The Mindful Ethical Practice and Resilience Academy (MEPRA)

Cynda Hylton Rushton PhD, RN, FAAN

Anne & George L. Bunting
Professor of Clinical Ethics
Professor of Nursing & Pediatrics
Johns Hopkins University
Berman Institute of Bioethics; Schools of Nursing & Medicine
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

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5 Pillars of Moral/Ethical Competence

- Self Regulation/Moral Agency
- Moral Sensitivity
- Moral Discernment & Reasoning
- Moral Action

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Program Elements

- Moral Compass, Mindfulness, Resilience Plan
- ANS Activation, Self Regulation, Resilience
- Empathy, Perspective taking, Assumptions, bias, Communication
- Ethical Competence, Moral Adversity, Self Stewardship
- High Fidelity Simulation: Integration Session
- Moral Resilience, Culture of Ethical Practice

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

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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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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

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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
Contact Information

• Cynda Rushton crushto1@jhu.edu