



Essentia Health

ANE-NPR Newsletter “Transforming the Workforce”

August 2022
Volume 3, Issue 3



The purpose of this newsletter is to keep stakeholders updated on the 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 group began in October and May (see page 2). This newsletter highlights the current projects underway and achievements thus far

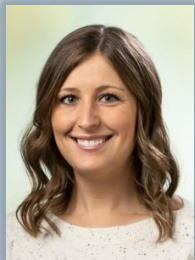
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RESIDENTS: YEAR 3



**Kelsey Stay, APRN,
CNP**
Park Rapids/Walker, MN



**Erika Caslin
APRN, CNP**
Graceville, MN



**Hillary Newborg
APRN, CNP**
Lisbon, ND



**Amanda Keough
APRN, CNP**
Virginia, MN

ANE-NPR Program Priorities:

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

Wound Care Workshop

In May, residents attended a Wound Care workshop facilitated by Christine Olson, DNP, APRN, FNP-BC, a wound care specialist at CentraCare.

TISSUE – HEALTHY OR NOT?



“Being able to provide basic wound care closer to home without sending people to Fargo,” was a benefit of the workshop one resident noted.

Enduring Materials: Essentia Health

In July, residents spent a day viewing recorded continuing medical education (CME) in Essentia Health’s Enduring Materials library. Residents chose their own topics, which included:

“I think the Adverse Childhood Experience video was the most beneficial. I knew these experiences could cause increased risk for anxiety/depression, but I didn't know WHY. Now I know that these kids have frequently repeated stress responses as they mature (caused by adverse events) which in turn causes changes in their immune and hormonal systems,” noted one resident.

- To statin or not to statin
- Chronic opioid therapy: Appropriate use & tapering methods
- Adverse childhood experiences
- The well child visit
- Why won't you get better
- Episodic migraine prophylaxis in adults
- Helping patients with addiction
- Out with albuterol
- Fatty liver disease
- Fifty shades of menopause
- Autism spectrum
- Pre-Operative exams: Should they have surgery
- Novel agents for acute migraine
- Antibiotic duration
- Plant based nutrition: Reversing disease
- SGLT2i use in heart failure and DKD
- Alzheimer's in the office
- Native American patients: The hidden narrative
- Restraints and seclusion
- Adventures in evidence based physical examination: Review of diagnosis usefulness and pitfalls

Specialty Rotations

Residents must complete a minimum of six specialty rotations. They are chosen based upon self-identified learning gaps and special interest areas. Thus far residents have completed rotations in the following areas, Cardiology, OB/GYN, Ortho, Radiology, Pediatrics, Weight Management, Dermatology, and ENT

In July, Dean Gross, PhD, FNP-BC and the grant's project coordinator, led a poster presentation at the National Nurse Practitioner Symposium in Keystone, Colorado.

Journal Club

Monthly journal club is a cornerstone of the residency curriculum. 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, Weight Management, Diabetes Management, Men's Mental Health, Crucial Conversations, Adverse Patient Events, Otitis Media, and Concussions.

"I am going to start practicing with a pneumatic otoscope," noted one resident after the otitis media journal club discussion.

Using Reflective Conversations in Nurse Practitioner Residency Programs: An Innovative Approach for Building Community

NDSU NURSING

Dean Gross PhD, FNP-BC, Mykell Barnacle, DNP, FNP-BC, Debra Steen, APRN, CNP & Dani Bohnsack, MA



North Dakota State University, DNP/FNP Program

Intro

- Successful role transition is important for new nurse practitioner (NP) graduates
- New graduate NPs may lack confidence and feel stressed, anxious, and isolated
- The benefits of reflective journaling are widely cited in the literature
 - promotes personal and professional learning and increases confidence and self-awareness
 - contributes to a successful transition to practice
- Reflective journaling has been a standard component of many NP residency programs, but can be onerous
- When novice NPs are able to collaborate with other advance practice providers, they feel more supported, more confident, and transition more successfully

Purpose

- Provide support to new graduate NPs as they transition from expert RN to novice NP
- Reflect on personal, professional and clinical growth
- Promote confidence and sense of belonging among NPs transitioning to practice

Objectives

- Describe the design of reflective conversations in NP residency programs
- Identify the benefits of reflection with novice NPs transitioning to practice
- Discuss the role transition themes that occur during the first year of practice for NPs

Methods

- Partnership between NDSU and Essentia Health that developed a rural residency program
- Residency included quarterly, hour-long reflective conversations
- Prompts were developed to facilitate conversations
- Transcription was reviewed and role transition themes were categorized

Reflective Prompts

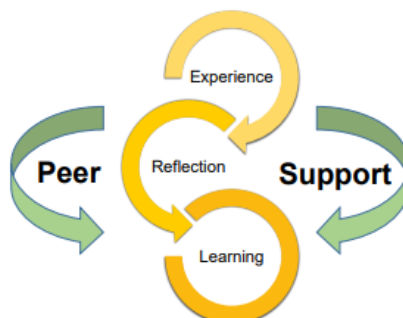
"What is a clinical experience that stands out and how did that experience impact your practice or learning?"

"Compared to the first month, where are you now compared to where you were?"

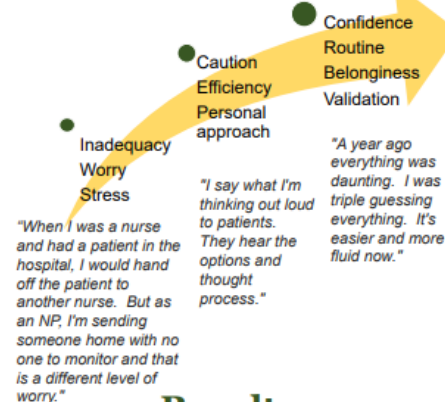
"How do you feel differently as a provider?"

"What are you coming to know about yourself?"

"What are ways you've made yourself proud?"



Themes



Results

- Reflective conversations ranked highest among all residency activities
- Role transition themes throughout the year were identified
- Residents reported conversations:
 - "were incredibly valuable to discuss challenges with other peers in the same situation"
 - "brought a sense of community"
 - "made me feel less isolated as a new provider"
 - "provided support from peers"



Emergency Preparedness Workshop

In June, four residents, along with four other Essentia advance practice providers attended an Emergency Preparedness Workshop in Fargo at North Dakota State University in Aldevron Tower. The sessions gave providers a simulated experience with events that they may encounter during their careers. SIM-ND, which provides on-site training to Critical Access Hospitals, EMS units, and other medical providers across North Dakota, partnered for the event. Adam Hohman, DNP, APRN, FNP-BC and the grant's health education coordinator facilitated topics

including Intro to Health Care Emergencies/ Disaster Preparedness and Emergency Preparedness/Mass Casualty Triage/Trauma. Dean Gross, PhD, FNP-BC and the grant's project coordinator, facilitated

One attendee noted, "I'm more comfortable in managing an emergency situation with few staff," after attending the workshop.

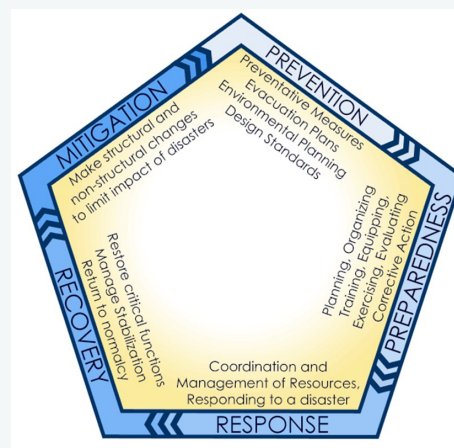


a talk on emerging and re-emerging infections diseases, including tick related illnesses. The hands-on portion of the workshop included

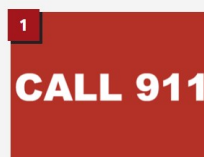
a Mass Casualty Simulation led by SIM-ND, and Stop the Bleed training led by Adam Hohman and Dean Gross.



Altru Health System, CHI St. Alexius Health, Essentia Health, Sanford-Fargo, and Trinity Health have partnered together under the leadership of the UND School of Medicine & Health Sciences Simulation Center to bring medical simulation education to all of North Dakota. SIM-ND is a statewide, mobile education system using high fidelity human patient simulators to train pre-hospital and hospital personnel. Grant funding from the Leona M. & Harry B. Helmsley Charitable Trust allowed the Simulation Center and the North Dakota Department of Health to design and implement SIM-ND with four large trucks outfitted with adult, pediatric, infant, and birthing manikins. SIM-ND strives to bring the highest quality emergency medical education to your area.



Quick Actions to STOP THE BLEED



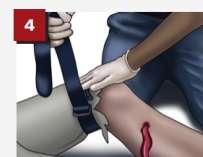
Call 911



Apply Pressure with Hands



Pack Wound and Press

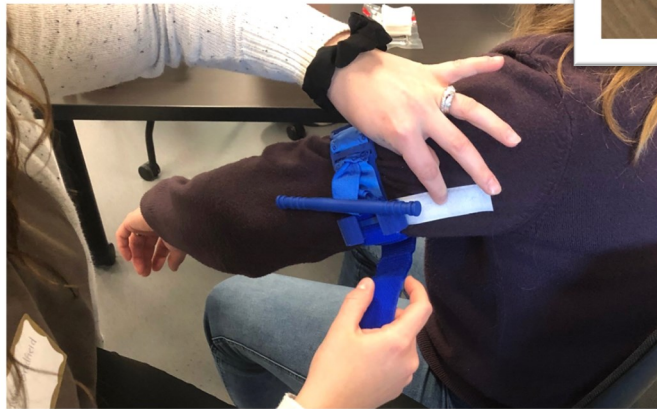
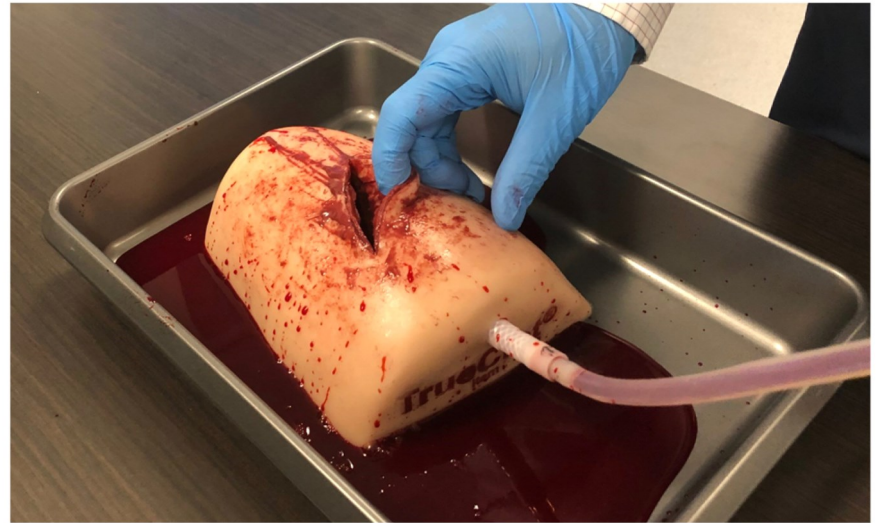


Apply Tourniquet

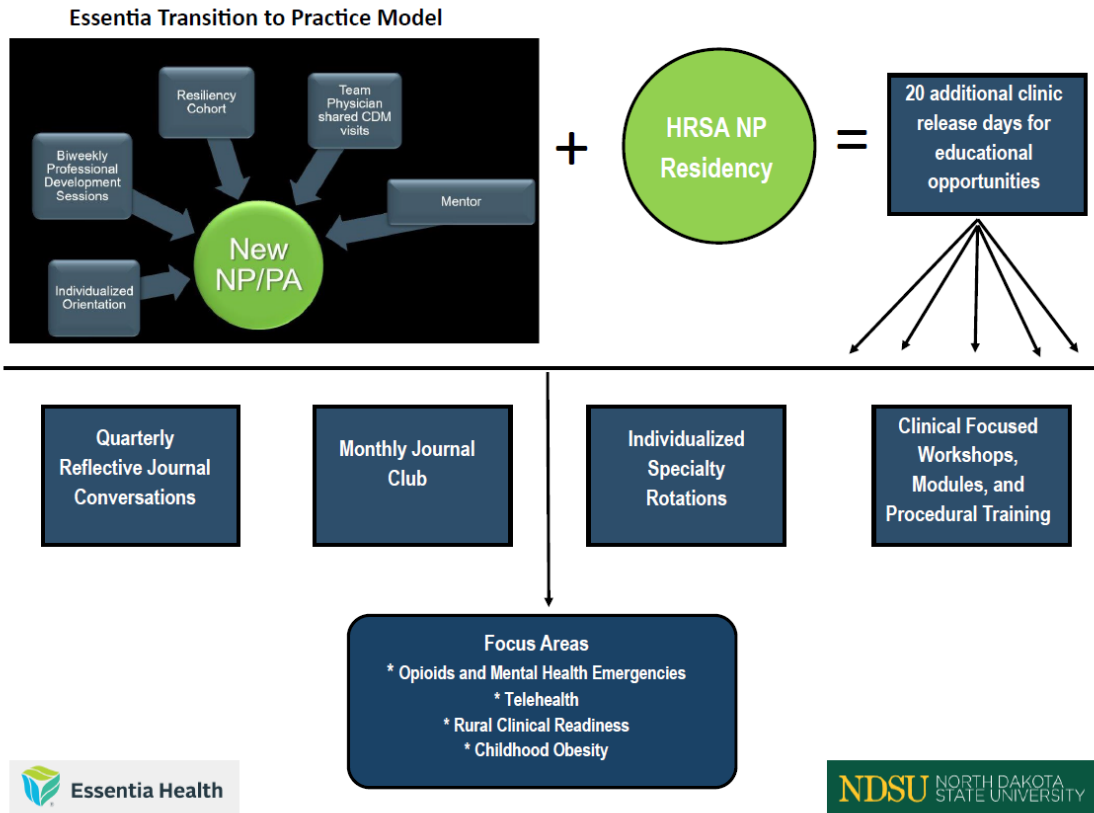
Emergency Preparedness Workshop

June 17th, 2022

North Dakota State University—Aldevron Tower



WHO TO CONTACT



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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 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.