Center for Faculty Advancement Mentoring and Engagement

Faculty School: How to Thrive in Academic Medicine

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The **physiological consequences** of stress impede performance:

OSU 's Institute for Behavioral Medicine Research illustrates that chronic stress:

- impacts telomere length (aging)
- influences Epigenetics (which genes get expressed)
- impacts the body’s ability to heal (2005)
- weakens Immune status and increases inflammation (2003)
Work / School/Family
"Normal day, let me be aware of the treasure you are. Let me learn from you, love you, bless you before you depart. Let me not pass you by in quest of some rare and perfect tomorrow. Let me hold you while I may, for it may not always be so. One day I shall dig my nails into the earth, or bury my face in the pillow, or stretch myself taut, or raise my hands to the sky and want, more than all the world, your return."

Mary Jean Iron
So..... what do you do when something “bad” happens and you realize you may have been wasting your normal days?
Most people in this room KNOW we need to:

- eat right
- exercise
- stress levels at minimum
- get enough sleep
- supportive community

The problem is **NOT** lack of information
Habitual reactions to stress usually involve NOT doing these things…

- over eating
- disrupted sleep
- get too busy to exercise
- isolation

We STOP doing the very things that help us be resilient.
What is **YOUR** reaction style to stressful events?

Does your style work for you?
We need PRACTICAL strategies to become aware of our HABITUAL REACTIONS TO STRESS, and to learn some NEW TOOLS to actually BE IN OUR LIVES
What is Mindfulness Meditation?

• It is non-judgmental, moment to moment awareness of the present moment. It means paying attention to what you are doing, while you are doing it. Non Mystical. Waking up to the life you are living.

• The underlying hypothesis is that increasing attention regulation skills may have positive benefits for people with chronic illnesses or for those seeking health behavior changes.
Mindfulness: Research Results Overview

<table>
<thead>
<tr>
<th>Year(s)</th>
<th>Working Population</th>
<th>Outcomes of interest (* p&lt;.05)</th>
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</thead>
<tbody>
<tr>
<td>2004</td>
<td>The Ohio State University Faculty &amp; Staff n = 48</td>
<td>Perceived Stress*, Mindfulness*, Sleep Quality*, Cortisol</td>
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<tr>
<td>2007-2009</td>
<td>The Ohio State University Faculty &amp; Staff n = 180</td>
<td>Biomarkers of inflammation (p=.08) for BMI &lt; 35, CRP* when BMI &lt;30</td>
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<td>2010-2011</td>
<td>Danish Bank Employees n = 72</td>
<td>Work Engagement*, Perceptions of well-being/stress at work *</td>
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<td>2010-2011</td>
<td>The Ohio State University Surgical Intensive Care Unit Personnel n = 32</td>
<td>Feasibility of a work place mindfulness intervention for SICU personnel, stress reduction*, Salivary α-amylase levels reduced*, work engagement*, correlated changes in mRNA*</td>
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<tr>
<td>2010-2012</td>
<td>Older adults n=28</td>
<td>Brain function changes* and mindfulness</td>
</tr>
<tr>
<td>2012</td>
<td>The Ohio State University Neonatal Intensive Care Unit Personnel</td>
<td>Resiliency increase*, stress reduction, Salivary α-amylase levels, work engagement, correlated changes in mRNA (analysis not completed)</td>
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Why Mindfulness, why now?

1. To expose that it is our REACTION to stress that is the foundational key to resiliency building, and to,

2. Offer mind/body resiliency tools that can be implemented at worksites, in classrooms, to individuals, in communities
Workers work out before shifts
Columbus Dispatch Oct 3, 2011:
Two levels:

1. Individual: Being aware of how we react to the events of our lives (example: taking the time for reflection)

2. Structural: What changes could we, OSUMC, make to keep the talent in our Institution (Example: Exit interviews…)}
Why Are a Quarter of Faculty Considering Leaving Academic Medicine? A Study of Their Perceptions of Institutional Culture and Intentions to Leave at 26 Representative U.S. Medical Schools.


Burnout - is caused by many things including loss of autonomy, too many administrative requirements, not enough time to provide the care you want, and in academic medical centers (n=2381 MDs) isolation (lack of relatedness) and moral distress
Abbreviated Mindfulness Intervention for Job Satisfaction, Quality of Life, and Compassion in Primary Care Clinicians: A Pilot Study

N=30 PC MDs

Abbreviated Mindfulness program

Improved in Burnout and perceived stress at 1, 3, and 9 months

A Multicenter Study of Physician Mindfulness and Health Care Quality

- Evaluated if clinician self-rated Mindfulness is associated with quality of patient care
- n=45 clinicians, 437 HIV patients
- Used audio recordings and patient rating of care
- Clinicians with high Mindfulness engaged in more rapport building and discussion of psychosocial issues, and patient satisfaction was higher for these clinicians
- Mindfulness did not predict amount of conversation about biomedical issues

(Beach et al., ANNALS OF FAMILY MEDICINE, VOL. 11, NO. 5 SEPTEMBER/OCTOBER 2013)
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Finding solutions to stress involves walking through this together!