

# Caring for Our People. Caring for Our Animals.

Supporting Compassion Fatigue Resiliency



# Hello!

My name is Lauren Young

Program Manager at The 3RsC



# The 3Rs Collaborative

## Refine. Reduce. Replace.



Collaborating to advance better science –  
for both people & animals

[www.3rc.org](http://www.3rc.org) | [laurenyoung@3rc.org](mailto:laurenyoung@3rc.org)



# The 3RsC's Strategy has 3 Goals:



**1. Promote the 3Rs Broadly** by creating a research landscape that is knowledgeable & supportive of the 3Rs



**2. Promote Specific 3Rs Strategies** by advancing implementation of high-impact, evidence-based, & practical 3Rs techniques.



**3. Promote Our Organization** by building collaborations & awareness of resources and programs from The 3Rs Collaborative.



3RsC members span across the scientific field.



charles river

 AxoSim

 ALTA SCIENCES

 syngenta

 University of Colorado  
Anschutz Medical Campus

 Genentech

 USDA

 zoetis

 Lilly

 Stanford  
University

 PRINCETON  
UNIVERSITY

 UNIVERSITY of  
WASHINGTON

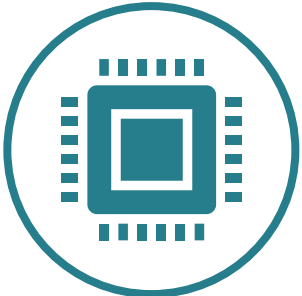
 scientist.com

 Roper Toxicology  
Consulting Limited

 NC  
3R<sup>s</sup>

 3 R  
C C

The 3RsC currently has seven key 3Rs initiatives.



**Microphysiological  
Systems**



**Translational Digital  
Biomarkers**



**Artificial  
Intelligence**



**Rodent Health  
Monitoring**



**Refinement  
Initiative**



**3Rs Certification  
Course**



**Compassion  
Fatigue Resiliency**

Workplace stress has known **negative effects** in human medical professionals.



- ↑ Depression
- ↑ Exhaustion
- ↓ Relationship health



- ↓ Patient satisfaction
- ↓ Quality of care
- ↑ Medical mistakes



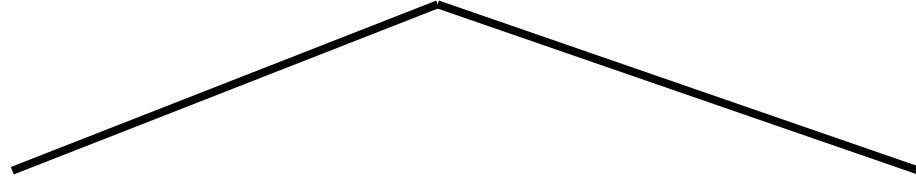
- ↑ Staff turnover
- ↑ Absenteeism

Workplace stress is part of professional quality of life

**Professional quality of life**

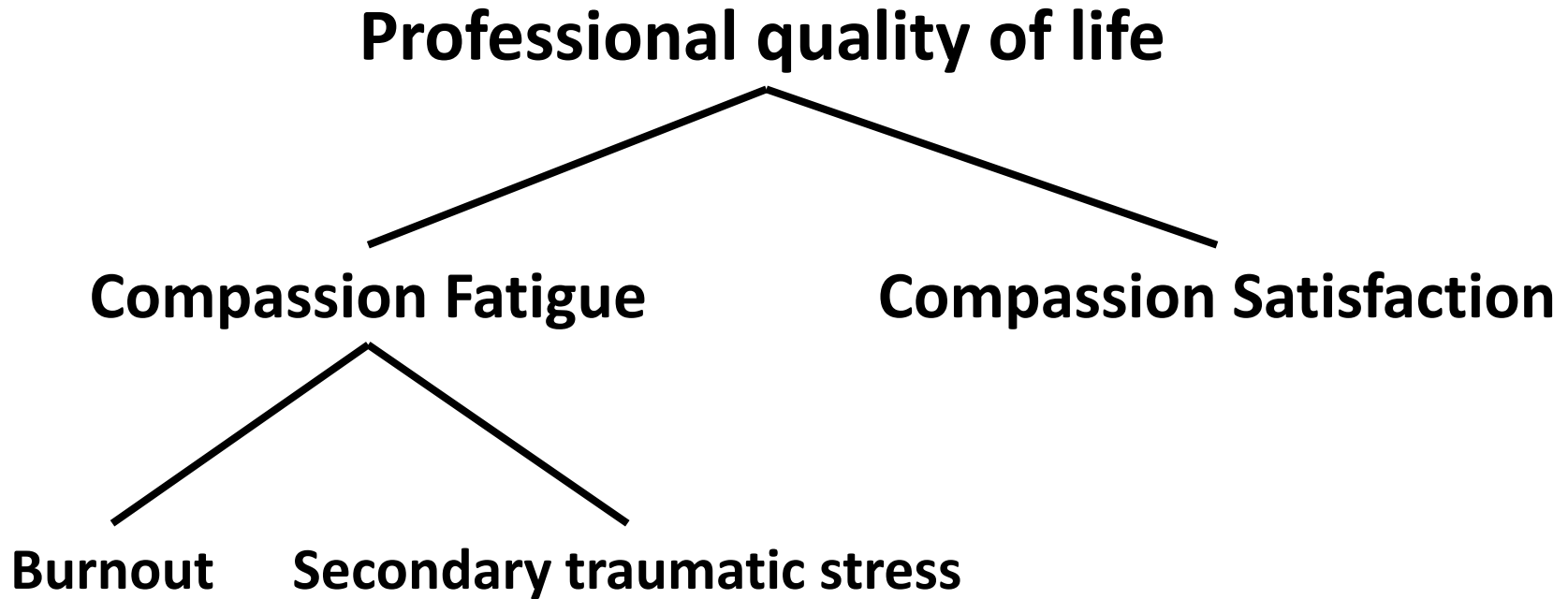
**Compassion Fatigue**

**Compassion Satisfaction**





Workplace stress is part of professional quality of life

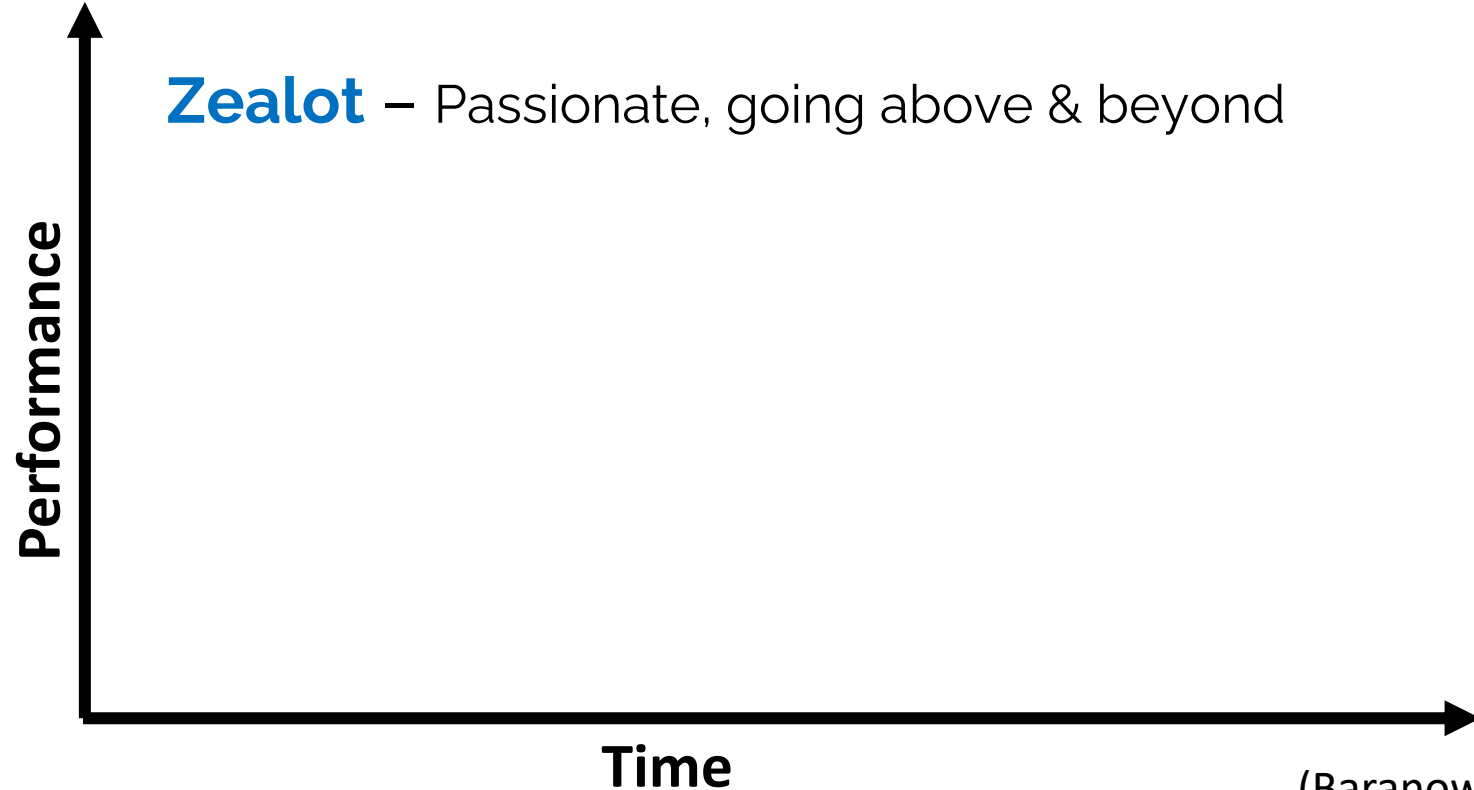


# Symptoms of Compassion Fatigue

- Feelings of energy depletion
- Reduced professional efficacy
- Increased mental distance from one's job
- Depression, anger, frustration, anxiety
- Chronic physical ailments
- Isolation
- Difficulty sleeping
- Substance abuse
- Invasive thoughts

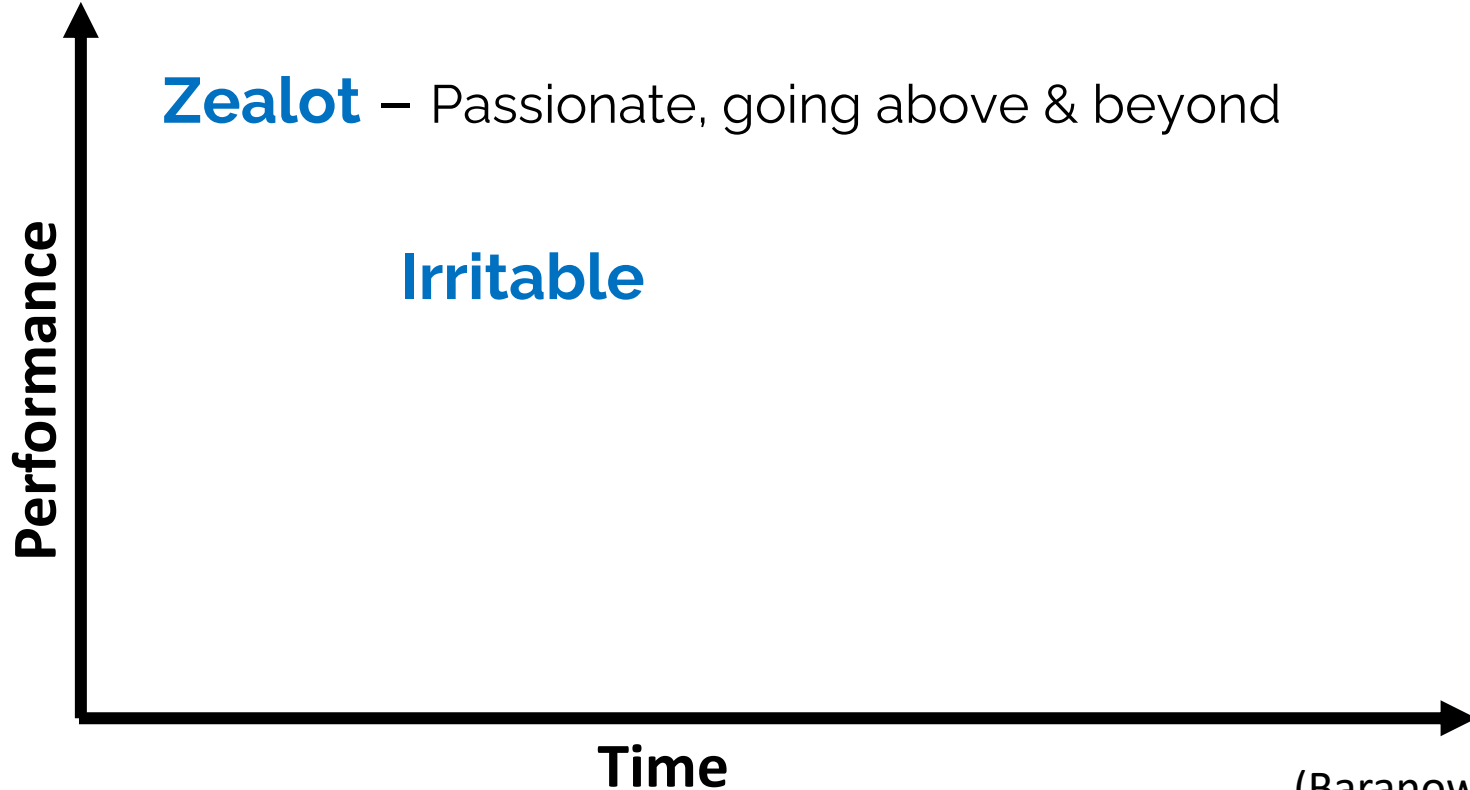


# Compassion fatigue can follow a trajectory



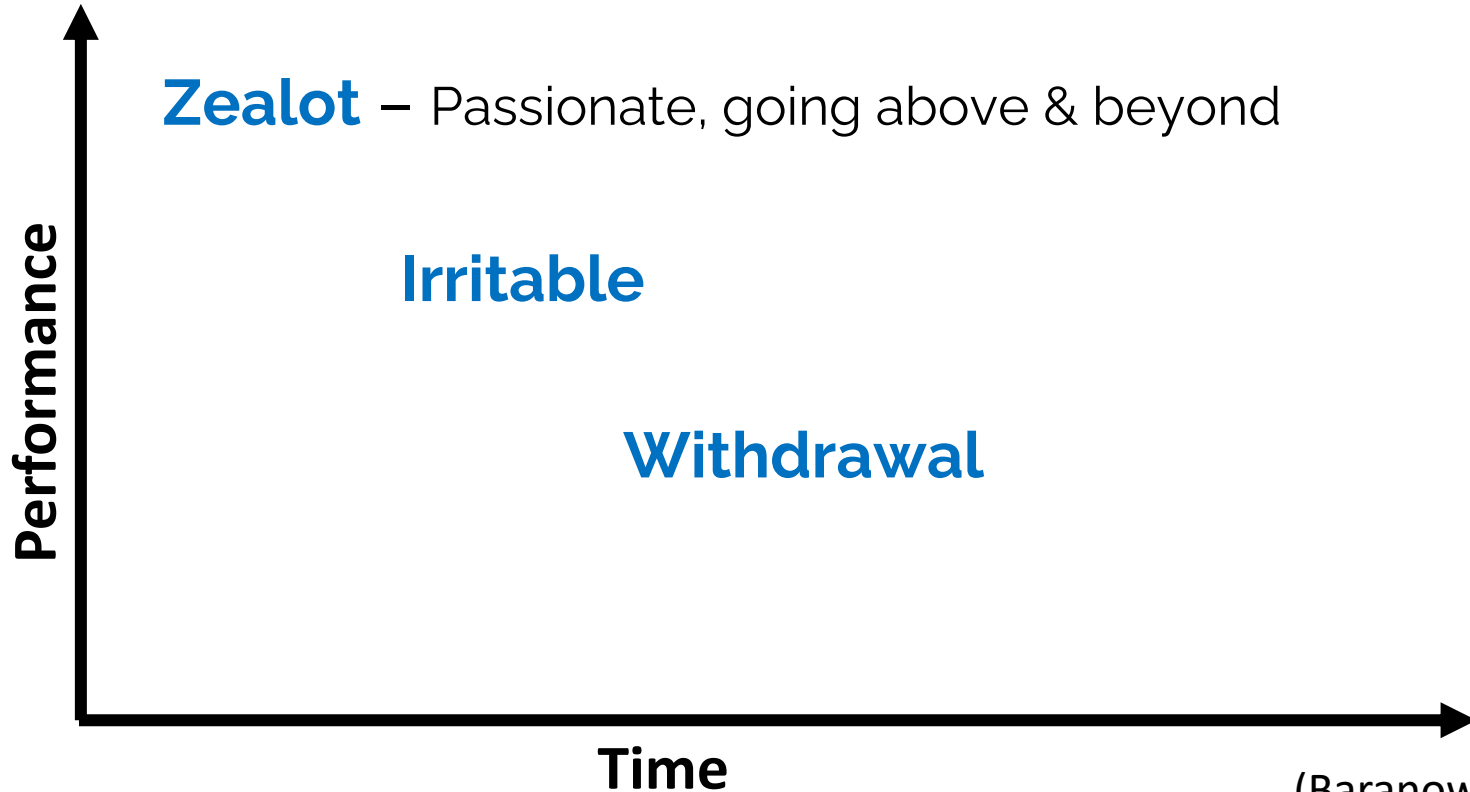
(Baranowsky & Gentry, 2018)

# Compassion fatigue can follow a trajectory



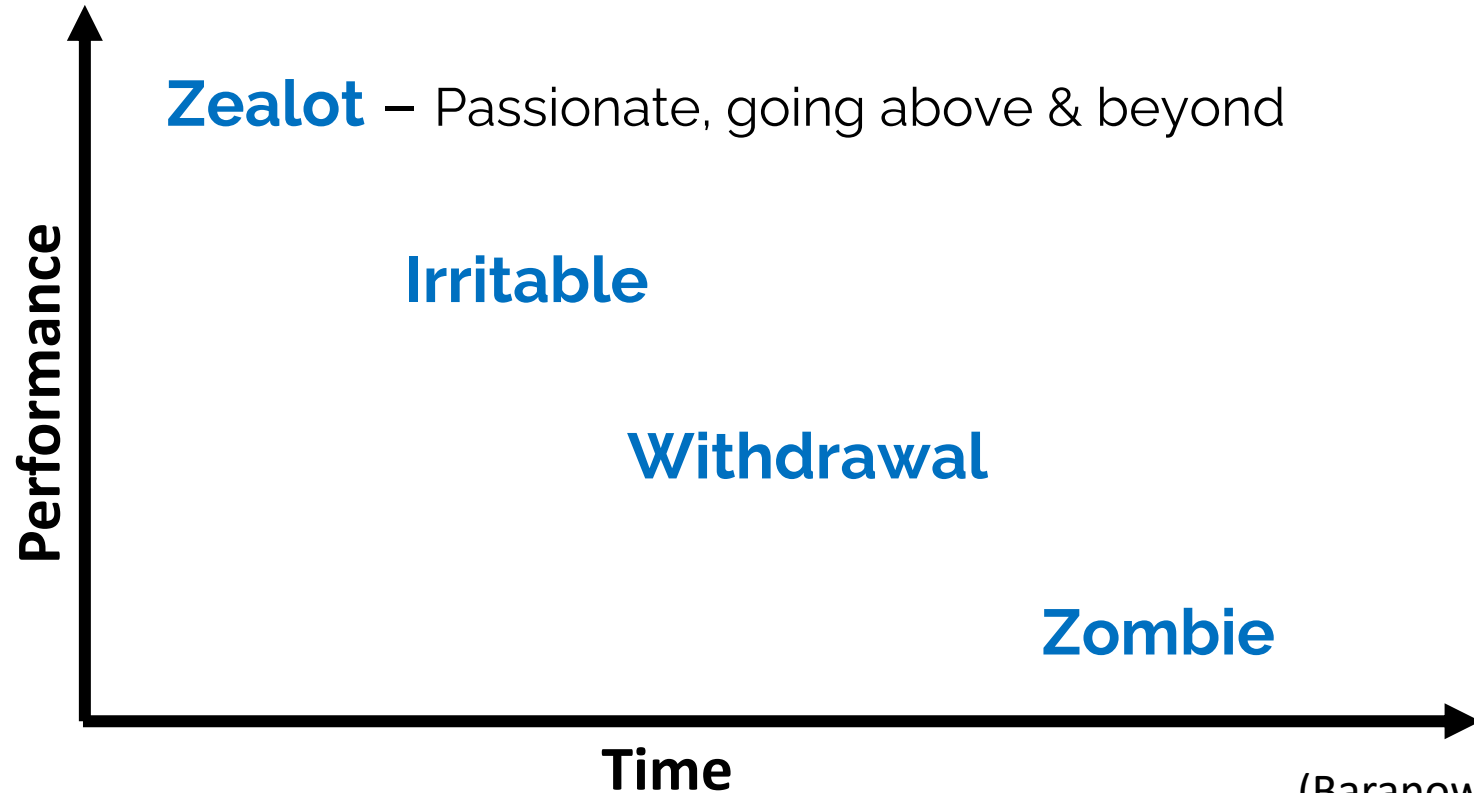
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# Compassion fatigue can follow a trajectory



(Baranowsky & Gentry, 2018)

# Compassion fatigue can follow a trajectory

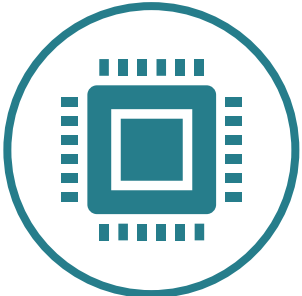


(Baranowsky & Gentry, 2018)



So, what can we do to promote  
compassion fatigue resiliency?

The 3RsC currently has seven key 3Rs initiatives.



**Microphysiological  
Systems**



**Translational Digital  
Biomarkers**



**Artificial  
Intelligence**



**Rodent Health  
Monitoring**



**Refinement  
Initiative**



**3Rs Certification  
Course**



**Compassion  
Fatigue Resiliency**



# Our Compassion Fatigue Team = 29 individuals from 22 institutions

Alison Hayward, MIT

Beth Greenhough, Keble College, Oxford

Crystal Johnson, Georgetown University

Elizabeth Clemmons, Southwest NPRC

Emily Pearson, Cornell University

Fabienne Ferrara, Consultant

Francesca Perrotta, University of Washington

Heather Hersh, Thrive Well-Being

Jennifer McMillan, Emory University

Lace Lively, Texas Biomedical Research Institute

Lauren Healy, Bristol Myers Squibb

Lauren Young, University of Guelph

Lisa Kelly, University of Georgia

Lisa Stanislawczyk, Bristol Myers Squibb

Liv Brancato-Buentello, Colorado State University

Megan LaFollette, 3RsC

Pat Frost, Texas Biomedical Research Institute

Preston Van Hooser, University of Washington

Raphael Malbrue, Nationwide Children's Hospital  
and The Ohio State University

Rhonda MacAllister, Oregon NPRC

Rita Bellanca, University of Washington

Sally Robinson, AstraZeneca

Sally Thompson-Iritani, University of Washington

Sarah Thurston, Charles River Laboratories

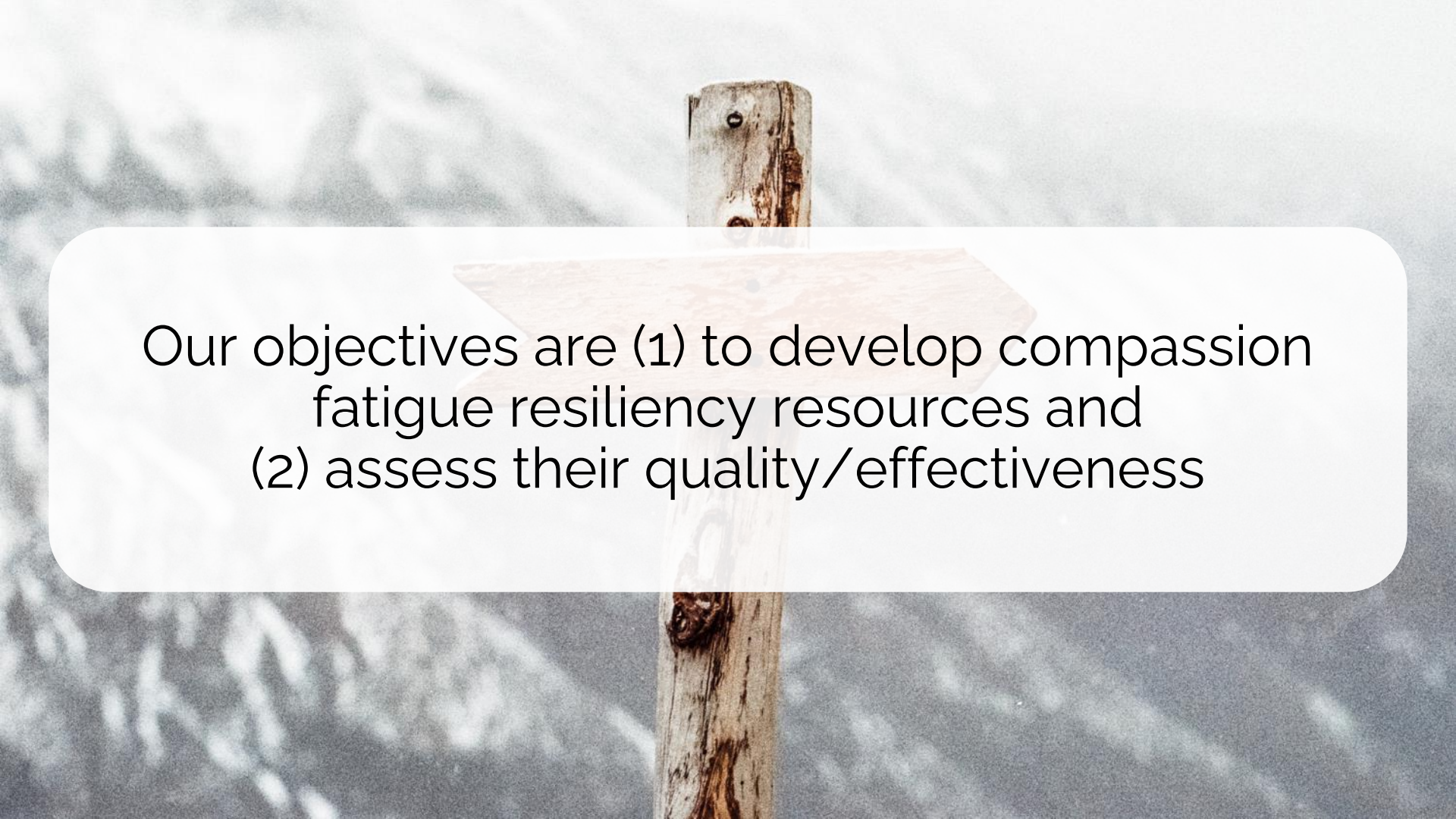
Tara Martin, University of Michigan

Taylor Carroll, Mass General

Temeri Wilder-Kofie, NIH/NIAID/CMB

Theresa Martin, University of Guelph

Vanessa Lee, Emory

A wooden signpost with a blank sign, set against a background of snow-capped mountains. The signpost is made of weathered wood and has a single sign attached to it. The sign is blank and has a light-colored background. The background shows a range of mountains covered in snow, with a clear blue sky above.

Our objectives are (1) to develop compassion fatigue resiliency resources and (2) assess their quality/effectiveness

We created institutional resources, are formally evaluating them, & made them freely accessible.



Longitudinal  
Survey



Starter Pack  
& Resources



Interactive  
Webinars



Poster

[https://bit.ly/3RC\\_CFR\\_Institutions](https://bit.ly/3RC_CFR_Institutions)





What we found previously:

We ran a **mixed-methods** longitudinal study on professional quality of life.

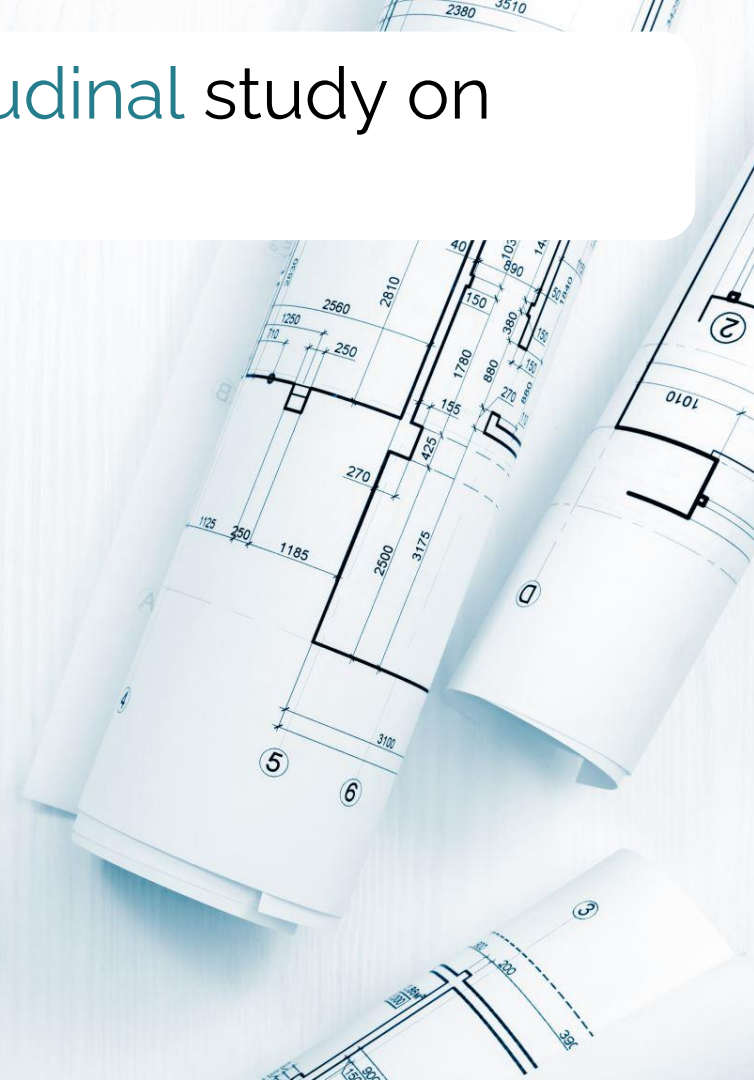
## Mixed Methods

Qualitative: **open**-ended questions


Quantitative: **close**-ended questions

## Timing

- Baseline
- 6 months
- 1 year
- 2 years



We replicated questionnaires from validated instruments where possible.

1. PROQOL: Burnout, STS, & Compassion Satisfaction
  2. Perceived Stress Scale
  3. Resiliency
  4. Job Satisfaction & Retention Scale
  5. Modified Nurse Retention Index
  6. Qualitative Questions
- 

# Our sample was fairly diverse

- 6 institutions:



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  - 1 academic
  - 3 research
  - 2 pharma





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- Roles:



# Our sample was fairly diverse

- 6 institutions:

- 1 academic
- 3 research
- 2 pharma

- Roles:

- Animal Caretakers
- Researchers
- Managers
- Veterinarians or Vet Techs
- Research tech



# What we found in baseline...

1. Personnel impacted by:
  - ✓ Organizational culture
  - ✓ Research animal work
  - ✓ Mental health support
  - ✓ Access to CF resources
2. Professional quality of life is linked to:
  - ✓ Job satisfaction
  - ✓ Retention



In 2023-2024 we were able to run the final year of our survey and update our resources



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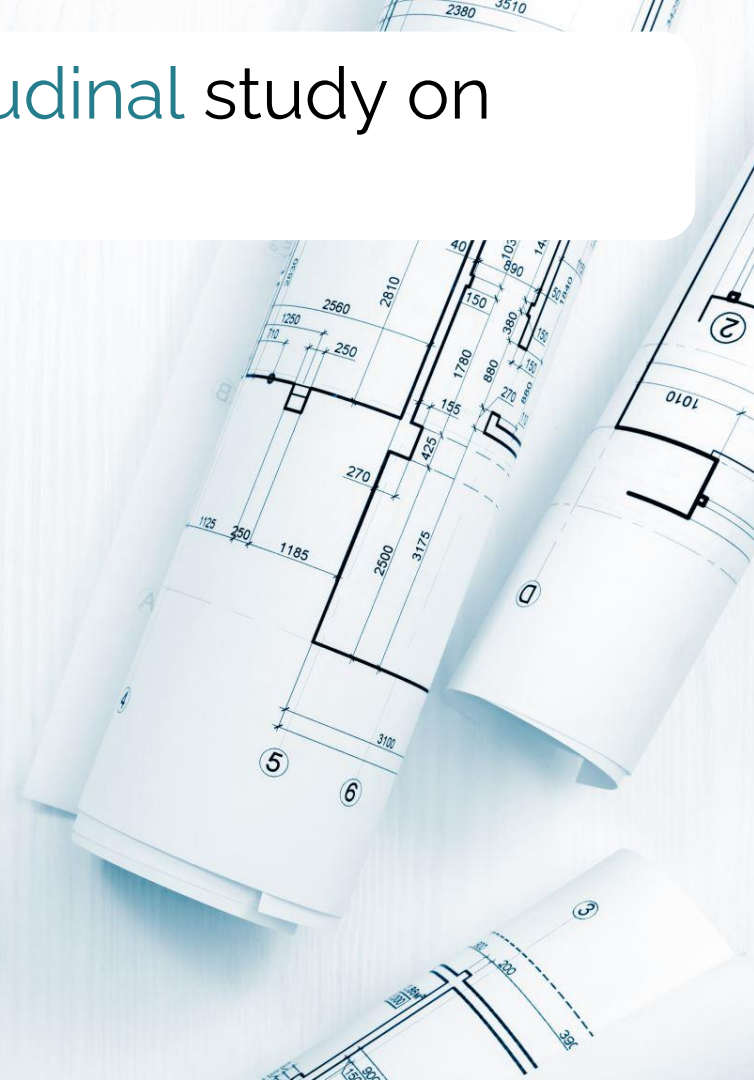
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For compassion fatigue resiliency, we've created an in-depth evidence-based resource hub and updated it in 2024

# Compassion Fatigue Resiliency

**Caring for our People. Caring for our Animals.**

**Working with research animals can be challenging, leading to workplace stress, burnout, and compassion fatigue. But together we can support resiliency. We have a range of resources designed to promote resiliency for both individuals & institutions.**



[3rc.org/cf](https://3rc.org/cf)

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[Webinars](#)

[Research Papers](#)

[Self-Care](#)

[Classes & Consultants](#)

[Self-Assessment](#)

[Institutional Resources](#)

For compassion fatigue resiliency  
evidence-based resource hub

# Compassion Fatigue

Caring for our People. Caring for our Animals.

Working with research animals can be challenging  
fatigue. But together we can support resiliency. We  
resiliency for both individuals & institutions.


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[Institutional Resources](#)



2024 Version

**3R's**

**Peer-to-peer  
Support Resource**

Created by the 3R's Compassion Fatigue Resiliency Initiative



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cf

sment

When having peer-to-peer conversations, it is important to 1) set up a safe environment and 2) converse in an appropriate way



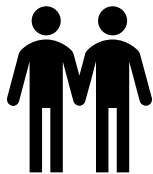
### Creating a safe environment

- Setting boundaries
- Knowing your triggers
- Grounding techniques



### Having the conversations

- Active listening
- Nonverbal communication
- Inclusive language



### Creating a support program



For compassion fatigue resiliency  
evidence-based resource hub

# Compassion Fatigue

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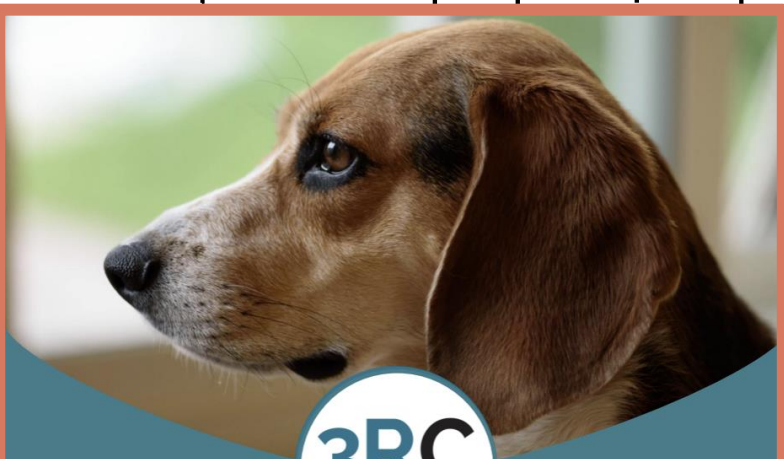
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2024 Version

## A Manager's Role in a Wellness Program

Created by the 3R<sub>s</sub>C Compassion Fatigue Resiliency Initiative



A wellness program should address the **specific needs for managers** as well as utilize their strengths to help others



Support yourself



Promote leadership



Promote self-care




Promote social support



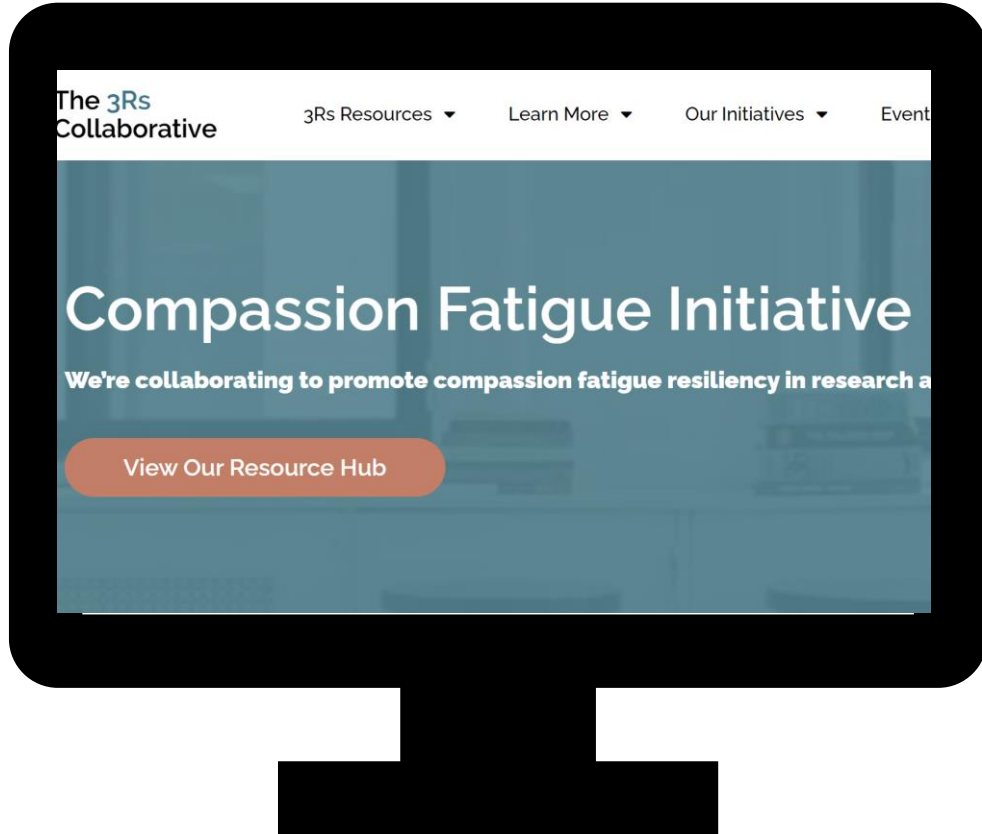
Promote control, autonomy, passion

Together, we can promote  
compassion satisfaction  
& compassion fatigue resiliency.

A person with a backpack is standing on a grassy hill, looking out at a mountain range during a sunset or sunrise. The sun is low on the horizon, creating a warm, golden glow. The mountains are silhouetted against the sky, and the foreground is filled with tall grasses.

These efforts help people (better mental health),  
the workplace (retention) & animals (better welfare).

# Visit our compassion fatigue resiliency hub



# Acknowledgements: The 3RsC's Members



Princeton



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**Visit [3RC.org](https://3rc.org) to learn more &  
join us to further the 3Rs.**

**Email me for more information or  
questions: [laurenyoung@3rc.org](mailto:laurenyoung@3rc.org)**

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Research reported in this presentation was supported by the National Institute for Occupational Safety and Health (NIOSH) under Federal Training Grant T42OH008433. The content is solely the responsibility of the authors and does not necessarily represent the official views of NIOSH.

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