

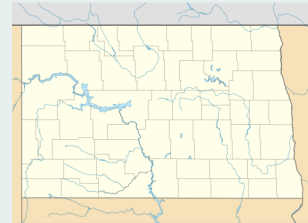


Essentia Health

ANE-NPR Newsletter

“Transforming the Workforce”

October, 2022
Volume 3, Issue 4



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 new graduate nurse practitioners clinical and academic enhancement for a 12-month residency program in rural and/or 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 just began the 4th year and 9 residents have completed the program. This newsletter highlights the current projects underway and achievements thus far.

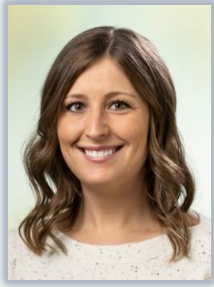
Mission Statement

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.

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RESIDENTS: YEAR 3



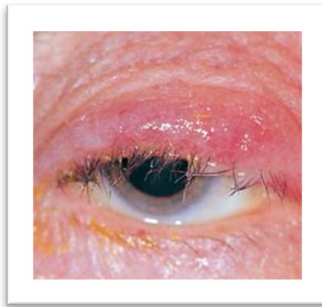
Erika Caslin
APRN, CNP
Graceville, MN



Hillary Newborg
APRN, CNP
Lisbon, ND



Amanda Keough
APRN, CNP
Virginia, MN



At the end of September, Dr. Stacey Archibald, an optometrist in Fargo, facilitated an Optometry workshop focused on eyes in the primary care setting.

Congratulations, Kelsey!

Kelsey Stay, one of our residents from year 3, completed the 12-month residency program in September. She remains employed as a family nurse practitioner in Park Rapids and Walker, MN where she completed the residency program. Our other residents from year 3 will finish the program in April 2023.



Kelsey Stay, APRN, CNP

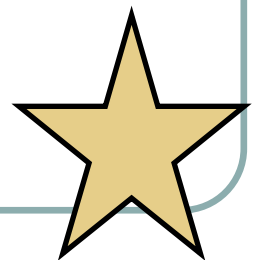
How likely would you be to recommend an NP residency program to a newly graduated NP?



What was the highlight of the residency for you?

Specialty rotations—I was able to increase my skill set in areas I was not previously confident in, and also established connections with these providers, so I feel comfortable asking them questions in the future.

The 9 residents who completed the residency program have been retained within Essentia, including 8 who remain in a rural setting.



MEET THE RESIDENTS: YEAR 4



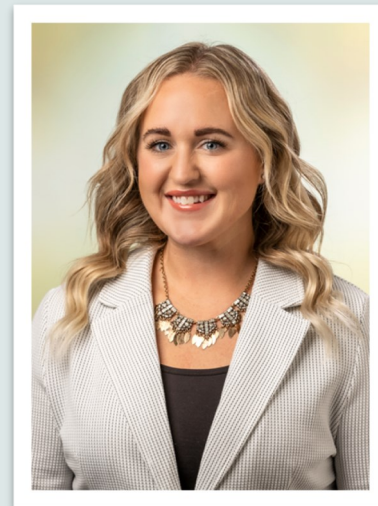
Jessica Beste,
APRN, CNP
Crosslake and Pequot
Lakes, MN



Kristina Haden,
APRN, CNP
Grand Rapids, MN



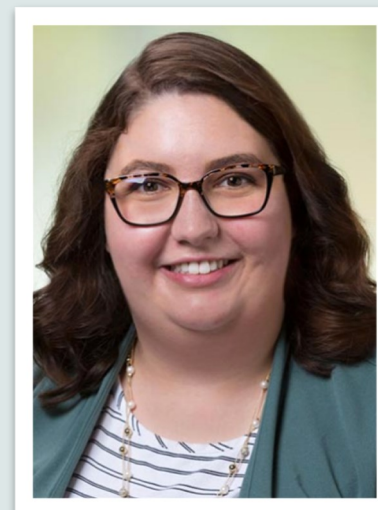
Joslyn Cook,
APRN, CNP
Hibbing, MN



Sarah Hansen,
APRN, CNP
Valley City, ND



Molly Edwards,
APRN, CNP
Ely, MN



Anna Wilke,
APRN, CNP
Ashland, WI

Boundary Setting and Resiliency Workshop

62%

NPs experiencing burnout for at least a year

Nurse Practitioner Burnout & Depression Report 2022, Medscape

We kicked off our 4th year of the residency program by welcoming the new residents (see page 3) and participating in a boundary setting and resiliency workshop. Lori Rothstein, MA a Senior Organizational Development Specialist at Essentia, guided our discussion on establishing boundaries for well-being at work and home. Debra Steen, APRN, CNP and our clinical liaison for the grant presented on avoiding work conundrums and developing strong boundaries with patients, families, friends, and co-workers.

“Newly graduated providers are at increased risk for boundary setting issues to arise. Lack of experience and wanting to please patients in addition to seeing complex patients can make it challenging to set boundaries. Setting and maintaining boundaries in a rural setting is complicated because providers are part of the community and see their patients outside of the clinic at church, school, and grocery stores,” says Debra Steen.

Boundaries are HARD...Boundaries are about putting what you need on equal par with what people need from you.

We can't be brave with our lives without vulnerability.

- Brené Brown

In September, Dani Bohnsack, MA (Project Manager) participated in Essentia's Professional Development Day: Poster Presentations at the Fargo campus. Dani discussed how our residency program implemented reflective conversations as an alternative to reflective journaling in NP residency programs.

Mykell Barnacle, FNP-BC (Project Director) was notified that her abstract for “An Alternative to Reflective Journaling in Academia and Transitional Programs” has been selected for a Poster Presentation at AACN's 2023 Doctoral Education Conference in Coronado, CA.

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, RN, FNP-C (Evaluation Coordinator)

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

Dani Bohnsack, MA (Project Manager)

Lauren Drotts, RN, BSN (Graduate Assistant)

Advisory Board

Elisha Anderson APRN, CNP (Essentia)

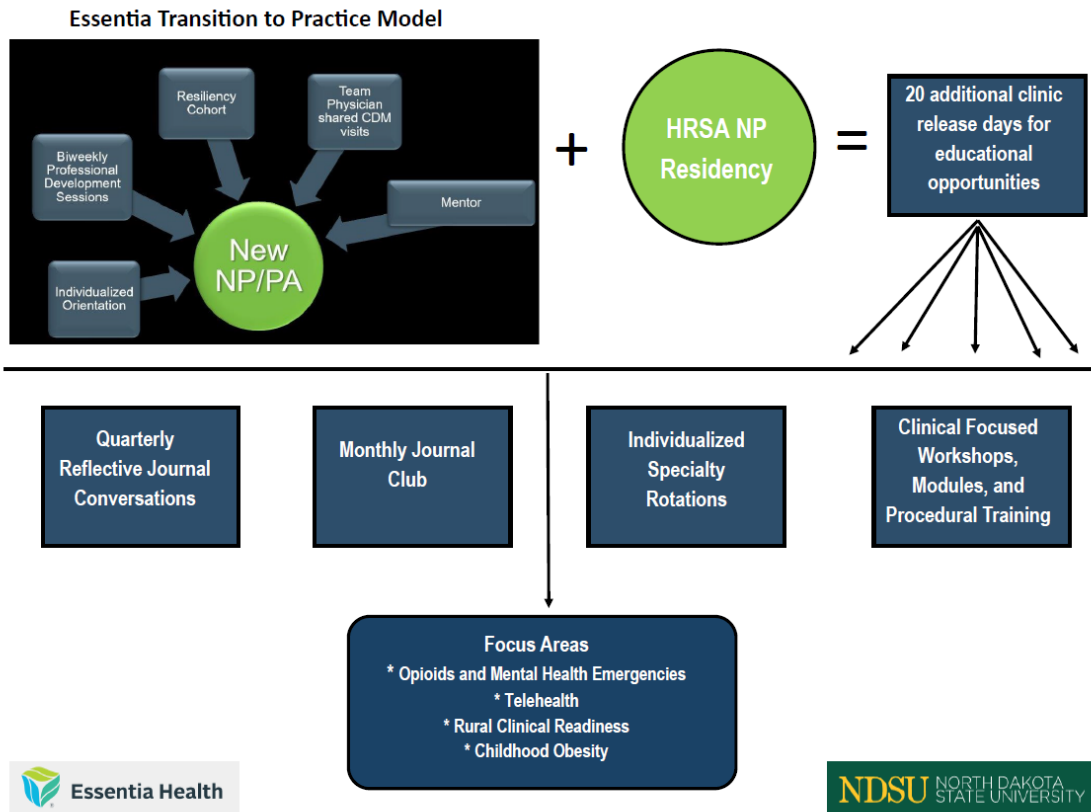
Katherine Dean, MBA (Essentia) Executive Director Institute of Rural Health

Christie Erickson, APRN, CNP (Essentia)

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

Randy Lemm, ND State Senator

WHO TO CONTACT



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(Project Manager)
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Debra Steen, APRN,
CNP (Essentia Health
Clinical Liaison)
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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.
- 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.

Focus areas

- Mental health emergencies and the opioid crisis
- Rural clinical readiness
- Telehealth
- Childhood obesity

https://www.ndsu.edu/nursing/outreach/ane_npr/