

## ASBMT Nursing SIG Update 2015

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### Agenda

- System Capacity Initiative
- Focused Networking
- A Little History and Update
- Brainstorming
- Announcement of the 2015 Lifetime Achievement Award

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### System Capacity Initiative Nursing Workforce Working Group Update

Elizabeth A. Murphy, EdD, RN  
Vice President  
Patient and Health Professional Services  
NMDP / Be The Match

Tandem Meetings ASBMT Nursing SIG Meeting  
February 14, 2015



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Financial Disclosure - None



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Learning Objectives

At the conclusion of this activity, you will be able to:

- State one initiative of the System Capacity Initiative
- Describe one strategy used by your institution to address nursing retention or recruitment



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System Capacity Initiative Background

- Analysis of the U.S. health care system's capacity to support the increase in patients needing transplant by 2020\*
- Collaboration by representatives of all facets of HCT
- Recommendations and solutions for issues affecting the delivery of HCT

\* Analysis by NMDP/Be The Match and its research program, CIBMTR, estimates a need of approximately 21,000 allogeneic transplants based on current indications in patients up to age 74.



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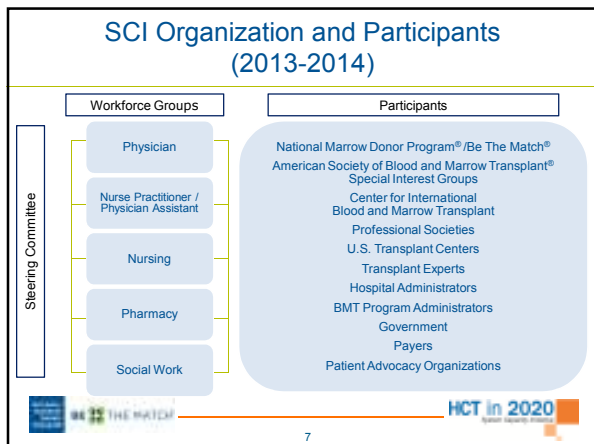
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- ### Need for Diverse BMT Nursing Workforce
- There is a demographic shift underway in the US
    - Population is increasing
    - Getting older
    - More diverse
  - Projections: minority becoming the majority by 2043
  - Increase in BMT for non-malignant disorders; prevalent in some ethnic minority populations (e.g., SCD, thalassemia)
  - Diverse, culturally competent health care workforce will better meet the needs of the nation
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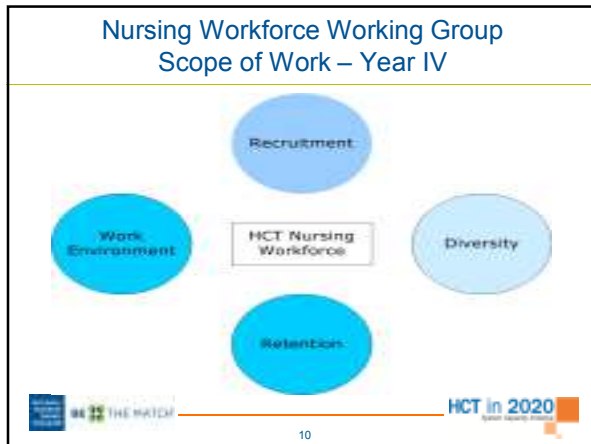
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- ### Nursing Workforce WG Activities Year IV
- Met bi-monthly, convening 5 large group meetings and several sub-group meetings.
  - Prioritized initiatives:
    - **Recruitment:** refine and continue to disseminate the “Introduction to BMT” presentation for nursing students with a focus on workforce diversity
    - **Retention:** develop a model for multidisciplinary rounds to address ethical/moral distress and compassion fatigue among BMT healthcare professionals
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- ### Recruitment Sub-Group Led by Kim Schmit-Pokorny, MSN, RN, OCN
- Refined and organized the delivery of the “Introduction to BMT” presentation
  - Pre/post-survey assessed awareness, career preferences and interest re: BMT (N=140)
- Highlights:
- 40% had not previously considered a career in BMT despite nearly half having had education/training in heme/onc or BMT.
  - Career preferences included: emotional gratification of providing patient care (97%), intellectual stimulation (96%), interest in subject matter (96%), feeling valued (95%).
  - Presentation tended to increase students’ interest in pursuing BMT career (Fisher’s exact p<.0001)
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### Introduction to BMT Course

- Collaboration between NMDP/Be The Match and ONS
- ONS will offer online modules via the education portal for School of Nursing Faculty to incorporate into the curriculum
- NMDP/Be The Match will manage speaker lists
- CEUs will be offered
- Metrics
  - number of courses presented
  - number of participants
  - geographic distribution of participants



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### National Marrow Donor Program/Be The Match® formally endorsed ONCC's BMT certification

**Be the first to earn  
BMTCN™ Certification**



The Blood and Marrow Transplantation Certified Nurse Examination will be available in 2014. This course became one of the first courses to be certified in blood and marrow transplantation nursing.

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### Retention Sub-Group Led by Joyce Neumann, PhD, RN, AOCN, BMTCN

- Background
  - Year I WG survey results show that many (60%) BMT nurses experience moral and ethical distress and/or compassion fatigue
- Retention sub-group focus:
  - addressing ethical/moral distress and compassion fatigue
- Solution:
  - implement multidisciplinary rounds (e.g., Schwartz Center Rounds) to discuss ethical concerns or share feelings about a case



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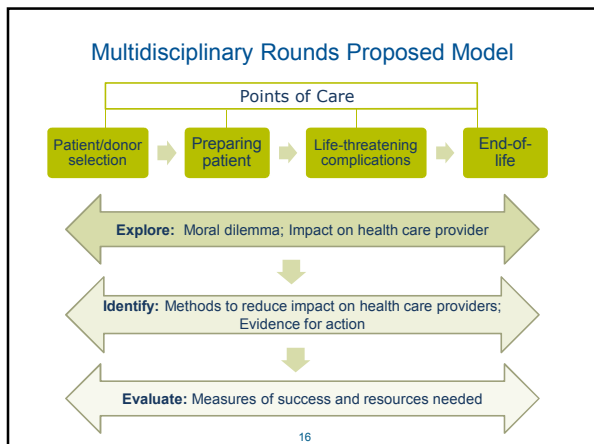
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### HCT Multidisciplinary Care Teams: Burnout, Moral Distress and Career Satisfaction Study

- PI: Joyce L. Neumann, PhD, RN, AOCN, BMTCN
- Study objectives:
  - To characterize work-related distress and its association with career satisfaction among HCT health professionals
- Methods:
  - A cross-sectional, web-based survey of HCT health professionals sent in January:
    - Two validated instruments:
      - Maslach Burnout Inventory (MBI)
      - Moral Distress Scale-Revised (MDS-R)

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### HCT Multidisciplinary Care Teams: Burnout, Moral Distress and Career Satisfaction Study cont.

- Findings:
  - How does work related-stress correlate with career satisfaction, based on demographics and work environment?
- Implications for Practice or Policy:
  - Design future interventions to educate and train health professionals on strategies to address work-related distress

*Have you completed your survey yet?*

Your insight matters--help shape HCT workforce projects! Please **take 20 minutes to complete the survey.**

Invites were emailed on January 22nd – **check your spam/junk folder.** Email [edenzen@nmdp.org](mailto:edenzen@nmdp.org)

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**Moving Initiatives forward  
Through Partnerships**

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- ASBMT Nursing SIG
  
- ONS BMSCT SIG



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**Working Group Roster**

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- Chair
  - Joyce Neumann, PhD, RN, AOCN, BMTCN
- Vice Chair
  - Kim Schmit-Pokorny, MSN, RN, OCN
- Members
  - Dennis Confer, MD
  - Lourine Davis Cook, BSN, RN, OCN
  - Rosemary C. Ford, BSN, RN, OCN
  - Stephanie Jardine, BSN, RN
- Members cont'd.
  - Martha Lassiter, MSN, AOCNS
  - Elizabeth Murphy, EdD, RN
  - Amy Patterson, MSN, RN, AOCNS
  - Elaine Z. Stenstrup, MSN, RN, ACNS-BC, AOCNS
  - D. Kathryn Tierney, PhD, RN
- NMDP/Be The Match Staff
  - Jennifer Byers (admin.)
  - Alexandra De Kesel Lofthus, MNM, CHTC
  - Ellen Denzen, MS



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**Questions or Comments**

Email: [SystemCapacity@nmdp.org](mailto:SystemCapacity@nmdp.org)



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## Networking

- Why are you a BMT nurse?
- How do you retain nurses?
- What is the biggest challenge your unit faces?
- How do you engage nurses to get involved?
- Does your unit/institution have specific strategies for dealing with emotional distress? Burnout? Ethical Dilemmas?

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## A Little History.....

- 2009
  - small focus group meet with ASBMT Director
  - approved by Executive Committee of ASBMT to create Nursing SIG
- 2010
  - charter written
  - steering committee appointed

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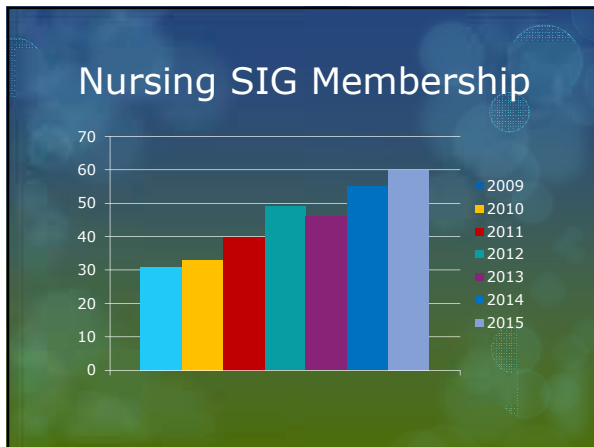
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## Steering Committee Members

- Rosemary Ford, BSN, BA, OCN® (*ex officio*)
  - Seattle Cancer Care Alliance/Fred Hutchinson Cancer Research Center, Seattle Washington
- Elizabeth Murphy, Ed., RN (*ex officio, non-voting*)
  - National Marrow Donor Program, Minneapolis, Minnesota
- Ellen Olson, CPNP
  - Children's Hospital, Atlanta Georgia
- Mildred Pasek, RN, MN, OCN®
  - Dana Farber Cancer Center, Boston, Massachusetts
- Kim Schmit-Pokorny, RN, MSN, OCN®
  - University of Nebraska, Omaha, Nebraska
- Chris Rimkus, RN, MSN, AOCN® (*chair elect*)
  - Siteman Cancer Treatment Center, St. Louis Missouri
- D. Kathryn Tierney, PhD, RN, BMTCN® (*chair*)
  - Stanford University Medical Center, Stanford, California

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## Newest Steering Committee Member...

Suni Elgar, RN, BSN, OCN®  
Seattle Cancer Care Alliance,  
Seattle, Washington

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## Accomplishments

- Putting together the infrastructure
  - Guidelines for Steering Committee Membership
  - Volunteer Application Created
  - Guidelines for Volunteer selection
  - Nomination form for ASBMT Nursing Awards
- Created email list of members
- System Capacity Initiative
- Nursing Conference
- Two awards created
  - Lifetime Achievement
  - New Practitioner
- First membership meeting 2014

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### A Little More History.....

- 1998
  - 1 ½ day nursing conference
- 1998- 2006
  - nursing conference supported by the efforts of the conference co-chairs and planners
- 2006
  - ONS joined with ASBMT Nursing SIG to coordinate conference

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### Nursing Conference

- Two Co-chairs
  - One from ONS BMSCT SIG
  - One from ASBMT Nursing SIG
- Planning Committee
- Abstract Reviewers
- Round table coordinators
- Joint session with other ASBMT SIG's
  - Pharmacy, APP, Administrative

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### 2015 Nursing Conference

- Nine Lectures
- Hot Topics
- Abstracts
  - 72 abstracts reviewed
  - Best oral abstract lunchtime
  - Two oral abstract sessions
  - Posters
- ONS Foundation Lectureship
- Roundtables
- SIG meetings
  - ONS BMSCT
  - ASBMT SIG

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## ASBMT Benefits

- [www.asbmt.org](http://www.asbmt.org)
- Affiliate membership fee \$150
- Benefits
  - Biology of Blood and Marrow Transplantation
  - Clinical Case Forum
  - Educational Programming
  - ASBMT eNews
  - SIGs
  - Resources
  - Legislation effort
  - Opportunities to join ASBMT community

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## SIG Membership Meeting

- Brainstorming
  - Research project
  - Regional workshops
  - Webinars



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**Please  
consider  
getting  
involved**

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**HCT Multidisciplinary Care Teams Survey:  
Burnout, Moral Distress and Career Satisfaction**

**Nurses, NP/PAs, pharmacists, physicians & social workers**

*Have you completed your survey yet?*

Your insight matters--help shape HCT workforce projects!  
Please **take 20 minutes to complete the survey**

Invites were emailed on January 22nd – **check your spam/junk folder.**  
If you can't find your study link, email [edenzen@nmdp.org](mailto:edenzen@nmdp.org)

You could receive one of twenty **\$100 Visa gift cards**

Sponsored by NMDP®/Be The Match® and approved by the NMDP IRB. Your participation is voluntary and we will keep your responses confidential.



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# Awards

- New Practitioner Award
- Lifetime Achievement Award
  - 2014 Kim Schmit-Pokorny, RN, MSN, OCN®
  - 2015 .....

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## 2015 Lifetime Achievement Award

Rosemary Ford, RN, BSN



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