

***Strengthening the Non-Oncology Health Workforce Through a  
Competency-based Approach*****Wednesday, June 9, 2010 - 10:30 AM – 12:00 PM**Maureen Lichtveld, MD, MPH  
Professor and Chair, Tulane University School of Public Health and Tropical MedicineAlison Smith, BA, BSN, RN  
Director, C-Change**Abstract:**

This workshop will illustrate how the Cancer Core Competency Initiative tools can be used to strengthen the knowledge, skills and attitudes of non-oncology health professionals. Examples from diverse pilot sites will illustrate the flexibility and utility of the toolkit resources to address various cancer topics (from prevention to survivorship), with a wide variety of disciplines (MD, RN, MSW), and within different organizational settings (schools of training, health departments, rural clinics, and hospitals). Participants will engage in a “how-to” exercise starting with a competency goal relevant to their coalition’s priorities, walking through the planning, implementation, and evaluation steps.

**Objectives:**

The Cancer Core Competency workshop will:

- Describe the Cancer Core Competency Initiative as a flexible and innovative approach to strengthening the knowledge, skills, and attitudes of non-oncology health professionals in the context of the health workforce shortage
- Outline the competency-based approach for designing educational interventions using a simple logical model and curriculum planning tool
- Illustrate how four diverse pilot sites applied the standards and tools to address various cancer topics (from prevention to survivorship), with a wide variety of disciplines (MD, RN, MSW), and within different organizational settings (schools of training, health departments, rural clinics, and hospitals)
- Describe the quantitative improvements achieved by the learners and the qualitative benefits experienced by the faculty, institution, and community
- Engage participants in a ‘how to’ exercise starting with a competency goal relevant to their coalition’s priorities and walking through the planning, implementation, and evaluation steps
- Discuss the role that the Cancer Competency Initiative can play in improving practice and driving policy changes in academic institutions, healthcare facilities, professional societies, and State, Tribe, Territory, and Pacific Island Jurisdiction Comprehensive Cancer Control Coalitions

## **FACULTY BIOS**

### **Maureen Y. Lichtveld, M.D., M.P.H.**

Professor and Chair, Department of Environmental Health Sciences  
Associate Director Population Sciences, Louisiana Cancer Research Consortium  
Tulane University School of Public Health and Tropical Medicine

Dr. Maureen Lichtveld has a 29 year career in public health and currently is Professor and Chair of the Department of Environmental Health Sciences, Tulane School of Public Health and Tropical Medicine. Her research interests include environmentally-induced disease such as asthma and cancer, health disparities, community-based participatory research and disaster preparedness. She holds an endowed chair in environmental policy and serves as Associate Director, Population Sciences of the Louisiana Cancer Research Consortium. Dr. Lichtveld is the Vice Chair of the Science Board of the American Public Health Association, and Chair of the Environmental and Occupational Health Council of the Association of Schools of Public Health. In 2008, Dr. Lichtveld received the Herbert Nickens Award from the National Intercultural Cancer Council for leadership in cancer health disparities and educating minority health professionals in cancer care. In 2007, she was awarded Woman of the Year by the City of New Orleans for her contributions to science and well being.

Dr. Lichtveld completed a successful 18 year career at the Centers for Disease Control and Prevention (CDC) in several leadership capacities. During her tenure at CDC she received numerous honors, including the Public Health Service Special Recognition Award and CDC Environmental Health Scientist of the Year. As Associate Director for Workforce Policy and Planning, Dr. Lichtveld provided leadership in the development and implementation of the *CDC/ATSDR National Public Health Workforce Development Strategic Plan*. She is an active member of C-Change and chairs the Cancer Workforce Core Competency Initiative.

### **Alison Smith, BA, BSN, RN**

Director, C-Change

Alison Smith has 21 years of experience working in the healthcare industry in roles ranging from the bedside to the boardroom. At C-Change, she supports the strategic initiatives related to cancer research and clinical trials, cancer workforce, the annual meeting, and other board sub-committees. Recently, Ms. Smith served for 7 years as the Assistant Editor of *Nursing Economic\$,* a national peer-reviewed journal for healthcare leaders. In addition, she served as President of the Women Health Executives Network in Chicago and as a Board Member for 6 years.

Prior to joining C-Change, Ms. Smith provided consulting services to hospitals strengthening quality improvement and physician peer review processes, preparing for ANCC Magnet Recognition surveys, and advising start-up companies in the healthcare industry on strategic approaches to sales, implementation, and client management. Ms. Smith worked for a "Top 100" community teaching Hospital, MacNeal Hospital, for 7 years as a nurse, manager, and director ultimately responsible for quality improvement, continuing medical education, case/disease management, clinical research, and medical records. There, she was instrumental in improving clinical outcomes and operational effectiveness, research, and education. Prior to nursing school, Ms. Smith worked for APM, Inc. as an analyst supporting consulting projects to improve clinical practice, case management, and length of stay.

Ms. Smith earned her B.A. in Human Biology with a concentration in healthcare economics and policy at Stanford University and her B.S. in Nursing at the Johns Hopkins School of Nursing.

## ACKNOWLEDGEMENT

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### **Expert Panel and Advisory Committee:** <sup>^</sup>Expert Panel <sup>+</sup>Pilot Grants <sup>\*\*</sup>Pain and Palliative Care Grants

Maureen Lichtveld, MD, MPH, Chair, Tulane Univ. School of Public Health & Tropical Medicine <sup>^+\*\*</sup>  
Pamela Bennett, RN, BSN, Purdue Pharma, L.P. <sup>\*\*</sup>  
Michael Caldwell, MD, MPH, National Association of County & City Health Officials <sup>^+</sup>  
Elizabeth J. Clark, PhD, MPH, ACSW, National Association of Social Workers <sup>^+\*\*</sup>  
C. Norman Coleman, MD, National Cancer Institute <sup>^</sup>  
Yvette Colon, MSW, ACSW, BCD, American Pain Foundation <sup>^\*\*</sup>  
Mignon Dryden, CTR, North American Association of Cancer Registries <sup>^</sup>  
Ronit Elk, Ph.D., American Cancer Society <sup>\*\*</sup>  
Laurie Fennimore, RN, DMP, Oncology Nursing Society <sup>^\*\*</sup>  
Linda Filipczak, MBA, RN, American Society for Therapeutic and Radiation Oncology <sup>^+\*\*</sup>  
Katherine E. Galluzzi, D.O., FCOFP, American Osteopathic Association <sup>\*\*</sup>  
Leslie Given, MPA, Strategic Health Concepts <sup>^+\*\*</sup>  
Daniel S. Goldberg, J.D., Ph.D, Baylor College of Medicine <sup>\*\*</sup>  
Carmen R. Green, MD, University of Michigan <sup>\*\*</sup>  
Terry Grimes RN-BC, MN, FNP, BC, CCRN, American Society for Pain Management Nursing <sup>\*\*</sup>  
Cecilia Gaston Grindel, PhD, RN, CMSRN, Academy of Medical-Surgical Nurses <sup>+</sup>  
Jill Kolesar, PharmD, American Association of Hospital Pharmacists <sup>^</sup>  
Maureen Lynch, MS, APRN, BC, ACHPN, AOCN, FPCN, Hospice and Palliative Nurses Association <sup>\*\*</sup>  
Rika Maeshiro, MD, MPH, Association of American Medical Colleges <sup>^+</sup>  
Sara Miller, MPH, Colorado Department of Public Health and Environment <sup>^</sup>  
J. Cameron Muir, MD, FAAHPM, American Academy of Hospice and Palliative Medicine <sup>\*\*</sup>  
Raphael Pollock, MD, Society of Surgical Oncologists <sup>^</sup>  
Alice Reichenberger, RN, OCN<sup>®</sup>, OSI Pharmaceuticals <sup>^+</sup>  
Paula Reiger, MSN, RN, AOCN<sup>®</sup>, FAAN, American Society for Clinical Oncology <sup>^</sup>  
Kathryn M. Smolinski, MSW, Association of Oncology Social Work <sup>+</sup>  
Armin Weinberg, PhD, Intercultural Cancer Council <sup>^+\*\*</sup>

### **Pilot Grant Site Coordinators**

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Tonya Linthacum, APRN, BC, FNP, Audrain Medical Center  
Margaret Christopher, PhD, MPH, LSW, and Sheri Boyle, MSW, California University of Pennsylvania  
JoAnn Raines, MA, Marshall University School of Medicine  
Lyn Robertson, RN, MSN, DrPH, Eileen Milakovic, RN, BSN, MA, OCN, and Beth Simon, DrPH, MSN, RN, University of Pittsburgh Medical Center

### **Pain and Palliative Care Grant Site Coordinators**

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Tina Devery, MA, Iowa Cancer Consortium; Michelle Weckmann, MD and Cheryl Vahl, MSN, ARNP, AOCN, ACHPN, University of Iowa Hospitals and Clinics  
John Simmons and Jennifer Olson, MS, MA, SPIPA Comprehensive Cancer Control Program  
Mary Ann Burg, MSW, PhD, Dawn Ginenko, MD, and Gail Adorno, MSW, LCSW, Marry Jennifer Markham, MD, University of Florida; Kendra Siler-Marsiglio, PhD, Rural Health Partnership, WellFlorida;  
Susan Fleming, RN, BSN, MPA, State of Florida Comprehensive Cancer Control Program  
Leanne M. Yanni, MD, Suzanne Ameringer, PhD, RN, and Deborah Fisher, MS, RN, CS, PNP, CPON, Virginia Commonwealth University

### **Expert Consultants:** <sup>ˆ</sup>Competency development phase <sup>°</sup>Implementation and evaluation phase

Kristine Gebbie, DrPH, RN, Anita Nirenberg, DNS(c), RN, Dyana Rumpf, MSN, RN, Nicole Zakak, MSN, RN, Columbia University  
Maureen Lichtveld, MD, MPH, Tulane University School of Public Health and Tropical Medicine <sup>°</sup>  
Kathy Miner, PhD, MPH <sup>°</sup> and Lauren Gase, MPH, Rollins School of Public Health, Emory University <sup>°</sup>

### **C-Change staff members**

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Alison Smith, BA, BSN, RN, Sabrina Tyus, MPH, and Kristen Cox, MS

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**WORKSHOP OUTLINE**

- I. Welcome & Introductions (5 min) Smith / All
  - a. Faculty intros
  - b. Recap of workshop objectives
  - c. Background of Cancer Core Competency Initiative
  
- II. Overview of Workforce Challenges (10 min) Smith / Lichtveld
  - a. Research, Practice, and Policy Trends
  - b. **DISCUSSION** of coalition challenges **5 min**
  
- III. Examples of Success (8 min) Smith
  - a. Audrain Medical Center
  - b. Marshall University School of Medicine
  - c. California University of Pennsylvania School of Social Work
  - d. University of Pittsburgh Medical Center
  - e. Pain & Palliative Care Grant Sites

(continued)

- IV. Building a Competency-Based Program Lichtveld
- a. Who? Defining the learners/audience – (5 min)
- i. Workforce shortages
  - ii. Discipline, Scope of Practice
- EXERCISE 1 – **1 min** – Choose a discipline
- b. What? Defining the targeted competency improvement (5 min)
- i. Anatomy of a competency statement
  - ii. Inventory of competency statements
- EXERCISE 2 – **2 min** – Choose a competency statement
- c. How? Developing the learning activity (15 min)
- i. Adult learning principles
  - ii. Educational activity design
  - iii. Curriculum resources
  - iv. Clinical practice tools for skills
- EXERCISE 3 – **10 min** – Describe the content and format of an educational activity to achieve the competency and a tool that would promote practice change in the future
- d. So What? Evaluating impact (10 min)
- i. Individual knowledge, skill, and attitude
  - ii. Program outcomes: short, medium, and long term
  - iii. System / organizational impact
- EXERCISE 4 – **5 min** – Define one measure for assessing if the learner achieved the desired competency (knowledge or skill) and one measure of a program outcome (short, medium, or long term)
- e. Now What? Taking the next steps in program development (4 min)
- i. Leadership and faculty
  - ii. Needs assessment
  - iii. Incentives and program promotion
  - iv. Resources and partnerships
- EXERCISE 5 – **5 min** List potential faculty, approaches to a learner needs assessment, a meaningful participation incentive, and/or a potential partner

- V. Wrap-Up (2 min) All

<b>WHO?</b>	<b><i>Who is your target audience?</i></b>
Physician, Nurse, Social Worker, Pharmacist, Public Health Worker, Nursing Assistant, Lay Health Worker?	
<b>WHAT?</b>	<b><i>What should the professional know or be able to do?</i></b>
Choose a competency statement: VERB + CONTENT Level of complexity and/or independence + targeted cancer content	

<b>HOW?</b>	<b><i>How should we design the educational activity achieve the desired competency?</i></b>
<p>Match the competency with:</p> <p>Adult learning principles</p> <p>Knowledge or skill format</p> <p>Tools for changing practice</p>	
<b>SO WHAT?</b>	<b><i>How will we know if competency has been improved?</i></b>
<p>Develop measures:</p> <p>Short term learner knowledge, skills, and attitudes</p> <p>Medium and Long-Term program and patient outcomes</p>	

<b>WHAT NEXT?</b>	<b><i>What additional issues will need to be explored to prepare for implementation?</i></b>
Leadership and faculty	
Learner needs assessment	
Incentives and program promotion	
Resources and partnerships	