MESSAGE FROM NICOLE

Wow! 2021 seemed to go by in the blink of an eye, and what a year it has been. As 2022 begins, I can’t help but look back on everything the last year did for us to continue to grow and meet our mission. When I look at our list of accomplishments throughout the year, I am amazed by how many opportunities we had to get out and share our program and models for delivery. It has been an absolute honor to be a part of it all, either through sponsorships, publications, or presentations of our work. The best part of it all was through these opportunities, we were able to connect with a wide range of individuals, like you, that are shaping the future of our nursing workforce and the professional development of nurses.

In 2021, one of our main goals was to allow our network of employers and new graduates to play a more active role in shaping our future. We did this by creating an opportunity to learn in community with our site coordinators through monthly cafes. Through this intentional monthly connection, we took the time to listen to our partners, what is happening in their worlds when it comes to recruitment, training, and retention of their nursing workforce, and what they needed from us to support their new graduate nurses. As these cafes continue through the upcoming years, I hope that together we can figure out how our program should evolve to meet the ever-changing needs of our users, and we can shape the way new graduates are transitioned into practice in the future, improving the lives of these individuals and the healthcare system.

We closed out this last year talking and dreaming about what the future holds for this program. After careful consideration of current trends in healthcare and reviewing all the feedback and evaluation data from our existing users, we have come up with an exciting list of goals to work towards in 2022. We can’t wait to get started and have our partners participate in the process. Here’s to another great year of growth, innovation, and service.

Wishing you nothing but the best in the year ahead!

Nicole Weathers, MSN, RN, NPD-BC
Iowa Online Nurse Residency Program Manager

START STRONG. START ANYWHERE. START TODAY.

Mission
To provide a cost-effective and innovative program to help nurses across the country have a positive transition into practice.

Vision
To provide every new graduate nurse, no matter their practice setting, the tools and support necessary to enhance their transition to practice, laying the foundation for a successful career.

Values
Authenticity
Growth
Innovation
Intentionality
Service

“The conversations that were held during the highest points of the pandemic really helped with the anxiety that I experienced during that time.”

Past Resident
LOOKING BACK

2021 Year in Review Timeline

- **JAN**: NRHA Webinar - Trending in 2021: RN Apprenticeship Programs
- **FEB**: Launched - Inaugural Non-Acute Care Cohort
  - 4M's Framework Content
- **MAR**: Curriculum Enhancements - The Resiliency Solution
  - Higher Learning Technology
- **APR**: PTAP Symposium - Stop Dreaming – Start Doing: Rural Nurse Residency
  - 4M's Framework Content
- **MAY**: NRHA Annual Rural Health & Innovation Summit
  - Presented - Innovative Funding Solutions for Nursing Workforce & Transforming New Graduate Nurses to Bedside Leaders
  - AONE Voice of Nursing Leadership Publication
  - Rethinking Nurse Residency: Development of Next Generation Nursing Workforce
- **JUN**: Nurses Reshaping the Workforce: From Crisis to Innovation Conference
  - Presented - Innovative Pathways for Workforce Development with RN Residency Apprenticeships
- **JUL**: IONL Leadership Series - Sponsor
- **SEP**: International Rural Nurse Conference
  - Presented - Nurse Residency Apprenticeships
  - ANPD Conference - Sponsor
- **OCT**: Launched - Newly revised Canvas sites
  - Advisory Board - Final IONRP Advisory Board Meeting
- **NOV**: Welcomed - Jessica Grote DNP, RN, NPD-BC Program Coordinator
- **DEC**: Strategic Planning - IONRP Team strategic planning sessions

- **NRHA Rural Clinical and Critical Access Hospital Conference**
  - Presented – Innovation in Nursing Workforce Development: RN Residency Apprenticeship
IONRP TEAM UPDATES

Congratulations Dr. Anita Stineman

Professor Anita Stineman retired in July 2021 after more than 20 years with the University of Iowa College of Nursing.

Dr. Stineman received her BSN and PhD from Iowa, and she joined the college in 2001. She was promoted to clinical professor in 2018. Dr. Stineman has held a contract with the Iowa Department of Public Health since 2013 where she focused on a direct care workforce initiative. She recently received an Iowa Workforce Development grant as a co-PI with Nicole Weathers for the Iowa Online Nurse Residency program. She is also a member of the Gamma Chapter of Sigma Theta Tau, and has a long record of service to the College of Nursing and to the University of Iowa.

Dr. Stineman has worked with the Iowa Online Nurse Residency Program since 2017 and has been an integral part of our success in recent years.

Congratulations Lori Forneris

Lori Forneris, MS, RN, retired in August 2021 from the Iowa Online Nurse Residency Program after nearly 10 years of supporting the outreach efforts.

Lori led the Iowa Action Coalition Task Force responsible for developing the Online Nurse Residency Program through the 2-year process from 2012-2014. Lori then served as a volunteer mentor for many years, supporting the continued vision to provide nurse residency to new graduates working in any healthcare setting. In recent years, due to growth in the program, Lori worked part-time as the Apprenticeship Program Coordinator from 2019-2021. Her dedication to nursing and mentoring is inspiring and worthy of commendation.

Welcome Dr. Sandra Daack-Hirsch

We welcomed the University of Iowa College of Nursing Executive Associate Dean, Sandra Daack-Hirsch, PhD, RN, FAAN to the IONRP in August. Her expertise and support is a tremendous asset to the program.

“The IONRP is a pioneering program, and under the leadership of Nicole Weathers, it has earned a national reputation of excellence. The program is especially important to new nurses in rural settings where finding peers and support can be a challenge. It’s important to be with a cohort and find support as new nurses navigate the process of becoming an independent nurse, because it can be lonely and overwhelming. The IONRP is successful at expanding nurses’ knowledge base and instilling self-confidence. It’s an honor to join the IONRP team.”

Dr. Daack-Hirsch joined the college in 2007 and in addition to her faculty role, she has served as a senior faculty affiliate in the Public Policy Center, director of the College of Nursing’s PhD program, president of the University of Iowa faculty senate, and most recently as the interim executive associate dean.

Dr. Daack-Hirsch is nationally and internationally recognized for her expertise in clinical genetics and has consulted on numerous national projects to promote the education of nurses in genetics. She is also the recipient of the James N. Murray Teaching Award and the University of Iowa Michael J. Brody Award for Faculty Excellence in Service.

Welcome Jessica Grote

We welcomed our newest team member, Jessica (Jessi) Grote, DNP, RN, NPD-BC to the position of Program Coordinator in September.

“Having grown up in a town of 400 people in northeast South Dakota, rural has always been home to me. I now live in a town of 200 in the Panhandle of Nebraska, where I ranch with my husband and we raise our daughter, dogs, and welcome foster kiddos when we are able. I love to help on the ranch, garden, read, make cakes, and spend as much time with my family as possible.”

Jessi graduated with her BSN from South Dakota State University in 2010, and obtained her MSN with a focus in nursing education from Gonzaga University in 2014. Jessi then received her DNP in Executive Leadership in 2020 from the University of Nevada - Reno, and her Certification in Nursing Professional Development in 2021.

Prior to this role, Jessi worked as a staff nurse in a variety of rural acute care settings, from the ICU to med/surg to critical access. Jessi worked in quality, patient and staff engagement, education, compliance, risk management, emergency preparedness, residency coordination, CNE planning and approval, and also was a Chief Patient Care Officer (COO/CNO) for two years.
WELCOME NEW FACILITIES

BLEND ED
Loveable Medical Center (New Mexico)
Franciscan Health Indianapolis (Indiana)
Unity Point Trinity Quad Cities (Iowa/Illinois)

ONLINE
AIH – McDowell (Kentucky)
Vernon Memorial (Wisconsin)
Yuma District Hospital (Colorado)
Vail Hospital (Colorado)
Barrett Hospital & Healthcare (Montana)
Cameron Memorial Hospital (Indiana)
Madison County Hospital (Iowa)
Orange City Area Health System (Iowa)
Southwest Health System (Colorado)
Stewart Memorial Hospital (Iowa)
Upland Hills Health (Wisconsin)
Veteran’s Memorial Hospital (Iowa)

FACILITY SPOTLIGHT

“Transitioning from school to professional nursing has unique challenges. I think the program helped bridge some of those challenges.”

Past Resident

I commend the nurse residents for their resiliency and commitment through one of the most difficult times in nursing practice.

Kristie Geil, CNO

"Congratulationsto CGH Medical Center (Sterling, IL) for graduating their first cohort of RN residents on November 16, 2021. The 10 new graduates completed the year-long program and presented their residency projects at the November 2021 celebration.

“In their final 6 months, residents designed a project of their choice. This type of project-building provides residents an opportunity to use evidence-based practice or best-practices to create and/or change a process, policy, or standard in their department,” said Site-Coordinator Nancy Lauritzen, RN. “This experience is a huge step in professional development, as clinical issues are viewed and approached as opportunities, rather than problems or barriers to quality care.”

The November 2021 graduates presented their projects to CGH Nurse Managers, Assistant Nurse Managers, RN Educators and Kristie Geil, CNO. “I commend the nurse residents for their resiliency and commitment through one of the most difficult times in nursing practice,” said Kristie Geil, CNO.

The residency projects included: Standardized Bedside Report, Care of the Covid Patient and Burnout, Virtual Reality for Pain Management in Labor Patients, Pediatric Emergencies and Pediatric IV Pump, Effective ED Patient Communication, and Care of the TR (trans-radial) Cardiac Catheterization.

“We are proud of all their amazing work and critical thinking on these projects,” said Lauritzen. “Their presentations were awesome!”

CGH Medical Center Celebrates First Successful Cohort

State Site Totals

Alabama 1
Colorado 4
Illinois 1
Indiana 2
Iowa 18
Kentucky 2
Minnesota 1
Montana 1
Nebraska 1
New Mexico 2
New York 1
Ohio 2
Oregon 2
South Dakota 1
Wisconsin 2

Total Site Enrollments (YTD)

Online Blended Total
2022 PRIORITIES

Based on the External and Internal Review and the SOAR Analysis, the following priorities were identified as the focus for 2022:

- Data Management and Reporting
- Curriculum Revision
- Administrative Resources

UPCOMING EVENTS:

**Speaking Engagements**


**Conferences/Booths**


**2022 Site Coordinator Advisory Sessions**

Your input is important to us! Join us during our regularly scheduled Site-Coordinator Café’s to discuss the IONRP, review evaluation data and timelines for current improvement projects, gain feedback on specific initiatives, and provide your ideas and recommendations for improvement.

- February 2nd (Online) OR February 15th (Blended)
- September 7th (Online) OR September 20th (Blended)

Don’t forget our monthly Site Coordinator Café’s

- Online: 1st Wednesday of every month at 11 am (CT) Click here to add to your calendar
- Blended: 3rd Tuesday of every month at 11am (CT) Click here to add to your calendar

**2022 Executive Board Meetings**

The newly developed Executive Board includes the Executive Associate Dean of the University of Iowa College of Nursing (CON), CON Financial Officer, IONRP Manager, IONRP Coordinator, IONRP Marketing Coordinator, Co-Director of the NCEC, and IBON Associate Director of Workforce.

- 2022 Meetings: March, June, September, December

FACILITY SPOTLIGHT

**UI’s Online Nurse Residency Program Helps Medical Center Receive Prestigious PTAP Credentialing**

Southern Ohio Medical Center (SOMC) was recently awarded accreditation by the American Nurses Credentialing Center (ANCC) for the Practice Transition Accreditation Program (PTAP). The credentialing is for their Critical Care Nurse Residency Transition to Practice Program.

PTAP accreditation is awarded to organizations that demonstrate excellence in transitioning nurses to new practice settings. SOMC’s program includes a curriculum development collaboration with the Iowa Online Nurse Residency Program and focuses on new graduates who will be providing critical care in the Intensive Care Unit and Heart Care areas and has been offered since June of 2019.

“Our program supports new graduates entering the ICU and Heart Care,“ said Ashley Salyers, SOMC’s PTAP Program Director. “It helps them acclimate and see what health care looks like outside of nursing school. The program helps new critical care nurses develop skills, competency and confidence as they transition into the critical care environment.”

“In addition to preparing new nurses to work in critical care, the program also supports them as they adjust to the stresses and demands of the job. “We do more than just teach new nurses how to do the job. We create an environment where they can feel supported and understand that they’re not alone.”

Ashley Salyers, SOMC’s PTAP Program Director
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