

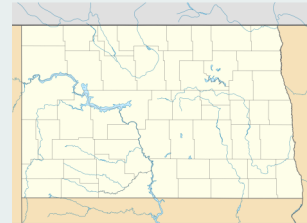


Essentia Health

## ANE-NPR Newsletter “Transforming the Workforce”

October, 2021

Volume 2, Issue 4



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**

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 second cohort of residents (see page 2) completed their residency in September and the 3rd cohort began in October (see page 4). This newsletter highlights the current projects underway and achievements thus far.

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*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.*

## RESIDENTS: YEAR 2



Teresa Formo, APRN, CNP  
Jamestown, ND



Kayla Hertenstein,  
APRN, CNP  
Spooner, WI



Caitlin Kumpula,  
APRN, CNP  
Detroit Lakes, MN



Tucker Sheley,  
APRN, CNP  
Pine River, MN

## Congratulations and Best Wishes

At the end of September, we hosted our last residency activity for the year two residents (see left). The day long virtual workshop featured an optometry presentation facilitated by Dr. Stacey Archibald, an optometrist in Fargo. In addition, topics that day included Physical Therapy: A General Assessment of Musculoskeletal Conditions and a Quality Improvement discussion. In total, residents from year two participated in:

- √Buprenorphine waiver training
- √Resiliency and boundary setting training
- √4 didactic (day long) workshops
- √Mental health conference
- √2-day intensive procedural training
- √Emergency preparedness training
- √9 journal clubs
- √4 reflective conversations
- √3 online modules



The addition of reflective conversations this year, which gave time for residents to reflect on personal, professional, and clinical growth with each other, proved to be especially impactful. One resident said, “It was incredibly valuable to discuss challenges of beginning practice with other peers in the same situation.” Another commented, “I learned and understood that my peers are going through similar experiences and it made me feel less isolated as a new provider.”

All four residents will continue practicing in the rural areas where they were hired and completed their residency program. When asked, “how likely would you be to recommend an NP residency program to a newly graduated NP?” all four said extremely likely—10/10.

**Congratulations,** Teresa, Kayla, Caitlin and Tucker for completing the residency program! Best wishes as you move forward in your practice.

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



# Year 2: What was the highlight of the residency for you?

*The highlight of residency was increasing my knowledge base and procedural skills that I could directly apply to patients in the clinic setting. It was incredibly rewarding to have shadow and observation opportunities that expanded my Essentia Health network and allowed for a more diverse network of referrals for my patients in need.*

*This program was a perfect way to bridge the education from NP school to real world practice. Much of the materials were highly applicable to current practice and helped reinforce principles of patient care.*

I feel a sense of belonging at Essentia Health.

● strongly agree	3
● agree	1
● neutral	0
● disagree	0
● strongly disagree	0



*Getting to know other new providers and faculty members that were a support system was very important to me. I also thought the specialty rotations were extremely helpful.*

*The skills session was the highlight. Hands on training is more effective for me.*

## MEET THE RESIDENTS: YEAR 3



### ***Bridget Johnson, APRN, CNP***

Hibbing, MN

#### **Education**

Master's Degree, Frontier Nursing University, Lexington, KY

#### **Board Certifications**

American Academy of Nurse Practitioners - Nurse Practitioner-Family



### ***Susan Ross, APRN, CNP***

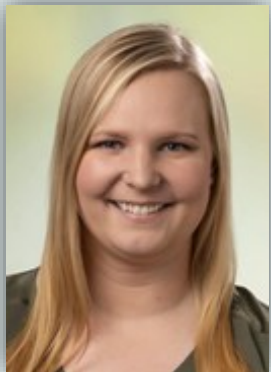
Detroit Lakes, MN

#### **Education**

Doctorate Degree, University of Mary, Bismarck, ND

#### **Board Certifications**

American Academy of Nurse Practitioners - Nurse Practitioner-Family



### ***Kelsey Stay, APRN, CNP***

Park Rapids/Walker, MN

#### **Education**

Doctorate Degree, College of St. Scholastica, Duluth, MN

#### **Board Certifications**

American Academy of Nurse Practitioners - Nurse Practitioner-Family



### ***Emma St. Aubin, APRN, CNP***

Detroit Lakes, MN

#### **Education**

Master's Degree, Simmons College, Boston, MA

#### **Board Certifications**

American Nurses Credentialing Center - Nurse Practitioner-Family

## ANE-NPR Program Priorities:

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

## RESIDENT SCHEDULE: YEAR 3



*“Despite a continued ongoing pandemic, we hit our stride in the second year of the residency program. What’s been really rewarding is seeing former residents give back to the program; We’ve now had two residents from the first year of the program serve as mentors to residents in years two and three,” said Mykell Barnacle DNP, FNP-BC and Project Director.*



All residents from years 1 and 2 (8 total) have been retained in the rural, underserved clinics where they completed their residency program.

### 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)

Brooke Feltman, RN, BSN  
(Graduate Assistant)

### Advisory Board

Elisha Anderson APRN, CNP  
(Essentia)

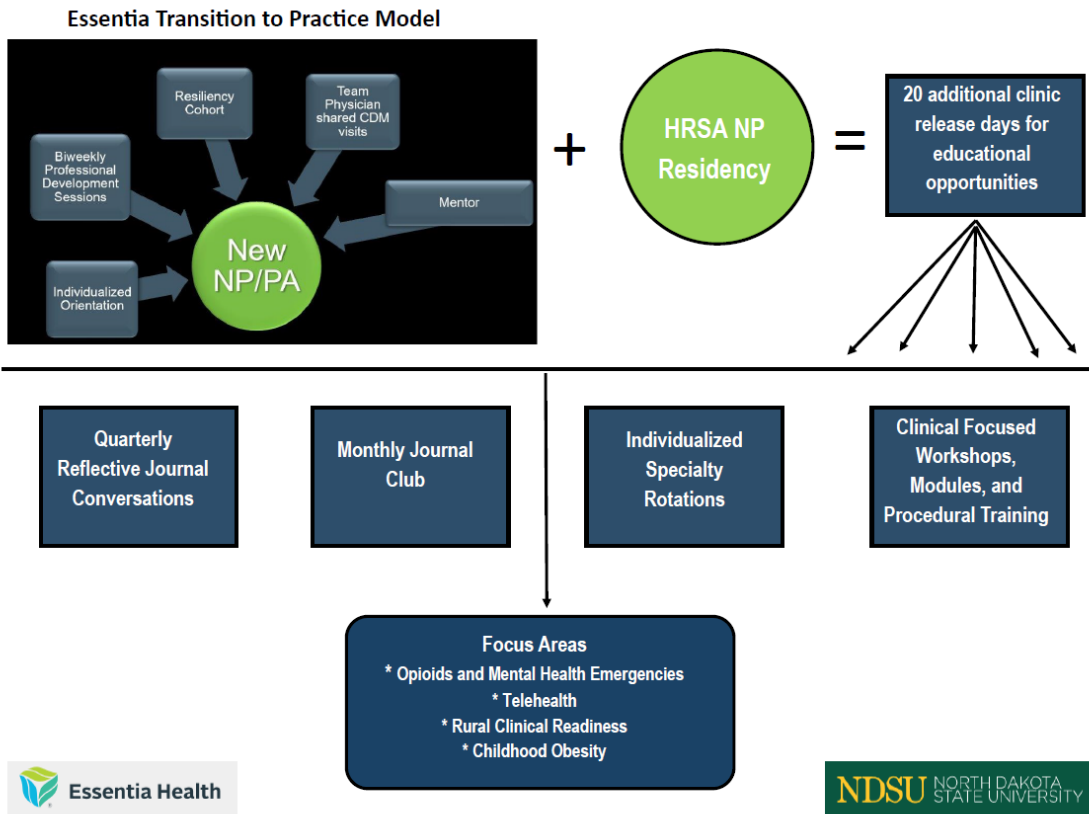
Katherine Dean, MBA  
(Essentia) Executive Director  
Institute of Rural Health

Christie Erickson, APRN, CNP  
(Essentia)

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

Randy Lemm, ND State  
Senator

## WHO TO CONTACT



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(Project Manager)  
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Debra Steen, APRN,  
CNP (Essentia Health  
Clinical Liaison)  
Debra.Steen@essentia  
health.org

## 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.

[https://www.ndsu.edu/nursing/outreach/ane\\_npr/](https://www.ndsu.edu/nursing/outreach/ane_npr/)