

Nicole M. Weathers, DNP, RN, NPD-BC

University of Iowa College of Nursing

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EDUCATION

The University of Iowa, College of Nursing

Doctor of Nursing Practice – Health Systems & Leadership
Sigma Theta Tau

Iowa City, IA

May 2025

Saint Joseph's College of Maine

Master of Science in Nursing Education
Sigma Theta Tau

Standish, ME

May 2015

The University of Iowa, College of Nursing

Bachelor of Science in Nursing
Dean's List, University of Iowa Honors Graduate

Iowa City, IA

December 2006

DNP PROJECT

Addressing Matriculation Rates for Students Admitted to an RN-BSN Program

Iowa City, IA

Institution: University of Iowa College of Nursing

Completion Date: Defended April 2025

Description: This project aimed to address the low enrollment rates for students admitted to the RN-BSN Program by implementing a proactive, comprehensive pre-orientation transition program.

Results indicated an increased sense of belonging to the program and university with limited impact on matriculation.

Advisor: Dr. Lindell Joseph, Dr. Sarah McVeigh

DNP PRACTICUM EXPERIENCES

Foundations Analytical Lab

Cherokee, IA

Seminar on Innovation – 40 Hours

Aug. 2022 - Dec. 2022

Preceptor: Diane Young – Director of Technical Services/Owner

Experience Outcomes:

- Examined theoretical and applied elements of organizational innovation and culture across multiple sectors.
- Analyzed barriers and facilitators influencing the development and sustainability of innovation cultures.
- Synthesized innovation practices from non-healthcare organizations for application within healthcare contexts.
- Developed a proposal and execution plan to support innovation within healthcare systems.

University of Iowa College of Nursing

Iowa City, IA

Executive Leadership Practicum – 90 Hours

Aug. 2023 - Dec. 2023

Preceptor: Julie Zerwic PhD, RN, FAHA, FAAN – Kelting Dean & Professor

Experience Outcomes:

- Analyzed organizational and governance structures supporting achievement of academic mission, vision, and strategic priorities.
- Examined university and college-level operations, decision-making processes, and business functions.
- Participated in federal advocacy activities, including Congressional visits during Advocacy Day in Washington, DC.
- Conducted a systems-level assessment identifying strategic development and improvement

opportunities for the College of Nursing.

Buena Vista Regional Medical Center

Storm Lake, IA

Advanced Leadership & Management Practicum – 90 Hours

January 2024 - May 2024

Preceptor: Michele Kelly, Chief Clinical Officer

Experience Outcomes:

- Applied leadership and management concepts to evaluate staffing, fiscal management, and quality improvement processes.
- Analyzed executive leadership roles related to organizational planning, personnel management, and quality oversight.
- Implemented selected administrative processes under executive mentorship.
- Conducted a needs assessment and gap analysis to inform development of a nurse residency implementation plan.

Buena Vista Regional Medical Center

Storm Lake, IA

Financial Management Practicum – 90 Hours

January 2024 - May 2024

Preceptor: Krista Ketcham, Chief Financial Officer

Experience Outcomes:

- Analyzed organizational revenue sources, financial projections, and external regulatory influences.
- Applied budget development principles and cost accounting concepts to healthcare operations across the continuum of care.
- Evaluated operating budgets to support productivity, fiscal responsibility, and high-quality care delivery.
- Examined financial management strategies that optimize efficient use of limited healthcare resources.

American Nurses Association

Silver Springs, MD

Practicum in Executive Leadership & Management – 315 Hours

January 2025 - May 2025

Preceptor: Katie Boston-Leary, Senior Vice President of Equity & Engagement

Experience Outcomes:

- Evaluated the delivery of professional services across the American Nurses Association enterprise.
- Examined executive leadership roles and leadership strategies supporting organizational effectiveness.
- Participated in national leadership development activities, including the American Organization of Nurse Leaders Conference and the 2nd National LGBTQ+ Summit.
- Conducted leadership and management projects including DEIB reframing initiatives and development of a literature-informed strategic plan to increase representation through youth engagement, nursing admissions, and faculty recruitment.

PROFESSIONAL CREDENTIALS

Iowa Board of Nursing; Registered Nurse

Expiration: June 2027

SPECIALTY CERTIFICATION

American Nurse Credentialing Center

Board Certification in Nursing Professional Development (NPD-BC)

Expiration: November 2026

CAREER EXPERIENCE

University of Iowa | College of Nursing

Iowa City, IA

Online Nurse Residency Program Director

October 2023 – Current

- Provides strategic, administrative, and fiscal leadership for a nationally implemented online nurse residency program supporting transition to practice and workforce development across diverse

healthcare settings.

- Leads program design, curriculum development, and continuous quality improvement initiatives aligned with evidence-based nursing professional development and workforce needs.
- Directs annual strategic planning processes, aligning program priorities with College of Nursing and University of Iowa missions and strategic goals.
- Oversees program finances, including budget development, revenue oversight, invoicing, and financial reconciliation, ensuring fiscal sustainability and accountability.
- Advances national dissemination through professional publications, peer-reviewed scholarship, conference presentations, and invited webinars.
- Cultivates and sustains strategic partnerships with national organizations, including the National Rural Health Association and International Consortium for Outcomes of Nursing Education.
- Ensures regulatory compliance with university policies and Iowa Board of Nursing continuing education standards.
- Strengthened program infrastructure and sustainability through development of systems for partnership management, contract tracking, and data-informed decision-making.
- Supervises and mentors program and marketing staff, fostering professional development, engagement, and operational excellence.

Selected Accomplishments

- Expanded the Iowa Online Nurse Residency Program's strategic focus to include clinician wellbeing, preceptor development, and organizational readiness initiatives, broadening its workforce impact.
- Strengthened national partnerships and collaborations, including engagement with simulation, innovation, and regional clinical education networks.
- Advanced scholarly dissemination through peer-reviewed publications, national invited presentations, and webinars focused on nurse engagement, transition to practice, and workforce sustainability.
- Contributed to the national recognition of the Iowa Online Nurse Residency Program as an American Academy of Nursing Edge Runner Award recipient, reflecting innovation and measurable impact in nursing workforce development.

University of Iowa | Office of Innovation Nurse Liaison

Iowa City, IA
August 2025 – Current

- Serves as Nurse Liaison for the Nurse Innovators Program, supporting the design, implementation, and evaluation of innovation programming for nurses.
- Facilitates engagement between the Office of Innovation, nurse participants, and healthcare organizations.
- Supports program rollout into rural healthcare settings through outreach, consultation, and relationship development.
- Contributes subject matter expertise in nursing workforce development, professional development, transition to practice, and clinician engagement.
- Supports dissemination and storytelling efforts that elevate nurse-led innovation and align with institutional priorities.

University of Iowa | College of Nursing Online Nurse Residency Program Manager

Iowa City, IA
June 2014 – October 2023

- Served as founding program leader responsible for the development, implementation, and early scaling of the Iowa Online Nurse Residency Program.
- Led design and continuous refinement of a comprehensive, evidence-based online nurse residency curriculum supporting new graduate nurses, preceptors, mentors, and organizational leaders across diverse healthcare settings.
- Established core operational infrastructure, including program workflows, partner onboarding processes, outcome evaluation systems, and sustainability strategies.
- Provided consultation and technical assistance to healthcare organizations nationwide to support

adoption, implementation, and long-term integration of the program.

- Coordinated federally recognized registered apprenticeship pathways in collaboration with healthcare partners and the U.S. Department of Labor, expanding program accessibility and workforce impact.
- Directed collection, analysis, and dissemination of program outcomes to internal stakeholders, funders, and national audiences.
- Led branding, marketing, and external communications efforts, contributing to national recognition, dissemination, and growth of the program.

Selected Accomplishments

- Built the Iowa Online Nurse Residency Program from inception to serving more than 60 healthcare organizations and hundreds of nurse residents annually.
- Transitioned the program from grant-funded initiation to a financially self-sustaining model.
- Secured over \$250,000 in external grant funding to expand program offerings, including preceptor development and clinician wellbeing initiatives.
- Positioned the program for continued growth and structural evolution, resulting in establishment of a dedicated Director-level leadership role.

University of Iowa | College of Nursing

Iowa City, IA

Instructor

July 2018- 2021,2024

NURS 3681 EXO Role Transition Seminar, RN-BSN

- Developed and delivered online instruction for NURS 3681 EXO Role Transition Seminar within the RN-BSN program.
- Designed curriculum, learning activities, and assessments to support professional identity formation and metacognitive reflection on entry-to-practice competencies.
- Facilitated student engagement and learning in an online environment using evidence-based instructional strategies and educational technologies.
- Maintained course materials within the learning management system and supported student success through active faculty presence.

Cherokee Regional Medical Center

Cherokee, IA

Staff Development Nurse Educator

Feb. 2010 – June 2014

- Provided organizational leadership for nursing education, competency verification, and professional development across inpatient and outpatient services.
- Designed and implemented orientation programs for registered nurses, certified nursing assistants, and support personnel.
- Planned, delivered, and evaluated continuing education, in-service training, and annual competency programs.
- Led development and implementation of transition-to-practice programming for new graduate nurses and nurses transitioning to acute care.
- Served as liaison between the organization and academic institutions to support student placements, preceptorships, and job shadowing experiences.
- Participated in quality improvement initiatives, policy development, and reporting of nursing quality outcomes.

Selected Accomplishments

- Developed and implemented a comprehensive RN and CNA orientation program.
- Created and sustained a monthly mock code training program.
- Led organizational transition to a new electronic health record through staff training and support.
- Developed and implemented an acute care transition program for new and transitioning nurses.

Diabetic Nurse Educator

July 2010-June 2014

- Delivered inpatient and outpatient diabetes self-management education in accordance with AADE

standards.

- Provided staff education and training related to blood glucose monitoring and diabetes care.

Diabetic Education Program Coordinator

April 2012-June 2014

- Led planning, implementation, and evaluation of the diabetes self-management education program.
- Developed and delivered community-based education through public health presentations, radio programming, and health fairs.
- Expanded program reach, participation, and revenue through targeted outreach and program development initiatives.

Cherokee Regional Medical Center

Cherokee, IA

Staff Registered Nurse

Nov. 2007-May 2014

Medical/Surgical Unit, Obstetrics, Preceptor

St. Mary's Medical Center

Knoxville, TN

Staff Registered Nurse

Feb. 2007- Nov. 2007

Medical/Surgical Unit, Outpatient Infusion Services, Preceptor

University of Iowa Hospitals and Clinics

Iowa City, IA

Nursing Assistant

May 2005-Oct. 2006

General/Internal Medicine Unit

TEACHING & EDUCATIONAL INNOVATION

- Led redesign of nurse residency curriculum using blended and asynchronous learning strategies, including podcasts, microlearning modules, and facilitated virtual sessions, to enhance engagement, accessibility, and scalability across diverse healthcare settings.
- Developed and implemented innovative digital learning resources to support professional socialization, transition to practice, and ongoing competency development for early-career nurses.
- Demonstrated advanced expertise in virtual facilitation, designing and leading highly interactive online learning experiences for nurses, preceptors, and organizational leaders.
- Mentored and coached nurse residency program coordinators in virtual facilitation, learner engagement strategies, and digital pedagogy, strengthening local program delivery capacity and educator confidence.

RESEARCH PROJECTS

Title: From Anticipation to Adjustment: Enhancing a Nurse Newcomer Safety Culture Socialization Framework

Role: Co-Investigator

Organization: National Council of State Boards of Nursing

Start Date: February 2026

Description: Qualitative study examining nurse newcomer socialization and safety culture using semi-structured interviews with newly licensed nurses and organizational leaders.

Title: Nursing Professional Development Challenges with Transition to Practice Programs

Role: Co-Investigator/Subject Matter Expert

Organization: Association of Nursing Professional Development

Start Date: September 2024

Description: Exploratory study to identify challenges related to leadership, coordination, and delivery of any type of transition to practice programs faced by nursing professional development practitioners.

CONCEPTUAL & FRAMEWORK DEVELOPMENT

Organizational Framework for Nurse Engagement

Evidence-informed organizational framework examining drivers of nurse engagement across the nurse career continuum, integrating leadership practices, professional development, and organizational conditions. Published in *Nurse Leader* (2025).

PUBLICATIONS

Peer Reviewed Journal Articles

Weathers, N., and Hayes, H. (June 2025). *Building Nurse Engagement: An Organizational Framework*. *Nurse Leader*. <https://doi.org/10.1016/j.mnl.2025.02.014>

Weathers, N., & Forneris, L. (May 2021). Rethinking Nurse Residency: Development of Next Generation Nursing Workforce. *Voice of Nursing Leadership*. <https://doi-org.proxy.lib.uiowa.edu/10.1097/01.NEP.0000000000000710>

Weathers, N., & Forneris, L. (September/October 2020). Innovation in nurse residency: Blazing a new trail. *Nursing Education Perspectives*, 41(5), 312-314. <https://doi.org/10.1097/01.NEP.0000000000000710>

Wilson, T., **Weathers, N.**, & Forneris, L. (October 2018). Evaluation of outcomes from an online nurse residency program. *Journal of Nursing Administration*, 48(10), 495-501. <https://doi-org.proxy.lib.uiowa.edu/10.1097/NNA.0000000000000657>

Frantz, R. & **Weathers, N.** (November 2015). Finding ways to nurture new nurses: Development of an affordable online residency program. *Voice of Nursing Leadership*, 10-11,17.

Professional & Practice Focused Publications

Weathers, N. (August 2025). Transforming rural health through nurse-led innovation. *Rural Health Voices*. <https://www.ruralhealth.us/blogs/2025/08/transforming-rural-health-through-nurse-led-innovation>

Weathers, N. and Anders, L. (December 2024). *Where there are challenges, there is often innovation: The future of rural healthcare*. Sigma Theta Tau. <https://nursingcentered.sigmanursing.org/topics/technology/stories/view/where-there-are-challenges-there-is-often-innovation>

Weathers, N. (July 2024). Preparing your rural organization to support new graduate nurses. *Rural Health Voices*. <https://www.ruralhealth.us/blogs/2024/07/preparing-your-rural-organization-to-support-new-graduate-nurses>

Weathers, N. (June 2023). Three considerations when transitioning new graduate nurses to rural practice. *Rural Health Voices*. <https://www.ruralhealth.us/blogs/ruralhealthvoices/june-2023/3-considerations-when-transitioning-new-graduate-n>

Weathers, N., & Grell, R. (April 2022). New Graduate Resilience: A Path Worth Taking. *ANPD Trendlines*, 30(12).

Weathers, N., & Forneris, L. (March 2020). Engaging new graduates in exciting new ways. *ANPD Trendlines*, 31(3).

Weathers, N., & Forneris, L. (December 2019). Funding for the future: Nurse residency apprenticeship program. *ANPD Trendlines*, 30(12).

Weathers, N. (August, September, October 2017). Nurse Leaders of Idaho partners with the Iowa Online Nurse Residency Program. *RN Idaho*, 40(2), 8, 11.

Frantz, R. & **Weathers, N.** (May, June, July 2015). Iowa nurses called to action: Implementation of a competency-based, online nurse residency program. *Iowa Board of Nursing Newsletter*, 34(2), 1, 6.

Digital Scholarship

Weathers, N. (Author). (2016-Current). Iowa Online Nurse Residency Blog.
<https://nursing.uiowa.edu/IONRP/blog>

Hurt, A., & **Weathers, N.** Nurse Innovators Blog. <https://substack.com/@iowanurseinnovators/posts>

Media & Podcast Contributions

Weathers, N. (Host). (2023-Current). *Beyond Nurse Residency Podcast*.
<https://beyondnurseresidency.buzzsprout.com/>

Harris, M. (Host). (June 2023). Nurse Innovator, Nicole Weathers [Audio podcast episode]. In *The Conversing Nurse*. <https://theconversingnursepodcast.com/>

Auxier, B. (Host). (December 2017) A conversation with Nicole Weathers [Audio podcast episode]. In *Rural Health Leadership Radio*. <https://rhlradio.com/2017/12/05/71-a-conversation-with-nicole-weathers/>

PRESENTATIONS

National & International Oral Presentations

Weathers, N. (March 2026). *Racing Towards Retention: An Organizational Framework for Nurse Engagement*. Association for Nursing Professional Development, 2026 Aspire Convention. Louisville, KY.

Harper, M., Casey, K., **Weathers, N.**, & MacDonald, R. (March 2026). *Challenges with Transition to Practice Programs: A National Survey*. Association for Nursing Professional Development, 2026 Aspire Convention. Louisville, KY.

Weathers, N., Bunch, J., and Jones, J. (September 2025). *Innovative Strategies for Enhancing Rural Healthcare*. Oral presentation for the National Rural Health Association's Rural Health Clinical & Critical Access Hospital Conference, Kansas City, MO.

Weathers, N. & Gonzalez, T. (May 2022). *Leveraging Partnerships to Score A WINN for Rural*. Oral presentation for the National Rural Health Association's 45th Annual Conference and Rural Hospital Innovation Summit, Albuquerque, NM.

Weathers, N. & Grote, J. (March 2022). *Trailblazing: Common Mistakes of Taking Training Virtual*. Oral presentation for the Association for Nursing Professional Development (ANPD) Annual Convention, Aspire to Trailblaze, San Antonio, Texas.

Weathers, N. & Sands, H. (September 2021). *Innovation in Nursing Workforce Development: RN Residency Apprenticeship*. Oral presentation for the National Rural Health Association's Rural Health Clinical & Critical Access Hospital Conference, Virtual Conference.

Weathers, N. (August 2021). *Nurse Residency Apprenticeships*. Oral presentation for the International Rural Nurse Conference, Yesterday, Today & Tomorrow: Influencing Rural Health Care for Generations, Virtual Conference.

Weathers, N. (June 2021). *Innovative Pathways for Workforce Development with RN Residency Apprenticeships*. Oral presentation for the National Forum of State Nursing Workforce Centers and National Nurse-Led Care Consortium Conference, Nurses Reshaping the Workforce: From Crisis to Innovation, Virtual Conference.

Weathers, N. (April 2021). *Transforming New Graduate Nurses to Bedside Leaders*. Oral presentation for the National Rural Health Association's 6th Annual Hospital Innovation Summit, Virtual Conference.

Weathers, N., Locklear, R., & Johnson, J. (April 2021). *Innovative Funding Solutions for Nursing Workforce Transition to Practice*. Oral presentation for the National Rural Health Association's 6th Annual Hospital Innovation Summit, Virtual Conference.

Weathers, N., Forneris, L., Thorell, N. (May 2019). *Developing Rural Nursing Workforce with Millennial Driven Innovation*. Oral presentation National Rural Health Association's 42nd Annual Conference, Atlanta, Georgia.

Weathers, N. & Forneris, L. (September 2015). *Implementation of nurse residency in a rural setting*. Oral presentation at the National Rural Health Association Critical Access Hospital Conference, Kansas City, MO.

Invited Panels, Symposia, & Workshops

Grote, J. & **Weathers, N.** (November 2023). *Tangible Solutions to Overcome Residency Project Challenges*. Oral presentation for the Association for Nursing Professional Development Virtual Symposium. (Invited Session).

Weathers, N. Addy, H., and Rail, A. (October 2024). *Lessons in Entrepreneurship*. Panel discussion for the Iowa Nurses Association Annual Conference: Revolutionizing Healthcare – Embracing Innovation. (Invited Session).

Weathers, N., Carritt, N., L'cuyer, K., and Godfrey, N. (August 2024). *Regional Panel: Perspectives from Preceptor Professionals*. Panel discussion for the Midwest Clinical Instruction Regional Network, MCIRN Innovation Summit: Experts Advancing Preceptor Proficiency. (Invited Session).

Weathers, N. (April 2024). *Nurse Engagement: Enhancing Transitions & Wellbeing*. American Nurses Credentialing Center, Practice Transition Accreditation Program Symposium.

Weathers, N. (April 2024). *Affiliate Connections for Collaborative Learning*. Panel discussion for the Association for Nursing Professional Development, 2024 Aspire Convention. (Invited Session).

Weathers, N., Pemsil, G., Tardy, A., Milbourne, M. (May 2023). *The Next Generation of Nurses in Transition to Practice*. Panel discussion for the American Nurses Credentialing Center, Practice Transition Accreditation Program Symposium.

Weathers, N. (June 2022). *Surviving Current Workforce Challenges: Could Nurse Residency Be an Effective Treatment?* Oral presentation for the North Dakota Organization of Nurse Leaders Nurse Leadership Conference. Bismark, ND. (Invited Session).

Weathers, N. (December 2018). *Iowa Online Nurse Residency Program: Update*. Oral presentation University of Iowa College of Nursing, Iowa City, IA.

Weathers, N. (October 2018). *IONRP Update: History, Components, Outcomes*. Oral presentation University of Iowa College of Nursing, Iowa City, IA.

Weathers, N. & Forneris, L. (November 2017). *Use of the Iowa Online Nurse Residency Program*. Oral presentation Memorial Health Systems, Miramar, FL.

Weathers, N. & Forneris, L. (October 2016). *Use of the Iowa Online Nurse Residency Program*. Oral presentation Regional Health, Rapid City, SD.

Weathers, N. & Forneris, L. (October 2016). *Components of the Iowa Online Nurse Residency Program*. Oral presentation at the Nebraska Hospital Association Annual Convention, Omaha, NE

Webinar & Virtual Presentations

Weathers, N. (October 2025). *Next Gen Nurses: Organizational Readiness in Rural Healthcare*. Oral presentation for the National Rural Health Association via Online Webinar.

Weathers, N. (April 2025). *Nurse Engagement Strategies That Are Helping Rural Hospitals Cut Early Turnover*. Oral presentation for the National Rural Health Association via Online Webinar.

Weathers, N. (November 2024). *Making the Case: Advocating for Professional Development in Rural Healthcare*. Oral presentation for the National Rural Health Association via Online Webinar.

Weathers, N. (April 2024). *Building the Foundation: Preparing Your Organization for Nurse Residency*. Oral presentation for the National Rural Health Association via Online Webinar.

Weathers, N. (November 2023). *Moving Beyond Nurse Residency*. Oral presentation for the National Rural Health Association via Online Webinar.

Weathers, N. (May 2023). *New Graduate Nurse Practice Readiness*. Oral presentation for the National Rural Health Association via Online Webinar.

Weathers, N. & Grote, J. (February 2023). *Common Mistakes for Taking Training Virtual & What to Do Instead*. Oral presentation for the UnityPoint Health Des Moines via Online Webinar.

Weathers, N. & Grote, J. (January 2023). *Common Mistakes for Taking Training Virtual*. Oral presentation for the Vanderbilt University Medical Center via Online Webinar.

Weathers, N. (October 2022). *Is History Repeating Itself? One Strategy to Support Your Nursing Workforce*. Oral presentation for the National Rural Health Association via Online Webinar.

Weathers, N. (January 2022). *4 Steps to Launch a Nurse Residency in 2022*. Oral presentation for the National Rural Health Association via Online Webinar.

Weathers, N. (April 2021). *Developing Nurses*. Oral presentation for the Rural CNO Certification Program, Virtual Program.

Weathers, N. (April 2021). *Stop Dreaming- Start Doing: Rural Nurse Residency*. Oral presentation for the National Rural Health Association via Online Webinar.

Weathers, N. (December 2020). *Trending 2021 – RN Resident Apprenticeships*. Oral presentation for the National Rural Health Association via Online Webinar.

Weathers, N. (June 2020). *Rethink Nurse Residency*. Oral presentation for the National Rural Health Association via Online Webinar.

Weathers, N. (January 2020). *Nursing Career Continuum: Nurse Residency – The Missing Link*. Oral presentation for the National Rural Health Association via Online Webinar.

Weathers, N. (October 2018). *The Truth About Nurse Residency: Benefits, Challenges, Outcomes*. Oral presentation for the National Rural Health Association via Online Webinar.

Weathers, N. (March 2018). *Rural nurse residency: Reality or fantasy?* Oral presentation for the National Rural Health Association via Online Webinar.

Weathers, N., Forneris, L., & Erickson, A. (November 2017). *Prepare and empower novice nurses to lead change*. Oral presentation for the National Rural Health Association via Online Webinar.

Weathers, N., Forneris, L., & Erickson, A. (April 2017). *Engage Millennials – Retain Millennials*. Oral presentation for the National Rural Health Association via Online Webinar.

Poster Presentations

Weathers, N. & Grote, J. (April 2023). *Improving Engagement & Perceptions of Nurse Residency Projects*. Poster presentation at the 30th National Evidence-Based Practice Conference, Iowa City, Iowa.

Steffens, K. & **Weathers, N.** (April 2022). *Advanced Practice Providers' Transition to Practice in Iowa*. Poster presentation at the 29th National Evidence-Based Practice Conference, Iowa City, Iowa, Virtual Conference.

Weathers, N. (July 2016). *Providing cost-effective nurse residency in any setting*. Poster presentation at the annual meeting of the Association of Nursing Professional Development, Pittsburgh, PA.

Weathers, N. (July 2015). *Use of online nurse residency programs to help new nurses excel in practice*. Poster presentation at the annual meeting of the Association of Nursing Professional Development, Las Vegas, NV.

GRANT FUNDING

Title: From Anticipation to Adjustment: Enhancing a Nurse Newcomer Safety Culture Socialization Framework with Insights from New Graduate Nurses and Hospital Leaders

Role: Co-Investigator

Funding Source: National Council State Boards of Nursing (NCSBN)

Duration: February 2026-January 2028

Amount: \$176,626

Title: Expansion and Enhancement of RN Registered Apprenticeship Program

Role: Grant Manager

Funding Source: Iowa Workforce Development

Duration: November 2020-January 2021

Amount: \$132,104

Title: State of Iowa - Iowa Workforce Development (Health care) Registered Apprenticeship Program

Role: Grant Manager
Funding Source: Iowa Workforce Development
Duration: July 2019-October 2020
Amount: \$150,000

COLLABORATIONS & PARTNERSHIPS

- Simulation in Motion Iowa Collaboration & Pilot January 2025-Current
Interprofessional Innovation Partnership - Collaborated with Sim Iowa to pilot simulation-enhanced strategies supporting nurse transition to practice. The pilot explored the integration of simulation as a workforce development and professional socialization tool within nurse residency and early-career support programming.
- Midwest Clinical Instruction Regional Network (MCIRN) November 2023-Current
Invited Collaborator - Participated in regional collaboration advancing clinical instruction and preceptor development. Led alignment and adaptation of nurse residency curriculum to support MCIRN priorities and workforce needs. Through grant-supported collaboration, enabled statewide access to curriculum at no cost for Iowa nurses, expanding professional development opportunities and supporting transition-to-practice initiatives.
- Colorado Center for Nursing Excellence – WINN November 2020-Current
National Academic–Practice Collaboration Partner - Collaborated on the Rural New Nurse Residency Apprenticeship, a U.S. Department of Labor H-1B–funded workforce initiative. The program incorporates the University of Iowa Online Nurse Residency curriculum to support transition to practice, preceptor development, and nurse retention in rural and frontier healthcare settings for the Workforce Innovation Nursing Network (WINN) Program.

PROFESSIONAL AFFILIATIONS

National Consortium for Innovativeness in Healthcare	January 2025-Current
The National Collaborative on Transition to Practice	April 2024-Current
International Consortium for Outcomes of Nursing Education	March 2023-Current
Society of Nurse Scientists, Innovators, Entrepreneurs, & Leaders	October 2022 -Current
Association of Nursing Professional Development	March 2010-Current
Iowa Association of Nursing Professional Development Affiliate	March 2022-Current
Iowa Organization of Nurse Leaders	October 2014 – Current
American Nurses Association	September 2018-Current
Iowa Nurses Association	September 2018-Current
Iowa Association of Nursing Continuing Education	November 2010-January 2022
Iowa Healthcare Educators	November 2010-October 2014

LEADERSHIP & VOLUNTEER ACTIVITIES

New to Public Health Residency Program	April 2024 - Current
Advisory Board Member - Provides strategic guidance and subject matter expertise to support the development and sustainability of a residency program designed to support professionals transitioning into public health roles.	
Alta-Aurelia School District	
Elected Board Member	November 2023-Current
Society of Nurse Scientists, Innovators, Entrepreneurs, & Leaders	
Membership Committee Member	July 2023-August 2024
Association of Nursing Professional Development	
Subject Matter Expert	October 2021-August 2023
Conference Planning Committee Member	September 2023-May 2026
Iowa Association of Nursing Professional Development Affiliate	
President	March 2022-Current

AWARDS & HONORS

University of Iowa Outstanding Staff Award
American Academy of Nursing Edge Runner Award

March 2026
October 2025