



A New Standard of Excellence for Oncology Nursing
Discover the *de Souza Difference*

Annual Report 2008/9

May 2009

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Message from the Director

As the inaugural director of the de Souza Institute, I am pleased to reflect on my experience during the first year of the Institute since its inception.

Launched by Premier Dalton McGuinty in May 2008 with a provincial funding of \$15 million over five years, the Institute has a mandate to develop and provide innovative education and mentorship programs for oncology nurses across the province. Information technology tools will enable the Institute to reach out into every corner of the province to provide a mix of academic instruction using telehealth and other innovative e-learning methods.

The Institute is named after Anna Maria de Souza, the founder of the Brazilian Ball. Anna Maria raised millions for health care. She fought a courageous battle with cancer in 2007 at the Princess Margaret Hospital and asked in her last year of life for her funds to support oncology nursing.

The most striking single strength of the de Souza Institute is the quality and commitment of its people. Within a very short period of six months, the de Souza team has launched several innovative programs including education, mentorship, graduate fellowship and information technology support:

- More than 150 oncology nurses have either enrolled in the de Souza study groups or received funding to prepare for the 2009 Canadian Nurses Association (CNA) national certification exam in oncology or hospice palliative care. The weekly study group sessions have been broadcast live across the province via the Ontario Telemedicine Network from December 2008 to March 2009.
- Thirty-one oncology nurses in Ontario who are enrolled in graduate programs (Master's or PhD level) have received de Souza fellowship awards to advance their career development in clinical practice, education, research and nursing leadership, either in the field of Oncology or Palliative Care.
- Fourteen Ontario regional cancer centres have received a total of \$1.4 million from the de Souza Institute for information technology and a space for nurses to learn and to improve patient and family cancer care across Ontario.
- More than 80 nurses received training on managing and dealing with psychosocial and emotional impacts of cancer experienced by patients and their families. The program will further develop and create "Ontario-wide expert trainers".
- Oncology nurses were sponsored for continuing educational programs in psychosocial and spiritual care through e-learning curriculum.

Starting in April 2009, our course planning will expand to areas with known knowledge gaps including grief management, pain management, genetics, psychosocial oncology and chemotherapy standardization. We will also offer de Souza programs to nurses working outside cancer centres and in the communities, to build specialized skills, and support lifelong learning. We will also focus on helping nurses improve the balance in their own lives to avoid professional burnout as well as offer career planning. Oncology nurses are the front-line of patient-centred cancer care and our goal is to make every cancer nurse in Ontario a de Souza Nurse.

Mary Jane Esplen, PhD, RN
Director, de Souza Institute

Message from the co-Chairs

This is the first annual report for the de Souza Institute, marked by its inauguration launch, its successful recruitment of Dr. Mary Jane Esplen as its inaugural director, a strategic retreat with national and international experts in nursing excellence in oncology and palliative care, and the rapid transition from staff recruitment to full operation of the organization.

In fall 2008, the steering committee initiated a strategic planning process in which national and international experts gathered to identify educational support needs for Ontario nurses to deliver high quality, evidence based, and Person Centred Care in oncology and hospice palliative care. The retreat also helped to guide the development of the vision and future direction for the de Souza Institute. Dr. Esplen led the development of the first annual operational plan which was approved by the Ministry of Health and Long Term Care in December 2008.

We are proud that the Institute, under the leadership of Dr. Esplen, has met all year one targets and in many cases, exceeded the expectations set out in the original business plan. Within a very short six months, the de Souza Institute was able to offer a variety of innovative programs including provincial study groups, mentorship, graduate fellowship and information technology support to nurses across the province who are engaged in oncology care across the entire continuum of cancer care from prevention, screening, diagnosis, treatment to recovery (survivorship) and palliative care.

We are now pleased to present the plan for the next year. We are extremely fortunate to have Dr. Esplen who has immense experience and transformational vision to lead the de Souza Institute to become a leader in advancing oncology nursing education and development across all domains of clinical care along the cancer care continuum. We look forward to working with the staff at the Institute to ensure that it fulfills its mandate to promote oncology nursing excellence, and to build capacity in nursing that positively influences the cancer care experience for all Ontarians.

Dr. Mary Ferguson-Paré
Vice-President of Professional
Affairs and Chief Nursing
Executive, University Health
Network

Esther Green
Provincial Head, Nursing
and Psychosocial Oncology,
Cancer Care Ontario

Dr. Mary Gospodarowicz,
Medical Director, Princess
Margaret Hospital Cancer
Program

Who We Are

Name	Executive Director	Contact Information
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Governance

The *de Souza Institute* is governed by a steering committee consisting of representatives from University Health Network (UHN), Cancer Care Ontario, University of Toronto, McMaster University and the Ministry of Health and Long Term Care (MOHLTC) Nursing Secretariat.

Co-Chairs

- Dr. Mary Ferguson-Paré, Vice-President of Professional Affairs and Chief Nursing Executive, University Health Network (UHN).
- Esther Green, Provincial Head, Nursing and Psychosocial Oncology, Cancer Care Ontario (CCO).
- Dr. Mary Gospodarowicz, Medical Director, Princess Margaret Hospital (PMH).

Steering Committee Members (in alphabetical order)

- Paul Alofs, President and CEO, The Princess Margaret Hospital Foundation.
- Dr. Denise Bryant-Lukosius, Assistant Professor, McMaster University School of Nursing
- Vanessa Burkoski, Provincial Chief Nursing Officer, MOHLTC.
- Dr. Pam Catton, Director of Education, PMH
- Barbara Fitzgerald, Director of Nursing, PMH
- Dr. Doris Howell, RBC Chair, Oncology Nursing Research, UHN
- Pam Hubley, Associate Chief of Nursing Practice, Hospital for Sick Children
- Nancy Lefebvre, Chief Clinical Executive, VP, Knowledge and Practice, Saint Elizabeth Health Care
- Dr. Claire Mallette, Director of Nursing Education, Placement and Development, UHN.
- Dr. Sioban Nelson, Dean, Lawrence S. Bloomberg Faculty of Nursing, University of Toronto.

An International Advisory Committee was set up to provide advice to the Steering Committee on issues related to innovation, implementation and evaluation of the *de Souza Institute*¹.

The Institute's associated faculties include Dr. Mary Jane Esplen (Director), Dr. Doris Howell, RBC Financial Group Chair in Nursing Oncology Research (PMH), Dr. Denise-Bryant-Lukosius (McMaster University), Dr. Debra Bakker (Laurentian University), Dr. Dawn Stacey (University of Ottawa), Dr. Jonathan Hunter (University of Toronto), Dr. Deborah McLeod (Dalhousie University), Dr. Wendy Meschino (North York General Hospital), Dr. June Carroll (Mount Sinai Hospital) as well as advanced practice nurses at PMH and other cancer programs, and expert oncology nurses across Ontario.

¹ See appendix A for the International Advisory Committee Membership List

Vision

The following vision statement was developed during the two day retreat in October 2008. Further ratification by stakeholders and steering committee is required.

“The de Souza Institute as a world leader in promoting oncology nursing excellence that positively influences the cancer care experience”. “People of Ontario receive the Best Cancer Nursing Care in the World”.

Goals

- **National and international leadership** in advancing oncology nursing training and education across all domains of clinical care and education along cancer continuum.
- **Unique core** of training programs, including continuing education, specialized oncology courses, clinical training, graduate level training, advanced practice programs to build cadre of oncology nurses.
- **Proactive innovative mentorship/supports** to address sustainability, potential burnout, and attrition.

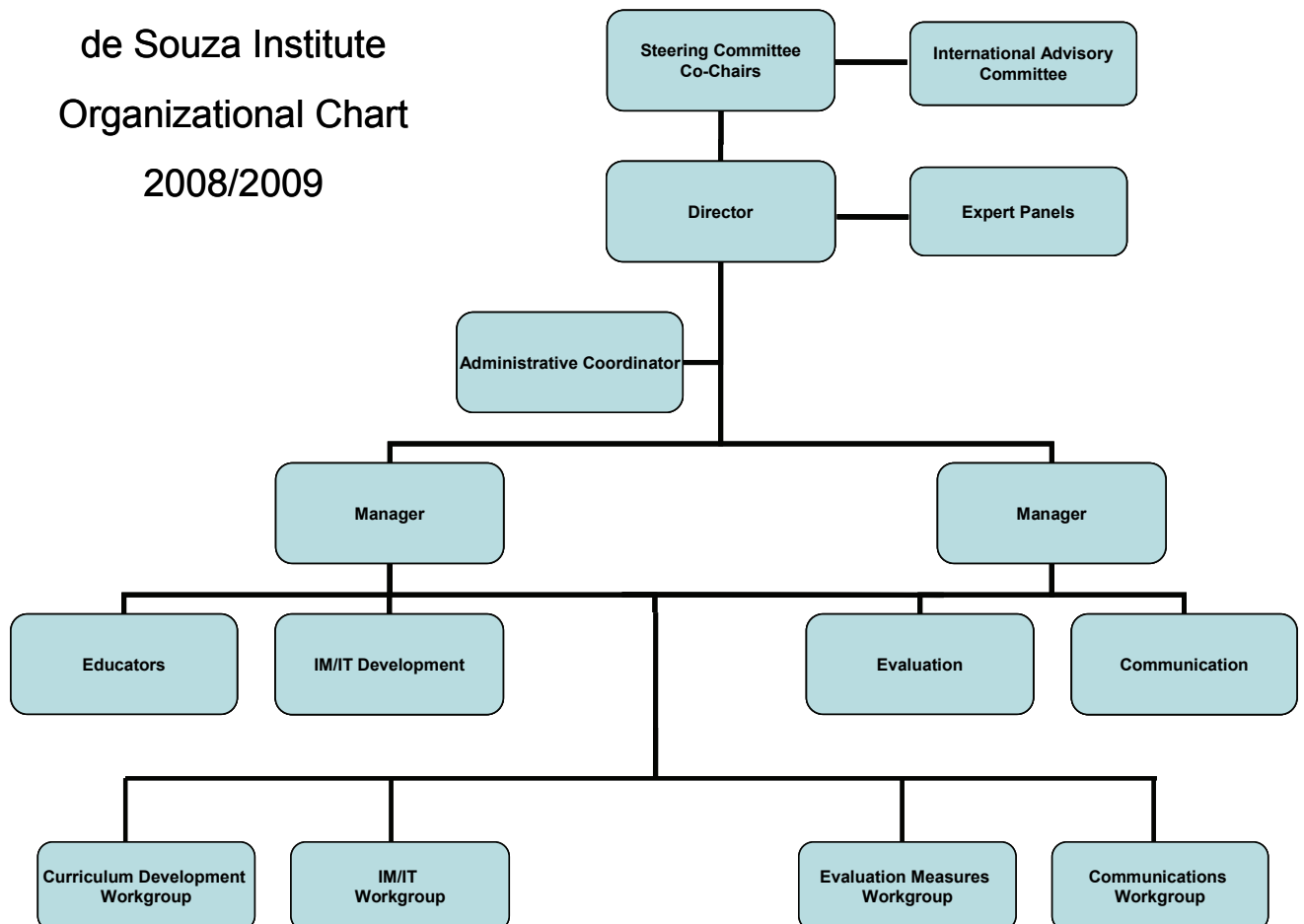
The de Souza Institute will aim to profile the *de Souza Nurse* who is:

- Committed to compassionate, patient-centered, evidence based, knowledge driven care to Ontarians impacted by cancer across the continuum (Prevention-diagnosis, treatment-survivorship and palliation).
- Self-directed, excellence in practice, compassionate, committed, respectful and practices with value of human dignity.
- Attentive to Whole Person Care.
- Engaged in lifelong learning.
- Reflective, striving for better care and best care.
- Maintaining an “existential stance” in recognizing and interacting effectively around the important existential and jarring impacts that come along with being diagnosed with a life-threatening illness-the associated fears and sense of an uncertain future.
- Willing to ask questions.
- Engaged in research to enhance cancer care across province.
- Working in partnership with patient, families and other health professionals.
- Exploring care from person’s perspectives based on desire to know what matters to patients and their families.

Organizational Structure

The management of the *de Souza Institute* will consist of a core team including:

- 1 Executive Director.
- 2 Managers.
- 3 Educators (2 additional educators to be hired).
- 1 Administrative Coordinator.
- 1 Research Analyst.
- 1 IT Support (1 year contract).
- Communications/ Marketing Personnel (contract).



What We Deliver

The Proposed Key Deliverable

The key deliverable within the funding period is to create a state-of-the-art Institute for educating oncology nurses in Ontario across all domains of practice. As stated in the proposed five year plan (2008-2013):

120 to 160 Oncology nurses will write the Canadian Nurses Association Certificate exam in Ontario within five years

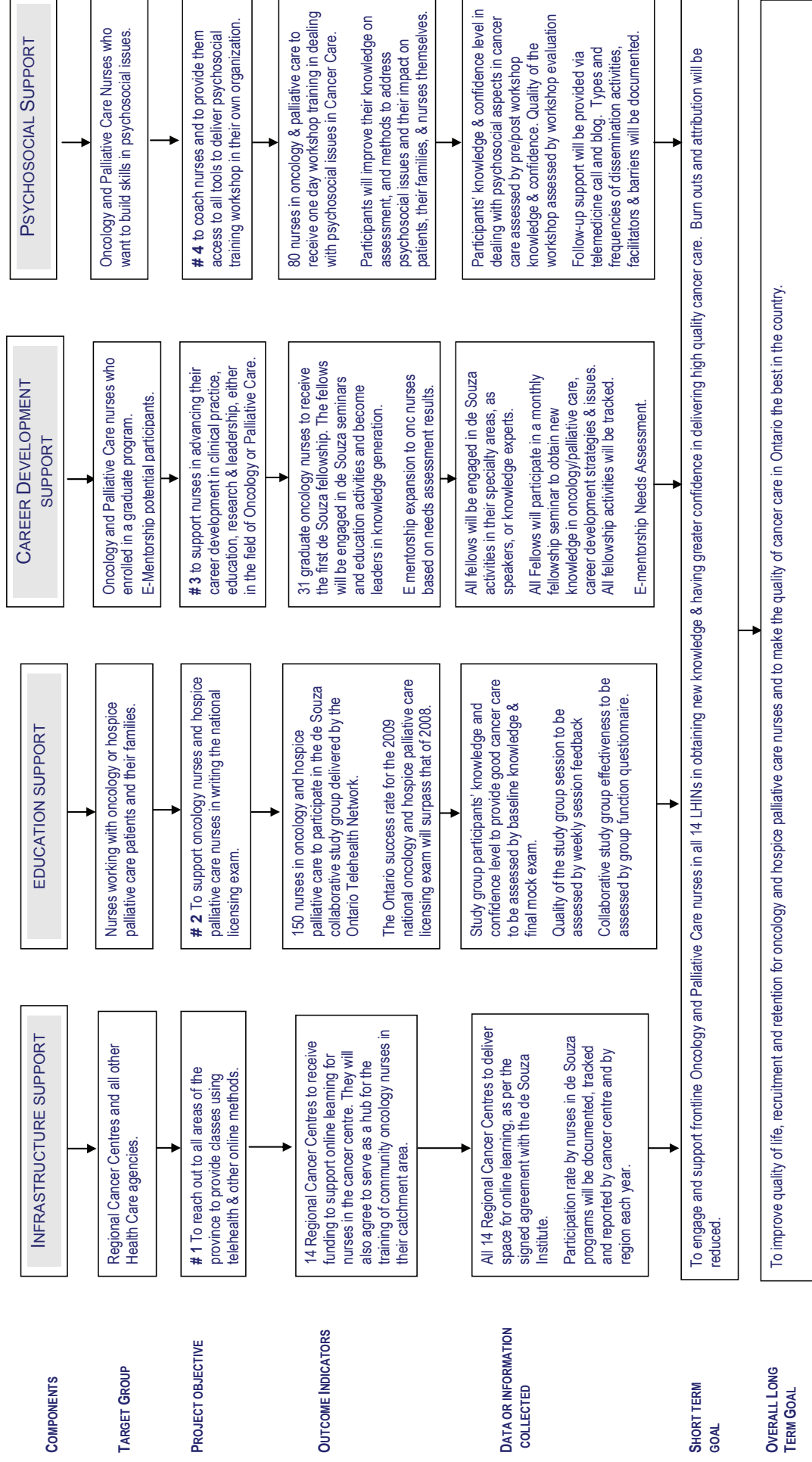
Up to 1000 Ontario nurses who work with oncology patients will participate in de Souza Institute educational events; and

Five percent of newly certified oncology nurses supported by the de Souza Institute will be enrolled in an accredited graduate level program (i.e. Master's level or doctorate program)

Year One de Souza Products

- As of March 31, 2009, the de Souza Institute has provided \$1.4 million funding support to all 14 Ontario Regional Cancer Centres for information technology infrastructure in order for de Souza programming to be delivered to each site.
- A total of 225 nurses (133 oncology nurses and 92 hospice palliative care nurses) were supported by the de Souza Institute. Among them, 184 (82%) nurses participated in the first ever province wide collaborative study group. A total of 154 nurses wrote the 2009 Canadian Nurses Association certification examinations in their specialty area. Exam passing rate will become available in June 2009.
- Thirty one oncology /hospice palliative care nurses (or 4% of CNA certified oncology nurses in Ontario) received the 2009 de Souza fellowship to support them in their graduate level studies (i.e. either Master's or PhD level program). de Souza fellows will be actively involved in de Souza educational activities and will be engaged in monthly academic seminars to further support their learning and professional growth from the Institute.
- Training sessions on both the psychosocial aspects of cancer care and cancer genetics were offered to oncology / hospice palliative care nurses in Ontario in 2009.
 - The Psychosocial Train the Trainer Workshop was offered in March 2009 to 80 front line nursing clinicians on assessment and methods to address psychosocial issues in oncology and palliative care.
 - Cancer genetics training workshop was offered in May 2009 on specific genes and family cancer syndromes, their associated surveillance and preventive treatment options, impacts, and ethical issues relevant to nursing practice.
 - Trainees are now expected to return to their home units and deliver the program to their colleagues.

Year one deliverables and evaluation strategy



Outcome #1 - Identification and Set Up Of Infrastructure across Ontario



Fourteen Ontario regional cancer centres have received a total of \$1.4 million from the de Souza Institute for information technology infrastructure to support the delivery of de Souza programming for nurse clinicians, in order that they may learn and to improve cancer care across Ontario.

The IT tools and infrastructure will help the institute connect with nurses across the large geographical area of Ontario to support their learning.

In order to provide initial outreach to all of Ontario's Cancer centres regarding the Institute's mandate, site visits have been planned across the province. As visits to Ontario's Northland were priority for the Institute, Dr. Esplen and Ms Green visited Thunder Bay on March 17, Sudbury on March 23 as well as Ottawa in April 2009. Additional visits to sites across the province have been scheduled to take place in 2009. The site visits and the investment of \$100,000 in each of the Regional Cancer Care Centres in Northern Ontario have generated significant local media coverage².

1. Lake Superior News:
<http://lakesuperiornews.info/LifeStyles/Health/TheDeSouzaInstitute/tabid/1099/Default.aspx>
2. World News Report:
<http://www.einnews.com/search.php?keywords=de+souza+institute&makesearch=yes>
3. Newswire release
<http://www.newswise.com/articles/view/550165/>
4. Sudbury Star:
<http://www.thesudburystar.com/ArticleDisplay.aspx?e=1492236>

List of fourteen Regional Cancer Care Centres receiving infrastructure funding

Grand River Hospital/Grand River Regional Cancer Centre	Hamilton Health Sciences Centre/Juravinski Cancer Centre	Hopital Regional de Sudbury Regional Hospital / Northeastern Ontario Regional Cancer Centre	Kingston General Hospital/Cancer Centre of Southeastern Ontario
Lakeridge Health/R. S. McLaughlin Durham Regional Cancer Centre	London Health Sciences Centre/London Regional Cancer Program	Royal Victoria Hospital/Simcoe-Muskoka Regional Cancer Centre	Stronach Regional Cancer Centre at Southlake Regional Health Centre
Sunnybrook Health Sciences Centre/Odette Cancer Centre	The Credit Valley Hospital/Carlo Fidani Peel Regional Cancer Centre	The Ottawa Hospital/The Ottawa Hospital Regional Cancer Centre	Thunder Bay Regional Health Sciences Center/ Regional Cancer Program
Windsor Regional Hospital/Windsor Regional Cancer Centre	University Health Network/Princess Margaret Hospital		

² See appendix F, G on letters from three cancer centres, press releases and media coverage

Outcome #2 – Education Support: Advancing Quality of Care

The CNA collaborative study groups

To support and encourage nurses to achieve their certification in the specialty areas of Oncology and Hospice/Palliative Care from the Canadian Nurses Association(CNA), the de Souza Institute has been providing province wide curriculum and financial support for nurses who participated in one of the CNA specialty examinations relevant to oncology practice, i.e. Oncology Nursing or Hospice Palliative Care Certification Exam in 2009.

Curriculum was developed based on the CNA requirements for oncology certification and a needs assessment was conducted by the Institute to identify learning gaps. Module developments were influenced by the Canadian Association of Nurses in Oncology Standards and Competencies, as well as Hospice Palliative Care Standards³.

The Ontario Telemedicine Network (OTN) educational infrastructure was leveraged to support the study groups' learning process with live videoconferencing across the province. By using the OTN, the de Souza Institute maximized the benefits of telemedicine. The OTN has:

- complete interoperability across the province,
- a unified technical service desk providing province-wide support for educational events,
- a comprehensive scheduling portal enabling online scheduling / studio management and
- online publication of recorded webcast.

Our collaborative study groups post session web archives were made available for nurses not able to attend live sessions due to scheduling conflict. On average, each archived session was viewed by 101 users per week.

A total of 39 health care organizations participated in the oncology and hospice palliative care collaborative study groups via the OTN.

- Academic teaching hospitals (N=7)
- Community hospitals (N=12)
- Northern, rural and small hospitals (N=7)
- Community agencies such as family health teams, CCACs, hospices (N=13)

List of sites participating in de Souza study groups (N=39)

1. Bayshore Home Health	14. Joseph Brant Memorial Hospital	27. Southlake Regional Health Centre
2. Cambridge Memorial Hospital	15. Lakeridge Health Centre	28. Sunnybrook Health Sciences Centre
3. Care Plus	16. London Health Sciences Centre	29. The Carpenter Hospice
4. Children's Hospital in Eastern Ontario	17. Mount Sinai Hospital	30. The Hospice at May Court
5. Credit Valley Hospital	18. North Simcoe Muskoka CCAC	31. The Ottawa Hospital
6. Dr. Bob Kemp Hospice	19. North Service Hospital Alliance – Penetanguishene Site	32. Thunder Bay Regional Health Sciences Centre
7. George Brown College	20. North York General Hospital	33. Toronto East General Hospital
8. Grand River Hospital	21. Prince Edward Family Health Team	34. Trillium Health Care Centre
9. Grey Bruce Health Services	22. Quinte Health Care	35. University Health Network/Princess Margaret Hospital
10. Hamilton Health Sciences Centre	23. Royal Victoria Hospital	36. VHA Home Health Care
11. Hamilton Niagara Haldimand Brant CCAC	24. Saint Elizabeth Health Care	37. Vitae Community Palliative Care
12. Humber River Regional Health Centre	25. Sault Area Hospital	38. Wingham and District Hospital
13. Huntsville District Memorial Hospital	26. South East CCAC	39. York Central Hospital

³ See appendix B needs assessment and appendix C for weekly session description

Outcome #2 (continued) – Impact of Education Programs on Knowledge

A total of 225 nurses (133 oncology nurses and 92 hospice palliative care nurses) were reached by the de Souza Institute. Among them, 184 (82%) nurses participated in the first ever province wide collaborative study group. A total of 154 nurses wrote the 2009 CNA exam.

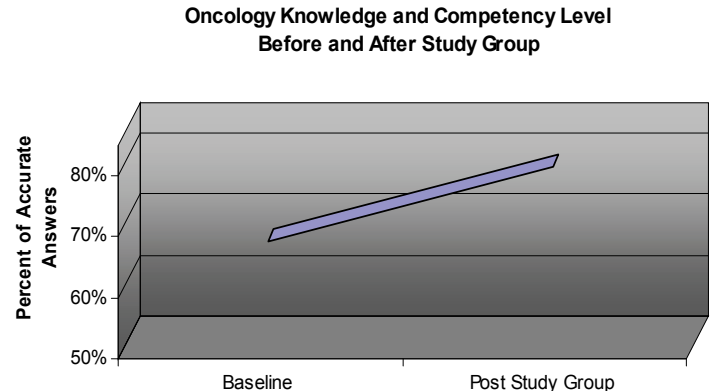
Description of the study group participants						
	Requested Exam fee reimbursement from de Souza		Total registered in the study group		Total # of nurses writing exam	Total # of nurses reached
	Registered in the study group (col. a)	Not in the study group (col. b)	Writing exam in 2009 (col. c)	Not writing exam in 2009 (col. d)	Exam participants (col. b + col. c)	Study group + CNA fee reimbursed but not in study group (col.b + col.c + col.d)
Oncology	36	26	70	37	96	133
Palliative care	23	15	43	34	58	92
Total	100		184		154	225

	Age (Mean, SD)	Type of nursing education		
		RN (diploma)	RN (degree)	Master's prepared / RN extended class / APN
Oncology	38.92 (±10.24)	51%	43%	6%
Palliative care	49.25 (±10.02)	46%	31%	23%

Change in knowledge before and after study groups

By joining the de Souza Collaborative Study Groups, nurses across the province worked together and significantly improved their knowledge and competency, as measured by the baseline knowledge questionnaire and post study group final mock exam. The average test score improved from 67% to 80% across the province.

The success of the de Souza Collaborative Study group will be measured by the CNA Certification Exam passing rate, which is to be released in June 2009.



A strong evaluation component is essential for any successful education program. Feedback and comments were collected systematically throughout de Souza Institute's educational events. Nurses appreciated the tremendous efforts from the de Souza educators and highly valued the content of the Study Groups. The response rate for the final one day symposium reached 100% as all nurses returned the evaluation questionnaire.

... In our groups we shared realistic information with regard to practices in our location.

... Loved practice questions and case studies.

...Opportunity to ask question to experts!

*... Provides opportunity to gauge/identify areas of study focus prior to exam/ solidifies knowledge/
Place where you feel supported and encouraged by others - share common goal - thank you!*

...The entire experience was amazing - great to interact with other nurses - would highly recommend this to others!

...I felt it increased my confidence in taking the exam.

..Our centre had an unprecedented number of nurses write the exam this year...thanks to the de Souza centre.

...Your leaders of the study groups were exceptional...and were role models to me.

Celebrating Oncology Nursing Excellence - *Oncology Nurses: Ignite the Passion*



Two days after the CNA certification exam, nurses celebrated the ***Oncology Nursing Day*** across the province.

The de Souza celebration event was chaired by Barbara Fitzgerald, Director of Nursing at the Princess Margaret Hospital, broadcasted to 15 OTN hospital sites across the province on April 7, 2009.

Vanessa Burkoski, Ontario's Chief Nursing Officer, and Esther Green, Chief Nursing Officer from Cancer Care Ontario shared their vision for

oncology nursing excellence in Ontario. Dr. Mary Jane Esplen provided updates on new and upcoming professional development opportunities at the de Souza Institute to an audience of about 80 oncology health care professionals gathered at the Princess Margaret Hospital Auditorium. The lunch time celebration was followed by a cake cutting ceremony. A link to the archived webcast celebration is available on the Canadian Association of Oncology Nurses Website.

Outcome #3 – Supporting Career Development

1) 2009 de Souza Fellowship Program

Thirty-one oncology nurses in Ontario who are currently enrolled in accredited graduate level programs (Master's or PhD level) have received the 2009 de Souza Fellowship Award to advance their career development in clinical practice, education, research and nursing leadership, either in Oncology or Palliative Care.

de Souza Fellows all demonstrated excellence in their scholarly activities in cancer care as determined by a peer review process and represent a total of 15 health care organizations across the province.



Grand River Hospital	Grey Bruce Health Services	Hamilton Health Sciences Centre
Hamilton Niagara Haldimand Brant CCAC	Hospital for Sick Children	Humber River Regional Health Centre
Mount Sinai Hospital	North York General Hospital	Royal Victoria Hospital
Sudbury Regional Hospital	Sunnybrook Health Sciences Centre	The Ottawa Hospital
Trillium Health Care Centre	University Health Network/ The Princess Margaret Hospital	William Osler Health Centre

Registered nurse Barbara Ballantyne, who was awarded the 2009 de Souza Fellowship commented on the significance of the fellowship:

"It's always about professional growth and challenge, and to benefit the patients and families of northeastern Ontario. I think I can walk the walk better having lived the experience through a different perspective"

"It (the fellowship) is incredibly helpful. It will pay for the rest of my education...It's always difficult to find funding to continue your education. It certainly takes a burden off in that respect."

2) E- mentorship Program

As part of its year one business plan, the de Souza Institute will “*engage the existing CCO/McMaster University Ontario Oncology Advanced Practice Nurse (APN) Interprofessional e-Mentorship Program as an avenue for engaging and educating nurses across the province*”.

A significant component of this partnership will be to expand the mentorship program from the current APN focus to also include oncology nurses across the continuum of cancer care. Specific objectives of the partnership program are to:

- Increase access to oncology nursing role development supports across Ontario through implementation of an e-based mentorship program.
- Recruit high quality mentors with expertise relevant to generalist, specialized and advanced nursing practice to address the full scope of identified role development needs for novice and experienced oncology nurses in, e.g. clinical practice, education, research, organizational leadership, scholarly/professional practice (CANO 2006).
- Promote the development of effective mentorship skills through the education of mentees and mentors.
- Match a minimum of 150 oncology nurse mentees (generalists, specialized and advanced practice) with mentors over the 5-year funding period.
- Promote the ongoing development of sustained and effective distance mentorship relationships through provision of e-based resources and supports relevant to each stage of the mentoring process.
- Promote effective mentoring through improved mentor/mentee understanding of oncology nursing roles.
- Promote oncology nurse participation in the program through the education of oncology nurses, role supervisors and cancer care administrators regarding the benefits of mentorship for improving the development and implementation of oncology nursing roles.

A collaborative agreement has been developed and signed between the e-mentorship program and the de Souza Institute. A full-time program coordinator has been hired to implement and manage program activities and to facilitate ongoing program evaluation.

A steering committee has been appointed with representation from the current APN e-Mentorship Program team, specialized oncology nurses, faculty, health care administrators, e-learning experts and de Souza Institute staff, to direct the expanded program’s development.

A needs assessment plan has been completed and implementation is underway, which includes a literature review, interview of key informants, survey of potential mentees and employers to inform development of the program structures and resources.

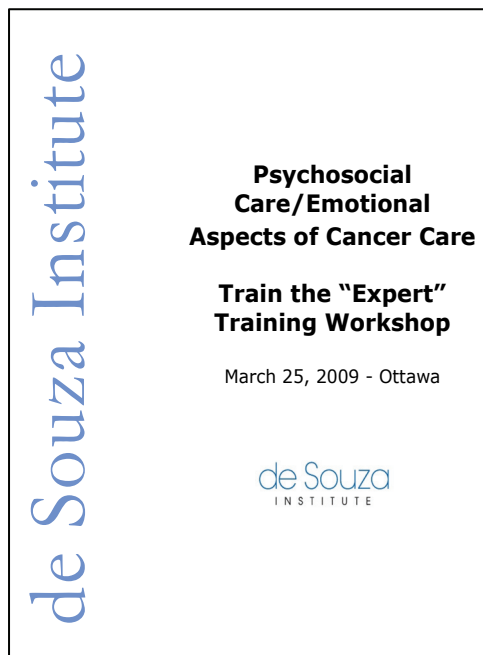
Outcome #4 –Psychosocial Support Programs

Addressing psychosocial issues in oncology care

1) A one day train the trainer workshop was offered on March 25, 2009 to front line nursing clinicians on the psychosocial aspects of oncology and palliative care, which is an area of cancer care dealing with social, psychological, emotional and spiritual aspects of cancer, ranging from prevention to bereavement. This workshop focused on providing information on how to assess patient and family's psychosocial needs, strategies to intervene with both the emotional issues and the challenges within oncology and palliative care, describing strategies for not only supporting patients and families but also addressing professional burnout as caregivers. Upon completion of the training workshop, participants are responsible for training their colleagues in their home organizations within six months. To build their capacity, participants have joined the Institute as members and as such, will receive in-depth and ongoing coaching in order to successfully deliver these programs to their colleagues. Participants will also have access to the vast knowledge base from the de Souza network of experts⁴.

A total of 80 nurses from across the province participated in the workshop. Given the success of the inaugural train the trainer event, this workshop will be routinely provided as part of the core program of the Institute.

Comments from nurses who participated in the workshop



...Enjoyed discussion with nursing colleagues about success in terms of approach, support, tools in psychosocial aspects of cancer care. As we work autonomously, the opportunity to discuss, critique and practice with each other and reflect on our care is invaluable.

... Professionalism, wonderful experts, love the hands on experience...

... More tools on preventing burnout would help.

... The case studies were realistic and well put together, systemic approach to topics of presentations in the morning flowed together well. The representation of literature was great.

... Good handouts "binders" and CD for reference, good location (Ottawa).

...This was one of the best workshops I have ever intended! This de Souza Institute is making such a difference!

⁴ See appendix D Workshop Agenda and Faculty List

Outcome #4 –Psychosocial Support Programs (Continued)

2) A web based distance education continuing education course entitled “*Inter-professional Psychosocial Oncology: Introduction to Theory and Practice*” was offered in collaboration with the Canadian Association of Psychosocial Oncology (CAPO) to clinical nurses providing direct patient care who are employed in Ontario.

This course, currently ongoing, will provide additional tools and skills in providing excellence in the psychosocial aspects of cancer care.

A new Continuing Education Course Offering:
INTERPROFESSIONAL PSYCHOSOCIAL ONCOLOGY:
INTRODUCTION TO THEORY AND PRACTICE

COURSE DESCRIPTION: Psychosocial Oncology is a specialty area of cancer care that is concerned with the myriad of psychological, emotional, social and spiritual responses of persons affected by cancer. This web-based continuing education course provides an opportunity for practicing health professionals to explore common psychosocial issues that individuals and families experience when an adult family member is diagnosed with cancer. Primary emphases in the course include understanding the illness experience and assessing distress and coping from a family centered perspective. The course draws on a case-based, narrative format and provides opportunities to learn in small groups of interprofessional learners drawn from across Canada.

WHO can take this course? This course is designed for practicing health professionals in hospitals, cancer centers and the community who provide care to those experiencing cancer, including physicians, nurses, psychologists, social workers, spiritual care providers and others. The course is part of a larger project developing national distance education initiatives for interprofessional practice in psychosocial oncology. Two preliminary offerings of this course took place in 2008. More than 40 professionals from across Canada and across 10 disciplines have earned a certificate of completion in this course. Evaluations have been strongly positive.

WHEN will this course be offered? The course will run from March 2 to May 22, 2009 (12 weeks). Online registration opens on January 26th and closes February 16th.

HOW will this course be delivered? The course design is web-based. A range of innovative learning resources have been developed specifically for this course, including case study narratives, video-taped interviews, and dramatizations of individual, family and interprofessional situations. Cases will provide opportunities for students to learn about diverse and marginalized communities. Online discussion boards will be maintained to explore course topics. In addition to independent study of the course materials, participants will meet in a real-time online seminar for 60 minutes every week.

The de Souza Institute plans to continue to build partnerships in creating e-learning courses through the Canadian Association of Psychosocial Oncology. For example, a new course is currently being developed focusing on sexuality and cancer.

Intimacy and sexuality are important quality of life elements that can be negatively impacted by cancer and its treatment. Regardless of age, race, gender or socioeconomic background, patients struggle with sexual experiences and sexual challenges after a diagnosis of cancer. Nurses can play a significant role in supporting these patients, offering educational information and facilitating referrals wherever necessary. The course will be tailored to nurses with different levels of experiences in this area: those who are new to this area of work (basic introduction) and those with extensive clinical experiences who are seeking advanced training. The course will be offered jointly by CAPO and the de Souza Institute, scheduled for 2009/2010.

Summary of Year 1 Key Deliverables (2008/9)

Activities	Jul	Aug	Sep	Oct	Nov	Dec	Jan09	Feb	Mar
Staff recruitment									ongoing
Retreat and Institute Strategic Planning				completed					
Curriculum Development/Course Launch									completed
Oncology Cert Exam Study Group									completed
Palliative Cert Exam Study Group									completed
Psychosocial training workshop									completed
Inter-professional Psychosocial Oncology Course									ongoing
De Souza Fellowship 2009									completed
Creation of infrastructure, in fourteen cancer centres									completed
E-Mentorship (APN and oncology nurses)									Ongoing and on track
Outreach, communication to cancer agencies, general hospitals, community settings and universities									ongoing
Development of a framework and database in education/ training offerings									ongoing
Evaluation framework and outcome indicators									ongoing

Year 2 Business Plan

Needs Assessment (year II) focusing on two areas:

- Assess similarities and differences in generational learning and the perceived needs among nurses with different length of practice in oncology and in nursing field.
- Explore with nurses and other stakeholders, e.g., patients, physicians, allied health professionals, their perspectives and experiences on safe, high quality and patient centred care.

Training Workshops

- Psychosocial / Emotional Care Aspects of Cancer care (ongoing)
- Chemotherapy and Biotherapy Delivery- Standardized course (delivered through distance learning)
- Pain Assessment and Management for Oncology and Palliative Care (regional workshops)
- Genetics Train the Trainer Workshops for Oncology Nurses (ongoing)
- Palliative Care Institute, supported by the Institute and delivered by the Faculty of Nursing at UofT

Distance Learning; E-Learning Programs

- Psychosocial Oncology Distance Education Project (IPODE) – An Inter-professional course on Psychosocial Oncology
- New Course on sexuality issues relevant to individuals with cancer and methods to address them.

Clinical Placements

- Undergraduate Level – potential clinical placements in various sites in Ontario (expertise according to topic of interest)
- Post Graduate Clinical Fellowships e.g. psychosocial oncology; other areas of oncology nursing (in conjunction with Princess Margaret Hospital - to be further defined).
- Clinical Scientist Models- according to area of interest (combination of research training and clinical advanced practice). Opportunities will be provided as requested by Dr. MJ Esplen.

Graduate Level

- Research Training or placements- Masters Level; PhD Level; Post-doctorate level (placements for specific training in specific areas or possible partnership with universities).
- Continuation of IPODE e-learning graduate courses
- A specialized graduate program in oncology nursing. Dr. Esplen will continue to strive towards encouraging Ontario Universities to create such a program - Collection of data of relevant courses and initial discussions on this need started.

Additional distance learning in consideration

- Pediatric Oncology Practice and Research
- Health Promotion and Cancer Prevention
- Sexual Health in Cancer: (Basic level course; Advanced counselling for Phase II- Spring 2010)
- Other topics in Oncology Nursing- TBA (based on further needs assessment) (e.g. Grief; Burnout and Conflict Management; Team Partnerships; Interprofessional Models of Care in Oncology)

Mentorship/ Self- Care and Professional Development Courses and opportunities

- E-Mentorship (with McMaster University)
- Dealing with Loss and Grief
- Assertiveness and Communication Issues- Working with Interdisciplinary Teams
- Career Planning Counseling

Scholarships

- Masters Level and PhD level
- Clinical Fellowships (to be developed)

Proposed Timelines for Year 2 Key Deliverables (2009/10)

Activities	Apr	May	June	Jul	Aug	Sept	Oct	Nov	Dec	Jan 2010	Feb	Mar
Staff recruitment												
Institute Second Strategic Planning Retreat												
Needs assessment / conceptual framework												
Curriculum Development / Course Launch												
Palliative care 3 day institute (with UofT)												
Sexual health course & other distance learning course												
APN based workshop (sponsor)												
Chemotherapy course												
Province Wide Pain Institutes												
E-Mentorship – APN and Oncology Nurses												
Inter-professional Psychosocial Oncology (IPOD) CE Course												
Cancer Genetics workshops												
Psychosocial training workshops (across ON)												
Onc. Cert Exam Study Grp												
Palliative Cert Exam Study Grp												
de Souza Fellowship												
2009 fellow grad. seminars												
Clinical Placements (undergrad, postdoc, clinician scientists)												
Other professional mentorships (Grief/loss, commun. career planning)												
Web Launch and database / evaluation development												

Appendix A International Advisory Committee Member List

In Alphabetical Order

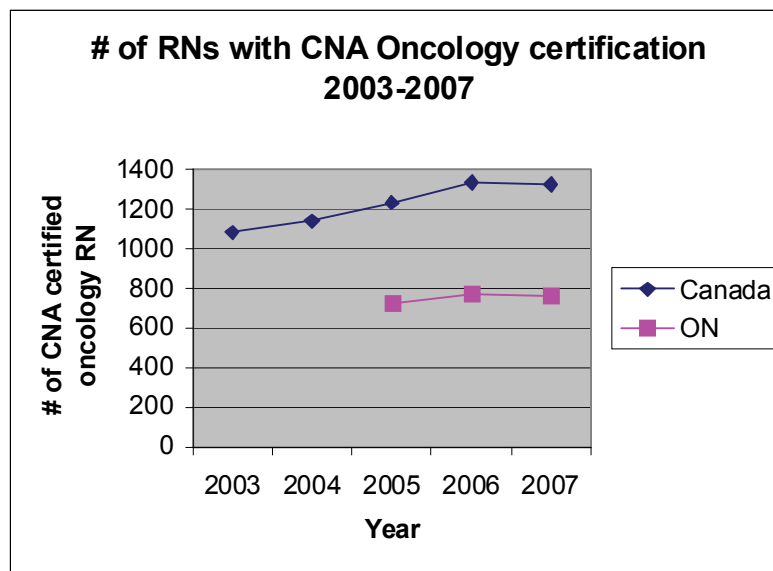
- Professor Sanchia Aranda, President, ISNCC, University of Melbourne
- Kim Chapman, President, Canadian Association of Nurses in Oncology
- Dr. Greta Cummings, President-Elect, ISNCC, University of Alberta
- Alba DiCenso, CIHR/CHSRF Chair, Advanced Practice Nursing, McMaster University
- Lesley Degner, CIHR/CHSRF Chair, Oncology Nursing, University of Manitoba
- Shelley Dolan, Chief of Nursing, Royal Marsden Hospital
- Carole Estabrooks, Canadian Research Chair, Knowledge Transfer, University of Alberta
- Professor Helen Langton, Dean, Health Sciences, University of Derby
- Brenda Nevidjon, President, Oncology Nursing Society
- Yuri Quintana, Director, Education and Informatics, International Outreach Program, St. Jude's Hospital
- Paula Reiger, CEO, Oncology Nursing Society,
- Jennifer Wiernikowski, President-Elect, Canadian Association of Nurses in Oncology, Chief of Nursing, Juravinski Cancer Program, Hamilton Health Sciences.

Appendix B Needs for Excellence in Oncology Nursing

Cancer is the leading cause of premature death in Ontario and the province's number one health problem. According to Cancer Care Ontario, 38 per cent of women and 41 per cent of men will develop cancer in their lifetime. The number of newly diagnosed cancers increases by 2.5% and the number of patients living with cancer increases by 4.5%. If current predictions remain unchanged, the number of newly diagnosed cancers in Ontario will rise to 91,000 in 2020.⁵

Oncology Nursing Workforce

With the increased demand by the significant growth in cancer patients, the oncology nursing workforce is facing a daunting challenge. According to the Canadian Nurses Association (CNA), of the 252,948 RNs employed in nursing in Canada in 2006, about 2,975 or 1% of them were employed in Oncology related field. In 2007, only 764 RNs in Ontario held CNA oncology specialty certification (CNA statistics 2007)⁶. This number was lower than 2006 when 772 RNs in Ontario had CNA oncology certification. Many factors may contribute to the decrease in numbers of those registered, e.g., migration, change of specialization or retirement. A similar 2006-2007 drop was observed at the national level.



Note: 2003, 2004 provincial break down not available in CNA statistics
Source: CNA certification statistical information, 2008

Oncology nurses play a vital role for all cancer patients and their families across the cancer continuum of care. The Registered Nurses Association of Ontario Best Practice Guidelines for Healthy Workplaces⁷ articulates that essential role of nurse in safe, high quality Person-Centred Care, that ensures the sustainability of the health care system and enables timely access for

⁵ Cancer Care Ontario <http://www.cancercare.on.ca/documents/CA2020BackgroundReportMay2003.pdf>

⁶ http://www.cna-aiic.ca/CNA/nursing/certification/stats/default_e.aspx

⁷ Registered Nurses' Association of Ontario (2008). *Healthy work environments best practice guidelines: Workplace health, safety and well-being of the nurse*. Toronto, Canada

patients to services. Oncology nurses deliver state-of-the-art treatment protocols, as they respond to the psychological, spiritual and cultural needs of patients and their families.

With the increasing complexity of cancer care and the growing numbers of cancer patients in Ontario, it has become evident that many new graduates do not have the knowledge or clinical expertise to ensure quality patient outcomes⁸. As such, to meet the complex needs of the growing cancer patient population, current nurses in practice across Ontario and new graduates require specialized education to address the very specific and specialized issues and challenges of cancer patients and their families.

Advanced practice nurses and nurse scholars with oncology experience educate future generations of nurses as teachers in an academic healthcare environment. Oncology nurses ensure continuous learning and professional development by supporting each other in improving skills, sharing knowledge and developing expertise. As researchers, oncology nurses identifying knowledge gaps where further research is required to ensure quality care, develop and conduct research to generate new knowledge, and translate evidence into practice through clinician-scientist models. Continuous professional development is important to prepare nurses for continuous change in the workplace, to work at their full scope of practice and to provide high-quality care. There is evidence that strong commitment to create a life long learning environment will result in a healthier workplace and better patient care⁹.

Needs Assessment

In the fall of 2008, Cancer Care Ontario conducted an online survey with 84 oncology nurses across 55 organizations in Ontario. The survey focused on perceived needs reported by oncology nurses in terms of writing the CNA Oncology Certification Exam. The survey results were summarized in the following:

		# of nurses endorsing the statement (total sample N=84)
If a province wide formal study group was available, would your organization support staff participation?		89.0%
What type of support could your organization provide (Top three)?	Video-Conferencing	57.4%
	Space	55.7%
	Tele-Conferencing	54.1%
Would you be interested in a full day “Pre-Exam Prep Meeting”; hosted by the Anna Maria de Souza Knowledge Transfer Centre in Toronto to trouble shoot final issues, ask questions and share tips?	Yes	52.5%
	Maybe	39.3%
	No	8.2%
Please indicate the amount of support you feel is needed in each area (Moderate high to high)?	Diagnosis & Staging	96.4%
	Management of Cancer	92.8%
	Prevention/Screening	54.5%

⁸ AE Tourangeau (2002) Nursing-related determinants of 30-day mortality for hospitalized patients. Canadian Journal of Nursing Research, 33(4), 71-88.

⁹ M Saxe-Braithwaite (2009) Aligning Career Development with Organizational Goals: Working towards the Development of a Strong and Sustainable Workforce. Nursing Leadership (CJNL), 22(1): 56-69

Appendix C The 2009 CNA Certification Exam Participating Site

The de Souza Collaborative Study Group – Oncology and Hospice Palliative Care

Oncology Hospital and Community Participating Sites (N=23)

Bayshore Home Health	Cambridge Memorial Hospital	Children's Hospital in Eastern Ontario
Credit Valley Hospital	Grand River Hospital	Grey Bruce Health Services
Hamilton Health Sciences Centre	Humber River Regional Health Centre	Huntsville District Memorial Hospital
Lakeridge Health Centre	London Health Sciences Centre	Mount Sinai Hospital
Royal Victoria Hospital	Sault Area Hospital	Southlake Regional Health Centre
Sunnybrook Health Sciences Centre	The Ottawa Hospital	Thunder Bay Regional Health Sciences Centre
Toronto East General Hospital	Trillium Health Care Centre	University Health Network/Princess Margaret Hospital
Wingham and District Hospital	York Central Hospital	

OTN Telemedicine Every Tue, 5 -8PM	Topics
Dec 2, 2008	General Overview
Dec 9	Chemotherapy And Biotherapy, Introduction To Research
Dec 16	Radiation, Surgery
Jan 6, 2009	Pain Management And Palliative Care
Jan 13	Oncology Emergencies
Jan 20	Disease Sites: Breast Cancer, Genito-Urinary Cancer, Gynecological Cancer
Jan 27	Lung Cancer, Head And Neck Cancer
Feb 3	Bone And Soft Tissue Sarcoma (HIV-Related), Melanomas, Endocrine Cancers, Cancers Of Brain & Central Nervous System
Feb 10	Colorectal, Gastro-Intestinal Cancer, Prostate Cancer
Feb 17	Psychosocial, Spiritual And Cultural Support, Sexuality Issues In Cancer
Feb 24	Leukemia and Allogeneic Transplant, Multiple Melanoma, Lymphoma, HIV Related Lymphoma And Auto Transplant
Mar 3	Symptom Management 1
Mar 10	Symptom Management 2
March 13 Oncology Study Group Symposium – Review and Mock Exam	
Mar 17	Rehabilitation, Alternative And Complementary Therapy, Survivorship
March 24	Pediatric Cancer (Bone & Soft Tissue Cancer, Brain & CNS Cancer, Leukemias & Lymphomas)
Mar 31	Review of Oncology Nursing Core Competencies

Hospice and Palliative Care Hospital and Community Participating Sites (N=27)

Bayshore Home Health	Care Plus	Credit Valley Hospital
Dr. Bob Kemp Hospice	Hamilton Health Sciences Centre	Hamilton Niagara Haldimand Brant CCAC
George Brown College	Grey Bruce Health Services	Joseph Brant Memorial Hospital
London Health Sciences Centre	North Service Hospital Alliance - Penetanguishene Site	North York General Hospital
Prince Edward Family Health Team	Quinte Health Care	Royal Victoria Hospital
Saint Elizabeth Health Care	Sault Area Hospital	South East CCAC
SRT Med Staff International	Sunnybrook Health Sciences Centre	The Carpenter Hospice
The Hospice at May Court	The Ottawa Hospital	Thunder Bay Regional Health Sciences Centre
University Health Network/ Princess Margaret Hospital	VHA Home Health Care	Vitae Community Palliative Care

OTN Telemedicine Every Tue, 5PM -8PM	Topics
Jan 21, 2009	Introduction (strategies to support studying for an exam – this was well received by the oncology group and could be done in 15-20 minutes)
Jan 28, 2009	Greif and Bereavement
Feb 4, 2009	Interdisciplinary/ Collaborative Practice and Conflict
Feb 11, 2009	Care of the Person and Family
Feb 18, 2009	Pathophysiology of Pain and Pain Assessment
Feb 25, 2009	End of Life Planning/Dying and Death Management
March 4, 2009	Pain Management Complementary and Alternative Therapies
March 11, 2009	Symptom Management
March 18, 2009	Children in Hospice Palliative Care
March 21 Hospice and Palliative Care Study Group Symposium – Review and Mock Exam	
March 25, 2009	Professional Issues and Advocacy

Appendix D Psychosocial Care/Emotional Aspects of Cancer Care

Train the “Expert” Training Workshop

March 25, 2009

Program

0830 **Registration**

0900 **Welcome and Introduction to the de Souza Institute and Training Workshop -
*Dr. Mary Jane Esplen***

0910 **Emotional Care and Psychosocial Distress in Cancer - *Ms. Esther Green***

- Why important?
- What do we know about emotional reactions and psychosocial distress & cancer?
- How are we doing in addressing this?
- What are our professional obligations in this area?

10:00 **Assessing for Distress - *Dr. Mary Jane Esplen***

- Screening and Instruments and How to begin to ask?
- Focused assessment

10:15 - 10:30 Break

1030 **Intervening in Distress - *Dr. Deborah McLeod***

- Creating an alliance & therapeutic conversations
- What is “support”?
- The BATHE model
- The how and when of referrals

11:30 **Intervening: The “After-Bath” : What do I do now? - *Dr. Jon Hunter***

1230 -1330 Lunch

1330 **Case Presentations and Group Work - Brief Introduction - *Mary Campbell, R.N., M.S.N.***

1330 Small group case work and skill development with faculty

1500 Break

1520 Small group work continued

1600 **Large group discussion re presenting a workshop.**

1630 **Evaluation**

List of Faculties



Dr. Mary Jane Esplen, Clinician-Scientist, University Health Network Professor, Dept of Psychiatry, Faculty of Medicine, University of Toronto and is the inaugural director of the Anna Maria de Souza Centre for Knowledge Transfer for Oncology Nursing at The Princess Margaret Hospital, University Health Network. She is also a CIHR scientist studying the psychosocial impact of genetic testing in cancer. Dr. Esplen has a PhD in psychosomatic medicine from the Institute of Medical Sciences, University of Toronto and completed a post-doctorate fellowship in cancer genetics at the Samuel Lunenfeld Research Institute in Toronto. She is a therapist and researcher working in psychosocial oncology and teaches at the University of Toronto. She has a strong interest in developing measurement tools and interventions for cancer

genetic populations and individuals with cancer. Dr. Esplen is the current President of the Canadian Association of Psychosocial Oncology.



Esther Green is Provincial Head, Nursing and Psychosocial Oncology at Cancer Care Ontario. She holds academic faculty appointments at the University of Toronto and McMaster University. Her areas of interest include care delivery models, oncology nursing, health human resource planning, patient satisfaction and safety, and advanced practice nursing. Esther is a Co-investigator on several research studies, focusing on recruitment and retention of oncology nurses (nationally) and evaluating role implementation of APN positions in cancer centres in Ontario. She is involved in a number of research studies, funded by organizations such as the Canadian Patient Safety Institute, the Change Foundation, CHSRF, the Oncology Nursing Foundation, the Ministry of Health and Long Term Care, and Health Canada. Esther co-Chairs the Steering Committee of the Anna Maria de Souza Knowledge Transfer Centre for Oncology Nurses in Ontario. She is a member of the Board of Directors for the International Society of Nurses in Cancer

Care.

She has publications in peer-reviewed journals and authored book chapters in nursing and related health care texts.



Dr. Deborah McLeod is a clinician scientist in nursing with the QEII Cancer Care Program in Halifax, Nova Scotia. She also holds a faculty appointment with the School of Nursing at Dalhousie University, where she teaches in the graduate program and supervises Masters and Doctoral students. Clinically, Deborah has practiced as a psychotherapist for more than 15 years, working with couples and families experiencing chronic and life threatening illnesses such as cancer. Her program of research focuses on psychosocial interventions, particularly in the areas of sexuality and couples.



Dr. Jonathan Hunter Deputy-Chief of the Mount Sinai Hospital Department of Psychiatry Dr. Hunter heads the Psychiatry, Health and Disease Program for the University of Toronto Department of Psychiatry and Psychosocial Services in the Marvelle Koffler Breast Centre. His clinical practice centers on the psychiatric and psychotherapeutic care of cancer patients. Research interests include psychological management of chemotherapy side-effects, group psychotherapy in women at high risk for breast cancer, the role of early life experience and attachment in adaptation to disease, and the importance of mentalization in treatment.



Mary E. Campbell, RN, MSN, CNS-BC is a Psychiatric Mental Health Clinical Nurse Specialist within the Capital District Mental Health Program and an adjunct professor at Dalhousie University School of Nursing in Halifax, NS. Mary's clinical work has a consultation liaison focus and includes the assessment and treatment of psychiatric mental health issues for individuals and family members experiencing major medical illness. Mary provides consultation to the Psychosocial Oncology team at Capital Health. She is co-investigator of a research study on family nursing practice in cancer care settings. Mary has extensive experience teaching mindfulness within the health context and recently authored a chapter on mindfulness for the nursing text book *Psychiatric Mental Health Nursing: The Craft of Caring*, published in January 2009.

Appendix E De Souza Website

www.desouzanurse.ca

BE THE BEST ONCOLOGY NURSE.
DISCOVER THE **de Souza** difference.

Certification

Prepare for the CNA exam with a study group led by oncology experts.

Workshops and Online Courses

Improve your skills and knowledge in key practice areas.

Mentorship

Connect with an experienced nurse leader for support and insights to guide your practice and career.

Graduate Funding

Pursue your Masters or PhD with a de Souza Fellowship.

Resources

Access the latest research and best practices.

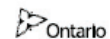
Support

Learn self-care and find the support you need.



The de Souza Institute.
When you're ready,
we're here.

de Souza
INSTITUTE
www.desouzanurse.ca



Appendix F Letters from Ontario Regional Cancer Centres



835 King Street West
Kitchener, ON N2G 1G3
Phone: 519.749.4205
Fax: 519.749.4354
www.grhf.org

April 30, 2009

Ms. Susan Clarke, Manager
de Souza Institute
200 Elizabeth St.
Suite 9EN-242b
Toronto, ON M5G 2C4

Dear Ms. Clarke,

Thank you. de Souza Institute's gift to Grand River Regional Cancer Centre (GRRCC) for oncology nursing education honours the courage that people show and helps cancer patients and their families in countless ways. You help ensure our cancer centre is equipped with the essential tools and technology to diagnose and treat cancer patients close to home—closer to the support of caring families.

GRRCC staff pride themselves on delivering quality, compassionate care and effective treatments to fight cancer, including surgery, chemotherapy and radiation treatment. But they go even further—offering supportive care to patients and their families, such as pain and symptom management, spiritual care, social work, nutritional counselling, physiotherapy and occupational therapy.

Thanks to you there is progress, there is help, there is hope. Your gift helps ensure we are always ready to help whenever someone hears those unwelcome words..."you have cancer."

We give de Souza Institute our heartfelt thanks on behalf of the Foundation, the Grand River Regional Cancer Centre, and especially the patients and families whose lives are touched by your generosity.

Sincerely,

A handwritten signature in black ink that reads "Scot Dalton".

Scot Dalton
Chair, Board of Governors

Enclosure - Receipt

A handwritten note in black ink that says "Thank you, again! for this generous gift! Scot." with a small flourish at the end.



SOUTHLAKE
REGIONAL HEALTH CENTRE
FOUNDATION



Southlake Regional Health Centre Foundation
615 Davis Drive, Suite 304
Newmarket, Ontario L3Y 2R2
T: 905 836 7333 F: 905 836 5651
Toll free: 1 877 457 2036
www.southlakeregional.org
Charitable business number: 13179 7540 RR0001

April 6, 2009

Ms. Mary Jane Esplen
De Souza Institute
Princess Margaret Hospital - University Health Network
9EN-242b - 200 Elizabeth St
Toronto, ON M5G 2C4

Dear Ms. Esplen,

As President & CEO of Southlake Foundation, it gives me great pleasure to thank you so very much for your gift of \$100,000.00 in support of the Regional Cancer Program at Southlake. Your grant in support of AV equipment will support excellence in oncology nursing at the Stronach Regional Cancer Centre. An acknowledgement receipt is enclosed for your records.

Also enclosed is a form for your signature, please return this form in order to confirm the recognition plaque that we will install to recognize the generosity of the De Souza Institute. We will look forward to working with you to plan an unveiling of the plaque once the Cancer Centre opens later this year.

The vision of Southlake's President and CEO, Dan Carriere, is bold and includes a future where our neighbours, friends and family have the best cancer care available right here in our own community, when and where they need it the most. As a Regional Cancer Program and part of a province-wide cancer care network of 13 centres of excellence, we have the opportunity to bring the newest advances in cancer care to York Region and south Simcoe County.

With support such as yours, we *will* build the best cancer program possible for our communities at Southlake. Again, thank you so much for your generous commitment to excellent cancer care and nursing education at Southlake.

Sincerely,

Neila Poscente
President and CEO

NP:lw
Encl.

CC: Dr. Louis Balogh, M.D., FRCPC
Vice President
Regional Cardiac & Cancer Programs & Surgery Program
Southlake Regional Health Centre

Southlake...*Count on me*
Supporting the Regional Cancer Program



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Sudbury (Ontario) P3E 5J1
(705) 523-7100

Toll free / sans frais
1-866-469-0822

www.hrsrh.on.ca

April 2, 2009

Dr. Mary Jane Esplen
Director, de Souza Institute
200 Elizabeth Street
Suite 9EN-242b
Toronto, ON M5G 2C4

Dear Dr. Esplen

You and your Board are to be commended on your vision and strategic directions for oncology nursing education in the Province of Ontario. With the support of the Ministry of Health and Long Term Care, the de Souza Institute will provide excellent opportunities for oncology nurses that will enable them to provide the best nursing care.

On behalf of the administration and nursing staff of the North East Regional Cancer Program, I would like to express our sincere thanks and appreciation for the inclusion of our program in the educational initiatives offered by the de Souza Institute.

The Nursing Education Grant recently award by the de Souza Institute will be used to support technology infrastructure and space that will improve our capacity to engage oncology nurses in continuing education who are working in rural hospitals, and inpatient and ambulatory services at the Hôpital régional de Sudbury Regional Hospital. During the next few weeks, our existing technologies and capacities will be evaluated and a decision will be made on the most appropriate allocation of the grant funds that will allow maximum participation of nurses throughout our Region.

I would also like to express our appreciation for the support you are offering our staff member, Barbara Ballantyne, for the completion of her Masters Degree in Nursing. Barb has recently accepted the Clinical Nurse Specialist position in palliative care. With the completion of the Masters Program, Barb will be our first advanced practice nurse in oncology for the Regional Cancer Program.

Again, many thanks for your support and I wish you every success for the development and evolution of the various educational initiatives. In my humble opinion, "you have it right" and I admire your commitment and support for oncology nurses in our Province.

Yours truly,

Bertha Paulse, Vice President
NE Regional Cancer Program

Appendix G Communication and Marketing Activities

FOR IMMEDIATE RELEASE



The de Souza Institute funds learning for oncology nurses across Ontario

TORONTO, ON (March 18, 2009)- The de Souza Institute, a program dedicated to providing Ontarians with the world's best cancer nursing care, is investing \$1.4 million in the province's 14 regional cancer centres for information technology and a space for nurses to learn.

The mandate of the Institute, the first of its kind in Canada, is to develop and provide innovative education and mentorship programs for oncology nurses in a virtual centre. Information technology tools will enable the Institute to reach out into every corner of the province to provide a mix of academic instruction using tele-health and other e-learning methods.

"Oncology nurses are the front-line of patient-centred cancer care and our goal is to make every cancer nurse in Ontario a de Souza nurse. We will also offer de Souza programs to nurses working outside cancer centers who see oncology patients and to nurses based in community health centres," says Dr. Mary Jane Esplen, Director of the Institute. "We will do this by building the specialized skills, lifelong learning and strategies every nurse can use to improve patient and family cancer care across Ontario. We will also focus on helping nurses improve the balance in their own lives to avoid professional burnout."

And the first "class" of de Souza nurses is already hard at work – more than 150 are enrolled and preparing to take the Canadian Nursing Association (CNA) certification exam in oncology nursing or palliative care in the spring. The CNA exam is open to all nurses and includes topics ranging from symptom management, knowledge of specific cancers, psychosocial and spiritual care.

The de Souza Institute course planning is underway and will focus on areas with known knowledge gaps including, grief management, genetics, psychosocial oncology and chemotherapy standardization.

Premier Dalton McGuinty launched the de Souza Institute in May 2008 by announcing \$15 million of provincial funding over five years. The Institute is named after Anna Maria de Souza, the founder of the Brazilian Ball, an event which has raised millions of dollars for philanthropic causes, including oncology nursing at Princess Margaret Hospital, where she died in 2007.

Dr. Esplen is currently on the road visiting Ontario's 14 regional cancer centres with a stop in Thunder Bay on March 17 and Sudbury on March 23.

-30-

About the de Souza Institute

The de Souza Institute is a knowledge-transfer centre for oncology nursing at Princess Margaret Hospital. Established in May 2008 with a \$15 million funding boost from the Nursing Secretariat of the Ministry of Health and Long-Term Care, the Institute's steering committee includes members from Princess Margaret Hospital, University Health Network, Cancer Care Ontario, University of Toronto and McMaster University who ensure nurses provide the best cancer care to Ontarians. For more information, contact Susan Clarke at 416-340-6269 or visit <http://www.desouzastudy.com/>

About Princess Margaret Hospital

Princess Margaret Hospital and its research arm, Ontario Cancer Institute, have achieved an international reputation as global leaders in the fight against cancer. Princess Margaret Hospital is a member of University Health Network, which also includes Toronto General Hospital and Toronto Western Hospital. All three are research hospitals affiliated with the University of Toronto.

FOR IMMEDIATE RELEASE



31 Ontario Oncology Nurses awarded Fellowships for Graduate Studies

TORONTO, ON (May 13, 2009) Thirty-one top oncology and palliative care nurses across Ontario have been awarded fellowships to support their Masters and PhD degree studies.

The fellowships, valued at \$10,000 to \$20,000 each, were awarded by The de Souza Institute, an innovative centre of learning dedicated to improving cancer care in Ontario by supporting excellence in oncology nursing.

"We're investing in our future leaders in oncology nursing," says Mary Jane Esplen, Director of the de Souza Institute. "Whether they become educators, academics, researchers or administrators, these nurses will be playing a critical role in advancing cancer care in this province. The de Souza Institute is pleased to recognize and support this promising group of scholars."

The fellowship recipients were selected by a committee of recognized experts in oncology and palliative care. Applicants were evaluated based on demonstrated achievement in their nursing practice, strong academic performance and a commitment to careers in oncology or palliative care.

Prisco Salvador, a PhD degree scholarship recipient from Princess Margaret Hospital (PMH), is going back to graduate school to pursue his research interest in oral mucositis (sore mouth resulting from cancer treatment). His aim is to implement early prevention strategies, improve the patient experience and quality of life outcomes.

"My day-to-day interactions with patients drive me to pursue higher education," says Prisco, who has worked at PMH for more than 18 years. "This fellowship will allow me to continue my research in hopes of finding cost-effective interventions for this clinical issue."

In addition to providing the nurses with financial awards, the de Souza Institute will support their academic development through monthly teleconference academic seminars.

"The field of oncology is changing rapidly," says Dr. Esplen. "We need to identify nurses with leadership potential and help them advance their education and their careers. As this is Nursing Week, what better time to highlight this important investment in future cancer care for all Ontarians."

-30-

About the de Souza Institute

The de Souza Institute is an innovative centre of learning for oncology nursing in Ontario. Established in May 2008 with funding from the Ministry of Health and Long-Term Care, the virtual Institute is building capacity and setting a new standard of oncology nursing excellence by delivering education and mentorship programs, supporting specialty certification and graduate study, and enhancing career development for nurses who provide cancer care. For more information, visit www.desouzanurse.ca

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Nursing student leads by example (comment on this story)

EDUCATION

Posted 27 days ago

Registered nurse Barbara Ballantyne often joins her children when they sit down at the kitchen table to do homework.

The registered nurse at Sudbury Regional Hospital's regional cancer program isn't just helping her children, Ballantyne has her own homework to do. The full-time nurse, mom and part-time student is working on her master's in nursing at Laurentian University.

"It's always about professional growth

and challenge, and to benefit the patients and families of northeastern Ontario," said Ballantyne.

She lost a brother to cancer and knows first-hand the importance of making care patient-focused.

"I think I can walk the walk better having lived the experience through a different perspective," Ballantyne said.

Ballantyne's work, family and school juggling act was made a little easier recently. She was selected to receive a scholarship from the de Souza Institute. The institute was established in May 2008 with \$15 million from the provincial government.

"It's incredibly helpful. It will pay for the rest of my education," said Ballantyne, who hopes to finish her master's this year. "It's always difficult to find funding to continue your education. It certainly takes a burden off in that respect."

Ballantyne received one of 31 scholarships given out across Ontario this year by the institute.

The organization is also investing \$100,000 to educate local nurses who care for cancer patients in a virtual centre. Information technology tools will help the institute reach out to all areas of the province to provide classes using telehealth and other online methods.

"The main purpose is to enhance excellence for nurses who work in the field with cancer patients and their families," said Dr. Mary Jane Esplen, the institute's director.

"All the cancer centres across Ontario were given some money to bring up to speed ... IT technology for nurses to join our program," said Esplen, who was at Sudbury Regional Hospital on Monday.

"That money could also be used to provide IT support for other centres connected to this hospital."

The ultimate goal is to improve oncology nursing care, Esplen said. Nurses could be working in cancer hospitals, but many also work in the community, she said.

"We want to help provide individuals and families really with the best cancer care in the world," Esplen said.

The institute is also covering the cost for nurses to take the Canadian Nursing Association certification exam in oncology nursing or palliative care.

"We are paying for the exam and we are providing them with telehealth weekly study groups," Esplen said. "I know that a number of your nurses up here are writing that exam."

The local funding will provide nurses with a chance to advance their education and skill set and enhance patient care, stated Bertha Paulse, vice president of the regional cancer program in a press release.

"The funding from the de Souza Institute will allow for the technology and space requirements necessary to support professional development for nurses in their home communities," Paulse said.

For more information, contact www.desouzastudy.com.

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THUNDER BAY, ON - March 18, 2009 - The de Souza Institute, a province-wide program dedicated to providing Ontarians with the world's best cancer nursing care, is investing \$100,000 in Regional Cancer Care – Northwest for information technology and a space for nurses to learn.

The mandate of the Institute, the first of its kind in Canada, is to develop and provide innovative education and mentorship programs for oncology nurses in a virtual centre. Information technology tools will enable the Institute to reach out into every corner of the province to provide a mix of classes using tele-health and other e-learning methods.

"Oncology nurses are the front-line of patient-centred cancer care and our goal is to make every cancer nurse in Ontario a de Souza nurse. We will also offer de Souza programs to nurses working outside cancer centers who see oncology patients and to nurses based in community health centres," says Dr. Mary Jane Esplen, Director of the Institute. "We will do this by building the specialized skills, lifelong learning and strategies every nurse can use to improve patient and family cancer care across Ontario. We will also focus on helping nurses improve the balance in their own lives to avoid professional burnout."

And the first "class" of de Souza nurses is already hard at work – more than 150 are enrolled and preparing to take the Canadian Nursing Association (CNA) certification exam in oncology nursing or palliative care in the spring. The CNA exam is open to all nurses and includes topics ranging from symptom management, knowledge of specific cancers, psychosocial and spiritual care.

The de Souza Institute course planning is underway and will focus on areas with known knowledge gaps including, grief management, genetics, psychosocial oncology and chemotherapy standardization.

"Enhanced educational opportunities will foster oncology nursing excellence both at Thunder Bay Regional Health Sciences Centre and throughout the Northwest's Regional Cancer Program. This grant from the de Souza Foundation will support continuing education models so that our nurses can participate in world class education without having to leave their home community." said Michael Power, Vice President of Regional Cancer Services and Diagnostics, Thunder Bay Regional Health Sciences Centre.

Premier Dalton McGuinty launched the de Souza Institute in May 2008 by announcing \$15 million of provincial funding over five years. The Institute is named after Anna Maria de Souza, the founder of the Brazilian Ball, an event which has raised millions of dollars for philanthropic causes, including oncology nursing at Princess Margaret Hospital, where she died in 2007.

Source: [University Health Network \(UHN\)](#)

Released: Wed 18-Mar-2009, 09:00 ET

The De Souza Institute Funds Learning for Oncology Nurses Across Ontario

Libraries

Medical News

Keywords

DE SOUZA INSTITUTE, ONCOLOGY, NURSING

Contact Information

Available for logged-in reporters only

Description

The de Souza Institute, a program dedicated to providing Ontarians with the world's best cancer nursing care, is investing \$1.4 million in the province's 14 regional cancer centres for information technology and a space for nurses to learn.



Newswise — The de Souza Institute, a program dedicated to providing Ontarians with the world's best cancer nursing care, is investing \$1.4 million in the province's 14 regional cancer centres for information technology and a space for nurses to learn.

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Dr. Esplen is currently on the road visiting Ontario's 14 regional cancer centres with a stop in Sudbury on March 23.

About the de Souza Institute

The de Souza Institute is a knowledge-transfer centre for oncology nursing at Princess Margaret Hospital. Established in May 2008 with a \$15 million funding boost from the Nursing Secretariat of the Ministry of Health and Long-Term Care, the Institute's steering committee includes members from Princess Margaret Hospital, University Health Network, Cancer Care Ontario, University of Toronto and McMaster University who ensure nurses provide the best cancer care to Ontarians. For more information, contact Susan Clarke at 416-340-8269 or visit <http://www.desouzastudy.com/>

About Princess Margaret Hospital

Princess Margaret Hospital and its research arm, Ontario Cancer Institute, have achieved an international reputation as global leaders in the fight against cancer. Princess Margaret Hospital is a member of University Health Network, which also includes Toronto General Hospital and Toronto Western Hospital. All three are research hospitals affiliated with the University of Toronto.

De Souza Institute Invests \$100k In Cancer Care



Tuesday, 17 March 2009

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[Close Window](#)

The de Souza Institute

Advancing Oncology Nursing Practice in Ontario

BY MARY JANE ESPLÉN, PHD, RN

It is exciting to inform you that the de Souza Institute has been launched. Named after the late Anna Maria de Souza, Founder, President & CEO of The Brazilian Ball, who passed away at Princess Margaret Hospital in September 2007 after a courageous battle with cancer, the de Souza Institute is dedicated to providing Ontarians with the world's best cancer nursing care. Established in May 2008 with \$15 million funding over five years from the Nursing Secretariat of the Ministry of Health and Long-Term Care, the Institute is a partnership with the Government of Ontario and The Princess Margaret Hospital (PMH), University Health Network (UHN) and Cancer Care Ontario (CCO).

As the inaugural director, I am guided by a steering committee co-chaired by Dr. Mary Ferguson-Paré (UHN), Esther Green (CCO) and Dr. Mary Gospodarowicz (PMH) with leaders in cancer care across Ontario. Based on our strategic plan, the de Souza team has already launched several innovative programs in just its first six months, including:

- Supporting more than 150 oncology nurses to prepare for the 2009 Canadian Nurses Association (CNA) national certification exams in oncology or hospice palliative care. We provided both financial support and weekly study group seminars broadcasted live via Ontario's telehealth network to help nurses prepare for the exams.
- Delivering Train-the-Trainer programs across Ontario on areas that are knowledge gaps identified by oncology nurses, such as managing the emotional aspects of cancer care and cancer genetics.
- Awarding thirty-one oncology and palliative care nurses in Ontario who are enrolled in graduate programs (either Master's or PhD level) with a de Souza Fellowship Award. These fellowships will support the advancement of oncology clinical practice, education, research

and nursing leadership. These nurses will play a critical role in advancing expert nursing cancer care in this province.

- Providing each of Ontario's 14 Regional Cancer Centres with a total of \$1.4 million for information technology infrastructure building to support nurses' learning.



Above: Anna Maria de Souza, Founder, President and CEO of the Brazilian Ball.
Left: Mary Jane Esplen, PhD, RN, Director of the de Souza Institute, CIHR Scientist and Professor, Faculty of Medicine, University of Toronto



THE GOAL of the Institute is to support every cancer nurse in Ontario so that they will be knowledgeable in evidence-based oncology practice, compassionate, aware of the interpersonal context and continuously engaged in lifelong learning, in order to enable authentic encounters in every nurse-person situation.

Over the next five years, expect a state-of-the-art Institute for educating oncology nurses in Ontario to create "de Souza experts". These oncology experts will have the professional capacity, knowledge and skill to provide the care that matters most to oncology patients and their families.

By creating a new standard of oncology nursing- "the de Souza nurse" - we will reach our ultimate goal of meeting Ontario's vision to provide the best cancer care in the world. ●

Appendix H Message to All Ontario Nurses

Join us – Becoming a de Souza Nurse

<http://www.desouzanurse.ca/welcome.shtml>

Dear Colleagues,

Welcome to the de Souza Institute! In May 2008 the Government of Ontario established a fund of \$15 million over five years to develop a knowledge transfer centre for oncology nursing. This work is a partnership with the Nursing Secretariat of the Ministry of Health and Long-Term Care with The Princess Margaret Hospital, University Health Network and Cancer Care Ontario.

The Institute is named after the late Anna Maria de Souza, the founder and chair of the Brazilian Ball, and who passed away at The Princess Margaret Hospital in September 2007 after a courageous battle with cancer. The intent of the Institute is to create “de Souza nurses” who will deliver high quality, safe, compassionate and evidence-based patient care in Ontario to cancer patients and families, with the ultimate goal being to meet Ontario’s vision to provide the best cancer care in the world.

It is an exciting time for cancer care in Canada, with our national strategy through the Canadian Partnership Against Cancer (CPAC). It is also an exciting time for nursing as cancer care has become increasingly complex, resulting in greater challenges and opportunities for nurses. With new technology we are better able to screen, diagnose and treat cancers. And, new models of palliative care along with the development of survivor programs require new knowledge with clinical and psychosocial expertise in working with individuals and their families.

Nurses who work in oncology, whether it be in the community, or an acute care setting or anywhere along the cancer journey continuum have what I consider to be profound opportunities, perhaps more so than any other area of nursing. Cancer and cancer risk continue to be experienced as a life-threatening illness, which can often feel like a jarring impact where one, perhaps for the first time, feels life is finite, with a more conscious sense of an uncertain future.

For nursing, this is our opportunity...in all the care that we do...to make a difference- the “de Souza” difference. No task is too small, no statement unfelt and no stance or cue is unnoticed. Individuals and their families touched by cancer are at an important time in their life trajectories, when they may be evaluating lived patterns, looking back, looking ahead...and certainly examining and being impacted by all that their nurses do. Living with continued uncertainty means that individuals and their families look for clues as to what lies ahead, wondering how they will cope? Will they survive? How potent is their risk? And, have vast information needs.

Nurses are in an ideal position to help individuals and their families come through this difficult time, adjust to their diagnoses and treatments and make a significant difference in how a person adapts to a diagnosis and its treatments and in the adjustment of family.

The key is to have the most mindful of practice while providing evidence-based care, integrating the highest standards, critical thinking, and constantly examining and looking for opportunities to improve care and potential patient responses in relation to survival and quality of life outcomes.

How will the de Souza Institute help nurses do this? We, at the de Souza Institute are here to help. We are committed to providing you with opportunities for lifelong learning so that you can keep pace with emerging knowledge and technologies. We will provide you with top of the line mentorship opportunities to help manage the daily stresses and the challenges that so often are part of cancer care and its system. We'll also help you create career plans and strategies so that you continue to grow. For those of you who are in educational centres, we can help support your studies through our scholarship program, augment your training through our graduate e-learning courses, continuing education courses and clinical fellowships. For some you may hope to return to school- we can help also with that personal goal. And for those of you interested in pursuing the academic life we offer scholarships and guidance in becoming scientists, educators and clinician-scholars/scientists.

We hope that you will visit our website frequently over the course of your career. Watch for our new programs, continuing and graduate course opportunities and for programs aimed at assisting you in how to manage work-life balance and the grief or burnout that often can pose personal challenges.

To all students, nurses and academics/scientists working with individuals with cancer and their families, or those at risk, we are here when you are ready.

To date we have launched a number of programs. To name a few, we offer support for certification in oncology and palliative care, study groups to help prepare for the certification examinations, scholarships for graduate students, e-learning graduate and continuing education courses, Train-the-Trainer workshops and a new graduate telehealth seminar. Telehealth and e-learning tools will allow us to offer our programs widely and at no cost - we have recently provided all of Ontario's Regional Cancer Centres to expand their information technology in effort that nurses will have access to our programs.

I look forward to working with you in leading our field into new domains and with a new kind of stance in our practice. We are fortunate to have such opportunities in our field, through this important initiative of the Ontario Government and through the generosity and recognition of Anna Maria de Souza on the importance of nursing care.

Warm Regards,

Mary Jane Esplen, PhD, RN

Nursing Week May 13-17

May, 2009

Dear Colleagues,

Nurses encountering patients with cancer and their families or those at risk for the disease are now facing increasingly complex challenges. New technologies are emerging helping us to better screen for, diagnose and treat cancers and individuals are living longer with cancer. At the same time these gains are resulting in the need for nurses to provide additional supportive care, particularly during the survivorship periods. Innovative definitions of palliative care are resulting in more complex approaches to providing adjustment to and the management of movement towards end of life care.

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Please visit our new website for further information www.desouzanurse.ca and stay tuned. I hope that you will take time to reflect on the importance of your work and that those around you also express their appreciation. We look forward to supporting you.

Here's to Nursing Week!

A handwritten signature in cursive script, reading "Mary Jane Esplen".

Mary Jane Esplen, PhD, RN, Director, de Souza Institute

To all de Souza Fellows

Dear de Souza Fellowship recipients,

Congratulations on being in the first group of recipients of the de Souza Institute fellowship program for nurses working within the field of oncology and/or palliative care.

The fellowship committee and I were so pleased to see the caliber of applicants in this first year competition. I was struck with how many individuals were pursuing graduate work within our field in Ontario.

It is a pleasure to lead the de Souza Institute and to develop a new standard for oncology nursing, raising the bar, as we all wish to do, supporting those who want to pursue advanced studies and the best cancer care possible.

I will be hosting the upcoming seminar series this year which is being held solely for de Souza Scholars. During the first session, I will express some of my thoughts of what we might do with that time but will also be asking you about your interests/ ideas. For those of you with PhD studies underway we may very well ask you to lead an upcoming seminar.

My hope is to provide you with opportunities in this seminar that you do not get within your current academic programs. I also hope to, myself, lead you into thinking about new career possibilities and how to prepare for such careers as “career scientists”, clinician scientists and ideas “outside current nursing models” or at least in multi-disciplinary settings where we need more leaders.

I am so pleased for you. Work hard... and help us to build the de Souza Institute. While my team and I have many ideas and hear from so many nurses about current knowledge gaps, we hope to offer programs and mentoring opportunities, as well as self-care programs that will facilitate you over your entire careers, as well as help to retain you to work within our field.

Once again, congratulations!
I look forward to meeting you all!

Warm Regards,

Mary Jane Esplen, PhD, RN
Director, de Souza Institute,
CIHR Scientist,
Professor, Faculty of Medicine, University of Toronto
mesplen@uhnres.utoronto.ca