

# CP STATE CLINICAL CONFERENCE 2025

"I CANNOT GIVE WHAT I DO NOT HAVE" PART ONE: NAVIGATING BURNOUT

Benjamin Margolis, M.D.

Neurologist and Psychiatrist

Art by Alice Farion, Artist Living with Autism

#### **DISCLOSURES/INTRODUCTION**

I have no disclosures.

I am board-certified in both neurology and psychiatry, specializing in behavioral healthcare for adults with intellectual and developmental disabilities.

Currently working as an inpatient psychiatrist at Bronx Psychiatric Center, Bronx NY

Member, Special Olympics NY Health Advisory Task Force

Member, OPWDD Health Advisory Task Force

#### CONTENTS

- ► INTRODUCTION A Talk in Two Parts
- Why Now Times are Tough
- ▶ The Wellness Trap Self-Care as a Burden?
- Why Now The Moral Injury Inherent in I/DD Care
- Clinical Perspective from the Front Line
- Gifts from the Recovery Community Idioms for Life
- A Plea for Kindness in Troubling Times

#### **WHY NOW**

- WHAT WE DO IS REALLY REALLY HARD.
- It's really hard.
- People seek relief and solutions from us as clinicians.
- Sometimes we cannot provide that relief
- We mean well
- We manage anger from patients, families, caregivers, staff and face sometimes impossible competing demands

# WHY NOW - A TIME RIPE FOR RESENTMENTS



Portrait of a Man Taking Healthcare in a New Direction

#### WHY NOW - A TIME RIPE FOR RESENTMENTS





Governor

JAMES V. McDONALD, M.D., M.P.H. Commissioner

JOHANNE E. MORNE, M.S. Executive Deputy Commissioner

DATE: March 26, 2024

 Hospitals, Local Health Departments, Laboratories, Emergency Rooms, Family Medicine, Pediatrics, Adolescent Medicine, Internal Medicine, Infectious Disease, Infection Control Practitioners, and Primary Care Providers

FROM: New York State Department of Health, Division of Vaccine Excellence

#### **HEALTH ADVISORY: MEASLES CASE IN NEW YORK STATE**

A case of measles has been confirmed in Nassau County, New York in a young unvaccinated child who has not travelled abroad. Given the highly contagious nature of measles, healthcare professionals are urged to take immediate actions to prevent further spread and to manage exposures effectively.

- Providers should be on alert for patients who have febrile rash illness and <u>symptoms</u> <u>consistent with measles</u> (e.g., cough, coryza, or conjunctivitis) particularly if they have recently traveled abroad, especially to countries with ongoing measles <u>outbreaks</u>.
   However, recently there have been measles cases without accompanying travel.
- Measles is one of the most contagious infections and individuals are contagious from four days before to four days after rash onset.
- Call ahead to the emergency room if you are sending patients with symptoms of
  measles to be seen. Medical offices should screen patients for fever and rash and ask
  about recent travel or exposure to measles at the first point of contact (e.g., during
  appointment scheduling and at the reception desk).
- Individuals who are exposed to measles without evidence of immunity against measles should be offered post-exposure prophylaxis (PEP). Evidence of immunity is defined as having received two doses of the measles-containing vaccine, positive measles antibody test results, a history of laboratory-confirmed measles, or being born before 1957.
- Providers should assess their current supply of measles post-exposure prophylaxis and consider ordering as needed.
- Report patients with suspected measles immediately to the <u>local health</u>
   <u>department</u> of the patient's residence. If the residence is in New York City, report
   persons with suspected measles immediately to the New York City Department of Health
   and Mental Hygiene at 866-692-3641. <u>Do not wait for laboratory confirmation to</u>
   <u>report.</u>
  - If you have urgent questions regarding measles during evenings, weekends, or holidays, call 866-881-2809.
- Educate patients about vaccines that provide <u>protection against measles</u>. This is especially important <u>before international travel</u>.
- A health advisory issued by the Centers for Disease Control and Prevention can be found at their website.

## WHY NOW - A TIME RIPE FOR RESENTMENTS



The Premier Source for Developmental Disability News

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# Congress Weighs Drastic Cuts To Medicaid, Disability Services

by Michelle Diament | April 28, 2025

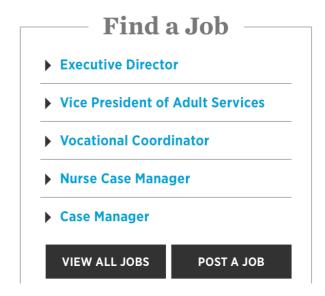


As Congress reconvenes this week, lawmakers are expected to put together legislation aimed at cutting taxes and reducing federal spending. (Thinkstock)



The future of the nation's disability services is on the line, advocates say, as Congress reconvenes to consider legislation that could chop billions from Medicaid.





#### THE BURDEN OF SELF-CARE AND WELLNESS

- Cognitive Distortion Inherent in Wellness
  - Placing the Burden of Wellness on the Individual
  - Institutional and Corporate Wellness Program Limitations
  - Can Yield Guilt and Shame Surrounding Moral Injury and Burnout

Burnout is a state of emotional, mental and often physical exhaustion brought on by prolonged or repeated stress. Though it's most often caused by problems at work, it can also appear in other areas of life, such as parenting, caretaking or romantic relationships." - Psychology Today

- Moral Injury Different from Burnout
  - Perpetrating, failing to prevent, bearing witness to, or learning about acts that transgress deeply held moral beliefs or expectations.

#### Moral Injury in I/DD Care

- Fear of instances when we cannot protect ourselves
- Fear of instances when we cannot protect our patients
- Fear of causing potential harm to individuals because we are afraid we have inadequate resources
- Taking on roles for which we feel inadequately trained.

- PARTICULARLY AT RISK IN OUR FIELD
  - Long hours
  - High turnover
  - High stakes
  - Limited financial support and remuneration compared to comparable fields

#### WHO WE ARE LIKELY TO BE

- Family Members and Stakeholders.
- Witnesses to Trauma.
- People who have experienced trauma.
- Individuals with a strong sense of social justice.

#### WHO WE ARE LIKELY TO BE

- Across the Board Americans See Their Job as a Core Component of a Fulfilling Life
- "We Are What We Do"
- 71% of American Adults Identify "Having a Job or Career I Enjoy" as Extremely Important in Having a Fulfilling Life. (Pew Research Center 2023)

- Not claiming to live as an example or to have it hacked.
- Years of working in trauma have pointed toward a spiritual/developmental solution rather than a solely programmatic one.



Observations of ThoseWho Do Best

A gift from the recovery community



Idioms that Drive Kindness, Togetherness and Defeat Cynicism

- Give up all hope for a better past.
- Accept the things we cannot change, the courage to change what we can, and the wisdom to know the difference.
- As clinicians, we are facing very hard challenges that we DID NOT CAUSE.
- The need for help will be infinite and healthy internal and external boundaries are essential for being able to do this job.

Healthcare will take whatever you give it - it can take our sleep, our time to eat, our families, our free time, our quality of life and our physical health if we allow it to. We have the ability to know when to stop.

#### WE CANNOT GIVE WHAT WE DO NOT HAVE

If we are not able to care for ourselves and each other we CANNOT CARE FOR OTHERS.

#### A PLEA FOR KINDNESS

- Reflect kindness anytime we see burnout in ourselves and our colleagues.
- Acknowledge how hard the job we are doing is we can never do it perfectly.
- Resentments can drive cynicism and burnout we can insulate ourselves with spiritual and personal connections. The best people in the world are working in this field.
- An offer of respect and gratitude to the field of I/DD care. This is the best of humanity.
- Please accept a celebration and thank you.

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## THANK YOU FOR YOUR ATTENTION! QUESTIONS?

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# CP STATE CLINICAL CONFERENCE 2025

NAVIGATING REFRACTORY CHALLENGES
PART TWO: AUTISM RELATED OCD

Benjamin Margolis, M.D.

Neurologist and Psychiatrist

Source: Able Home Healthcare "Competing with the Urge to Pick"

### **DISCLOSURES/INTRODUCTION**

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## CONTENTS

- Refractory Behaviors Drive Team Burnout
- Management Strategies Through Cases
- 1. Cases of Syndromic Patterns PWS
- 2. A Case of Drink Seeking
- 3. A Case of Deal Making
- 4. A Case of Phrase Repetition
- 5. Coprophagia and Very Challenging Behaviors
- ▶ 6. Tools on the Horizon

#### THE "BEHAVIORAL IRA" AND CASES THAT DRIVE BURNOUT

- ► AGAIN WHAT WE DO IS REALLY REALLY HARD.
- It's really hard.
- ▶ 10% of my caseload has periodically swelled to take 80% of my time.
- Refractory Behaviors can Drive Burnout and lead to feelings of Futility - These Cases Are Examples of Hard-Won Successes - Innumerable Failed Trials Are Abbreviated
- Personal Note

#### THE "BEHAVIORAL IRA" AND CHALLENGES THAT DRIVE FEELINGS OF FUTILITY

- Strategies for Managing Seeking Behaviors
  - Focus Here is on Pharmacotherapy My Lane
  - Some Strategies Here are Empiric and Anecdotal NOT yet supported in literature (as is the nature of this field)
  - This is NOT to Discount or Minimize Critical NONPHARMACOLOGIC supports

# PRADER-WILLI SYNDROME



#### **SOURCE:**

Rick Guidotti

**POSITIVE EXPOSURE** 

Note - this is a wonderful individual with living with PWS - not our patient, a different wonderful individual living with PWS.

- Prader Willi Brief Review
  - Three Major Genetic Causes
    - Paternally Inherited Chromosome 15 Deletion 75%
    - Maternal Uniparental Disomy (two Chromosome 15 copies from mother 25%
  - ▶ 1 in 10,000 to 1 in 30,000 People Worldwide

- Pedro is a 28 y/o man living with Prader-Willi Syndrome in a home dedicated to the care of individuals with PWS
- He is of Central American descent and he is an only child. His parents are divorced, and his mother is his primary advocate. He loves horror movies and we are all gifted with nicknames from his favorite horror classics.

- ▶ He is tall, thin and has hypogonadism. He has chronic weakness.
- He struggles with pica and refractory hunger, pathognomonic of PWS.
- He struggles with skin picking when anxious and frequently pulls off fingers and toenails.
- ▶ Tantrum behaviors and disrobing emerge when he is frustrated.
- His challenges have emerged when in program and have stopped him from participating.

- He has a history of significant trauma and his family reports that he was physically abused by a prior caregiver. He declines to discuss this when queried.
- He also has a history of allegations which have been shown to be false.

- Brief note on trauma and veracity "People can have both tics and fleas - or as many diseases as they damn well please."
- Allegations drove frequent staff turnover, burnout, resentments.
- Maladaptive Behaviors were imitated by others in the home.

- PEDRO
  - ▶ FIRST LINE SSRI BUT WHICH SSRI?

- PEDRO
  - CONSIDERATIONS OF SIDE EFFECT PROFILE
  - CONSIDERATION OF INTERACTIONS
  - fluoxetine

PEDRO

SECOND LINE - SGA (Second Generation Antipsychotic)

- PEDRO
  - Which Second Generation Antipsychotic?
  - FDA Approved Options for Aggression in Autism
    - risperidone
    - aripiprazole

- PEDRO
  - Side Effect Profile Consideration
    - Appetite Appetite Appetite
    - Gastric Motility Concerns

- PEDRO
  - Managing Skin Picking
    - Third Line Options Needed
    - NALTREXONE OFF LABEL
      - Extinction Burst Avoidance

- PEDRO
  - Pedro's Doing Great.
  - ▶ He Feels I've Earned My Horror Movie Nickname:
    - "Dr. Margolis"

## DRINK SEEKING



SOURCE: Alamy Stock Photos

- KYLE
  - > 35 y/o Man from New England. He has moderate intellectual disability, autism, and epilepsy.
  - He does not use words to communicate.
  - He LOVES coffee.
  - He will run into a room and attempt to drink anyone else's coffee.

- KYLE
  - Management with Informal Alarm System (System at Day Program)
  - Risks in the Community (Story of the Store)
  - Risks of Hyponatremia (Health)
  - Other concerns for Water Play / Fixations (Building)

- KYLE
  - First Line? SSRI
    - Hyponatremia Considerations
    - Interaction Profile

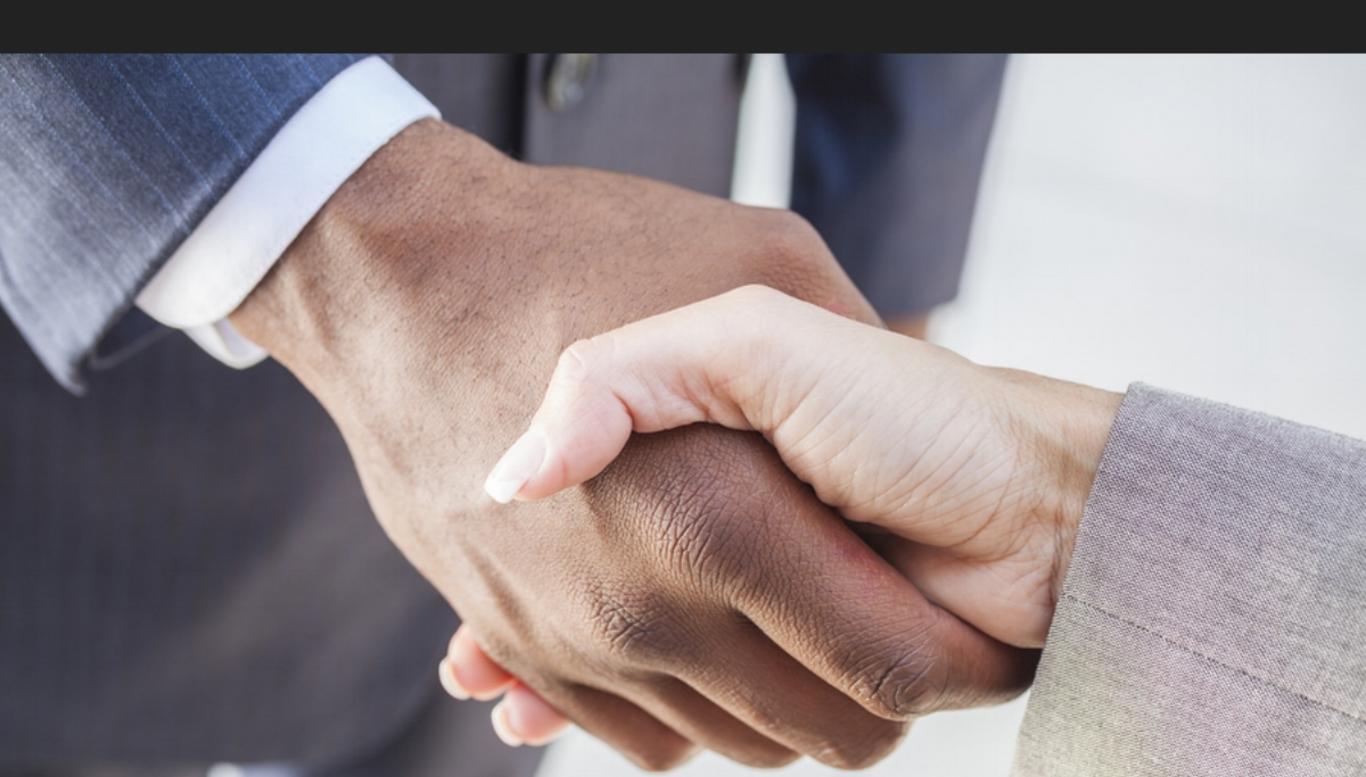
- KYLE
  - Second Line? SGA or FGA
    - Interaction Profile Considerations
    - Trials of olanzapine, chlorpromazine, aripiprazole not effective.
    - Haloperidol not effective

- KYLE
  - OFF-LABEL COMBINATION THERAPY
    - SSRI/CBZ
    - Fluoxetine and Carbamazepine

- KYLE
  - Carbamazepine Utilized for his Epilepsy
  - Levels between 10 and 11 in conjunction with fluoxetine controlled OCD Behaviors
  - Limited Evidence Anecdotal Support
  - Risks Interactions
    - Hyponatremia, Granulocytopenia

- KYLE NOT JUST AN N OF ONE
  - ▶ Further Study is REQUESTED!!!

- KYLE NOT JUST AN N OF ONE
  - ▶ Further Study is REQUESTED!!!



#### Devon

- ▶ 37 y/o Man from New England with mild intellectual disability and OCD, along with autism. He has a love of gangster rap.
- He has no family involvement in his life he lives in an IRA with 6 housemates.
- He negotiates EVERY aspect of his life and ADLs. He cannot do anything without dealmaking.

- Devon
  - When his staff will agree to the terms of an agreement, he will continue to harp on it working himself into a rage.
  - "The box is not checked."
  - He has progressed to serious self-injury when ramped up dealmaking. He prolapsed his lower intestine with a fork when agitated and required a large resection.

- Devon
  - Numerous SSRI trials failed.
  - Numerous SGA trials failed.
  - Cheeking was an issue as part of dealmaking.
  - LONG ACTING INJECTABLE ANTIPSYCHOTICS ARE STILL AN OPTION IN IRAS.

- Devon
  - Some incomplete but some response to INJECTABLE risperidone.
  - Adherence to his regimen became easier with Consta.
  - OUR OLD FRIENDS TRICYCLICS REMAIN EFFECTIVE

- Devon
  - Clomipramine for OCD
    - Clinical considerations
    - Cardiac Considerations
    - Epilepsy Considerations.

# I NEED YOU TO REPEAT I JUST NEED YOU TO REPEAT CAN YOU JUST WRITE THIS DOWN FOR ME....

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| Bunk         | Hogwash     | Rottack       | Frest   | Woseness |
| Bushwa       | Hooey       | Schmegeggy    | Splon   | Yestive  |
| Cack         | Humbug      | Taradiddle    | Stup    | Thofting |
| Claptrap     | Jabberwock  | Tarradiddle   | Bletch  | Spanes   |
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| Codswallop   | Kidology    | Tosh          | Vleck   | Whuffy   |
| Effutiation  | Macaroni    | Trumpery      | Blonger | Tades    |

- Steven
  - 48 y/o Man from the Hudson Valley, NY. He has a family who is supportive but who are unable to manage his increasing demands.
  - He has mild intellectual disability, tall stature, and a lifelong history of disinhibition and SIBs when frustrated.
  - ▶ He carries diagnoses of OCD and bipolar disorder.

- Steven
  - ▶ He obsessively goes through lists, similar to the prior patient. He will ramp up requesting that staff write things down for him, read things to him or answer the same questions innumerable times until they feel "juts right."
  - Periodically he will stop sleeping, get louder, stop eating and for several weeks his behaviors will get worse requiring hospitalization on multiple occasions.

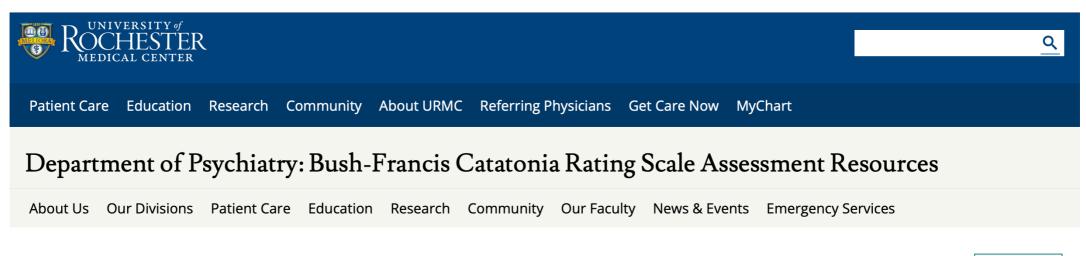
- Steven
  - He has severely injured several staff members.
  - He has blinded himself in one eye from an SIB
  - He has fractured multiple bones during SIBs.
  - He has not responded to any neuroleptic and serotonergic agents have driven manias.

- Steven
  - His behaviors have lasted for years and have worsened independent of any mediation trials.
  - He has grown worse and more refractory over time.
  - Staff is burning out due to feelings of futility.

#### **VERBIGERATION - AGITATION - CATATONIA**

- Steven
  - He is not responding to medication as he has become catatonic and has been struggling with agitated catatonia, often under-recognized in autism.
  - He requires ECT.

#### CATATONIA IN AUTISM CAN APPEAR AS OR ACCOMPANY OBSESSIVE BEHAVIORS



<u>URMC</u> / <u>Psychiatry</u> / <u>Our Divisions</u> / <u>Collaborative Care and Wellness</u> / Bush-Francis Catatonia Rating Scale

Make a Gift

#### **Bush-Francis Catatonia Rating Scale Assessment Resources**

<u>Joshua Wortzel</u> and <u>Mark Oldham</u> have developed the following educational resources on how to assess for catatonia using the Bush-Francis Catatonia Rating Scale (BFCRS) in collaboration with <u>Andrew Francis</u>.

- BFCRS Training Manual & Coding Guide Describes how to use the BFCRS and explains each item in detail.
- Educational modules on using the BFCRS
   Standardized patient videos and test questions with explanations.
- Videos on scoring individual BFCRS items
   These can also be accessed from the PDF version of the BFCRS .
- BFCRS calculator with descriptions & videos (mobile optimized)
   Developed in collaboration with Patrick Ying.



| Bush-Francis Catatonia Rating Scale  | Petro   |  |  |
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https://www.urmc.rochester.edu/psychiatry/divisions/collaborative-care-and-wellness/bush-francis-catatonia-rating-scale

## EXTREMES OF BEHAVIOR - REFRACTORY SEEKING - 3RD LINE AGENTS



#### **SOURCE:**

https://preventawear.com/products/ kylapparel-sensory-friendly-anti-stripbodysuit

Note - this is a wonderful individual modeling a nonpharmacologic intervention for behavioral challenges - not our patient

- Irene
  - ▶ 67 y/o woman with refractory pica that has worsened with time. She has profound intellectual disability, she has autism and she does not use words. She does not follow verbal commands but recognizes body language and some signs.
  - She loves nearly all food except carrots, which she finds repulsive.
  - She has digging behaviors, coprophagia and seeking.
  - Nonpharmacologic options are limited in response.
  - One-piece suit, locked cabinets have been partially effective.

- Irene
  - ▶ 31 y/o woman with refractory pica that has worsened with time. She has profound intellectual disability, she has autism and she does not use words. She does not follow verbal commands but recognizes body language and some signs.
  - She loves nearly all food except carrots, which she finds repulsive.
  - She has digging behaviors, coprophagia and seeking.
  - Nonpharmacologic options are limited in response.
  - One-piece suit, locked cabinets have been partially effective.

- Irene
  - Her behaviors are extreme enough to require full-time 1:1 and sometimes 2:1 staffing,
  - She has trialed SSRIs, TCAs, 1st and 2nd generation antipsychotics and there has been limited response.
  - Combination therapies have yielded limited response.
  - Her family feels frustrated with her ongoing limited response, and are frequently expressing their frustration to her care team.

- Irene
  - Her support staff are feeling under appreciated, angry and dismissed.
  - Her caregivers are struggling with feelings of futility.
  - Her family feel that the system have failed them and are looking for ways to take out their anger with her behaviors her guardian has threatened legal action against her care team as her activities are limited and as she has injured herself.

- Irene
  - Her family doesn't know where to turn for help aside from the Justice Center.

- Irene
  - Clinical meetings with her psychiatric and behavioral care team provide opportunities for calm and collected engagement.
  - Communication can be facilitated in a clinical setting we need resources to support long visits.
  - With a 90 minute visit everyones' concerns can be addressed and the team can be heard.

- Irene
  - These visits are not a panacea they are places where grievances can be transformed into communication.
  - Pharmacologic options can be discussed during these visits as well.

- A happy story for Irene
  - RILUZOLE 50mg PO BID not a panacea, but she was able to once again participate in community activities.
  - Fourth Line Agents can Sometimes help when other options have failed.

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## THANK YOU FOR YOUR ATTENTION! QUESTIONS?

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