

The background of the slide is a light gray gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance. The main title is centered in the upper half of the slide.

# COMPASSION FATIGUE: ASSESSING THE WELLBEING OF OUR FACULTY AND STAFF DURING COVID

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**SEXUAL ASSAULT  
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**COALITION FOR HEALTHY  
AND SAFE CAMPUS COMMUNITIES**



# OBJECTIVES

- DEFINE AND UNDERSTAND COMPASSION FATIGUE AND HOW IT SHOWS UP IN THE WORKPLACE
  - ASSESS THE MESSAGING THAT HIGHER EDUCATION PROFESSIONALS HAVE RECEIVED IN REGARD TO SELF-CARE
  - CONNECT WITH OTHER PROFESSIONALS DURING BREAKOUT SESSIONS IN HOPES TO FOSTER SUPPORT AND A SENSE OF VALIDATION
  - EXPLORE SOLUTIONS THAT CAN BE ADAPTED TO FIT NEEDS
- 

# GROUNDING EXERCISE



# POLL TIME

- HOW FAMILIAR IS EVERYONE WITH THE TERM COMPASSION FATIGUE?
  - 1- NOT AT ALL
  - 2- SOMEWHAT FAMILIAR
  - 3- VERY FAMILIAR
- 
- WOULD ANYONE LIKE TO SHARE WHAT COMES TO MIND WHEN YOU HEAR THE TERM?

# WHAT IS COMPASSION FATIGUE?

- DEFINED BY MERRIAM- WEBSTER AS “ THE PHYSICAL AND MENTAL EXHAUSTION AND EMOTIONAL WITHDRAWAL EXPERIENCED BY THOSE WHO CARE FOR SICK OR TRAUMATIZED PEOPLE OVER AN EXTENDED PERIOD OF TIME
- FIRST COINED IN 1992 BY NURSE CARLA JOINSON, DESCRIBED AS “A LOSS OF THE ABILITY TO NURTURE”
- IT IS AN OCCUPATIONAL HAZARD OF “ANY PROFESSIONALS WHO USE THEIR EMOTIONS, THEIR HEART,” A NUMBNESS TO PAIN. - CHARLES R. FIGLEY, PHD, FOUNDER OF THE TRAUMATOLOGY INSTITUTE AT TULANE UNIVERSITY
- HOW IT DIFFERS FROM BURNOUT

# WHAT DOES COMPASSION FATIGUE LOOK LIKE?

DO YOU HAVE

COMPASSION FATIGUE?

LEARN THE SIGNS

- ✓ Excessive blaming of other people both in and outside of your family.
- ✓ A deep sense of isolation and overwhelm  
Increased use of substances like alcohol, overspending and your own disordered eating.
- ✓ A change in how you present yourself (i.e. not showering, brushing hair, etc.).
- ✓ Chronic physical ailments like back pain, recurrent colds, and gastrointestinal problems.
- ✓ Recurring nightmares, difficulty sleeping, and a sense that you can never get enough sleep.
- ✓ Mentally and physically tired and apathetic.
- ✓ Activities that you once enjoyed are no longer interesting.
- ✓ Difficulty concentrating.

MORE-LOVE.ORG

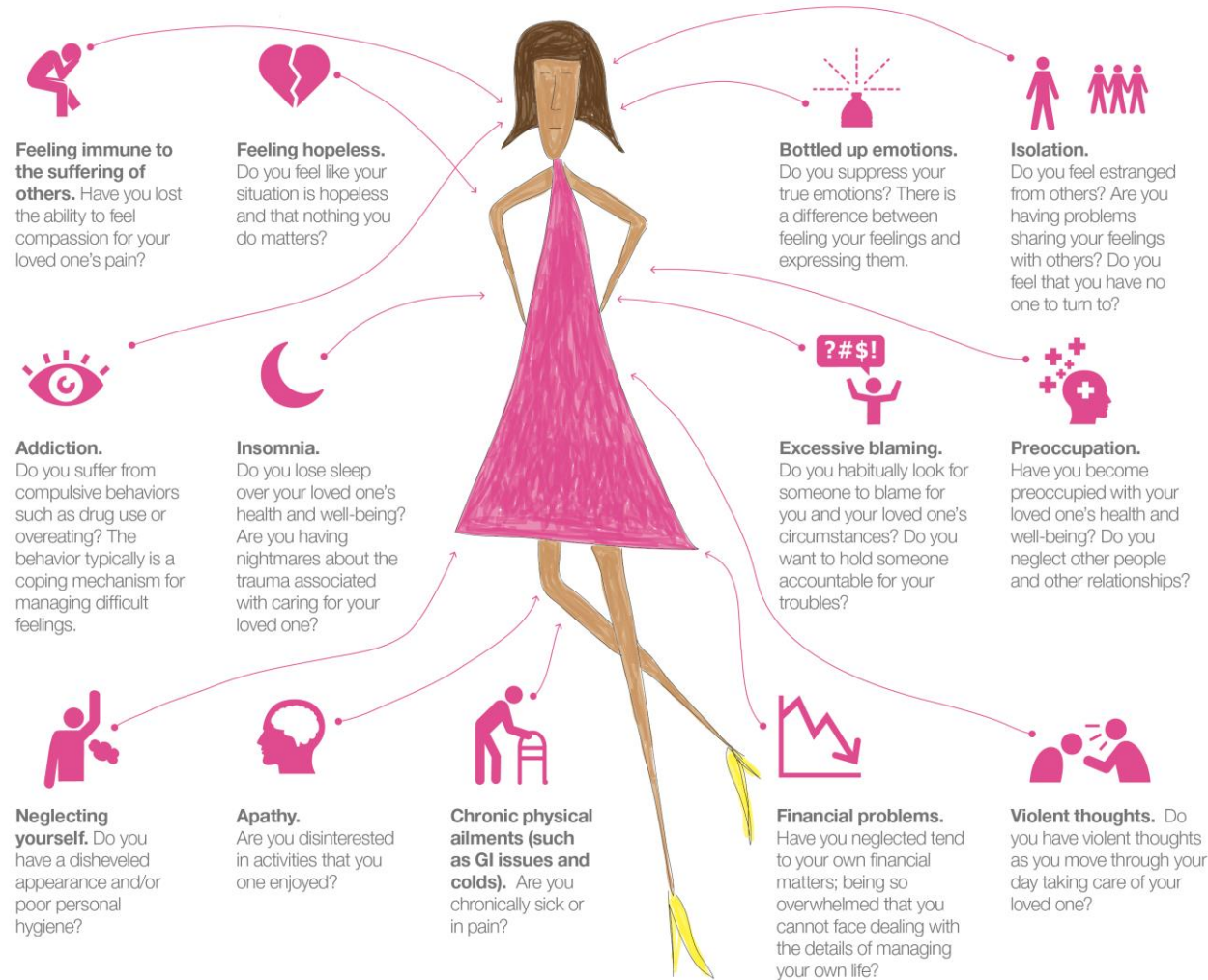


# Compassion Fatigue

It may seem like an oxymoron, but the truth is that you can care too much.

When caregivers care so much that they neglect themselves, it can create a downward spiral of self-destruction known as Compassion Fatigue. Understanding the symptoms of this condition is the first step managing it and to moving toward a healthier state of being.

Do any of these sound familiar?





# 16 Warning signs of Trauma exposure response

Laura van Dernoot Lipsky (2009) 'Trauma Stewardship'

1. Feeling helpless and hopeless
2. A sense that one can never do enough
3. Hypervigilance
4. Diminished creativity
5. Inability to embrace complexity
6. Minimizing
7. Chronic exhaustion/physical ailments
8. Inability to listen/deliberate avoidance
9. Dissociative moments
10. Sense of persecution
11. Guilt
12. Fear
13. Anger and Cynicism
14. Inability to empathize/numbing
15. Addictions
16. Grandiosity: an inflated sense of the importance of one's work

# COMPOUNDED WITH COVID

- COLLECTIVE TRAUMA
- SIMILAR REACTIONS AND RESPONSES
- MAKES IT THAT MUCH MORE DIFFICULT

## Why The Coronavirus Is Triggering Mental Health Issues:

Despair

Mindset switch from "living" to "survival"

Triggers feelings of hopelessness

Increased health anxiety

Decreased job security

Fear for loved ones lives

Promotes social withdrawal

Decreased financial security

Loneliness



Quarantine makes it more difficult to distract oneself from existing mental health issues



Coronavirus isn't just threatening our physical health, but our mental health too. Look after it. Please share to raise awareness.

@RealDepressionProject



## Scientist Shares Brutally Honest Photo of What Life as a Working Mom Looks Like Right Now



<https://cafemom.com/parenting/scientist-honest-photo-working-mother-pandemic>

# **COMPASSION FATIGUE IN HIGHER EDUCATION SETTINGS**

**CHAT QUESTION: WHAT ARE THE THINGS THAT MAY TRIGGER COMPASSION  
FATIGUE FOR STAFF, FACULTY, AND ADMINISTRATORS IN A HIGHER EDUCATION  
SETTING?**

**"THE CHALLENGE IS THAT A LOT OF US COME TO OUR WORK IN HIGHER  
EDUCATION WITH A REAL DESIRE TO MAKE A DIFFERENCE IN STUDENTS' LIVES;  
THAT IS A WONDERFUL THING," MOLLY MISTRETTA, ASSISTANT PROFESSOR OF  
COUNSELING, SLIPPERY ROCK UNIVERSITY**

# COMPASSION FATIGUE IN HIGHER EDUCATION SETTINGS

## Challenging Times are Taking a Toll on People's Mental Health

### Change from 2019 to 2020:

Reported symptoms of anxiety have tripled

from 8.1% to 25.5%

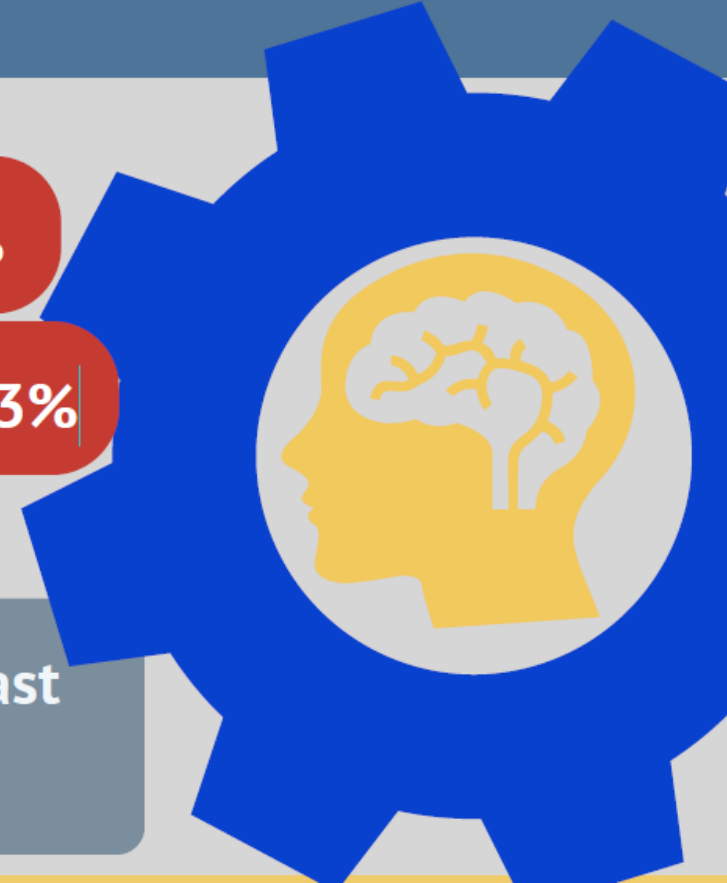
Depression symptoms have almost quadrupled

from 6.5% to 24.3%

### In late June, 2020:

75%

of 18-to-24 year old respondents reported having at least one adverse mental or behavioral health symptom



# COMPASSION FATIGUE IN HIGHER EDUCATION SETTINGS

- EAB: PROVIDE HOLISTIC MENTAL HEALTH AND WELLBEING SUPPORT FOR YOUR FACULTY AND STAFF DURING COVID:
  - 9 OF 10 PRESIDENTS RANKED THE MENTAL HEALTH OF STUDENTS AND EMPLOYEES AT THE TOP OF THEIR LIST
  - HOWEVER, A [SURVEY](#) OF FACULTY WITH MENTAL HEALTH CONCERNS FOUND THAT NEARLY 70 PERCENT HAD LIMITED OR NO FAMILIARITY WITH THE RESOURCES AVAILABLE TO MEET THEIR MENTAL HEALTH NEEDS
- [Presidents Fear Financial, and Human, Toll of Coronavirus](#)
- [Disclosure of Mental Disability by College & University Faculty](#)

# “BEYOND THE CLIFF”

[HTTPS://WWW.YOUTUBE.COM/WATCH?V=UOZDGRCVMUS](https://www.youtube.com/watch?v=UOZDGRCVMUS)



# BREAKOUT GROUPS (20 MINUTES)

- REACTIONS TO “BEYOND THE CLIFF” CLIP
- DO YOU SEE COMPASSION FATIGUE SHOWING UP IN YOUR WORK OR PERSONAL LIFE? IN WHAT WAYS?
- HOW CAN CAMPUSES CONTINUE TO PROVIDE SUPPORT AS WE CONTINUE TO EXPERIENCE THE IMPACT OF COVID?
  
- 8-10 PEOPLE IN A GROUP
- TAKE 1<sup>ST</sup> MINUTE TO INTRODUCE YOURSELVES BEFORE TALKING



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# Large Group Share Outs

# SOLUTIONS

- SELF-CARE/ COMPASSION
- REMEMBER YOUR WHY, FROM WHEN YOU FIRST STARTED, THEN TRY TO SEPARATE THAT FROM WHAT THEY ARE DEALING WITH NOW
- RESILIENCY AND CONNECTION LIVE OAK TREES



# A CALL TO ACTION

“PEOPLE ARE JUST EXHAUSTED AND CAN’T UNDERSTAND WHY THEY CAN’T DO WHAT THEY USED TO DO,” SHE SAYS. “WE’RE NOT TAKING THE TIME TO CELEBRATE OUR ACCOMPLISHMENTS. WE’RE NOT TAKING THE TIME TO BE OPEN.”

SO LET GO OF TRADITIONAL NOTIONS OF PRODUCTIVITY, SHE ADVISES. CONNECT WITH OTHERS. SHOW COMPASSION, BUT SET BOUNDARIES. AND FIND YOUR SENSE OF PURPOSE.

-REBECCA POPE-RURAK

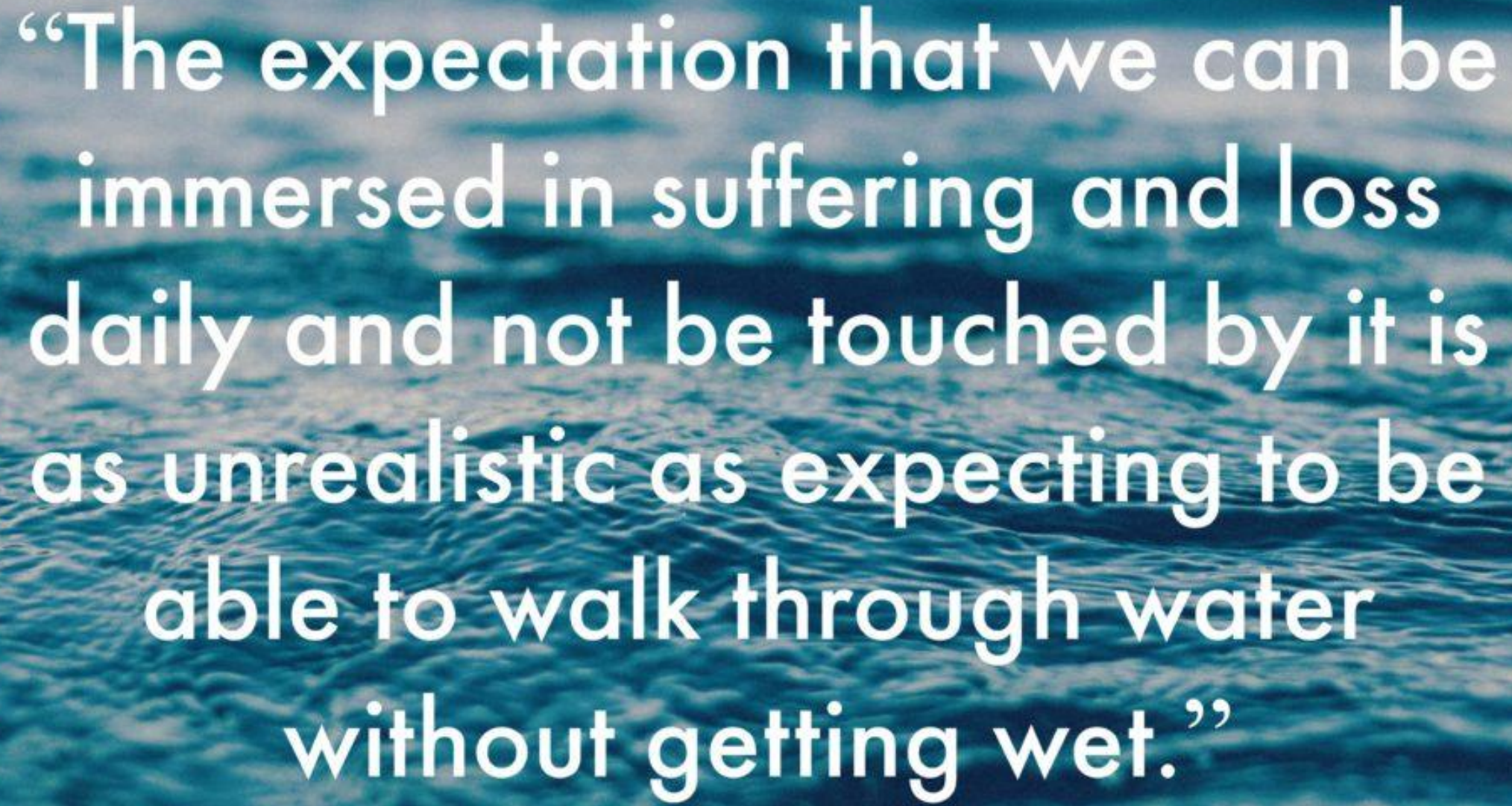


# RESOURCE: EMPLOYEE SUPPORT

- [EAB'S COVID-19 EMPLOYEE MENTAL HEALTH AUDIT & RESOURCE GUIDE](#)
- [SUPPORTING EMPLOYEE MENTAL HEALTH DURING THE CORONAVIRUS EPIDEMIC TOOLKIT](#)
- [NIHCM: WHAT CAN EMPLOYERS DO TO HELP DURING COVID-19 AND BEYOND](#)
- [PROQOL SURVEY](#)
- [SELF-CARE INVENTORY](#)
- [SELF CARE INVENTORY FOR STUDENTS](#)
- [THE CHRONICLE OF HIGHER EDUCATION'S FACEBOOK GROUP](#)

# REFERENCES

- [OVERCOMING BURNOUT & COMPASSION FATIGUE IN HIGHER EDUCATION:](#)
- [COVID-19'S IMPACT ON MENTAL HEALTH & WORKPLACE WELL-BEING](#)
- [PRESIDENTS FEAR FINANCIAL, AND HUMAN, TOLL OF CORONAVIRUS](#)
- [DISCLOSURE OF MENTAL DISABILITY BY COLLEGE & UNIVERSITY FACULTY](#)
- [PROVIDE HOLISTIC MENTAL HEALTH AND WELLBEING SUPPORT FOR YOUR FACULTY AND STAFF DURING COVID](#)



“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.”

Dr. Naomi Rachel Remen

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**QUESTIONS?**