Online Nurse Residency Program

Developed by the Iowa Action Coalition

Per the recommendation of the Institute of Medicine, nurse leaders from practice and education settings have created an affordable, competency-based residency program that can be implemented in a variety of clinical settings across the United States. Based on best practices and the latest research, the program’s curriculum addresses competencies that are weak or lacking in new nurse graduates.

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. To ease the delivery of the didactic content, the task force developed online courses that present the didactic content through case studies, video scenarios and interactive activities. Depending on the option purchased, monthly discussions and residency projects will be facilitated by the Online Nurse Residency Program Manager via live, synchronous webinars or through a facility’s own nurse residency coordinator.

A video overview of the program and an example of an online course are available at: www.nursing.uiowa.edu/onrp

Use of Nurse Residencies in Magnet Recognition® and Pathway to Excellence® Programs

Are you working toward Magnet Recognition or Pathway to Excellence in your facility? The Online Nurse Residency Program used in Magnet Recognition and Pathway to Excellence programs is an example of structural empowerment and demonstrates how the organization facilitates the effective transition of new graduate nurses into the nurse practice environment.

Privileges as University of Iowa College of Nursing Students

Nurses in the Online Nurse Residency Program will be admitted as nondegree students at the University of Iowa College of Nursing. The student status gives them online access to the University of Iowa library resources, including electronic journals, PubMed and hundreds of online databases. The university librarians are available to teach the nurse residents to perform targeted online searches of evidence-based sources to help the residents inform and advance their nursing practice.

Online Option

There are two options facilities may choose when purchasing the Online Nurse Residency Program. Facilities that do not want to build their own infrastructure for a nurse residency program may prefer the online option, which provides a comprehensive, turn-key residency program that utilizes the online modules and monthly discussions via live webinar with the Nurse Residency Program Manager. The resident has the opportunity to network with other new graduates throughout the state and nation. Between the live webinars, the online community offers continued support to the resident through discussion forums. The Nurse Residency Program Manager provides the resident with coaching and support to complete a quality improvement or evidence-based practice project in their facility.

Outline of Curriculum

1. Transition from Student to Professional Nurse
2. Communication
   a. Communicating with patient care providers
   b. Communicating with the health care team
   c. Conflict management
   d. Patient education
3. Responsibilities of the Professional Nurse
   a. Quality
   b. Safety
   c. Evidence-based practice
   d. Instructions for development of quality improvement or evidence-based practice project to be completed by the end of the residency
4. Decision-Making at the Point of Care
   a. Prioritization
   b. Delegation
   c. Critical thinking
   d. Time management
   e. Culturally responsive care
Blended Option

Facilities with many new nurse graduates may choose the blended option, which provides the online modules that 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 will also mentor and support the residents through completion of a quality improvement or evidence-based practice project.

Startup Consultation Services

The Online Nurse Residency Program is dedicated to ensuring success of your blended in-house programs. When signing on with the ‘blended’ option of the program, an additional "Start-Up Package" is required of facilities implementing a blended program.

This includes:
- 10 hours of consultation over the first 12 months of the program (provided via conference call)
- On-site facilitators discussion guides for all 13 modules
- Tools for coaching resident through their residency projects

For further information on the details of this package contact our nurse residency program manager.

Pricing

The price for the online option is $1,000 per nurse resident.
The price for the blended option is $325 per nurse resident.
Startup consultation services: $750 (one-time fee; blended program only).
Volume discounts are available. Contact the program manager for additional details.

Enrollment of residents in either the online or blended option of the program include the following:
1. Access to the modules for up to 2 Site-Coordinators
2. Access to the modules for facility mentors
   - Each facility will be provided with 1 guest account for mentors to share
   - For facilities wanting mentors to have individual access, a $5 fee will be applied for each individual account provided

Mentors and site coordinators will have access to complete the online modules, but will not receive continuing education credit for doing so.

Continuing Education Credit

The Iowa Board of Nursing will award 9.6 contact hours for completing the residency's online courses.

Contact:

For more information, visit the Iowa Nurse Residency Program online or contact:

Nicole Weathers, MSN, RN
Online Nurse Residency Program Manager
319-384-1676 | nicole-weathers@uiowa.edu