

The Mindful Ethical Practice and Resilience Academy (MEPRA)

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Background

- Nurses regularly face ethical challenges and moral adversity at the bedside causing moral suffering which impacts:
 - Integrity
 - Resilience
 - Work engagement and turnover
 - Well-being
 - Leads to burnout

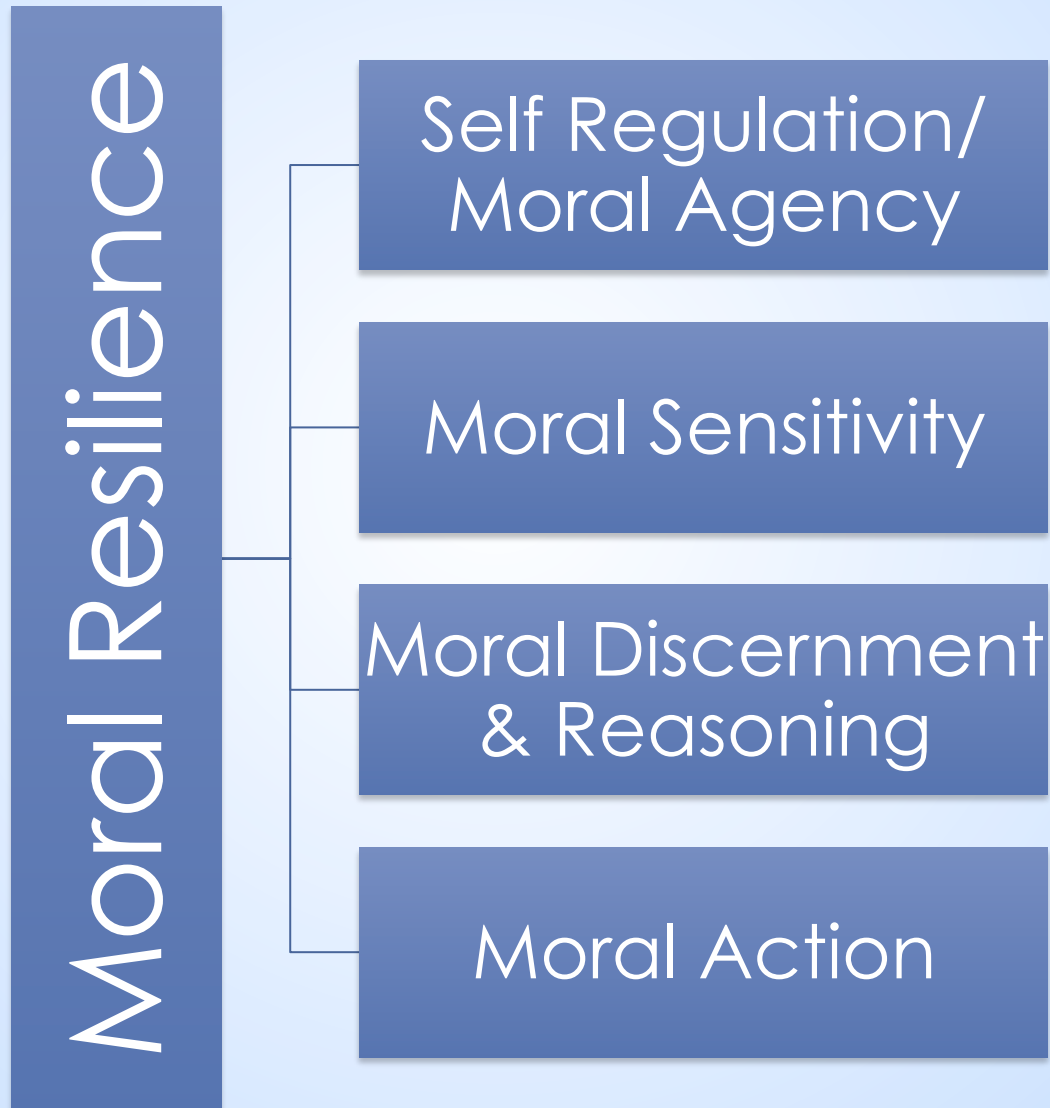


MEPRA Goal & Objectives

- Transform Moral Adversity into Moral Resilience
 - Learn and apply mindful practices to ethical issues in clinical practice
 - Learn and demonstrate ethical competence by applying tools and skills to ethical issues in clinical practice
 - Cultivate resilience in response to ethical challenges and moral suffering including moral distress



5 Pillars of Moral/Ethical Competence



Program Elements

- **6 experiential workshops (4 hours)**
- **Daily technology enabled mindfulness & reflective practice**
- **Pre/post assessment**
 - Self report



MEPRA Participants

- 71 staff nurses from Adult and Pediatric ICUs, Oncology, Medical/Surgical, Palliative Care units participated
 - The mean age was 32 years (age range 22-67)
 - Years in nursing : 6 years (range 0.5-43 years)
 - 91% Female



Program Activities



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MEPRA

Mindful Ethical Practice and Resilience Academy

Preliminary data

- Improved work engagement
- Improved moral competence
- Improved perceived confidence
- Trending toward significance
 - Resilience



Next Steps

- 4th Cohort—Fall 2017; Final data Analysis
- Integration within JHH Nursing Department (2-3 cohorts/year)
- MEPRA Community of Practice
 - Refinement/Application of MEPRA Tools (E-PAUSE, etc.)
 - Design of MEPRA Coach role
- Integration within Nurse Residency Program (NRP)
- Expansion across JHHS—Sibley and IPE
- Moral Resilience Tool

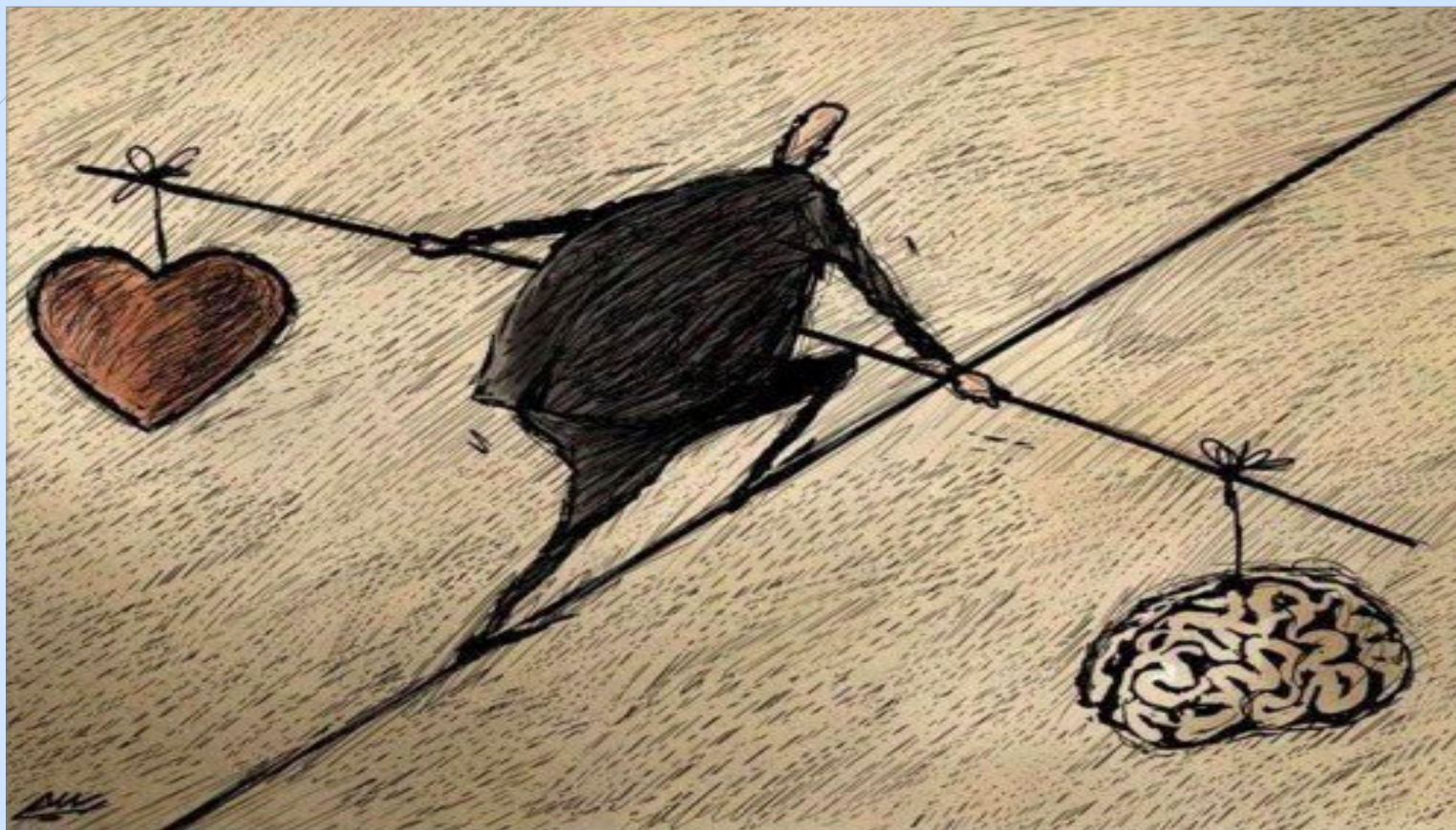


Lessons Learned

- Change is an inside out process
- Discovery learning; multi modal methods (experiential, simulation)
 - A new way of being; doing same things differently
- Engagement requires multi pronged approach
 - Scheduling and compensation
- Mindfulness practices require discipline; no quick fix
- Measures do not fully capture the impact
- A wise investment, ROI
- Equip and embed change makers
- Alignment of individual values to recognize patterns and design solutions
 - e.g. MEPRA COP to build moral community



Balancing Heart & Mind



Gratitude: Roshi Joan Halifax



**“We are all resilient and courageous;
sometimes we just need the tools and support
to help access what is already inside of us.”**

--Jen Simmons, RN MEPRA graduate

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