



FLOURISHING PHOENIX
VETERINARY WELLBEING & ENGAGEMENT CONSULTANTS

CURRENT STATE OF WELLNESS, WELLBEING, & SUICIDE RISK IN VETERINARY MEDICINE

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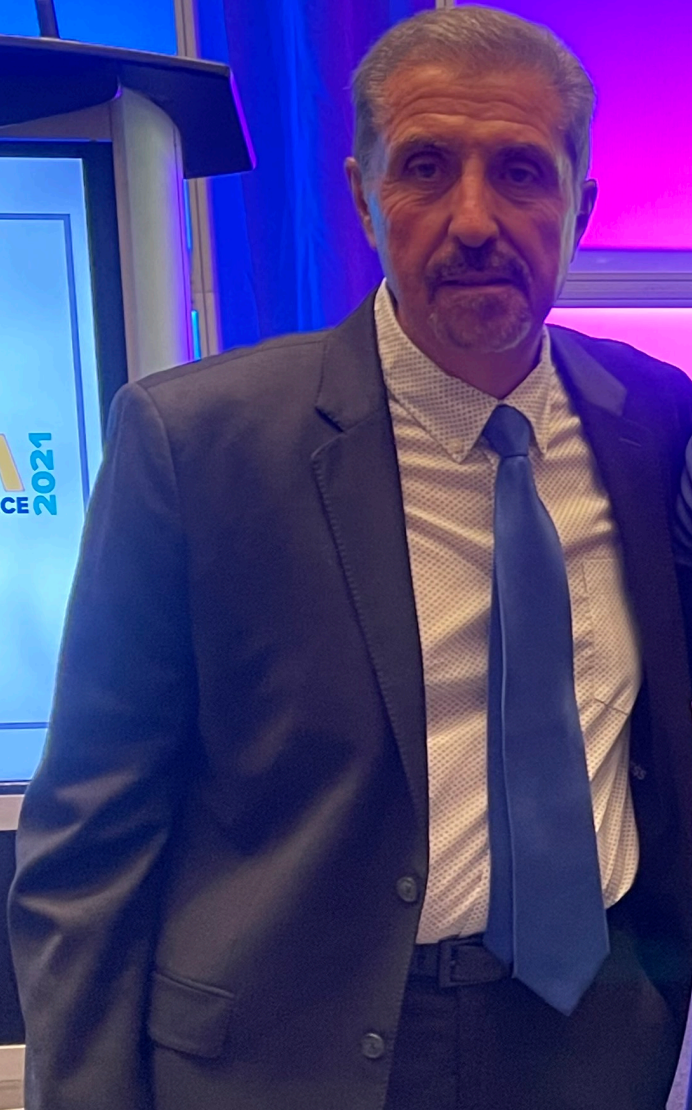
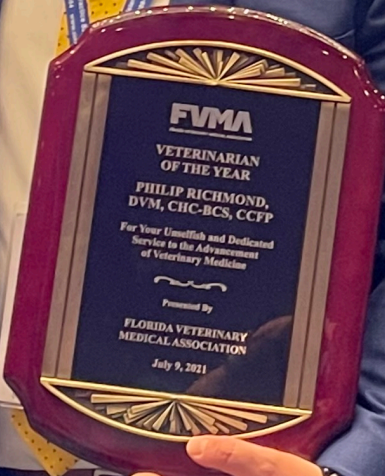
FOUNDER | CEO, FLOURISHING PHOENIX VETERINARY CONSULTANTS, LLC

CHAIR, FVMA PROFESSIONAL WELLBEING COMMITTEE



Florida VETERINARY MEDICAL ASSOCIATION

FVMA
CONFERENCE 2021





CURRENT STUDIES/SURVEYS IN VETERINARY MEDICINE



WHY WELLNESS AND WELLBEING? A 2014 SURVEY, JAVMA—NETT, ET AL.

9% OF VETERINARIANS EXPERIENCE SERIOUS PSYCHOLOGICAL DISTRESS* (OPT-IN STUDY)

31% EXPERIENCE DEPRESSIVE EPISODES

17% HAVE SUICIDAL IDEATIONS (2017, **24.9%**)

CANADIAN VETERINARIANS (PERRET, ET AL 2020) **26.2%**



LANDMARK 2019 CDC STUDIES SUICIDE AMONG U.S. VETERINARIANS

2.1X (1.6X) HIGHER SUICIDE RISK THAN GENERAL
POPULATION (MALE VETERINARIANS)

3.5X (2.4X) HIGHER SUICIDE RISK THAN GENERAL
POPULATION (FEMALE VETERINARIANS)

*UK **4X**



MERCK WELLBEING STUDY—KEY FINDINGS

ONLY **41%** OF ALL VETERINARIANS RECOMMEND A CAREER IN VET MED

24% OF VETERINARIANS UNDER 35 YEARS OLD (YOUNGER PHYSICIANS MUCH HIGHER)

TOP 3 CONCERNS: **HIGH STUDENT DEBT, STRESS LEVEL** OF JOB, AND HIGH **SUICIDE RISK** OF VETERINARIANS

DEPRESSION, COMPASSION FATIGUE/BURNOUT, AND ANXIETY/PANIC ATTACKS MOST REPORTED



REASONS FOR RELUCTANCE TO SEEK MENTAL HEALTH TREATMENT BY MEDICAL STUDENTS

1. FEAR OF EXPULSION
2. FEAR OF REPUTATIONAL DAMAGE
3. FEAR OF FAILURE TO MEET EXPECTATIONS
4. STRONG BELIEF THAT MENTAL ILLNESS IS UNACCEPTABLE—THAT IT IS A FITNESS TO PRACTICE ISSUE THAT LEADS TO DISMISSAL

JOURNAL OF VETERINARY MEDICAL EDUCATION 44(1):147-156, FEBRUARY 2017.



COMBINATION OF FACTORS UNIQUE TO VET MED

- SELECTION FOR PERFECTIONISM
- HIGHER SCORES OF NEUROTICISM ON BIG 5 PERSONALITY
- STUDENT LOAN DEBT (UP TO \$500K WITH STARTING SALARY AROUND 75-80K)
- MORAL DISTRESS
- WORKPLACE STRESS
- NEED EXPANDED/IMPROVED SKILLS OF RESILIENCY
- TRAINED TO VIEW EUTHANASIA AS AN ACCEPTABLE METHOD TO RELIEVE SUFFERING
- ACCESS TO MEANS—PENTOBARBITAL



AUD AND SUD IN DOCTORATE-LEVEL MEDICAL PROFESSIONALS

APPROXIMATELY **12-15%** OF PHYSICIANS

2015 MAYO CLINIC SURVEY (7,288 PHYSICIANS)

ACES...**7-10X & 30X**

OPIOID AND BENZODIAZEPINE USE DISORDERS **5X**



POST-PANDEMIC PHYSICIAN USE

Physicians are Showing Up to Work High or Drunk

It's no surprise healthcare workers are suffering from burnout, but according to a new report over the last three months, physicians are struggling the most:



1 in 7 (14%) physicians admit to consuming alcohol or controlled substances at work.



More than 1 in 5 (21%) say they consume alcohol or controlled substances multiple times per day.



17% say they consume alcohol or controlled substances at least once daily.

RECOVERY RATES ARE EXTREMELY HIGH IN MEDICAL PROFESSIONALS IN PHPS

78% OF PHYSICIANS HAVE NO RETURN TO ALCOHOL OR SUBSTANCE USE DURING 5-YEAR CONTRACT*

72% RETURN TO PRACTICE*

*DUPONT RL, MCLELLAN AT, WHITE WL, MERLO LJ, GOLD MS. SETTING THE STANDARD FOR RECOVERY: PHYSICIANS' HEALTH PROGRAMS. JOURNAL OF SUBSTANCE ABUSE TREATMENT. 20-9 MAR;36(2):159-71.

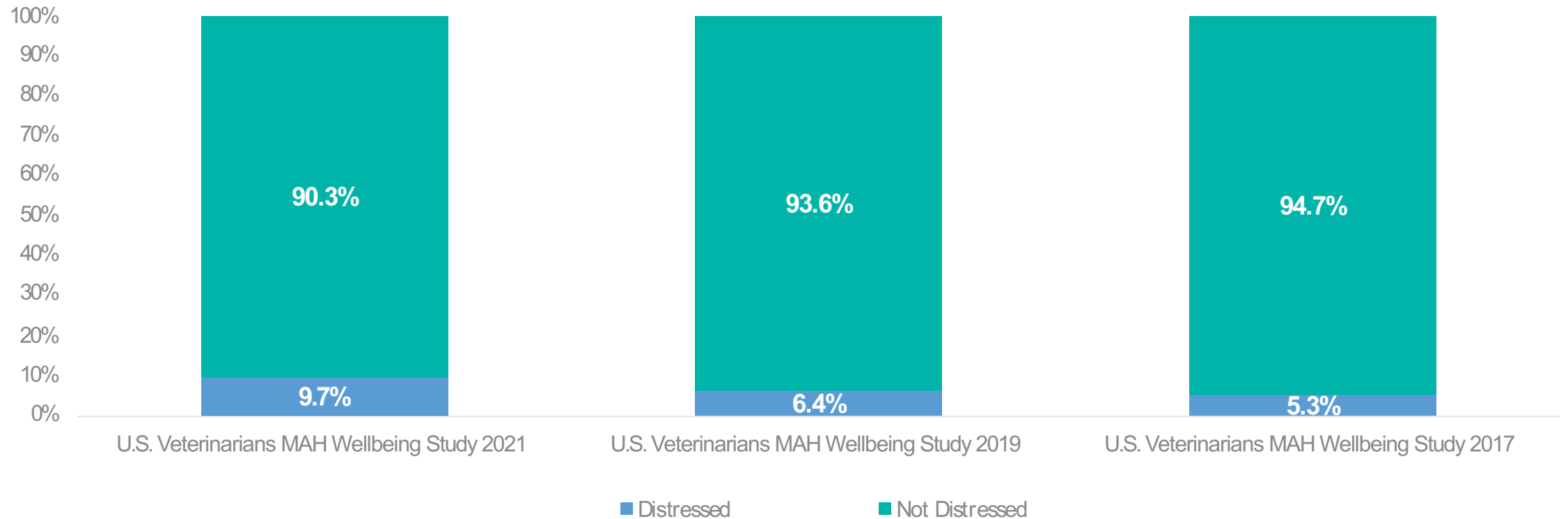


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A man in a dark suit and tie is meditating with his eyes closed and hands resting on his knees. He is positioned in front of a chalkboard filled with various mathematical equations and diagrams. The background is dark blue with a subtle pattern of colorful, abstract shapes. The title text is overlaid in white, bold, sans-serif font.

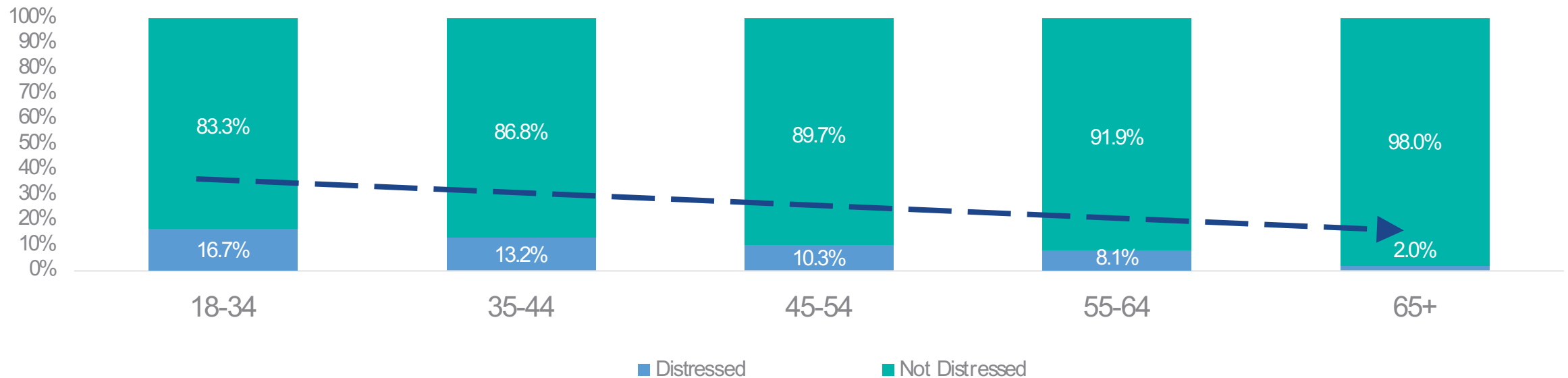
PSYCHOLOGICAL DISTRESS & BURNOUT IN VETERINARY PROFESSIONALS

PSYCHOLOGICAL DISTRESS HAS INCREASED SINCE THE BEGINNING OF PANDEMIC (KESSLER SCALE, MAH WELLBEING 2022)



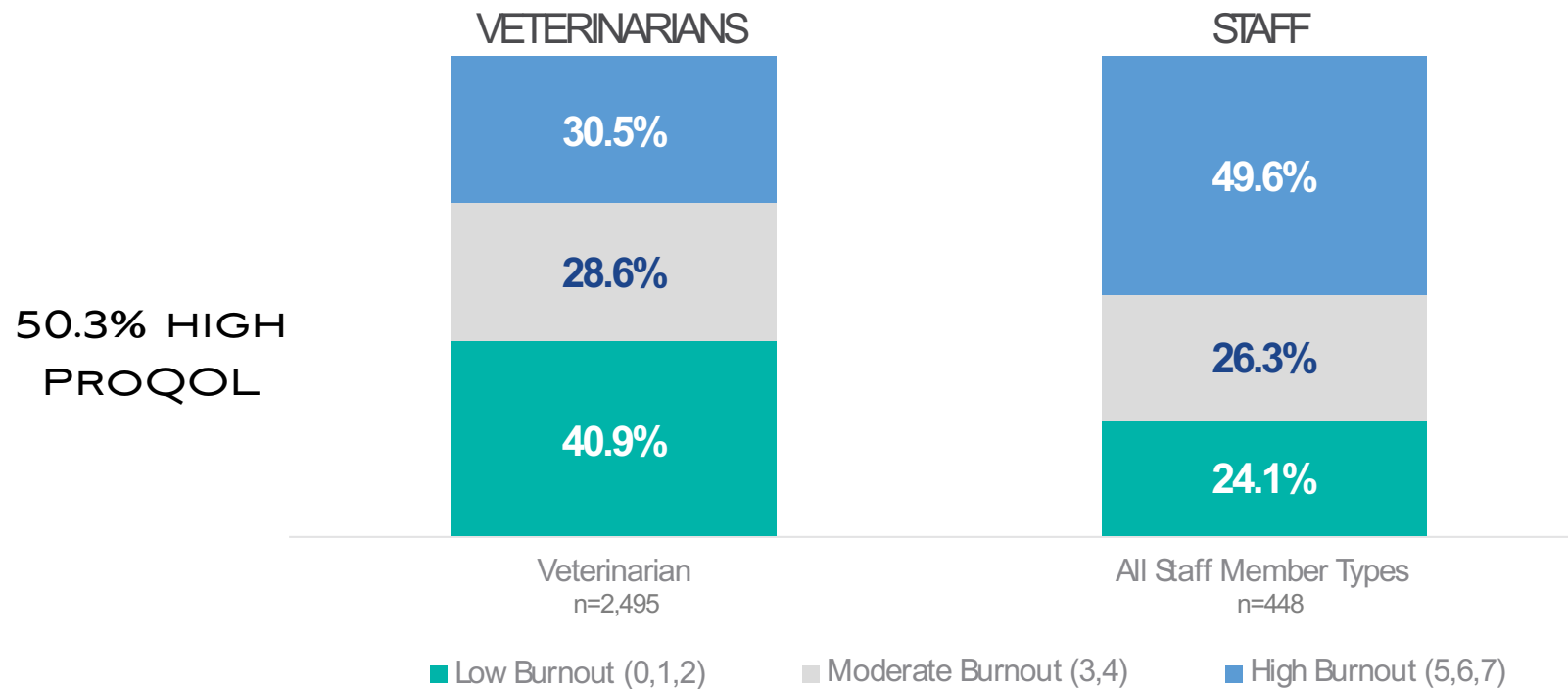
SERIOUS PSYCHOLOGICAL DISTRESS HAS INCREASED IN ALL AGE COHORTS (MAHWELLBEING STUDY, 2022)

- MORE PREVALENT IN YOUNGER VETERINARIANS
- LARGEST INCREASES AMONG MIDDLE-AGE VETERINARIANS
- HISPANIC, BLACK VETERINARIANS EXPERIENCING MORE DISTRESS THAN WHITE VETERINARIANS

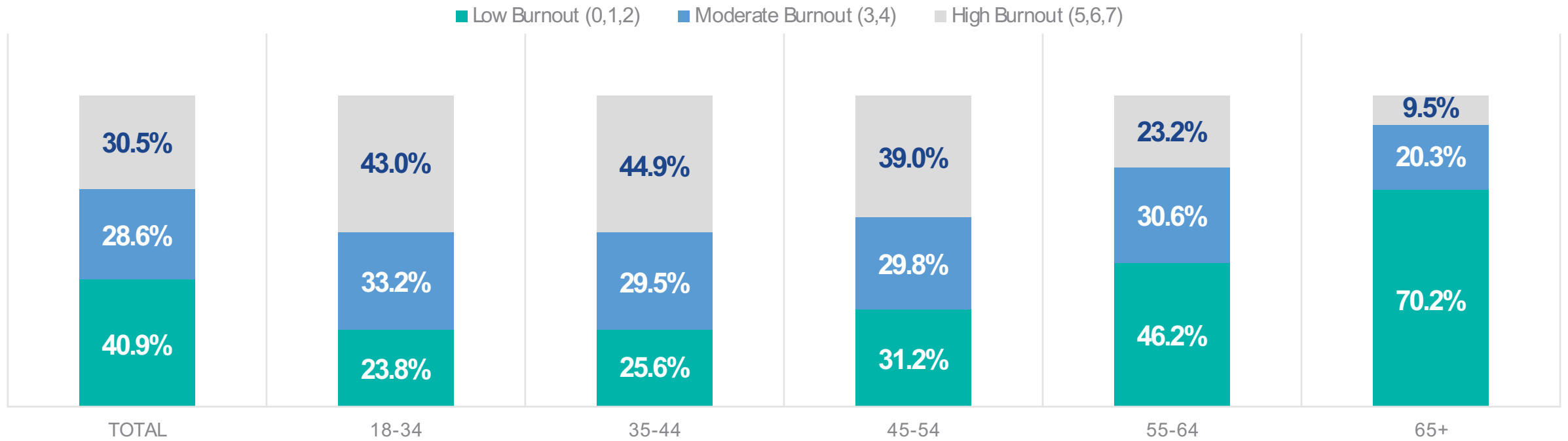


BOTH VETERINARIANS AND STAFF EXPERIENCED HIGH LEVELS OF BURNOUT (MAH WELLBEING)

- MEASURED USING MAYO CLINIC PHYSICIANS WELLBEING INDEX
- HIGHLY CORRELATED WITH WELLBEING AND SERIOUS PSYCHOLOGICAL DISTRESS

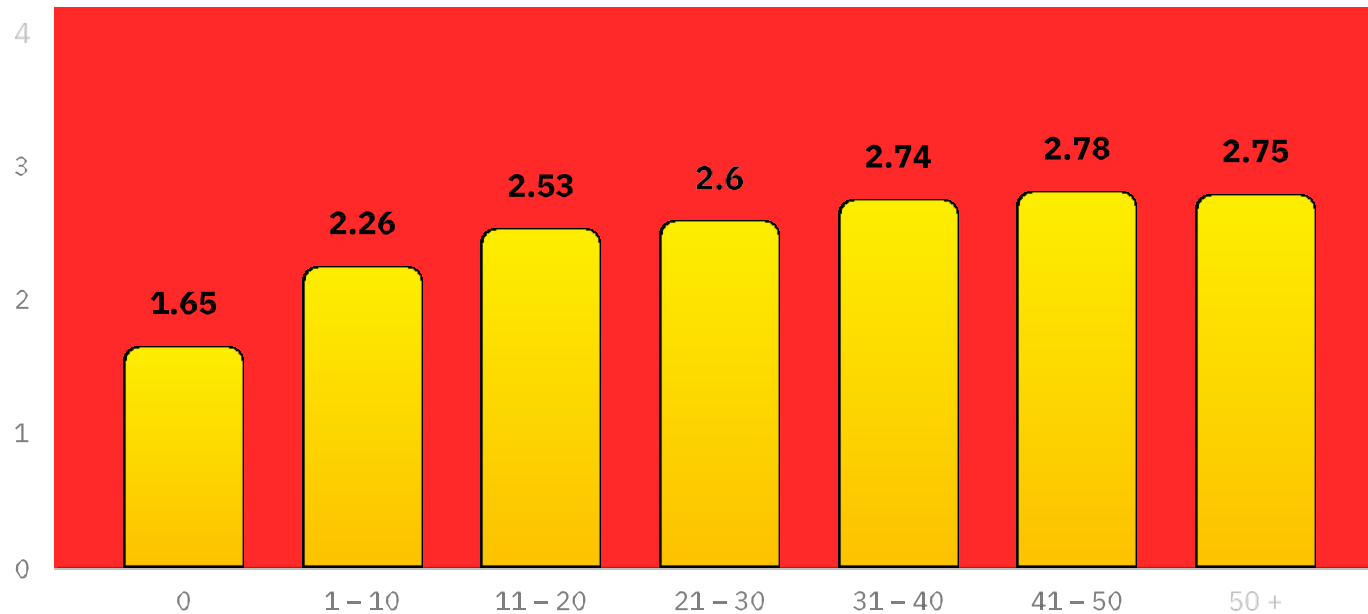


BURNOUT HIGHEST AMONG YOUNGER VETERINARIANS



BURNOUT (VIS WHITE PAPER, 2022)

CORRELATION BETWEEN CASELOAD & BURNOUT, MEAN SCORES



BURNOUT PLATEAUS AT 21-30

****SUSPECT THIS NUMBER IS SIGNIFICANT**

COGNITIVE/JOB DEMANDS



HOW IS THE PROFESSION HELPING BOTH IN THE US AND IN FLORIDA?



IMPLEMENTATION OF NATIONAL GUIDELINES (WSPPC)

- LARGE, MULTIPLE ORGANIZATIONAL EFFORTS FOR DEI
- INCREASED NATIONAL AWARENESS OF SUICIDE RISK
- WELLBEING INITIATIVES ON NATIONAL AND STATE LEVELS
- ACCESS TO MEANS REDUCTION (DR. WHITTE)
- FREE ACCESS TO QPR AND OTHER SUICIDE PREVENTION TRAININGS
- AVMA/AFSP JOINT POSTVENTION GUIDE FOR PRACTICES
- COMPREHENSIVE & SUSTAINED INVESTMENT





V E T E R I N A R Y

V I S I O N A R I E S

A future-focused collaboration

2017 MAYO CLINIC STUDY AND 2018 AMA/FMSB MENTAL HEALTH MLAQ RECOMMENDATIONS

2019 FLORIDA VETERINARY MEDICAL LICENSING APPLICATION QUESTIONS:

- ① *HAVE YOU, WITHIN THE LAST TWO YEARS, RECEIVED TREATMENT FOR ANY FORM OF INSANITY, EMOTIONAL DISTURBANCE, OR MENTAL DISORDER?*
- ① *HAVE YOU, WITHIN THE LAST TWO YEARS, UNDERGONE TREATMENT FOR THE USE OF DRUGS, NARCOTICS, OR INTOXICATING LIQUORS?*
- ① *ARE YOU ADDICTED TO DRUGS, NARCOTICS OR INTOXICATING LIQUORS?*

****LANGUAGE REMOVED IN 2019 BY FBVM AFTER LOBBY BY THE FVMA, UFCVM & FVMA PWWC****



FVMA & FVMA PWWC SUPPORT FOR FLORIDA'S VETERINARY PROFESSIONALS

- ① **FVMA WEBSITE WELLBEING RESOURCES**
- ① **WELLBEING CONTENT IN FVMA ADVOCATE**
- ① **WELLBEING TRACKS AT ALL FVMA CONFERENCES**
- ① **LICENSING CE REQUIREMENTS NOW INCLUDE UP TO 5 HOURS OF WELLBEING EDUCATION**
- ① **QPR SUICIDE PREVENTION GATEKEEPER TRAINING PROVIDED AT NO CHARGE**
- ① **SUCCESSFULLY LOBBIED TO REMOVE MENTAL HEALTH QUESTIONS FROM FLORIDA VETERINARY LICENSING APPLICATION**
- ① **IMPLEMENTATION OF MEMBER & FAMILY ASSISTANCE PROGRAM (MFAP) TO IMPROVE ACCESS TO MENTAL HEALTH PROFESSIONALS**
- ① **CREATION OF NEW/RECENT GRADUATE SUPPORT RESOURCES**
- ① **COORDINATION WITH AVMA & VMAE WELLBEING ORGANIZATIONS (FL MODEL)**
- ① **COORDINATION WITH UFCVM FOR WELLBEING OF FACULTY, STUDENTS, AND STAFF**
- ① **ASSESSMENT OF PROFESSION WELLBEING UTILIZING PERMAH WORKPLACE WELLBEING SURVEY WITH RESILIENCE AND WELLBEING PROGRAM CREATION BASED ON RESULTS**



NATIONAL VETERINARY ORGANIZATIONS FOR THE ADVANCEMENT OF WELLBEING

- VETERINARY HOPE FOUNDATION
- VIN FOUNDATION'S VETS4VETS
- UT VET SOCIAL WORK
- MENTORVET
- NOMV
- THE SHANTI PROJECT
- AVMA WELLBEING
- AAVMC
- VMAE
- STATE & LOCAL VMAS





WORKPLACE WELLBEING NUGGETS



HOW TO CREATE A SUSTAINABLE VETERINARY WORKPLACE

“ME”—INDIVIDUAL GROWTH

“WE”—TEAM GROWTH

“US”—ORGANIZATIONAL GROWTH



DIALING UP POSITIVE EMOTIONS

1. JOLTS OF JOY
2. HUNT & GATHER
3. CONNECT WITH NATURE
4. RELIVE PEAK MOMENTS
5. WHAT WENT WELL?



QUESTIONS YOU CAN ASK...

1. WHAT IS YOUR WELLNESS/WELLBEING POLICY?
2. DO YOU ASSESS BURNOUT/WELLBEING IN YOUR STAFF REGULARLY?
3. DO YOU ALLOW MENTAL HEALTH DAYS?
4. HOW ARE MISTAKES HANDLED?
5. HOW DO YOU HANDLE STAFF/CLIENT CONFLICT?
6. DO YOU HAVE QPR OR MHFA TRAINED LEADERSHIP AND STAFF MEMBERS?



THANK YOU!

LOOKING FORWARD TO CONNECTING! —

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QUESTIONS?