



INSTITUTE FOR
INTERNATIONAL
MEDICINE

Self-Care for Healthcare Professionals Course Syllabus

Course Faculty:

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Learning Support:

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Overview:

The healthcare profession is a physically, mentally, and spiritually demanding profession. The current healthcare environment, operating systems, and moral dilemmas are some of the causes of the increased rates of professional burnout and compassion fatigue among healthcare professionals. This course will address these factors and provide students with the resources to develop self-care skills that mitigate burnout and promote professional satisfaction and longevity.

Competency Objectives:

At the completion of the INMED Self-Care for the Healthcare Professional Course learners will be able to:

- Summarize the concept of self-care.
- Identify stressors and insults that increase rates of burnout and compassion fatigue.
- Analyze personal resilience, identifying areas of improvement.
- Develop a self-centric resiliency plan that is sustainable.
- Implement a personal resiliency plan that promotes professional and personal satisfaction and longevity.

Timeframes:

This Course includes 8 weeks of structured learning, and assignments due each Sunday night. Each week includes a *required* virtual class with the

faculty for discussions, simulations, case studies and final exams. This weekly *required* virtual class may last up to 60 minutes.

Academic Credit:

Completion of this course requirements earns two credit hours of academic credit.

Enrollment Qualifications:

This course is open to all healthcare professionals and healthcare profession students, as well as non-healthcare professionals.

Computing Requirements:

The following are the minimum computing requirements for participating this course. Students must have ready access to and be functionally proficient with:

- A personal computer with an up-to-date operating system and ample memory for downloads. A rectangular monitor (desktop or tablet) is preferable for course navigation.
- A web browser, preferably the most up-to-date version of Chrome, Internet Explorer, Firefox, or Safari
- Applications capable of opening and editing Microsoft Word documents and of viewing PDFs
- An Internet connection, preferably high speed
- Capability of viewing YouTube and Vimeo videos

Education Methods:

Learners will achieve the course competency objectives through the following educational methods:

- Assigned book and article readings
- Critical analysis
- Group discussions
- Data collection and assessment
- Applied skills simulation

Textbook Required:

Emotional Agility: Get Unstuck, Embrace Change, and Thrive in Work and Life, by Susan David, PhD (Avery, 2016)

Available on amazon.com

Weekly Assignments:

Weekly required class with course faculty for up to 60 minutes to discuss assigned lessons, chapters, articles, forum discussions and questions.

Tuesdays at 6pm Central Time at:

<https://us02web.zoom.us/j/84843104401?pwd=U2tZdng4cGUoczFMbmhtdodlcZVtZz09>

Passcode: INMED

Self-Care Week 1: Concept of Self-Care, Mar 13-19

- A brief history of self-care
- Definition of self-care
- Examining self-care practices

Assignments to be completed by 11:55 pm, on Sunday:

- Read:
 - Emotional Agility, Chapters 1 - 3
 - Self-Care: A concept analysis. International Journal of Nursing Sciences 8, 2021 May 26; 418 - 425
 - Caring for oneself to care for others: physicians and their self-care. J Support Oncol. 2013 June; 11(2): 75-81
- Complete the Article Discussion Board assignments
- Complete and submit the self-care survey.

Self-Care Week 2: Burnout, Moral Injury, and Compassion Fatigue: The Cause, Mar 20-26

- Define burnout and compassion fatigue.
- List stages of burnout.
- Discuss the common signs and symptoms of someone going through burnout or compassion fatigue.

Assignments to be completed by 11:55 pm, on Sunday:

- Read Emotional Agility, Chapter 4
- Complete the Book Discussion Board assignments
- Read

- Drummond, Dike, MD. Physician Burnout: Its Origin, Symptoms, and Five Main Causes. AAFP. 2015. Found on April 22, 2021 at: <https://www.aafp.org/fpm/2015/0900/p42.html>
- Burnout Research: Emergence and Scientific Investigation of a Contested Diagnosis. 2017, January – March: 1-12
- Optional reading: Moral Injury. Journal of Religion and Health. Vol 60. 2021 July 10. 2989 - 3011
- Watch: <https://www.youtube.com/watch?v=v-4m35Gixno>
- Complete the Article Discussion Board assignments

Self-Care Week 3: Building Resilience: Is the Scene Safe, Mar 27-Apr 2

- Assessing your health nutrition and sleep.
- Identify evidence-based individual resilience strategies.

Assignments to be completed by 11:55 pm, on Sunday:

- Read Emotional Agility, Chapter 5
- Complete Book Discussion Board assignments
- Read the assigned article
 - *The Mediterranean diet and health. JIM. 2021. Vol. 290. 549 – 556*
 - *Health in a 24-hour society. The Lancet. Vol. 358. 2001, Sept. 22*
- Complete the Article Discussion Board assignments
- Complete and submit the Nutrition and Sleep Health Journal.

Self-Care Week 4: Building Resilience Continued Apr 3-9

- Assessing your health activity, mental, emotional, and spiritual health.
- Identify evidence-based individual resilience strategies.
- Develop a personal resilience plan.

Assignments to be completed by 11:55 pm, on Sunday:

- Read Emotional Agility, Chapters 6 and 7
- Complete Book Discussion Board assignments
- Read the assigned article
 - *Physical Activity and Sports. Sports. 7(5). 2019, April 8.*
- Visit and read:
 - <https://www.theschwartzcenter.org/mentalhealthresources/>
 - <https://www.mindful.org/mindfulhome-mindfulness-for-healthcare-workers-during-covid/>
- Complete the Article Discussion Board assignments
- Begin developing your Self-Care Discovery presentation.

- Submit the Mid-Term Exam

Self-Care Week 5: Self-Care Resilience Rx: Community Apr 10-16

- Friends with health benefits.
- Friendship, community, and service promote a healthy life.
- Strategies for building healthy relationships.

Assignments to be completed by 11:55 pm, on Sunday:

- Read Emotional Agility, Chapter 8
- Complete Book Discussion Board assignments
- Read the assigned article
 - Friends with Health Benefits. Psychology Science. Vol. 29(5). 2018. 814-823
- Watch: https://www.youtube.com/watch?v=FPz5_esb2ZM&t=227s
- Complete the Article Discussion Board assignments
- Create Self-Care Discovery presentation slides

Self-Care Week 6: Stress Management, Burnout, and Compassion Fatigue Apr 17-23

- The physiology of stressing.
- Identifying the root cause(s).
- Owning your feelings.

Assignments to be completed by 11:55 pm, on Sunday:

- Read Emotional Agility, Chapter 9
- Complete Book Discussion Board assignments
- Read the assigned article
 - Stress Management Techniques. Health Science Journal. Vol. 5(2). 2011
 - Managing traumatic stress response among clinicians. Trauma. Vol. 17(2). 2015. 114-122
 - <https://www.aafp.org/fpm/2000/0400/p39.html?printable=fpm>
- Complete the Article Discussion Board assignments
- Record Self-Care Discovery presentation

Self-Care Week 7: Resiliency in chaos. Apr 24-30

- Identifying stressors, burnout, and compassion fatigue outside your control.
- Develop emotionally intelligent strategies.
- Discuss decision-making strategies in a chaotic or emotionally stressed environment.
- Stay or go? Making the tough decision

Assignments to be completed by 11:55 pm, Sunday:

- Read Emotional Agility, Chapters 10 and 11
- Complete Book Discussion Board assignments
- Submit your recorded Self-Care Discovery presentation

Self-Care Week 8: Engage in Change May 1-7

- Lead the way in promoting self-care.
- Engage in advocacy.
- Share your story! Make your voice heard.

Assignments to be completed by 11:55 pm, Sunday:

- Watch all Self-Care Discovery presentations
- Complete Self-Care Discovery presentation feedback forms

Self-Care Discovery Presentation

Learners will submit a PowerPoint and recorded presentation on Self-Care Discovery. The presentation should conform to the following specifications.

- Organized according to the outline submitted in advance
- Three to five-minute recorded presentation
- Powerpoint, or an equivalent, will be used during the presentation
- Presentation slides must be submitted with your recorded presentation
- At least 10 references
- References may be in any recognized style (AMA, APA, etc.), and the same style should be used throughout

Final Exam:

The Self-Care Final Exam will take place in an online setting on Tue, May 9 from 6-8pm Central Time. Students will complete the 60-question exam on week 8. A minimum score of 80% is required to pass the course.

The Final Exam link is:

<https://us02web.zoom.us/j/84843104401?pwd=U2tZdng4cGUoczFMbmhtdodlcZVtZz09>

Passcode: INMED

Explanation of Assignments:

Due Dates: All assignments are due on Sunday at 11:55 pm of the week they are assigned.

Participation: Learners are required to fully participate in the course content, including readings, discussions, and essay.

Punctuality: This is a professional level course. All assignments are expected to be submitted on time. Any learner who becomes more than two weeks behind in submitting any assignment is subject to dismissal from the course. If dismissal occurs, the learner will be granted one opportunity to re-enroll in an upcoming course at no additional tuition payment.

Professionalism Requirement: This is a learning experience for professionals. Assignments are expected to be completed with excellence.

Assigned Articles: Each week, a journal article is assigned for learners to critically review, including questions posed on the subjects of each article.

Discussion Board Participation: Learners are required to post at least one response to each of the questions posed, and respond to at least one fellow classmate's responses, stating with what they agree or disagree about the response and why. A post that simply agrees with something someone else said without further explanation is not satisfactory and will be counted as if there were no post.

Evaluation Methods:

Assessment of the learner's performance will be based upon:

- Demonstration of the competency objectives using case-studies and simulation
- Completion of all Chapter Discussion Board assignments
- Completion of all Article Discussion Board assignments

- Achievement of $\geq 80\%$ on the Self-Care Midterm
- Achievement of $\geq 80\%$ on the Self-Care Presentation
- Achievement of $\geq 80\%$ on the Self-Care Final Exam
- Complete evaluation and credit claims forms at the course conclusion.

Learners whose evaluation is acceptable will receive academic credit. Those learners whose evaluation is not acceptable will receive a certificate of participation and the opportunity to repeat.

Requirements for Successful Completion & Course Grade Determination:

<i>Element</i>	<i>Weight</i>
Weekly classroom participation	20%
8 satisfactory book discussion board posts	10%
8 satisfactory article discussion board posts	10%
Self-Care Mid-Term Exam	20%
Self-Care Presentation $\geq 80\%$	20%
Self-Care Final Exam $\geq 80\%$	20%

In addition, course completion also requires:

- Participation in all weekly virtual classes
- Achievement of $\geq 80\%$ on the Self-Care Presentation, Midterm and Self-Care Final Exam
- Cumulative course score $\geq 80\%$
- Complete course evaluation and credit claims forms at the course conclusion.

Course grades will be assigned according to the INMED Course Grading System:

A	90–100 %	4.00
B	80–89 %	3.00
C	70–79 %	2.00
D	60–69 %	1.00
F	0–59 %	0.00

Learners whose evaluation is acceptable will receive academic credit for the *INMED Self-Care for the Healthcare Professional Course*. Those learners whose evaluation is not acceptable will receive a certificate of participation and the opportunity to remediate.

Remediation:

If a learner does not complete this course and achieve the required competencies, the faculty may require the learner to 1) remediate the component(s) that the learner did not satisfactorily complete, or 2) repeat the entire course within one year of the start date of the original course. The learner will be offered only one opportunity to repeat the course without requiring repeat payment of tuition.

Academic Integrity:

This is a professional-level learning experience. All learners are expected to be self-motivated, to perform with excellence, and to be thoroughly honest throughout their process of learning. If any INMED faculty determines that a learner has committed academic dishonesty by plagiarism, cheating or in any other manner, the faculty member has the right to 1) fail the learner for the particular assignment, project and/or exam, 2) fail the learner for the entire course, 3) discharge the learner from any future INMED learning experience, including degree, diploma, or certificate completion.

Withdrawal and Refund Policy:

100% refund: 1st day – 3rd day*

75% refund: 4th day to the day before the course starts

50% refund: 1st week of course

30% refund: 2nd week of course

20% refund: 3rd week of course

10% refund: 4th week of course

No refund: following 4th week of course

* Day one = date enrollment agreement is signed or date on course registration receipt. "Day" refers to a business day and excludes weekends and holidays.

INMED reserves the right to cancel individual sessions or the entire course. In the event of a course cancellation, a full tuition refund will be made.

Course Director:

Micah C Flint, MPA, RN, DINPH

Micah completed his MPA in healthcare leadership and disaster management at Park University. He holds a nursing degree and bachelor's degrees in science and liberal arts. He received his INMED Diploma in International Nursing & Public Health in 2008. Micah is the owner of evos healthcare consulting firm and The Health Lounge, a preventative health clinic.

Micah has provided presentations at local and national conferences on topics ranging from Disaster Response, Cross-Cultural Skills, Health Leadership, and Simulation. He is the author of the Disaster Response: Pocketbook for Volunteers and the Disaster Management in Limited Resource Settings, 2nd Edition.