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Costas T. Lambrew Research Retreat 2023

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NeuroCOPE: A novel intervention to increase professional fulfillment and reduce burnout by connecting Neuro-ICU healthcare workers to their post-recovery patients

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NeuroCOPE: A novel intervention to increase professional fulfillment and reduce burnout by connecting Neuro-ICU healthcare workers to their post-recovery patients

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Background

Healthcare workers (HCWs) caring for patients with acute neurologic injury in the ICU rarely receive detailed information on the recovery of their patients. The missing connection between the period of acute neurologic injury and long-term outcomes is a psychological burden that contributes to moral fatigue and burnout.

We hypothesize that attending an interprofessional conference series through which patients describe their acute brain injury and recovery to Neuro-ICU HCWs may ease moral fatigue, increasing professional fulfillment and reducing burnout.

Methods

- We created a bi-monthly NeuroCOPE conference series open to all Neuro-ICU HCWs at Maine Medical Center
 - Pilot: Jan-Dec 2023; In-person & virtual attendance options
- Study enrollees commit to attending ≥ 3 conferences; Before and after each conference, they anonymously complete:
 1. The Professional Fulfillment Index (PFI), a validated professional fulfillment & burnout survey
 2. A brief questionnaire asking professional role, years worked in the ICU, and NeuroCOPE conference attendance history
- Each 60-minute NeuroCOPE conference consists of:
 - A case review of a guest patient's hospital course
 - Relevant neuropathology education
 - A facilitated forum for the patient and their caregiver to share the story of their hospital experience and recovery.
- All attendees are invited to openly reflect, ask questions, and share insights and perspectives

NeuroCOPE Reflections

"As patients, we have no roadmap to orient ourselves or our expectations. It's scary not knowing what changes may be permanent, what may or may not ever improve."

Offering grounded hope helps."

Hope Helps

Resource-Access & Peer-Support Make a Difference



"My life started again when I joined a support group 6-months after discharge"

Information empowers ICU care team members who often feel disconnected from recovery resources.

The Neurocritical Care team does not often see the good that ripples out from their work.



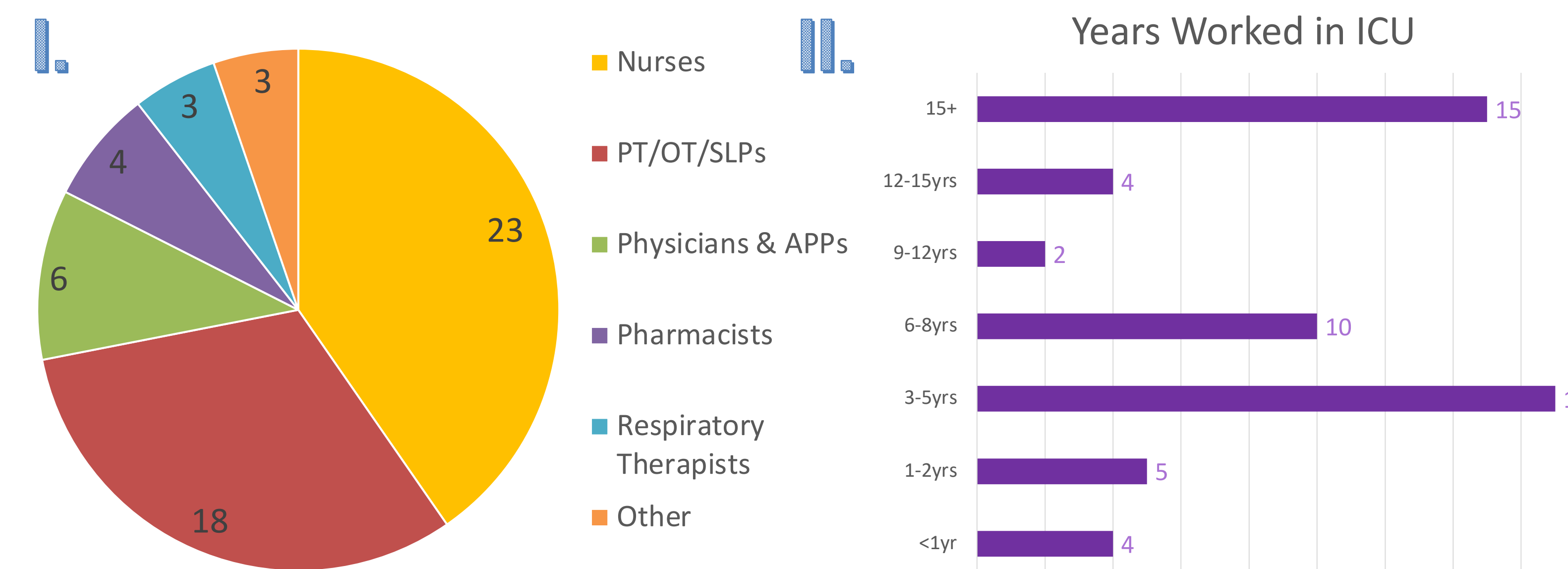
Emotional fatigue and professional unfulfillment contribute to burnout.



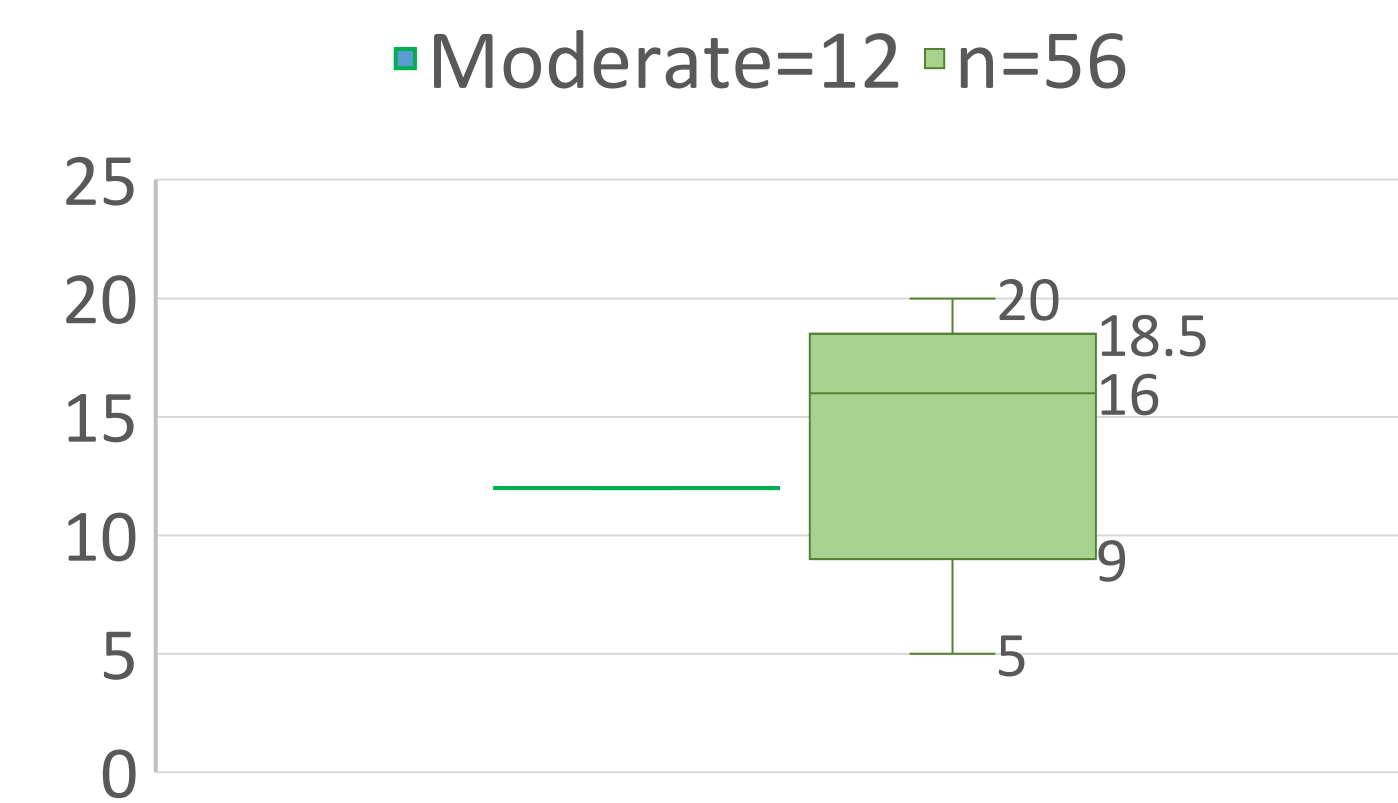
"Thank you for being here and telling your story. I've been feeling one-foot-out-the-door in medicine despite a long career."

"I feel strengthened by your story."

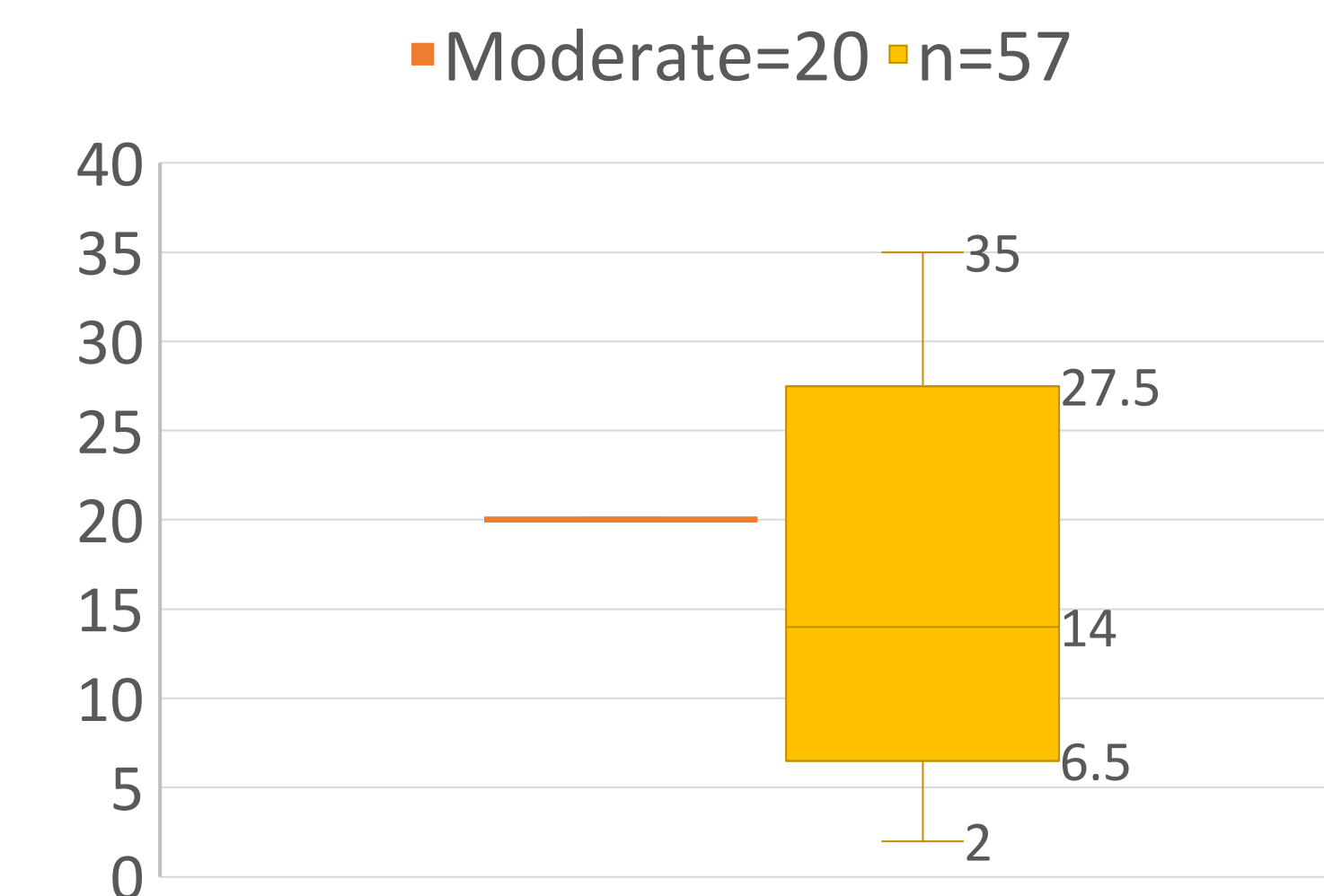
Results



BASELINE PROFESSIONAL FULFILLMENT SCORES



BASELINE BURNOUT SCORES



- Enrolled 57 interprofessional Neuro-ICU HCWs
- Qualitatively, conferences have been well received by HCW, patient, and caregiver participants

I. Highly Interprofessional representation	More than 7 professional disciplines represented in the cohort; The largest representation from nurses (40%).
II. All levels of ICU tenure represented	Years worked in the ICU work range from <1 year to over 15 years. 30% of the group have worked in an ICU setting for 3-5 years, 26% have worked for more than 15 years in the ICU.
III. Moderate levels of fulfillment and burnout observed at baseline	Baseline scores range broadly, with group median scores reflecting moderate levels of professional fulfillment and burnout.

Conclusions

HCWs in the Neuro-ICU are interested and willing to attend educational conferences describing the patient and caregiver experience and complete anonymous assessments of professional fulfillment and burnout. Initial data indicate moderate levels of professional fulfillment and burnout at baseline among our cohort. Continuing, we will measure the longitudinal impact of year-long conference attendance on Neuro-ICU HCW professional fulfillment and burnout.

Acknowledgments

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