IANCE BOARD MEMBER SPOTLIGHT:
NICOLE WEATHERS

What is role on the IANCE Board?

I currently serve as the Northwest Iowa Representative and in the past I have served as the Hospitals & Clinics Representative. I also serve on the resource committee that is responsible for planning and developing the annual budget, disbursement of the professional development fund, recruiting new members and renewing current membership to the organization.

What is your role in continuing education?

When I started on the IANCE board I was the sole Staff Development Nurse Educator at Cherokee Regional Medical Center in Cherokee, Iowa. During my time there I had many responsibilities related to education including: organization of certification courses, new nursing staff orientation, yearly competency testing, development and implementation of all continuing education opportunities for nursing and much more. Since serving on the board I have taken a new position with the University of Iowa College of Nursing as the Iowa Online Nurse Residency Program Manager, responsible for the management and delivery of the online nurse residency program developed by the Iowa Action Coalition’s Task Force for Nurse Residency.

Tell us more about your program:

The Iowa Online Nurse Residency Program was developed by the Iowa Action Coalition as a way to meet the recommendations from the Institute of Medicine’s Future of Nursing Report. The nurse residency task force reviewed research and best practice on transition programs. From the research twelve (12) core competencies were identified and became the basis for the Iowa Online Nurse Residency curriculum. Evidence has shown there are three vitally important components to successful nurse residency programs: (1) delivery of didactic content, (2) discussion groups, and (3) a quality improvement or evidence-based practice project.

One challenge for the state of Iowa is having a nurse residency program available to the new graduates starting in Iowa’s 80+ critical access hospitals. Therefore, it was decided that the curriculum need to be delivered in an online format so that distance learning could take place with residents in rural facilities.

With the Iowa Online Nurse Residency Program two options are available. The first option meets the having enough nurses with the right kinds of skills is vital for the overall safety and quality of care provided. Many new graduates are arriving to the workplace unprepared; they lack the critical thinking skills needed to apply their classroom learning to real work practice. Nurse residency programs are a way to bridge this gap between preparation and practice. Nurse residency programs consist of planned periods of time for nurse residents to acquire the knowledge and skills to needed to deliver safe, quality care; to develop communication and decision making skills, and to acquire ideals of professional practice.

What is a nurse residency program?

Nurse residency programs are being implemented as a way to decrease turnover, combat the inevitable nursing shortage, and provide continued education for newly graduated nurses entering the workforce. Healthcare continues to become more complex and
needs of those serving in rural facilities and larger facilities that do have the resources to develop their own nurse residency program. The ‘online’ option provides a comprehensive, turn-key nurse residency that utilizes the online modules for didactic learning. With this option monthly synchronous discussion via live webinar are held with the Nurse Residency Program Manager. Residents enrolled in this option have the opportunity to network with other new graduates transitioning to practice where this normally wouldn’t be the case. Between the live webinars, the online community offers continued support to residents through asynchronous discussion forms and the Nurse Residency Program Manager provides residents with coaching and support to complete a quality improvement or evidence-based practice project in their facility.

The second option is the blended option. This option is attractive to facilities that may have many new graduates. The online modules serve as a base curriculum for an in-house residency program. In the blended option nurse residents complete the didactic content online at their convenience and attend discussion groups in their facility that are organized and led by a facility-based residency coordinator. The facility’s residency coordinator also mentors and supports the resident through completion of a quality improvement or evidence-based practice project.

Further information on the program can be found at: http://campaignforaction.org/resource/iowa-online-nurse-residency-program

What’s your favorite part of being on the IANCE board?

When I first started providing continuing education I became a member of IANCE for the opportunity to network with experts in the field. There were so many people out in the state that had been doing continuing education for a long time and I couldn’t wait to connect with them so I could learn more about providing quality continuing education to nurses. I chose to get involved in the board not only for the continued networking opportunities, but also to help those new to continuing education really understand their role and responsibility with that position.

NEW IANCE PROVIDER FOCUS EDITORS

"Retirement may be an ending, a closing, but it is also a new beginning."
-Catherine Pulsifer

Nancy Lathrop is retiring soon and this will be her last issue as editor of the Provider Focus. Nancy has served several terms, and in many capacities, on the IANCE board, including president, secretary and newsletter editor. Her dedication, knowledge and experience will be missed by all.

Nancy has been at the College of Nursing for almost 40 years. She started working as a secretary for the Assistant Dean for Continuing Education in 1975. About that time, mandatory continuing education for nurses was implemented and the College of Nursing saw an increase in programming. Even though Nancy isn’t a nurse, her boss, who was writing Iowa’s first provider application, promoted her and educated her on the contents of Chapter 5 and the principles of adult continuing education. Nancy’s job has changed a lot over the years, but she feels that continuing education has always been her first love. As a planner, she feels fortunate to have worked with so many smart, skilled and dedicated nurses.

What’s next for Nancy? She will formally retire from the University of Iowa College of Nursing in October and then, as soon as her husband retires, they will be spending part of the winter in Arizona (despite the fact, she says, that she will certainly become a golf widow!). They plan to do more traveling together and she will continue with her many hobbies and volunteer activities. She will also remain a diehard Hawkeye fan.

Two of the newer members on the IANCE board, Lori Johnson and Laura Daman, will be sharing the newsletter editor duties following Nancy’s retirement. Both are planning to carry on the tradition of providing members with an informative, interesting and useful newsletter.
Lori Johnson has been an RN for 28 years and can still say “I love nursing!” She has been with UnityPoint Health-Trinity in the Quad Cities since 2003 and that is when she began her nurse educator role. Six years ago, she started working with continuing education credits. Since her medical center is bi-state, she works with both Iowa and Illinois continuing education which includes nursing, respiratory therapy, PT/OT, Speech, and SW.

Lori is originally from a small farm town in southern Illinois. She and her husband married and moved to the Quad Cities 27 years ago. They have 3 kids, one grandson and a pug named Moe. She enjoys gardening, reading and spending time with family.

After 20+ years in health care education, Laura Daman became an RN. She feels that becoming an RN “later in life” gives her a unique perspective on nursing and nursing continuing education. While working clinically, she was offered the opportunity to work for Kirkwood Community College Continuing Education in Cedar Rapids. This opportunity allowed Laura to combine her first love, education, with her nursing knowledge and expertise. She is beginning her seventh year with Kirkwood providing continuing education programming for nurses and allied health professionals.

Laura and her husband of 34 years have 4 children, five grandchildren and a spoiled cat named Meowzer. Two years ago they moved Laura’s mom to Iowa from California and she now lives with them in their home in Marion. Being with family is Laura’s top priority, but she also enjoys reading and walking and spending time with friends.

Both Lori and Laura know they have some big shoes to fill. They are looking forward to serving IANCE members in their new role as co-editors of the IANCE newsletter. Feel free to contact either one to share your ideas, comments and suggestions for future issues of the Provider Focus.

Please join Lori and Laura in wishing Nancy the happiest of retirements.

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**ARTICLE REVIEW**


In this short administrative angles article, Pamela Dickerson reminds us of the importance of adhering to the guiding principles of program development and implementation that lead to quality educational activities. These principles include using assessment data, involving of the target audience in planning, defining outcomes expertly, individualizing content to the audience, selecting appropriate teaching learning strategies and involving learners in the evaluation. The author feels that adhering to these principles will be particularly important as we transition from the traditional models of delivery of continuing education to more learner-focused opportunities.

Content integrity is important. Content should be free from bias and be evidence-based. It is particularly important that there be no commercial control of content so it is fair and balanced. Controlling bias is the responsibility of the planner and not just inherent in completing a disclosure form.

Evaluation of outcomes is a second major focus of this article. The author reminds us that documenting that continuing education makes a difference is an important responsibility. The goal should be to find outcome measures that demonstrate the value of continuing education not only to nursing practice but also to patient care.

These principles are all good reminders for maintaining the integrity of our programming, no matter what the modality.
PROVIDER FOCUS SURVEY

IANCE members are invited to complete a short survey giving editors direction on what they would like to see included in the Provider Focus newsletter. Please take a few minutes to complete this survey:

https://www.surveymonkey.com/s/IANCEPF

Thank you for your feedback!

WAIVERS OF CONTINUING EDUCATION REQUIREMENT

The following information was shared by Laura Hudson at the annual provider conference in November:

The administrative rules waive the continuing education requirement for any licensee who meets any of the following conditions:

1. Active military duty during all or part* of the licensure period. If audited, the licensee must be able to provide documentation of active military standing, such as service orders or a letter from a superior officer.

2. Residence outside of Iowa and licensure in another mandatory continuing education state during all or part* of the licensure period. If audited, the licensee must submit a photocopy of a current license in another state that also has a mandatory continuing education requirement, and the license must show an address outside of Iowa.

3. Employment by the Federal Government as a registered or licensed practical nurse, and assignment to duty outside of the United States during all or part* of the licensure period. If audited, the licensee must be able to provide documentation of both employment by the government, as well as the overseas assignment.

4. Foreign service during all or part* of the licensure period, as a registered or licensed practical nurse outside the United States, where a current nursing license is required. If audited, the licensee must be able to provide documentation of both the foreign service, and that either the foreign government or the employer (such as a missionary group), requires a current stateside nursing license.

5. Current certification in a specialty area for the advanced registered nurse practitioner at the time of license renewal.

6. Physical or mental disability during the licensure period. This waiver requires that an application be completed and signed by a physician. The requirement may be partially or entirely waived, or an extension of time may be granted in which to complete the continuing education requirement. The application may be obtained by any of the following means:
   1. Telephone: 515-281-8808
   2. Email to Laura Hudson
   3. FAX to 515-281-4825
   4. Writing to the general address: Iowa Board of Nursing, 400 SW 8th Street, Ste. B, Des Moines, IA 50309-4685

* The requirement is waived for the entire license period for any licensee who meets the conditions for waivers 1, 2, 3 or 4 at the time of his/her renewal. If the conditions for these waivers are met for only a portion of the licensure period, but not all the time of renewal, contact the board office directly for additional assistance.

Reference: 655 IAC 5.2(3)

Provider Focus Contributors:

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