Filling the Gap:
Reorienting the Future of Healthcare

Institute for Medicine, Education and Spirituality (IMESO)
Healing, Teaching and Spiriting
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Introduction: Filling the Gap

• There is a new movement in healthcare known as integrative or holistic medicine.
• With all the excellent advances in the practice of medicine, stressing empiricism and positivism, there remains a gap in our ability to articulate the role that the human spirit plays in health and wellness.
• To fill this gap, we must reflect on the profession of medicine.
Profession of Medicine

• An occupation whose core element are
  – work based upon the mastery of a complex body of knowledge and skills.
  – the practice of an art in the service of others.

• Its members are governed by codes of ethics and profess a commitment to competence, integrity and morality, altruism, and to the promotion of the public good within their domain.
Spirituality -- A Health Resource

• Research finds that the practice of religion and spirituality are potential health resources.
• Why? Meaning and purpose, hallmarks of the practice of religion and spirituality, engage and facilitate psychophysiological changes that are involved in health-related effects.
Engaging Brain, Body, Mind

• Spirituality and Meaningfulness
• Three components for healing:
  – Hope in the face of illness
  – Receiving and embracing a sense of loving acceptance
  – Meaning and Purpose in Life
Studies

• Studies suggest that certain types of practices and person-environmental interactions including types of prosocial behaviors or “optimal healing environments” may involve common neural networks to produce health and healing effects.

• These behaviors and environments manifest “spiritual” connotations and meanings.

• Spirituality then involves transcendence, meanings, ultimate questions, insight that there is more to life than usually understood.
Relationship between a patient's experience of overall health, physical pain, and intrinsic spirituality: A Study

• The relationship between spirituality and health is a new frontier in medicine.

• The study used a stratified, random sample of 462 patients at a family practice residency clinic. The Index of Core Spiritual Experiences (INSPIRIT) measured intrinsic spirituality, and Dartmouth Primary Care Cooperative Charts measured overall health and pain. Pearson correlations tested the association between health, pain, and spirituality. Patient scores on the INSPIRIT were then placed into three groups (high, medium, and low levels of intrinsic spirituality).
INSPIRIT

• RESULTS:
  – Information was collected information from 442 of the patients surveyed (95%). Significant correlation between patient health and spirituality was found. Significant differences were also found in both overall health and physical pain, based on the three levels of spirituality.

• CONCLUSIONS:
  – The results suggest an association between intrinsic spirituality and a patient's experience of health and pain. Assessment of spirituality may be important for family physicians to consider as a supplement to patient interviews.

Studies of Brain Interaction and Medicine

• Neuroscientist and others in medicine have observed the merits of both spiritual experience and placebos on health and well-being and mind and body interaction.

• Spiritual experiences, while usually seen in a social context, are also psycho-physiological events that involve and mediated by peripheral and central neural substrates.
Spiritual Experience: Pain and Distress

- Experiments have been shown that spiritual experiences have effects on pain, that is, there is a relationship between spiritual practices and the alteration of neural processing.
- Spiritually oriented people may be able to reinterpret the perception of and meaning of pain while developing a capacity of *emotional detachment and dealing with distress*.
Spiritual Experience, Healing, Coping and the Placebo Effect

• Theory of the Sense of Coherence
  – Situations are Comprehensible
  – Resources are Sufficient and Manageable
  – The situation is Meaningful

• Health related response if:
  – Feeling of security and manageability
  – A sense of empowerment for taking care of oneself
Spirituality, Meaningfulness and Health

• Psychological Level
  – Spirituality may be regarded as a way for perceiving and enhancing meaningfulness

• Behavioral Level
  – May allow an individual to express meaningfulness through rituals and symbols

• Functional Level
  – Engages the corresponding neurobiological networks that are involved in eliciting health effects by activation of top-down physiological, endocrinaiological and immunological process.
Actions to provide health effects

• Eight actions clinicians may perform to facilitate healing effects:
  • 1. Speaking positively about treatments  
  • 2. Provide encouragement  
  • 3. Develop trust  
  • 4. Provide reassurance  
  • 5. Support relationships  
  • 6. Respect uniqueness  
  • 7. Explore values  
  • 8. Create ceremonies and rituals
Mind-Body-Spirit Healing Interaction

• An examination of the mind-body-spirit connection is currently part of the training of medical professionals and,

• moreover, the spiritual dimensions of the patient-physician/nurse relationship has become part of the treatment plan for holistic care and healing.

• The nature and extend of this relationship depends on the institution and the people involved in the relationship. What is clear, however, is that there seems to be benefits to both. This is especially seen in the palliative care movement in healthcare.
Imperative Need

• It is imperative for clinicians to actively assess their patients’ well-being/spirituality, given its potential bio-psychosocial influence upon health. Simple inquiry about religious orientation is insufficient, as more comprehensive and finely grained evaluation of secular and/or religious spiritual values, practices and experiences may be warranted to obtain the richness of information necessary to enable provision of those resources that can best meet individual needs.
Practices of Medicine, Education and Spirituality

Practice Makes Perfect
Practices based on beliefs and experiences
Practices change and expand neural pathways
Neural Pathway Changes Brings Healing
Spirituality in Patient Care

“If religious beliefs and practices [should be proven] to have an impact on health equivalent to not smoking cigarettes or to physical exercise, should physicians prescribe religious activities?”

• Harold Koenig, (2002), Spirituality in Patient Care, Templeton Foundation Press, p. 29
Mission Of OHS

• Serve
• Heal
• Lead
• Educate
• Innovate
Institute of Medicine, Education, and Spirituality (IMESO)
Mission and Vision

We will inspire integrated healing of body, mind and spirit through research, education, and innovation.

Vision
We Heal, Inspire and Transform Through the Integration of Medicine, Education, and Spirituality
Mission of IMESO

Heal the Whole Person
Reorient the Future of Healthcare
Augment Healing
Model Altruism and Compassion
Educate for Transformation
Inspire for Growth
Instill Meaning and Purpose
Vision Statement IMESO

Weave spirituality into our community fabric for the healing and well-being of all through teaching, research and reflection fueled by the integration of skills, positive attitudes, and compassionate insight.
Core Imperatives - IMESPO

Altruism
Inspiration
Collaboration
Compassionate Presence
Curiosity
Practice of Values
Self Transcendence
Integrative Healthcare Emphasis?

• The words -- global, leader, save, change, future, passion, strength, diversified team – are highlighted in the OHS vision statement.

• **Holistic or integrative** healthcare may be implied in the vision, but not expressed as a major part of growth for the future.

• Integrative healthcare includes body, mind, and spirit as the ingredients for well-being and healing. Where there is holistic care, there is satisfaction and healing.
Mayo Clinic’s Mission and Vision

• **Healing**
  Inspire hope and nurture the well-being of the whole person, respecting physical, emotional and spiritual needs.

• **Dignity**
  Treat everyone in our diverse community, including patients, their families and colleagues, with dignity.

• **Compassion**
  Provide the best care, treating patients and family members with sensitivity and empathy.

• **Integrity**
  Adhere to the highest standards of professionalism, ethics and personal responsibility, worthy of the trust our patients place in us.
What is Integrative or Holistic Medicine?

• Health is defined by the World Health Organization. It is a “state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity.” Health is holistic or integrative medicine.

• “It is an approach to care that puts the patient at the center and addresses the full range of physical, emotional, mental, social, spiritual and environmental influences that affect a person’s health.” The Bravewell Collaborative.
Integrative Healthcare Is A Form Of Spirituality

• Spirituality influences all decisions a person makes which can result in well-being and healing. It includes the decisions to care for the body, mind, and spirit. Spirituality is essential to human growth and healing because it impacts the major and minor decisions one makes, whether consciously or unconsciously, throughout the lifespan. It is a person’s roadmap or wisdom-guide.

• Does OHS want to acknowledge holistic care as a spirituality?
Spirituality is the Pathway to Healing

• Spirituality is
  The experience
  Of striving to integrate one’s life
  Not in terms of isolation and self-absorption
  But in self-transcendence
  Toward the ultimate value one perceives.
• Other definitions:
  – An inner path enabling a person to discover the essence of his/her being.
  – The deepest values and meanings by which people live.
  – The reference to an ultimate immaterial reality.
  – A lived experience, a pathway, that leads to a transcendent reality where the person finds inspiration and peace.
Spirituality

• Following one’s religious tradition as a path toward one or more of the following: a higher state of awareness, perfection of one’s own being, wisdom, communion with God or creation.

• Spirituality exists wherever we struggle with the issues of how our lives fit into the greater scheme of things.
Spirituality

• An idea or practice is spiritual when it reveals our personal desire to establish a felt-relationship with the deepest meanings or powers governing life.

• We become spiritual when we are moved by values such as beauty, love, creativity, all of which seem to reveal a meaning or power beyond the visible world.
Spirituality Expressed Prosocial Behavior

- A humanistic view has introduced a broader view emphasizing qualities such as love, compassion, patience, tolerance, forgiveness, responsibility, harmony, and concern for others.
- It is this prosocial behavior that has advanced a new view of healthcare and the practice of spirituality.
Stands to Reason That...

• . . . all healthcare providers would want to ask about a patient’s spirituality to understand how they make decisions in life and how those decisions impact the healing process.

• . . . to evaluate the importance of practicing positive behaviors that a person practices that might assist them in the healing process.
Stands to Reason That…

• ... an exploration of a healthcare provider’s spirituality would assist them in practicing positive behaviors such as gratitude, empathy, compassion, perspective taking, which have such a positive affect on the healing process.

• For example, research demonstrated that those who practiced gratitude behaviors are more likely to report having helped someone with a personal problem or offered emotional support.
IMESO Stands Up to Reason

• The purpose of IMESO is not to provide direct pastoral care, a very important ministry in the healing process, but to assist the Ochsner Health System to achieve part of its vision
Purpose of IMESO

– A Vision of transforming the future of healthcare by making a conscious effort to integrate the three most important practices found to be associated with successful holistic healing and well-being.

  » Knowledge about the spiritual aspects of healing
  » Healing through spiritual acknowledgement
  » Inspiration to integrate body, mind and spirit.

– The passion and strength that is associated with these integrated practices will change all who provide care and those who receive care.
The Practice of Integrative Medicine

• Do we practice holistic/integrative care at Ochsner?

• If so, is it evidenced in patient satisfaction and staff engagement?

• Does leadership attend to the spiritual aspects of meaning at work as well as it does to the material and clinical?
Ochsner Will Catch UP

• The constant level of patient satisfaction scores (percentiles) and the staff engagement scores are indications of a need for assessment of our humanistic efforts.

• A renewed emphasis on holistic behaviors will be positive and lead to well-being and will decrease unnecessary stress.

• There is a need to recognize the work on mind-body interaction and healing.
Efforts Existing Already at Ochsner

- In academics and nursing, Ochsner has made many efforts fundamentally to catch up to major changes:
  - In Bioethics – an interdisciplinary effort
  - In Medical Education and Nursing Education
  - In IRB – an interdisciplinary system effort
  - In Pastoral/Spiritual Care and education – a system effort
  - In Palliative Care
  - In Integrity
  - In Ochsner Leadership Effort
  - In IMESO – a system wide effort
  - In Nursing Research Committee
  - In Undergraduate and Graduate Education – Bioethics curriculum
Biology, Brain, and Spirituality

• The interest in the linkages of medicine, education, and spirituality is clearly seen in the innovative brain research and its connection to spirituality and health.

• E.O. Wilson in his books on the cell and human nature discusses the role of spirituality (altruism and religion) and evolution. He believes that the cell contains so many of the mysteries of the human person. These mysteries contain a spirituality that humanity is seeking to understand.
Biology, Brain and Spirituality

• Altruism (prosocial behavior) and Cooperation
  – evolved in the human person.
  – helping/service professions have the concept of altruism as its basis (vows, oaths, etc).
  – research has confirmed the practice of altruism as related to brain/neural function including affects on cognition, health, stress reduction, and others.
Altruism and Prosocial Behavior

• Altruism (as hard core) is self-sacrifice for the total good of another without the expectation of reciprocity.

• Prosocial (soft core) is self-sacrifice always with the anticipation of receiving something in return.

• Wilson believes that this genetic disposition evolved and is the basis for the development of religious traditions.
Brain, Body, and Cooperation

- Book: *Super Cooperators: Altruism, Evolution, and Why we Need Each Other to Succeed* by Martin Nowak, a mathematical theorist
- He claims that cooperation, not competition, has always been the key to the evolution of complexity. For example, in the area of disease, he contends cancer is fundamentally a failure of the body’s cells to cooperate.
- From a corporation standpoint, the authors explain how forgiveness, generosity, and kindness develop; how companies can be better designed to promote cooperation
Neuroscientists and Spirituality

• The relationship between neuroscience and spirituality brings a transformed and healing process to the body and mind.

• Meditation all aspects of spirituality, including the transcendent, makes changes in the brain and its neural functioning. Neuroscientists are studying the effect that religious beliefs and experiences have on the human brain.
Neurology and Practice of Spirituality

• Newberg says that “neurological findings have shown that different types of meditation and prayer affect different parts of the brain in different ways, and each one appears to have a beneficial effect on our neurological functioning and physical and emotional health. The more we engage in spiritual practices, the more control we gain over our body, mind, and fate.” p. 63.
National Alliance of Healthcare Competencies

- A national approach to study and evaluate innovative healthcare competencies to meet the future challenges of healthcare.
- The initiative seeks to develop new paradigms of research that links methods with individual change as a means to improve practice. Such competencies will provide the basis of national work that will ensure the sustainability of medical education curricula and also set the stage for developing inter-professional and team learning practices.
- On the corporate level, it will assist with affordability, sustainability, satisfaction, assessment and quality.
Participants in the Alliance

• George Washington School of Medicine
• Albert Einstein College of Medicine
• KCUMB Institute for Medical Education Innovation, Kansas City
• Loyola University, Chicago, Stritch School of Medicine
• University of California, Los Angeles
• University of Louisville School of Medicine
• University of Minnesota Medical School
• University of Pennsylvania School of Medicine
A Look at the Alliance Institutions

• The Center for Spirituality and Healing at the University of Minnesota. It is housed in the academic division. “Its vision is to be a world renowned resource that enhances health and well-being by educating health professionals, empowering consumers, and fundamentally transforming the delivery of health care through the creation of interdisciplinary academic, research, clinical care and outreach programs that advance integrative health and healing.”
University of Minnesota

- The Center for Spirituality and Healing at the University of Minnesota was created in 1995. It grew out of a sense of urgency and clarity that significant transformation in health care was a critical need. A task force report “Transforming Health Care Through the Integration of Complementary, Cultural and Spiritual Care,” proposed a bold agenda of change in education, research, clinical care and outreach at the institution.
Members of the Alliance

• Minnesota's Center wants to do the following:
  – Generate new knowledge through research
  – Educate health professionals
  – Empower consumers
  – Impact health care policy and reimbursement
  – Create optimal health environments
  – Partner with the community
George Washington’s Institute

• George Washington’s Institute for Spirituality and Health initiated in 2001
  • The goal: a more compassionate system of healthcare by restoring the heart and humanity of medicine through research, education and policy work focused on bringing increased attention to the spiritual needs of patients, families, and healthcare professionals.
  • Vision is influence healthcare systems in the country by seeking to establish a more compassionate and integrated system of care.
George Washington’s Institute

• They fulfill their mission by:
  – Recognizing the spiritual dimension of health and suffering.
  – Educating healthcare professionals about spirituality’s critical role
  – Addressing spiritual care needs and offering a compassionate presence to those who suffer deeply
  – Stimulating changes in healthcare on the individual practitioner level and within the field of medicine and society.
Competencies and Assessment

- **Knowledge:** Acquire the foundational knowledge necessary in integrating spirituality in the care of patients.
- **Patient Care:** Integrate spirituality into daily clinical practice.
- **Communication:** Communicate with patients, family and healthcare team about spiritual issues.
- **Compassionate Presence:** Establish and demonstrate empathy relationships with patients, family and colleagues.
Competencies Continued

• **Professional Development**: Incorporate spirituality into professional development.

• **Health Systems**: Apply knowledge of healthcare systems to advocate for spirituality in patient care.
IMESO

- Patient, Family, Staff, Community
- Education
- Knowledge
- Spirituality
- Insight Humanism
- Medicine
- Healing
Mission and Imperatives

OHS Imperative: People are our most valuable asset
OHS Imperative: Loyalty with patients, families, and physicians

- IMESO’s Mission is to aid in the fulfillment of Ochsner’s Mission, Vision, and Imperatives.
- IMESO’s mission to add to the fabric or culture of OHS by weaving aspects of spirituality to its conscious behavior in its relationships as a corporate body and individually to patients, staff, and the community.
Mission of IMESO

• OHS Imperative: Community – Serving the Greater Need

• Definition of Spirituality: “the experience of the conscious striving to integrate one’s life not in isolation and self-absorption but in self-transcendence toward the ultimate value one perceives.”

• Spirituality is an academic discipline which informs spiritual practice and influences health

• Self-transformation to include consciously striving to gain new insights about our humanistic relationships with patients, each other, and the entire community.

• What are the institutions spiritual competencies?
Mission and IMESO

• OHS Imperative: Quality is error-free care that’s affordable and integrated for well-being
  - Medicine refers to all health care providers
  - The Goal is to provide holistic care with attention to the body, mind and spirit.
  - The Practices of medicine and education with humanism
Mission and IMESO

• OHS Imperative: Academics
  • Primary objective of IMESO is to weave spirituality as a knowledge base into the System’s practices, mainly through teaching and behavior change.
  • To assess the introduction of prosocial behaviors into the practice of medicine.
  • To offer opportunities for cooperative research efforts in the System.
  • To promulgate the System’s awareness of holistic care in the community and the nation.
Strategic Plan and Prosocial Behaviors

Presence to one another
- Compassion
- Enthusiasm
- Devotion to Practice
- Gratitude
- Forgiveness
- Imagination
- Kindness
- Listening
- Reverence
- Self-Transcendence
- Empathy
- Zeal
Strategic Plan

- Knowledge
- Patient Care
- Communication
- Compassionate Presence
- Professional Development
- Health Systems Integration

Leading to

Practice of Healthcare Competencies

Leading to

Attitude Change
Strategic Plan

Leading to

Individual and Corporate Behavior Change

Leading to

Insight and Commitment To Change the Practice of Healthcare

Leading to

Transformation into Holistic Health Care Provision
Assessment

• Assessment plays an important role at Ochsner. Two of the most important indicators that the mission and vision are adhered to are patient satisfaction and employee engagement.

• Assessment of holistic care, mind, body, and spirit is implied but not specific in the questions contained in the surveys used to measure success. For example, do we assess the impact of the practice of spirituality on coping skills and well-being. Like the relationship of brain and healing, this is a new area of research.
Assessment

• Assessment Tools to measure spirituality, well-being, transcendence, prosocial behavior, coping and health, etc. have developed over the past twenty years. Tools for self-assessment of a personal spiritual history to be used by physicians and other healthcare professionals in the treatment of a patient are now available.

• It is clear that medical schools have included course on spirituality and medicine to prepare new physicians to conduct a patient’s spiritual history and to respond to considerations with the context of the patient-physician interaction.
Assessment

- Assessment depends on the objectives and the mission of IMESO. The major objectives are:
  - to introduce training for healthcare professionals to change behaviors in the major practices of medicine, education and spirituality (to include the practice of spiritual behaviors).
  - to assess whether these behavior changes affect the attitudes of the professionals and the culture of the system.
  - to assess whether behavior change, at each hospital, affects patient satisfaction and employee engagement, both of which have a baseline and are on the lower end of indices.
Initiatives of IMESO

• To identify and integrate the linkages among the practices of medicine, education and spirituality in order to influence the quality of holistic care at the System and in all its parts.

• Medicine and Education give a major emphasis on the practice of spirituality, which is valuable to patient well-being and health.
Overall Objectives

• To affect patient satisfaction mean scores

• To affect employee satisfaction mean scores
Initiatives and Goals of IMESO

Education Initiatives: To develop a comprehensive educational program to be implemented in the entire system.

• Goal 1: To provide educational programs for the medical students in the area of spirituality and medical practice in cooperation with the faculty and administrators. Example of subject titles include: A Primer in Spirituality; Mind-Body-Spirit Research and Medicine; Current Research in Healthcare and Spirituality; Values and Virtues in Healthcare.

• Goal 2: To provide educational programs and small groups for residents, physicians and nurses in the area of spirituality and the health benefits accrued to specific practices, e.g., palliative care, bioethics, spiritual care, nursing.
Educational Initiatives and Goals

• Goal 3: To provide educational programs for administration and staff for the inclusion of spirituality in decision-making.

• Goal 4: Essays and papers will be developed to be published to the entire system’s employees on IMESO’s website.

• Goal 5: A comprehensive conference will be designed and offered to the wider community on Spirituality and Healthcare -- *Spirituality at Work in Healthcare*. This conference will bring in nationally known speakers as well as local scholars. The proposed topics are:
Educational Initiatives and Goals

– A Healthcare Administrator’s Vision: Spirituality’s Role In Integrative Medicine
– The Nature of Spirituality: A Historical Perspective
– A Comprehensive Review Of Research and Assessment on Spirituality and Health
– Ethics and Spirituality – A Bioethics View
– Workshops:
  • A Physician’s Use of Spirituality in Practice
  • Death and Dying and the Practice of Spirituality – Palliative Care
  • Social Justice Issues in Healthcare of Tomorrow – Healthcare Law Implemented
  • Professionalism and Humanism in a Teaching Hospital
  • Pastoral Care’s role in Healthcare and Healing.
Research Initiatives and Goals

Research Initiative

• To develop a research focus on the benefits of spirituality in the healing process and the appropriate funding for this research.

• Goal 1: To develop a qualitative and quantitative assessment process regarding the practice of integrative healthcare throughout the System. Ochsner has implemented many programs and service that aid personal development, especially in the areas of wellness. However, Ochsner will continue to present evidence through research on spirituality and the healing process.
Research Goals

• Goal 2: In cooperation with nursing research, develop research tools to measure prosocial behaviors that influence a caring atmosphere throughout the system.

• Goal 3: Develop means to measure changes in patient satisfaction and employee engagement through education and a caring community.
Integrative Initiatives and Goals

Integrative Initiative: The development of an integration and communication process for IMESO in cooperation with existing resources.

- Goal 1: To foster the integration of integrative healthcare into the fabric of the entire system of hospitals and clinics through the influence of policy and prosocial behaviors found in spirituality and humanism.
- Goal 2: In cooperation with the departments of human resources, communication, learning institute and other sources, to promulgate the benefits of integrative healthcare by introducing programs that would enhance the positive culture in the System.
- Goal 3: Engage an outside firm to assist in the assessment and growth of culture/spirituality awareness.