



NMI NURSING EDUCATION CONSORTIUM  
*Connecting all New Mexicans to High Quality Healthcare*

FY 2021

# ANNUAL REPORT



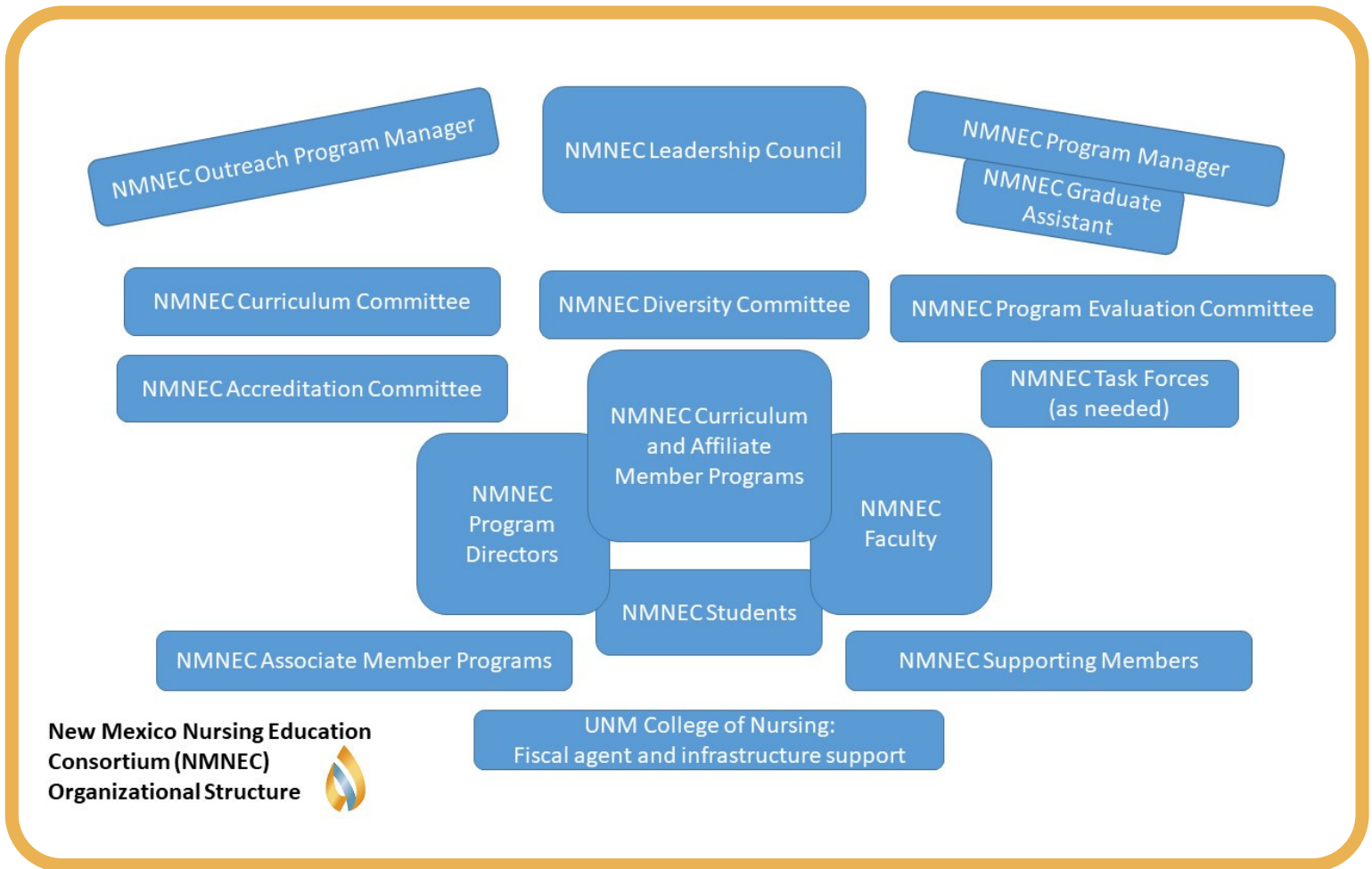
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# ORGANIZATIONAL STRUCTURE

As per NMNEC bylaws, NMNEC has an elected Leadership Council and three major NMNEC faculty committees: Curriculum Committee, Diversity Committee, and Program Evaluation Committee. An Accreditation Committee was added in 2021.



**New Mexico Nursing Education Consortium (NMNEC)**  
**Organizational Structure**



# ORGANIZATIONAL STRUCTURE

## NMNEC Leadership Council 2020-2021

Diane Evans-Prior, DNP, RN	Central New Mexico Community College	[Voting Member] Community College Associate Degree Nursing Program
Margaret Hendrix, DNP, RN	Albuquerque Public Schools	[Advisory Member] LPN Programs
Shawna Kemper, MSN, RN, CNE	San Juan College	[Voting Member] Community College Associate Degree Nursing Program
Judy Liesveld, PhD, PPCNP-BC, RN	University of New Mexico-Albuquerque	[Voting Member] University Pre-Licensure BSN Program
Jonathan Lumibao, MSN, RN	University of New Mexico-Gallup	[Voting Member] Community College Associate Degree Nursing Program
Shawna McGill, MSN, RN	Clovis Community College	[Voting Member] Community College Associate Degree Nursing Program
Patricia Maule, MSN, RN-BC	San Juan Regional Medical Center	[Advisory Member] Urban Area Practice/Clinical Settings/Organization
Anita Reinhardt, PhD, RN	New Mexico State University	[Voting Member] University Pre-Licensure BSN Program
Johanna Stiesmeyer, DNP, RN-BC	Presbyterian Hospital Services	[Advisory Member] Urban Area Practice/Clinical Settings/Organization
Terri Tewart, MSN, RN	Santa Fe Community College	[Voting Member] Community College Associate Degree Nursing Program
Ellen Trabka, MSN, RN	Northern New Mexico College	[Advisory Member] RN-BSN Programs
Krista Wood, MSN, RN	Western New Mexico University	[Voting Member] University Pre-Licensure BSN Program

## NMNEC Staff 2020-2021

Mary Wright, MSN, RN	NMNEC Outreach Program Manager	WrightM@salud.unm.edu
Jessica Gutierrez, BBA	NMNEC Program Manager	JeGutierrez1@salud.unm.edu
Cassandra Bourgeois, BSN, RN	NMNEC Graduate Assistant	CBourgeois@salud.unm.edu

## NMNEC Committee Chairs 2020-2021

Accreditation Committee	Chair: Diane Evans-Prior	Central New Mexico Community College
Curriculum Committee	BSN Co-Chair: Laura Vanyo ADN Co-Chair: Dawn Kittner	University of New Mexico-Albuquerque University of New Mexico-Taos
Diversity Committee	Chair: Terri Tewart	Santa Fe Community College
Program Evaluation Committee	Co-Chair: Susan Grohman Co-Chair: Shauna Mangum	Luna Community College San Juan College

# MEMBERSHIP

NMNEC members are schools and organizations committed to the goals of the Consortium and committed to the common statewide nursing curriculum, allowing students to achieve higher nursing degrees from their home communities.

## NMNEC Curriculum Members

- Central New Mexico Community College (Albuquerque, Rio Rancho)
- Clovis Community College (Clovis)
- Luna Community College (Las Vegas)
- New Mexico Junior College (Hobbs)
- New Mexico State University (Las Cruces, Alamogordo, Grants)
- San Juan College (Farmington)
- Santa Fe Community College (Santa Fe)
- University of New Mexico (Albuquerque, Rio Rancho)
- University of New Mexico-Gallup (Gallup)
- University of New Mexico-Taos (Taos)
- University of New Mexico-Valencia (Los Lunas)
- Western New Mexico University (Silver City)

## NMNEC Affiliate Members

- Navajo Technical University (Crownpoint)
- Mesalands Community College (Tucumcari)

## NMNEC Associate Members

- Doña Ana Community College (NMSU) (Las Cruces)
- Eastern New Mexico University-Portales (Portales)
- Eastern New Mexico University-Roswell (Roswell)
- New Mexico Highlands University (Las Vegas)
- Northern New Mexico College (Española)
- New Mexico State University-Carlsbad (Carlsbad)

## NMNEC Supporting Members

- Albuquerque Public Schools – Career Enrichment Center (LPN program)
- San Juan Regional Medical Center

# DEGREE OPTIONS

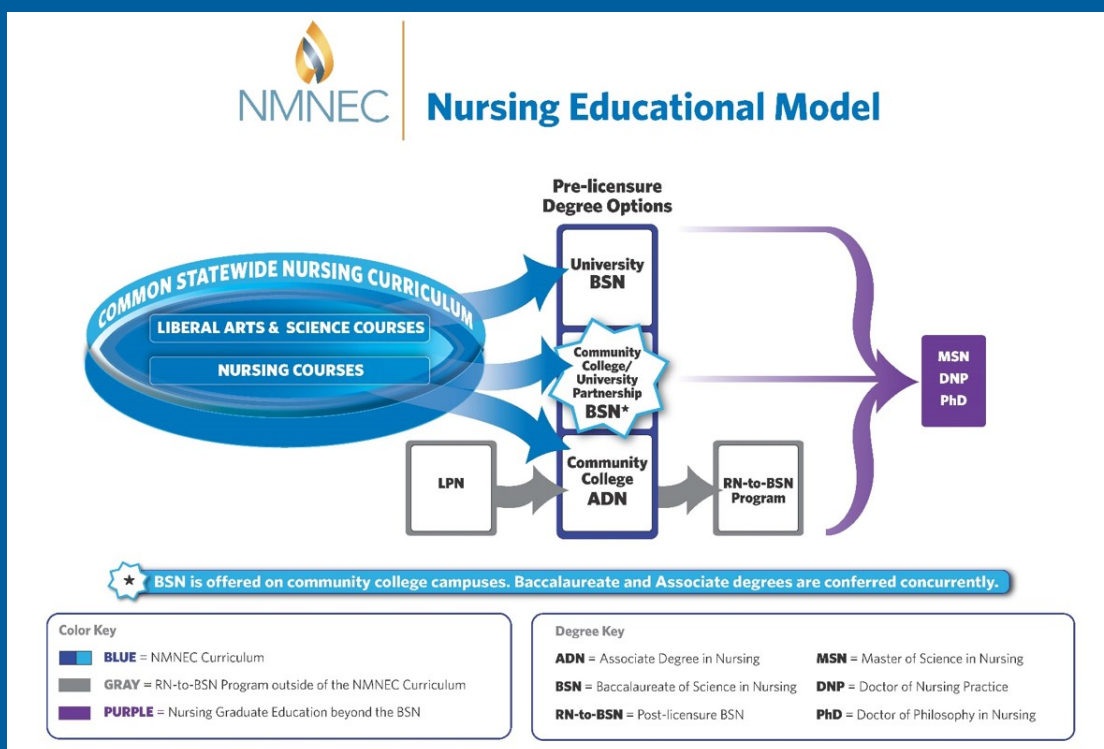
Using the NMNEC Nursing Education Model, nursing students have several degree options in the NMNEC Curriculum.

Using the NMNEC Nursing Education Model, nursing students have several degree options in the NMNEC Curriculum

- **BSN** at a university
- Co-Enrolled **ADN – BSN** at a community college in partnership with a university. Universities and Community Colleges have built partnerships to enable co-enrolled students the opportunity to receive their ADN and BSN simultaneously upon graduation.
- **ADN** at a community college

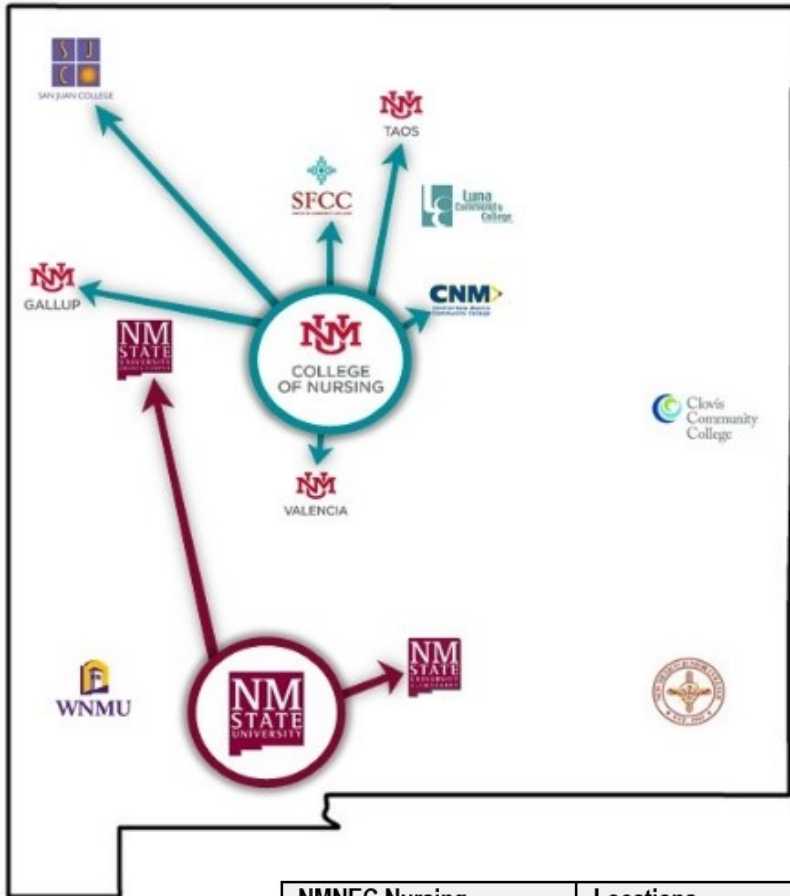
## Additional Pathways

- **RN-BSN** Pathway: ADN-prepared NMNEC RNs may continue their education and pursue their BSN with participating New Mexico RN-to-BSN online programs without duplication of coursework.
- **LPN** Pathway: New Mexico LPNs may enter the NMNEC ADN Curriculum in term two after meeting defined criteria.



# PROGRAM LOCATIONS

The NMNEC pre-licensure RN curriculum is taught at 12 programs with 16 locations throughout New Mexico with the BSN available at 9 programs with 13 locations.



NMNEC Nursing Programs	Locations	ADN at Community College	BSN at University	Co-enrolled ADN/BSN at Community College
UNM	Albuquerque, Rio Rancho		X	
CNM	Albuquerque, Rio Rancho	X		X
SJC	Farmington	X		X
SFCC	Santa Fe	X		X
UNM-Taos	Taos	X		X
UNM-Gallup	Gallup	X		X
UNM-Valencia	Los Lunas	X		X
NMSU	Las Cruces, Alamogordo, Grants		X	
CCC	Clovis	X		
LCC	Las Vegas	X		
NMJC	Hobbs	X		
WNMU	Silver City		X	
BSN Partnerships: Turquoise = UNM ♦ Maroon = NMSU				



# UNM PARTNERSHIPS

The University of New Mexico-Albuquerque has partnered with six community colleges and branch campuses across the state to offer the Dual Degree Pre-licensure BSN option to enable nursing students to earn their Associates and BSN while remaining in their communities.

## UNM - ALBUQUERQUE PARTNERS

- **Central New Mexico Community College**

- Program Director: Diane Evans-Prior
- Admission Cycle: 3x - Fall, Spring, Summer
- # of co-enrolled ADN/BSN students taking nursing courses on April 1st of this FY: 98
- # of co-enrolled ADN/BSN graduates for the FY: **35**

- **San Juan College**

- Program Director: Shawna Kemper
- Admission Cycle: 2x - Fall, Spring
- # of co-enrolled ADN/BSN students taking nursing courses on April 1st of this FY: 59
- # of co-enrolled ADN/BSN graduates for the FY: **19**

- **Santa Fe Community College**

- Program Director: Lucas Gonzales, *Interim*
- Admission Cycle: 2x - Fall, Spring
- # of co-enrolled ADN/BSN students taking nursing courses on April 1st of this FY: **70**
- # of co-enrolled ADN/BSN graduates for the FY: **25**

- **University of New Mexico-Gallup**

- Program Director: Jonathan Lumibao
- Admission Cycle: 2x - Fall, Spring
- # of co-enrolled ADN/BSN students taking nursing courses on April 1st of this FY: 40
- # of co-enrolled ADN/BSN graduates for the FY: **11**

- **University of New Mexico-Taos**

- Program Director: Dawn Kittner
- Admission Cycle: 1x - Fall
- # of co-enrolled ADN/BSN students taking nursing courses on April 1st of this FY: 23
- # of co-enrolled ADN/BSN graduates for the FY: **11**

- **University of New Mexico-Valencia**

- Program Director: Joseph Poole
- Admission Cycle: 1x - Fall
- # of co-enrolled ADN/BSN students taking nursing courses on April 1st of this FY: 13
- # of co-enrolled ADN/BSN graduates for the FY: **7**

# OUR AIM & OBJECTIVES

## **NMNEC Goals (NMNEC Leadership Council updated 03.11.2021)**

1. Increase number of nurses with BSN and graduate degrees in New Mexico.
2. Improve efficiency, quality, and educational outcomes of nursing education through collaboration among New Mexico public and tribal-funded community colleges and universities.
3. Promote a culture of inclusion and increase the diversity of the nursing workforce in New Mexico by improving accessibility to nursing education for under-represented groups.
4. Continuously seek ways to sustain the work of NMNEC.

## **NMNEC FY21 RPSP Goals**

1. Evaluate clinical placements/sites used by NMNEC programs.
2. Investigate student success models for pre-nursing students to address academic preparedness.
3. Develop common, statewide pathways to other levels of nursing .
4. Provide mentorship opportunities to NM prelicensure nursing programs not offering the common curriculum.
5. Provide a data driven annual report specific to schools participating in the NMNEC consortium.

# NMNEC COMMITTEE & TASK FORCE WORK

## Curriculum Committee

The NMNEC Curriculum Committee is immensely important as it works to update and keep the curriculum current as it is taught across New Mexico. Each school is encouraged to have a faculty representative on this committee so that the curriculum is truly representative of NMNEC and so each program is current on what is happening with the curriculum. As per the NMNEC website, this committee is charged with:

- Concept and competency interpretation and revision
- Facilitate didactic and clinical course delivery strategies
- Collaborate with NMNEC membership to assure/ensure curricular fidelity
- Review Program of Study (POS) and recommend changes based on evaluation data
- Provide oversight of ongoing Faculty Development needs

Each year the NMNEC Curriculum Committee reviews and if needed, revises 1/3 of the NMNEC curricular concepts and their exemplars, which is a vital piece of keeping the curriculum current and relevant. Committee members recruit and collaborate with their own school's clinical experts in this process. In 2020-2021, the committee is working on a 'vertical review' of the NMNEC curriculum which includes looking at the placement of concepts and exemplars as well as skills and competencies within the curriculum.

## Program Evaluation Committee

The NMNEC Program Evaluation Committee works to evaluate whether NMNEC is meeting its program goals. Each school is encouraged to have a faculty representative on this committee so that the NMNEC statewide program evaluation efforts interface (see attached NMNEC Program Evaluation Plan) with each school's individual program evaluation efforts. As per the NMNEC website, this committee is charged with:

- Develop and implement an evaluation process (NMNEC Simulation Plan attached) that ensures a systematic program approach to continuing quality improvement that is consistent with NMNEC goals
- Ensure that program evaluation information is collected and organized
- Research, review, and report evaluation activities to the NMNEC membership and stakeholders
- Provide the NMNEC membership with recommendations based on the evaluation information related to program operations and outcomes

Reviewing and analyzing the data from the NMNEC Student Surveys and the NMNEC Annual Program Survey and then making recommendations based on the data to the NMNEC Leadership Council are key responsibilities of this committee.

# NMNEC COMMITTEE & TASK FORCE WORK

## Diversity Committee

In 2020-2021, the NMNEC Diversity Committee was reinstated in order to:

- Look at how NMNEC is valuing diversity and inclusiveness based on the lived experience of students and faculty.
- Learn how NMNEC evaluates our teaching/learning environment for inclusivity and equity in relation to diversity.
- Provide resources and guidance to NMNEC programs and faculty through the NMNEC Curriculum Committee, NMNEC Program Evaluation Committee and NMNEC Leadership Council.
- Provide an ongoing process of continual evaluation and program support related to diversity, equity and inclusion.

The committee began by assessing and addressing self-awareness and understanding of cultural humility using various methods and looking at diversity from student and faculty perspectives and experiences in relation to implicit biases by including additional questions in the NMNEC Program Evaluation Student Surveys and NMNEC Faculty Course Reports and analyzing the results.

## Accreditation Committee

The NMNEC Accreditation Committee was established in February 2021 to help NMNEC Curriculum Programs develop and maintain a substantive change template that can be used by all NMNEC programs, streamlining processes for AACN and CCNE accreditation and self-studies. Using the ACEN-CCNE Crosswalk, developed by the chair, the committee is actively reviewing ACEN Standards 4.0-4.11 to develop language for the NMNEC Accreditation Self-Study Guide.

## NMNEC Evidence Concept & EBP Course Review Task Force

Developed through the NMNEC Curriculum Committee, the NMNEC Evidence Concept & EBP Course Review Task Force was instituted in 2020-2021 to review and update the current NMNEC Evidence concept and exemplars as it applies to both the NMNEC ADN and BSN programs, particularly in relation to identified mixing of research and evidence-based content within the Evidence concept. This has resulted in the development of a new Research concept in conjunction with revising the Evidence concept. The possibility of threading the evidence concept through each level of the NMNEC curriculum is currently being explored. This task force will also review the content of the NMNC 3120: Evidence-Based Practice in the NMNEC BSN program.

## NMNEC AACN Essentials Task Force

The NMNEC AACN Essentials Task Force has been established to review and map the new AACN Essentials with the NMNEC curriculum to ensure that all elements of the Essentials are included. Dr. Judy Liesveld, NMNEC Leadership Council Member, will be leading the work of this Task Force.

## NMNEC Scholarship Collaborative

In 2020-2021, during the peak of the COVID-19 pandemic, the NMNEC Scholarship Collaborative was created and is comprised of three groups of NMNEC leaders and faculty, who are engaged in the following activities:

- Project #1: Quantitative Study - How does the use of virtual simulation affect nursing student outcomes?
- Project #2: Qualitative Study - Phenomenology of the lived experience by faculty
- Project #3: Scholarship Project - An article about NMNEC's collaborative nature

# NMNEC DATA COLLECTION

Information is collected, analyzed, and used to assess and identify strengths and gaps, and to make data-driven recommendations by NMNEC committees using NMNEC Faculty Course Reports, NMNEC Program Evaluation Student Surveys and the NMNEC Annual Program Surveys for curriculum and programmatic revisions and advancements.

## **NMNEC Faculty Course Reports**

Faculty from 12 NMNEC schools were asked to provide course reports in an online survey for each of the 17 NMNEC courses. This summary includes information from the de-identified reports that were submitted at the end of summer 2020, fall 2020, and spring 2021 semesters. The faculty course reports are summarized annually to assist with curriculum review and recommend future improvements.

A total of 160 reports were submitted for the academic year (note: not every course is offered every semester). The primary method of course delivery was Hybrid (Face-to-Face and Web-Based) and then Fully-Web Based (online) due to the COVID-19 pandemic. Some courses were designed to be face-to-face, but had to be changed to hybrid or other methods due to the COVID-19 pandemic. A few courses were designed and offered completely online.

A majority of the faculty reported that the course objectives were met, with some objectives partially met due to the pandemic restrictions. For this academic year, the reported student success rate was 90% or higher for all completed courses.

## **NMNEC Program Evaluation Student Surveys**

The NMNEC Program Evaluation Committee reviewed the results by level over several meetings between July 2020 and February 2021. This report summarizes the review by the NMNEC Program Evaluation Committee and is organized first by curriculum level and then by overall feedback across levels and ends with recommendations for NMNEC leadership and faculty.

## **NMNEC Annual Program Survey**

NMNEC programs that teach the NMNEC common statewide nursing curriculum submit a NMNEC Annual Program Survey for the academic year. The data from the NMNEC Annual Program Survey is compiled with individual program identifying information removed and then reviewed by the NMNEC Program Evaluation Committee with the purpose of evaluating progress towards meeting NMNEC program goals.

This survey was first completed by NMNEC programs for the 2018-2019 academic year. This report lists the data for both the 2018-2019 and the 2019-2020 academic years as comparing the data to identify possible trends is part of the review process by the NMNEC Program Evaluation Committee.

**Full reports are available on request.**

# ACCOMPLISHMENTS

Through persistence, resilience and unwavering support and collaboration, NMNEC made great strides and saw many successes during the COVID-19 pandemic and its unprecedented challenges. Several key achievements are highlighted below.

## NMNEC Clinical Teaching Ideas & Resources Google Site

The NMNEC 2020 Spring/Summer Clinical Teaching Resources website was developed to collect and house shared resources in one, accessible location as NMNEC Curriculum Programs and partnering organizations worked to address the move to virtual and online teaching and clinical environments. This site contains a compilation of computer-based clinical simulation activities, clinical teaching ideas, case studies, miscellaneous policy information, webinars, resources for inspiration, and more.

## Calculation of Simulation Hours Guidelines

NMNEC curriculum programs utilized the Calculation of Simulation Hours Policy Pilot to calculate and report simulation hours as clinical substitution. After receiving feedback on its use, NMNEC Leadership Council adopted this pilot as part of the NMNEC Guidelines.

## Key Components of Computer-Based (Clinical) Simulation [CBCS] In Place of Clinical/Simulation & Simulation Checklist

In response to the use of online computer-based simulation (commonly referred to as virtual simulation activities) in place of face-to-face clinical or simulation activities, necessitated during the public health emergency, the NMNEC Computer-Based Clinical Simulation Key Components and corresponding Checklist were developed to provide consistency in what is considered a computer-based simulation activity, and to achieve program objectives, board of nursing requirements, as well as accreditation and simulation standards.

## NMNEC Progression Policy Amendment for Spring 2020

In response to requests for flexibility in student progression related to the abrupt changes in course delivery caused by COVID-19, NMNEC Leadership Council and NMNEC Curriculum Member Programs approved an amendment to the NMNEC Progression Policy.

## NMNEC Virtual Statewide Faculty Meetings

NMNEC hosted two Virtual Statewide Faculty Meetings via Zoom in October 2020 and April 2021.

## NMNEC Virtual Emergency Preparedness Event for Pre-licensure Students

NMNEC's first collaborative Disaster Preparedness Event was held on Wednesday, April 7 and Friday, April 9, 2021. While originally envisioned to be in-person, **292** students from seven NMNEC programs gathered via Zoom for this two-day event. Faculty and community leaders from around the state collaborated for several months for planning. **35** of which voluntarily served as evaluators and/or facilitators.

## NMNEC Faculty Development Opportunities

NMNEC provided scholarships to curriculum faculty to attend several conferences for faculty development:

- New Mexico Nurse Educator's Conference: **38**
- AACN Diversity Symposium: **1**
- NurseTim Nuts & Bolts for Nurse Educators: **36**
- NurseTim Next Gen for Nurse Educators: **37**

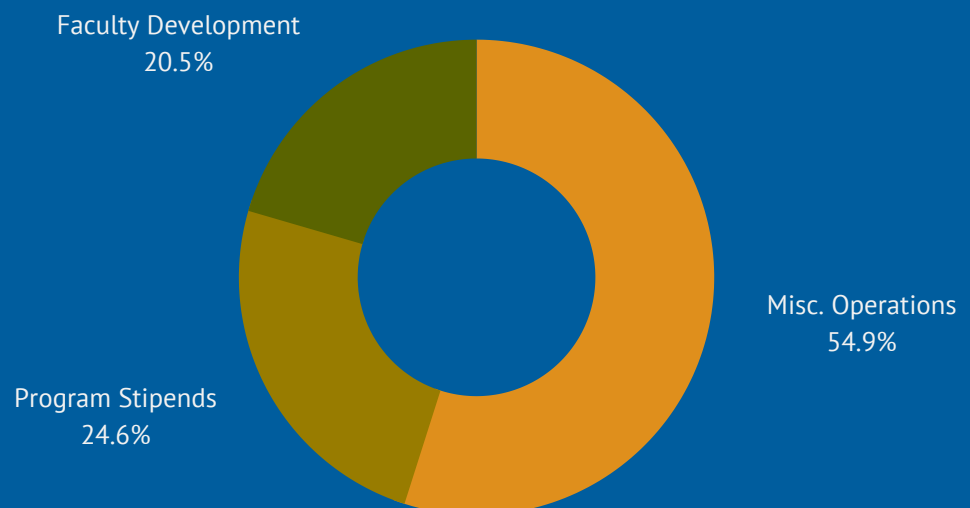
**More information regarding these accomplishments are available on the [NMNEC website](#)**

# FINANCIAL SUMMARY

## NMNEC EXPENSES 2020-2021

Category	Legislative Funds - RPSP	Legislative Funds - BON	Totals
Salaries & Fringe	\$202,355	\$191,111	\$393,466
Office Operations	\$ 15,200	\$ 5,242	\$ 20,442
Consultants	\$ 0	\$ 10,700	\$ 10,700
Marketing/Printing	\$ 0	\$ 0	\$ 0
Stipends	\$ 0	\$ 40,000	\$ 40,000
Faculty Development	\$ 0	\$ 33,304	\$ 33,304
In-State Travel	\$ 0	\$ 0	\$ 0
In-Person Meetings	\$ 0	\$ 0	\$ 0
<b>Total</b>	<b>\$217,535</b>	<b>\$280,358</b>	<b>\$497,893</b>

NMNEC's financial support towards NMNEC Curriculum Programs, who operationalize the growth and delivery of NMNEC BSN programs in NM and maintaining a quality learning environment for NMNEC students combined with faculty development opportunities accounts for 45.1% of Operational Expenses in FY21.



## **New Mexico Nursing Education Consortium**

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