Building a Comprehensive Wellbeing Program for Veterinary Technician Faculty, Staff & Students

Rebecca Newman, PsyM, RVT
Wellbeing Coordinator, Veterinary Technology Program
Appalachian State University
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AGENDA

- The Why
- The Model
- Let’s Build Together

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THE WHY

SOME CHALLENGES

- Mental Health
- Communication Skills
- Retention

Sources: NAVTA 2016, Merck Animal Health Wellbeing Study 2018, Strand et al. 2017

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Mental Health

- High stress levels (compassion fatigue/secondary trauma, burnout, moral distress, understaffed practices, personality traits)

- Suicidal Ideation/Suicide Risk
  - 2.7x rate of suicidal ideation (Nett et al., 2015)
  - 2.7x more likely to die by suicide (Merck 2020)

- Stigma – barriers to seeking treatment (Karaffa & Hancock, 2019)

Communication

- 50% of respondents indicated that communication and office dynamics was the greatest challenge in practice (NAVTA 2016)
- Importance of communication skills training in vet tech programs
- Leadership training

Sources: NAVTA (2016, 2018); Merck Wellbeing Study (2018), Strand et al (2017)

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Retention

- Technicians, Veterinarians, Support Staff
- Students
- Pay/utilization

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WHAT'S GOING WELL

- Colleges of Veterinary Medicine – making wellbeing positions the norm
- Wellbeing Competencies – teachable!
- Increased Focus on Wellbeing in Practice

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App State's Commitment to Wellbeing

- Vision and Stakeholder Support
- Hiring full-time wellbeing coordinator to oversee curriculum and professional development initiatives related to wellbeing
- CETLSS Teaching Quality Framework Grant Project – "Wellbeing Framework Assessment" using logic model
  - Virginia Corrigan, DVM
  - Maureen MacNamara, PhD (Social Work Dept)
  - Rebecca Newman, PsyM, RVT

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The Kellogg Foundation's Logic Model

- Source: Kellogg Foundation's Logic Model Development Guide

- Which model to use? Outcomes Approach Model
  - Ideal for programs in early stages of development
  - Structured process of planning, managing, and evaluating the wellbeing program.

Outcomes Approach Model

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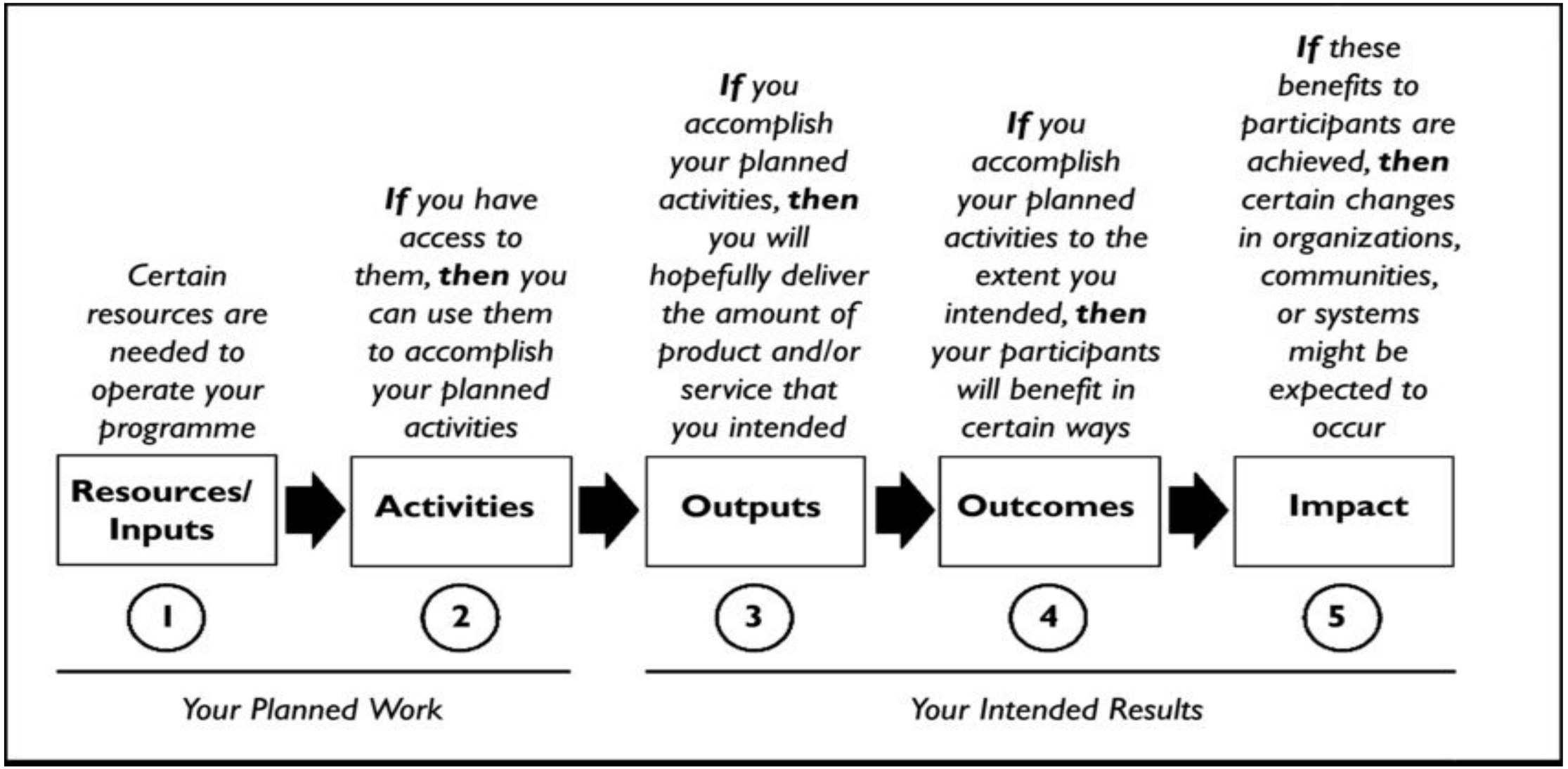
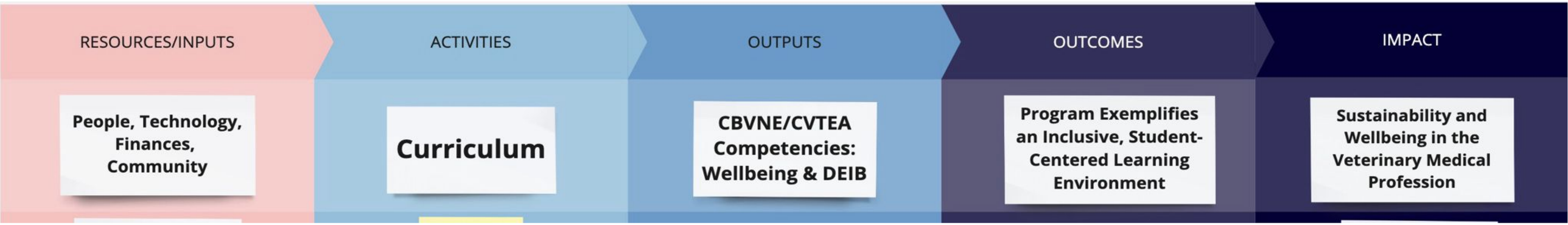


Our Logic Model



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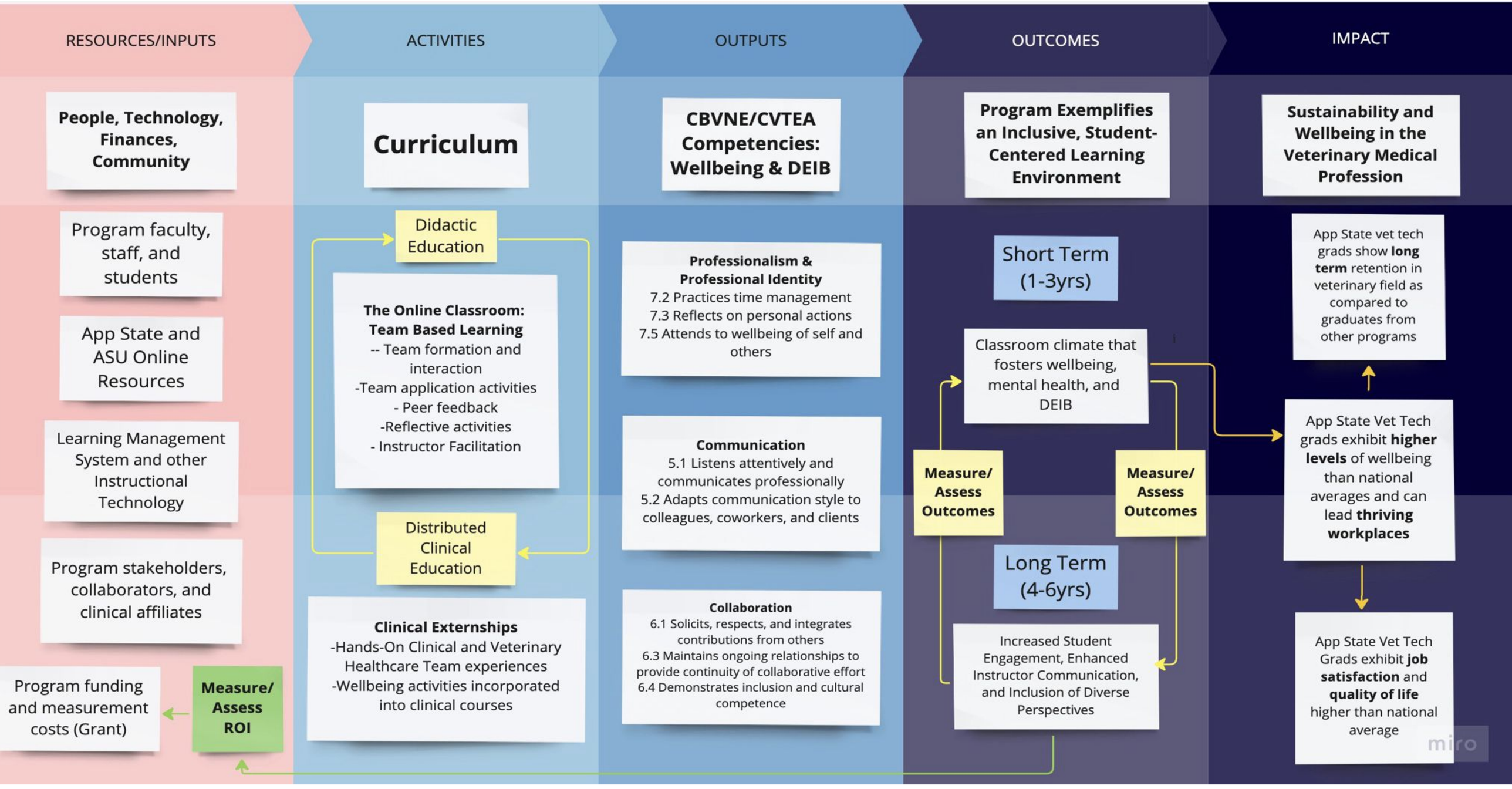
RESOURCES/INPUTS
ACTIVITIES
OUTPUTS
OUTCOMES
IMPACT
People, Technology, Finances, Community
Program faculty, staff, and students
App State and ASU Online Resources
Learning Management System and other Instructional Technology
Program stakeholders, collaborators, and clinical affiliates
Program funding and measurement costs (Grant)
Measure/ Assess ROI
Curriculum
Didactic Education
The Online Classroom: Team Based Learning
-- Team formation and interaction
-Team application activities
- Peer feedback
-Reflective activities
- Instructor Facilitation
Distributed Clinical Education
Clinical Externships
-Hands-On Clinical and Veterinary Healthcare Team experiences
-Wellbeing activities incorporated into clinical courses
CBVNE/CVTEA Competencies: Wellbeing & DEIB
Professionalism & Professional Identity
7.2 Practices time management
7.3 Reflects on personal actions
7.5 Attends to wellbeing of self and others
Communication
5.1 Listens attentively and communicates professionally
5.2 Adapts communication style to colleagues, coworkers, and clients
Collaboration
6.1 Solicits, respects, and integrates contributions from others
6.3 Maintains ongoing relationships to provide continuity of collaborative effort
6.4 Demonstrates inclusion and cultural competence
Program Exemplifies an Inclusive, Student-Centered Learning Environment
Short Term (1-3yrs)
Classroom climate that fosters wellbeing, mental health, and DEIB
Measure/ Assess Outcomes
Measure/ Assess Outcomes
Long Term (4-6yrs)
Increased Student Engagement, Enhanced Instructor Communication, and Inclusion of Diverse Perspectives
Sustainability and Wellbeing in the Veterinary Medical Profession
App State vet tech grads show long term retention in veterinary field as compared to graduates from other programs
App State Vet Tech grads exhibit higher levels of wellbeing than national averages and can lead thriving workplaces
App State Vet Tech Grads exhibit job satisfaction and quality of life higher than national average
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Our Logic Model

- What does it look like in reality?

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How can we support each program's commitment to wellbeing?

- **Activity Using Google Jamboard**

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Q & A

Rebecca Newman
newmanrL@appstate.edu

Thank you!