



Leading Oncology Nursing
Excellence across Ontario
The de Souza Nurse Model

Annual Report
April 2009-March 2010

Message from the Director



I am pleased to report on de Souza Institute's year-two achievements, including our new innovative teaching methods and courses offered, and the great number of nurses who have participated in de Souza courses. I am also pleased to report on how the Institute plans to move forward with the introduction of a *de Souza Nurse* designation, building on the foundational work completed during the first two years.

The *de Souza Nurse* designation has been a work in progress with guidance from the steering committee and input from staff, key stakeholders, and the international advisory

committee. The *de Souza Nurse* is modeled, to some extent, after the *McMillan Nurse* in the United Kingdom. This designation system symbolizes excellence in oncology nursing and once implemented, will be recognized by nurses, employers, cancer patients and their families, policymakers and the public.

Starting in 2010, Canadian Nurses Association (CNA) certified nurses, who have received extensive education and practice in oncology and continuous skill development through clinical training and mentorship from de Souza, will achieve *de Souza Nurse* designation. Similarly for Advanced Practice Nurses (APNs), following the completion of a series of courses and clinical fellowships, they will receive a *de Souza APN* designation. For nurses (e.g. Generalists) who provide cancer care in non-cancer clinics, such as surgery, this program will offer curriculum supporting them in cancer control training with a direct application to their role. They will receive a *de Souza Nurse Associate* designation.

Most of the core curriculum for the *de Souza Nurse* designation has already been developed. Examples of current courses are:

- CNA Study Groups for Oncology or Hospice Palliative Care: More than 300 oncology nurses have enrolled in the study groups this year, doubling the enrolment number in 2009.
- Train the Trainer Psychosocial Oncology: The 2010 workshop builds on the success from 2009 and includes presentations from year-one participants who delivered psychosocial training workshops in their own organization.
- Province Wide Standardized Chemotherapy Provider Course: This course has been offered 3 times by de Souza this year. A total of 153 nurses have graduated from the course. Twenty two local facilitators have been trained to deliver this course locally in 2010/11 across the province.
- Pain Management Course: de Souza educators travelled to 22 sites across the province and delivered the workshop to 459 nurses.
- Patient Navigation in Oncology Nursing: Collaborating with Cancer Care Ontario, this course uses eLearning and standardized patients. An overwhelming response for its first offering in February 2010, the course received very positive feedback by nurses.
- For the graduate level, 15 new nurses currently enrolled in Master's or PhD programs in Ontario received de Souza fellowships in 2010, bringing the total number of de Souza fellows to 46.

For the next fiscal year, an additional 14 courses will be offered covering a full range of oncology topics and tailored to various streams of the *de Souza Nurse* designation. A new pediatric oncology educator has been hired to develop education programs for pediatric oncology nurses. Our goal is to support oncology nurses to provide the best cancer care and make every oncology nurse in Ontario a *de Souza Nurse*.

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

Message from the Co-Chairs

We are very pleased to present the second annual report from de Souza Institute. In 2009, the de Souza team, under the exceptional leadership of Dr. Mary Jane Esplen, has worked extremely hard and achieved remarkable success. The number of nurses who received educational support from de Souza Institute increased from 300 in year one to 1,200 in year two across the province.

The Institute is constantly expanding its capacity to educate and offer support in information and communication technologies to facilitate knowledge transfer across the nursing community of practice. A comprehensive list of educational programs in oncology nursing from prevention to treatment to palliation is being offered to nurses from across Ontario. Innovation in teaching methods has been a cornerstone of the Institute over the past two years. For example, eLearning has been introduced in addition to didactic teaching and telemedicine videoconference sessions to reach and support every nurse caring for cancer patients in the province. Today, Ontario nurses can learn in their own time, at their own pace.

We are very excited about our next development, the *de Souza Nurse*, a designation which will launch in early 2010. This astounding program was conceived with guidance from the steering committee and input from de Souza staff and international experts. To further align the operation with the de Souza mission and vision, a second strategic planning process is near completion to map out organizational goals and objectives from 2010 onwards, and to formulate a sustainability plan.

As co-chairs, we are extremely proud of Dr. Esplen and her team and their accomplishments to date. We look forward to ongoing developments in de Souza Institute with its mandate to promote oncology nursing excellence, and to build capacity in cancer nursing in order to improve the cancer care experience for all Ontarians.

Dr. Mary Ferguson-Paré
Vice-President of
Professional Affairs and Chief
Nurse 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
<i>de Souza Institute</i>	Dr. Mary Jane Esplen 700 University Avenue, HSC14 Toronto, Ontario M5G 1X5	Tel: (416) 340-3024 Fax: (416) 922-5418 Email: mesplen@desouzanurse.ca

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 Chair in Oncology Nursing Research (PMH), Dr. Sean Clarke, RBC Chair in Cardiovascular Nursing Research, Dr. Denise-Bryant-Lukosius (McMaster University), Dr. Debra Bakker (Laurentian University), 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, Mission and Strategic Goals

A vision statement was developed during the first strategic planning process in 2008 and revised during the second strategic planning process in February 2010. Further ratification by stakeholders and steering committee is required.

Vision

To be a world leader in oncology nursing excellence and innovation.

Mission

To inspire and empower Ontario nurses through education and mentorship to provide the best cancer care.

Strategic goals

During the second strategic planning process in February 2010, de Souza staff reflected on the vision and mission statements, and developed key strategic goals for the next 3 years in the following areas:

- Organization: The success of de Souza depends on its committed staff and excellence in leadership.
Goal: Optimize workflow, communication and consistency of process and approach.
- Technology: A key area to the success of de Souza Institute.
Goal: Create a sustainable, scalable and adaptable IT infrastructure.
- Education: A key philosophy and action of de Souza Institute.
Goal: Disseminate the *de Souza Nurse* designation in 2010 and fully implement it by 2013.
- Evaluation: To ensure that the roadmap for program creation and delivery is driven by evidence based knowledge.
Goal: Implement an evaluation framework incorporating measurement of de Souza impact on nursing workforce, patient outcomes and system performance.
- Partnerships: Strong partnerships are a cornerstone of the Institute and a critical success factor.
Goal: Develop and sustain strong relationships with multiple partners and stakeholders.
- Marketing: Market to nurses and other health care providers, stakeholders and the general public on what de Souza Institute could offer to enhance quality of cancer care.
Goal: Generate awareness around the de Souza Institute and its programs and products.
- Funding: The institute is generously funding by the government of Ontario. It is important to create a sustainability plan to continue the broad impact of the de Souza Institute.
Goal: Sustainable funding beyond 2013.

What We Deliver

The Proposed Five Year Key Deliverables

The key deliverable 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 oncology or hospice palliative care in Ontario within five years – This target has been reached in 2009;

Up to 1000 Ontario nurses who work with cancer patients will participate in de Souza Institute educational events – This target has been met in 2010;

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) - This target has been met in 2010 with 46 fellowship awarded to oncology nurses enrolled in graduate programs.

The Revised Five Year Key Deliverables

The de Souza Institute has reached its five year targets and is expanding its educational program both in terms of the oncology content areas and geographic outreach across the province. Using eLearning technology, a new set of five year targets have been proposed:

A total of 800 nurses will write the Canadian Nurses Association Certificate exam in oncology or hospice palliative care in Ontario by 2013. This will bring the total number of CNA certified oncology nurses in the province to 1,600, doubling the current number of 800;

Up to 3,000 nurses who work with cancer patients will participate in de Souza Institute educational events;

A well-established menu of 10 or more graduate level courses in oncology or hospice palliative care related field will be offered by 2013. Collaborating with Ontario Universities, de Souza Institute will support nurses in graduate programs to obtain a MN, MScN, or PhD with a special focus in oncology.

For 14 regional cancer centres, by 2013, 40% of their oncology nursing work force will have CNA certification, and complete all requirements for the de Souza Nurses designation.

Year Two de Souza Products

Building on year-one success, the year-two operational plan focuses on the following four core areas:

- Introducing innovation in oncology nursing education
 - eLearning was introduced to most de Souza courses. Learners are able to access course content 24/7, track their own progress, and learn together via online discussion boards.
 - de Souza website twitter, blog and facebook were launched to attract new demographic of nurses. A needs assessment is being planned for April 2010 to further explore generational differences in learning style.
- Expansion of curriculum topic areas with a broader reach to nurses across the province.
 - A total of 300 nurses were enrolled in 2009/2010 province wide collaborative study groups. This is in addition to 154 nurses who wrote the 2009 CNA certification exam supported by de Souza. The 2009 Oncology CNA Exam passing rate among de Souza participants was 95%.
 - More than 1,200 nurses who work with cancer patients participated in at least one of de Souza's 9 courses between 2008/09-2009/10.
 - New courses have been launched in 2009/10, including a standardized training approach for chemotherapy delivery, cancer pain assessment and management, and patient navigation - in collaboration with CCO - to support patients and families throughout the cancer journey. An additional 14 courses are being planned for 2010/11 which includes curriculum for pediatric oncology nurses such as a study group for pediatric oncology certification.
- Introduction of the *de Souza Nurse* designation and a systematic evaluation of clinical impact.
 - Year two will continue to develop and implement systematic evaluation of knowledge, skills and competencies for all courses.
 - A de Souza unit pilot study will be launched in fall 2010– nurses working on the unit will receive *de Souza Nurse* training. The clinical impact of a *de Souza Nurse* equipped unit will be evaluated from the perspectives of quality of care, nurses' perception of empowerment, patient satisfaction, and system performance.
- Development of a communication strategy for oncology excellence
 - A comprehensive communication and marketing strategy has been developed to introduce the de Souza educational activities and the new *de Souza Nurse* designation to oncology nurses and all Ontarians. In March 2010, a joint partnership between the Canadian Association of Nurses in Oncology (CANO) and de Souza Institute was formed to support recruitment of future oncology nurses in Ontario.
 - e-Mentorship and de Souza fellowships will continue to be offered to support work life balance, career growth, and to advance leadership in oncology nursing.

Year II Evaluation Strategy

Component	Introducing Innovation In Nursing Education	Expansion of Curriculum Topic Areas	"De Souza Designation" And Clinical Impact Evaluation	Communication Strategy for Oncology Excellence
Target group	Nurses working in cancer control		Nurses Patients and families Senior Management	Nurses in workforce Undergraduate students Public
Objectives	1. To foster innovative education and tailor teaching methods to different generations of nurses.	2. To cover a full range of topics in oncology nursing and reach out to nurses in northern, rural and remote areas.	3. To launch <i>de Souza Nurse</i> designation – a symbol of excellence in oncology nursing.	4. To provide career training and support to oncology nurses; to increase public awareness of de Souza work; to attract nursing students to the specialty of oncology.
Outcome indicators	Ongoing improvement in education delivery and leading adaptation of new and emerging innovative teaching in oncology. Ongoing examination of "what works for who".	More than 1,200 nurses participated in de Souza educational activities. Courses to cover a full range of oncology topics that RNs and RPNs in hospitals and community practices across the province could chose from.	Broad stakeholder input; strong support from partners and nurses themselves on the needs of <i>de Souza Nurse</i> designation. <i>de Souza Nurse</i> criteria put in place, initial roll out plan developed. Pilot study to evaluate nurses, patients and system outcome prepared.	Online e-Mentorship program launched and de Souza fellowship continue to attract graduate level oncology nurses. Organizational support for oncology nurses increases. # of nursing students considering oncology increases and public awareness increases.
Data Source	Data on IT adoption and uptake by age, gender, geography.	Collection of learner demographics	<i>de Souza Nurse</i> designation working group documentation	# applying de Souza e-Mentorship and fellowship
	Needs assessment to further guide the roll out of new teaching methods.	Pre, post course survey to guide course refinement and tailoring	de Souza unit pilot study proposal and roll out step by step planning and development process	# visits to the website, # HC organizations requesting de Souza programs
	Assessment of participation rate and completion rate in various teaching modalities.	Course roll out staged with regular updates on uptake by location		Nursing Faculties requesting de Souza materials Media coverage
Short Term Goal	To expand de Souza outreach to all nurses across the province, to cover the entire continuum of cancer care from prevention to treatment to palliation; to raise the bar in quality of cancer care			
Long Term Goal	To improve quality of life, recruitment and retention for nurses caring for cancer patients, and to make the quality of cancer care in Ontario the best in the country			

Objective #1 To foster innovative education and tailor teaching method to different generations of nurses

Curriculum offered by de Souza Institute in 2008/09 was characterized by leveraging the Ontario Telemedicine Network (OTN) infrastructure with live videoconferencing and webcast across the province. Starting in the fall of 2009, 75% of de Souza courses incorporated eLearning as part of the multimodality teaching method. **eLearning** is a teaching method using the Internet. Other names for this type of learning mode include *distance education* or *web based education*. The de Souza eLearning Centre uses a Learning Management System called Moodle that was developed at Curtin University of Technology in Australia.



One of the greatest benefits using eLearning is the vastly improved accessibility. With a computer and an Internet connection, nurses in Ontario can access a de Souza course at anytime from any location. This is particularly beneficial for nurses in rural and remote areas. It also allows nurses who work different shifts to learn together.

The second benefit of eLearning is the flexibility to learning. To learn the same content, it takes 50 percent less time using online training as compared to in classroom approach (Puget Sound Business Journal <http://nwlink.com/~donclark/hrd/elearning/myths.html>) because we read at least twice as fast as compared to

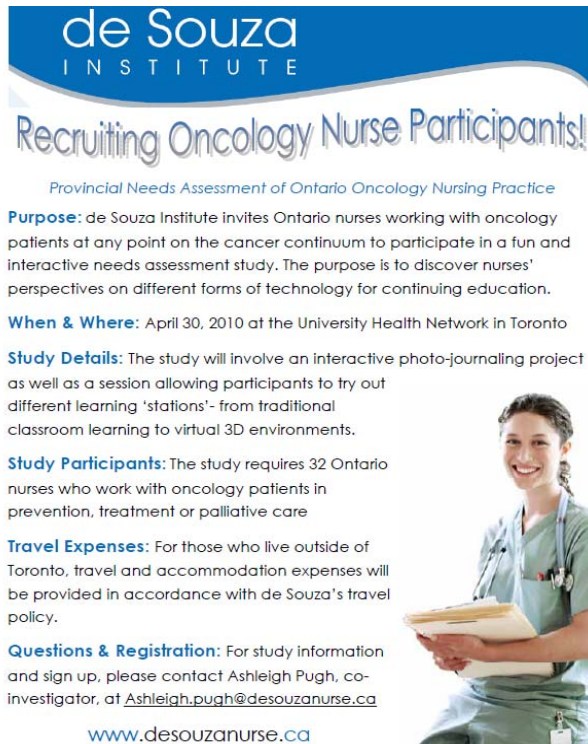
listening to someone speaking. In addition, we can interrupt the reading and pick up at a later time. The use of eLearning, therefore, supports the lifelong learning process that de Souza is encouraging nurses to engage in, that nurses can learn when they have a short duration of time or a concentrated longer time.

There are concerns about how computer technology risks diluting teaching and learning. For nurses who are familiar with, and favour a group learning process, eLearning could have a negative impact. To assist nurses in overcoming technological challenges, timely IT support was provided by de Souza staff to all learners.

As we grow, we will have an increased role in comparing and investigating various learning modes and their impact in achieving our goals. Our evaluation will engage faculty and students in active exploration; collect and compare multiple ways of teaching and learning; and consider accessibility issues for those who could be disadvantaged or have special needs. As a knowledge institute, we feel the need to take an active role in shaping how, when and where technology is used, to enhance the design of teaching so that our learning will contribute to the development of future of nursing education.

Needs Assessment to understand nurses' learning style differences and readiness for technology uptake

A needs assessment project has been planned for April 30, 2010 to gather feedback from 30 nurses throughout the province, in order for the Institute to develop programs that will meet the needs of oncology nurses. Earlier focus group work has revealed that both individual learning styles and technological confidence are important factors in eLearning uptake, and that there is diverse variation in the learning styles as well as comfort level with technology and even access to basic equipment (i.e. computers, Internet access). These are important issues to consider as the Institute develops and implements programming in order to achieve its goals and objectives.



de Souza
INSTITUTE

Recruiting Oncology Nurse Participants!

Provincial Needs Assessment of Ontario Oncology Nursing Practice

Purpose: de Souza Institute invites Ontario nurses working with oncology patients at any point on the cancer continuum to participate in a fun and interactive needs assessment study. The purpose is to discover nurses' perspectives on different forms of technology for continuing education.

When & Where: April 30, 2010 at the University Health Network in Toronto

Study Details: The study will involve an interactive photo-journaling project as well as a session allowing participants to try out different learning 'stations' - from traditional classroom learning to virtual 3D environments.

Study Participants: The study requires 32 Ontario nurses who work with oncology patients in prevention, treatment or palliative care

Travel Expenses: For those who live outside of Toronto, travel and accommodation expenses will be provided in accordance with de Souza's travel policy.

Questions & Registration: For study information and sign up, please contact Ashleigh Pugh, co-investigator, at Ashleigh.pugh@desouzanurse.ca

www.desouzanurse.ca

The following objectives are identified for the province wide needs assessment study:

1. Elicit the oncology nurses' perceived needs of ongoing educational support in their career development;
2. Explore generational differences in modes of learning, familiarity with information technology; and specific knowledge gaps;
3. Examine the geographic barriers that nurses face across the province and its impact on the need for various models of educational support;
4. Test face validity of various forms of technologies in eLearning (e.g. web-based courses, discussion boards, learning management systems, webinars) and their uptake rate by nurses from different generations, diverse locations and unique health care settings.

The needs assessment will consist of two components:

1. A Photo Journal: Nurses will take photos to creatively express their sense of their role, and knowledge gaps in oncology nursing. Nurses will write a narrative concerning each photo.
2. A one day group session in Toronto to try out different learning stations which include: didactic teaching (lecture), videoconference teaching, eLearning in a static format and eLearning in an interactive format.

The needs assessment will inform de Souza team on potential generational differences as well as differences in access, learning styles and knowledge gap areas where nurses require additional or specific approaches in learning and support.

Objective #2 To cover a full range of oncology nursing topics and reach out to nurses in northern, rural and remote areas

New courses were introduced in year two in both the continuous education stream and graduate level fellow streams. The selection of courses is based on the following criteria:

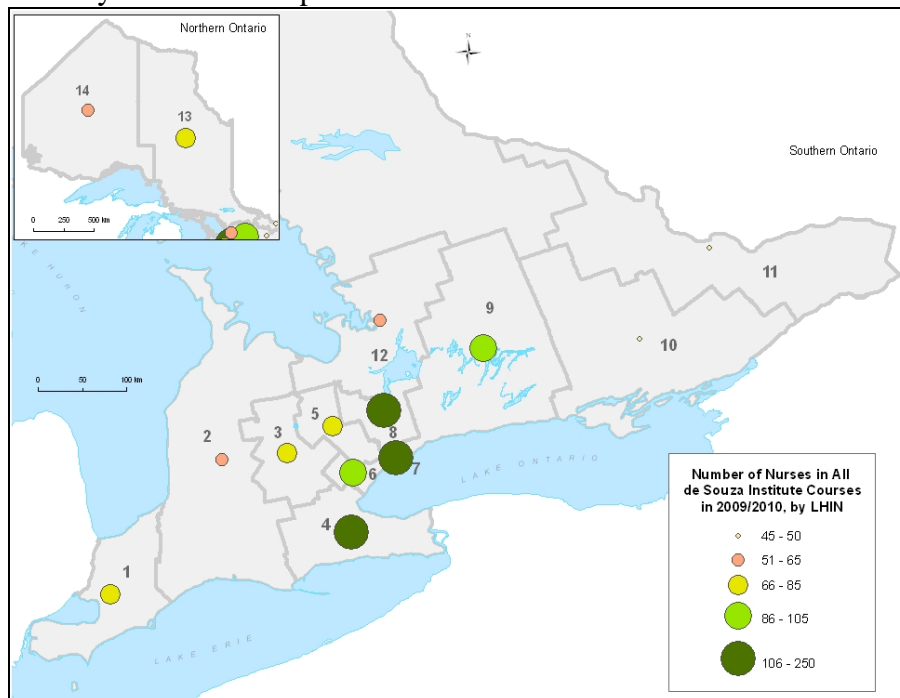
- Proven Need: Informed by a high level of evidence through stakeholder and de Souza research and current gaps in available educational resources;
- Alignment with Organizational Standards: e.g., meets CCO guidelines and CANO standards;
- Organizational Capacity: de Souza Institute and its partners have expertise on the topic;
- Clinical Impact and Significance.

A complete list of 9 courses in 2009/10 and planned 14 courses in 2010/11 are provided as summary tables on page 19 and 20, under year two activities and proposed year three courses.

The Institute also formed partnerships. Led by the pediatric oncology educator at de Souza, a shared educational event will be delivered for pediatric nurses in partnership with the Pediatric Oncology Group of Ontario (POGO). Director Mary Jane Esplen chaired committees of several province wide palliative-care networks and programs. These partnerships help to identify education gaps in cancer centres and in the community, and guide de Souza Institute in designing curriculum to build capacity across the entire cancer care continuum.

Nurse participants' distribution across the province

A total of 1,230 nurses took at least one of the nine de Souza courses between 2008-2010. Nurses from all 14 Local Health Integration Networks (LHINs) participated. A geographic display of learners by sub LHINs is provided below.



Examples of Year Two New Courses

Three new courses were selected to highlight de Souza year two course design, content, assessment and participation rate.

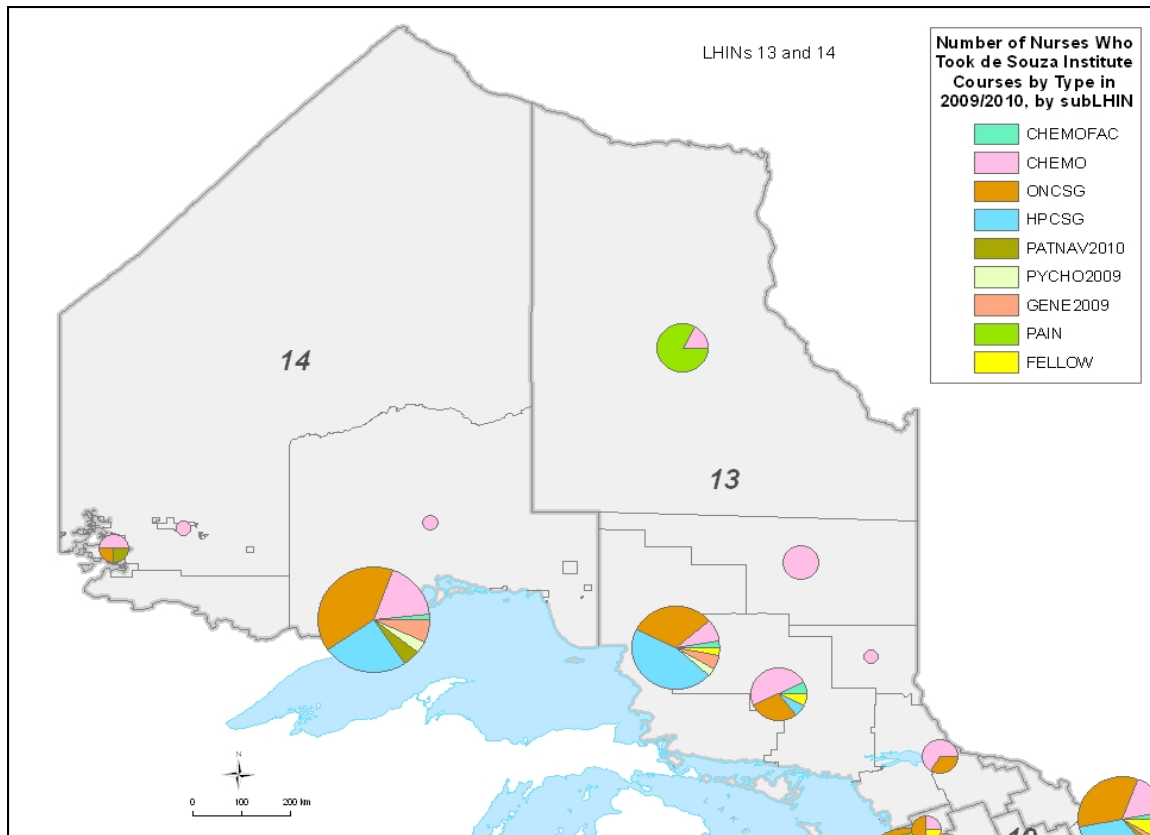
The de Souza faculty worked closely with experts in regional cancer centres, general hospitals and universities across the province. For example, the chemotherapy and biotherapy course used standards endorsed by CANO and CCO and was guided by an expert review panel. The pain management course content was tailored to the needs of 22 hosting sites, many of them community care clinics. The patient navigation course was a joint effort between de Souza Institute and CCO.

In terms of the course delivery, most courses use de Souza online registration which allows the Institute and nurse participants to track learning activities and identify gaps. Online eLearning modules were introduced in two of these three courses and all implemented pre and post assessment of knowledge and confidence, interaction with standardized patients, as well as course evaluation and feedback.

	Objectives	Content	Assessments	Participants	#Sites
Province Wide Standardized Chemotherapy (Lead: Laura Rashleigh)	<ul style="list-style-type: none"> Provide standardized chemotherapy & biotherapy education to support whole person care, patient safety and promote quality. 	A 3 day learning process: Day 1 & 2 via telemedicine videoconference covering 16 core chemo and biotherapy content areas; Day 3 in person learning lab using Standardized Patients.	Pre, post assessment of knowledge and confidence in 16 core areas; Mini quiz per area; Final online exam using invigilator with passing/failing grade. Preceptorship at participants' own organization	216 (153 RNs graduated by Mar10)	55
Pain Management (Lead: Cindy Shobbrook)	<ul style="list-style-type: none"> Promote comprehensive approaches to assessment and management in cancer pain and other symptoms; and apply effective communication with patients and families. 	A 2 day in person workshop: Day 1 didactic teaching; Day 2 hands on practice using Standardized Patients.	Pre, post assessment of knowledge and confidence in concepts/physiology of pain; best practice guidelines; assessing and managing cancer pain & tx related pain.	459 (includes 93 RPNs)	22 hosting sites with nurses from more than 50 organizations
Patient Navigation in Oncology Nursing (Lead: Joanne Crawford)	<ul style="list-style-type: none"> Identify patient needs throughout the cancer trajectory and apply supportive care model and effective communication skills to provide care coordination and collaborative practice. 	A 6 module self learning course in the de Souza eLearning Centre; In addition, the course includes a one day hands on workshop using Standardized Patients.	Pre, post assessment of knowledge and confidence in 6 core areas covered by the course; Mini quiz after each of the 6 modules.	37	23

To reach out to nurses in northern, rural and remote areas

Every de Souza course has made it a priority to reach out to nurses practicing in northern, rural and remote areas. Continuing educational support for oncology nurses is one way to address the problems of recruitment and retention of nurses in rural areas by reducing their sense of isolation. Furthermore, the nature of rural practice - where the clientele often have poorer overall health status and special needs for cancer care - may suggest specific content areas for continuing oncology education. A geographic mapping of nurses participating in de Souza educational activities in LHINs 13 and 14, by sub LHIN is provided below.



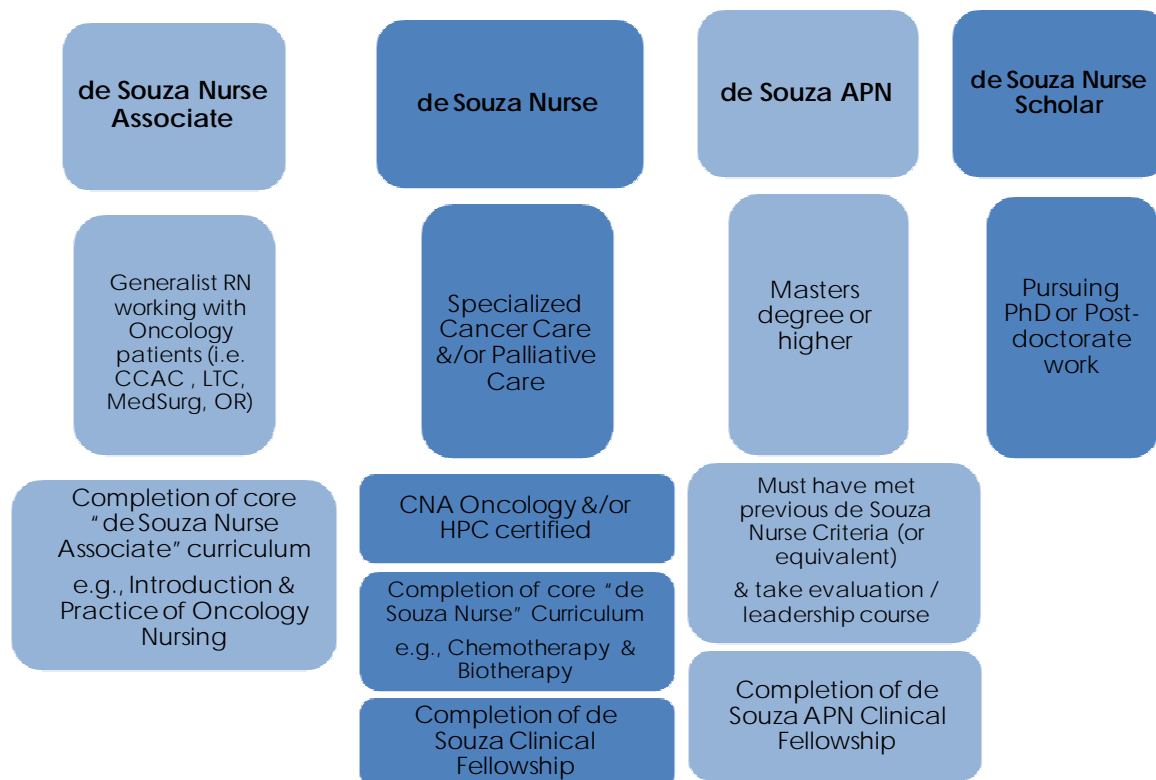
The size of the dots represents the number of participants and the colour represents the type of de Souza courses nurses in northern Ontario participated in.

The description of the courses are: chemotherapy facilitator (CHEMIFAC); standardized chemotherapy (CHEMO); oncology CNA study group (ONCSG); hospice palliative care CNA study group (HPCSG); patient navigation (PATNAV2010); psychosocial in oncology care (PSYCHO2009); cancer genetics training course (GENE2009); pain assessment and management (PAIN) and de Souza fellow's monthly seminar course (FELLOW).

The effectiveness of educational methods to reach nurses in under-served areas, e.g., eLearning, videoconference, local workshops, train the trainers will be closely examined and evaluated. Best approaches will be disseminated to maximize de Souza support to nurses across Ontario, regardless of the practice setting or geographic locations.

Objective #3 To launch *de Souza Nurse* designation as a symbol of excellence in Oncology nursing

The *de Souza Nurse* designation is a comprehensive educational program supporting specialization of knowledge and practice of oncology nurses at different levels along the trajectory of care. It is modeled, to some extent, after the McMillan Nurse in the United Kingdom. There are four streams that nurses can take in the *de Souza Nurse* designation program: *de Souza Nurse Associate*; *de Souza Nurse*; *de Souza APN*; and *de Souza Nurse Scholar*.



*RPNs will participate in courses offered within the *de Souza Nurse Associate* level.

Starting in 2010, CNA certified nurses who have gained knowledge and practice in oncology, and continuous skill development through clinical training and mentorship from de Souza Institute will graduate as *de Souza Nurses*. Similarly for APNs, following the completion of a series of courses and clinical fellowships, they will receive a *de Souza APN* designation to correspond to their training. For generalist nurses who provide cancer care in non cancer clinics, in community agencies, longer term care, or surgical units, this program will offer curriculum supporting them in cancer control training with a direct application to their role. They will receive a *de Souza Nurse Associate* designation.

This new designation system symbolizes excellence in oncology nursing and once implemented, will be recognized by nurses, employers, cancer patients and their families, policy makers and the public.

To assess the impact of *de Souza Nurses* - Does it change clinical outcome?

A pilot project is being planned to evaluate the impact of a nursing educational intervention in oncology nursing practice, nursing skills and competencies, health services systems performance, and most importantly on patient care outcomes.

Nurses are essential to multidisciplinary cancer control. It is expected that as their practice advances, specialized nurses demonstrate more effective integration of theory, practice and experience along with increasing degrees of autonomy in judgments and interventions. Yet the number of nurses who pursue specialized clinical training / certification is exceptionally low, at 5% of all RNs. In Ontario, as of 2008, only 800 RNs obtained CNA oncology certification, a nationally-recognized credential indicating mastery of the core oncology curriculum.

The de Souza educational program aims to increase the number of CNA certified oncology nurses. Evaluating efforts related to this goal will be a main focus of the pilot project. We envision that nurses will embrace educational offerings that support their aims for excellence and with such support will have greater confidence in their knowledge, competency and a stronger commitment to their profession. Patients will be more satisfied with the quality of care and organizations where these nurses work will achieve higher efficiency.

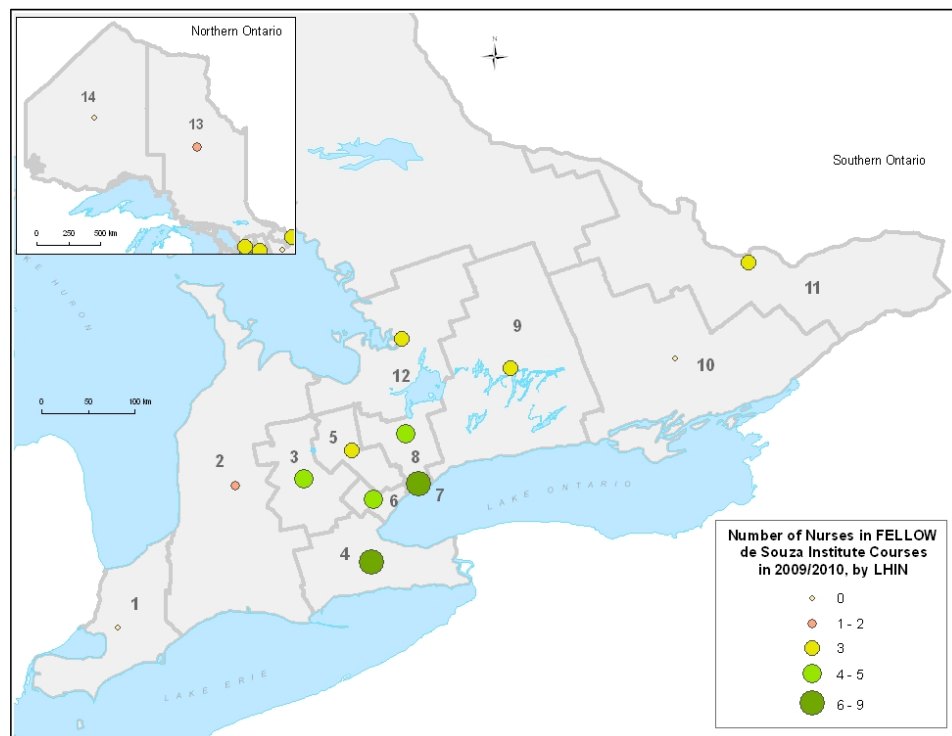
The pilot project will introduce an intensive educational intervention to nurses in two cancer inpatient units at the Princess Margaret Hospital in Toronto. One unit will receive the intervention over a 6 month period starting in summer 2010; the other unit will receive the intervention later in the year. The intervention consists of a standardized comprehensive set of de Souza curriculum tailored to oncology specialized nurses, and on the job training and mentorship for nurses to apply their learned knowledge and skills in practice. Nurses who successfully complete the intervention will receive *de Souza Nurse* designation. A subsequent follow up evaluation will be used to assess the impact of having *de Souza nurse* on the unit, their job satisfaction, quality of care, patient and system outcome over time. Data will include qualitative interviews with managers, nurses, other providers and patients and families. Quantitative measures such as chart audits and administrative data abstraction are to be collected at multiple points before and after introduction of the intervention to assess nurse and patient outcomes. The two participating units will be compared - one unit as intervention unit, while the other a waiting list control. A trend analysis will also be conducted to combine the two participating units at the end of the pilot study and plot the outcome measures over time to identify the timing of “distinct change” due to intervention.

The pilot study will extend the knowledge base of nursing-sensitive outcome measures. It will support further rigorous examination on the impact of de Souza initiatives on patient, system and nurse outcomes in varying geographic locations, in specialized cancer centres or cancer care in general hospital settings. It will also provide a template for the design and evaluation of future educational programs related to specialty workforces.

Objective #4 To provide career support to oncology nurses and to communicate the importance of oncology nursing to the public

De Souza Fellowship

To support tomorrow's leaders in oncology nursing, a total of 46 oncology nurses currently enrolled in graduate studies received de Souza fellowships. Fellows were committed to either oncology or hospice palliative care during their graduate program and post graduation. Some of the fellows will complete PhD training, carry out major research and teaching responsibilities, and become *de Souza Scholars*. The geographic locations are mapped below.



A monthly seminar has been offered to fellows, via Ontario Telemedicine Network videoconference, led by de Souza leaders and scholars in Ontario. The seminar focuses on role definition and potential career paths for APNs and PhD nurses and includes topics such as:

- Becoming tomorrow's leader in oncology nursing (05/09) – Mary Jane Esplen
- e-Mentorship (06/09) – Denise Bryant-Lukosius/Esther Green
- NP in oncology and professional development opportunities (10/09) – Barbara Fitzgerald
- Perspectives on nursing leadership (11/09) – Mary Ferguson-Pare
- Overview of quantitative and qualitative research (12/09) – Jiahui Wong/Mary Jane Esplen
- Improving the quality of psychosocial care (04/10) - Doris Howell

A one year evaluation of the fellowship program has been initiated to document the progress of awardees and to aid in the evaluation of the de Souza Fellowship Awards program.

e-Mentorship

Since September 2008, the de Souza Institute has partnered with the existing CCO / McMaster University Oncology APN Interprofessional e-Mentorship Program to expand this program for all oncology nurses in Ontario.

- 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.
- Promote the development of effective mentorship skills through mentee/mentor education.
- 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 comprehensive needs assessment was conducted in collaboration with a provincial Steering Committee to inform the expansion of program services to generalist and specialized oncology nurses. A new governance structure and project team was established and a National Advisory Committee was formed to guide program implementation. A new electronic collaborative platform was also created to facilitate access to program resources and to promote interaction and networking among program participants. A detailed marketing plan to maximize recruitment of mentees and mentors across the province has been developed and is now being implemented.

A number of new services have been implemented including a Career Development Workshop utilizing the Five Phase Donner-Wheeler Career Planning and Development Model©. Fifty-one participants have completed two Career Development workshops. Participants also attend follow-up individual career and group coaching sessions offered via teleconference to assist them in further developing their career plans. An Online Career Development Program will be available in September 2010. In addition, 95 nurses have attended three Mentorship Orientation Workshops. Workshop participants have included 15 students and new nursing graduates.

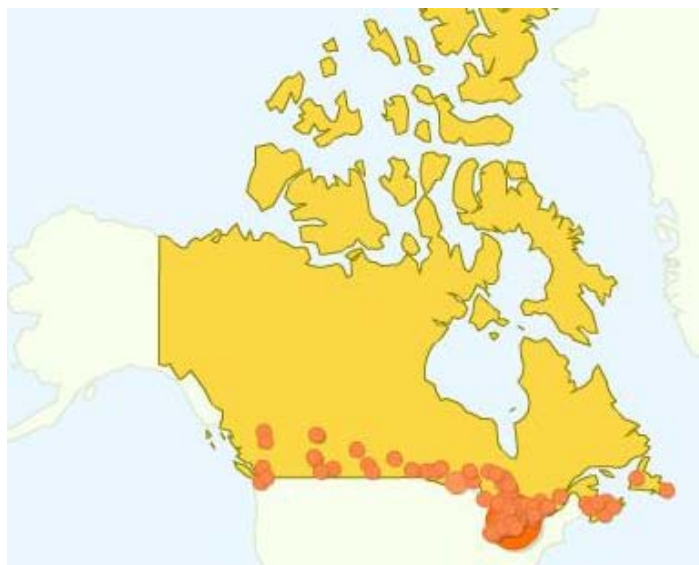
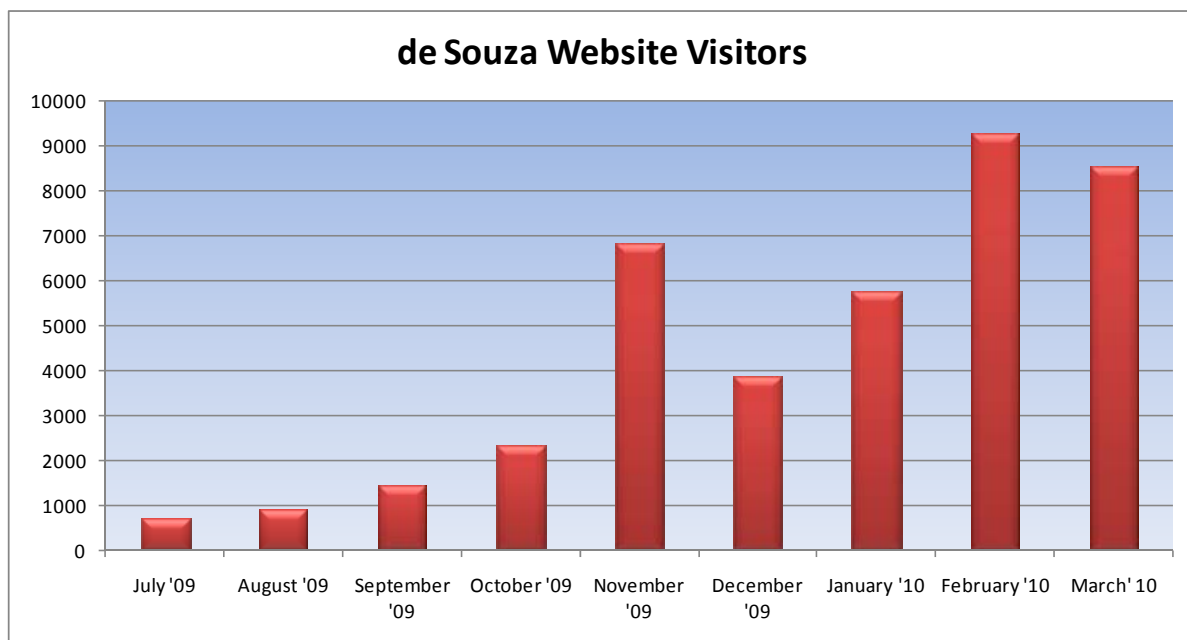
A new electronic application process was launched in January 2010 for generalist nurses and specialized oncology nurses. Mentor applications have been updated to incorporate the broad range of mentorship needs of Ontario oncology nurses. By March 2010, 61 new mentees (29 generalist/specialized RNs, 42 APNs) and 113 mentors (30 generalist/specialized RNs, 83 APNs) had enrolled in the expanded program and 27 mentees had been successfully matched with a mentor.

Marketing and communication strategy to raise awareness

A two year communications plan was completed in July of 2009 and a full time communication associate was hired. Templates have been created for all de Souza communication materials and advertisements, postcards, promotional items etc. are now consistent with the new look.

A de Souza website was launched in June 2009 to inform nurses, nursing students and the public about the available educational support from the de Souza Institute, as well as the important contribution that oncology nurses have made in the treatment and care for cancer patients.

The number of visits to the de Souza website has increased tenfold in the last 8 months.



de Souza Website Visitor Statistics

Total # unique visitors	12,722	97% visits from Canada
Total # countries by visitors*	60 countries	Top 3: CA, USA, UK
Total # cities by visitors*	716	335 cities from Canada

* The cities or countries of website visitors are derived from IP addresses

The Institute's quarterly e-newsletter *de Souza Distinction* was launched in October 2009. The newsletter features profiles of Ontario nurses, the latest Institute news and events, and written articles of interest to nurses working in oncology. A new pediatric component will be added to the e-newsletter in 2010. A de Souza eNews bulletin has also been created and is sent on a monthly basis by email. A social media presence has been established by the Institute through facebook, blog, twitter and youtube accounts. To date the Institute has over 200 followers on its twitter accounts. *Ashleigh's Oncology Nursing Blog* was featured in the Oncology Nursing Society Connect, an ONS online magazine in February 2010 <http://www.onsconnect.org/2010/02/what-are-some-social-networking-resources-of-interest-to-oncology-nurses>.

de Souza E-Bulletin	Total hits
Nov 24 issue	1,412
Jan 11 2010 issue	2,752
Jan 29 issue	2,765
de Souza Newsletter	Total hits
Fall 2009 issue	1,022
Winter 2010 issue	1,373

The de Souza staff were recognized for their excellent work on the national stage. At the CANO conference in October 2009, Esther Green (de Souza Institute Co-chair) received the CANO Lifetime Achievement Award; Laura Rashleigh and two other staff received the Helene Hudson Memorial Lectureship Award and Joanne Crawford received the Pfizer Award of Excellence in Nursing Leadership. The Institute's scholarly work was also presented at national and international conferences such as the International Society of Cancer Nursing Conference and the Canadian Association of Psychosocial Oncology Conference.

The de Souza Institute Director and Co-Chairs have made more than 20 visits and presentations at regional cancer centres. Conferences and site visits have been leveraged for public relations opportunities and generated media coverage. The de Souza Institute fellowship recipients were also featured in various media and websites. *Please see media report for clippings.*

Attracting tomorrow's oncology nurses

In the fall of 2009, de Souza Institute began planning a campaign to reach out to undergraduate nursing students. In December 2009, an oncology nursing booklet featuring stories from inspirational Ontario nurses working in various oncology roles and settings was developed. In January 2010 an undergraduate nursing information session was hosted by the de Souza Institute at the Lawrence Bloomberg Faculty of Nursing, University of Toronto. Over 200 nursing students attended and booklets were given to each of the students.

In March 2010 a partnership was formed between the Canadian Association of Nurses in Oncology (CANO) and de Souza Institute to develop a plan to support recruitment of future oncology nurses in Ontario. Both organizations will combine resources and create a mutually branded PowerPoint presentation and other communication materials and will present joint information sessions to undergraduate students across campuses in Ontario.

Summary of year 2 activities

2009 courses	Apr/May	Jun/Jul	Aug/Sep	Oct/Nov	Dec/Jan	Feb/Mar
Psychosocial Oncology						
Graduate Seminar						
Pain Assessment and Management						
Chemotherapy & Biotherapy Course						
CNA Oncology Study Group						
Chemotherapy Facilitator Course						
CNA HPC Study Group						
Patient Navigation						
Launch of de Souza website						
Hiring of instructional designer and launch of eLearning						
Planning for <i>de Souza Nurse</i> designation						
Development of de Souza unit pilot evaluation						
de Souza Fellowship 2010						
e-Mentorship training workshop						
Mentee e-application						
Hiring of communication associate development of com. strategy						
UofT undergraduate speaking session						
CANO national conference						
ICCN international conference						
Site visits at regional cancer centres						

Proposed Course for 2010/2011

2009 courses that will be repeated	Apr/May	Jun/Jul	Aug/Sep	Oct/Nov	Dec/Jan	Feb/Mar
Pain Assessment and Management						
Chemotherapy & Biotherapy + Facilitator Course						
Psychosocial Oncology						
Graduate Seminar						
Patient Navigation						
CNA Oncology Study Group						
CNA HPC Study Group						
2010 new courses						
Managing Grief And Loss						
APHON Pediatric Chemotherapy Course						
Patient / Family Education						
Issues In End Of Life Care						
Health Informatics						
Research Methodology						
Foundations in Oncology Nursing (101)						
Communication						
Pediatric Oncology						
Sexual Health (IPODE)						
Building Trust in Difficult Times						
Leadership In Oncology Nursing						
Pediatric Oncology Certification Study Group						
Health Promotion & Prevention						
Radiation Oncology						

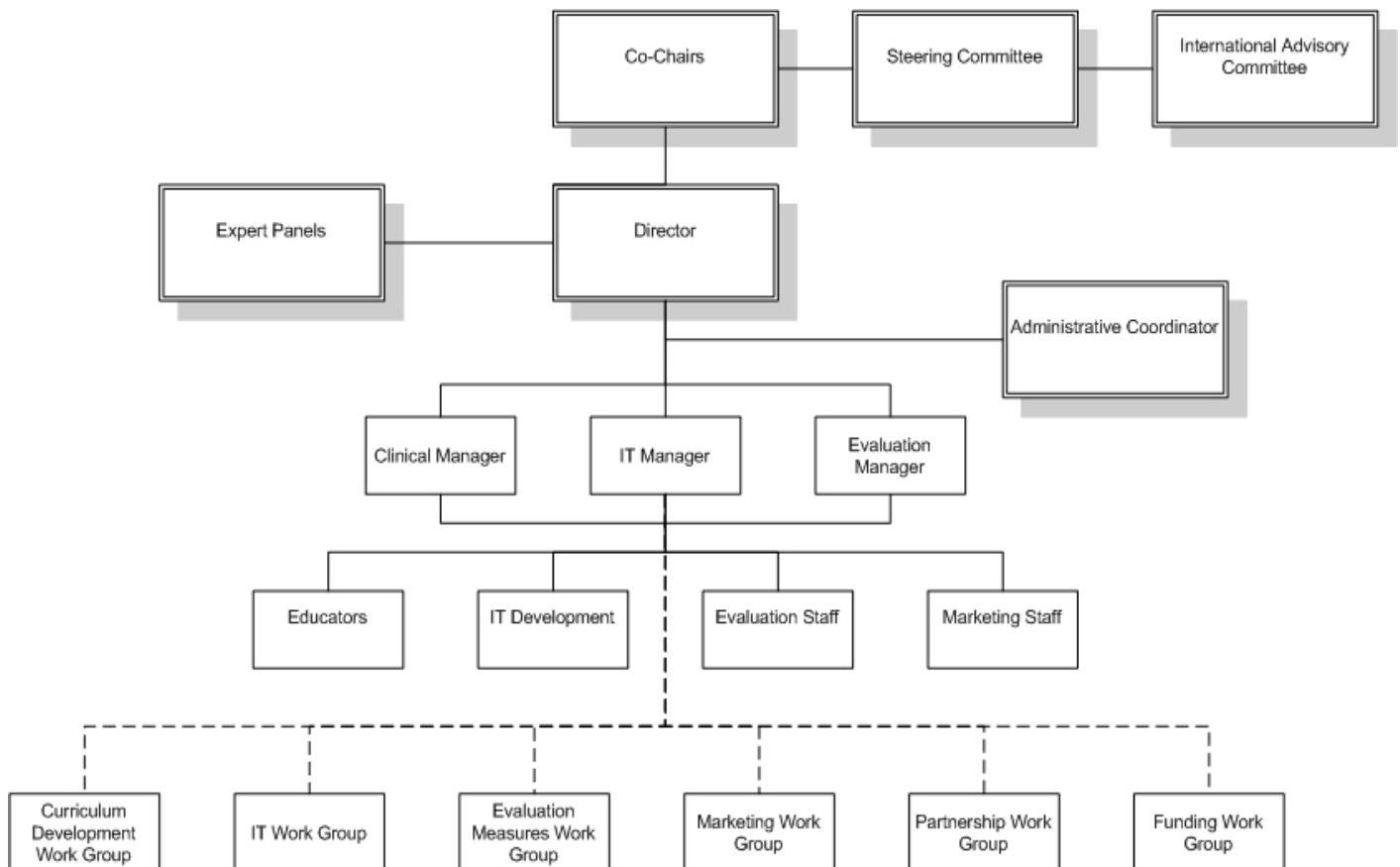
Appendix A

Organizational Structure

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

- 1 Director
- 3 Managers
- 5 Educators
- 1 Administrative Coordinator
- 1 Research Analyst
- 2 Instructional Designers (eLearning)
- 1 Communications/ Marketing Associate
- 2 COOP students (IT)

Further team expansion is being considered including an Associate Director and a second administrative support staff.



International Advisory Committee list

- Professor Sanchia Aranda, President, ISNCC, University of Melbourne, Australia
- Dr. Greta Cummings, President-Elect, ISNCC, University of Alberta
- Dr. Alba DiCenso, CIHR/CHSRF Chair, Advanced Practice Nursing, McMaster University
- Dr. Lesley Degner, CIHR/CHSRF Chair, Oncology Nursing, University of Manitoba
- Professor Helen Langton, Dean, Health Sciences, University of Derby, UK
- Brenda Nevidjon, President, Oncology Nursing Society, USA
- Dr. Yuri Quintana, Director, Education and Informatics, International Outreach Program, St. Jude's Hospital, USA
- Paula Reiger, CEO, Oncology Nursing Society, USA
- Jennifer Wiernikowski, President-Elect, Canadian Association of Nurses in Oncology, Chief of Nursing, Juravinski Cancer Program, Hamilton Health Sciences.
- Dr. Joan Bottorff, Professor, School of Nursing, Chair in Health Promotion and Cancer Prevention, UBC Okanagan

Media Collection

June 2009 – March 2010



The dawn of the 'de Souza nurse'

As the number of cancer survivors continues to climb, the oncology-nurse workforce is facing a shortage. But the de Souza Institute is trying to change that

By Dr. Mary Jane Esplen, RN, BScN 8T5, MScN 9T1, PhD 9T7, director, de Souza Institute, associate professor, Lawrence S. Bloomberg Faculty of Nursing

The oncology-nurse workforce is facing a daunting challenge. That's because cancer is a leading cause of premature death in Ontario and the province's number one health problem. Someone is diagnosed with cancer every eight minutes and, according to Cancer Care Ontario, 38 per cent of women and 41 per cent of men will develop cancer in their lifetime. If current predictions remain unchanged, the number of diagnosed cancers in Ontario will rise to 91,000 in 2020.

That's a lot of cancer cases requiring much needed cancer care. But only about one per cent of registered nurses in Canada, or 2975 RNs out of more than 250,000, are employed in an oncology-related field. CNA also found in 2007 only 764 RNs in Ontario hold CNA oncology certification. This number has since dropped at the provincial and national levels, due to changes in specialization or retirement. And there are more retirements to come. Compared to other fields of nursing, the oncology nursing attrition rate is higher, most likely due to the emotional demands associated with caring for patients with cancer and their

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York University Blog – December 2009

York University Newsletter for students – December 2009



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NEWSWIRE

York graduate nursing student wins scholarship

Posted on Monday, December 14, 2009

Chosen for her commitment to oncology or palliative care, as well as her academic achievements, York master's nursing student Margaret Samide was one of 15 recipients to receive a \$10,000 fellowship from the de Souza Institute recently.

All Ontario registered nurses pursuing a graduate degree in a health, social science or education-related field were eligible to apply. Along with receiving financial support, winners will also participate in monthly professional development seminars with nursing leaders.

The de Souza Institute is funded by the Ontario Ministry of Health & Long-Term Care and dedicated to providing Ontarians with the world's best cancer nursing care. The scholarship will be put toward Samide's graduate studies.

"The quality of applicants to this year's fellowship program was outstanding and we are very pleased with the recipients," said Mary Jane Esplen, director of the de Souza Institute. "Our fellowship program provides ongoing professional guidance and support, and will potentially enable these nurses to make a tremendous future impact on cancer care in Ontario."

The de Souza Institute is the first of its kind in Canada and provides innovative education and mentorship programs for oncology nurses at no cost. Information technology tools enable the institute to reach out to every corner of the province to provide a mix of academic instruction using Telemedicine and other e-learning methods.

"With the growing cancer patient population, it's important that nurses develop the skills to address the specialized issues and challenges of caring for cancer patients and their families," said Esplen.

Premier Dalton McGuinty launched the de Souza Institute in May 2008 with \$15 million in provincial funding over five years to support oncology nursing. The institute is named in honour of the late Anna Maria de Souza, the founder of the Brazilian Carnival Ball, an event which has raised millions of dollars for philanthropic causes, including York University.

For more information, visit the [de Souza Institute Web site](#).

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Two graduate students awarded provincial nursing scholarships

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By Communications Staff
Wednesday, December 2, 2009

Two University of Western graduate students were awarded fellowships last week from the de Souza Institute - an organization funded by the Ontario Ministry of Health and Long-Term Care dedicated to providing Ontarians with the world's best cancer nursing care.

Award winner Nisha Sutherland, received \$20,000 to put towards her PhD studies, while master's student Melissa Snell received \$10,000.

"The quality of applicants to this year's fellowship program was outstanding, and we are very pleased with the recipients," says Mary Jane Esplen, Director of de Souza Institute. "Our fellowship program provides ongoing professional guidance and support, and will potentially enable these nurses to make a tremendous future impact on cancer care in Ontario."

Fellowship winners were chosen based on their commitment to oncology or palliative care, and their academic achievements. All Ontario registered nurses pursuing a graduate degree in a health, social science or education-related field were eligible to apply. Along with receiving financial support, winners will also participate in monthly professional development seminars with nursing leaders.

The de Souza Institute is the first of its kind in Canada, and provides innovative education and mentorship programs for oncology nurses at no cost. Information technology tools enable the Institute to reach out to every corner of the province to provide a mix of academic instruction using Telemedicine and other eLearning methods.

"With the growing cancer patient population, it's important that nurses develop the skills to address the specialized issues and challenges of caring for cancer patients and their families," adds Esplen. "Our Institute supports nurses in developing these skills by providing continuing education and mentorship opportunities, regardless of geographic location."

Premier Dalton McGuinty launched the de Souza Institute in May 2008 with \$15 million in provincial funding over five years to support oncology nursing. The Institute is named in honour of the late Anna Maria de Souza, the founder of the Brazilian Ball, an event which has raised millions of dollars for philanthropic causes.

The University of Western Ontario

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Contact

Publisher:

Helen Connell
(hconnell@uwo.ca)

Editor:

David Dauphinee
(newseditor@uwo.ca)

Reporter/Photographer:

Paul Mayne
(pmayne@uwo.ca)

Reporter/Photographer:

Heather Travis
(htravis2@uwo.ca)

Advertising

Coordinator:

Denise Jones
(advertise@uwo.ca)

Off-Campus

Advertising Sales:

Chris Amyot, Campus Ad
(campusad@sympatico.ca)

National Advertising

Representative:

Campus Plus

Phone:

519-661-2045

Fax:

519-661-3921

Western Gazette Newspaper – December 2009

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news briefs

Nursing students given a boost

December 3, 2009

Two Western nursing graduate students have received de Souza Institute fellowship awards.

Nisha Sutherland, a PhD student, was one of four students chosen across Ontario to receive the \$20,000 scholarship. Melissa Snell, a master's student, received a prize of \$10,000 to contribute to her studies.

The de Souza Institute focuses on supporting education and research in oncology nursing, using a variety of information technology tools.

Jiahui Wong, curriculum and program evaluation manager at the de Souza Institute, said there were many hopeful applicants this year.

"We always have more applicants than we can support," she explained.

Each recipient will also attend monthly professional development seminars.

"The monthly seminar is designed to give our fellowship recipients exposure to nursing leaders," Wong said. "It gives them exposure to the leadership part of their career development."

The awards, granted yearly, aim to support nursing graduate students who have a specialized interest in oncology or palliative care.

"The fellowship is designed to encourage nurses to move beyond their clinical care role into leading innovations," Wong concluded.

—Kaleigh Rogers

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Wednesday, December 16, 2009

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News | London

Relationship with cancer patients inspired nurse

By DANIELA DISTEFANO, SPECIAL TO SUN MEDIA

Last Updated: 8th December 2009, 7:30am

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Melissa Snell was inspired to pursue a career in health-care from watching friends and family whose lives had been affected by cancer.

Now a master of nursing student at the University of Western Ontario, Snell, 26, has been recognized for her interest in oncology with a fellowship from the de Souza Institute for cancer care.

"I am extremely honored and excited to receive this award," says Snell. "It is wonderful to have resources like this available and it will make the process of becoming a nurse a little easier."

Snell is one of 15 graduate students in Ontario to be awarded the fellowship. Western PhD student Nisha Sutherland was also among the winners.

Masters students received \$10,000 each from the Institute, and PhD students received \$20,000 each.

Through screening, diagnosis, treatment, and recovery, nurses play an important role for patient care. Cancer patients have more contact with nurses than with any other health-care professional.

"As a nurse, you develop a strong relationship with patients and it has a big impact on their experience," she says. "That is what makes me want to focus on oncology."

Snell, whose mother is also a nurse, decided nursing would be a good fit for her when she was in high school.

"Cancer care is an incredibly important aspect of health-care and it is not going away any time soon," she says.

The Clinton native is completing the two-year master of nursing program at the Arthur Labatt School of Nursing at Western. She received her undergraduate degree in nursing from Western in 2006 and then moved to Calgary, where she was part of the surgical oncology team at Foothills Hospital.

The de Souza Institute, funded by the Ontario Health Ministry, is dedicated to improving cancer care for Ontarians. It provides education and mentorship programs for oncology nurses.

"The quality of applicants to this year's fellowship program was outstanding," Mary Jane Esplen, director of de Souza Institute, said in a news release. "Our fellowship program provides ongoing professional guidance and support, and will potentially enable these nurses to make a tremendous future impact on cancer care in Ontario."

Along with receiving financial support, Snell will participate in monthly professional development seminars with other nurses.

The de Souza Institute is named in honor of Anna Maria de Souza, a Toronto philanthropist who died from cancer in 2007.

Your Comments

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With the increasing number of nurses retiring, in addition to the rapidly increasing population in many cities, as well as the growing number of elderly who require more medical care - there has been concern in recent years that there are not enough nurses to serve the public.

Unfortunately, our stupid government over the past decade has not been training enough health care professionals to meet the growing need.

Every year there are thousands of high school students (in addition to some mature applicants) who apply to Bachelor of Science Nursing programs - hoping to pursue a career in nursing. One needs to be an honour student in math and science, and compete with approx. 8,000 other applicants for only 100 spots at a university.

More nurses need to be trained; government needs to increase funding, December 8th 2009, 8:26am

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Janet Lovegrove receives de Souza Institute **Fellowship Award**

Having Their Say & Choosing Their Way - Final reports and Commentary
Read about the challenges facing patients and the health-care system during these key transfers - and the efforts to address them in a commentary released by The Change Foundation and the Ontario Association of Community Care Access Centres. Visit the the Change Foundation website: <http://www.changefoundation.ca/reports.html>

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Canadians Deserve High Quality End-of-Life Care Wherever They Die
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The Honourable Deb Matthews, new Health Minister
please visit the Ministry of Health and Long-Term Care website for more information

Queen's School of Nursing Website – December 2009

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Upcoming Events

Research Symposium for Nursing Alumni and Friends

Presented by the Nursing Faculty, Queen's University

May 28, 1-4 pm
Wallace Hall, John Deutsch Centre, Queen's University

Key Note Speaker:

Eileen Hutton BSc, MScN, PhD
Associate Professor, Obstetrics & Gynecology
Assistant Dean, Midwifery Education Program McMaster University
Michael DeGroote Centre for Learning & Discovery

News

Queen's Graduate Student Awarded \$20,000 Nursing Scholarship.

Ontario's de Souza Institute awards best and brightest in oncology nursing. TORONTO, ON (November 30, 2009) - Queen's University Nursing PhD student, Gail Macartney was awarded a \$20,000 fellowship last week from the de Souza Institute - an organization funded by the Ontario Ministry of Health and Long-Term Care dedicated to providing Ontarians with the world's best cancer nursing care. The scholarship will be put towards Macartney's graduate studies. For the complete press release [click here](#).

Oncology Nursing News - December 2009



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CONFERENCE NEWS

Tending to Patients' Psychosocial Needs an Important Part of Oncology Nursing

Rosemary Frei, MSc December 03, 2009

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MONTREAL—Oncology nurses should learn techniques to address the patients' emotional needs—even if it means overcoming their own resistance to engaging patients on this level, according to presenters at the Canadian Association of Nurses in Oncology/I' Association Canadienne des infirmières en oncology's (CANO/ACIO) 2009 Annual Conference.



Mary Jane Esplen, PhD, RN, noted that patients usually do not require specialized care from mental health professionals, but may have significant difficulties trying to adjust to the treatments and their side effects. Since other healthcare professionals have little time to discuss patients' psychosocial issues, patients often look to nurses to assist them with this— even though many do not feel they have the time, confidence, or skill to do so.

"I always tell nurses, 'I know you don't have a lot of time. But it's all of your care—how you walk into a patient's room, your stance, and

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IN THE NEWS

January 25, 2010

Queen's Gazette

Page 9

History professor to lecture at Queen's University Belfast

PEOPLE

History professor Donald Akenson has been selected to give the Frank Wright Memorial Lecture at Queen's University Belfast on February 18. The lectureship is one of the university's premier endowed lectureships. Professor Akenson

will present on the topic: Irish nationalism: Is a world-system view possible?

Global development studies professor Mark Epprecht was awarded an honorable mention for his book *Heterosexual Africa?: The History of an Idea from the Age of Exploration to the Age of AIDS* by the African Studies Association (ASA). Professor

Epprecht's book was among six considered for the Mel Herskovits prize given annually by the ASA.

Ian McKay, a writer and Queen's history professor, received the Sir John A. Macdonald Prize for his book *Reasoning Otherwise: Leftists and the People's Enlightenment in Canada, 1890-1920*. The award, given by the Canadian Historical



Akenson

Epprecht

Macartney

Piomelli



David Saunders (centre) congratulates School of Business professors Laurence Ashworth (left) and Pamela Murphy on their recent awards for excellence in business research.

Association, recognizes the best in scholarly history publications.

Two School of Business professors recently received awards for their excellence in business research. Pamela Murphy was given the 2009 New Researcher Achievement Award for her research which extends the knowledge of behaviours that could be red flags for fraud. Laurence Ashworth received the Queen's School of Business 2009 Award for Research Achievement. His research focuses on social and emotional influences on consumer judgments and decisions.

Ram Murty, Research Chair and head of the Department of Mathematics and Statistics was recently elected to the Indian National Science Academy. He received the honour at a ceremony in Kolkata, India in December.

Mechanical engineering professor Ugo Piomelli was named a fellow of the American Society of Mechanical Engineers. He was recognized for his active participation in the society and a high level of professional research and scholarship.


Nursing PhD student Gail Macartney was recently awarded a \$20,000 scholarship for her commitment to oncology and

her academic achievements. The award was presented by the de Souza Institute, an organization dedicated to providing world-class cancer nursing care.

Four School of Kinesiology and Health Studies students won the provincial Weight of the World Student Leadership Competition for their plan to use pedometer technology to promote physical activity among youth and adults. Kailani King, Janelle Taylor, Emily Rand and Tosha Lobsinger received a \$500 grant to conduct an awareness campaign for the Kingston Gets Active pedometer-lending program.

Six Faculty of Health Sciences students are participating in an upcoming national health care competition, after winning the Queen's Health Care Team Challenge, which judged participants on the development of a collaborative patient/client-centred plan of care. The team is comprised of Justin Brooks (Physical Therapy), Karan Cheema (Nursing), Sylvia Magrys (Psychology), Fateme Salehi (Medicine), Krista Sawadski (Occupational Therapy), Ralph Yeung (X-Ray) and faculty mentor Anne O'Riordan (Nursing, Rehabilitation Therapy).

Medscape Today – March 2010



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Medscape Medical News from the:

16th International Conference on Cancer Nursing (ICCN)

This coverage is not sanctioned by, nor a part of, the International Society of Nurses in Cancer Care.

From Medscape Medical News

Screening Tool to Accompany Genetic Testing May Identify Those Who Need Additional Counseling

Emma Hitt, PhD
Authors and Disclosures

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March 15, 2010 (Atlanta, Georgia) — Researchers in Canada have developed a genetic-testing psychosocial risk screening tool (GPRS) and are now refining the reliability and validity of it in populations of patients undergoing genetic testing.

Mary Jane Esplen, PhD, RN, from the Toronto General Research Institute, University Health Network, and the de Souza Institute, in Toronto, Ontario, presented the research here at the 16th International Conference on Cancer Nursing.

According to Dr. Esplen, about 10% to 25% of patients experience anxiety disorder or depression after receiving unwelcome genetic testing results, and 4% to 15% meet the criteria for stress response syndrome.

"Results may also lead to stigmatization and an increased sense of isolation," she said during her presentation. "By contrast, results that are negative may cause survivor guilt and, potentially, isolation from other family members. In addition, an ambiguous result may lead to ongoing anxiety and a sense of risk and vulnerability."

The GPRS was evaluated in individuals going through genetic testing (at the pretest stage or awaiting test results) at participating genetic clinic sites.

The instrument was initially developed to include 56 measures, using a review of the literature, and was then refined with focus groups of providers and with input from patients undergoing testing. The researchers are validating the GPRS in 800 patients undergoing testing for Huntington's disease, hemochromatosis, and various cancers. The GPRS was administered at baseline (prior to test results) and 1 month after test results were given to patients.

On the basis of the instrument results, patients will be classified according to level of risk for psychological distress, and guidelines for identifying and managing risk for distress will be developed.

According to Dr. Esplen, the GPRS demonstrated good internal consistency. The GPRS will also be compared with measures such as the Hamilton Depression Rating Scale and the Hamilton Anxiety Scale.

"This is a tool to assist clinicians working in the field of genetics to 'screen' or identify those who would potentially benefit from added psychosocial resources," Dr. Esplen told *Medscape Nurses*. "This would include patients who might have coping or adaptation challenges or difficulties adjusting to or processing risk and genetic information."

"We hope this will assist in targeting those who require added resources, for example extra follow-up appointments, follow-up calls, support group attendance, or additional psychological counseling," she added.

Data for the test are still being collected, said Dr. Esplen, but she said that they are using the tool in practice settings to determine whether it can accurately detect those with psychosocial distress/issues who would benefit from additional counseling.

According to Dr. Esplen, nurses should be familiar with the psychological impact of having a family history of cancer and be aware of the psychosocial issues and challenges associated with genetic testing.

"It is also important to know key markers associated with identifying individuals and families who may need added support, assistance, and care in dealing with challenges around coping and the communication of genetic information among family members," she said.

Bettina Meiser, PhD, from the School of Psychiatry at the University of New South Wales, in Sydney, Australia, specializes in studying the psychological impact of genetic testing. According to Dr. Meiser, this screening tool will fill a gap and will be a very useful clinical tool for genetics practitioners.

"Although a lot of empirical evidence has become available on the impact of genetic testing, to my knowledge, no screening tools have been developed and validated for use in the clinical setting specifically in the context of genetic testing," she told *Medscape Nurses*. "Those that exist have not been rigorously validated."

Dr. Meiser noted that standard psychological screening measures can have limited sensitivity and specificity in this setting. "Sensitivity and specificity of screening for distress prior to and following genetic testing may be improved if screening takes place using a purposely designed and validated tool."

The research was supported by the Canadian Institute of Health Research. Dr. Esplen and Dr. Meiser have disclosed no relevant financial relationships.

16th International Conference on Cancer Nursing (ICCN): Abstract O-55. Presented March 9, 2010.

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Who Knew Genetic Test Anxiety Is So Prevalent? New Screen Aims to ID the Distressed

March 17, 2010

I've heard of patients feeling anxious before undergoing a colonoscopy, while receiving a flu shot, or while having blood drawn for a bog-standard CBC or sed-rate.

But it turns out there's a large pool of patients who are anxious about the stuff they might learn from a genetic test.

So in Canada researchers have taken to dealing with pre-genetic-testing anxieties on a clinical level by developing a screening tool to identify individuals who may need additional post-test counseling.

It's no secret that some people might be anxious about finding they carry a gene that makes them more likely to develop diseases like Alzheimer's disease — there's no cure for it — or that they are BRCA-positive and must consider draconian prophylactic procedures.

The Canadian researchers, from the Toronto General Research Institute at the University Health Network, and the de Souza Institute in Toronto claim they have developed a genetic-testing "psychosocial risk screening tool" that they are now "refining the reliability and validity of it in populations of patients undergoing genetic testing."

According to Mary Jane Esplen, a nurse in the de Souza Institute, between 10 percent and 25 percent of patients "experience anxiety disorder or depression after receiving unwelcome genetic testing results," and between 4 percent and 15 percent "meet the criteria for stress response syndrome."

"Results [of genetic tests] may also lead to stigmatization and an increased sense of isolation," she said during her presentation, according to an [article](#) appearing yesterday in *MedScape Today*. "By contrast, results that are negative may cause survivor guilt and, potentially, isolation from other family members. In addition, an ambiguous result may lead to ongoing anxiety and a sense of risk and vulnerability."

The Canadians' tool aims "to assist clinicians working in the field of genetics to 'screen' or identify those who would potentially benefit from added psychosocial resources," Esplen was quoted as saying. "This would include patients who might have coping or adaptation challenges or difficulties adjusting to or processing risk and genetic information."

"We hope this will assist in targeting those who require added resources, for example extra follow-up appointments, follow-up calls, support group attendance, or additional psychological counseling," she added.

According to the article, the researchers evaluated the tool, called GPRS, "in individuals going through genetic testing (at the pretest stage or awaiting test results) at participating genetic clinic sites."

The GPRS — MedScape calls it an "instrument" — was originally developed to include 56 "measures" taken published literature, and was eventually "refined with focus groups of providers and with input from patients undergoing testing."

The Canadian researchers are currently validating the GPRS in 800 patients undergoing testing for Huntington's disease, hemochromatosis, and "various cancers," according to the article. "The GPRS was administered at baseline (prior to test results) and 1 month after test results were given to patients."

Based on the results of the study, patients will be classified "according to level of risk for psychological distress, and guidelines for identifying and managing risk for distress will be developed."

According to Bettina Meiser, a researcher from the School of Psychiatry at the University of New South Wales, in Sydney, Australia, who specializes in studying the psychological impact of genetic testing, the GPRS "will fill a gap and will be a very useful clinical tool for genetics practitioners."

"Although a lot of empirical evidence has become available on the impact of genetic testing, to my knowledge, no screening tools have been developed and validated for use in the clinical setting specifically in the context of genetic testing," she was quoted as saying. "Those that exist have not been rigorously validated."

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☐ Direct-to-consumer genetic tests are currently too expensive and inconclusive

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Brazilian Ball Magazine 2010

INNOVATIONS

The de Souza Institute

ANNA MARIA'S LEGACY LIVES ON
BY REBECCA SKINNER



"THE INSTITUTE IS INTEGRAL TO IMPROVING CANCER CARE AND I KNOW ANNA WOULD BE PROUD TO ATTACH HER NAME TO SUCH A SIGNIFICANT PROGRAM."

IVAN DE SOUZA
PRESIDENT AND CEO
BRAZILIAN CARNIVAL BALL

When Anna Maria de Souza was treated for cancer in 2007, she was touched by the nursing care she received. As one of Toronto's most distinguished philanthropists and founder of Toronto's Brazilian Ball, Anna Maria raised over \$50 million for various deserving institutions, mostly in healthcare. After a courageous battle, she passed away in September 2007.

"While in the hospital, she often told me how she felt so grateful for the caring and supportive nurses who treat cancer patients," says Ivan de Souza, Anna Maria's husband. "Anna believed these special nurses needed to be supported too."

Anna Maria's vision of supporting oncology nurses came to life in March of 2008 when the de Souza Institute was founded. Established with funding from the Ontario Ministry of Health and Long Term Care, the Institute provides education, professional development and career counseling to Ontario nurses who care for cancer patients in any setting; whether in the home, clinic or hospital.

According to Cancer Care Ontario statistics, the number of Ontarians living with cancer is expected to increase 40% over the next ten years. "Nurses with specialized cancer knowledge and skills are increasingly needed to deliver care to the growing cancer population," says Dr. Mary Jane Esplen, de Souza Institute Director. "The Institute helps nurses gain this knowledge and skill at no cost through our continuing education, graduate fellowship and mentorship programs."

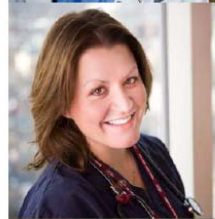
The intent of the Institute is to provide Ontarians with the world's best cancer care by creating de Souza nurses: nurses who will deliver high quality, safe, compassionate and evidence-based care to cancer patients and families. Dr. Esplen says the Institute prides itself on being able to offer high quality and diverse educational opportunities to nurses in every corner of the province. Using telemedicine, innovative technologies and live events, the Institute provides education to nurses in their local care settings.

Now in its second successful year of operation, the de Souza Institute has provided support and education to over 1000 Ontario nurses. This includes helping hundreds of nurses become certified in oncology or hospice palliative care through



"Everyone is affected by cancer at some point in life whether through a personal experience, a friend or family member. We'd like to be able to offer specialized and skilled de Souza nurses to all Canadians, regardless of what province they live in."

DR. MARY JANE ESPLEN, DE SOUZA INSTITUTE DIRECTOR



From the top:
Dr. Mary Jane
Esplen, de
Souza Institute
Director
Ontario nurses
who have
benefitted
from de Souza
programs:
Romeo Cruz,
Erika Kukukska
and Stephanie
Burlein-Hall

weekly study sessions for the national exams. Over 46 nurses have received scholarships of up to \$20,000 to support their graduate studies (Masters or PhD) in an oncology or palliative care related field. The Institute has also garnered overwhelming participation in many of its courses and workshops, including those on pain and symptom management, chemotherapy administration, patient navigation, and emotional care.

Building on its success, the Institute is expanding its programs to support more nursing professionals. Soon new courses and study groups will be offered to nurses caring for pediatric oncology patients. A plan is also under way to launch the de Souza nurse designation, an initiative that will challenge nurses to fulfill the Institute's educational and clinical requirements to achieve the highest level of specialized training. Other initiatives for 2010 include the launch of a cancer nursing virtual library, developing a specialized Masters degree in oncology nursing and 10 new courses and workshops.

In the near future, de Souza Institute plans to expand the Institute's scope beyond Ontario to other provinces, with the help of fundraising donations. "Everyone is affected by cancer at some point in life whether through a personal experience, a friend or family member. We'd like to be able to offer specialized and skilled de Souza nurses to all Canadians, regardless of what province they live in," says Dr. Esplen.

In addition, plans are under way to provide educational opportunities - such as work exchanges, sharing of courses and new approaches to care - to nurses outside of North America.

As a first step, de Souza Institute is working on a fundraising proposal to create educational opportunities with Brazil, a natural fit according to Dr. Esplen. "It makes sense to extend our programs to Brazil because Anna Maria is the inspiration behind our organization and she was very connected to her homeland." The Institute has already met with the Brazilian Cancer Institute and other leaders in the oncology education field to discuss their fundraising plans.

Anna Maria's dream of supporting all cancer nurses will continue to be possible through the Institute. Mr. de Souza adds, "The Institute is integral to improving cancer care and I know Anna would be proud to attach her name to such a significant program."

de Souza Institute booklet for undergraduate nursing students – January, 2010

Make a Difference: Oncology Nursing

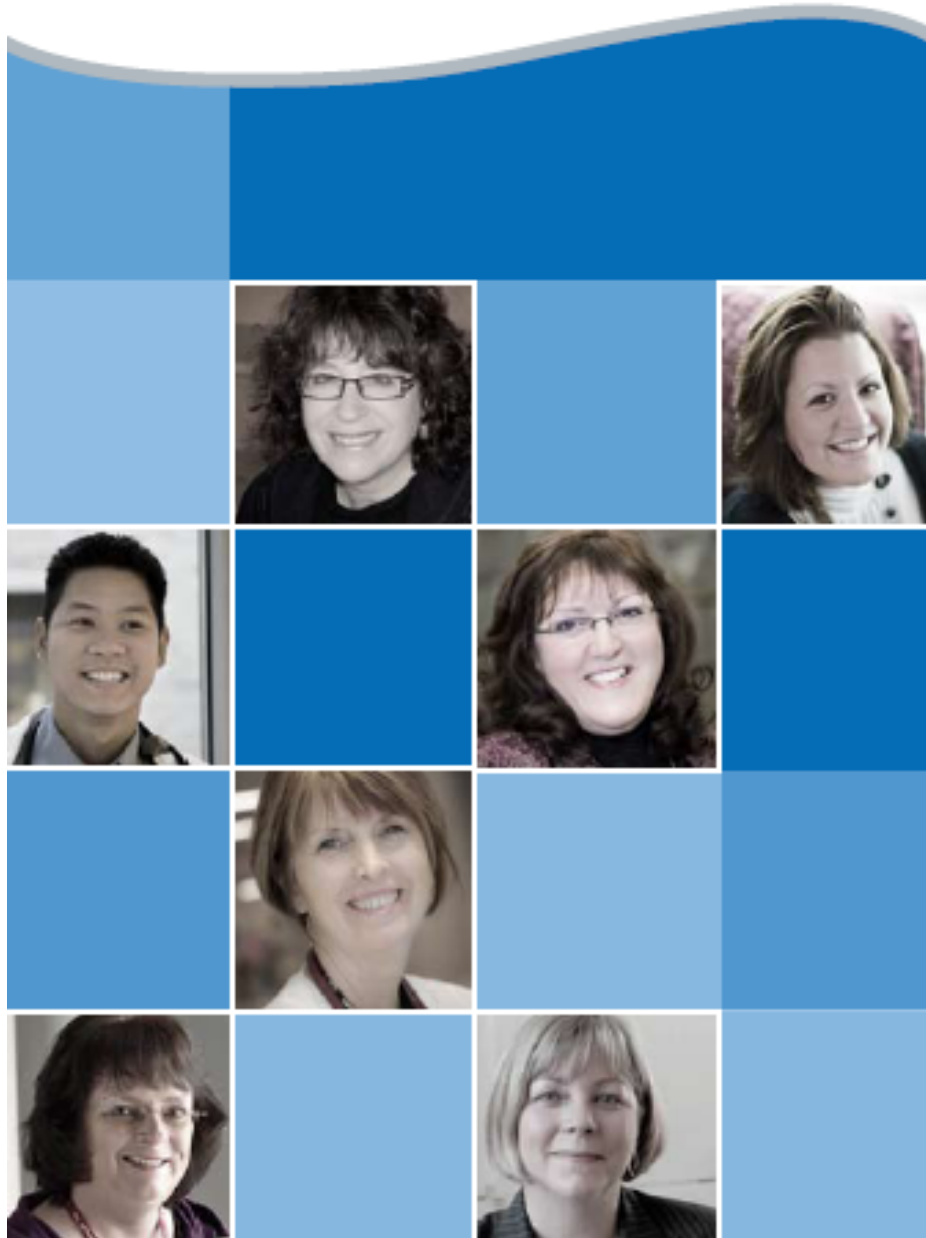


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Welcome

Welcome to *Make a Difference: Oncology Nursing*. This booklet is filled with personal stories about real oncology nurses in various roles and settings. The stories reveal the exciting possibilities within oncology nursing and exemplify why it is such a special area of practice. The purpose is to introduce you to the endless opportunities and rewards of an oncology nursing career. Read on to discover if oncology nursing is an area that inspires you to *make a difference*.

Romeo Cruz

Romeo Cruz, RN, BScN
Clinical Nurse Coordinator - Plastics,
Head and Neck Surgery
Toronto General Hospital, Toronto, Ontario
Number of years nursing: 8

My desire to become a nurse came from my grandmother. She was a midwife in the Philippines during WWII and often told me stories of caring for her community under harsh conditions. I immigrated to Canada from the Philippines in 1989 and like my grandmother, felt a strong desire to help others. It was my grandmother's passionate stories that encouraged me to eventually pursue a nursing career of my own. I am now a Clinical Nurse Coordinator on the largest surgical unit caring for head and neck cancers in Ontario. These types of cancers can be especially difficult because they impact basic needs like eating, speaking and breathing. On any typical day you can find me visiting with new surgical patients and coordinating their

pre-operative services. I see patients during their pre-admission visit and provide information to make sure they understand everything about their surgery. I also play a role in implementing initiatives that enhance patient and staff satisfaction within my department. As a coordinator I see patients throughout their entire cancer journey from diagnosis and prognosis, to treatment and recovery. This has allowed me to develop incredible relationships with patients and their families, and has taught me what truly matters in life. It is true that oncology is not an area for everyone, but for many it is an extraordinary place where you have the privilege of working with the strongest, most inspiring individuals everyday.



"Oncology is not an area for everyone, but for many it is an extraordinary place where you have the privilege of working with the strongest, most inspiring individuals everyday."

Lynne Penton

Lynne Penton, RN(IEC), MN, CON(C)
Acute Care Nurse Practitioner
William Osler Health System, Brampton, Ontario
Number of years nursing: 32

I moved from Australia to Ontario in 1979 and soon after began working as an ER nurse. While working in the emergency, I took a special interest in oncology patients struggling to manage their disease. I became both puzzled and fascinated by cancer, despite all we knew about prevention, oncology patients were regularly in the ER with complications. I felt so strongly that these incidents could be prevented that I left the ER to become a specialized oncology nurse. Now as an Acute Care Nurse Practitioner (NP), my typical day involves seeing all admitted patients in the inpatient medical oncology unit, where I plan the patients' care, spend time getting to know them and their families, and explain their disease and test results in simple language. I

work alongside the allied health team to decide on aspects of care such as mobility, diet, safety and discharge. As the first NP in my organization, I also provide mentoring and assistance to other nurses with complicated assessments, tricky IV starts and other concerns or problems. Becoming an oncology nurse allowed me to find answers to the questions that had been so puzzling to me. I am proud that I have been able to safely manage many patients' complex symptoms, support families, and prevent countless hours waiting for preventable interventions in an emergency room. It feels good that I can provide innovative care and continuously improve my practice in an environment where patients often recover.



Heather Robson

Heather Robson, RN, BScN
Public Health Nurse - Genetic Nurse Counsellor
Algoma Public Health, Sault Ste. Marie, Ontario
Number of years nursing: 24

Growing up I always knew I wanted to work in healthcare. Like a lot of people, experiencing the loss of a loved one at a young age inspired me to help others in similar situations. I became a public health nurse in 1986 and worked in several different areas before settling into my current role as a genetic nurse counselor, a role I have a great deal of passion for. Cancer genetics is an exciting and cutting edge area of practice. Genetic knowledge is becoming increasingly important as people begin to take charge of their health and research their family histories of cancer. We can now assess not only an individual's risk of having a hereditary form of cancer, but an entire family. This is integral as individuals are now empowered to potentially make decisions early enough to either prevent cancer or treat it successfully.

The majority of my work involves patients seeking counseling for a personal or family history of cancer. We meet with them, obtain a three-generation family history, review medical records and pathology, and then counsel the patient based on the information. Sometimes we discover a patient carries a genetic mutation in a cancer gene and this can be a difficult time. More often the outcomes are positive experiences as patients are given the knowledge to choose how to live their lives, and are no longer afraid of the unknown. Working on a wonderful team and helping patients throughout their journey are the best parts of my job. Being able to help families through this difficult time is truly an honour for me.



Erika Kukucska

Erika Kukucska, RN, BN
Registered Nurse, Medical Radiation Oncology &
Chemotherapy Daycare Clinic
Princess Margaret Hospital, Toronto, Ontario
Number of years nursing: 2

From my first university oncology course, cancer intrigued me. The more I learned about the uniqueness of the disease, and how multifaceted and complex cancer is, the more interested I became in specializing in oncology. I became attracted to the idea of caring not only for a patient's physical needs, but emotional as well. After graduation I explored oncology nursing opportunities and began working full time at Princess Margaret Hospital.

I now work on both the inpatient medical radiation oncology unit and the chemotherapy daycare clinic. Working on both units allows me to develop a wide range of skills and increase my knowledge of cancer care. I am also fortunate to be able to work with some encouraging mentors and many inspiring patients. Some of my responsibilities while working on both units include health assessment, medication

administration, psychosocial support, health education and chemotherapy administration. In my two short years as an oncology nurse, I have had the opportunity to participate in some exciting experiences. In 2008, I went on a remote nursing placement in northern Ontario to work on an inpatient unit and teach nurses about oncology emergencies. Most recently I traveled to Africa on a medical mission trip to care for patients at a free clinic. Being an oncology nurse has provided me with some amazing opportunities. However, the best moments of my job have been supporting and improving the cancer journey for patients and their families. I am still captivated by cancer, but now realize it is not the disease itself that intrigues me, but the patients who thrive, fight, and persevere and in the process, teach me so much.

