

# IOWA

College of Nursing  
Online Nurse Residency Program



# 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, organization 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 Iowa Online Nurse Residency Program (IONRP) has applied to the Wisconsin Nurses Association for accreditation as a provider of nursing continuing professional development. The Wisconsin Nurses Association is accredited as an approver of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

To receive 36 contact hours for this activity (pending approval), participants must complete all self-paced online modules and submit all Professional Experience benchmarks within the 12-month program.

IONRP has mitigated all relevant financial relationships for this activity. No planners, presenters, faculty, or speakers have relevant financial relationships to disclose. No commercial support was received for this activity.

### ENROLLMENT

To enroll, contact the University of Iowa College of Nursing Online Nurse Residency Program by email: [CON-IONRP@uiowa.edu](mailto:CON-IONRP@uiowa.edu).

### FEES AND REFUNDS

The University of Iowa College of Nursing Online Nurse Residency Program enrollment fee depends on the option used. Email: [CON-IONRP@uiowa.edu](mailto:CON-IONRP@uiowa.edu) for a price quote.

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

<p><b>MONTH 1 - Transitions</b></p> <ul style="list-style-type: none"> <li>Practice reflection to develop self-care and become a self-directed learner.</li> </ul>	<p><b>MONTH 7 - Evidence</b></p> <ul style="list-style-type: none"> <li>Apply the concepts and steps of evidence-based practice to their daily practice.</li> <li>Demonstrate strategies to develop optimism in life and at work.</li> <li>Analyze a professional experience topic.</li> </ul>
<p><b>MONTH 2 - Habits &amp; Routines</b></p> <ul style="list-style-type: none"> <li>Use written, verbal, non-verbal, and technology-based strategies and techniques to communicate and collaborate effectively with patient care providers and interdisciplinary team members.</li> <li>Use organizational tools to complete individual nursing responsibilities within an expected timeframe while tracking multiple responsibilities.</li> <li>Explain the importance of resiliency in healthcare.</li> </ul>	<p><b>MONTH 8 - Quality</b></p> <ul style="list-style-type: none"> <li>Apply methods to assess, plan, implement, and evaluate patient education.</li> <li>Demonstrate the models for improvement and the steps involved in the improvement process.</li> <li>Apply information technology techniques to increase patient engagement and empowerment, improving patient outcomes.</li> <li>Practice skills of self-appreciation.</li> <li>Set intentions for professional experience outcomes.</li> </ul>
<p><b>MONTH 3 - Changing Conditions</b></p> <ul style="list-style-type: none"> <li>Prioritize actions for the patient to ensure safe, high-quality care.</li> <li>Demonstrate thinking patterns and critical thinking strategies to enhance decision-making skills.</li> <li>Identify personal needs by practicing self-awareness.</li> </ul>	<p><b>MONTH 9 - Value</b></p> <ul style="list-style-type: none"> <li>Analyze factors that influence patient outcomes and reduce the costs of providing care, thereby impacting the quality of care and the value of health care services.</li> <li>Utilize character strengths in a variety of ways.</li> <li>Create a plan to address professional experience.</li> </ul>
<p><b>MONTH 4 - Teamwork</b></p> <ul style="list-style-type: none"> <li>Respond to conflict situations utilizing conflict-resolution techniques.</li> <li>Employ the five rights of delegation.</li> <li>Demonstrate self-regulation strategies to strengthen the autonomic nervous system.</li> <li>Discuss the purpose of professional experience.</li> </ul>	<p><b>MONTH 10 - Leadership</b></p> <ul style="list-style-type: none"> <li>Apply the principles of the Nursing Code of Ethics for professional judgment and practice decisions.</li> <li>Cultivate meaning through various life experiences.</li> <li>Initiate or implement a professional experience topic.</li> </ul>
<p><b>MONTH 5 - Patient-Centered Care</b></p> <ul style="list-style-type: none"> <li>Utilize cultural competency knowledge to provide culturally responsive patient care.</li> <li>Practice strategies to build a connection with patients and team members.</li> </ul>	<p><b>MONTH 11 - Professional Development</b></p> <ul style="list-style-type: none"> <li>Transition into professional practice as a fully functioning healthcare team member prepared for ongoing growth &amp; development.</li> <li>Develop grit when working towards goals.</li> <li>Review professional experience outcomes.</li> </ul>
<p><b>MONTH 6 - Safety</b></p> <ul style="list-style-type: none"> <li>Take action to prevent harm and improve safety in the healthcare organization.</li> <li>Identify clinical issues, safety concerns, and quality metrics needing improvement.</li> <li>Practice skills of self-compassion in difficult situations.</li> <li>Determine the focus of the professional experience.</li> </ul>	<p><b>MONTH 12 - Completion</b></p> <ul style="list-style-type: none"> <li>Prepare &amp; present the professional experience.</li> <li>Celebrate big and small achievements.</li> </ul>

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