

University of Iowa Health Care

Professional Growth and Development

Tuition Assistance/Reimbursement

The Department of Nursing Services and Patient Care provides tuition assistance three times a year (spring, summer, and fall semesters) for up to a total of \$3,000 per year:

- RN-to-BSN program: \$1,000 toward one nursing class/semester; eligible for the next course taken after starting at UI Hospitals & Clinics.
- Nursing degree or related degree in health care, or master's in business administration degree: \$1,000 toward one class/semester, eligible after one-year RN tenure at UI Hospitals & Clinics.
- We have tuition reduction agreements with eight nursing schools.
- Staff who receive tuition assistance remain eligible for certification assistance.

Nursing Continuing Education & Other Educational Offerings

Our nursing continuing education office facilitates nearly 400 programs annually. Offerings range from an hour to a daylong or multiday offerings. Most courses are free and offered in-house. External, larger conference offerings have a low-cost registration. We use the CloudCME™ mobile app to register, log attendance, obtain certificates of attendance, and archive attendance for licensure/certification.

General offerings:

- Bimonthly Grand Rounds
- Rounding@Iowa podcasts
- Frequent unit-based, divisional, or departmental offerings, including certification preparation and clinical care focus

Offerings specific to leadership roles:

- Clinical Leadership Development Academy
- Nursing Management Development Series

Offerings for nursing advancement:

- Staff nurse development workshops: preceptor workshop; change nurse workshop; staff nurse leadership; and leading change
- Preceptor resources

CERTIFICATION

We recognize professional nursing certifications acknowledged by the Magnet Recognition Program®.

Initial Certification:

- We have no pass/no pay or voucher agreements with several nursing organizations that allow the department to pay a nurse's test fee and, in some cases, allow a nurse two opportunities to pass the exam.
- If a no pass/no pay, voucher program, or employer discount is not available, nurses are eligible for up to \$300 per fiscal year for professional nursing certification.

Renewal

- Nurses are eligible for up to \$300 per fiscal year for renewal of a professional nursing certification.
- Nurses may be reimbursed for one professional certification per fiscal year even if they have received tuition assistance.

Bargaining unit staff members are eligible for \$500 annually paid in a single installment on Aug. 1 for maintaining a position-related certification if not a condition of employment for the occupied classification.

Assistance in preparing for testing for a certification exam:

- Nurse Builders: Our nurses have free access to the Nurse Builders platform for studying and preparing for over 20 professional nursing certification exams.
- Certification Champions are available to provide exam information and support.
- We have access to professional organization online review courses. Some service lines have developed their own live or online review courses.
- We have a lending library from which you can borrow study materials.

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Support to Attend Conferences and Other Events

- EGY hours (non-patient care hours, not deducted from your benefit accrual) can be used to attend educational conferences, present at meetings, and represent the department. Travel hours may be included in this request.
- Department or divisional support for select conference supporting UI Hospitals & Clinics or departmental strategic initiatives may be available upon request.

Annual Nursing Professional Development Virtual Fair

Each February, Nursing Education offers a Nursing Professional Development Fair. The fair includes information on the Professional Recognition Program (PRP); certification and tuition reimbursement; and other professional development topics.

Professional Recognition Program (Our Clinical Ladder)

The PRP is the department’s clinical ladder program to recognize and compensate accomplishments of direct care staff nurses and nurse clinicians who go “above and beyond” the requirements of their assigned role.

There are three PRP levels (renewable annually):

- Entry Level (Bronze) – \$750 annual payment
- Level 1 (Silver) – \$1,500 annual payment
- Level 2 (Gold) – \$3,000 annual payment

The nurse develops a professional portfolio highlighting how they meet their identified professional achievements and contributions to the PRP committee. Portfolio applications are accepted in February or August.

Shared Governance

Our shared governance model has been in place since 1975 as a method to facilitate staff participation in decision-making processes, promote collegial relationships, and generate consensus in professional practice matters.

SCHOLARSHIPS AND AWARDS

Scholarships and Awards for Professional Development (amounts are all prior to taxes)

Ann Williamson Leadership and Innovation Award
\$2,500, offered each September

Nurses Week Awards (offered each May):

- Nursing Excellence in Clinical Education Award (\$1,000)
- Charmaine Kleiber Excellence in Pediatric Nursing Research-to-Practice Award (\$1,000)
- Sally Mathis Hartwig Graduate Nursing Scholarship (variable)
- Nursing Excellence in Clinical Practice Award to Advance Graduate Nursing Education (\$2,500)
- Be Inspired! Scholarship Award Program (\$250 or variable)

Mary Jo Small Award

Offered by University of Iowa Learning and Development allows professional and scientific or merit staff members to attend international, national, or regional conferences and workshops that will aid them in their work. The application is open all year, with two award periods annually in March and September. Up to \$1,500 may be requested.

CONTACT INFORMATION

For additional information, please contact:

UI Nurse Recruitment

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