



Iowa Online Nurse Residency Program

# ANNUAL REPORT

## 2023



**IOWA**

College of  
Nursing

# CONTENTS

**03**  
WELCOME

---

**04**  
PRINCIPLES

---

**05**  
2023 YEAR  
IN REVIEW

---

**06**  
BLENDED  
SPOTLIGHT

---

**07**  
MEET THE  
TEAM

---

**11**  
BY THE  
NUMBERS

---

**12**  
SYSTEM  
SPOTLIGHT

---

**14**  
WHAT'S NEW  
IN 2023

---

**15**  
ONLINE  
SPOTLIGHT

---

**16**  
STRATEGIC  
GOALS 2024

---

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# WELCOME

## A MESSAGE FROM NICOLE



*Nicole Weathers*

2023 was here and gone in what felt like a blink of an eye. The IONRP team continues to work hard to offer a cost-effective and innovative solution to enhance the transition to practice experience for new graduate nurses. Our vision to provide this support to every new graduate nurse, regardless of their practice setting, laying the foundation for a successful career, continues to be our guiding star as we prepare for the new year.

Before we talk about what 2024 has in store, let us rewind and celebrate the tremendous efforts put forth by our team members over the last 12 months. We spent 2023 focusing on best serving our current customers in two key areas. First, related to the customer experience and support, and second, our program offerings. Early 2023 was spent on creating a better customer experience by leveraging a new SharePoint site to organize the many resources organizations gain access to while using our residency curriculum. This includes resources such as our newly created Ultimate Program Planner, Monthly Check-In Guides for Learning Champions, and all the tools needed to ensure program sustainability. We also launched our monthly IONRP Insider email to enhance communication, share educational content and tips on using our resources most effectively, and foster community among our users. Mid-year, we focused on moving to the revised Casey-Fink Graduate Nurse Experience Survey 2023 and reviewing and updating our Supporting Nurses Course.

As we conducted our year-end review, the importance of moving beyond nurse residency and helping our customers ensure their environment is ready to support a nurse residency program became a major theme. This includes looking at all the factors that impact new graduate nurse retention, from ensuring a supply of trained preceptors to recognizing the importance of safety, building a sense of organizational belonging, and

more. Nurse residency is essential to support new graduate's transition from school into practice, as are many other vital factors. This realization brought us to the initial development and design of our new Beyond Nurse Residency Podcast and IONRP Academy, which will launch in early 2024.

One of the key goals of launching our IONRP Academy is to help organizations assess their environment and take action to become residency-ready before they begin. This ensures a successful launch, and we hope this proactive approach will set your organization up for long-term sustainability for years to come. The new podcast is another way we hope to move beyond nurse residency to educate, guide, and inspire all of you on various topics related to onboarding, orientation, transition to practice, and the ongoing role development of nurses. The successful transition of new graduate nurses relies on a comprehensive nurse residency program and much more.

2024 has so many exciting things in store. We cannot wait to continue providing you with the curriculum and resources to support your new graduate nurses. Please make plans to join us as we explore these topics together and look at the bigger picture of how we can continue to show up and support our novice nurses. Stay tuned for more updates on these exciting offerings, plus so much more! Happy New Year!

*Nicole Weathers*

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

# 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 experience in the IONRP has helped me learn about myself and given me the confidence to survive my first year of nursing, take on new challenges, and jumpstart my career. It has been a great experience to be part of the IONRP!** ”

**Madison Wallace, RN**  
Pediatric Long-Term Care Unit  
ChildServe

[LISTEN TO INTERVIEW](#)



# 2023 YEAR IN REVIEW

## JAN



### PRESENTATION

Common Challenges for Taking Training Virtual

NICOLE WEATHERS & JESSI GROTE

## FEB



### CURRICULUM

Launch Revised Curriculum

## MAR



### CONFERENCE

ANPD Aspire Convention, Atlanta, GA

NICOLE WEATHERS & JESS OCIEPKA

## APR



### POSTER

UIHC 30th National Evidence-Based Practice (EBP) Conference.

NICOLE WEATHERS

## MAY



### CONFERENCES

National Rural Health Association (NRHA), San Diego, CA

JESS OCIEPKA

ANCC Transition to Practice (TTP) Symposium, Orlando, FL

Iowa Hospital Association 2023 Iowa Organization for Nursing Leadership (IONL) Conference, Des Moines, IA

NICOLE WEATHERS



### WEBINAR

National Rural Health Association (NRHA) Webinar - Ready or Not Here they Come: New Graduate Nurse Practice Readiness

NICOLE WEATHERS

## JUN



### BLOG

NRHA's Rural Health Voices blog - 3 considerations when transitioning new graduate nurses to rural practice

NICOLE WEATHERS

## OCT



### PRESENTATION

"Using Innovation to UPSKILL Rural Nursing Workforce.", Colorado Rural Health Center 2023 Annual Rural Health Conference, Aurora, CO

JESS OCIEPKA & CCNE DIRECTOR TONDELEYO GONZALEZ

### CONFERENCE

94th Iowa Hospital Association Annual Meeting, Des Moines, IA

NICOLE WEATHERS

## NOV



### WEBINAR

National Rural Health Association (NRHA) Webinar - Moving Beyond Nurse Residency: Improving New Graduate Nurse Retention

NICOLE WEATHERS

### PRESENTATION

ANPD Virtual Symposium - "Tangible Solutions for Residency Project Challenges"

NICOLE WEATHERS & JESSI GROTE

## SEP



### CONFERENCE

National Rural Health Association's (NRHA) Critical Access Hospital Conference, Kansas City, MO

NICOLE WEATHERS & AMANDA BRUSCHER

# QUICK FACTS

## 9

### CONFERENCES

## 1

### POSTER

## 5

### PRESENTATIONS

## 2

### NATIONAL WEBINARS

## 1

### ARTICLE

## 10

### BLOGS

# BLENDED SPOTLIGHT

## LOVELACE HEALTH SYSTEM

Lovelace Health System has partnered with the Iowa Online Nurse Residency Program to provide a 12-month Entry to Practice (ETP) Nurse Residency Program that supports graduate nurses as they transition into their first professional nursing role. The program offers an individualized comprehensive orientation plan, immersive learning opportunities, nursing professional development, quality/safety performance improvement integration, and a supportive team-oriented environment.

Lovelace Health System (LHS) was awarded the American Nursing Credentialing Center (ANCC) Practice Transition Accreditation Program (PTAP), signifying that the hospital is following best practices and utilizing an evidence-based curriculum that is focused on helping the new graduate nurse transition from student nurse into professional nursing practice. LHS is one of only 249 programs worldwide that have received this accreditation.



[WATCH TESTIMONIAL VIDEO](#)



***Having utilized IONRP in a prior role for an accredited nurse residency program, I knew it offered a well-organized pathway to a successful residency program. I was excited to partner again with them! IONRP has helped to build our roadmap and ensure standardized knowledge and concepts to all new nurses, facilitating our success!***



**Stacey Fort, MSN, RN, NPD-BC**  
Director of Education  
Lovelace Medical Center

# MEET THE TEAM

## Nicole Weathers, MSN, RN, NPD-BC

Director, Iowa Online Nurse Residency Program

Nicole graduated with her BSN from the University of Iowa College of Nursing in 2006. She received her MSN with a focus in nursing education from St. Joseph's College of Maine in 2015. Nicole is enrolled in the DNP Health Systems and Leadership program at the University of Iowa College of Nursing, with an anticipated graduation date of May 2025. While Nicole has worked in nursing professional development for nearly 14 years, she obtained her certification in Nursing Professional Development in 2021.

Before managing the Iowa Online Nurse Residency Program, Nicole worked in the acute care setting for large and small organizations as a registered nurse, spending most of her career working in different aspects of rural healthcare. Through this experience, she has developed a passion for improving healthcare quality by increasing access to evidence-based practice, mentoring, and professional development opportunities. She is also interested in leadership, organizational change, innovation, curriculum design, and helping nurses craft jobs to use their strengths.

Nicole is a member of the International Consortium for Outcomes of Nursing Education (ICONed), Society of Nurse Scientists, Innovators, Entrepreneurs, & Leaders (SONSIEL), American Nurses Association (ANA), Iowa Nurses Association (INA), Iowa Organization of Nurse Leaders (IONL), and the Association of Nursing Professional Development (ANPD) where she is the Iowa ANPD Affiliate president and serves on the ANPD conference planning committee.

Nicole is married to her husband of 14 years, Bill, and has two beautiful daughters, Olivia and Lauren. In her free time, she enjoys volunteering, running, reading, and spending time with friends and family.



*As an NPD specialist, I describe myself as an **Innovator**. I am a dreamer at heart, always thinking about what could be and exploring complex issues with creativity and enthusiasm. I enjoy brainstorming innovative solutions and find it incredibly rewarding to think about the future and how I can positively impact the world around me.*



## Jessi Grote, DNP, RN, NPD-BC

Program Coordinator, Iowa Online Nurse Residency Program

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. She then received her DNP in Executive Leadership from the University of Nevada - Reno in 2020 and Certification in Nursing Professional Development in 2021.

Before this role, Jessi worked in various rural acute care settings, from the ICU to med/surgery to critical access, always working as a staff nurse when possible. She has also worked in quality improvement, patient and staff engagement, education, compliance, risk management, emergency preparedness, residency coordination, and CNE planning, and she was the Chief Patient Care Officer (COO/CNO) for two years. She continues to work clinically as a home health and hospice nurse, serving her community.

Jessi is a member of the Association of Nursing Professional Development (ANPD) and the Nebraska Rural Health Association. She has been a volunteer EMT in her community since 2017 and a Nebraska State Volunteer Firefighters Association member. Jessi is also a member of the Nebraska Foster and Adoptive Parent Association. She founded Foster Love with Beef, a nonprofit organization in Western Nebraska that provides nutritious beef to foster families when they receive a new placement.

Having grown up in a town of 400 people in northeast South Dakota, rural has always been home to Jessi. She now lives in a town of 200 in the Panhandle of Nebraska, where she ranches with her husband and two children, Olivia and William.



*I chose the word **'Collaborator'** to describe my professional identity because I understand the importance of and strive to bring people together for a shared goal. I know the value of individuals and the importance of flexibility, authenticity, and adaptability to succeed.*



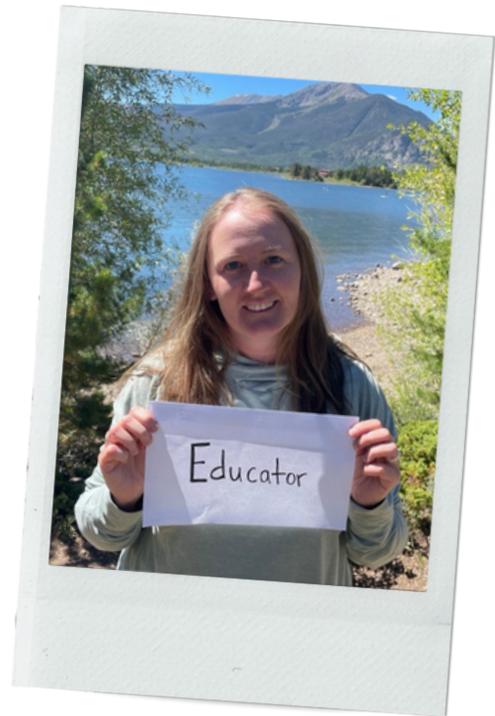
## Jess Ociepka, MSN, RN-BC

Program Coordinator, Iowa Online Nurse Residency Program

Jess grew up in Southern Maine and achieved her BSN from the University of Maine in 2006. In 2019, she completed her MSN with a focus on Nursing Education from Southern New Hampshire University. Jess maintains her Professional Certification in Medical/Surgical Nursing.

Before this role, Jess worked in a large teaching hospital on a busy cardiology unit before moving to rural Colorado. She spent the last years working as a clinical nurse educator in a rural hospital while continuing to staff at the bedside. Jess was also an online program coordinator for the IONRP at her previous organization. Jess teaches the nurse aide program and clinical for nursing students at her local community college.

Jess lives in the mountains of Colorado with her husband and their furry creatures. Jess is always outside in her free time – hiking, snowboarding, and mountain biking. She also loves to volunteer at her local animal shelter and health events around her community.



*I have always seen myself as an **Educator**. It may come from my love of learning since the best way to learn something is to teach it. When I fell into my first role as a clinical nurse educator, I knew I found my niche in nursing. Through education, I can share my passion for learning and, more importantly, my love for nursing.*



## Amanda Bruscher, BSN, RN

Program Coordinator, Iowa Online Nurse Residency Program

In 2016, Amanda graduated with her LPN from Northwest Iowa Community College. After receiving her ADN degree in 2017, she continued her education at Northwestern College in Orange City, IA, graduating with her BSN in 2018. Amanda has experience working in med surg, postpartum, cardiac nursing, and oncology/infusion. While one of her favorite parts of being a nurse is being at the bedside and engaging with patients, she also has a passion for educating others. She is enrolled at the University of Iowa College of Nursing as a master's student in the Clinical Nurse Leader program. She has gained new knowledge throughout her education and has experience as a preceptor, helping her to be a strong leader and support for her residents.

After a year of being an RN, Amanda was a resident in the IONRP. She found the course beneficial as she started her nursing career, even after practicing for one year. "The healthcare field is forever changing, and having extra support, especially during that first year or two of your career, is so important!" said Amanda.

Amanda is from Northwest Iowa, where she still lives with her husband, 6-month-old son, two black labs, and one cat. She loves to spend time outside, whether swimming, boating, side-by-side riding, walking, or camping. You can find Amanda reading, baking, and spending time with friends and family in her free time.



*I chose the word 'Empathy' because, as a nurse, one of the most important things we can do with our patients, team members, or new nurses is form a relationship with them and show compassion and kindness. Sharing experiences, connecting with others' feelings and what they are going through, and allowing yourself to experience another person's point of view are essential to growing a meaningful relationship.*



# BY THE NUMBERS

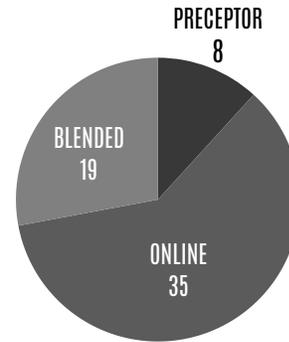
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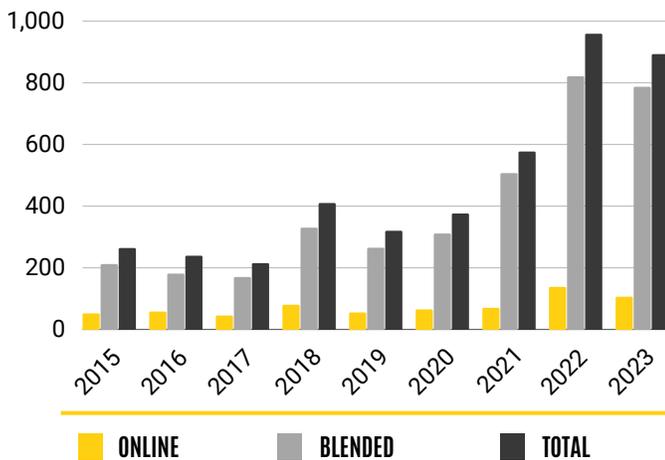
### NEW FACILITIES

- Nantucket Cottage Hospital (Nantucket, MA)
- Kane County Hospital (Kanab, UT)
- Lynn Community Health Center (Lynn, MA)
- Centura Health - Mercy Hospital (Durango, CO)
- Gunnison Valley Health (Gunnison, CO)
- Keefe Memorial Hospital (Cheyenne Wells, CO)

### SITE DISTRIBUTION

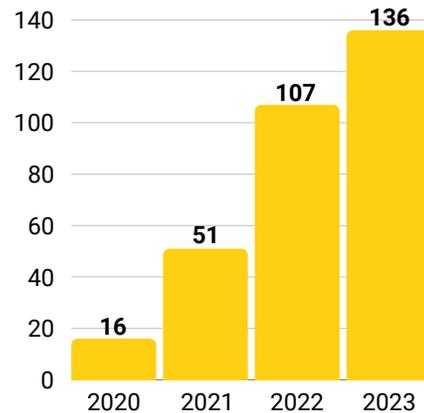


### RESIDENCY TOTAL ENROLLMENT



\*2023 includes outstanding invoices as of 12/21

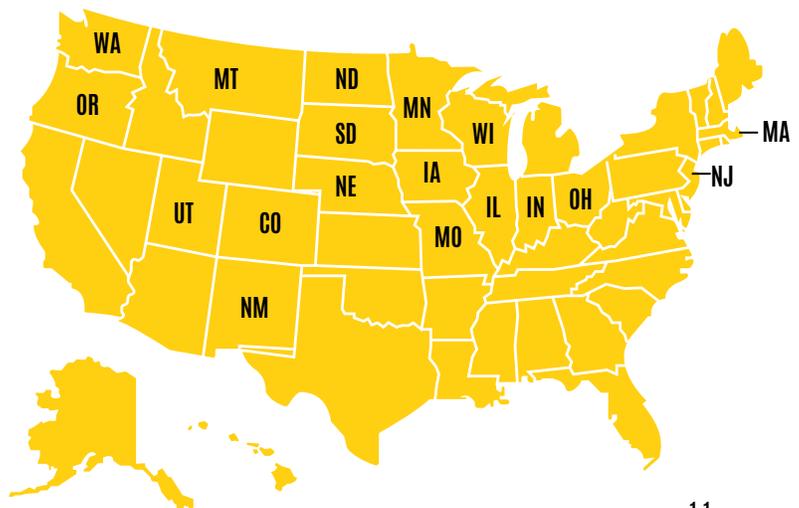
### PRECEPTOR COURSE ENROLLMENT



\*2023 includes outstanding invoices as of 12/21

### STATE TOTALS

- Colorado - 12
- Illinois - 3
- Indiana - 6
- Iowa - 20
- Massachusetts - 2
- Minnesota - 1
- Missouri - 1
- Montana - 1
- Nebraska - 2
- New Jersey - 1
- New Mexico - 2
- North Dakota - 5
- Ohio - 1
- Oregon - 2
- South Dakota - 1
- Utah - 1
- Washington - 1
- Wisconsin - 2



# SYSTEM SPOTLIGHT

## FRANCISCAN ALLIANCE, INC.

Franciscan Alliance, Inc., an extensive healthcare system serving Indiana, 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, interactive experiences with guest speakers, group discussions, skill-building, and mentorship.

Congratulations to Franciscan Health DHM (Dyer, Hammond, and Munster, IN) for graduating their first cohort of RN residents. The inaugural cohort of seven new graduates completed the year-long program and presented their project posters during the graduation ceremony on Thursday, January 19, 2023.

The program culminates with a professional experience centered around opportunities for improvement. Residents did a fantastic job on these professional experiences, and topics ranged from ED triage protocols, improving shift report sheets, hemorrhagic stroke education, and more. One duo created a triage binder for the labor and delivery floor, guiding nurses on caring for the expectant mother presenting to the unit. Based on the stage of pregnancy, the binder includes what protocols should be followed and the next steps to care for that patient.

In addition, another resident focused on addiction recovery, providing coins to her patients who want to start their recovery while in the hospital. Through this project, nurses can reward their patients for getting through the shift, day, couple of days, or even a week without having a drink or drug while in the hospital. This acknowledges that even though the patient is in the hospital, they are starting their recovery process. She wants to let the patient know they are proud of them for 12 hours, 24 hours, and 72 hours of sobriety.



***The nurse residency program topics, discussions, and group activities helped them become better prepared for the floor. It was nice to hear their presentations and how they have grown from what we have implemented through the program.***



**Site-Coordinator, Sarah Bennett, RN, BSN  
Medical Surgical Nurse Educator  
Franciscan Health**

## WATCH TESTIMONIAL VIDEO



Congratulations to Franciscan Health Central Indiana (Indianapolis, Carmel, and Mooresville, IN) for graduating their first cohort of RN residents. The inaugural cohort of 32 new graduates completed the year-long program and presented their professional experiences during the graduation ceremony on Friday, February 10, 2023.

Franciscan Health New Grad Nurse Residency & Critical Care Nurse Residency Coordinator Kim Swisher MSN, RN, NPD-BC, CCRN-K praised the residents for their year-long commitment and shared outcomes of the professional experience.

Examples from the February 2022 Cohort include:

- "We Like to Move It, Move It" - A change project about positioning a laboring mother to help labor progress, decreasing c-sections.
- "Improving Sterilization of Feeding Supplies in the NICU" - A change project providing education on the importance of sterilization and culminating in presenting findings to leadership.
- "Do We Really Care?" - A case study of an incarcerated patient, focusing on the importance of healthcare workers having ethical principles of autonomy, beneficence, justice, and nonmaleficence with all patients regardless of background.
- "Educating Critical Care RN Residents on the Role of the Nurse in the Transition from Life Support to Comfort Measures Only" - A change project by a cardiac critical care nurse on the nurse's role in transitioning from life support to comfort measures only. She did a pre-and post-survey after providing education to one of the newer nurse residency cohorts. The content will be added to the future critical care nurse residency program.

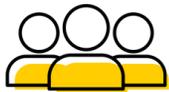


***They seemed to appreciate the professional experience once it was done. They learned and made meaningful contributions to their units.***



**Site-Coordinator,  
Kim Swisher, MSN, RN, NPD-BC, CCRN-K  
New Grad Nurse Residency & Critical Care  
Nurse Residency Coordinator  
Franciscan Health**

# WHAT'S NEW IN 2023



## CUSTOMER FOCUS

We have spent the last 12 months focusing on best serving our current customers in two areas. First, related to the customer experience and support, and second, our program offerings. Early 2023 was spent on creating a better customer experience by leveraging a new SharePoint site to organize the many resources organizations gain access to while using our residency curriculum. We also launched our monthly IONRP Insider email to enhance communication, share educational content and tips on using our resources most effectively, and foster community among our users.



## UPDATES

- Revised Casey-Fink Graduate Nurse Experience Survey 2023
- Reviewing and revising our Supporting Nurses Course



## NEW

- Developing our new IONRP Academy
- Beyond Nurse Residency Podcast
- Both will launch in early 2024



**When I began my ProfX experience, it grew into so much more for me than just a project. It became my mission to help patients and their loved ones through the grieving process. I need to begin to look into avenues to publish my project, as I know it can be added to so many facilities and truly make an impact!**



**Lexus Barnard, RN**  
Upland Hills Health

[LISTEN TO INTERVIEW](#)



# ONLINE SPOTLIGHT

## DELTA HEALTH

Delta Health partners with IONRP and the [Colorado Center for Nursing Excellence \(CCNE\)](#) to provide support and professional development throughout the first year of nursing. The program provides learning opportunities through online content, interactive experiences with guest speakers, group discussions, skill-building, and mentorship. The program culminates with a professional experience centered around opportunities for improvement and includes dissemination of the results to leaders and peers. Residents select from a change project, case study, or committee work.

Congratulations to Delta Health (Delta, CO) for graduating their first cohort of RN residents. In collaboration with the Colorado Center for Nursing Excellence (CCNE), Delta Health launched its 12-month Nurse Residency Program in the summer of 2022. Funding was provided by the U.S. Department of Labor, with curriculum and support staff provided by the Iowa Online Nurse Residency Program. The inaugural cohort of 4 new graduates completed the year-long program and presented their professional experiences during the graduation ceremony on Tuesday, June 13, 2023.

Delta Health Nurse Residency Program Site Coordinator Shauna L. Meilner, MSN, RN, CCRN, CNE, praised the residents for their year-long commitment and shared outcomes of the professional experiences.



Professional Experiences from the June 2022 Cohort include:

- Megan Bardessona, RN - Med/Surg: A practice project entitled, *Got Blood?* Focuses on blood administration protocol and procedure.
- Eric Rhoten, RN - Med/Surg: *Esophageal Varices... What are they?* A case study that targets patients with Esophageal Varices.
- Lyndsie Spine, RN - L&D: A change project entitled *Enhanced Recovery After Cesarean*.
- Jessica Carlson, RN - ICU: *Proposal for Revised Diabetic Ketoacidosis (DKA) Protocol*, a project that entails protocol revision and change in policy at Delta Health.



# STRATEGIC GOALS 2024

The IONRP team spent the end of 2023 reflecting on our hopes for the coming year. There were four key areas we focused on:

# 1

## CURRENT CUSTOMERS

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

# 2

## ENVIRONMENT SCAN

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

# 3

## INTERNAL REVIEW

We reviewed the results of our Casey-Fink Graduate Nurse Experience Survey 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.

# 4

## REVIEW 2023 PROGRESS

We looked at the goals set for 2023. What we accomplished, what we achieved, and what we learned from the work completed.



*The program, how it's set up and the components of it, the projects, the learning material, the resiliency training, I think it all goes hand in hand to feed every part of you as a nurse. The educational component feeds your mind. It gives you the knowledge, and it's a great refresher. The Professional Experience project fed my motivation. You know, I'm motivated now. I want to grow into a leader. I want to keep educating other nurses. I want to grow my knowledge and keep learning. That's the name of the game in nursing. We have to continue to evolve, and we have to continue to do what's best. And then the resiliency training fed my soul.*



**Britta Tracy, RN**

Madison County Health Care System

# STRATEGIC GOALS 2024



## PROACTIVE SUPPORT

We have always been here to help prospective and current customers get it right when implementing our resources. In 2024, we will begin to take a more proactive approach. This will be done in two parts.

## IONRP ACADEMY

Available to anyone. Whether you are new to nurse residency, have an existing program, use the IONRP, or use something completely different, the IONRP Academy is here to help. Organizations can leverage this offering twice yearly, starting in February and again in September. Get all the extra support you need to become residency-ready.

## COACHING

For our current partner organizations, we will provide bi-annual coaching sessions 1:1 with our residency experts to troubleshoot challenges and continue fine-tuning and enhancing residency program offerings.



## HOLISTIC APPROACH

Nurse residency is essential to support new graduate nurses' transition from school into practice, as are many other vital factors. In 2024, we are moving beyond nurse residency and helping our customers ensure their environment is ready to support a nurse residency program. To complement our All-Online and Blended Nurse Residency Program Curriculums and our Supporting Nurse Course: Training for Preceptors, Mentors, and Coaches, we will launch two new educational offerings.

## BEYOND NURSE RESIDENCY PODCAST

This educational series is your go-to resource for insightful interviews with experts on transitioning new graduate nurses into practice and beyond. We aim to educate, guide, and inspire nurse leaders and educators.

## CLINICIAN WELL BEING COURSE

The wellbeing curriculum threaded throughout our residency program will soon be available as a stand-alone course you can add to any nurse residency program, but what's even better is that you can use it for any healthcare professional in your organization. While these skills are essential for new graduate nurses adjusting to new roles and organizations, they are critical for everyone. Improved wellbeing of the entire team helps create a work environment better positioned to support all your new hires.



# CONTACT US



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