

Identifying Challenges to the Future BMT Nursing Workforce: HCT in 2020

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Financial Disclosure

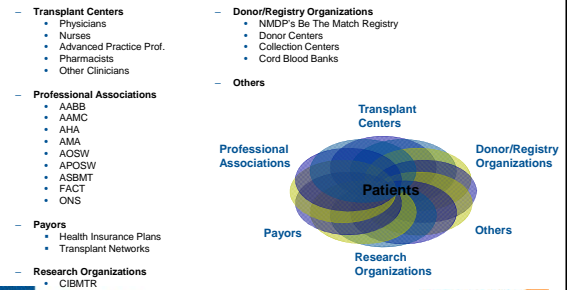
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System Capacity Initiative (SCI) Over-Arching Goal

- SCI functions as an effective engagement and communication tool to reach out to key stakeholders to prepare for a **2 to 3 fold increase** in transplant activity.
- Affords opportunities to effect change in a complete healthcare environment :
 - **Human resources**
 - Bricks and mortar
 - Systems
 - Financial aspects

Industry-Wide Collaboration

Key stakeholders from all areas of transplant in working groups



SCI BMT Nursing Workforce Survey

- 37-item survey administered to ~1600 BMT nurses
 - ONS and ASBMT SIG members; BMT Nurses also surveyed at 2011 BMT Tandem Meetings.*
- Participants included nurses treating patients in the U.S. who were not advanced practice professionals.
- Response rate = 13% (N=205)

*Abbreviated version of the survey administered via audience polling in 2011.

Demographic Characteristics of Respondents

Characteristic	Total % (n)	Characteristic	Total % (n)
Gender (N=148)	94.6 (140)	Years in BMT (N=203)	
Female		1-2	16.7 (34)
Age (Yrs)** (N=148)		3-5	22.2 (5)
<30	19.6 (29)	6-10	19.7 (40)
30-40	18.2 (27)	11-15	16.8 (4)
41-50	27.0 (40)	>15	24.6 (50)
51-60	32.4 (48)	Nursing Degree** (N=148)	
>60	2.7 (4)	Nursing diploma	5.5 (8)
Ethnicity** (N=148)		Associate's degree	21.2 (31)
Not Hispanic or Latino	88.2 (127)	Bachelor's degree	56.8 (83)
Decline to respond	11.8 (17)	Master's degree	14.4 (21)
Race**+ (N=148)		Other	2.1 (3)
Amer. Indian or Alaska Nat.	1.4 (2)	Primary Position** (N=148)	
Asian American	6.8 (10)	Nurse Manager	13.7 (20)
Black or African Amer.	1.4 (2)	BMT Coordinator	8.9 (13)
White	80.8 (118)	Clinical Nurse Specialist	5.5 (8)
Decline to respond	10.3 (15)	Staff/Primary Nurse	60.3 (88)
Years in Nursing** (N=148)		Clinic Nurse	11.0 (16)
1-5	25.2 (37)	Research Nurse	<1.0 (1)
6-10	9.5 (14)	Region of U.S.** (N=148)	
11-15	13.6 (20)	Northeast	9.5 (14)
>15	51.7 (76)	Midwest	25.2 (37)
		South	35.4 (52)
		West	29.9 (44)

**Missing items removed case wise. + Respondents selected all that apply.

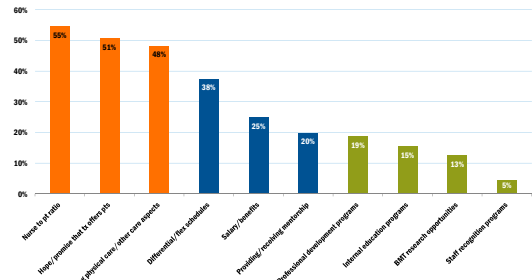
How you became interested in BMT (N=176)

- Unit with open positions (51%)
- Nurse inspired me/Family or friend (19%)
- Unit reputation (18%)

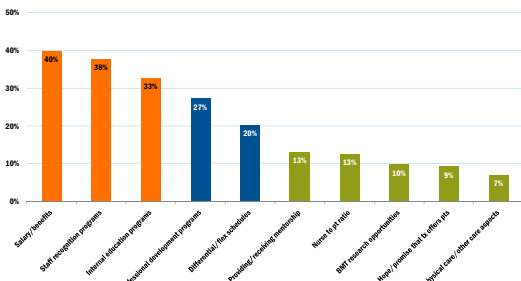
Have you experienced this (N=200)

- Burn out (47%)
- Compassion fatigue (45%)
- Change in phys. Health (30%)
- Moral/ethical distress (17%)

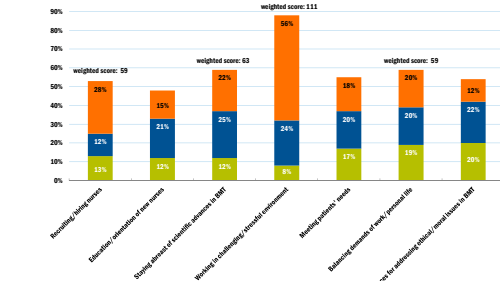
Most satisfying aspects of BMT nursing (N=183)



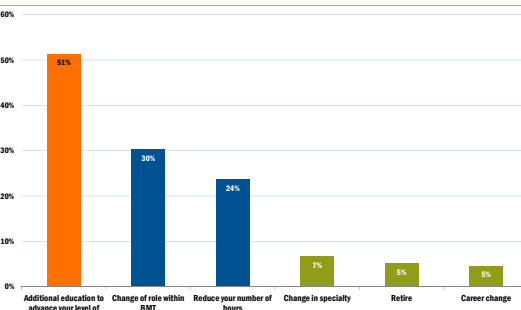
Least satisfying aspects of BMT nursing (N=183)



Greatest challenges facing BMT nurses (N=148)



Plans for next five years (N=195)



Conclusions

- Survey results will be used to:
 - Serve as recommendations for transplant centers, academic and professional organizations
 - Address future workforce challenges
 - Promote the BMT nursing profession
- In Year III, the Nursing WG will expand opportunities to:
 - Promote BMT nursing as a career choice
 - Identify stressors and challenges in BMT nurses' work environments that contribute to compassion fatigue and job attrition.

Addressing Compassion Fatigue

- Schwartz Center Rounds- a model
- Examine other models
- The stresses of healthcare system threaten the delivery of compassionate care.
- Opportunity for providers to meet regularly to openly and honestly discuss social and emotional issues that arise in caring for patients.

• Review in Academic Medicine (2010), 85: 1073



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Recruiting BMT Nurses

- Outreach initiative(s)
- Initiated a dialogue with the Loma Linda School of Nursing to discuss the level of interest in exposing nursing students to BMT nursing.
- Will reach out to Nursing Schools for opportunities to introduce BMT nursing.
- Have developed a slide presentation to introduce senior nursing students to BMT nursing (Bachelor programs).



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Acknowledgements

Nursing Workforce WG:

- **Chair:** Joyce Neumann, RN, MSN, AOCN; **Vice Chair:** Kim Schmit-Pokorny, RN, MSN, OCN; **Members:** Dennis Confer, MD; Lourine Davis, RN, BSN, OCN; Rosemary C. Ford, RN, BSN, OCN; Mutsuko Holiman, RN, BSN; Stephanie Jardine, BSN, RN; Martha Lassiter, MSN, AOCNS; Elizabeth A. Murphy, EdD, RN; Elaine Z. Stenstrup, MSN, RN, ACNS-BC, AOCNS; Terry Sylvanus, RN, MSN, ACNS-BC, AOCN; D. Kathryn Tierney, RN, PhD

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Questions or Comments

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