

## Post Graduate Fellowship in Oncology MD Anderson Cancer Center Experience

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THE UNIVERSITY OF TEXAS  
**MDAnderson**  
**Cancer Center**  
Making Cancer History®

# History

- Post Graduate Fellowship in Oncology Nursing
  - Established in 2006
- Created to address the gap for oncology education and clinical experience for Advanced Practice Registered Nurses
- First Post Graduate Fellowship for Advanced Practice Registered Nurses in Oncology in the country

# Mission

- The mission of the Post Graduate Fellowship in Oncology Nursing is to prepare and train Advanced Practice Registered Nurses to function as clinical experts in the complex environment of oncology care.

# APRN Post Graduate Fellowship in Oncology Nursing

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- Year long curriculum
- 30 cancer specific lecture topics
- Clinical rotations: 1300 hours
  - Specialty
  - Core
  - Long rotations
- Workshops
  - Communication
  - Billing compliance
  - H&P simulation
- Professional Development
  - AOCNP certification
  - National Comprehensive Cancer Network (NCCN) continuing education
  - Institute for Healthcare Improvement (IHI) Open School
  - Conferences (internal and external)

# Outcomes

Practice ready

Transition into APRN positions at completion

Submission/Publication of an Evidence-Based Practice manuscript

AOCNP certified

Institute for Healthcare Improvement (IHI)  
Basic Certificate in Quality and Safety

# Recruitment Process

Applications October – December

Robust selection process Jan – March

- 120 – 150 applicants from across the US
- Commitment to oncology
- Select 4; hired as employees/trainees with APRN salary and benefits

Currently in 17<sup>th</sup> cohort

Recruiting for 18<sup>th</sup> cohort

# Accreditation

- Accredited with Distinction (ANCC) as Practice Transition Program
- Accredited in December 2018
  - 70<sup>th</sup> Transition into Practice Program to be accredited
  - 10<sup>th</sup> APRN program in the US to be accredited
- 1<sup>st</sup> APRN Fellowship in Texas to be accredited
- Advanced Practice Provider Fellowship Accreditation (APPFA)
  - August 2025

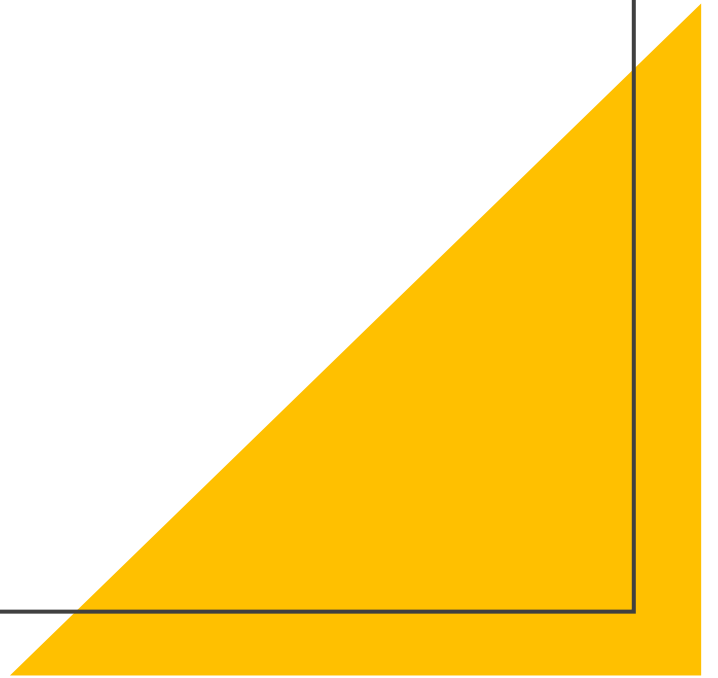
# Why Transition to Practice?

- Role Transition
  - Professional Identity Shift
- Gap between education and skill required to practice
- Other medical professions
  - Residency -> Fellowship
- Turnover (Hartsell & Noecker, 2020)
  - 10% - 15.3% nationally
  - Total direct cost \$85,832 - \$114, 919




# Buy in

- Highlighting the issue
- Presenting transition to practice programs as a solution
- Creating a steering committee
- Data driven benefits
- Agreement to a slow launch



# National Support

- American Nurses Association (ANA)
  - American Association of Nurse Practitioners (AANP)
  - American Nurses Credentialing Center (ANCC)
  - Commission on Collegiate Nursing Education (CCNE)
    - Nurse Practitioner Residency/Fellowship Standards Committee
  - National Nurse Practitioner Residency and Fellowship Training Consortium
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Questions?

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# References

- Hartsell Z., & Noecker A. (2020). Quantifying the cost of advanced practice provider turnover.  
<https://sullivancotton.com/wp-content/uploads/2020/02/Quantifying-the-Cost-of-Advanced-Practice-Provider-Turnover.pdf>