

PARENTING & PRACTICE

An Endurance Event



Annie H. Madison, DVM

LECTURE GOALS



**Increase awareness:
both sides of the coin**



**Help employers to
retain great
associates**



**Help associates stay
in a job they love**



Smooth Transitions



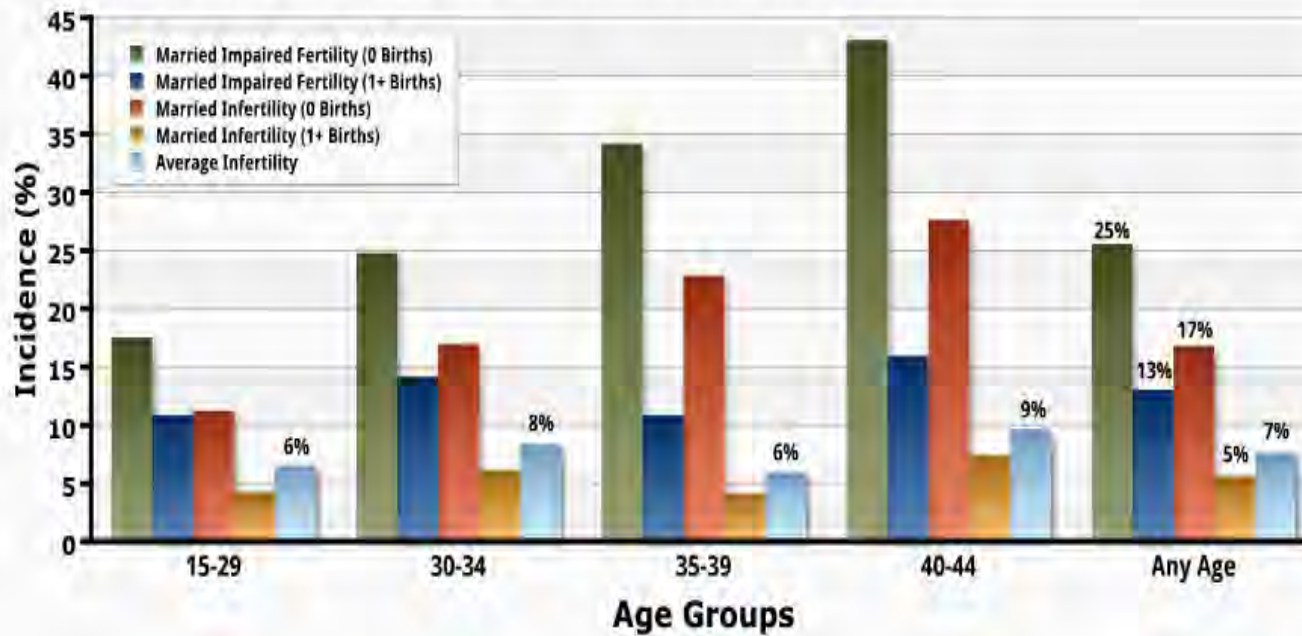
A LITTLE BACKGROUND

- A bit about me
- Starland Veterinary Services
 - Pam Karner, VMD
 - "I am not allowed to ask this, but I am going to ask this."
 - "I don't believe in laws."
 - Julia Gray, DVM
 - Matilda Solinger, DVM



Impaired Fertility & Infertility Incidence in US Married Women

2002 National Survey of Family Growth, Vital & Health Statistics Series 23, Number 25, 2005



HUMAN FERTILITY

My Story:

No birth control from 2008 on...

No babies...

Tried for several years...no babies

**Finally gave in and started the
process...different for everyone**

- **Approximately 40% of infertility cases are attributable to male factors, and 40% to factors that affect women.**
- **In about 10% of cases, infertility is caused by combination of factors in both partners.**
- **Approximately 10% of couples are diagnosed with "unexplained infertility" because no specific cause can be identified.**
 - **The most common cause of female infertility is anovulation, which is brought about by irregularities in the hormones needed to produce and release healthy eggs.**
 - **Another common cause of female infertility is blocked fallopian tubes, a condition that can result from pelvic inflammatory disease or endometriosis. Studies have shown infertility rates increase in women older than 35.**
- **Male infertility may be caused by a number of factors, including problems with sperm production, sperm delivery system, injury to the testicles, problems related to hormone production, anatomical problems, or the presence of varicose vein in the testicle (varicocele)—all of which may affect sperm quality and quantity. Past illnesses, infections, various diseases, and medications can also cause infertility.**

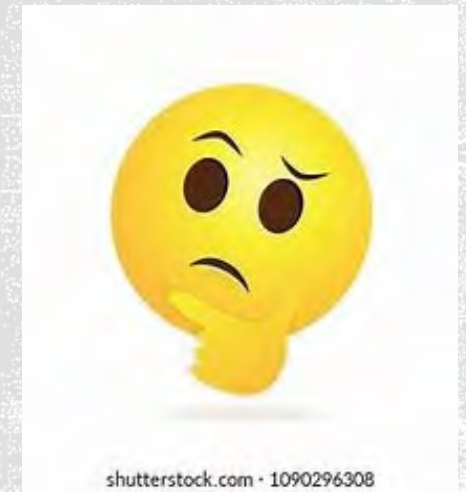
CAUSES OF HUMAN INFERTILITY

University of Rochester Website:
Strong Fertility

<https://www.urmc.rochester.edu/ob-gyn/fertility-center/services/infertility/infertility/aqs.aspx>



CAUSES OF HUMAN INFERTILITY





July 24, 2019

Delivered July 25, 2019

Maeve: Placenta Previa Baby

WORKING DURING PREGNANCY - MOM

Listening to your body

- Prenatal care
- Nutrition
- Chiropractic Care
- Acupuncture
- Sleep
- Stress Relief
- What are your goals? What are the employer's goals?
 - Pam Karner "We work until your water breaks here"
- Have a hope...and then let it go
- You are affecting your employer and associates





February 24, 2021

Delivered March 2, 2021

WORKING DURING PREGNANCY - EMPLOYER

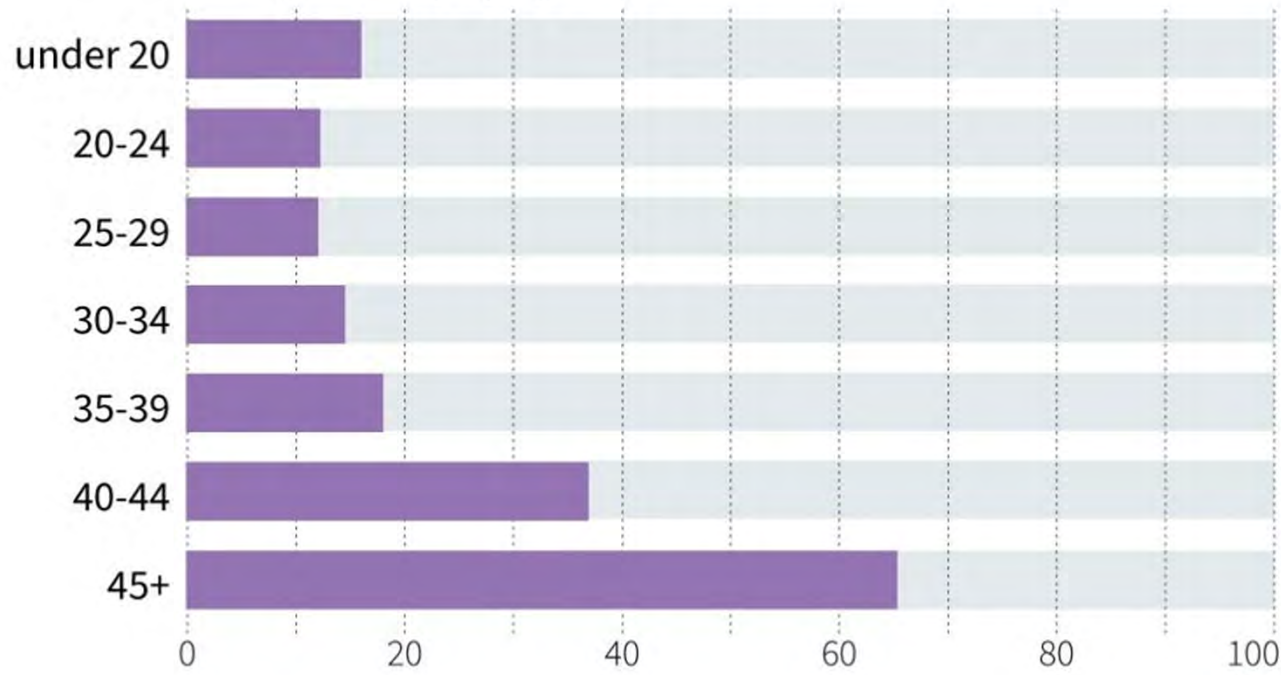
- What is pregnancy like?
- Check in regularly
- Ask what you can do
- Ask what are your associate's major concerns and goals
- What questions did Starland ask?
 - Well...
- Have a plan in place – and realize that anything can change at any time, so have backup plans...and backups to backups
- Be sure to show appreciation for other associates stepping up to the plate
- Repeat that the door is open and if things arise, communication is needed...and then don't get mad



Miscarriages

23 million miscarriages occur each year globally, 15% of all pregnancies

Risk of miscarriage in % by age group



Source: Lancet



MISCARRIAGE


At Least 1 In 10 Women Experience Miscarriage: Study (ibtimes.com)

International Business Times

What's our demographic?



10 Facts about Pregnancy After Loss



10 Facts about Pregnancy After Loss

In the U.S. 1 in 4 pregnancies ends in miscarriage, and 1 in 160 pregnancies end in stillbirth. These numbers do not include infant death from preterm labor, diagnosis of life-limiting conditions, or SIDS.

Studies show that fathers are also affected by the emotional stress of a subsequent pregnancy.

50-80% 50 - 80% of women who experience perinatal loss become pregnant again within 12 - 18 months after their loss.

Women who are pregnant again after a loss are at an increased risk for postpartum anxiety and depression, even after having a subsequent successful pregnancy and birth.

After a pregnancy loss or infant death, many will experience grief, confusion, anxiety, guilt and fear of loss in a subsequent pregnancy.

Psychological distress during a subsequent pregnancy increases the risk of chances of preterm labor and low birth weight, as well as having a difficult time of bonding with the baby born after loss.

A new pregnancy after a loss can activate a new layer of grief.

Education through awareness can promote health during subsequent pregnancies and help ensure safe and healthy deliveries.

Women who are pregnant again after a loss report having higher symptoms of anxiety during their subsequent pregnancies compared to those who have not experienced loss.

Knowledge that there are resources available and others to turn to for compassion and guidance is an important aspect in the the journey of healing during a subsequent pregnancy.

HELP

References:

Blaikmore, E., Cole-Arsenault, D., Tang, W., Glover, V., Evans, J., Gelding, J., O'connor, T., (2011). Previous prenatal loss as a predictor of perinatal depression and anxiety. *The British Journal of Psychiatry*, 198:373-378.

Guerrero, S. A., Cervi, C., Anson, E., & Chaudron, L. H. (2018). Increased Risk for Postpartum Psychiatric Disorders Among Women with Past Pregnancy Loss. *Journal Of Women's Health*.

Gold, K., Boggs, M., Mughla, E., Paladino, C., (2012). Internet message boards for pregnancy loss: Who's on-line and why? *Women's Health Issues*, 22-1, e67-e72.

O'Leary, J. (2004). Grief and its impact on prenatal attachment in the subsequent pregnancy. *Archives Of Women's Mental Health*, 7(1), 7-18. doi:10.1007/s00737-003-0037-1

O'Leary, J., Thorwick, C., Parker, L. The baby leads the way: Supporting the emotional needs of families' pregnant following Perinatal loss, 2nd edition. Edited by Ragland, K. Mpls, MN: 2012

Wheeler, S. R. (2000). A Loss of Innocence and a Gain in Vulnerability: Subsequent Pregnancy after a Loss. *Illness, Crisis & Loss*, 8(3), 310.

PREGNANCY LOSS

Tough Stuff





PREGNANCY LOSS

The Pain Remains...



- mid·wife

- ['mid ,wīf]

- **NOUN**

1. a person (typically a woman) trained to assist women in childbirth.

- **VERB**

1. assist (a woman) during childbirth:

2. *"these women midwifed her"*

- Midwife:

- In order to qualify for licensure as a midwife in New York, applicants must be **high school graduates** and complete a New York State licensure qualifying program in midwifery, or equivalent.

- dou·la

- [,dōlə]

- **NOUN**

1. a woman, typically without formal obstetric training, who is employed to provide guidance and support to a pregnant woman during labor:

2. *"from admission through delivery, a doula stayed at her assigned patient's side"*

3. a woman employed to provide guidance and support to the mother of a newborn baby:

4. *"my mother-in-law hired a postpartum doula to help me for a couple of weeks"*

FINDING YOUR TEAM

OB/Midwife

Lactation Consultant

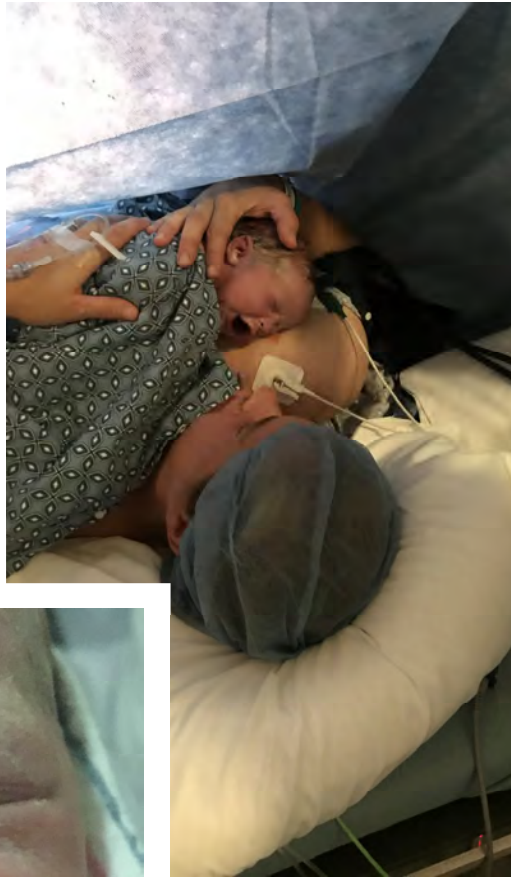
Doula

Food Train

The right Partner/Spouse...Number ONE

Parenting Coach

Therapist

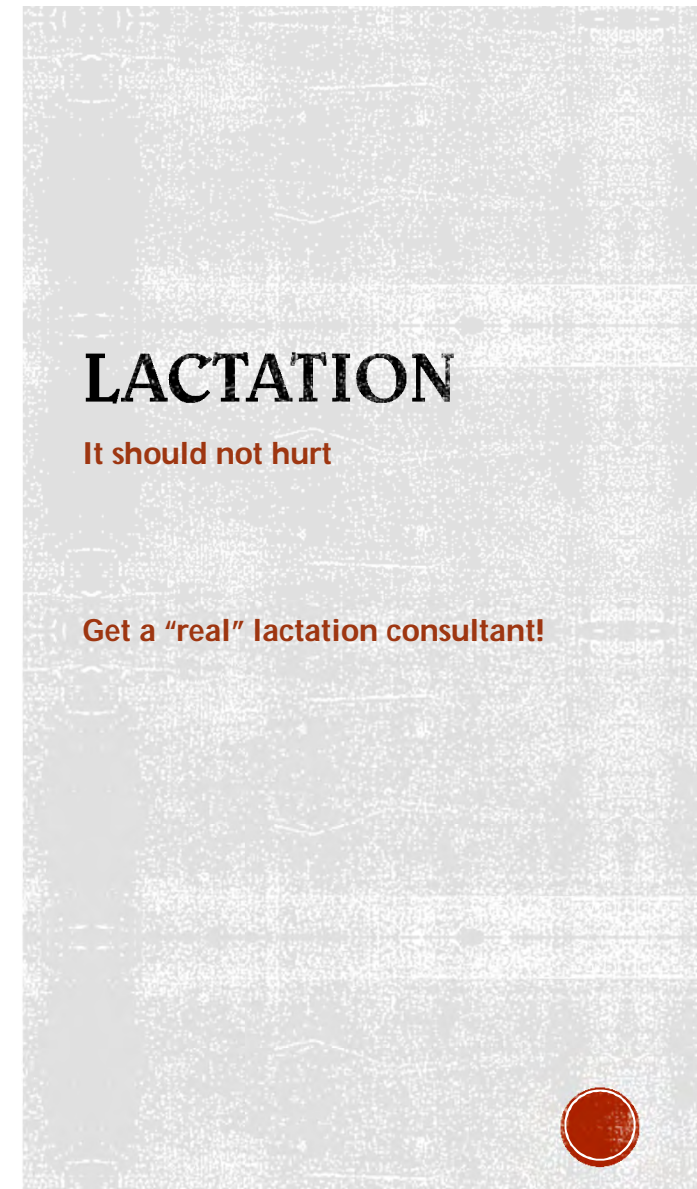


BIRTH

- Have a plan...then let it go
- I don't want an epidural! It increases the likelihood of C sections.
Celia Liam
- I don't want a C section!
Maeve



- **Lip & Tongue Ties**
 - **What is reported is garbage**
 - Misdiagnosed & Underreported
 - **My Lactation Consultant**
 - 20-30%
 - **Midwife**
 - 50%
 - **Causes**
 - Genetic
 - MAH
- **Folic Acid Supplementation (not only in prenatal vitamins, but food (cereal, juice))**
 - Natural vs Synthetic folic acid doesn't matter



- https://www.bing.com/search?q=l%27m+Fine+friends&cvid=005db653ef094ea1b521086e70eabc86&aqs=edg e..69i57j0l5.2335j0j9&FORM=ANAB01&PC=LCTS#:~:t ext=Saved-,YouTubeim_bdl,-0%3A37



PUMPING

What worked for me

Amazon: Essential Pump&Nurse Bra,
All in One Nursing and Hands Free
Pumping Bra, US Company, Nude M

Medella

Have your lactation consultant size
you!

Pumping Stations

Friends episodes (20min)

Do you what works for you!





MATERNITY LEAVE

What Starland Offered

What Starland Expected

What makes it work?

Every practice is different

Seasonality

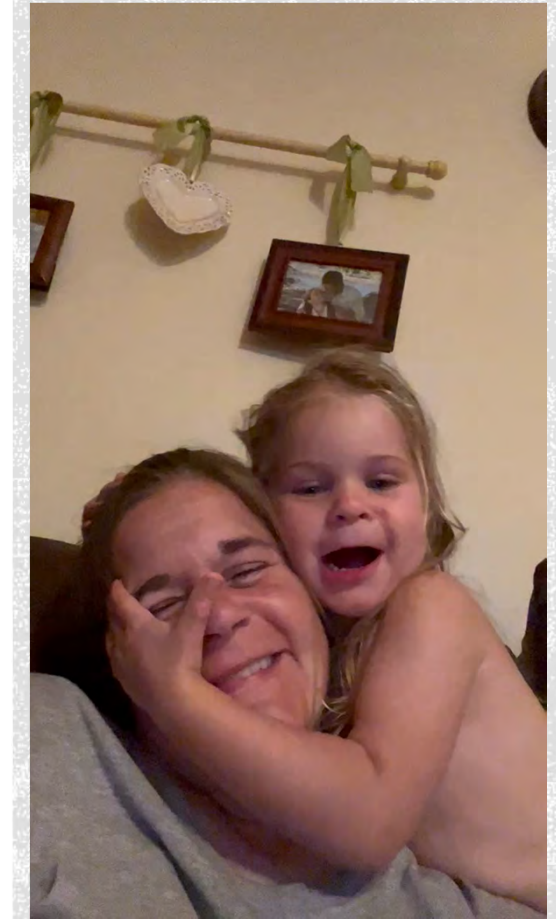
Number of Associates

Emergency load



MATERNITY LEAVE: WHAT TO REMEMBER

- Mom is NOT on vacation; it is the most work I have ever done. I was more exhausted at that time of my life than any other, including Vet School
 - Brain Fog is Real
- Mom, though you are not resting by any means, you are not adding to the practice. You are ONLY a cost during that time.
- Knowing expectations early and communicating needed changes as soon as possible is key



**YOU CAN TRANSFORM
YOUR FEAR, DESPAIR,
ANGER, FRUSTRATION,
AND SELF-CRITICISM.**

**MINDFULNESS PRACTICE
CAN HELP YOU BECOME
CALMER, SO THAT YOU
CAN LOOK AT YOUR
SITUATION IN A MORE
DETACHED WAY, WITHOUT
SELF-CONDEMNATION.**

**THIS FREES YOU TO FOCUS
ON THE SOLUTIONS
RATHER THAN DWELL ON
THE PAST OR YOUR
PROBLEMS.**

THICH NHAT HANH

THE BIGGEST PIECE OF THE PUZZLE...FOR ME

**My Biggest Stressor trying to manage
this...**

**Some days are awesome, some days
are a S\$%T show; some moments are
the best I could ever ask for...some
hold more pain than I ever
imagined...**



- **Expectations**
 - You may need to shift yours...Ugh...
- **Time limitations**
 - Serious
 - Difficult for people like us
 - What I had to realize and accept...
 - What God/The Universe has been telling me
 - They change with each phase!! WHAT?!?!?
- **Do what you love...in work and outside of it**
- **Taking care of yourself**
 - You are the glue



PARENTING & PRACTICE: AFTER BABYHOOD

Toddlers are basically narcissistic psychopaths...

Tweens are basically larger narcissistic psychopaths...

Teens...



WHAT I NEVER THOUGHT...

- Infertility
 - ICSI
- C Section
- Difficulty Nursing
- Being OK Being away from home
- Pregnancy Loss
- Having a child with a disability
- Wanting more than 2 children





TAKE HOMES

It's hard for parents; it's hard for employers and associates...but not impossible...and totally worth it. It IS the human experience and is our responsibility to make it the best experience possible

Be aware of and appreciate the difficulties on both sides. Awareness is what sets you up for success

Find your team! Fill that team with superstars

Beware of Social Media

When you need help, ask for it...early

We all deserve happiness and fulfillment – at home and at work

There's nothing wrong with wanting a family; there's nothing wrong with being a veterinarian. There's nothing wrong with changing what you do or how you do it.

There's nothing wrong with finding this really, really, really hard. You find it that way because it IS



TAKE HOMES

- It's hard for parents; it's hard for employers and associates...but not impossible...and totally worth it. It IS the human experience and is our responsibility to make it the best experience possible
- Be aware of and appreciate the difficulties on both sides. Awareness is what sets you up for success
- Find your team! Fill that team with superstars
- Beware of Social Media
- When you need help, ask for it...early
- We all deserve happiness and fulfillment – at home and at work
- There's nothing wrong with wanting a family; there's nothing wrong with being a veterinarian. There's nothing wrong with changing what you do or how you do it.
- There's nothing wrong with finding this really, really, really hard. You find it that way because it IS





TAKE HOMES

- It's hard for parents; it's hard for employers and associates...but not impossible...and totally worth it. It IS the human experience and is our responsibility to make it the best experience possible
- Be aware of and appreciate the difficulties on both sides. Awareness is what sets you up for success
- Find your team! Fill that team with superstars
- Beware of Social Media
- When you need help, ask for it...early
- Treat yourself like you would your patients...elite athletes
- We all deserve happiness and fulfillment – at home and at work
- There's nothing wrong with wanting a family; there's nothing wrong with being a veterinarian. There's nothing wrong with changing what you do or how you do it.
- There's nothing wrong with finding this really, really, really hard. You find it that way because it IS

Please hold my hand
and walk next to me.

Kid:

@WalkingOutside



Me: Stay in your own bed tonight, ok?
3 yr old: Ok Mommy, I promise.

3:00am:



My kid not giving a shit as I carry
her out after an epic meltdown



IT'S NOT DIFFICULT TO TAKE CARE OF
A CHILD. IT'S DIFFICULT TO DO ANYTHING
ELSE WHILE TAKING CARE OF A CHILD.



QUESTIONS?