

FY 2022 & 2023

JULY 1, 2021 - JUNE 30, 2023

ANNUAL REPORT



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INTRODUCTION

The New Mexico Nursing Education Consortium (NMNEC) is a consortium of state- or tribal funded nursing across the state with a common pre-licensure RN nursing curriculum that supports multiple pathways into nursing.

NMNEC Vision

Collaborative partnerships between public and tribal-funded New Mexico nursing programs builds a culture of communication, support, and unified decision-making that facilitates the ability of nursing programs to prepare a qualified, diverse, and professional nursing workforce to address the healthcare needs of New Mexicans.

NMNEC Leadership Council updated 03.11.2021

NMNEC Mission

The mission of the New Mexico Nursing Education Consortium is to prepare nurses for entry into practice and educational advancement through developing and sustaining a resource-efficient and unified system of accessible, innovative, and state-of-the-art nursing education.

NMNEC Leadership Council updated 03.11.2021

NMNEC Values

NMNEC Leadership Council adopted 05.27.2021



ORGANIZATIONAL STRUCTURE

As per NMNEC bylaws, NMNEC has an elected **Leadership Council** and three standing **NMNEC faculty committees**:

- **Curriculum Committee**
- **Diversity Committee**
- **Program Evaluation Committee**

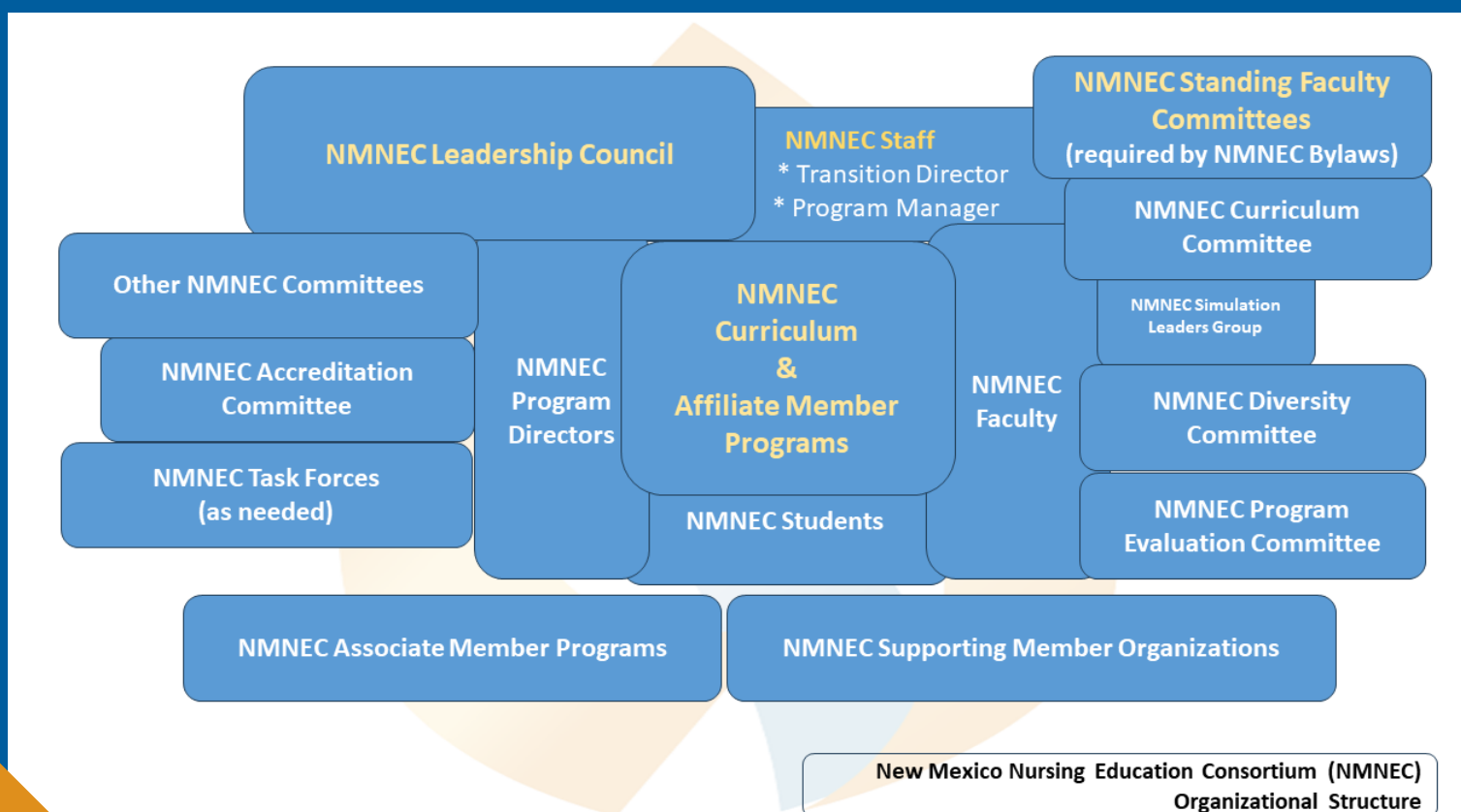
Starting in 2020, **NMNEC Program Directors** formed their own informal group for support and communication purposes.

An **Accreditation Committee** was added in 2021.

Task Forces are formed as needed.

NMNEC Staff provide **key support** in organizing the **collaborative work of the NMNEC faculty and leaders**.

- **2021-2022:** NMNEC Staff Positions were Program Outreach Manager (faculty support), Program Manager (administrative support), and Graduate Assistant
- **2022-2023:** NMNEC Staff Positions were contractors who provided faculty and administrative support (Transition Director and Program Director) and assisted NMNEC with business planning for sustainability (Strategic Contractor)



ORGANIZATIONAL STRUCTURE (2021-2022)

NMNEC Leadership Council 2021-2022

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
Vacant		[Advisory Member] Rural Area Practice/Clinical Settings/Organization
Teresa Leon, PhD, RN, ACNS_BC	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 2021-2022

Kathy Grand MSN-Ed, RN	NMNEC Outreach Program Manager	grandk@salud.unm.edu
Heather Holter, MA	NMNEC Program Manager	hholter@salud.unm.edu
Cassandra Bourgeois, BSN, RN	NMNEC Graduate Assistant	CBourgeois@salud.unm.edu

NMNEC Committee Chairs 2021-2022

Accreditation Committee	Chair: Diane Evans-Prior	Central New Mexico Community College
Curriculum Committee	BSN Co-Chair: Debbie Cates ADN Co-Chair: Dawn Kittner	New Mexico State University University of New Mexico-Taos
Diversity Committee	Chair: Terri Tewart	Santa Fe Community College
Program Evaluation Committee	Co-Chair: Susan Grohman Co-Chair: Anne Reines	Luna Community College Santa Fe Community College

ORGANIZATIONAL STRUCTURE (2022-2023)

NMNEC Leadership Council 2022-2023

ADN Co-Chair: Diane Evans-Prior

BSN Co-Chair: Krista Wood

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
Kristen Ostrem, DNP Melinda Tinkle, PhD, 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] Rural Area Practice/Clinical Settings/Organization
Teresa Leon, PhD, RN, ACNS_BC	New Mexico State University	[Voting Member] University Pre-Licensure BSN Program
Vacant		[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 2022-2023

Mary Wright, RN, MSN, CNS, CNE	NMNEC Transition Director	staff@nmnec.org
Cassandra Bourgeois, RN, MSN	NMNEC Program Director	staff@nmnec.org

NMNEC Committee Chairs 2022-2023

Accreditation Committee	Chair: Diane Evans-Prior	Central New Mexico Community College
Curriculum Committee	BSN Co-Chair: Debbie Cates ADN Co-Chair: Dawn Kittner	New Mexico State University University of New Mexico-Taos
Diversity Committee	Chair: Terri Tewart	Santa Fe Community College
Program Evaluation Committee	Co-Chair: Susan Grohman Co-Chair: Anne Reines	Luna Community College Santa Fe Community 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)
- *Mesalands Community College (Tucumcari) 2023*
- *New Mexico Junior College (Hobbs) - changed to Associate Member in 2023.*
- 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

- *Mesalands Community College (Tucumcari) - changed to Curriculum Member starting in 2023.*
- Navajo Technical University (Crownpoint)
- Northern New Mexico Community College (Española)

NMNEC Associate Members

- Doña Ana Community College (NMSU) (Las Cruces)
- Eastern New Mexico University-Portales (Portales)
- Eastern New Mexico University-Roswell (Roswell)
- *New Mexico Junior College (Hobbs) 2023*
- New Mexico Highlands University (Las Vegas)
- Southeast Community College (formerly New Mexico State University-Carlsbad) (Carlsbad)

NMNEC Supporting Members

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

DEGREE OPTIONS

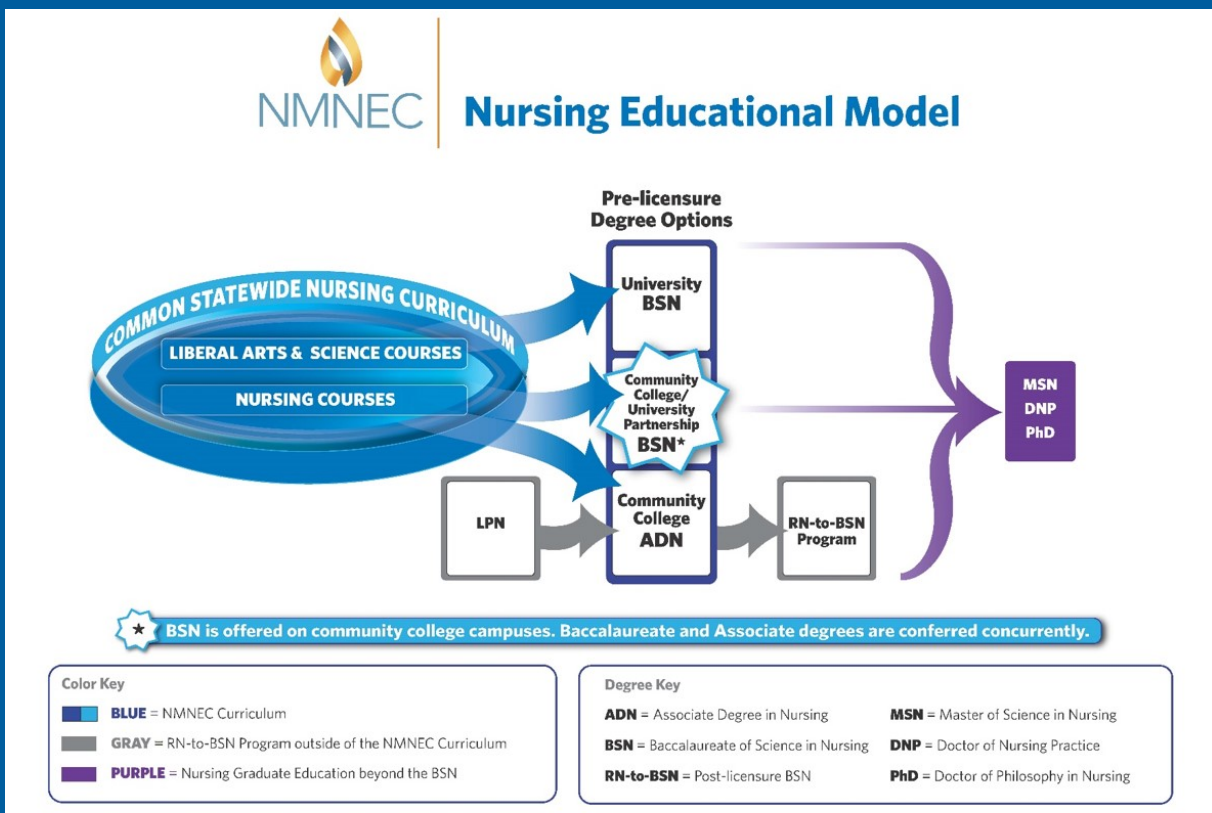
As illustrated in the NMNEC Nursing Education Model below, nursing students have several degree options in the NMNEC Curriculum.

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

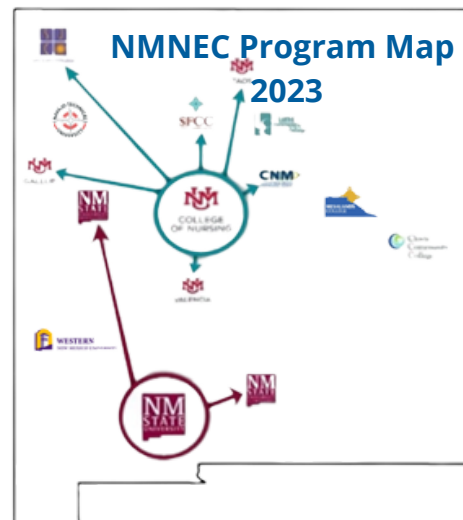
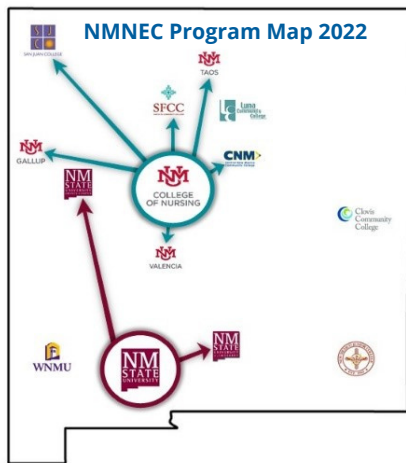
- **RN-BSN** Pathway: ADN-prepared NMNEC RNs may continue their education and pursue their BSN with participating New Mexico RN-to-BSN online programs without duplication of coursework.
- **LPN** Pathway: New Mexico LPNs may enter the NMNEC ADN Curriculum in term two after meeting defined criteria.



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.

- **2022:** New Mexico Junior College (NMJC) transitioned from NMNEC Curriculum Member to NMNEC Associate Member and stopped teaching the NMNEC curriculum.
- **2023:** Mesaland Community College (MCC) transitioned from NMNEC Affiliate Member to NMNEC Curriculum Member and started teaching the NMNEC curriculum with the admission of first cohort in Spring 2023.



2023 NMNEC RN Nursing Programs	Locations	ADN at Community College	BSN at University	Co-enrolled ADN/BSN at Community College in Partnership with University
Central New Mexico Community College (CNM)	Albuquerque Rio Rancho	X		X
Clovis Community College (CCC)	Clovis	X		
Luna Community College (LCC)	Las Vegas	X		
Mesalands College (MC) (Opening Spring 2023)	Tucumcari	X		
Navajo Technical University (NTU) (Opening Fall 2023)	Crownpoint	X		
New Mexico State University (NMSU)	Las Cruces Alamogordo Grants		X	
San Juan College (SJC)	Farmington	X		X
Santa Fe Community College (SFCC)	Santa Fe	X		X
UNM-Albuquerque (UNM or UNM-A)	Albuquerque Rio Rancho		X	
UNM-Gallup (UNM-G)	Gallup	X		X
UNM-Taos (UNM-T)	Taos	X		X
UNM-Valencia (UNM-V)	Los Lunas	X		X
Western New Mexico University (WNMU)	Silver City		X	
Co-enrolled ADN-BSN at Community College in Partnership with University: Turquoise = UNM				

01/09/2023

ADN/BSN PARTNERSHIPS

The University of New Mexico-Albuquerque has partnered with six community colleges and branch campuses across the state to offer the **Co-Enrolled ADN-BSN** option to enable nursing students to graduate with their Associates and Baccalaureate degrees in nursing at the same time, while remaining in their home communities.



UNM - ALBUQUERQUE PARTNERS

- **Central New Mexico Community College**
- **San Juan College**
- **Santa Fe Community College**
- **University of New Mexico-Gallup**
- **University of New Mexico-Taos**
- **University of New Mexico-Valencia**

In FY22, there were **291 co-enrolled graduates** (graduated with their **ADN** and **BSN** at the same time).

In 2021, the first time NCLEX Pass Rate for NMNEC co-enrolled graduates was **92.66%**, which was well above the national first time NCLEX pass rates for NMNEC BSN graduates (76.62%) and ADN graduates (80.32%)

GOALS & OBJECTIVES

NMNEC Goals

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 Leadership Council updated 03.11.2021

The following NMNEC FY22 RPSP Goals were completed/ended on June 30, 2022, with the ending of RPSP funding after FY22:

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.

COMMITTEES

Curriculum Committee

The NMNEC Curriculum Committee is a standing faculty committee that collaboratively works to update and keep the curriculum current and relevant as it is taught across New Mexico. Each NMNEC Curriculum and Affiliate Member program is encouraged to have a faculty representative on this committee so that the NMNEC curriculum is maintained and updated by representatives of all NMNEC faculty.

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*

In **2021-2022**, the committee completed a 'vertical review' of the NMNEC curriculum which updated the placement of curricular concepts and exemplars as well as skills and competencies within the curriculum. NMNEC Leadership Council approved the updates and programs were provided information about the updates through the NMNEC Program Directors Group, NMNEC news blurbs, and presentations at the 2022 Spring NMNEC Statewide Faculty Meeting. NMNEC website faculty resources being updated in alignment with the roll-out implementation of the updates by semester starting with Level 1 in Fall 2022 (no later than Spring 2023).

In **2022-2023**, the committee:

- Reviewed and updated many of the Level 1 and 2 concepts. All Level 1 and 2 concept reviews to be completed during the 2023-2024 year.
- Accepted recommendation from NMNEC Diversity Committee to add a *Diversity, Equity and inclusion Considerations* section to the NMNEC concept documents.
- Reviewed the 2021-2023 NMNEC Faculty Course Reports.
- Received reports from an ad-hoc AACN Essentials and NMNEC Curriculum group on how to map the new AACN Essentials with the NMNEC curriculum.
- Met with the NMNEC Simulation leaders and jointly reviewed the updated NMNEC Simulation Plan.
- Approved a request from simulation leaders to form a NMNEC Simulation Subcommittee in Fall 2023.

Program Evaluation Committee

The NMNEC Program Evaluation Committee is a standing faculty committee that collaboratively works to evaluate how NMNEC is meeting its program goals. Each NMNEC Curriculum and Affiliate Member program is encouraged to have a faculty representative on this committee to review the data collected from a NMNEC-wide perspective.

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*

In **2021-2022** and in **2022-2023**, the committee reviewed the NMNEC First-Time NCLEX Pass Rates, the NMNEC Program Evaluations Student Survey data, and the NMNEC Annual Program Survey data for the previous year. The committee then provided feedback and recommendations, as needed, to NMNEC Leadership Council and to the NMNEC Curriculum and Diversity Committees.

In **2022-2023**, the committee noted:

- The continued first-time NCLEX pass rate success of NMNEC co-enrolled ADN and BSN students: 92.66% in 2021.
- Under-representation of American Indian and Alaska Native students as compared with the population of New Mexico and an opportunity to improve the retention of these students in NMNEC nursing programs.

COMMITTEES (CONTINUED)

Diversity Committee

The NMNEC Diversity Committee is a standing faculty committee that collaboratively works 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 inclusiveness 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.*

In **2022-2023**, the committee reviewed the first full year of data collected from students on how diversity, equity, and inclusion (DEI) are addressed in the NMNEC curriculum in the 2021-2022 NMNEC Program Evaluation Student Surveys. Faculty perspectives on DEI were also reviewed from the 2021-2022 NMNEC Faculty Course Reports. From this data review:

- Possible topics for future faculty development were identified.
- Recommendation made to NMNEC Curriculum Committee to add a Diversity, Equity, and Inclusion Considerations section to the concept documents. This Recommendation was accepted and implementation was started with the NMNEC Curriculum Committee's review of Level 1 and Level 2 concepts during the 2022-2023 year.

Recommendation made to NMNEC Curriculum Committee for NMNEC Diversity Committee to review concept documents for inclusive language. Recommendation was accepted by the NMNEC Curriculum Committee with how to implement to be planned during the 2023-2024 year.

Accreditation Committee

The NMNEC Accreditation Committee was established by the NMNEC Leadership Council in February 2021.

A goal for this committee is to:

Create and update common language for accreditation documents related to the NMNEC curriculum, so that NMNEC Curriculum Programs are able to select sections from these available resources and easily insert them into respective self-studies.

In 2022-2023, preliminary planning was done towards creating a template for ACEN Standard 4 related to the NMNEC curriculum. This work was put on hold while the chair and members focused on NMNEC strategic planning during the year and plan to resume this work during the 2023-2024 year.

FINANCIAL SUMMARY

NMNEC EXPENSES 2021 -2022

Category	Legislative Funds (RPSP) Fiscal Agent: UNM College of Nursing
Salaries & Fringe	\$215,351.00
Operating Expenses	\$5449.00
Administrative Overhead	\$14,200.00
Total	\$235,000.00

FINANCIAL SUMMARY

NMNEC EXPENSES 2022-2023

Category	New Mexico Board of Nursing - Nurse Excellence Funds (\$165,000.00 Approved) Fiscal Agent: New Mexico Center for Nursing Excellence (NMCNE)
Contractors	\$137,145.83
Supplies	\$2197.90
Fiscal Sponsor	\$8250.00
Total	\$147,593.73

Strategic Planning

During the legislative session in 2022, the New Mexico legislature and the Governor signed into law investments in, and reallocation of, nursing education funding in general but eliminated the NMNEC appropriation specifically.

With funding for NMNEC expiring on June 30, 2022, the NMNEC partnering programs determined that it was a good time to relocate the fiscal management, administration, and maintenance of NMNEC to a neutral, third-party site.

The New Mexico Center for Nursing Excellence (NMCNE) sought funding to support the day-to-day operation of NMNEC during the 2022-2023 year from the New Mexico Board of Nursing (NMBON) while providing NMNEC with strategic planning and development of a developing long term business plan. The goal of the business plan was to allow NMNEC to be a sustainable organization that would be able to fulfill its mission.

The NMBON approved the request for \$165,000 with the expected outcomes being that NMNEC's day-to-day operation would continue and the organization would transition to sustainable management that the NMNEC programs would proportionately and equitably support.

During 2022-2023, the NMCNE functioned as the fiscal agent for NMNEC in managing the monies from the NMBON. Contracts were awarded by NMNEC Leadership Council to a Transition Contractor and a Program Contractor. NMNEC email and calendaring and storage of NMNEC documents was set up and day-to-day support of the collaborative work of NMNEC faculty through the NMNEC faculty committees was maintained. As a result, NMNEC was able to continue the work of its Leadership Council as well as its committees (Accreditation, Curriculum, Diversity, and Program Evaluation) as well as its groups (Program Directors) which are critical to the day-to-day operation of NMNEC.

Delta Management Group (DMG) provided the Strategic Contractor services by conducting a robust, strategic planning process that resulted in a business plan for NMNEC to become a membership-based non-profit organization.

Strategic Planning (Continued)

The 501 (c)(3) model was initially well-received by mid-level administration and higher-level administration at participating NMNEC programs. However, as the business plan was presented more formally starting in late spring of 2023, there was significant pushback from some university and college presidents. While there remained significant support for NMNEC from the governing institutions, the not-for-profit model was not supported at this time.

NMNEC representatives met with the New Mexico Independent Community College (NMICC) presidents group. Based on dialogue with the NMICC, there is optimism that support will be found for the needed staff positions to support the collaborative work of NMNEC faculty from across NMNEC programs. However, the timelines for obtaining that support are unknown at end of the 2022-2023 year.

At the end of the 2023 fiscal year, NMNEC remains optimistic that sustainable funding that supports the proven structure that NMNEC provides. Throughout the strategic planning process conducted in 2022-2023, there was recognition and appreciated for the structure that NMNEC provides that enables the collaborative work and sharing of expertise among nursing faculty within the consortium, which in turn leads to continuous updating and aligning of the NMNEC curriculum with the many changes in healthcare knowledge and with changes in national accreditation standards. As a result, NMNEC nursing education in New Mexico remains current and relevant, and meets the high standards set by accrediting bodies.

The collaborative faculty work facilitated by NMNEC personnel allows nurse educators to focus on their primary roles of providing quality education and mentorship to their students. With the support and resources offered by the consortium, faculty members can devote more time and energy to student instruction, guidance, and support. This emphasis on quality education and mentorship directly contributes to the production of excellent nurses who are crucial for the health and well-being of New Mexico's communities.

Strategic Planning (Continued)

Supporting NMNEC and its collaborative structure ultimately supports the development of highly skilled nurses who can meet the evolving healthcare needs of the state.

Supporting collaborative faculty work and enabling nurse educators to focus on quality education and mentorship, plays a vital role in the production of excellent nurses who play a vital role in the health and well-being of New Mexico's communities.

New Mexico Nursing Education Consortium

Email: staff@nmnec.org

Website: www.nmnec.org

Find NMNEC on [**Facebook**](#)

