



Iowa Online Nurse Residency Program

# ANNUAL REPORT

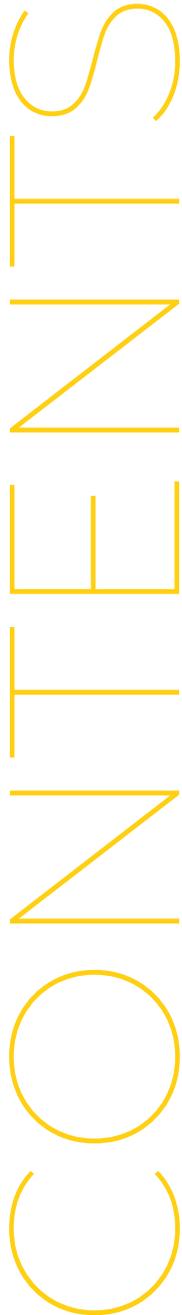
2022



**IOWA**

College of  
Nursing

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## IONRP Team

**Nicole Weathers, MSN, RN, NPD-BC**  
Program Manager, IONRP  
[nicole-weathers@uiowa.edu](mailto:nicole-weathers@uiowa.edu)  
319-384-1676

**Jessica Grote, DNP, RN, NPD-BC**  
Program Coordinator, IONRP  
[jessica-grote@uiowa.edu](mailto:jessica-grote@uiowa.edu)  
319-467-4663

**Jessica Ociepka, MSN, RN-BC**  
Program Coordinator, IONRP  
[jessica-ociepka@uiowa.edu](mailto:jessica-ociepka@uiowa.edu)  
319-335-0388

**Amanda Bruscher, BSN, RN**  
Program Coordinator, IONRP  
[amanda-bruscher@uiowa.edu](mailto:amanda-bruscher@uiowa.edu)  
319-335-0478

**Jill Gillespie, BA, AA**  
Marketing Coordinator, IONRP  
[jill-gillespie@uiowa.edu](mailto:jill-gillespie@uiowa.edu)  
319-467-1851

## Contact Information

University of Iowa College of Nursing  
Iowa Online Nurse Residency Program  
101 College of Nursing Building  
50 Newton Road  
Iowa City, IA 52242-1121

[CON-IONRP@uiowa.edu](mailto:CON-IONRP@uiowa.edu)

# MESSAGE FROM NICOLE



It feels like yesterday, I was sharing in our annual report about all the amazing things we had planned for 2022. We have been busy working on bringing all those strategic goals to fruition, and I cannot believe how close we have come to marking each one off our list.

I am happy to share that we have significantly improved managing participant data and reporting that data back to the organizations throughout the year. We can now better manage the volume of data coming into our system much more efficiently and effectively. Organizations can request data reports on their participants anytime throughout the year, and we can turn those reports around to them within a few short days.

Improving our customer journey and administrative resources was another core goal for 2022. This started with hiring a student early in 2022 to help us build a database allowing more efficient tracking of our partner organization information and more efficient processes for invoicing. This database also allows us to run many of the reports we will share throughout this annual report with a click of a button.



...we came to terms with the fact that to meet the needs of future new graduates entering practice, we needed to make some changes.



The final goal for 2022 was redesigning our curriculum to meet our new graduates' needs better. As we conducted environmental scanning to see what was on the horizon in the world of learning and professional development, we came to terms with the fact that to meet the needs of future new graduates entering practice; we needed to make some changes.

I would be remiss if I did not emphasize how important the original work completed by the Iowa Action Coalition in 2012-2014 has been to new graduates and our employee-partners over the last eight years. Their work provided evidence-based, standardized online content to new graduates in all practice settings from coast to coast. This group of Iowa nurse leaders spent countless hours developing an online curriculum that would provide healthcare organizations with limited resources and small numbers of new graduates the opportunity to provide a practical and cost-conscious program easing the transition of their new hires. Did you know that online residency curricula only existed after this group decided to step outside the box and blaze this new trail? Iowa was first. They changed the world of nurse residency and transition-to-practice programs for the better, and this great work is necessary for this program to exist. Let us take a moment to acknowledge this movement and thank the visionaries who brought this to life.

You can read more about the curriculum redesign on page 11, but know it has turned out better than I think we could imagine. As we finish up the last of our curriculum redesign, we are actively planning for the next big things to come for this program. I am excited to dig in and continue bringing more great things to our IONRP partner organizations. Thank you for your continued support, and I look forward to serving you and your nurses in the year ahead and wishing you the best as we embark on 2023. Here's to another great year of growth, innovation, and service.

*Nicole Weathers*

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

# IONRP PRINCIPLES

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



My favorite part was having an instructor who has been on the floor, knows how it is to be a new nurse, and is willing to honestly share her mistakes and how she managed during difficult times.

*Alison Grayman* ””

# 2022 YEAR IN REVIEW



National Rural Health Association (NRHA) Webinar: "4 Steps to Launch a Nurse Residency Program in 2022"



Meeting



Site Coordinator Advisory Session #1



Resiliency Curriculum integrated into Canvas for seamless participation.



ANPD Aspire Annual Convention. IONRP presented: "Lessons in Trail Blazing: Common Mistakes of Taking Training Virtual."



Conference



Co-Sponsor of the virtual ANCC PTAP Symposium. IONRP presented: "From Flat to Fabulous: Top 5 Tips for Virtual Cohort Discussions."



National Evidence-Based Practice Conference - Poster: "Advanced Practice Providers' Transition to Practice in Iowa."



National Rural Health Association (NRHA) Hospital Innovation Summit. IONRP Presented: "Leveraging Partnerships to Score a WINN for Rural Presentation."



Conference



North Dakota Organization of Nurse Leaders Inaugural Conference. IONRP Presented: "Surviving Current Workforce Challenges: Could Nurse Residency Be an Effective Treatment?"

# 2022 YEAR IN REVIEW



## Presentation



NOSORH Meeting. IONRP presented: "Bridging the Gap in Today's Nursing Workforce."

## HAPPY Anniversary



Celebrated Program Coordinator, Jessi Grote's 1-Year Anniversary. Jessi is a wonderful nurse mentor and a strong support person for our online residents and facilities.



## NRHA Conference



Attended the National Rural Health Association (NRHA) Critical Access Hospital Conference.



## NRHA Webinar



National Rural Health Association (NRHA) Webinar: "Is History Repeating Itself?"

Attended the Iowa Hospital Association (IHA) Annual Conference.



## Meeting



Site Coordinator Advisory Session #2



## Welcome



We welcomed two online facilitators to our team: Jessica Ociepka, MSN, RN-BC, & Amanda Bruscher, BSN, RN.

Strategic Planning



# TEAM UPDATES



## Isaac McSorley

We welcomed student Isaac McSorley in early 2022 to help us build a database allowing more efficient tracking of our partner organization information and more efficient processes for invoicing. Isaac finished his Bachelor's Degree in Business Analytics and Information Systems at the University of Iowa Tippie College of Business in December 2022. He will start his Master's Degree in Business Analytics in January of 2023 and be around to help us as needed as we move into 2023.



## Evelynn Stephens

We welcomed Evelyn Stephens in August 2022 to assist with onboarding new organizations, data entry, and invoicing. Evelyn also works for the University of Iowa College of Nursing Csomay Center as an Administrative Services Coordinator and is a student in the Master of Business Administration (MBA) program with the Tippie College of Business.



## Jessica Ociepka, MSN, RN-BC

We welcomed Jessica Ociepka in December of 2022. Jess works remotely from Silverthorne, Colorado as a full-time program coordinator with the Iowa Online Nurse Residency Program. The exciting growth of our program's online option has created a need for more online facilitators. Jess comes to us with knowledge of our program as the previous site coordinator for her facility that participated in our online nurse residency.



## Amanda Bruscher, BSN, RN

We welcomed Amanda Bruscher in late December of 2022. Amanda works remotely from Cherokee, Iowa as a part-time program coordinator with the Iowa Online Nurse Residency Program. Amanda is a former IONRP participant, completing the program in 2018 and the IONRP preceptor course in 2020.

# WELCOME NEW FACILITIES

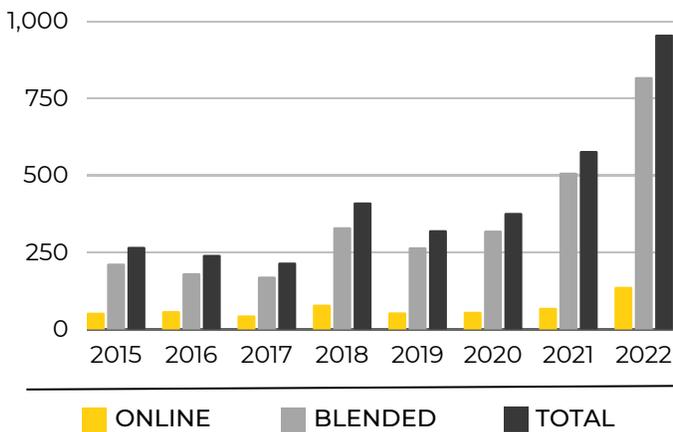
## BLENDED

- UT Health East Texas (Texas)
- Marietta Memorial Hospital (Ohio)
- Mary Greeley Medical Center (Iowa)
- Franciscan Alliance System (Indiana)
  - Central
  - Western
  - Olympia Fields
  - Crown Point
  - Michigan City
  - DHM
- Mountainside Medical Center (New Jersey)

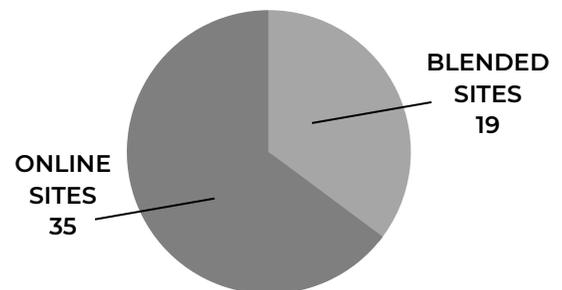
## ONLINE

- Sioux Center Health (Iowa)
- Tru Community Care (Colorado)
- Summit Pacific Medical Center (Washington)
- Box Butte General Hospital (Nebraska)
- Unity Medical Center (North Dakota)
- SMP Health – St. Andrews (North Dakota)
- SMP Health – St. Aloisius (North Dakota)
- McKenzie County Health Systems (North Dakota)
- Sakakawea Medical Center (North Dakota)
- Grand River Health (Colorado)
- Pioneers Medical Center (Colorado)
- Delta Hospital (Colorado)

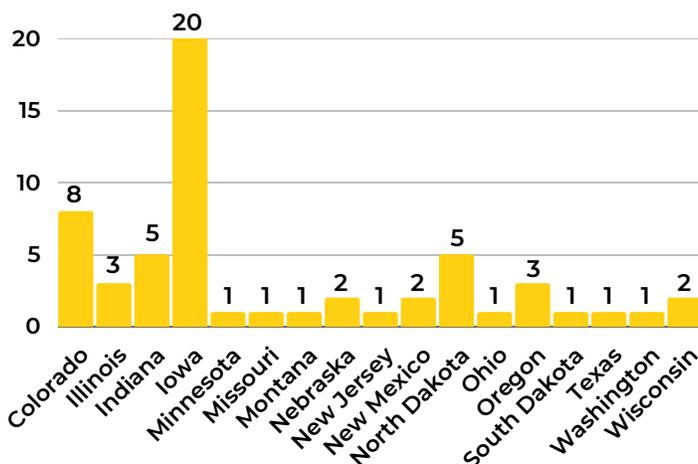
## TOTAL RESIDENT ENROLLMENTS (YTD)



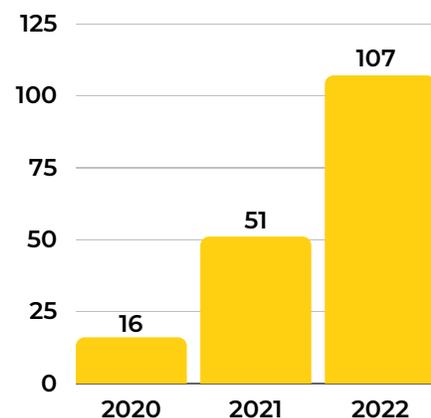
## SITE DISTRIBUTION



## STATE SITE TOTALS



## PRECEPTOR COURSE ENROLLMENT



# FACILITY SPOTLIGHT

## UI's Online Nurse Residency Program Helps Health Care System Receive Prestigious PTAP Credentialing

Monument Health, Rapid City, SD, was recently awarded accreditation by the American Nurses Credentialing Center (ANCC) for the Practice Transition Accreditation Program (PTAP). The credentialing is for their Nurse Residency Program.

"We are so proud of the work of our Monument Health team – new graduate nurses, preceptors, nurse leaders, and mentors. This recognition means we provide best-practice opportunity and mentoring for our newest RNs, and the work continues!" said Monument Health Nursing Professional Development Practitioner Holly K. Perli, BSEd, BSN, RN.

PTAP accreditation is awarded to organizations that demonstrate excellence in transitioning nurses to new practice settings. The ANCC Practice Transition Program standards provide residency programs with the framework needed to improve structures and processes by creating robust, comprehensive programs for nurses transitioning into the profession.

Monument Health's Nursing Professional Development team has been a proud partner of the Iowa Online Nurse Residency Program since 2017. "We would like to say thank you to the Iowa Online Nurse Residency Program for their support over many years. They've been a great partner," said Chief Nursing and Performance Officer Nicole Kerkenbush.



This recognition means we provide best-practice opportunity and mentoring for our newest RNs, and the work continues!

Holly K. Perli,



# CURRICULUM REDESIGN

Technology and design have made giant leaps in the last eight years. Our online world has impacted and continues to shape how people learn and consume information.

In 2022, it was time to reimagine what is possible again, taking the torch passed from the Iowa Action Coalition and further blazing the trail in online nurse residency. We are excited to present our newly redesigned online curriculum to current and future customers. This redesigned nurse residency curriculum contains the same evidence-based content, now delivered through new micro-learning videos, expert podcasts, and downloadable content. Gone are the days of sitting behind a computer to complete online modules. Learners can now consume our content in small chunks, learning on the go, accessible from their smartphone or favorite device. Piloting the redesigned content started in the fall of 2022, and the feedback has been tremendous. We cannot wait to get more new graduates started with this completely redesigned curriculum.



[REGISTER TO VIEW A SMALL SAMPLE](#)



Microlearning Videos



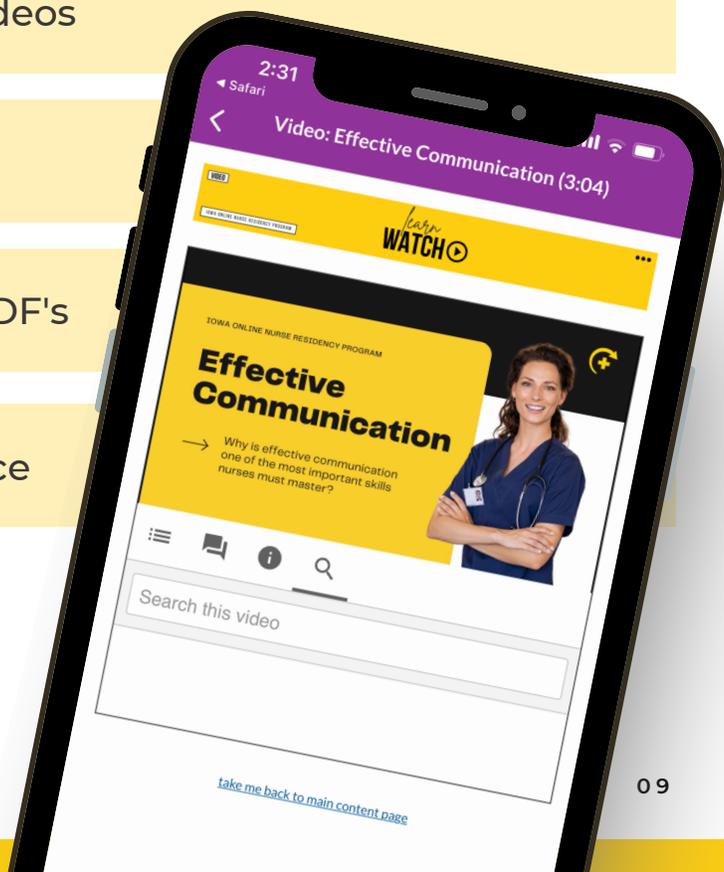
Expert Podcasts



Downloadable PDF's



Resiliency Practice



# FACILITY SPOTLIGHT

## CGH Medical Center Celebrates Second Successful Cohort

Congratulations to CGH Medical Center (Sterling, IL) for graduating their second cohort of RN residents. The 11 new graduates completed the year-long program and discussed their projects with nursing leaders during their final presentations on Thursday, October 27, 2022.

CGH Medical Center partners with IONRP to provide support, continuing education, and professional development throughout the first year of nursing. The 12-month program provides learning opportunities through online modules, lectures, interactive experiences with guest speakers, group discussions, skill-building, and mentorship.

The program culminates with a quality improvement or evidence-based practice project centered around opportunities for improvement. This year's projects included: Call Light Chaos, Eye Medication Administration in the OR, Nursing Supplies and Equipment, Daily CHG Bathing on Central Line-Associated Infections, Comfort Glide Patient Safety, Delayed Bathing in Newborns, Huddle Boards in the ED, and Intravenous Electrolyte Administration.

CGH thanked Site-Coordinator Nancy Lauritzen, RN, for guiding the nurse residents through the first 11 months of their 12-month program. Nancy was instrumental in the development and success of the nurse residency program at CGH. She recently retired after 40 years of service.

CGH Nursing Program Director Jennifer Grobe, Ph.D., MSN, RN, CNE, finished the last month with the residents. "We had a great presentation of their projects, and we look forward to recognizing their hard work. Our marketing department is posting their picture and projects on social media and throughout the organization," said Grobe.



CGH Medical Center, Sterling, IL

“

We had a great presentation of their projects, and we look forward to recognizing their hard work.

Jennifer Grobe ”

# STRATEGIC GOALS - 2023

The IONRP team spent the end of 2022 reflecting on our hopes for the coming year. There were four key areas we focused on:

01

## **Current Customers**

We met with groups of current customers to get feedback on what's working well, where they are running into obstacles, and what they wish we offered that we don't currently.

02

## **Environment Scan**

We reviewed the latest literature and resources in the world of residency, training, and development. We also explored current workforce issues and current and future trends in registered apprenticeship programs.

03

## **Internal Review**

We reviewed the results of our Casey-Fink Graduate Nurse Experience Survey that is provided to all program participants at the beginning, mid-point, and end of the program, along with our end of program evaluations and input from key team members.

04

## **Review 2022 Progress**

We looked at the goals set for 2022. What we accomplished, what we achieved, and what we learned from the work completed.

# STRATEGIC GOALS - 2023

2022 was a year of massive content building and growth in our numbers. We plan to take the next 12 months to increase our focus on better serving our current customers. There will be two areas of focus along with additional minor tweaks:

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## CUSTOMER EXPERIENCE & SUPPORT



This will focus on improving the customer journey and the support we provide our partner sites to sustain a successful program.

- Streamlining Enrollment Procedures
- Simplify Ease of Access
- Establish IONRP Academy

## PROGRAM OFFERINGS



This will focus on reviewing and updating our Supporting Nurses Course and exploring other programs our customers need to support role transitions for their nurses at all stages of their careers.

- Review & Update the Supporting Nurses Course
  - Explore an Advance Practice Provider Fellowship Program
  - Explore Critical Care & OB Fellowship Programs
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## CONTACT US

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**P: 319-384-1676**

**E: [nicole-weathers@uiowa.edu](mailto:nicole-weathers@uiowa.edu)**

**W: [www.nursing.uiowa.edu/IONRP](http://www.nursing.uiowa.edu/IONRP)**

**Facebook: [@iaonlinenurseresidency](https://www.facebook.com/iaonlinenurseresidency)**

**Twitter: [@IowaOnlineNRP](https://twitter.com/IowaOnlineNRP)**

**LinkedIn: [@Iowa Online Nurse Residency Program](https://www.linkedin.com/company/Iowa-Online-Nurse-Residency-Program)**