With the sustainability funding from the de Souza Institute a significant change in the current Ontario Oncology APN e-Mentorship Program is underway to expand the program from the current focus on oncology APN roles to also include oncology nurses in all types of roles who care for patients and families affected by cancer across the continuum of care. The overall goal of this new program is to promote the optimal development and implementation of generalist and specialized oncology nurses in Ontario through effective mentorship. To date, a steering committee with representation from the current APN e-Mentorship Program team, specialized oncology nurses, faculty, health care administrators, e-learning experts and de Souza Institute staff has been established to direct the expanded program’s development. Furthermore, data collection for the provincial needs assessment of mentoring needs is near completion, which will help us to develop an implementation plan and provide recommendations about program resources.

The partnership will aim to improve the existing program and expand services to also address the mentorship needs of generalist and specialized oncology nurses in Ontario.

Provincial Program Needs Assessment

A provincial needs assessment was launched early in April to obtain a better understanding of the professional and career development needs of generalist and specialized front line nurses across the cancer care continuum in Ontario. Guided by an active advisory committee, the needs assessment involved over a dozen teleconference focus group, an online survey and key informant interviews. Participants were sought from all sectors of the health care system including public health, community, acute care, regional cancer centres and long term care.

To date 76 people have participated in the focus groups and over 460 individuals have responded to the online survey, demonstrating a high level of interest in mentorship opportunities from cancer care providers. The findings from the needs assessment will inform the expansion of the APN mentorship program to include support to other nurses caring for people who are at risk for cancer or have developed cancer. The advisory group will review the findings and will help shape recommendations for professional and career development strategies, in a face-to-face meeting on June 18th, at McMaster University. A strategic implementation plan will be finalized by July 31st, 2009.
On Tuesday April 28, 2009, Canada’s first research unit dedicated to Oncology Advanced Practice nursing roles opened at the Juravinski Cancer Centre of Hamilton Health Sciences. The Canadian Centre of Excellence in Oncology Advanced Practice Nursing held a grand rounds and a ribbon cutting ceremony to celebrate the opening of the centre. The ceremony was attended by provincial and national nursing leaders and leaders at the Juravinski Cancer Centre.

From L to R: Esther Green, Provincial Head, Nursing and Psychosocial Oncology, Cancer Care Ontario, Nancy Fram, Vice President, Professional Affairs and Chief Nurse Executive, Hamilton Health Sciences, Jennifer Wiernikowski, Chief of Nursing Practice, Juravinski Cancer Program, Dr. Denise Bryant-Lukosius, Director OAPN, Dr. Bill Evans, President, Juravinski Cancer Centre, Dr. Catherine Tompkins, Association Dean, Nursing McMaster University, Leslie Patry, Manager, Certification Program, Canadian Nurses Association, Dr. Daniel Billen, Vice President and General Manager, Amgen Canada Inc., Anne Snider, Director of Education, Research and Quality Improvement, JCC.

The centre will be lead by Dr. Denise Bryant-Lukosius, APN and co-chair of the Ontario Oncology APN e-Mentorship Program. Amgen Canada Inc. have supported the Centre of Excellence for the first three years with a $500 000 grant. We congratulate Denise and her team on the successful launch of the Centre of Excellence which will contribute APN research focusing on developing new models of patient care delivery and outlining the APN role in cancer care.

From L to R: Nancy Fram, Dr. Bill Evans, Dr. Denise Bryant-Lukosius, Dr. Daniel Billen, Jennifer Wiernikowski
New Program Coordinator

Denise Bryant-Lukosius, Grace Bradish and the Project Team of the e-Mentorship Program are excited to announce that Diana Morarescu has been hired as the new full-time Program Coordinator. Diana has experience working with peer mentors, student networks and teaching methods through the Centre for Leadership in Learning at McMaster University. She also has a background in Biomedical Engineering and is working towards the defence of her PhD in the summer of 2009. Diana has already brought many new ideas and changes to the APN e-Mentorship Program and is working collaboratively with Tazim Virani (Consultant for the Provincial Needs Assessment) to develop the Mentorship Program for generalists and specialized oncology nurses across the province.

We thank Melissa Simoes, our outgoing Program Coordinator for all she has done over the past year. Welcome Diana and we look forward to working with you! We congratulate Melissa on completing her BScN degree and on securing a new position as a RN in the ER/ICU at the Norfolk General Hospital. Thank you Melissa for all your hard work maintaining the program in the past year and a half, and we hope that you’ll stay in close touch with the program in the future!

CHECK OUT WEBEX!

If you are a member of the Ontario Oncology APN e-Mentorship Program we encourage you to check out WebEx, our online communication tool for program updates and to access our electronic toolkit full of mentoring resources. New evidence based research articles on mentorship are added on a regular basis! Use the discussion forum to meet other mentors and mentee pairs and share your experiences!

You can access WebEx through the following link:  

Please contact apnment@mcmaster.ca if you have forgotten your login information!
National Needs Assessment Update

Denise Bryant-Lukosius and Christine DaPrat

The Canadian Partnership Against Cancer (CPAC) has partnered with the National Task Force of the Oncology APN e-Mentorship Program, to conduct a Needs Assessment and determine the feasibility, opportunities, barriers and solutions to implementing a similar program in other provinces.

For this purpose, the Health Human Resources Action Group (HHRAG) of the Canadian Partnership Against Cancer is organizing a meeting on July 15th in Toronto, inviting APNs and provincial decision makers. The current Oncology APN e-Mentorship Program will share the experience of the mentorship model used in Ontario, so that other provinces might use it.

The two main discussion topics at this meeting will be:

1. What are the needs for Oncology APNs in your region?
2. What are the opportunities and challenges to implementing an e-mentorship program in your region?

In the next six months, the group will:

- Confirm national working group for this purpose
- Identify further areas of research required
- Develop communication strategy

As it has been the experience of the Ontario Oncology APN e-Mentorship Program that both mentors and mentees showed a significant increase in job satisfaction as a result of mentoring, this plan to expand the program nationally fits well with the mandate of the CPAC HHRAG, as they strive to assist in overcoming health human resource challenges.

Recruiting New Mentors and Mentees

Are you a new APN, providing care to patients and families affected by cancer?

Do you know a new APN who would benefit from the clinical, educational, organizational or research experience of one of our mentors?

If so, consider applying as a mentee in the Ontario Oncology APN e-Mentorship Program!

The program offers training in mentoring relationships, an electronic toolkit filled with many resources, an online discussion forum, networking with other APNs across the country as well as many other personal and professional benefits.

Use the Survey Monkey link below to fill out the online MENTEE application form and become part of the APN e-Mentorship Program!  

https://www.surveymonkey.com/s.aspx?sm=bnSBEG_2bHns8GHOhLTA_2fSUg_3d_3d

Currently, we have 11 unmatched mentees who are predominately new to the APN role and who are seeking mentorship specifically related to APN education and research. We are actively seeking MENTORS for this group of unmatched mentees.

Please consider sharing your experience and expertise as a seasoned APN, nursing administrator, educator, faculty or researcher byapplying to become a mentor in this program. The role of mentor is extremely rewarding and you are destined to receive much more than you give from this experience, both personally and professionally.

Applying to become a mentor is easy! Use the Survey Monkey link below to fill out the online MENTOR application form and become part of the APN e-Mentorship Program.  

https://www.surveymonkey.com/s.aspx?sm=ngVfGnCrNi6evzeglceEw_3d_3d

Please contact apnment@mcmaster.ca if you have any questions or would like more information!
The co-chairs and project team of the Ontario Oncology APN e-Mentorship Program are excited to announce that we will be holding a **1 day Mentorship Training Workshop**. Anyone who has applied to the program as a mentor or as a mentee can register.

**Date & Location:**
Wednesday June 24ᵗʰ, 2009
McMaster University - Hamilton, Ontario

**About the Workshop:**

*The workshop includes:*
- Orientation to the Oncology APN e-Mentorship Program
- Opportunity to learn about how to develop effective mentoring relationships
- Hands-on training on how to use the Mentorship Program’s e-based resources and supports
- Face-to-face meeting with potential mentors and mentees

The workshop will be led by leading experts in career development and mentorship in nursing:

**Michelle Cooper and Mary Wheeler from Integral Visions Consulting Inc. and donnerwheeler Consultants**

**To Register for the Workshop:**

- **To confirm your registration for the workshop contact** our Program Coordinator at apnment@mcmaster.ca

- **Please indicate whether you will require accommodation to attend the workshop.**
- **Workshop participation is limited to 50 applicants** so confirm your registration TODAY!
- **The Ontario Oncology APN e-Mentorship Program** will be covering the transportation costs for attending mentees and mentors.
- **Please also note that there is no registration fee for the workshop!**
- **Workplaces of registered mentors are eligible to receive a $500 stipend for workshop attendance; however please note that there is a limit of 20 stipends so register now!**

Please note: There will be a $50.00 cancellation fee for any Mentorship Training Workshop cancellation received after June 19, 2009.
Mentorship Profile

Mentor
Debra Bakker
Professor, School of Nursing
Laurentian University

Mentee
Lynne Jolicoeur
APN Gynecologic-Oncology
Ottawa Hospital

What do you see as your mutual goals for your mentorship relationship?
Our mentor-mentee relationship was established around the research domain of the APN. Lynne as an APN wanted to further develop her research skills and had in mind a particular research question she wanted to develop into a research project. Deb as a university faculty member and researcher had past experiences in the “research world” that she could share to help Lynne move her research agenda forward. The idea of our mentor-mentee relationship based on the domain of research was viewed as beneficial for both of us. We shared the recognition that developing meaningful oncology nursing research studies includes the collaborative efforts of nurses working in both academic and practice environments. Therefore, our relationship and our mentorship plan fit easily into our mutual goal of promoting oncology nursing.

How have you worked on your mentorship plan?
At the Ontario APN Mentorship symposium in March 2007, we worked out a plan that identified Lynne’s learning needs and how Deb could contribute. It was helpful at the outset that Lynne had a clear idea of the research question she wanted to ask. Thus our goal to develop a research team led by Lynne and work toward developing a funded research project based on the research question formed the basis of our mentorship plan and also helped us to set timelines to achieve the goal.

What have you gotten out of the program thus far?

Debra Bakker: As the mentor, I have greatly enjoyed the relationship with Lynne and have gained knowledge about her area of clinical expertise and the responsibilities of an oncology APN. Our work together has reinforced my beliefs about the importance of collaboration between researchers and clinicians in the pursuit of closing the gap between research and practice.

Lynne Jolicoeur: As a mentee, I have increased my knowledge, experience and “self-efficacy” as a researcher. In collaboration with Deb and other team members, I was successful in obtaining funding for $15 000. It’s been great to work with Deb, not only is she a well respected researcher, but she is knowledgeable about the oncology literature, and she is connected with other respected researchers in oncology nursing. I have collaborated with other PhD researchers who did not have the oncology background and it felt like there was something missing. This relationship has helped me progress along the novice to expert trajectory as it relates to the research component of the APN role. It has helped me turn a corner...I’m far from being an expert...my next step is to get funding from an external agency...and yes maybe one day I’ll make the leap and go back for more formal education....but for now this is just fine.