



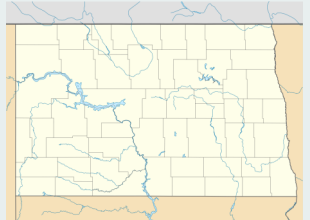
Essentia Health

ANE-NPR Newsletter

“Transforming the Workforce”

January, 2021

Volume 2, 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 first cohort of residents completed their residency in September and the 2nd cohort began in October (see page 2). This newsletter highlights the current projects underway and achievements thus far.

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RESIDENTS: YEAR 2



Teresa Formo, APRN, CNP
Jamestown, ND



Kayla Hertenstein,
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Spooner, WI



Caitlin Kumpula,
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Detroit Lakes, MN



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Pine River, MN

ANE-NPR Program Priorities:

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

The second cohort of residents began in October. Thus far, residents participated in Resiliency Training, MAT training, a PFT/Labs Workshop, two Journal Clubs, a Fundamentals of Obesity module, nine specialty rotations, and one reflective journal conversation.

The first residency activity was Resiliency Training and featured three expert lecturers from Essentia Health. Mary Engels, M.S., R.D, P.C.C. 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 it. Rather, residents attend four reflective journal conversations throughout the year. 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). These conversations are facilitated by an NP grant team member.

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

Feedback from Resiliency Training was excellent. One resident commented, “It is always a good reminder that taking care of one’s self is as important as taking care of others. There were many strategies that were covered that can help me keep my whole self healthy. It was a good reminder that we don’t have to be perfect and that we need to have a balance between work and home life. Having a balanced life is so important for me, so I am glad that I am supported in this.”

Labs/PFT Workshop

Feedback from the first group of residents indicated that more workshops would be beneficial to novice NPs. Therefore, in the second year, we added more workshops and hands-on training, which are led by NP grant team members and expert providers from within regional healthcare systems. The first workshop focused on PFT and Labs. Allison Peltier, DNP, RN, FNP-C and the grant's Evaluation Coordinator facilitated a discussion on PFT and Nicholee Roesler, DNP, CNP, an expert Urgent Care provider at Sanford Health in Fargo, facilitated a Lab Interpretation discussion. The workshop was recorded and made available on Essentia's sharepoint for all Essentia providers to view.



“The PFT/Labs Workshop enhanced my lab interpretation skills and included a more calculated approach to evaluating and treating respiratory disorders,” said one resident.

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 Diabetes Management and Weight Management.

“I learned A LOT about medications for diabetes management. I am not experienced with prescribing them outside of metformin, so this will help significantly with my decision making. The discussion helped to make things more clear for me regarding the differences between the medications,” said one resident about the diabetes management journal club.

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 . Thus far residents have completed 9 rotations in the following areas:

- Weight Management
- Orthopedic Surgery
- Oncology
- Congestive Heart Failure
- Pulmonology
- Diabetes Education
- Nephrology

How would you rate your specialty rotation/experience?

[More Details](#)

• Exceptional	8
• Good	1
• Average	0
• Poor	0



Grant Team

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

Mykell Barnacle, DNP, FNP-BC
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FNP-BC (Health Education Coordinator)

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Dani Bohnsack, MA (Project Manager)

Brooke Feltman, RN, BSN
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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

MAT 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.



Obesity Education

Childhood obesity is another program priority. Residents completed the Fundamentals of Obesity Treatment course from the Obesity Medicine Academy in November.

The Fundamentals of Obesity Treatment course is designed to introduce the concept of obesity medicine and the fundamentals to practicing health care providers. This course is ideally the first step in developing enough knowledge and awareness so that learners either begin to treat their patients affected by obesity (while pursuing additional education in this field) or can refer their patients to those who do specialize in obesity medicine.

Residents will complete the pediatric bundle course through the Obesity Medicine Academy in February.

In addition to the courses, all residents must complete one of their six specialty rotations with a weight management provider.



“One of the best resources we have for the residency program is Debra Steen, APRN, CNP and the grant’s clinical liaison. She is a weight management provider, so her expertise is invaluable to the residents treating obesity, which is a program priority,” said Dani Bohnsack, MA and the grant’s project manager.



Our grant team had proposals accepted to present our rural residency program at the 2021 NONPF 47th Annual Conference: New Frontiers for NP Education in April and the 2021 Dakota Conference on Rural and Public Health in June.

WHO TO CONTACT



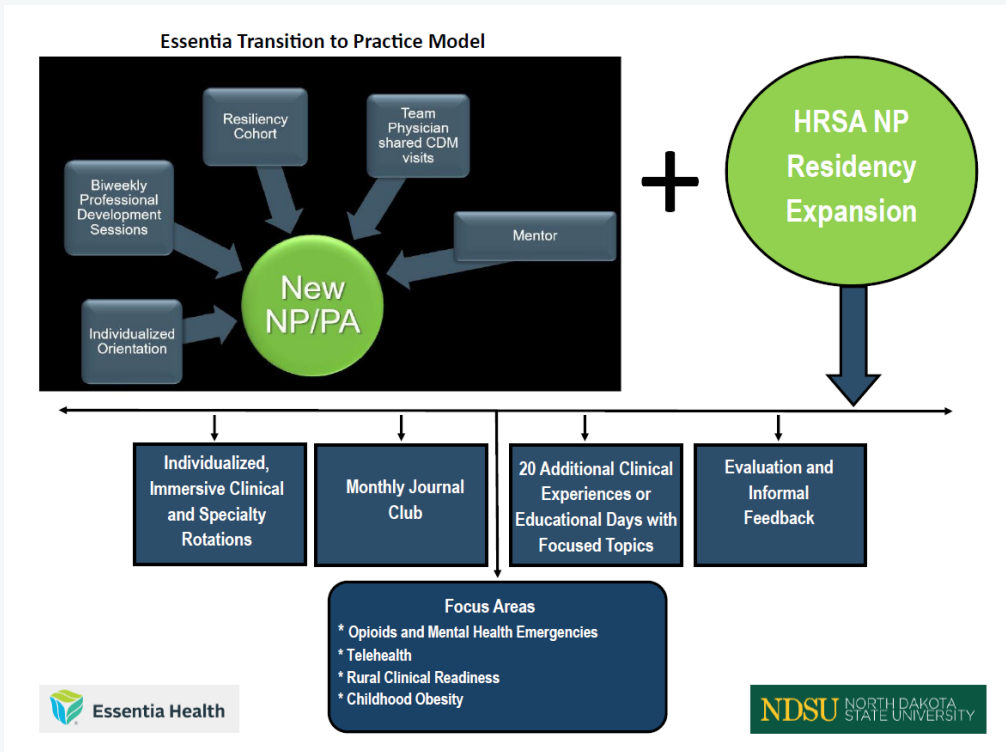
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RESIDENT SCHEDULE: YEAR 2

