

**RESEARCH NURSE SPECIALIST
PROFESSIONAL DEVELOPMENT
COMPETENCIES
FACILITATOR GUIDE**

*Developed for Research Nurses in the Office of
Research Nursing, Center for Cancer Research, NCI*

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The Oncology Nursing Society competencies for Professional Development¹ are as follows:

The oncology clinical trials nurse takes responsibility for identifying his or her ongoing professional development needs and seeks resources and opportunities to meet those needs, such as through membership in nursing, oncology, or research organizations.

- A. Participates in educational opportunities to increase knowledge about clinical trials, regulations and guidance, and the role of the CTN.
- B. Seeks resources on an ongoing basis that provide oncology treatment and nursing practice updates, such as through professional mentoring and meetings, journals, and web sites.

¹ Lubejko, B., Good, M., Weiss, P., Schmieder, L., Leos, D., & Daugherty, P. (2011). Oncology Clinical Trials Nursing: Developing Competencies for the Novice. *Clinical Journal of Oncology Nursing*, 15(6), 637-643. Doi:10.1188/11.CJON.637-643

The CCR ORN has identified 5 behavioral indicators to be used to assess this competency.

INDICATOR #1: PARTICIPATE IN AT LEAST 4 HOURS ANNUALLY OF RESEARCH EDUCATIONAL ACTIVITIES.

Research focused education activities include any of the following:

- CT Seminar Series (offered monthly September – June)
- CC Bioethics course (offered in the Fall)
- FDA or OHRP educational offerings
- ACRP, SoCRA, ONS CTN SIG, and IACRN annual meeting, webinars, local Chapter meetings
- Attendance at NIH IRP CT Orientation (or part of the orientation) as a refresher (i.e., not as part of orientation)
- CITI Just-in-time training
- Investigator meetings

Research focused education activities ***do not*** include:

- CITI Biomedical and GCP and if applicable, just-in-time training on children in research
- NIH IRP CT Orientation
- Site initiation visit(s)

Instructions: Using the Research Nurse’s professional development (PD) log for the previous 12 months, evaluate the indicator using the criteria below. The PD log can be found on the CCR Education website; [click here](#) to access blank log.

1	Requires assistance and supervision	0-3.5 hours listed in the last quarter
2	Requires supervision	0.5-3.5 hours listed to reflect ongoing learning (i.e., not just in the last quarter)
3	Independent	4 or more hours listed to reflect ongoing learning (i.e., not just in the last quarter)
4	Assists and instructs others	N/A

INDICATOR #2: PARTICIPATE IN AT LEAST 4 HOURS ANNUALLY OF ONCOLOGY NURSING EDUCATIONAL ACTIVITIES

Oncology nursing or professional development activities include any of the following:

- ONS Congress, Chapter meetings, and clinical webinars
- Other disease specialty conferences/meetings
- Nursing Grand Rounds (offered 3-4 times per year)
- Brown Bag Lunch (offered monthly September – June)
- CC genetics & genomics courses (basic or intermediate)
- Professional Development Series (offered 3-4 times per year)
- Other CE activities (i.e., reading a journal article that offers CE units)

Oncology nursing or professional development activities ***do not*** include:

- CPR/ACLS/PALS

Instructions: Using the Research Nurse’s professional development (PD) log for the previous 12 months, evaluate the indicator using the criteria below.

1	Requires assistance and supervision	0-3.5 hours listed in the last quarter
2	Requires supervision	0.5-3.5 hours listed to reflect ongoing learning (i.e., not just in the last quarter)
3	Independent	4 or more hours listed to reflect ongoing learning (i.e., not just in the last quarter)
4	Assists and instructs others	N/A

INDICATOR #3: MAINTAIN CURRICULUM VITAE (CV).

Instructions: Using the Research Nurse's CV and the [CV checklist](#), evaluate the indicator using the criteria below.

1	Requires assistance and supervision	Resume only , no CV
2	Requires supervision	Has but missing items
3	Independent	Has all items that are applicable; may need few edits
4	Assists and instructs others	N/A

INDICATOR #4: IDENTIFY PROFESSIONAL ORGANIZATIONS RELATED TO CLINICAL TRIALS AND ONCOLOGY NURSING.

Instructions: Ask the Research Nurse to list professional organizations for both research and oncology nursing. The following are possible answers:

- American Society of Clinical Oncology (ASCO)
- American Society of Hematology (ASH)
- Association of Clinical Research Professionals (ACRP)
- International Association of Clinical Research Nurses (IACRN)
- International Society of Nurses in Genetics (ISONG)
- Oncology Nursing Society (ONS)
 - Clinical Trials Nurse Special Interest Group (ONS CTN SIG)
- Society for Clinical Research Associates (SoCRA)
- Society of Clinical Data Management (SCDM)

• Public Responsibility in Medicine and Research (PRIM&R)		
1	Requires assistance and supervision	Unable to identify any of the organizations
2	Requires supervision	Able to list 3 of the organizations
3	Independent	Able to identify the following: ONS, IACRN, SoCRA and ACRP
4	Assists and instructs others	N/A

INDICATOR #5: USE RESOURCES RELATED TO CLINICAL TRIALS, ONCOLOGY AND NURSING PRACTICE ON AN ONGOING BASIS.

Instructions: Ask the Research Nurse to list various resources that they use on an ongoing basis and give at least 5 examples of what resources were used and why the resources were sought. This can include but is not limited to:

- NCI and Center for Cancer Research websites
- Clinical Center website
- FDA website
- OHRP website
- Any of the websites for the professional organizations listed above
- NIH Library
- Professional journals
- Books (e.g., *ONS Manual for Clinical Trials Nursing*)
- Use of human resources (e.g., preceptor, team lead, CCR nurse educator)

1	Requires assistance and supervision	States they use only 1 of the above resources.
2	Requires supervision	States they use 2-3 of the above resources without hesitation (i.e., no additional prompting required).
3	Independent	States they use 5 or more of the above resources without hesitation (i.e., no additional prompting required).
4	Assists and instructs others	Provides examples (minimum of 3 in the past year) of how they have directed other staff to the above resources.