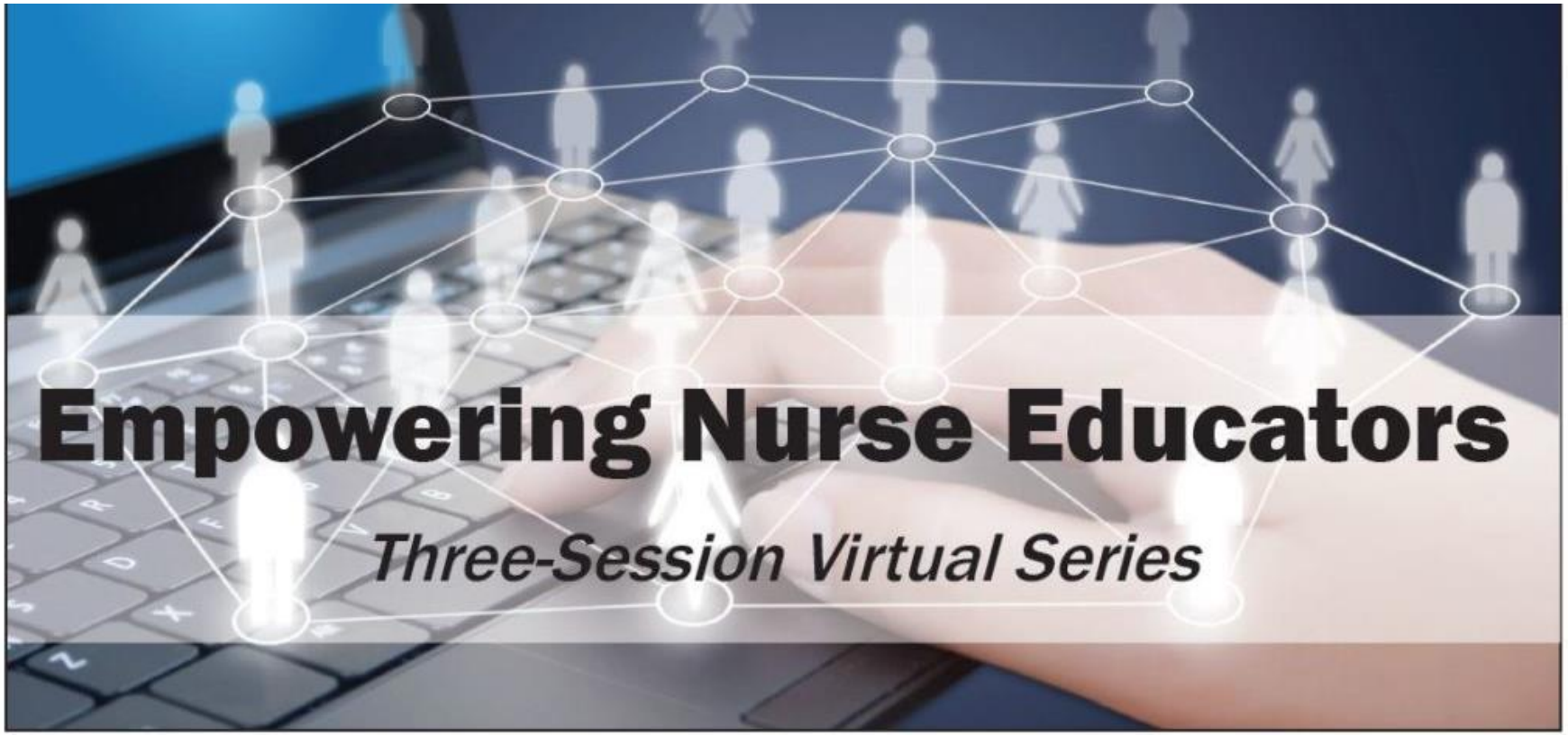
Welcome to…



October 15th, 22nd & 29th

Thank you to our event planning committee!

Virginia Chandlee	JPS Health Network
Katie Choy	Baylor Scott & White
Erica Grimes	Children's Health
Cliffann McCarley	Medical City Healthcare
Kandice Perez	Baylor University School of Nursing
Judy Thompson	JPS Health
Ellen Vuong	THR
Kimm Wright	Methodist
Michelle Andrews	Encompass Health

Visit our website for all information

www.dfwhcfoundation.org/educational-events

- Link to CE evaluation will be available 10/29
  - To be eligible, you must attend 85% of the session
  - Must complete by 11/13/20
  - Email will be sent 1-2 two weeks after completion containing:
    - Certificate of credit hours
  - Credit is not available for viewing recordings

- Session recordings and presentations will be posted a few days after each session

Conflict of Interest

No conflict of interest found with any speakers in this session

Questions

- Participant questions will be addressed at the end of each session

- Please enter using the “Questions” drop down feature from your control panel

Moderator for Today's Session

Virgina Chandlee

PhD, MSN, RN, PNP

Manager, Clinical Experience
Department of Medical, Academic & Research Affairs

JPS Health Network

Panelists

Glenda Mutinda, PhD
Director of Interprofessional Well-Being
Academic Affairs
JPS Health Network

Lyn Prater, PhD RN CNE
Clinical Professor
Baylor University
Louise Herrington School of Nursing

Elaine Beardsley, MN, ACCNS-P, CPEN
Clinical Resiliency Specialist, RISE

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Well-Being in the Midst of a Global Pandemic

Glenda Mutinda, PhD
Director of Interprofessional Well-Being

About Me

Glenda Mutinda, PhD
Director of Interprofessional Well-Being
Academic Affairs
JPS Health Network
gmutinda@jpshealth.org

Agenda

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Discuss	Provide	Explore
Discuss Well-Being Challenges	Provide model for assessing caregivers' needs	Explore well-being tools and initiatives

Well-Being Challenges

- Pre-COVID
  - Burnout
  - Mental health complaints
  - Poor satisfaction/retention rates
- COVID
  - Uncertainty
  - Increased burnout
  - Increased mental health complaints

Caring for the Caregivers Team

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Glenda Mutinda, PhD

Director, Interprofessional Well-Being

Lee Ann Franklin

Executive Director, Spiritual Care and Ethics

Jeff Christie

Director, Employee Assistance Program

Shanan Sims

Executive Director, Psychiatric Nursing

Caring for the Caregiver Assessment

- Disorientation Phase - Intermediate/Short Term
- Orientation Phase – Intermediate Term
- Reorientation Phase – Long Term

Caring for the Caregiver COVID-19 Initiatives

- Mindful Minute
- Daily Prayer Gathering
- More frequent rounding
- Resident Snack Shack
- Hope Tree
- EMD Therapy
- Process Groups
- Stronger Together: JPS Peer Support Program
- More frequent Schwartz Rounds

Caring for the Caregiver Process

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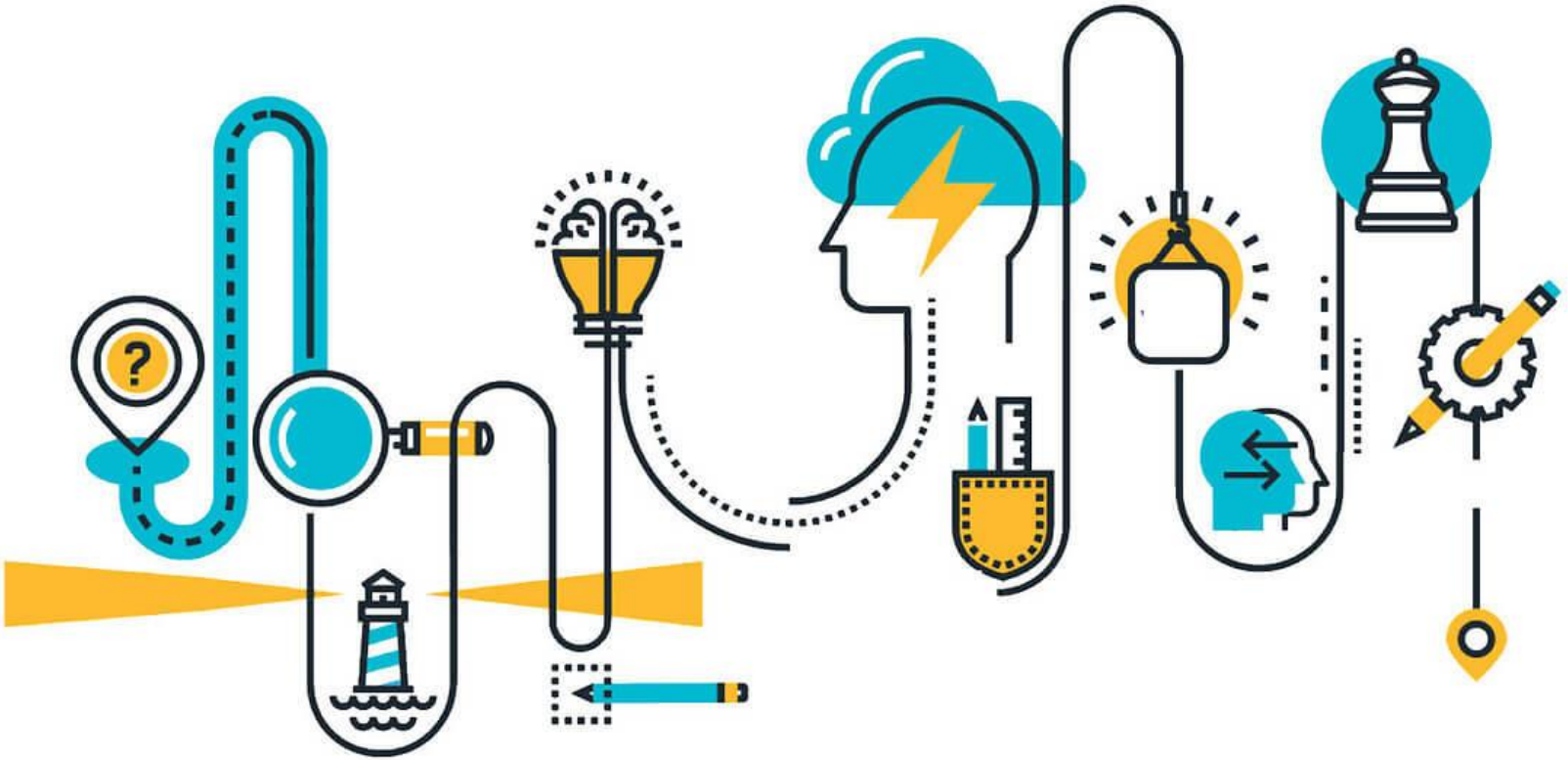


COVID-19 Units – Resiliency and Caregivers: Hospital Employee & Student Perspectives

How are our Hospitals/Academic Institutions Taking Care of their Nurses/Students during the COVID-19 Pandemic?

Elaine Beardsley, MN, ACCNS-P, CPEN
Clinical Resiliency Specialist, RISE

Resilience | Integrated Ethics | Staff Support | Engagement

Special Thanks

- Leslie Leach
- Jessica Roumillat
- Stacy Smith

children's health

RISE Programs

- **Originally developed by Stacy Smith in 2016 and expanded in 2019**
- **Support the mission and values of Children's Health**
- **Enhance the ethical climate**
- **Collaborate with stakeholders to reduce system barriers of resilience while enhancing individual resilience factors**
- **Address secondary traumatization**
- **Mitigate burnout**
- **Promote resilience, integrated ethics, and staff support through programming, education, and research**

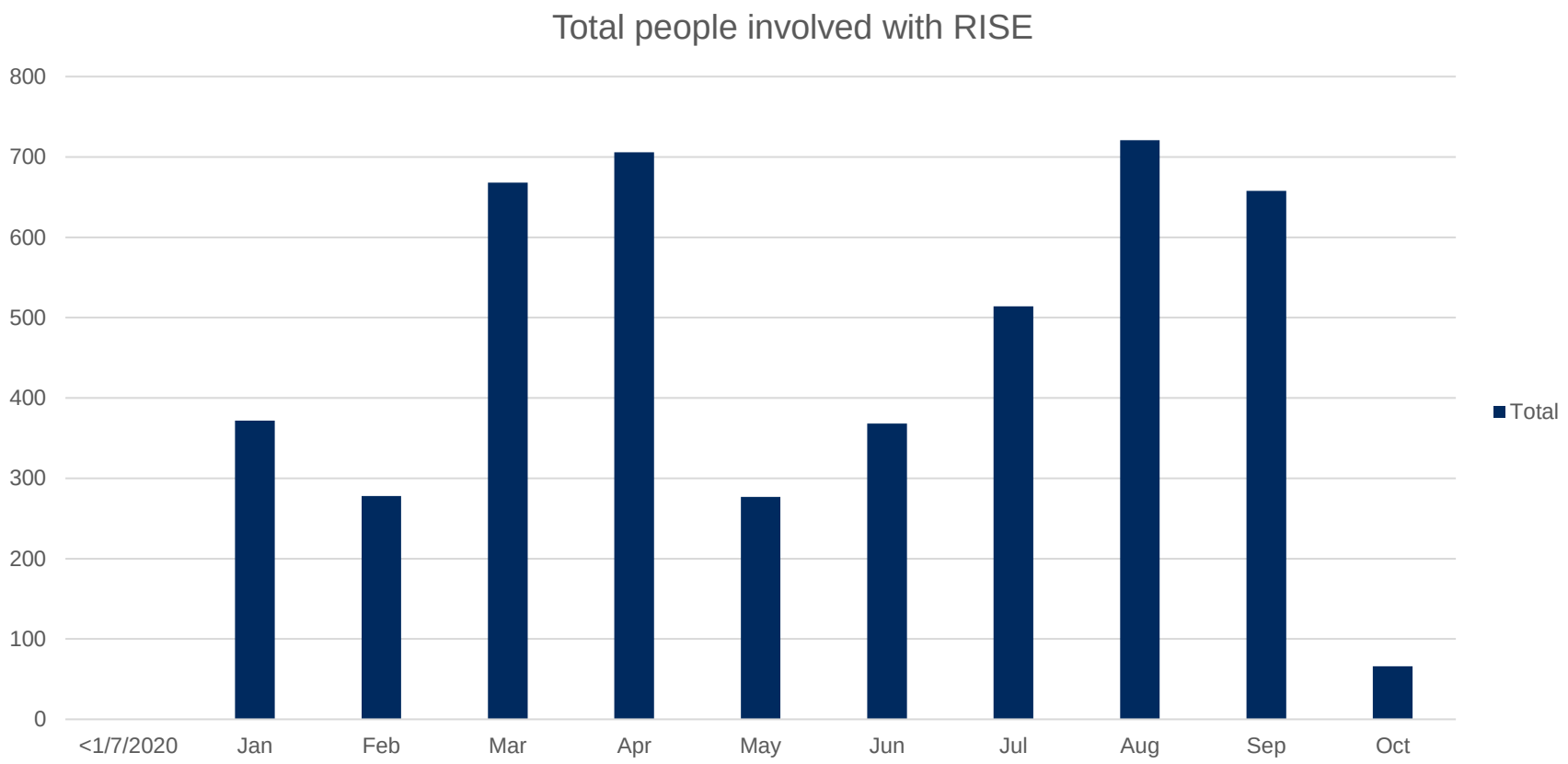
The RISE team currently offers the following services:

- Consults for staff experiencing moral distress, clinical conflict, and/or caregiver grief
- Facilitated RISE hybrid group sessions centered around the evolving impact of COVID-19, racism, and social injustice
- Confidential one-on-one or group support following a work-related adverse or unanticipated/traumatic event
- Comprehensive resilience education and mindfulness exercises
- Support and consultation with stakeholders across organization as they work to identify and mitigate system barriers to resilience
- Conflict transformation training
- Education and/or facilitated discussions on the ethical dimensions of clinical care, burnout and resilience, and staff support

Guiding Principles

- Although there is opportunity for enormous compassion satisfaction in healthcare, there are also countless difficult, depleting situations that weigh enormously on the hearts and minds of our “helpers”
- It is key to support our team members and students using trauma-informed methods. This includes:
  - Creating psychologically safe and confidential environments (virtual or in-person)
  - Promoting unburdening to develop deeper insights
  - Holding space for difficult and positive emotions
  - Facilitating perspective-taking and shared understanding within groups
  - Fostering connection to strengths
  - Encouraging activities that replenish energies
  - WE all are resilient

Total participants in RISE services (1:1 support, facilitated groups, education)



Strengthening Resilience Factors

- Allow for unburdening to process emotions to deepen insight (with self-compassion)
- Consider other perspectives
- Develop ways to re-connect with self to listen /assess
- Replenish energies
- Acknowledge your limits and boundaries
- Support healthy habits
- Normalize that it is OK to have difficult times and to talk about it

Reflection: A time that brought the “best”

Ask yourself:

- Why did you go into the profession you are in?
- Why do you work where you work?
- Think to a time (or a day) when you were at work where you felt energized.
- What were the factors that contributed to the questions above? Write a few words or phrases down

Reflection: A time where it was not the “best”

Ask yourself:

Think to a time when you felt like you were not making a difference and felt depleted.

This may not be the experience with yourself, but you may have seen it. What did you see?

Even though it is exceptionally difficult, what take-aways from the experience point to your strengths/meaning

Access RISE support by contacting RISE@childrens.com or reaching out to the RISE representative on call in the Children's Web Directory!

North Texas Institute for Nurse Educators

Empowering Nurse Educators

Lyn Prater, PhD RN CNE
Clinical Professor
Baylor University
Louise Herrington School of Nursing

October 29, 2020

COVID-19 Units: Resiliency and Caregiver from Hospital Employee and Student Perspectives

- Baylor University Louise Herrington School of Nursing
- Undergraduate Traditional Track Level 4 Coordinator- Look after all students and faculty in the last semester of BSN nursing program
- March, 2020-Extended spring break and all courses both theory and clinical

ON-LINE TEACHING AND LEARNING

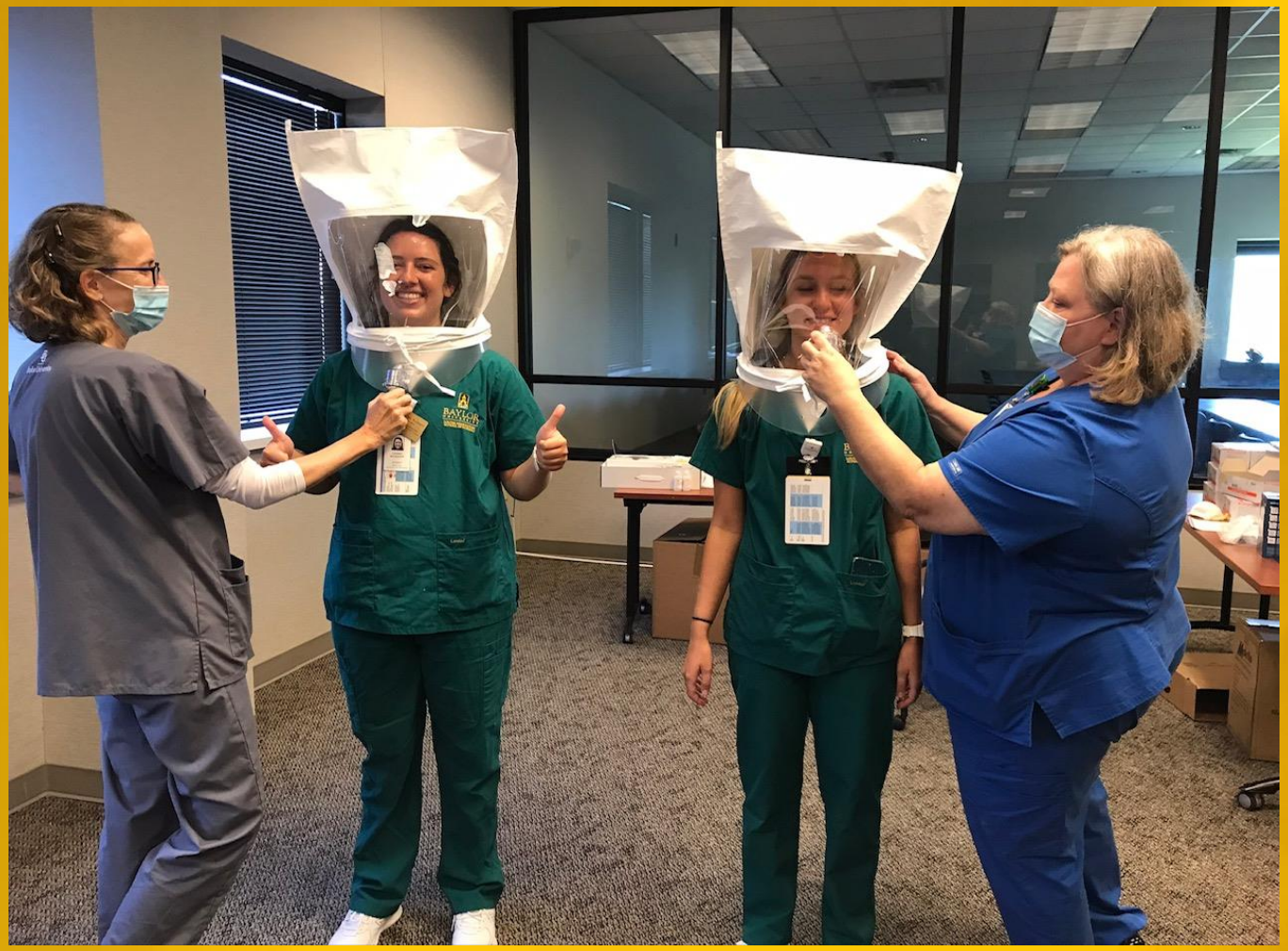
Baylor University

Baylor University

Preparing for Fall Semester

- COVID tested each student/faculty/staff 1 week before return to campus
- Gave student choice of in seat class or on-line
- Gave each student 2 masks and face shield
- Fit tested each student with N95
- Ensured students knew policy and procedure for exposures and positive tests

Baylor University



Baylor University

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Clinical Practice Partners

- Individual Requirements
- Ensured modules, equipment, documents in order
- Grateful for hosting students

Baylor University

Student Voices

1. **What concerns did you have before starting semester-class or clinical?**

Juniors: Worried they would be at greater risk for COVID-but because they received masks/shields it was not a problem

Juniors and Seniors: Worried they would have limited time with patients or not be able to go to hospital at all

Seniors: Worried not be able to graduate on time, not having wide variety of patients due to hospital protocol, worried clinical would be canceled and only have virtual simulations.

Baylor University

2. Was there anything we could have done to help decrease your anxiety before the semester started?

- Juniors: Nothing
- Seniors: Daily updates were helpful
  - Talking with student services director about school's desire to continue with clinical
  - There seemed to be many changes up until start date, but COVID was changing, so not much could be done

Baylor University

3. What issues have arisen during clinical that have caused concern?

- Juniors-Nothing; clinical has been the most stable thing this semester
- Seniors-Some confusion regarding PUI/wearing kits; some testing positive but still deemed non-infectious
- Not having N95 mask that fits (we had trouble at first finding small N95)

Baylor University

4. Do you feel you have been supported during clinical re: COVID and How?

- Juniors-Many said YES! “The stability of the instructors being encouraging and protective”
- “Faculty were more concerned in the person than objectives”
- “Good communication regarding school, measures taken, schedules, etc.”
- “Faculty were advocates for students”

Baylor University

Do you feel you have been supported during clinical re: COVID and How?

- Seniors: “Yes-preceptors have been protective, making sure students were not with COVID patients
- “Strong communication on the units with managers”
- “Yes, I am always provided with appropriate PPE”

Baylor University

Seniors, continued

- “Random testing at LHSON”
- “Running interference by the preceptors on our behalf”
- “Contract signed that we would not take care of COVID patients helped me feel safer”

Baylor University

5. What do you need from your instructors, School or University that you have not gotten? What would make you feel more supported?

- Juniors-Some wished their classes were in person and wanted school to provide tutors
- Seniors-Nothing

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Anecdotal Notes form Faculty and Staff

- Most students coping well
- Some students expressed loneliness if living alone or with roommates not present
- Some confusion if student thinks they were exposed or what to do/ what constitutes exposure

Baylor University

Resources at LHSON

- Sparrow House-6 sessions provided free for students
- Chaplain, student services personnel available for conversation, prayer, study skills, etc
- Financial aid Counselor
- Faculty of individual courses
- Simulation Lab Director and Team
- Continued updates from University, School of Nursing

Baylor University

Baylor University

What will Spring Semester be like?

- Planning for Classes (both in seat and on-line options)
- Clinical placements as usual
- Continue surveillance, random testing, PPE
- Thank you Clinical Practice Partners!

Baylor University

Questions?

Please enter using the “Questions” drop down feature from your control panel

Glenda Mutinda

Elaine Beardsley

Lyn Prater

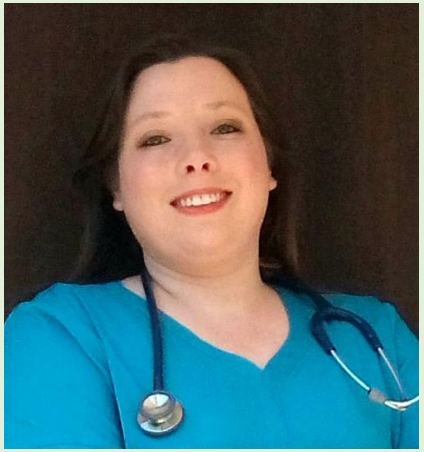
Panel Members

Bianca Castillo

Joelle Couture

Tracy Wood

Kailye Womack



Margaret Conder

- How has the pandemic affected your job?
- How has your workplace been affected by the pandemic?
- Share your challenges, opportunities or lessons learned.

Thank you to our speakers!

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