”
Strategies of creative, compassionate care that take the animal, the environment, and the human into account. Note, for instance, presence of research staff during play time in the images of the macaques and ferrets. The dogs featured in the image in the upper right have been trained to enter, lie down, and lie still, unrestrained, for a sustained period of time in a very noisy MRI machine.
The Animals in War Memorial, Hyde Park, London
June 9, 2001

May we never forget the contributions they made and how much we loved and cared for them.

Dedicated to all the animals lost in tropical storm Allison.
Caring for Animals—

it’s not just my job...

...it’s my passion

Laboratory animal care professionals share a love for animals and a quest for medical discovery. Our work provides hope to millions suffering from medical conditions—hope for new and better treatments, hope for a better life, and hope for a cure. Visit carezsales.org to learn how we’re advancing human and animal medicine.
Lab macaques picking herbs in an outdoor enclosure
Thank you
One Health Approach for the Animal Caregiver - Occupational Health, Human-Animal Bond, and Compassion Fatigue

Human-Animal Bond: Summary of the ILAR Roundtable

Bruce W. Kennedy MS RLATG CMAR CPIA EdD
IACUC administrator
member of the ILAR Roundtable
Mattie, a rescued dog
then, in Fall 2015, a tri-pawed

Everyone here today …
Has a pet or two
Has been attached to an animal
Has recognized what we do in lab animal
Has discussed the 3Rs
Has justified the use of non-human animals in research, testing, and teaching
Has “now” been introduced to the One Health concept, that is interdisciplinary collaborations in aspects of health care for humans, animals, and the environment.

Still, many of us haven’t taken opportunities to talk about other context in lab animal.
Until recently!
Premise:
Human-animal interactions have major significance for the animal sciences and veterinary medical sciences.

Human-Animal Interactions in the Research Environment: A Workshop
Coturnism
“how I got started”

my introduction to lab animal science, including conducting an LD50 study, which gave me goose bumps

term given to the poisoning from eating *Coturnix* quail around the Mediterranean Sea, which has occurred for centuries; the poison can be purged from the birds

hypothesis: the quail are toxic because they retain and tolerate the poison from hemlock

There is an example protocol related to this study on BB
Then entering the world of Tg mouse technology …
and now ...

an appointment to
and
involvement with
the ILAR roundtable.

What is ILAR?
Institute for Laboratory Animal Research (ILAR)

Guide for the Care and Use of Laboratory Animals
- Current is the 8th edition, from 2011
- First guide was published in 1963
- Influential document widely used by research institutions
- Impact on federal government; document of reference for PHS Policy on Humane Care and Use of Animals

Organized in July, 1953, within the NAS
- 66th anniversary this year
- For the history of ILAR, see Tom Wolfle’s 2003 ILAR Journal paper
- Focus is broadly laboratory animal research

Thanks Monte Matthews
National Academy of Sciences

Established to honor the nation’s top scientists and advise the government on issues of science and technology

“...The Academy shall, whenever called upon by any department of the Government, investigate, examine, experiment, and report upon any subject of science...”

- 1863 Congressional Charter of the National Academy of Sciences

Advising the Nation. Advancing the Discussion. Connecting New Frontiers.
Overview of the NAS

Three honorary societies:
- National Academy of Sciences (1863)
- National Academy of Engineering (1964)
- National Academy of Medicine (1970)

An operating arm:
- The National Research Council, consisting of the National Academies of Sciences, Engineering, and Medicine) (1916)

Objectives:
- Provides independent scientific and technical advice
- Draws together volunteer experts to advise federal government from states, non-governmental organizations (NGOs), foundations, academic community, private sector, and the public
- Does not lobby or advocate; non-profit 501(c)(3)
- Supports activities and operations from federal agencies, foundations, state & local governments, private sources, universities, and NGOs
Division on Earth and Life Studies (DELS)

What They Do

• Guiding federal agencies and programs
• Weighing in on issues of the day
• Helping solve regional dilemmas
• Using science and technology to innovate
• Managing and protecting natural resources
• Shaping the direction of research and practice
• Answering focused technical questions
• Taking initiative
• Facilitating timely discussions
• Communicating and reaching out
The Structure of ILAR

ILAR Council

The ILAR Journal

Animal Research Community

ILAR Roundtable on Science and Welfare in Laboratory Animal Use
The Structure of ILAR

Expanded Scope/New Council Members
(February 2019)

- Biomedical (laboratory animal medicine, pathology, pre-clinical translatability of animal research and natural animal model development to advance translational science)
- Wildlife Conservation, Wildlife Research, and Biodiversity Loss
- **One Health** (includes animals in captive and natural settings)
- Zoological and Aquatic Animal Research
- Infectious Diseases

New Director
Teresa Sylvina VMD MPH DACLAM
(October 2018)

Greater Coordination/New Opportunities

- ILAR Council – oversight and guidance
- ILAR Roundtable - workshops
- ILAR Journal – theme-based issues
- ILAR collaborates with other units of the National Academies
The Structure of ILAR

ILAR Council

2019 Members

Margaret Landi, Chair, GlaxoSmithKline
Cory Brayton, Editor-In-Chief ILAR Journal, Johns Hopkins School of Medicine
Joe DeGeorge, Bianca Holdings, LLC
Michael Duvall, Janssen Pharmaceuticals (subsidiary of J&J)
Bob Dysko, ILAR Roundtable Chair, University of Michigan
Paul Locke, ILAR Roundtable Liaison, Johns Hopkins School of Public Health
Anne Maglia, University of Massachusetts Lowell
Suzan Murray, Smithsonian Conservation Biology Institute
Barbara Natterson Horowitz, University of California at Los Angeles
Guy Palmer, Member Natl. Acad. Medicine, Washington State University
Roz Rolland, New England Aquarium
Larry Schook, University of Illinois at Urbana-Champaign
Carolyn Zeiss, Yale University
# The Structure of ILAR

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<td>• External Environmental Factors in Animal Research</td>
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- **Editor-In-Chief:** Cory Brayton, Johns Hopkins University School of Medicine
- **Co-Editor-In-Chief:** Lew Kinter, GLP Scientific Consulting
- **Brian Berridge,** National Institute of Environmental Health Sciences
- **Jim Roth,** Iowa State University College of Veterinary Medicine
- **Larry Schook,** University of Illinois at Urbana-Champaign
- **Caroline Zeiss,** Yale School of Medicine
The Structure of ILAR

Public products and events

- Reports-in-brief
- Congressional testimony
- Videos
- Social media
- Booklets
- Colloquia
- Workshops, like the ILAR Roundtables

Consensus advice

Animal Research Community
Started in 2014, the Roundtable on Science and Welfare in Laboratory Animal Use

- Paid membership with elected 7-member Executive Committee
- Current members: 30 (academia, professional organizations; US government; industry)
- Members choose topics and activities
- Workshops: so far, 8 public, webcasted, free, with published summaries
  Reproducibility; Lab Animal Transportation; Ethical Issues in Gene Editing; Animal Models in Precision Medicine; Future of Animal Law; Performance Standards; Animal Models For Microbiome Research; Care, Use And Welfare of Marmosets

- Next workshop, October 2019: Human Animal Interactions in the Research Environment: A Workshop

http://nas-sites.org/ilar-roundtable/
In preparing for the Roundtable ...

**Human-Animal Interactions in the Research Environment:**

**A Workshop**

I read books

I learned phrases:

- compassion fatigue/satisfaction
- anthrozoologist
- coping
- resilience

I thought about One Health and the human-animal bond.
“... the laboratory rodent: as tool and as naturalistic animal. It is that ambiguity that facilitates the unease many lab workers voice about using animals; for all that standardization and control underlie scientific experiments, variability creeps in and brings with it an animal much closer to the naturalistic.”

p. 54
“[I]f scientists comment that ‘that was a good animal,’ they are not necessarily referring to the behaviors of the animal when it was alive, but to the ways that, say its brain tissue has tuned out once it has been sliced and preserved. ‘The animal’ here refers to the product of a series of experimental procedures.

“This transition to thinking about animals as data or things in turn reinforced how scientists thought about scientific generality, suggests Logan, in her study of the history of standard animals in physiology.

“By the middle of the twentieth century, uniformity was the ideal within a [rodent] strain, to make the laboratory animals more like a ‘chemical reagent,’ just another piece of laboratory equipment ...”
The notion of using our dogs - and other companion animals – to solve our mutual health issues.

One Health
“Animal technicians, however, spend nearly all of their working day in the company of animals – cleaning their cages, restocking food and water; administering basic medical care, … When animals are killed, animal technicians may well engage in specialized forms of memory work far more elaborate than that of lab researchers, erecting temporary or permanent memorials to favorite creatures.”

p. 140
SUBR's webinar, Emergency Preparedness for Research Institutions, October 11, 2019, Gordon Roble DVM DACLAM, Director of Comparative Medicine, Hutchinson Cancer Center
Premise: Human-animal interactions have major significance for the animal sciences and veterinary medical sciences.

**Human-Animal Interactions in the Research Environment:**

*A Workshop*

October 28 and 29, 2019

NIH Bethesda Campus

Balcony A of Building 45 (the Natcher Building)

URL to register – in person or for on-line


*a summary proceedings will follow*
This workshop will explore and characterize aspects of the complex scientific, ethical, and occupational health issues associated with human-animal interactions in the biomedical research environment. The workshop will consider the full range of people who are involved in animal care and use in biomedical research settings, including research scientists, their staff and students, laboratory animal facilities managers, animal care staff, veterinarians and members IACUCs. This workshop will also consider possible metrics that, in combination with other contextual information, could shed light on potential workplace impacts (e.g., worker attendance, disability claims, injuries, complaints, and compliance records). Relevant tools, processes, and lessons learned from existing programs that are focused on the impacts of human-animal interactions in the biomedical research environment also will be explored. These discussions can help to inform a framework that could guide development of programs at other institutions.
Roundtable on “Human-Animal Interactions in the Research Environment: A Workshop”

Monday’s Sessions
- Human Animal Bond
- Compassion in Biomedical Research
- Workplace Impact
- Challenges with Openness/Transparency about Care for Research Animals

Tuesday’s Sessions
- Changing the Human-Animal Dynamic in Research
- Current Programs and Practices
- Tools, Processes, and Lessons Learned
NAS - ILAR Roundtable

Presenters

Bonnie Beaver, Texas A&M
Melanie Graham, U Minnesota
Brianna Skinner, FDA
Anneke Keizer, CopePLUS
Tracy Parker, Intuitive Surgical & AALAS
Mary Ann Vasbinder, GlaxoSmithKline
Elizabeth Clemmons, Texas Biomed Research Institute
Cindy Pekow, VA Puget Sound
Sabrina Brando, AnimalConcepts & U Stirling
Bruce W. Kennedy, Chapman University
Sally Thompson-Iritani, WA National Primate Research Center
J. Preston Van Hooser, U Washington

Taylor Bennett, National Assoc Biomed Research
Paul Locke, Johns Hopkins
Paula Clifford, Americans for Medical Progress
Ken Gordon, Northwestern Assoc Biomed Research
Patricia Turner, Charles River Laboratories
Cathy Schuppli, U British Columbia
Freddy de la Garza, BD
Holly Nguyen, U Washington
Vanessa Lee, Emory
Ann Turner, AALAS
Julie Mattison, NIH/NIA
Angela Alfonso, NIH/OD/ORS
NAS - ILAR Roundtable

Human-Animal Interactions in the Research Environment

October 28 and 29, 2019, NIH Bethesda Campus

Go to the ILAR website to register

Thanks and Acknowledgements
Teresa Sylvina and Amanda Purcell, ILAR
Bob Dysko, RT chair
Members of the RT over the years
ILAR Council
The speakers
Most importantly the animals and the animal care providers!
Needs Assessments: Common Themes and Suggestions for Consideration

Anneke Keizer
CopePlus
Lebanon, New Jersey/Lucerne, Switzerland
People using and caring for animals actually “care about the animals”

They care about how they are treated and what happens to them.
What is a Needs Assessment

A **needs assessment** is a systematic process for determining and addressing **needs**, or "gaps" between current conditions and desired conditions or "wants". The discrepancy between the current condition and wanted condition must be measured to appropriately identify the need.
What is a Needs Assessment

- “Need” refers to the gap or discrepancy between a present state (what is) and a desired state (what should be).
- The need is neither the present nor the future state; it is the gap between them.
In My Travels – I Have

- Interviewed 551 people (Research Team)
- Facility Directors
- Veterinarians
- Necropsy Teams
- Animal Care Staff
- Veterinarian Associates
- Cage Wash Personnel
- Study Directors/Principal Investigators
- IACUC Members
- Supervisors
Needs Assessment

- On day one
- I give a talk about Compassion Fatigue
- Explanation about the Needs Assessment
- How does it work
- What can you expect
- Taking notes
- 100% confidential
“I had no clue what was wrong with me until I attended your talk. I am grumpy all the time. This is like a revelation. I just did not recognize at first that I suffer from compassion fatigue until now. It helps to put a name on it. Now it all makes sense. I am emotionally exhausted. This program will be very beneficial for many people”

(Research Technician)
Needs Assessment

- Meeting with people from all area’s of the animal facilities
- One on One
- Animal Care staff often prefers to meet in a small group
Needs Assessment

- No supervisor or managers present
- 100% confidential – After final report is submitted all notes are shredded
- Will become the basis for your Compassion Fatigue Support program
“Now I understand and realize why I am sitting home and do nothing for hours. I suffer from compassion fatigue”

(Veterinary Associate)
Protocol Review and Building Relationships with Research Staff
“Pre-study meetings would be something that we really want: read the protocol with all people involved, what is the target, what is the drug doing, what can we expect that will be hard to deal with. We want to know”

(Veterinarian)
Protocol Review

- People who are conducting and supporting research want to know what is expected to happen during the study. No surprises.
- The animal care staff see the animals more than anyone else.
- Involving them by telling them what to look for can benefit them and the study.
- They may not know why something is happening but they can notify the research staff when they see anything unusual or unexpected.
Building Relationships with Research Staff

- People want to know the results of the study
- They also would like to know who benefits
- Keep staff informed during the course of the study (continue education)
Building Relationships with Research Staff

- Invite the Research Staff to give a talk about their research (part of continue education)
- When there is an educational afternoon, invite the Research Staff as well
- When you have a commemoration make sure to invite the Research Staff also
Yes, I definitely experience compassion fatigue. Over the years it does not have changed. I work with chickens and the euthanasia is very difficult. I build up a shield to protect myself, but deep in my heart it is always there. I really try to take good care of myself.

(Study Director)
Building on Relationships.........

- Add to the IACUC Website a page dedicated to Compassion Fatigue
- Have a chapter on that page that explains the importance of informing people:
  - When is the end point of the study so that the animal caregivers can say goodbye to the animals
End Point Notification

- When a study ends it is very important that all people who have been involved know when the animals will be euthanized.
“If the animal care giver wants to hold the animal’s hand/paw when we put the animal down, we strongly encourage them to do so. It calms the animal down to be with a familiar face”

(Necropsy Team Member)
End Point Notification

- Develop a system that will notify people about the endpoint
- Keep in mind animal care staff does not always have access to email
“We need to know when our animals are euthanized. Once I came back after the weekend and found one of my rooms empty, I was very, very upset. It took me weeks to get over it. It totally changed me”

“Thinking about it still makes me upset”

(Animal Care Taker)
End Point Notification

- Give people the opportunity to say goodbye
- Give them some time.... an hour, or let them go home earlier
“Every animal I put down I apologize to and say a little prayer. I say thank you for all you have done for us”
(Necropsy Team Member)
Awareness at all Levels is an Important Factor for the Success of your Compassion Fatigue Support Program
Awareness at all Levels

- Management and Research Staff must understand that Compassion Fatigue is a real issue
- In the past, nobody talked about it
- Instituting a Compassion Fatigue Support Program requires a culture change at all levels. This is a must
Awareness at all Levels

- Only if management makes self-care a priority it will be taken seriously
- New Employee Guide/Orientation
Keep a Close Eye on Your People

- For their well being
- Spend time in the animal facility
- Give people time to take a break
- They need time to reflect
- Understand that no news is not always good news
- People should not be afraid to talk
“When I ask my supervisor can I have a hug, she will always say of course you can”

(Animal Care Supervisor)
Break and Lunch Times

- People should never feel guilty when they take a break
- They need their peers
- They need your support
Break Rooms

- Break Rooms are tremendously important
- Give them their privacy
- The Break Room should NOT be public
- Let them decorate the room
- Jigsaw puzzles and Adult Coloring Books
- Soft Colors and Dim lights
Older animals, who are no longer on studies, can help us and be an emotional support. We go and visit them and be with them when we just want to find some peace and need to talk to them

(Behavior Manager)
When a Study is Hard to Deal with

- Make sure your staff understands the study
- Show that you understand them
- Keep a close eye on your staff
  - Calling in sick
  - Staying over night at the facility
  - Not taking breaks
“I want someone who checks on me during the study: ‘How are you doing?’ Getting the right support will help a lot.”

(Research Technician)
Someone to talk to

- Find someone at work who you can talk to
- Someone you feel comfortable with
- Employee Assistance Program
  - Let them spend some time in the facility so they understand
  - Training in Lab. Animal Science
Use of Language in the Facility

- Be sensitive on how you say something or express yourself about the animals, e.g., find a better terminology for “sacking” animals. Maybe say the animals are sent to necropsy.

- Using proper language is showing respect to the animals.
When Things go Wrong

- Facility Malfunction
- Transportation Mishaps
- Accidents
Guidance after an Incident

- Make sure there is a follow-up
- Prepare a meeting for the facility
- Give personnel time to grief

Create by Anneke Keizer
Focus on Self Care

- We are all Responsible
- Sustainable Self-Care is the only Answer to Healthy Caregiving
The importance of Self Care

- Self-care – centering and balance
  - Physical – yoga, walking
  - Emotional – including love, laughter and forgiveness
  - Spiritual – meditation, church
  - Social – three healthy relations in your life
  - Intellectual – find something totally different to do, be flexible
And most important Love Yourself
Seeing people cry is so hard. I tell them take a walk, reflect, come to yourself. Everybody handles emotions differently (Facility Director)
Peer support

- Expose ourselves to other’s resilience
- Connect to colleagues – Someone to talk to
- Reduce isolation and stress
- Trusting your co-workers
- Understand your role and limitations and the strength and capacity of your coworkers
Sometimes we are so enmeshed in our own daily lives and attending to the demands of our work that we fail to see that a peer or colleague is struggling.
Putting it all together

- The research team includes most of the people listed on Slide 6
- The best care and study results occur when that group functions as a team
- Things happen to the animals during the study that profoundly affects people on that team
- Be aware of those affected and give them support
- Communication among the team is very important
Cleaning the room after the animals have left: One employee said: “It is so hard to enter the room and see all the animals gone. I can still smell them, see their hair, and waste. It is devastating. Can we take turns cleaning and sanitizing each other’s room after the animals are gone?”
“Memorial for the animal outside: have a big rock where we write the names of the animals on to remember them by. We can use a sharpie and when the rain fades and washes away the names that is okay, they found their place and they made room for new names to be written down. We can have a pile of small stones available where people can write their favorite animals name on and place them on or around the stone”
One Health Approach:
Incorporating Prevention into Your Occupational Health Program

Christina Pettan-Brewer * (Presenter)
Veterinarian, Lecturer and Co-Director
UW Department of Comparative Medicine
School of Medicine, University of Washington
One Health Brazil Latin America (WVA Member) – President
One Health Latin America – Founder Member
One Health Colombia – Founder Member
UW Dare 2 Care (D2C) Compassion Fatigue Committee Member

Clovis Antonio de Amissis Amorin
Psychologist and Professor
Department of Psychology
Pontificia Universidade Catolica do Parana
Parana, Curitiba BRASIL
One Health Brazil

Dedicated to Dr. Murray E Fowler Legacy
“I have come to believe that a great teacher is a great artist and that there are as few as there are any other great artists. Teaching might even be the greatest of the arts since the medium is the human mind and spirit.”

— John Steinbeck

Legacy, Mentor for 30 years and In Memoriam

Prof Dr. Murray E Fowler (1928-2015)
Professor Emeritus
Zoological and Wildlife Medicine
UC Davis
Universidade Federal de Viçosa, Minas Gerais Brazil  VET 1983-1988

UFV Vet 83” Outreach – Rural impoverished areas
Public Health , Anti Rabies Vaccination

Human/Animal/Environmental Interface

1989-1996 UCDavis , 1996 CDC Emerging Infectious Disease (EID) Fellowship
2001 to Present – post doctoral clinical trainee in Medical Genetics (FIRST DVM**)
and post doctoral research in Comparative Medicine University of Washington (UW) School of Medicine
The University of Washington, School of Medicine

• 2010 One Health BRAZIL LATIN AMERICA (WVA/WMA) in Brazil and Latin America – One Health Partnership Programme
• Fulbright Scholar and One Health Ambassador
ONE HEALTH  human-animal-environment

ECOHEALTH environment-human-animal

PLANETARY HEALTH human_environment (animals)

ONE WELFARE health and well being of human_animals (environment)

Pettan-Brewer 2018 – Capitulo 7 – Clinica Medica – Infectologia EDITORA GEN
Session Objectives

- What is Compassion and the One Health/One Welfare approach?
  - The Human-Animal Bond and Environmental Enrichment and Positive Support
- Examine compassion, burn out and its impacts as occupational health
  - Veterinarians, Animal Caregivers, Researchers, Faculty, IACUC members
- Provide examples of coping strategies and changes through
- Illustrate compassion in science program development

- Develop, implement and collaborate a sustainable compassion in science supportive program at a university, national, international and Global levels
One Health, One Welfare 2018
Rebecca Pirillos DVM, PhD Animal Welfare, Spain

https://www.onewelfareworld.org/

- Animal welfare
- Human wellbeing
- Environmental health and sustainability

II International One Welfare Conference
Australia, New Zealand - October 14-15 2019
VI. ADDITIONAL HEALTH CONCERNS

Yes □ I have health or workplace concerns not covered by the questionnaire (e.g. Compassion Fatigue) that I feel may affect my occupational health and would like to discuss with the Employee Health provider.

Yes □ I have reproductive concerns that I would like to discuss with the Employee Health Provider

Yes □ I have answered the questions truthfully and to the best of my recollection.

VII. SIGNATURE: _______________ DATE: ___
Chronic stress syndrome known as Burnout, according to Maslach and Jackson (Will et al, 2018), is composed of three aspects: emotional exaustion (EE), depersonalization (DE) and decreased personal fulfillment at work (RP).

Reinhold defines Burn out as the auto combustion (the action of auto consumption by flames) a deep feeling of frustration and exhaustion related to work.

**EPIDEMICS OF BURN OUT**: Unsatisfactory efforts – perhaps because the current programs are only focusing in individuals and not in the organization (environment).

FATIGUE related to work.

Difference between burnout and depression: both has loss of interest; depression has lethargy and sense of guilty and failure; burn out is disappointment and sadness related to work.
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 DOES NOT FATIGUE!
Figure 1. Hierarchy model of empathy and compassion.
Sustainability: Compassion Fatigue at UW

- Implemented
- Need More Communication
- Animal Euthanasia
- Study Endpoint Notification
- Heart Stickers & Tags
- Need to say goodbye
- Time/Space for Reflection
- Self care / Coping Strategies
- Break Rooms
- Drab Environments
- Window Project
- Puzzles
- Windowless Environments
- Comment Boxes
- Commemorations
- Comment Boxes Tabled
- Support for Staff
- Dedicated Area
- Someone to Talk To
- Peer Counselor
- Resources
- Annual UW D2C Class: - LAPs - Leadership
- UW Care Link/Work in progress
- Implemented
- Implemented
- Implemented
- Implemented
- Implemented
- Implemented
- Implemented
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 Myotubular Myopathy (MTM), a form of muscular dystrophy.

- Open to all animal caregivers, research faculty, public and staff
Depression and Anxiety Disorders in Humans, Domestic and Wild Animals

Interdisciplinary

Psychology
Population Studies
Psychiatrists
ETHOLOGY

Reported in the Wild as well

Comparative Medicine and One Health
Caring

“It’s proper to make the distinction
When explanations are given;
Between those who care as a hobby
And others who care for a livin’.”

Baxter Black, 1986

“Animal Lovers”, Coyote Cowboy Poetry

Idea for quote borrowed from K. Bayne, ILAR Journal V43(1) 2002
Acknowledgments

University of Washington D2C Compassion Fatigue Committee – J Preston Van Hooser
WaNPRC Leadership – Sally Thompson-Iritani
AALAS Executive and Organizing Committees
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UW Center for One Health Research
One Health Brasil and One Health Latin America
UW School of Medicine
CFMA (Committee for the Advancement of Minority Faculty Award)
One Health Brasil – Prof Clovis Amorin (PUC PARANA)
One Health Latin America

Thank you ALL BEINGS for what you do..... you truly make a difference!
SMILE AT THE RAIN
WE SHARE AND WE CARE
UW D2C Website

Impact! September 2019
5,804 visitors | 35 countries | 405 cities

https://sites.uw.edu/d2c
TIPS FOR DESTRESSING

How EFT Tapping Works

TH - Top of the head
IE - Inner Eyebrow
OE - Outer Eye
UE - Under Eye
UN - Under Nose
UL - Under Lip
CB - Collarbone
UA - Under Arm
KC - Karate Chop

For more information on tapping for pets visit http://fernissjay.com/efť-for-animals/
To see demonstration videos please visit http://fernissjay.com/free-video-series
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