Iowa Online Nurse Residency Program
for New Graduate Nurses

STATEMENT OF PURPOSE
The purpose of this program is to ease the transition of the new graduate nurse into professional practice through self-paced content, monthly cohort discussions, unit check-ins, and a professional experience.

OBJECTIVES
Upon completion of this program, learners will be able to:
1. Plan, organize, and deliver quality, evidence-based nursing care.
2. Apply skills needed to function as a member of the interdisciplinary team.
3. Demonstrate leadership skills to contribute to practice improvement.
4. Create goals for ongoing career development.

TARGET AUDIENCE
This program is intended for new graduate registered nurses within their first year of practice.

ONLINE OPTION
A comprehensive residency program for facilities with limited resources or those with few new graduates facilitated by IONRP coordinators. Cohort discussions take place via live webinars.

BLENDED OPTION
A comprehensive residency program for facilities with the resources and volume of new graduates to sustain an independent program led by a facility employee onsite using the IONRP curriculum. Cohort discussions take place within the organization.

NURSING CONTINUING EDUCATION
The University of Iowa College of Nursing is an Iowa Board of Nursing Approved Provider: No. 1. Participants must complete self-paced content, attend 10/12 cohort discussions, and complete a professional experience to be awarded 36 contact hours. Partial credit will not be awarded for this program.

ENROLLMENT
To enroll, contact Nicole Weathers, University of Iowa College of Nursing, 319-335-7008, or nicole-weathers@uiowa.edu.

FEES AND REFUNDS
The Online Nurse Residency Program enrollment fee depends on the option used. Contact Nicole Weathers at 319-384-1676 or nicole-weathers@uiowa.edu for a price quote.

NO REFUNDS WILL BE MADE AFTER THE RESIDENT HAS STARTED THE PROGRAM.

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

FACULTY
Jessica Ociepka, MSN, RN-BC
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Jessica Grote, DNP, RN, NPD-BC
Program Coordinator
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FACULTY
Amanda Bruscher, BSN, RN
Program Coordinator
Iowa Online Nurse Residency Program
## Monthly Schedule & Outline

Participants will complete self-paced content, a transition journal, challenges, cohort discussions, learning champion check-ins, and a professional experience as part of this 12-month program.

<table>
<thead>
<tr>
<th>1 Transitions</th>
<th>5 Patient-Centered Care</th>
<th>9 Value</th>
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<tbody>
<tr>
<td>- Practice reflection to develop self-care and become a self-directed learner.</td>
<td>- Apply methods to assess, plan, implement, and evaluate patient education.</td>
<td>- Analyze factors that influence patient outcomes and decrease costs of providing care to patients impacting the quality of care and the value of health care service.</td>
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<tr>
<td>2 Habits &amp; Routines</td>
<td>- Utilize cultural competency knowledge to provide culturally responsive patient care.</td>
<td>- Utilize character strengths in a variety of ways.</td>
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<td>- Use written, verbal, non-verbal, and technology-based strategies and techniques to communicate and collaborate effectively with patient care providers and interdisciplinary team members.</td>
<td>- Practice strategies to build a connection with patients and team members.</td>
<td>- Create a plan to address professional experience.</td>
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<td>- Use organizational tools to complete individual nursing responsibilities within an expected timeframe while tracking multiple responsibilities.</td>
<td>6 Safety</td>
<td></td>
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<td>- Explain the importance of resiliency in healthcare.</td>
<td>- Take action to prevent harm and improve safety in the healthcare organization.</td>
<td>7 Evidence</td>
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<tr>
<td>3 Changing Conditions</td>
<td>- Identify clinical issues, safety concerns, and quality metrics needing improvement.</td>
<td>- Apply the concepts and steps of evidence-based practice into their daily practice.</td>
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<td>- Prioritize what to do for the patient to provide safe and high-quality care.</td>
<td>- Practice skills of self-compassion in difficult situations.</td>
<td>- Demonstrate strategies to develop optimism in life and at work.</td>
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<td>- Demonstrate thinking patterns and critical thinking strategies to enhance the decision-making skills.</td>
<td>- Determine the focus of the professional experience.</td>
<td>- Analyze professional experience topic.</td>
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<td>- Identify personal needs by practicing self-awareness.</td>
<td>8 Quality</td>
<td></td>
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<td>4 Teamwork</td>
<td>- Respond to conflict situations utilizing conflict-resolution techniques.</td>
<td>- Demonstrate the models for improvement and the steps involved in the improvement process.</td>
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<td>- Employ the five rights of delegation.</td>
<td>- Employ the principles of the Nursing Code of Ethics for professional judgment and practice decisions.</td>
<td>- Apply techniques using information technology to increase patient engagement and empowerment to improve patients’ outcomes.</td>
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<td>- Demonstrate self-regulation strategies to develop a strong autonomic nervous system.</td>
<td>- Develop grit when working towards goals.</td>
<td>- Practice skills of self-appreciation.</td>
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<tr>
<td>- Discuss the purpose of professional experience.</td>
<td>- Review professional experience outcomes.</td>
<td>- Set intentions for professional experience outcomes.</td>
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Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events. If you are a person with a disability who requires an accommodation in order to participate in this program, please contact Nicole Weathers in advance at nicole-weathers@uiowa.edu.