

Regulatory Implications to Suicide among Health Professionals

APNA June 8, 2023

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UC San Diego Health



Weight of the World
Artist: James T. Hubbell

Emotion Alert

Phone contact:

Crisis Hotline: **988**

Text **HOME** to **741741**

Process your emotions with a
friend, family or physician

Suicide
Research
MD/RN/Pharm



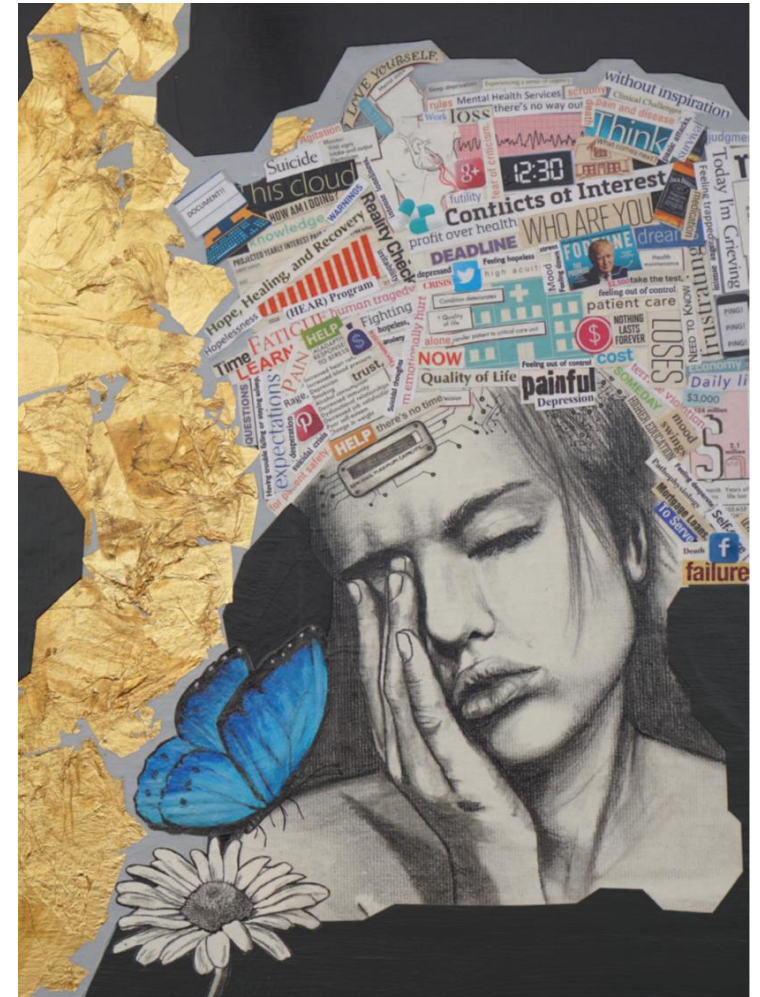
Suicide
Prevention
Routine
Screening

UCSD HEAR Suicide Prevention Program:

Risk Screening... A Chance for Rebirth

Art by Linda Lobbestael, MSN, RN-BC

Read the story behind this award winning art:
<https://www.americannursetoday.com/suicide-among-nurses-might-hurt-us/>







Addressing Health Worker Burnout

The U.S. Surgeon General's Advisory
on Building a Thriving Health Workforce





AMERICAN ACADEMY OF NURSING

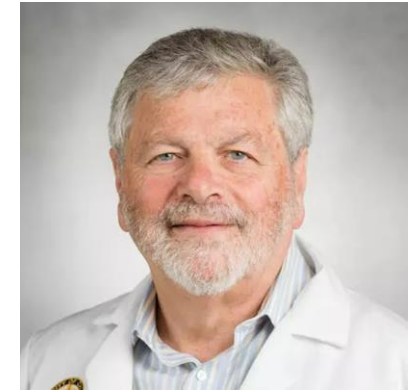
EDGE RUNNERS

Transforming America's Health System Through Nursing Solutions

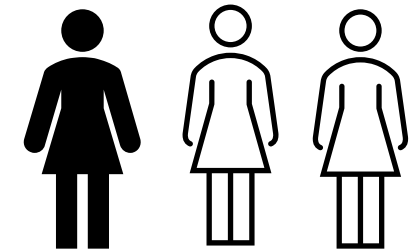
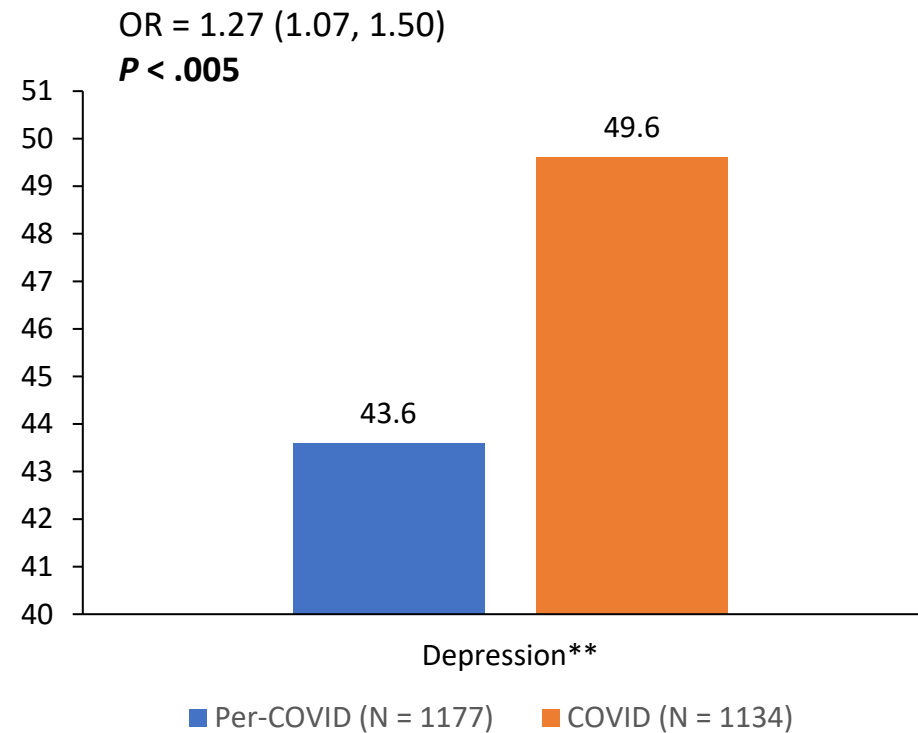
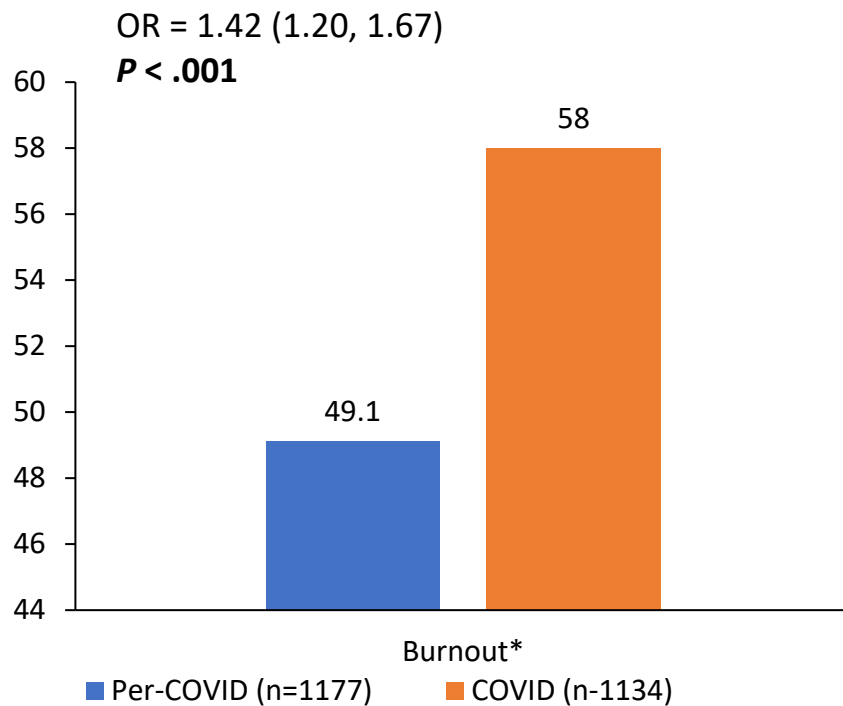
*Suicide Prevention in Nursing:
Breaking the Silence*

Relationship between burnout and Major Depressive Disorder in health professionals: A HEAR report

Sidney Zisook ^a  , Neal Doran ^a, Maggie Mortali ^b, Laura Hoffman ^b, Nancy Downs ^a, Judy Davidson ^c, Byron Ferguson ^d, Caryn Kseniya Rubanovich ^e, Desiree Shapiro ^a, Ming Tai-Seale ^a, Alana Iglewicz ^{a, f}, Anastasiya Nestsiarovich ^a, Christine Yu Moutier ^b



Sidney Zisook MD



Poll #1

Which of the following is true about nurse suicide?

- A. ICU nurses are at greatest risk, followed by emergency department nurses.
- B. “Boomer” nurses are at less risk due to resiliency offered by experience.
- C. Nurses with greater empathy have more suicidal ideation than others.
- D. Nurses are at greater risk than gender/age matched population.

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Poll #2

Which of the following is true about nurse suicide?

- A. Night shift nurses are at higher risk than others related to circadian disruption.
- B. Emergency department nurses are at the highest risk due to exposure to violence.
- C. Nurses are at higher risk of suicide than physicians.
- D. Tech-native (younger) nurse are at higher risk than tech-non-native (older) nurses.

Poll #2

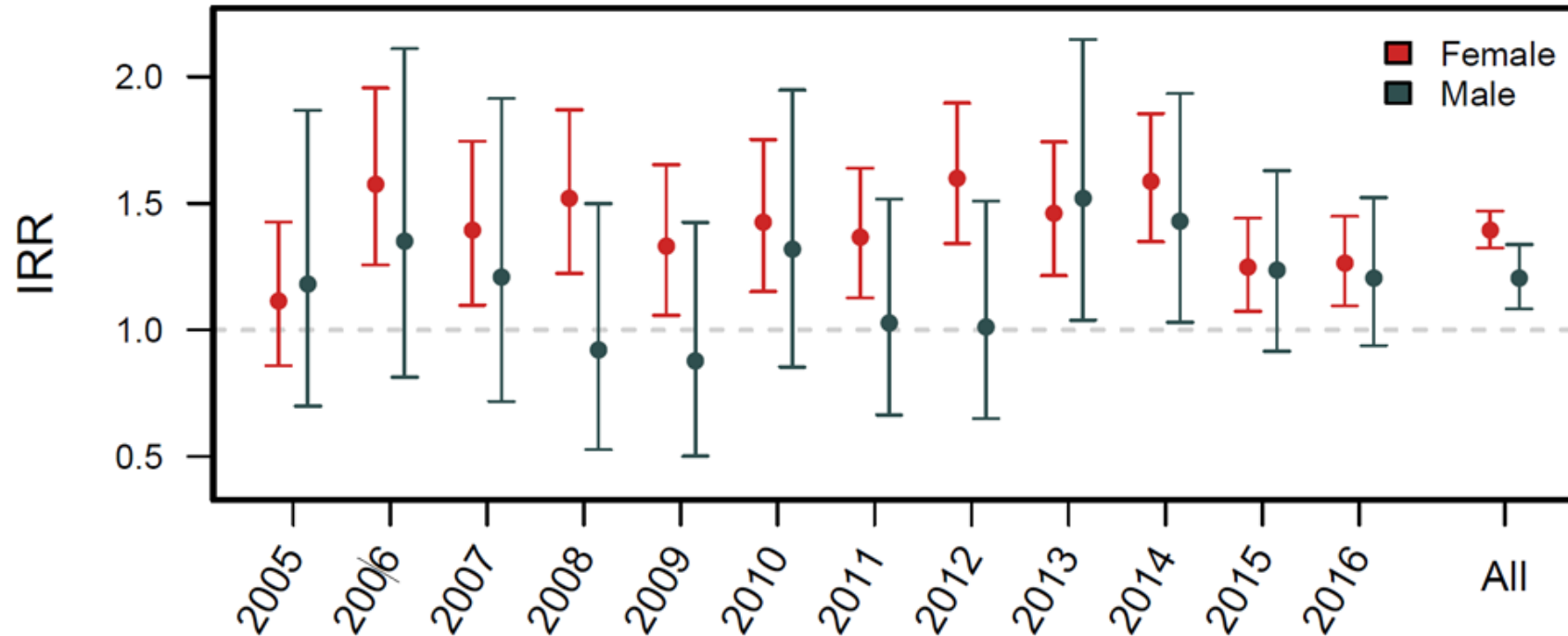
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A Longitudinal Analysis of Nurse Suicide in the United States (2005–2016) With Recommendations for Action

Incident Rate Ratio RNs vs. Gender Matched Population



Poll #3

Which of the following is true about nurse suicide and job problem?

- A. Being witness to repeated death increases our risk of suicide.
- B. Millennials are at greatest risk due to insufficient positive feedback.
- C. Job loss due to substance use investigation may be a unique risk to nurses.

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Poll #4

Which of the following is true about substance use disorder (SUD) and nurse suicide?

- A. Mandatory state reporting decreases suicide incidence among nurses with SUD.
- B. Board-monitored treatment programs mitigate suicide amongst nurses with SUD.
- C. The process of losing your job/license due to SUD is associated with nurse suicide.

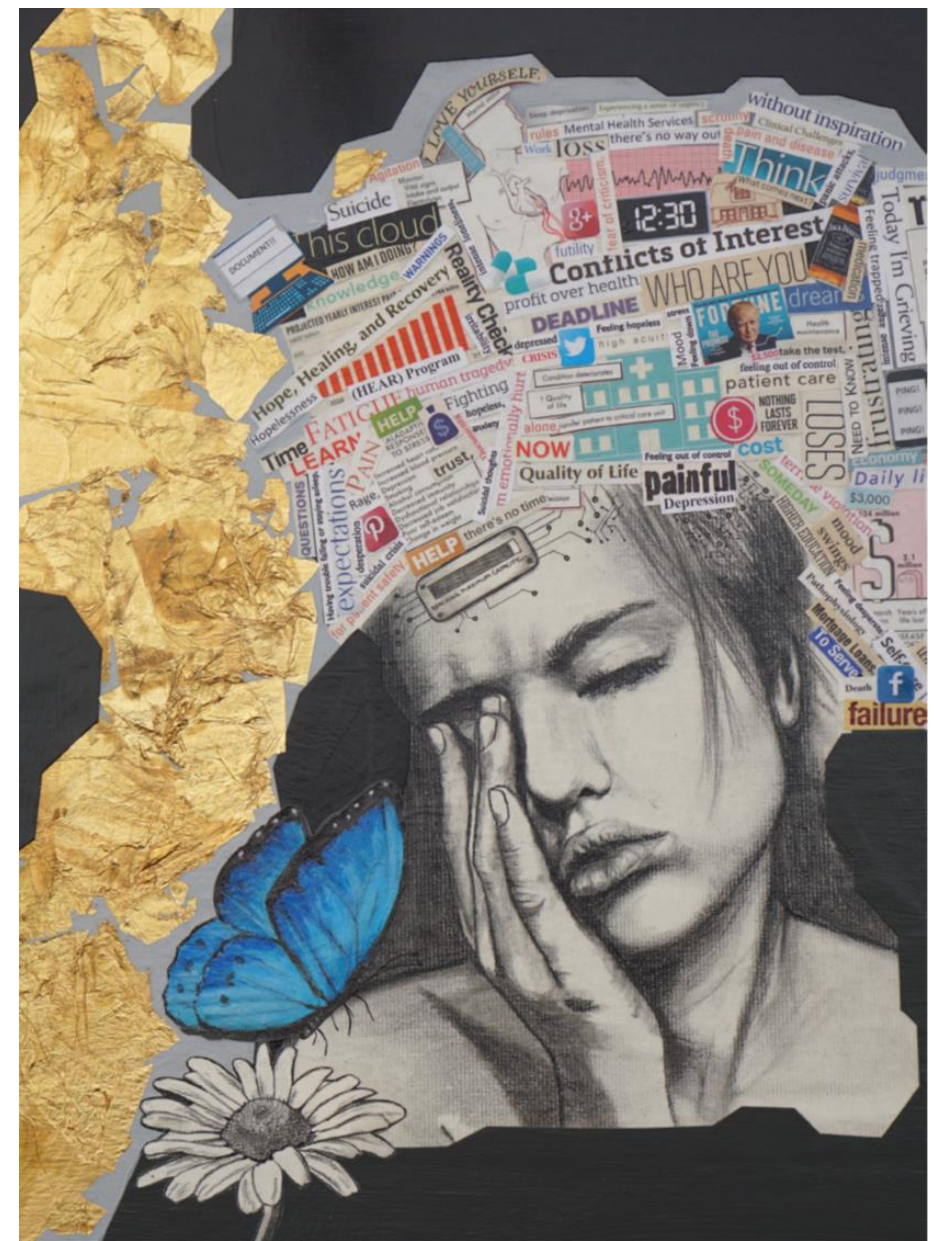
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Job-Related Problems Prior to Nurse Suicide, 2003-2017: A Mixed Methods Analysis Using Natural Language Processing and Thematic Analysis

Judy E. Davidson DNP, RN, MCCM, FAAN, Gordon Ye, Melissa C. Parra BSN, RN, Amanda Choflet DNP, RN, OCN, Kelly Lee PharmD, Arianna Barnes MSN, RN, CCRN, SCRN, PHN, Jill Harkavy-Friedman PhD, Sidney Zisook MD



Art by Linda Lobbestael MSN RN-BC NP
[Cover Art American Nurse 10/2018](#)

Composite Case 1

The victim was a nurse who was terminated from his job at a hospital the night before death.

His wife said he was terminated from his job because of an investigation the hospital was conducting.

This morning the victim's wife reported him missing to the police when he did not return home from work.

Composite Case 2

The victim had lost her job 2 months ago and had financial difficulty, which also caused marital strain.

She had been fired for stealing medications from work and had issues with chronic pain.

Her suicide note stated, "I am so sorry, I know you tried to help. I will now finally be at peace."

Composite Case 3

The victim had chronic pain due to fibromyalgia and was prescribed narcotics. Under investigation for 'fit for duty'.

Found impaired on the job.

Family states she was distraught about needing to leave the profession because of the uncontrolled pain.

Depression being treated but has become worse since the investigation started.

A comparative analysis of the substance use and mental health characteristics of nurses who complete suicide

Amanda Choflet DNP, RN, OCN¹ | Judy Davidson DNP, RN, MCCM, FAAN² |
Kelly C. Lee PharmD, MAS, BCPP² | Gordon Ye² | Arianna Barnes BSN, RN, CCRN, PHN³ |
Sidney Zisook MD²



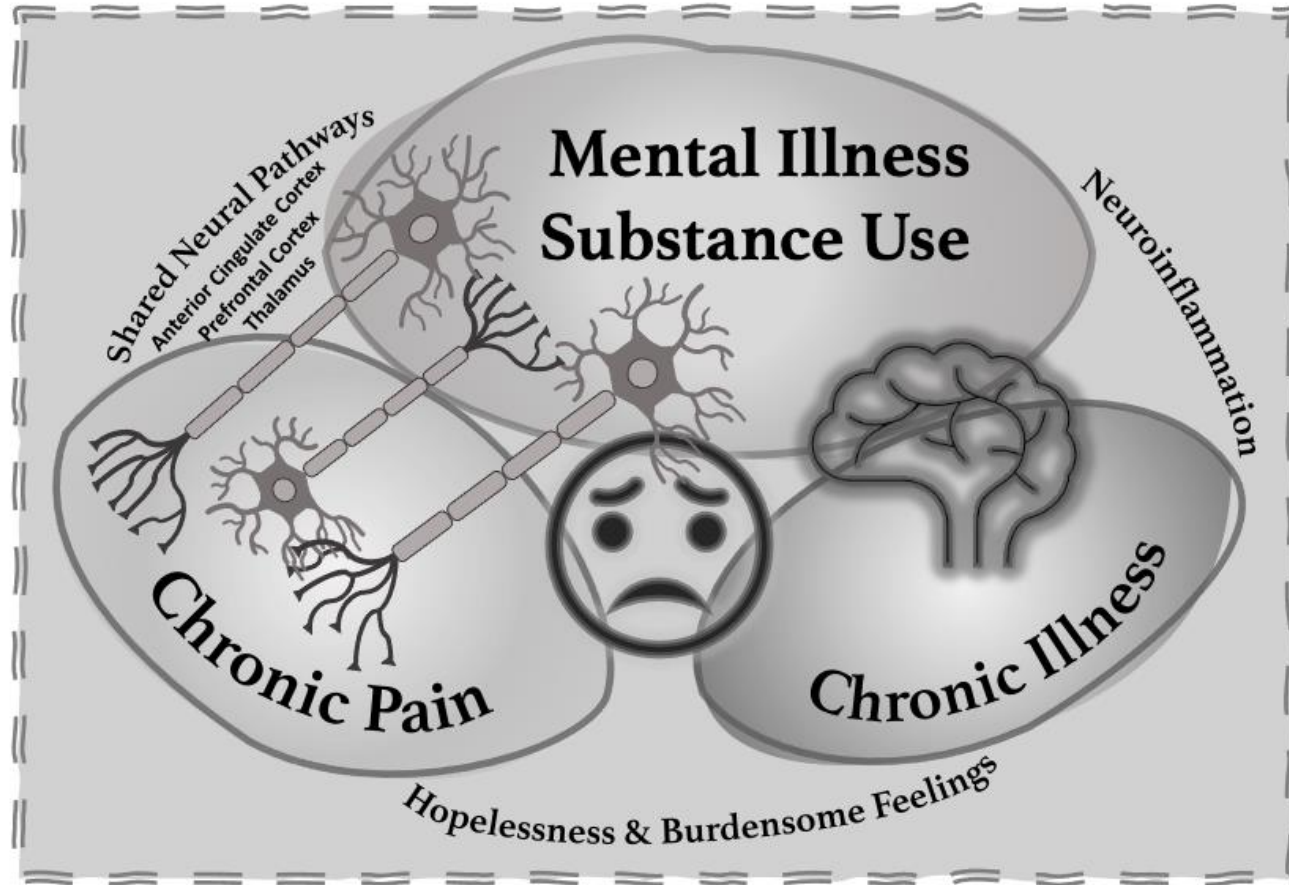
More

- Depression
- Work problems
- Physical injuries
- Tox + yet
- No diff in SU hx

TABLE 6 Comparison of substances used in suicide

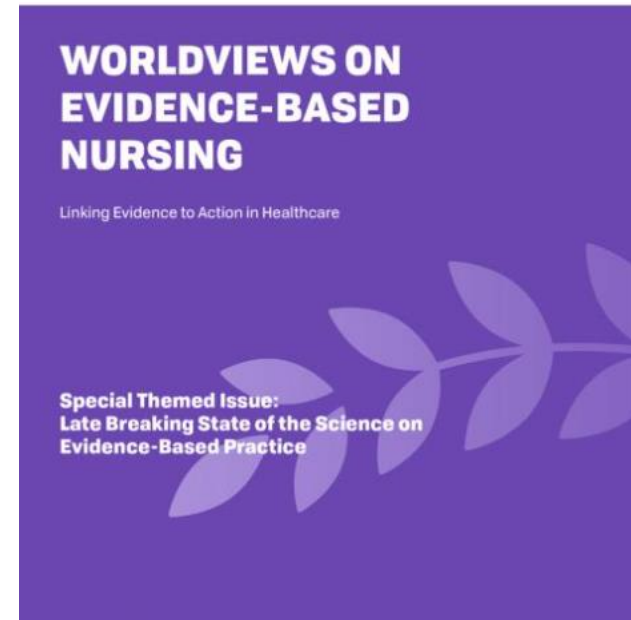
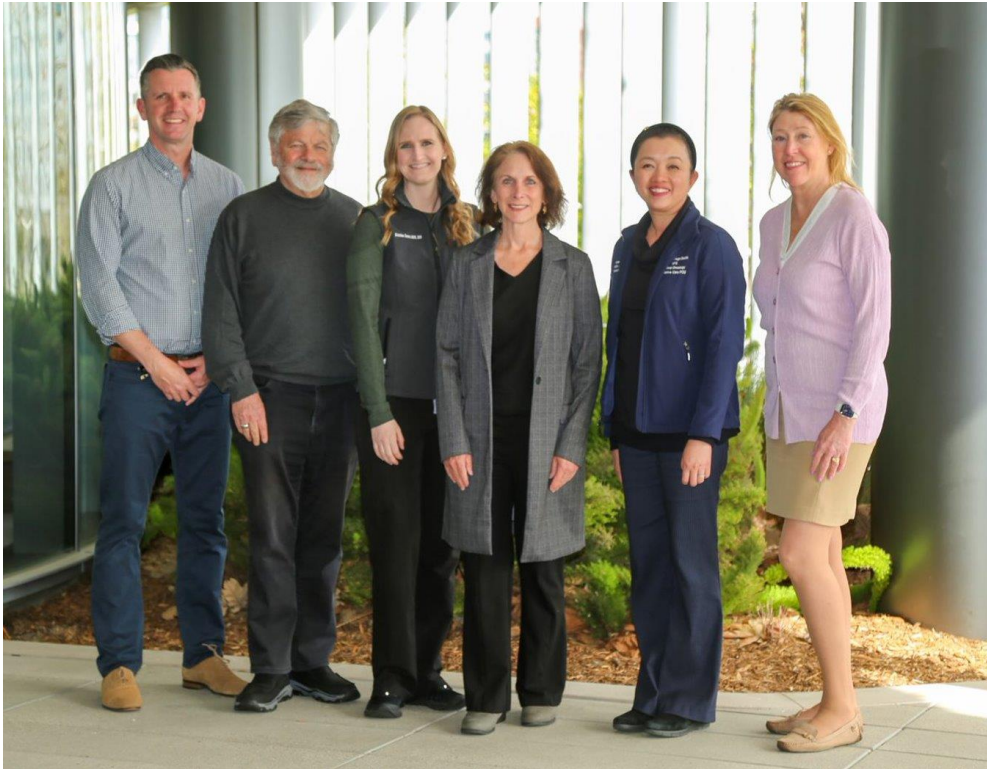
Substance ^a	All nurses versus All other		p-value
	Nurses (n = 802)	Other (n = 15,540)	
Anticonvulsant	67 (8.35%)	196 (1.26%)	<.001
Antidepressant	353 (44.01%)	1,460 (9.40%)	<.001
Antihistamine	131 (16.33%)	855 (5.50%)	<.001
Antipsychotic	56 (6.98%)	356 (2.29%)	<.001
Acetaminophen	58 (7.23%)	313 (2.01%)	<.001
Barbiturate	39 (4.86%)	168 (1.08%)	<.001
Benzodiazepine	350 (43.64%)	1,708 (10.99%)	<.001
Caffeine	58 (7.23%)	186 (1.20%)	<.001
Diverted substances	21 (2.62%)	43 (0.28%)	<.001
Alcohol	338 (42.14%)	2,021 (13.01%)	<.001
Inhalant	43 (5.36%)	639 (4.11%)	.084
Miscellaneous	125 (15.59%)	751 (4.83%)	<.001
Muscle relaxant	39 (4.86%)	231 (1.49%)	<.001
Nicotine	24 (2.99%)	144 (0.93%)	<.001
Nonbenzodiazepine sedative	38 (4.74%)	245 (1.58%)	<.001
Opioid	358 (44.64%)	1,836 (11.81%)	<.001
Stimulant	70 (8.73%)	310 (1.99%)	<.001
Substances of abuse	95 (11.85%)	520 (3.35%)	<.001
Tetrahydrocannabinol	28 (3.49%)	229 (1.47%)	<.001
Poison	21 (2.62%)	100 (0.64%)	<.001

Entangled: A Mixed Method Analysis of Nurses with Mental Health Problems Who Die by Suicide



Arianna Barnes DNP, RN,
ACCNS-AG, CCRN PHN
Barnes Jewish Hospital,
St. Louis, MO

2020: Add Grief and Trauma




 **WORLDVIEWS ON
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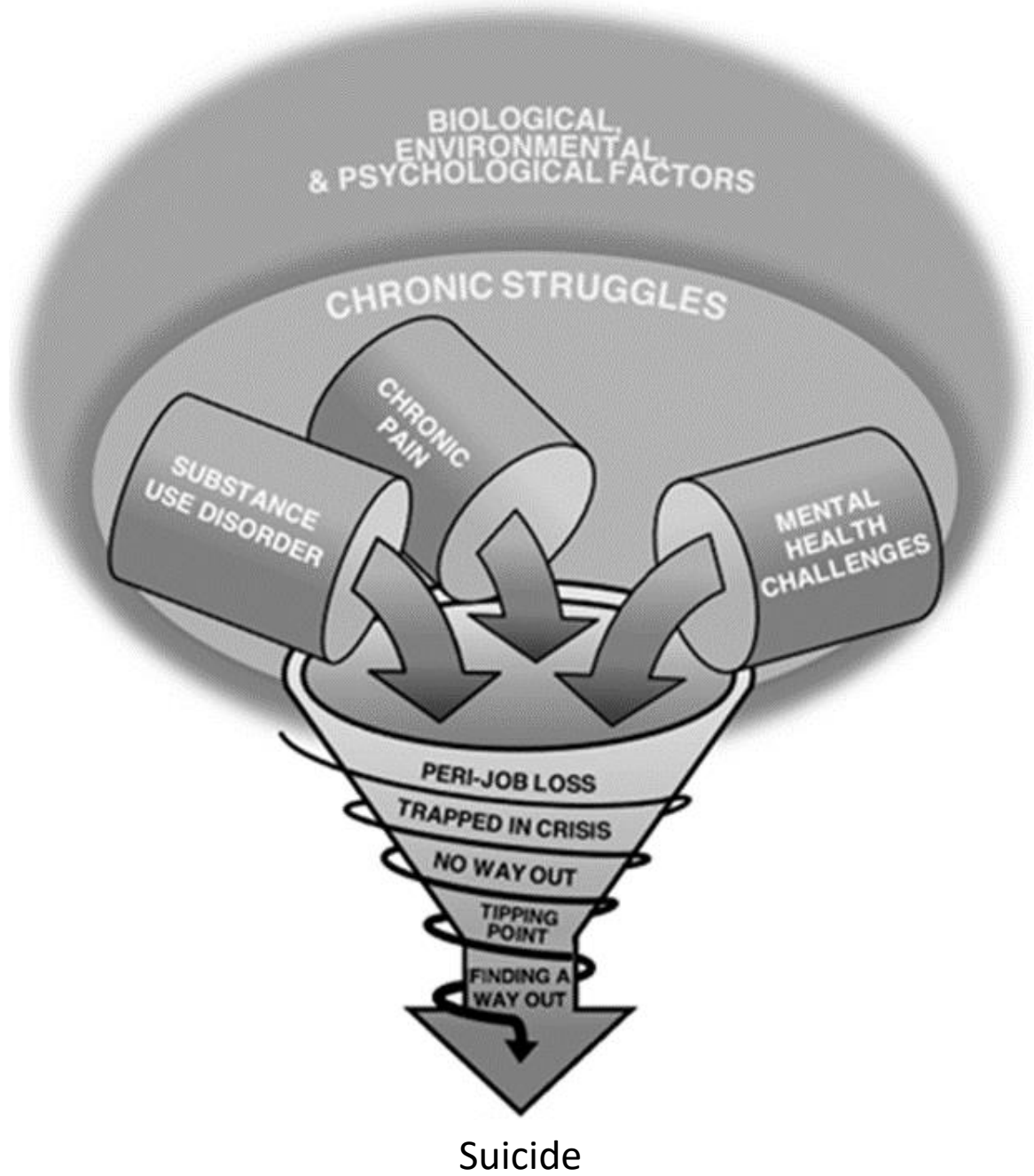
ORIGINAL ARTICLE |  Open Access | 

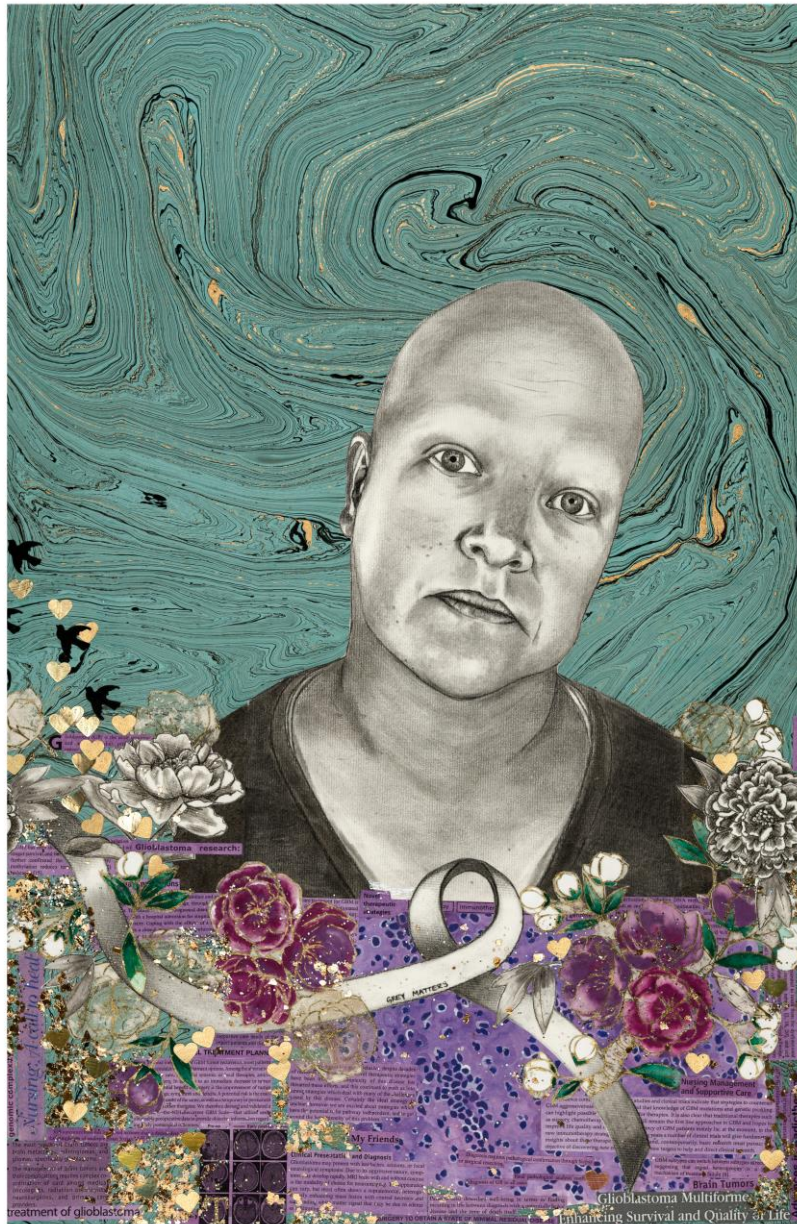
A deductive thematic analysis of nurses with job-related problems who completed suicide during the early COVID-19 pandemic: A preliminary report

Kristina E. James MSN, RN, CNL, PCCN  Suzanne Agarwal MS, BSN, RN,
Karen L. Armenion MSN, RN, CMSRN, NE-BC, Chris Clapp BSN, RN, NE-BC ... [See all authors](#) ▾

First published: 29 March 2023 | <https://doi.org/10.1111/wvn.12640>

Job Threat/Loss Spiral to Death





Artwork: Linda Lobbestael MSN RN NP





VA



U.S. Department
of Veterans Affairs



Stimulating Research By Others

State Nursing Licensure Questions About Mental Illness and Compliance With the Americans With Disabilities Act

Margaret J. Halter, PhD, APRN, Donna G. Rolin, PhD, APRN, PMHCNS-BC, PMHNP-BC, Mona Adamaszek, MSN, PMHNP-BC, Miles C. Ladenheim, MD, Esq,
and Bridget Frese Hutchens, PhD, RN, CNM

Published Online: April 05, 2019 · <https://doi.org/10.3928/02793695-20190405-02> · Cited by: 4



Peggy Halter PhD RN

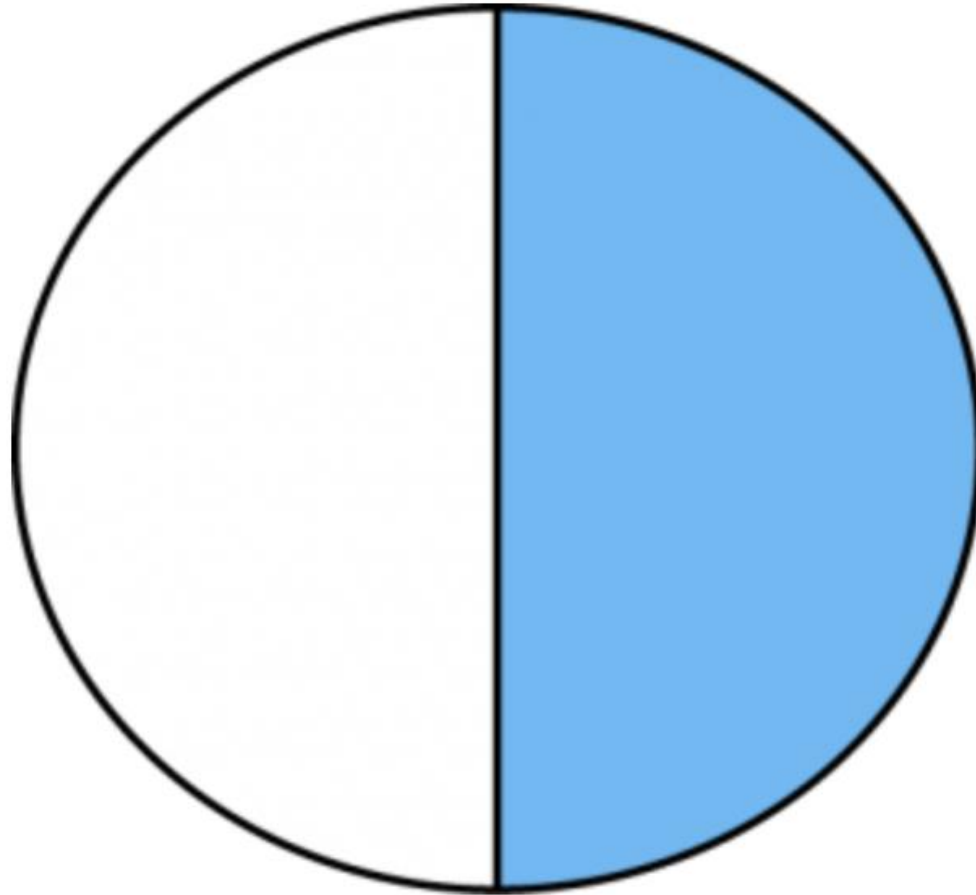


Bernadette Melnyk PhD RN



“I would never want to have a mental health diagnosis on my record”:
A survey of female physicians on mental health diagnosis,
treatment, and reporting☆☆☆

Katherine J. Gold, M.D., M.S.W., M.S.^{a,*}, Louise B. Andrew, M.D., J.D.^b,
Edward B. Goldman, J.D.^c, Thomas L. Schwenk, M.D.^d



Katherine Gold MD

Scoped to Include Nursing

Remove Intrusive Mental Health Questions from Licensure and Credentialing Applications

Clinicians aren't seeking mental health care despite their high rates of burnout and stress.





OJIN

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Accessibility and Financial Barriers in the Utilization of Alternative to Discipline Programs in the United States

[Amanda Choflet, DNP, RN, NEA-BC](#) [Cristina Rivero](#) [Arianna Barnes, DNP, RN, ACCNS-AG, CCRN, PHN](#)
[Kristin Waite-Labott, BSN, RN, CARN, CPRC](#) [Kelly C. Lee, PharmD, MAS, BCPP](#) [Judy E. Davidson, DNP, RN, MCCM, FAAN](#)



Article

Figures/Tables

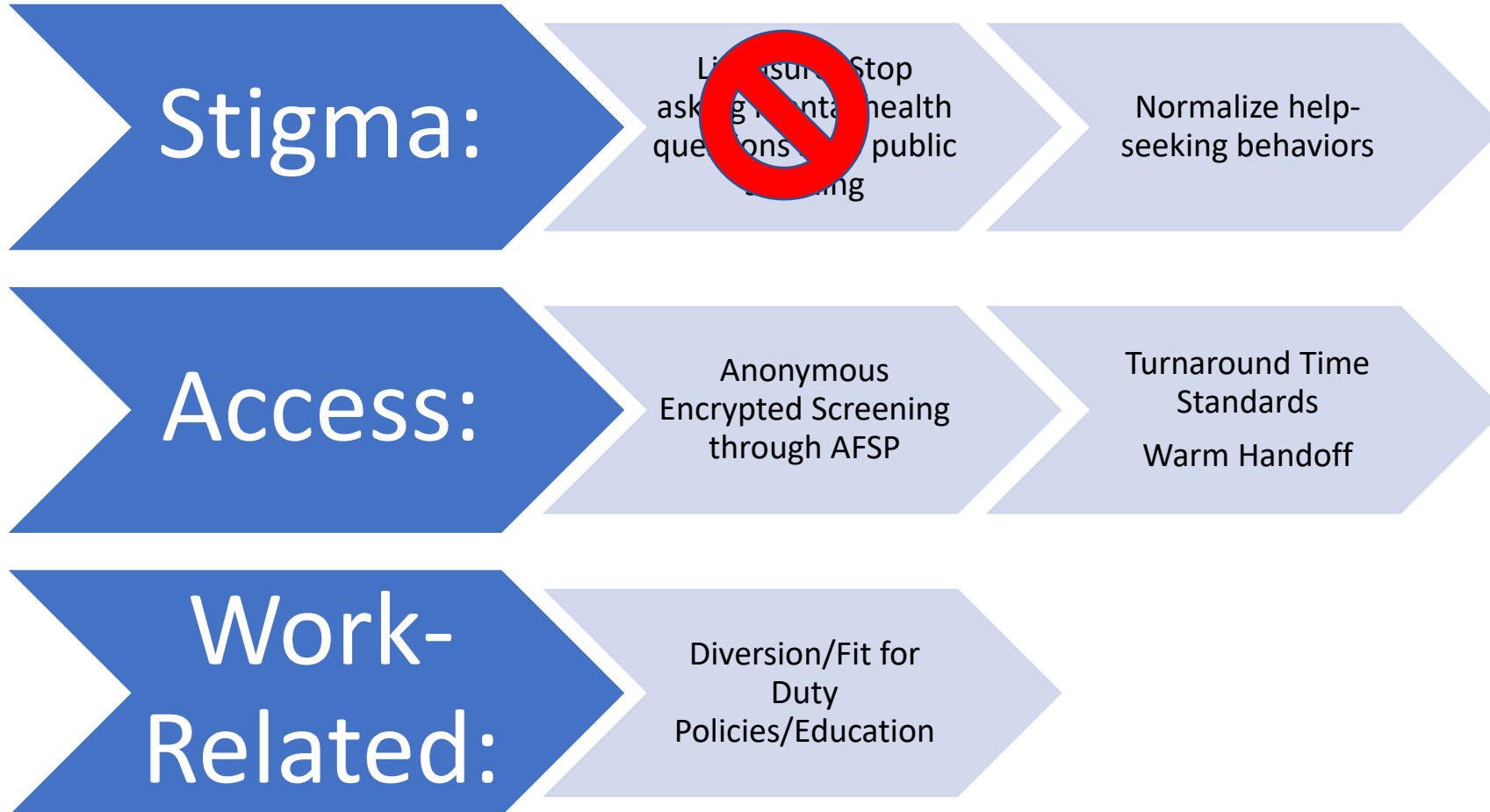
January 31, 2023

DOI: 10.3912/OJIN.Vol28No01Man06

Best Practice: Treatment First



Drivers of Suicide





AMERICAN ACADEMY OF NURSING





Nursing Outlook

Volume 71, Issue 3, May–June 2023, 101970



American Academy of Nursing Expert Panel Consensus Statement on leveraging equity in policy to improve recognition and treatment of mental health, substance use disorders, and nurse suicide

[JoEllen Schimmels](#)^{a, c}  , [Carla Groh](#)^a, [Michael Neft](#)^a, [Lucia Wocial](#)^b, [Cara Young](#)^a,
[Judy E. Davidson](#)^a

- Substance Use Disorder Diversion:
 - Drug Addict/Criminal
vs. Disease/Treatment
- The time around an investigation or job loss is vulnerable
 - Add support/suicide prevention measures
- Preserve Jobs/License



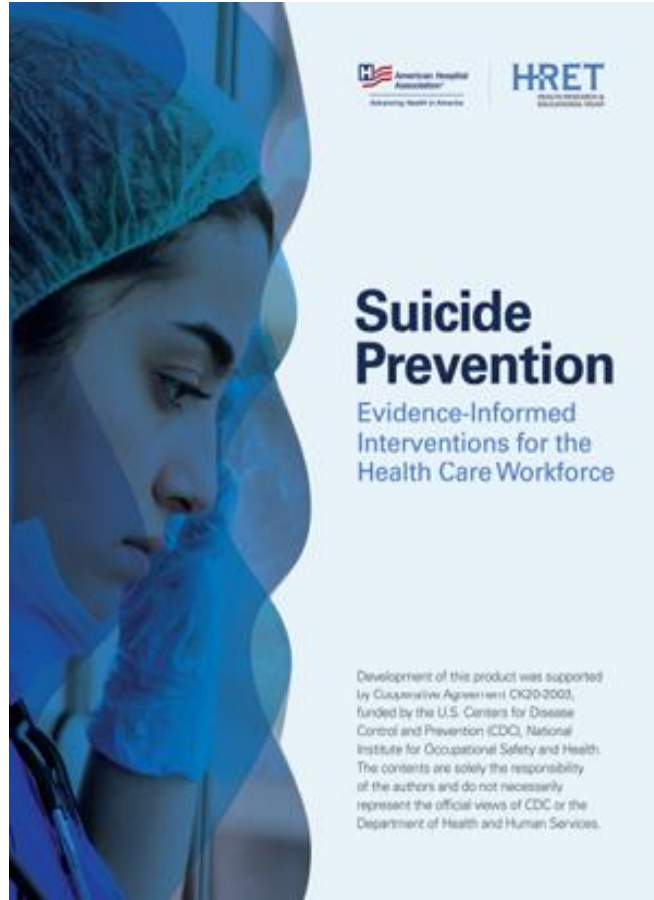
Acrylic on Canvas Sarah Pai NP RN
[Cover Art American Nurse 2020](#)

Summary



“Hear Me, See Me, Speak to Me
Linda Lobbestael MSN RN “

New AHA Resource Interventions to Prevent Health Care Worker Suicide



Suicide Prevention: Evidence-Informed Interventions for the Health Care Workforce

- Report describes key drivers of suicide in the health care workforce
- Provides 12 evidence-informed intervention strategies and metrics
- [New AHA webpage](#) features leaders of AHA member hospitals, sharing stories about the reality of suicide risks among health care workers and how hospital and health system leaders are [creating hope through action.](#)

An illustration featuring a group of diverse healthcare professionals, including nurses and doctors, standing together with their hands clasped in front of them. The background shows a cityscape with buildings and mountains. A semi-transparent blue rectangular box is overlaid on the center of the image, containing the title text in white.

The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity

A Consensus Study from the National Academy of Medicine

Substance Use as a Chronic Condition



DOI: 10.1002/nur.22295

GUEST EDITORIAL: SERIES ON HEALTH EQUITY LANGUAGE

RESEARCH
IN NURSING
& HEALTH WILEY

The power of the language we use: Stigmatization of individuals and fellow nurses with substance use issues

1 | BACKGROUND

The power of language has grown in importance as we consider the impact and influence of words on our perceptions of reality. The inherent power in our word choices, whether implicit or overtly biased, has implications in how we see our world and how we treat others. We are referring to the Sapir–Whorf hypothesis, and while a discussion about the controversies it ignites is for another time, the

language usage, we may not only reflect stigma toward those with SUD, but create stigma, reinforce it, and contribute to its sustainment. The recent National Institute on Drug Abuse (NIDA) initiative, “Words Matter, Preferred Language for Talking about Addiction” (June 23, 2021), supports how we can create a new reality by adopting a new vernacular.

Table 1 is one of several provided by NIDA (2021). Each table provides concrete language usage for SUD and offers suggestions to