



Essentia Health

ANE-NPR Newsletter

“Transforming the Workforce”

February, 2022

Volume 3, Issue 1



The purpose of this newsletter is to keep stakeholders abreast of progress and accomplishments of the Advanced Nursing Education-Nurse Practitioner Residency (ANE-NPR) “Transforming the Workforce” grant. The four-year, \$1.57 million federal HRSA grant is an expansion of Essentia Health’s current Transition to Practice program and provides four new graduate nurse practitioner’s each year clinical and academic enhancement for a 12-month residency program in rural and/or underserved populations.

Mission Statement

To create a Nurse Practitioner Residency program that expands Essentia Health's Transition to Practice program, further enhancing NP skills and competencies and improving the health of rural and underserved populations.

The collaboration between North Dakota State University (NDSU) School of Nursing and Essentia Health, a large regional health system covering most of eastern North Dakota, northern Minnesota, and northwestern Wisconsin is better preparing new NP graduates for rural care practice through enhanced didactic content, simulation, and immersive clinical experiences.

The residency is in its third year and two cohorts of residents (8 total) have completed the program. The third cohort began in October. This newsletter highlights the current achievements thus far.

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RESIDENTS: YEAR 3



Bridget Johnson,
APRN, CNP
Hibbing, MN



Susan Ross, APRN,
CNP
Detroit Lakes, MN



Kelsey Stay, APRN,
CNP
Park Rapids/Walker,



Emma St. Aubin,
APRN, CNP
Detroit Lakes, MN

ANE-NPR Program Priorities:

1. Opioids and Mental Health Emergencies
2. Rural Clinical Readiness
3. Telehealth
4. Childhood Obesity

The third cohort of residents began in October. Thus far, residents participated in resiliency and boundary setting training, buprenorphine waiver training, a PFT/labs workshop, three journal clubs, a fundamentals of obesity module, specialty rotations, and one reflective journal conversation.

The first residency activity was resiliency and boundary setting training and featured three expert lecturers from Essentia Health. Amy Johnson, Ed.D., M.A.M. presented “Establishing Boundaries for Well-Being at Work and Home,” Kate Dean, MBA presented “Embracing Joy and Vulnerability to be our Best Selves,” and Debra Steen, MSN, APRN, CNP and the Essentia Health clinical liaison for the grant presented “Avoiding Work Conundrums.”

The final part of resiliency training featured an introduction to reflective journaling. Reflective journaling is a common practice in NP residency programs to help NPs reflect on their clinical experience and promote confidence. Our residency sought a different approach to reflective journaling. Our residents are encouraged to keep a weekly reflective journal, but not required to submit. Rather, residents attend four reflective journal conversations throughout the year. We implemented these conversations last year with our second group of residents, who all vocalized the benefit of participating. The conversations give time for residents to reflect on personal, professional, and clinical growth. Our first one was in November and used Baker’s Four-Step Model (see below).

One resident commented after the resiliency training, “Thank you for an excellent group of presenters today. Great topic to start with as we all feel overwhelmed in our new roles!”

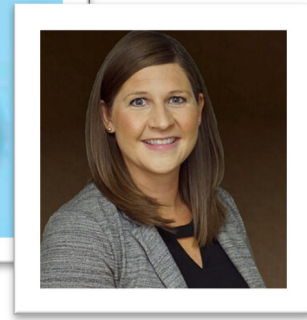
BAKER’S FOUR-STEP MODEL

- Step 1: Identification (select a clinical experience that stands out in your mind as significant).
- Step 2: Description (detail thoughts, feelings, and happenings of the experience).
- Step 3: Significance (uncover personal meaning from the experience).
- Step 4: Implications (explain how the experience impacted your clinical practice, self-perceptions as an NP, or your own learning).

Baker, 1996

Labs/PFT Workshop

There are four workshops planned throughout the residency year. The first workshop focused on PFT and labs. Allison Peltier, DNP, APRN, FNP-C and the grant's evaluation coordinator facilitated the discussion. Peltier (pictured right) is a faculty member in the NDSU DNP program at the Bismarck, ND site. Allison also works in student health at United Tribes Technical College in Bismarck.



Journal Club

Monthly journal club is a cornerstone of the residency curriculum; it's held the third Friday of every month over the noon hour. Residents are assigned research articles and participate in a discussion led by an NP grant team member. The purpose of journal club is to evaluate the components of scholarly work, develop a better understanding of new literature compared to current guidelines and practices, apply research into daily practice, and foster a collaborative, collegial conversation among peers. Topics thus far have included Sleep and Mood Health, Diabetes Management, and Weight Management.

"After this journal club, I have more confidence in prescribing sleep medications and allowing routine use of OTC sleep meds."

"I am 100% more likely to do some healthy eating discussions with my patients. Looking forward to giving out the handouts on healthy low carb food options," said one resident after our weight management journal club.

After the diabetes management journal club, one resident commented, "I feel more comfortable in managing hyperglycemia in the urgent care setting and knowing what should be referred for PCP to manage." Another commented, "Knowing about this American Diabetes Association app will be useful with patient care!"

Specialty Rotations

Residents must complete a minimum of six specialty rotations. They are chosen based upon resident's identified learning gaps and special interest areas and one must be in weight management, a program priority. Thus far residents have completed rotations in the following areas:

- Cardiology
- OB/GYN
- Ortho
- Pediatrics
- Radiology

"I enjoyed this rotation. It gives me a better insight into what to look for in urgent care and how to prepare the patient for the referral to orthopedics. This rotation also allowed me to get to know the orthopedic providers better so that I feel more comfortable going to them with questions on patients in the future."

"I felt this rotation was super beneficial for any rural provider in helping assess imaging by yourself instead of just waiting for the radiologist to look at it. It's nice looking at films and having the opportunity to ask questions on what you think something is versus what the radiologists diagnose it as."

Grant Team

Debra Steen, APRN, CNP
(Essentia Health Clinical Liaison)

Mykell Barnacle, DNP, FNP-BC
(Project Director)

Dean Gross, PhD, FNP-C
(Project Coordinator)

Adam Hohman, DNP, APRN, FNP-BC
(Health Education Coordinator)

Allison Peltier, DNP, APRN, FNP-C
(Evaluation Coordinator)

Heidi Saarinen, DNP, APRN, FNP-C
(Health Information Technology Coordinator)

Dani Bohnsack, MA (Project Manager)

Brooke Feltman, RN, BSN
(Graduate Assistant)

Advisory Board

Elisha Anderson APRN, CNP
(Essentia)

Katherine Dean, MBA
(Essentia) Executive Director
Institute of Rural Health

Christie Erickson, APRN, CNP
(Essentia)

Michelle Lindell, RN, BSN
(Essentia) Director of Ambulatory Care

Randy Lemm, ND State Senator

Buprenorphine Waiver Training

Opioids and mental health emergencies is a program priority. In October, residents completed buprenorphine waiver training for opioid use disorder. The first half of the 8 hour training was held virtually and the second portion was a 4-hour online self-study module.



Obesity Education

Childhood obesity is another program priority. Residents completed the fundamentals of obesity treatment course from the obesity medicine academy in November.

The course is designed to introduce the concept of obesity medicine and the fundamentals to practicing health care providers.

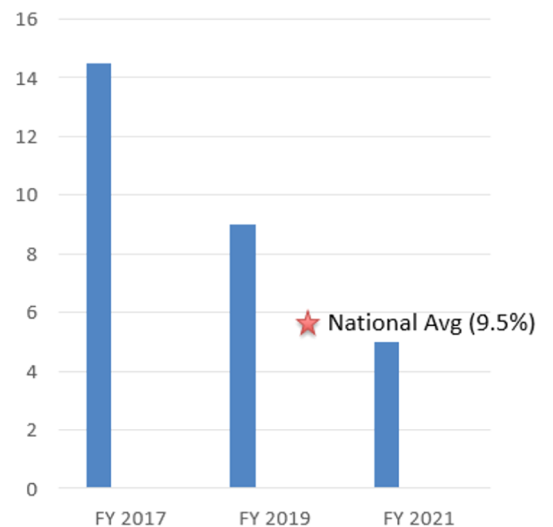


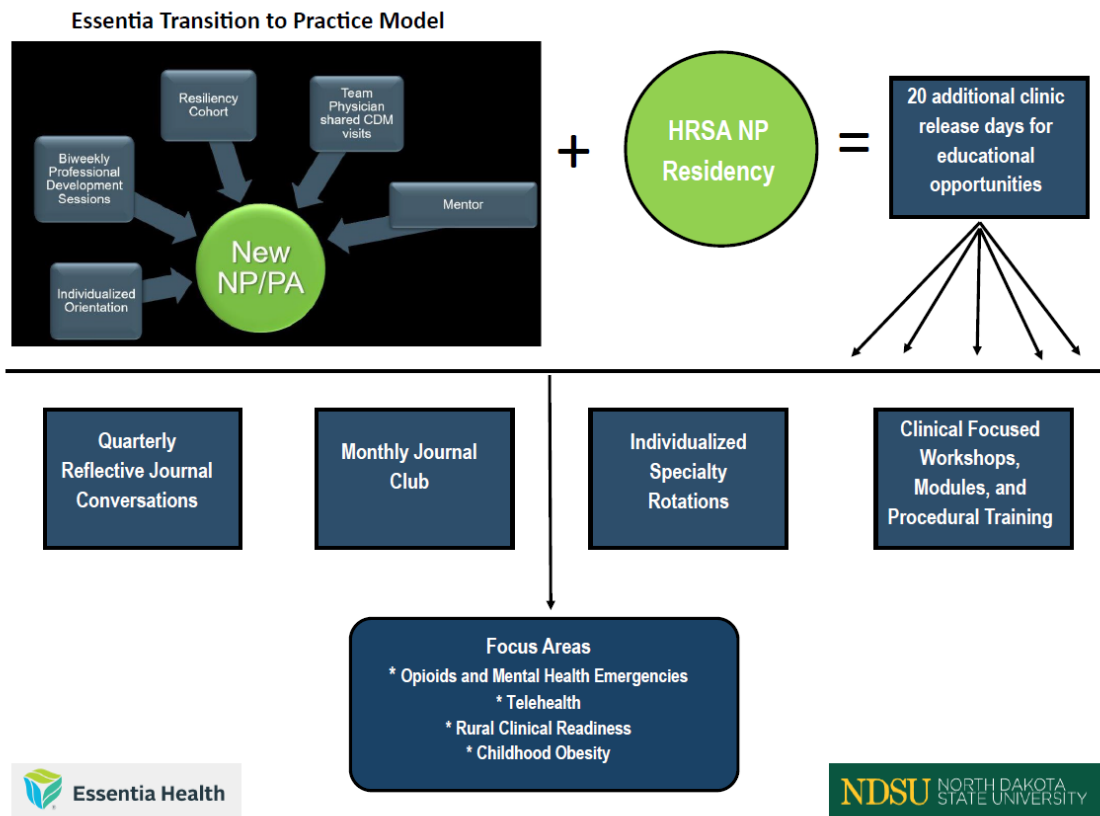
Transition to Practice Program

The residency program is an expansion of Essentia Health's current Transition to Practice program, which began in 2016 as a way to increase NP and PA retention, engagement, and productivity. Within 12 months of the program's inception, there was an 11% increase in provider productivity and enhanced provider engagement, as well as a dramatic decreased turnover rate the past four years (see right).

"Essentia's Transition to Practice program helps increase new APRN/PA practice with competence and confidence. It is something our new graduates are looking for in employers, which helps make Essentia an employer of choice," says Christie Erickson, DNP, APRN, CNP, FAANP and director of NP/PA Transition to Practice Program at Essentia Health.

Turnover





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Qualifications

- Candidates: Graduates of ANY* Nurse Practitioner Program within the last 18 months with a commitment to practice in a rural area.
*Graduates do not have to be NDSU graduates.
- Four newly graduated NPs hired by Essentia in rural, underserved areas will be eligible for the residency program each year.
- Unlike most residency programs that have an application process, residents are selected by primary care leaders and the Transition to Practice team to participate yearly based on rural/underserved clinic need.

Structure

- 12 months, full-time salaried position.
- Specialty clinical rotations based on resident needs and interests.
- In person and virtual educational opportunities related to focus areas and other complex clinical challenges for rural NPs.