HSCT in 2020
System Capacity Initiative

Nursing Workforce Working Group

Joyce Neumann, RN, MS, AOCN
The University of Texas
MD Anderson Cancer Center
Working Group Chair

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Learning Objectives

- At the conclusion of this session, attendees will be able to:
  - Describe nursing workforce challenges to current and future HSCT therapy utilization.
  - Identify initiatives that will contribute to future concepts, methods, technology, treatment, and services that drive the field of HSCT.

Scope of WG Work – Year II

- 10 working group meetings with additional subgroup meetings
- Year I survey results analysis, additional data (N=100) from Tandem survey (2/11)
  - **Recruitment** – awareness of specialty by student nurses (minority groups) and other (ICU) groups
  - **Retention** – dissatisfiers were recognition, salary, professional development

Scope of WG Work – Year II (continued)

- Survey results
  - **Stressful work environment** – physical and emotional demands, workload, ethical and moral issues, generational differences
  - **Educational needs** – advanced knowledge in HSCT science, knowledge of hematology and HSCT
  - Access to treatment for **minority and underserved** patients

Work in Year II - Recruitment

- Oncology Nursing Certification Corporation – Role Delineation Study Task Force (WG Chair, co-chaired ONCC group) to support HSCT certificate/certification in future.
  - Survey sent to over 8,000 BMT nurses to identify key functions and test content items essential for certification in specialty

- ONS Fundamentals of BMT Web course has launched
  - Courses scheduled throughout the year
  - To date more than 800 participants have enrolled

Work in Year II - Recruitment (continued)

- Identified professional organizations/associations for under-represented nursing populations (e.g., NCEMNA, NBNA, etc.)

- Outreach activities
  - Geo-coded, comprehensive list of transplant centers (TCs) and schools of nursing for outreach to nursing students
  - Piloted activity with Loma Linda in CA
  - Identified SIG regional reporters who would be willing to present BMT content at Schools of Nursing

Work in Year II - Recruitment (continued)

- Requested ONS membership demographics for all members and breakout of BMT SIG for analysis in Year III
  - Goal is to better understand the current diversity of the BMT workforce compared to Oncology workforce in general

Work in Year II - Retention

- Reviewed Institute of Medicine (IOM) report on Future of Nursing
- ONCC Task Force activities (see recruitment)
- Analyzed Tandem survey results:
  - 43% nurses- lack of education least satisfying part of job
  - Nurses predict a role change (53%), reduce hours (36%), or further education (60%) in next 5 years

Work in Year II - Challenging and Stressful Work Environment

- Tandem survey results:
  - 64% experience burnout
  - 61% ethical issues
  - 53% fatigue associated with work
  - 40% health-related issues

- Literature review performed on this topic for working group discussion in Year III

Work in Year II - Educational Needs of BMT Nurses

- Promoted *Advances in Transplant* newsletter at ONS Congress 2011
- Presented a poster on BMT Nursing Workforce Challenges and Benefits at ONS Congress 2011
- BMT nursing educational needs poll at Tandem 2011
- ONS Web course launched (see recruitment)

Work in Year II - Workforce Diversity

- Analysis data from surveys and IOM report on nursing ethnic disparity
- Identified professional organizations (e.g., National Black Nursing Association, National Coalition of Ethnic and Minority Nursing Association) for ethnically under-represented nursing group
- Identified need for development of targeted messaging for outreach to communities of interest
- Invited HSCT nurse interested in workforce diversity to working group as new member

Recommended Initiative - 1

Develop SCI introduction to BMT presentation

- Outreach to senior students in accredited nursing programs at the Bachelor of Science level (via one-hour introductory BMT presentation)
- Presenters will need to be recruited nation-wide (e.g., ONS Regional Reporters)
- TCs and nursing schools engagement in order to identify and implement opportunities for students to learn more about transplant (e.g. intern/externships, tours of BMT units, etc.)

Recommended Initiative - 1

Develop SCI introduction to BMT presentation (continued)

- Metrics:
  - Development of the presentation slide set
  - 3 or more presentations given at nursing schools
  - 90% of participating students rate the presentation as very good or excellent

Recommended Initiative - 2

Develop interdisciplinary rounds model to address ethical/moral distress and compassion fatigue

- Interdisciplinary rounds provide an opportunity to discuss ethical concerns or share feelings about a case
  - Such rounds can improve the current work environment, retention, and support of recruitment efforts
- Engage ONS and ASBMT BMT Nursing SIGs to assist development and promotion of the model and TCs in implementing these interdisciplinary rounds

Recommended Initiative - 2

Develop interdisciplinary rounds model to address ethical/moral distress and compassion fatigue (continued)

- Challenges may exist in the adoption of the model and allocating staff time
- Metrics of success:
  - Creation and promotion of the model
  - Present on ethical/moral distress and compassion fatigue via ONS and professional conferences

Recommended Initiative - 3

Develop targeted messaging for outreach to nursing communities of interest

- Explore outreach to culturally diverse nursing associations and conferences; develop appropriate messaging to identify how a BMT nursing workforce interested in and qualified to serve underserved populations can increase access to transplant
- The Diversity and Health Care Disparities WG and NMDP support messaging development for distribution via NCEMNA, NBNA and other professional associations

Recommended Initiative - 3

Develop targeted messaging for outreach to nursing communities of interest (continued)

- Challenges include the costs associated with exhibiting at/attending conferences
- Metrics for success:
  - Development of materials and key messages
  - Attendance/exhibition at one conference

Working Group Membership

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- Chair
  - Joyce Neumann, RN, MSN, AOCN
- Vice Chair
  - Kim Schmit-Pokorny, RN, MSN, OCN
- Members
  - Rex L. Crawley, PhD
  - Dennis Confer, MD
  - Lourine Davis, RN, BSN, OCN
  - Rosemary C. Ford, RN, BSN, OCN
  - Mutsuko Holiman, RN, BSN
- Members contd.
  - Stephanie Jardine, BSN, RN
  - Martha Lassiter, MSN, AOCNS
  - Elizabeth Murphy, EdD, RN
  - Elaine Z. Stenstrup, MSN, RN, ACNS-BC, AOCNS
  - Terry Sylvanus, RN, MSN, ACNS-BC, AOCN
  - D. Kathryn Tierney, RN, PhD
- NMDP Lead Staff
  - Alexandra De Kesel Lofthus, MNM, CHTC
  - Ellen Denzen, MS
  - Lynn Pepple (admin.)

Questions or Comments

E-mail:
jneumann@mdanderson.org

or

SystemCapacity@nmdp.org