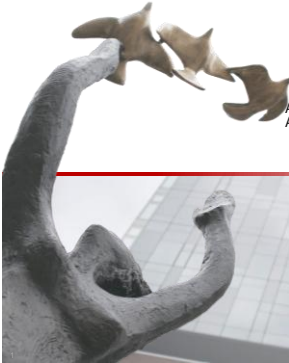


The Development of an Oncology CNS Internship

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The James

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Creating a Cancer-free World.
One Person, One Discovery at a Time.

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The James

- 306 Bed Oncology Hospital
- New Hospital Opened Dec. 2014
- 21 floors covers in-patient acute care, radiation oncology, ICU (3), OR, clinics and infusion
- Ambulatory clinics are located at the James and outlying facilities

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The James CNSs

- **10 CNSs disease specific**
 - Thoracic Oncology
 - Neuro/Head & Neck Oncology
 - Pain
 - Breast Oncology
 - Leukemia
 - Benign Hematology (Sickle Cell)
 - Lymphoma/Myeloma
 - Gastrointestinal Oncology
 - BMT
 - Cancer Critical Care
 - GYN/GU Oncology (currently vacant)

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The James CNSs cont.

- Informatics CNS
- 4 Mental Health CNSs
 - Focus on staff not patient (new 2016)
- CNSs cover their specific disease line throughout in-patient and out-patient areas
 - Travel to offsite clinics



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New CNSs

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Development

- March 2016 first new graduate CNS hired in many years
- No formal orientation process
- 4 CNSs met to develop program
- Literature review completed
- List-serves utilized
- Other hospitals contacted
- Not many have "formal" orientation
- NACNS article (2011) with CNS competencies
- Oncology Nursing Society (ONS)



Internship Manual

Examples of what is included:

- Job description, credentialing information
- Wayfinding (maps, phone numbers)
- Orientation schedule
- CNS competency checklist
- Training to be completed
- James information, org chart, CNS brochures, strategic plan
- CNS articles
- Quality Information
- CNS tracking tools/log instructions



Internship Manual cont.

- Oncology Nursing Society (ONS) CNS Competencies
 - Built from NACNS Core Competencies but cancer focused
 - Patient
 - Nurse
 - System/Organization



Intern Projects

- CNS Intern completes 3 projects during the first year
- Ideally between months 3-6, 6-9, 9-12
- Each project focuses on a Sphere of Influence:
- Example:
 - Patient Sphere
 - First project: Sickle Cell Readmissions
 - Elaborated on patient education at d/c & pain mgmt.
 - Nurse Sphere
 - Second project looked at Acute Chest Syndrome
 - Focused on nurse/patient education and IS use



Internship

- CNS Intern is assigned a CNS preceptor
- Preceptor and APP educator design orientation schedule
- CNS Intern spends at least one day with each CNS as well as shadowing during council meetings
- CNS Intern meets:
 - quality managers/director
 - physicians & practitioners
 - social workers
 - disease line researchers
 - shadows Charge Nurse



Internship

- CNS Preceptor/Intern meet daily, bi-weekly, weekly, less as the internship progresses
- CNS Intern:

Completes the CNS Competency checklist (self-assessment) weekly and the preceptor reviews

Identifies opportunities for sphere projects

Will have a CNS mentor (can be separate from assigned preceptor) for each sphere project

Will present completed sphere projects at a CNS meeting and will be added to the CNS shared drive





Evaluation



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Self-Evaluation

- Completes self-evaluation based on NACNS Core Competencies at:
 - Hire
 - 3 months
 - 6 months
 - 9 months
 - 1 year

- The results are compared to see if the Intern feels they are progressing

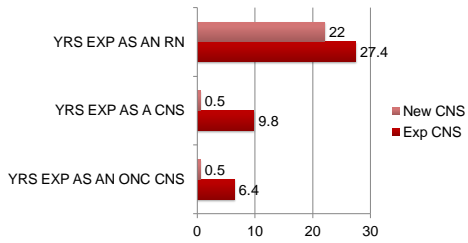


Self-Evaluation

- 28 Questions
- Likert Scale
- Novice to Expert (1-5)
- Examples:
 - I conduct comprehensive patient assessments.
 - I collaborate with the interdisciplinary team to integrate nursing interventions into a comprehensive plan of care.
 - I consider resource management when weighing benefits of changing practice.

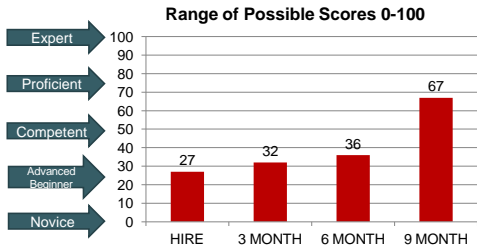


**Demographic data:
New CNS vs current CNS**



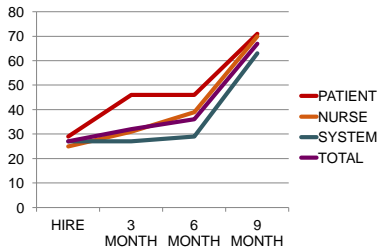
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**NEW CNS TOTAL COMPETENCY SCORE
OVER TIME**



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**NEW CNS COMPETENCY SCORE OVER TIME
in the 3 spheres of CNS practice**



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