



COLLEGE of AMERICAN
PATHOLOGISTS

Pathologists Wellness and Resilience

Practical Tips in The Face of Added Stress and Burnout

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January 28, 2021

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Topic for Today's Discussion

- Learn how to recognize the signs of burnout in the workplace
- Become familiar with best practices to maintain wellness and strengthen resilience
- Review audience questions and experiences with the panelists

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Author (with T.J. Mitchell):
Working Stiff: Two Years, 262 Bodies, and the
Making of a Medical Examiner
First Cut and Aftershock (Jessie Teska Series)



Disclaimer

The information presented today represents the opinions of the panelist and does not represent the opinion or position of the CAP.

This should not be used as a substitute for professional assistance.

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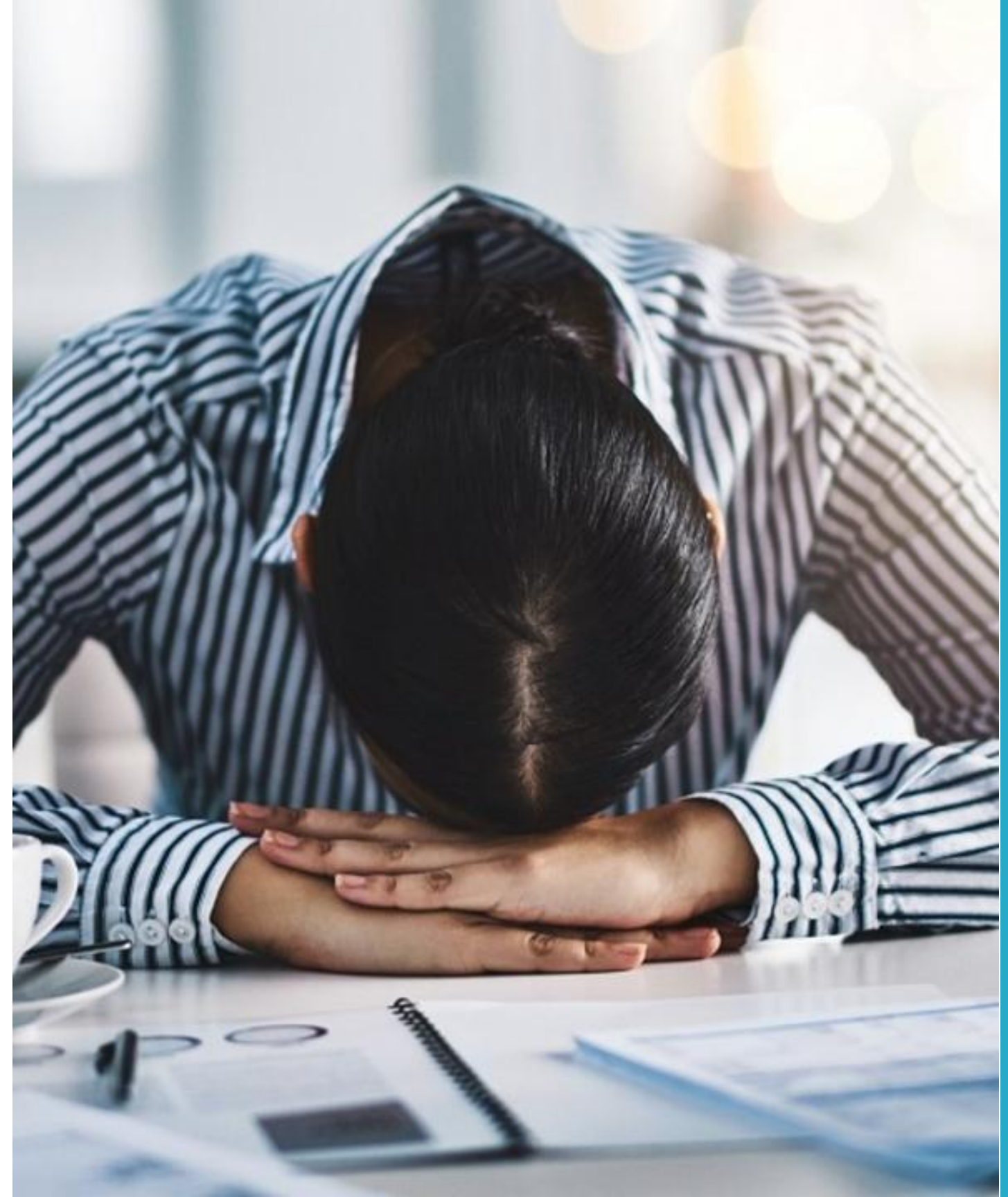


Burnout

- Emotional exhaustion
- Depersonalization (cynicism)
- Reduced sense of personal accomplishment

Recognizing Burnout

- **Weary**
- **Overwhelm**
- **Detachment**
- **Inefficacy**
- **Negativity**

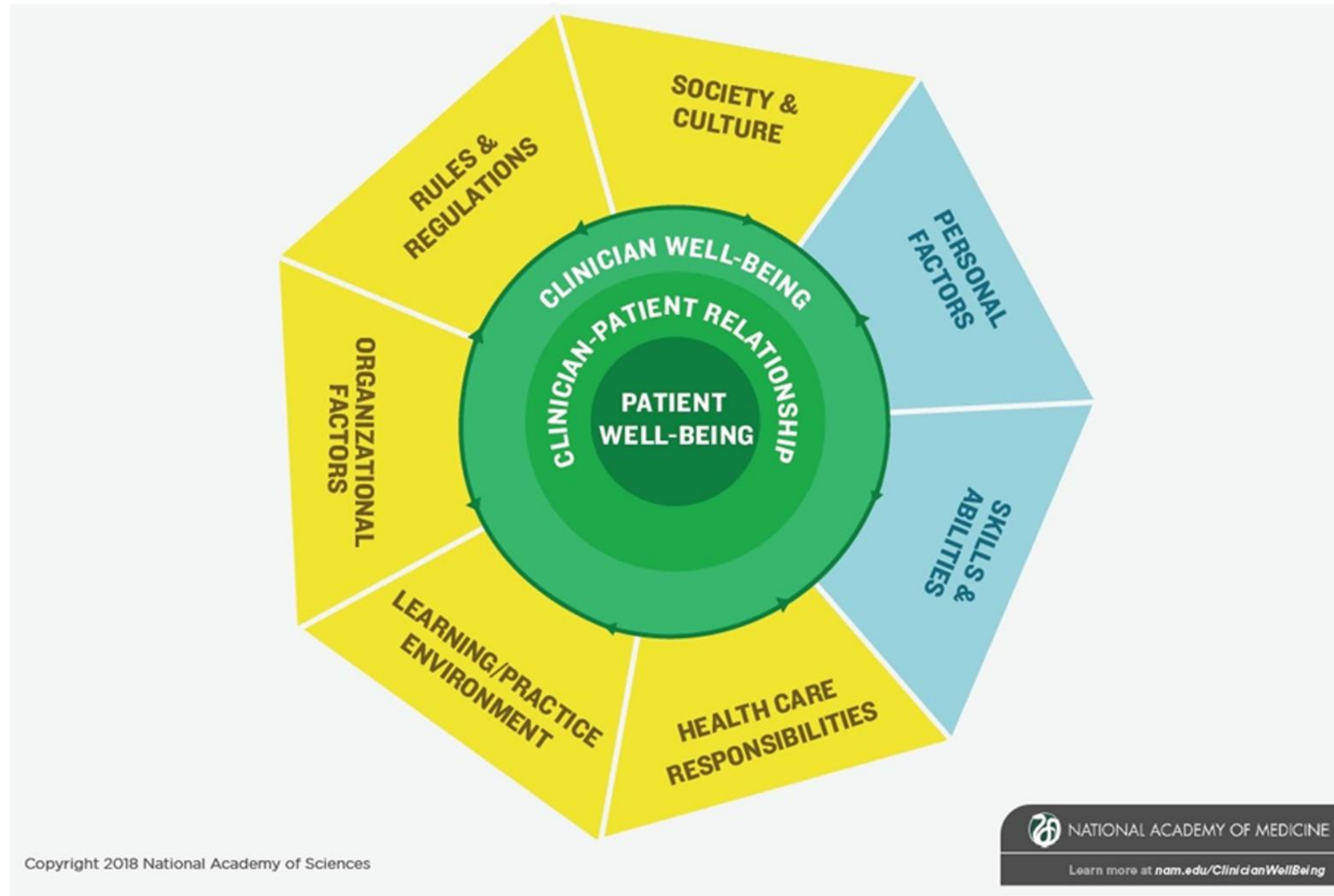


Recognizing Burnout

- Cardiovascular issues
- Fatigue
- Headache
- GI symptoms
- Sleep disturbances
- Absenteeism/Presenteeism
- Pain
- Respiratory infections
- Injuries



Well-Being and Resilience



Pathologists and Burnout



The American Society for Clinical Pathology's Job Satisfaction, Well-Being, and Burnout Survey of Pathologists

Edna Garcia, MPH,¹ Iman Kundu, MPH,¹ Melissa Kelly, PhD,² Ryan Soles, MS,² Lotte Mulder, EdM,³ and Geoffrey A. Talmon, MD, MEd^{4,●}

From the ¹Institute for Science, Technology, and Public Policy, American Society for Clinical Pathology (ASCP), Washington, DC; ²Evaluation, Measurement and Assessment Department, Learning and Education Research Division, ASCP, Chicago, IL; ³Department of Organizational Development and Leadership, ASCP, Chicago, IL; and ⁴Department of Pathology and Microbiology, University of Nebraska Medical Center, Omaha.

Meaning and Engagement

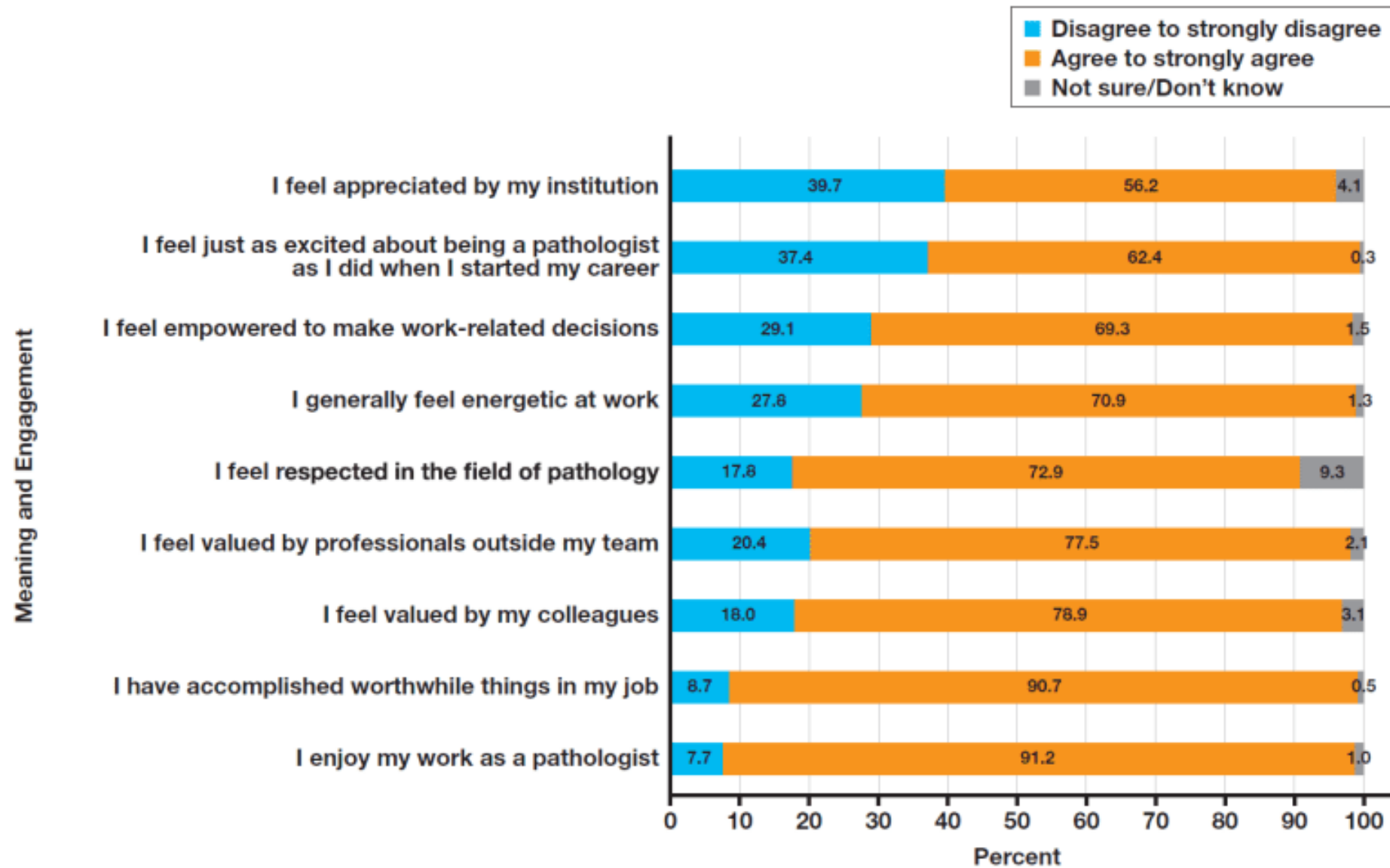


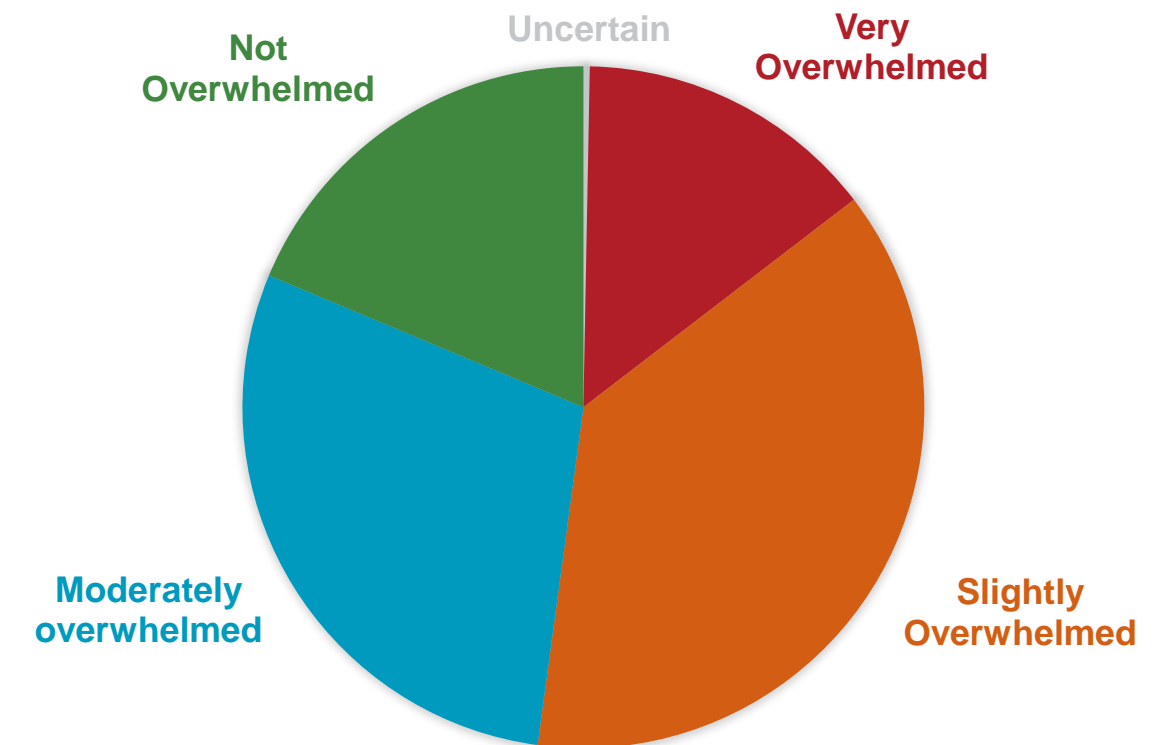
Figure 1 Percentage of pathologists by level of agreement to the statements regarding meaning and engagement.

Wellness Strategies--Organizational

- Address modifiable strategies for work related stress

- Workload or call duties (68%)
- Working with colleagues (35%)
- For those who feel overwhelmed by their workload
 - 75% Number of tasks or cases
 - 64% Additional responsibilities
 - 59% Understaffing
 - 40% Uneven distribution of workload
 - 25% Documentation

PERCENT EXPERIENCING OVERWHELM



Wellness Strategies--Personal



- The enrichment of life through work, and its interconnectedness to living and playing
- The benefits of regular physical activity, healthy eating habits, strength and vitality as well as personal responsibility, self-care and when to seek medical attention
- How a person contributes to their environment and community, and how to build better living spaces and social networks
- Creative and stimulating mental activities, and sharing your gifts with others
- The development of belief systems, values, and creating a world-view
- Self-esteem, self-control, and determination as a sense of direction

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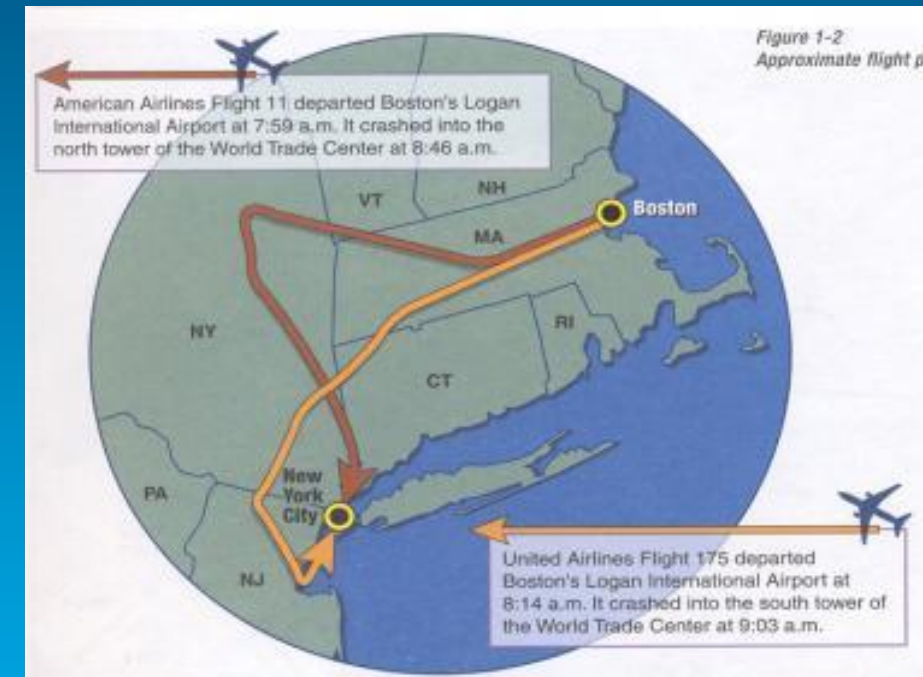
First Cut and Aftershock (Jessie Teska Series)







- AA # 11, BOS to LAX,
depart 7:59 a.m.
81 passengers, 11 crew
- UA # 175, BOS to LAX,
depart 8:14 a.m.
56 passengers, 6 crew
- Boeing 767-200,
132 tons, 10,000 gal fuel
- At 500 mph, 3 billion joules
energy at impact





Latest anthrax death stumps FBI

NYC woman doesn't fit previous victims' profiles

By Laura Parker and Haya El Nasser
USA TODAY

WASHINGTON — As investigators scrambled for clues Wednesday in the mysterious anthrax death of a New York City woman, Attorney General John Ashcroft conceded that officials aren't close to determining who is behind the biological attacks.

"I'm not in a position to be able to say to you that we are on the brink of making an announcement here," Ashcroft said. "We don't have progress at this time."

Ashcroft's public remarks underscored federal agents' frustration in investigating the anthrax attacks, which have killed 4 people and infected 14 others. For more than a month, hundreds of FBI agents, doctors and scientists have been trying to trace anthrax mailed to government and media offices back to its sender.

The death early Wednesday of Kathy Nguyen, 61, an employee of the Manhattan Eye, Ear and Throat Hospital, has added new urgency to the probe because it suggests that anthrax contamination might spread more easily than scientists have assumed.

The case involving Nguyen, who died of inhalation anthrax, is the most puzzling that officials have faced because she does not fit the profile of earlier victims.

Nguyen was not a postal worker or a member of the media — the only people to have been infected so far. She did not work for the government. Her job did not require her to handle the hospital's mail. She did not receive or open an anthrax-laden letter, at least as far as anyone knows. She lived alone.

Agents interviewed Nguyen's co-workers, friends and neighbors in an effort to reconstruct the last weeks of her life. Mitchell Cohen, director of the division of the Centers for Disease Control and Prevention that studies anthrax and other bacterial diseases, told a Senate panel Wednesday that the CDC's experts were relying on "shoe leather" to turn up clues that might explain how Nguyen got sick.

They were unable to interview Nguyen before she died because she was too ill to answer questions, he said.

Investigators are analyzing samples from her home, workplace and other familiar settings, looking for traces of anthrax that might pinpoint the source of infection. The evidence is scanty, they say.

Meanwhile, another postal worker in New Jersey is suspected of having the less serious skin anthrax, raising worries that the contamination has spread to a second regional postal facility in New Jersey. And

anthrax spores were found in preliminary tests at a Kansas City, Mo., postal facility that receives mail or stamps from the Brentwood postal facility in Washington, D.C. Brentwood is the facility where two postal workers who died from anthrax were employed.



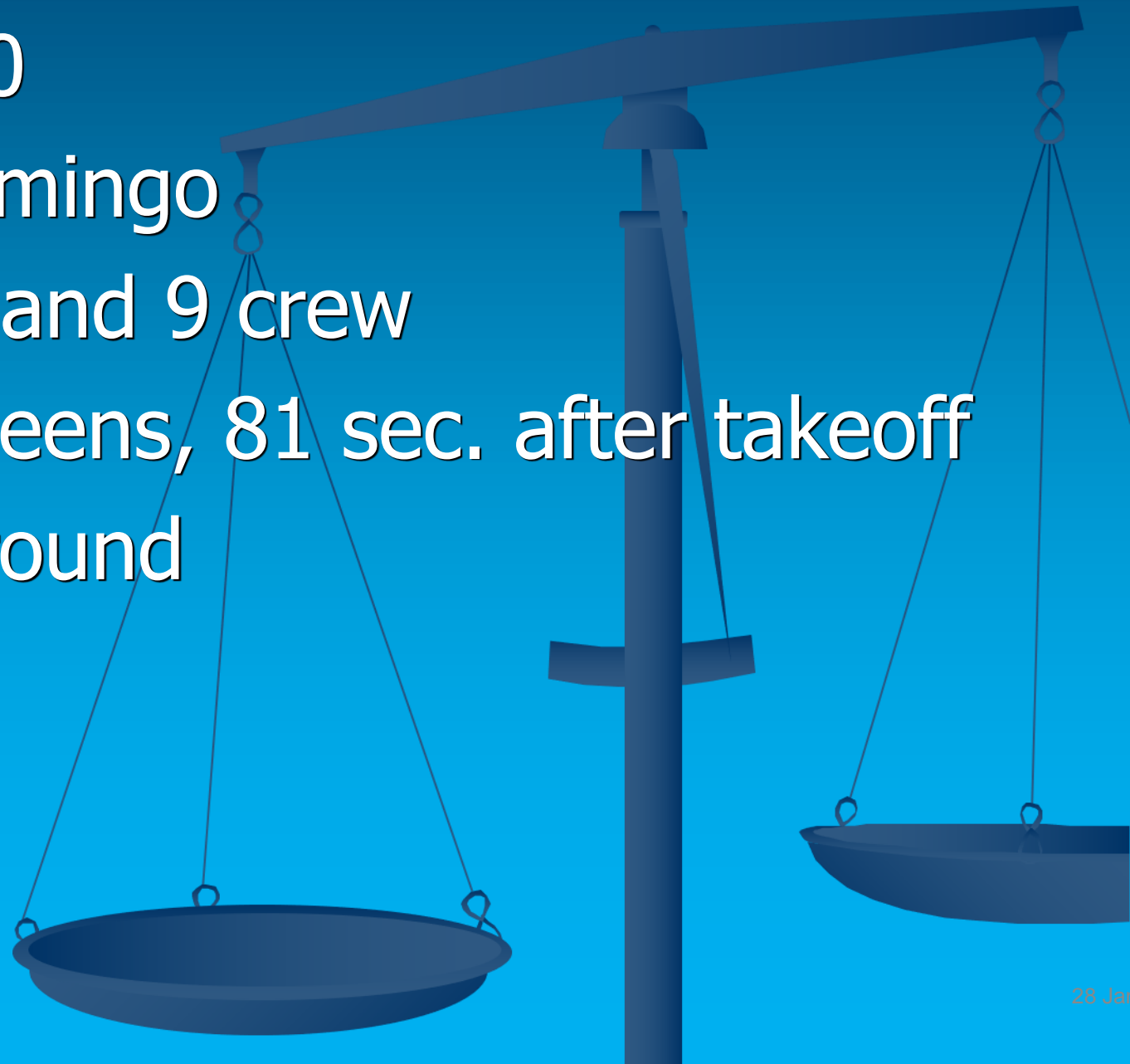
Nguyen: Home tested negative.

Contributing: Kevin Johnson and Steve Sternberg

American Airlines Flight 587

November 12, 2001

- ▣ Airbus 300 – 600
- ▣ JFK to Santo Domingo
- ▣ 251 passengers and 9 crew
- ▣ Belle Harbor, Queens, 81 sec. after takeoff
- ▣ 5 fatalities on ground









**Office of Chief Medical Examiner
City of New York
Along With Federal, State, City,
and Volunteer Organizations**



9-11-01

Hall of Justice: 850 Bryant Street



The Morgue at 850 Bryant St.



Alameda County Sheriff Coroner





BREAKING NEWS Live updates: Raiders beat Chargers in last-second thriller



NEWS • HEALTH

'She held the family together': San Jose woman is first known U.S. COVID-19 death

Patricia Dowd, 57, died February 6, suggesting the virus was spreading weeks earlier than initially believed



By **DAVID DEBOLT** | ddebolt@bayareanewsgroup.com, **FIONA KELLIHER** | fkelliher@bayareanewsgroup.com and **JASON GREEN** | jason.green@bayareanewsgroup.com | Bay Area News Group
PUBLISHED: April 23, 2020 at 6:53 p.m. | UPDATED: April 24, 2020 at 2:21 p.m.

Something felt strange about Patricia Dowd's death.

Dowd, 57, had no heart issues and strong lungs. She ate well, exercised and recently had seen her doctor. So when the San Jose woman died Feb. 6 of an apparent heart attack, her husband asked for an autopsy to determine what killed her.

The flu-like symptoms Dowd experienced in her final days, it turned out, were COVID-19, the disease caused by the novel coronavirus. Dowd now is the first known person in the United States to die from the virus.

"She was in shape," Dowd's brother, Ricardo Cabello, said in an interview. "She did spin class. She was always doing some kind of aerobics."

Though she did not name Dowd publicly, Santa Clara County Health Officer Dr. Sara Cody said Wednesday that her death — as well as two others, on Feb. 17 and March 6 — are evidence that the coronavirus was spreading on the West Coast weeks earlier than initially believed. All three of the deaths occurred at home and appeared to have been the result of community transmission.

County records identify the third victim as Rolando Olaguer, a 70-year-old San Jose resident. A spokesperson for the public health department would not confirm the name of the second victim, a 69-year-old man, saying that his death was still "under investigation."

Sheriff Mourns Valerie Leon After Her Death From COVID-19

Valerie Leon, 61, a technician for the Alameda County Sheriff's Office, became the second sheriff's employee to die from COVID-19 this week.

By Bay City News, News Partner
Jul 26, 2020 9:29 am PT | Updated Jul 27, 2020 6:24 am PT

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Reply (1)



Valerie Leon (center) had worked in several assignments since joining the Sheriff's Office in 1997, including duties at the Rene C Davidson Courthouse in Oakland and most recently in administration at the Alameda County Coroner's Bureau. (Alameda County Sheriff's Office)



LOCAL // BAY AREA & STATE

Here's what made a Bay Area medical examiner move her family from SF to New Zealand



Matthias Gafni

Aug. 15, 2020

Updated: Aug. 15, 2020 5:56 p.m.



1 of 4

Former Alameda County forensic pathologist Judy Melinek taking a selfie with her husband T.J. Mitchell and two daughters on their flight to New Zealand.

Photo: Judy Melinek



Bay Briefing

NOVEMBER 9, 2020

The lasting impact of **President Trump's lies**, jobless woes worsen as **winter comes**, and an **S.F. City Hall wrong** is made right.

Here's what you need to know to start your day →

Coronavirus: US pathologist credits NZ leadership for 'gold standard' response



Dr Judy Melinek and husband, TJ Mitchell, have relocated to New Zealand

Lessons Learned: “Wartime” Leadership

- Split up big tasks into small tasks
- Manage client/management expectations
- Tactical flexibility: Revise plans when they no longer work
- Regular debriefings to motivate troops - praise accomplishments, set goal(s)
- Require input from entire team - include contractors & janitorial staff:
 - *How is your work going? How can we make it easier?*
- Everyone watches out for everyone
- “Tap out”
- Bring in the troops: Fix the problem - staffing
- Top level leaders CANNOT have a defect in empathy - *Listen* to troops
- Even if things are badly managed on the highest level,
you can still protect your people (patients, staff)

Resources

- **COVID-19**
 - Updates: <https://www.cap.org/covid-19>
 - Information: <https://www.cap.org/news/2020/latest-on-the-novel-coronavirus-covid-19>
- **Practice Management Resources**
 - Toolkits and Other Resources: <https://www.cap.org/member-resources/practice-management>
- **Wellness Resources**
 - Free wellness tools and exercises: [Wellness tools | National Wellness Institute](#)



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