

FY 2024

JULY 1, 2023 - JUNE 30, 2024

ANNUAL REPORT



By NMNEC Leadership Council

06.25.2024

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INTRODUCTION

The New Mexico Nursing Education Consortium (NMNEC) is a voluntary coming together of New Mexico state- and tribal-funded nursing education programs who have chosen to collaborate with and support each other to provide quality nursing education throughout New Mexico.

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.



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.

2023-2024 NMNEC Leadership and Staff Objectives

- Provide overall NMNEC operational oversight and ensure bylaws and policies are followed.
- Provide oversight and maintenance of NMNEC curricular integrity.
- Provide oversight and synthesis of NMNEC program evaluation.
- Manage NMNEC communications via list-servs and website to ensure that consortium members have access to necessary and relevant information.
- Continue to work to identify and permanent, sustainable solution for NMNEC support services.

NMNEC MEMBERS

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)
- 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)
- 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)
- New Mexico Highlands University (Las Vegas)
- Southeast Community College (Carlsbad)

NMNEC Supporting Members

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

NMNEC DEGREE OPTIONS

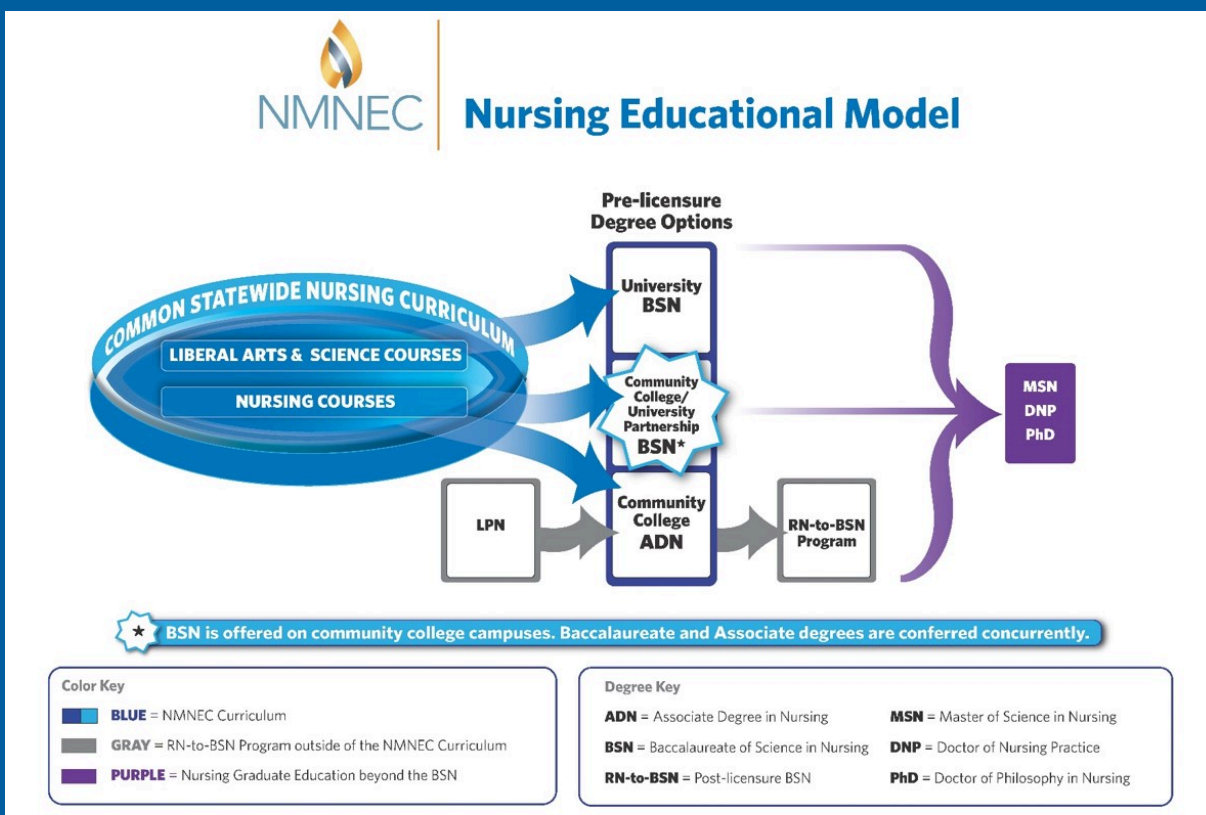
As illustrated in the NMNEC Nursing Education Model below, nursing students have several degree options in the NMNEC Curriculum.

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

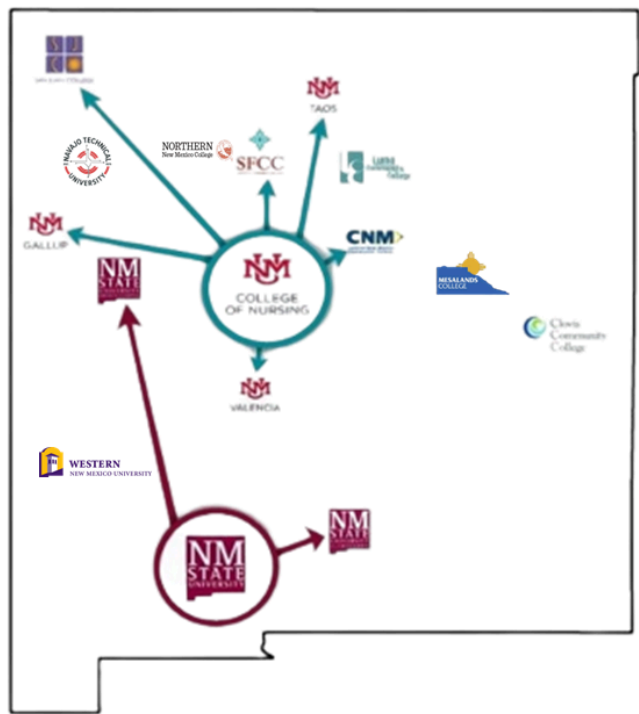
- **RN-BSN** Pathway: ADN-prepared NMNEC RNs may continue their education and pursue their BSN with participating New Mexico RN-to-BSN online programs without duplication of coursework.
- **LPN** Pathway: New Mexico LPNs may enter the NMNEC ADN Curriculum in term two after meeting defined criteria.



NMNEC PROGRAM LOCATIONS

In 2023-2024, the NMNEC pre-licensure RN curriculum was taught at 12 programs with 16 locations throughout New Mexico.

The BSN available was available at 9 programs with 13 locations through a BSN program at a New Mexico university or through the Co-enrolled ADN/BSN option at New Mexico community colleges in partnership with a New Mexico university.



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)	Tucumcari	X		
Navajo Technical University (NTU) (Opening Fall 2024)	Crownpoint	X		
New Mexico State University (NMSU)	Las Cruces Alamogordo Grants		X	
Northern New Mexico College (NNMC) (Tentative Starting Date of Fall 2025)	Espanola	[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				

03/08/2024

NMNEC 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 FY23, there were **280 co-enrolled students** (students completing their **ADN** and **BSN** at the same time).

Since 2019, the first time NCLEX Pass Rate for NMNEC co-enrolled graduates has ranged from 92.86% to 88.13%, which each has been well above the national first time NCLEX pass rates

NMNEC 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.

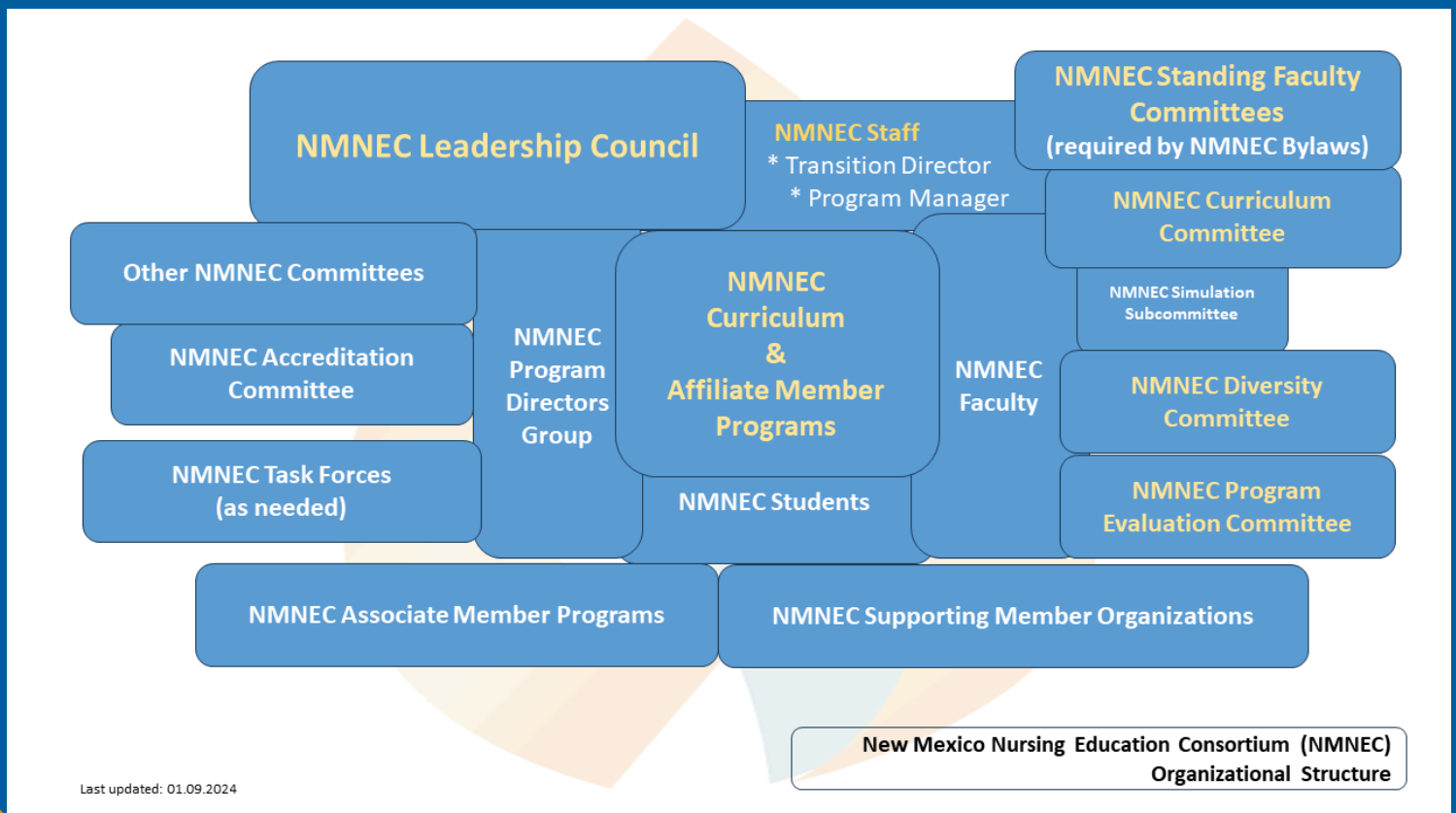
An **Accreditation Committee** was added in 2021.

A Simulation Subcommittee of the Curriculum Committee started in 2023-2024.

Task Forces are formed as needed.

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

- **2023-2024:** NMNEC faculty and administrative support was provided by a NMNEC Transition Contractor)



NMNEC ORGANIZATIONAL STRUCTURE 2023 -2024

NMNEC Leadership Council

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
Shawna Kemper, MSN, RN, CNE	San Juan College	[Voting Member] Community College Associate Degree Nursing Program
Dawn Kittner, MSN, RN, CNE	University of New Mexico-Taos	[Voting Member] Community College Associate Degree Nursing Program
Teresa Leon, PhD, RN, ACNS_BC	New Mexico State University	[Voting Member] University Pre-Licensure BSN Program
Jonathan Lumibao, MSN, RN	University of New Mexico-Gallup	[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
Terri Tewart, MSN, RN	Santa Fe Community College	[Voting Member] Community College Associate Degree Nursing Program
Melinda Tinkle, PhD, RN	University of New Mexico-Albuquerque	[Voting Member] University Pre-Licensure BSN Program
Ellen Trabka, MSN, RN	Northern New Mexico College	[Advisory Member] RN-BSN Programs
Rebecca Weatherford, MSN, FNP-BC	Albuquerque Public Schools Career Enrichment Center Practical Nursing Program	[Advisory Member] LPN Programs
Krista Wood, MSN, RN	Western New Mexico University	[Voting Member] University Pre-Licensure BSN Program
Vacant	Vacant	[Advisory Member] Urban Area Practice/Clinical Settings/Organization

NMNEC Staff

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

NMNEC Committee Chairs

Accreditation Committee	Chair: Diane Evans-Prior	Central New Mexico Community College
Curriculum Committee	BSN Co-Chair: Debbie Cates ADN Co-Chair: Gwen Weishapl	New Mexico State University Central New Mexico Community College
Diversity Committee	Co-Chair: Terri Tewart Co-Chair: Maggie Faber	Santa Fe Community College University of New Mexico-Albuquerque
Program Evaluation Committee	Co-Chair: Susan Grohman Co-Chair: Anne Reines	Luna Community College Santa Fe Community College
Simulation Subcommittee (of Curriculum Committee)	Co-Chair: Cheryl Lombardi Co-Chair: Lorenzo Saenz	New Mexico State University Western New Mexico University

NMNEC FACULTY COMMITTEE REPORTS

NMNEC 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 **2023-2024**, the committee:

- Completed the concept updating and peer review of all the Level 1 and 2 concepts and completed the updating and peer review of half of the Level 3 concepts.
 - Continued incorporating adding a *Diversity, Equity, and inclusion Considerations* section to each NMNEC concept document as part of the concept updating process.
- Completed the work of the Pharmacology Task Force which included:
 - Simplifying and updating the *List of Required Medications* for the Nursing Pharmacology course.
 - Developing a *NMNEC List of Required Medications by Concept*.
 - Starting the process of adding a *Required Medications with Concept* section to the pertinent NMNEC concepts as part of the concept updating and peer review process.
 - Level 1 and Level 2 concepts completed.
- Provided a workshop on the work of the Pharmacology Task Force at the 2024 Spring NMNEC Statewide Faculty Meeting.
- Reviewed the 2022-2024 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.

NMNEC Simulation Subcommittee (of the Curriculum Committee)

This separate subcommittee of NMNEC simulation leaders started meeting in the Fall of 2023. The NMNEC Simulation Subcommittee aids the NMNEC Curriculum Committee by focusing on how simulation can best be used to support the NMNEC curriculum by keeping the NMNEC Simulation Plan updated.

In addition, this subcommittee provides a forum for simulation leaders and any NMNEC faculty interested in simulation to share ideas and resources on how to best implement simulations within the NMNEC curriculum.

In its first year, this subcommittee designed and administered a *NMNEC Simulation Needs Assessment*. The results of this needs assessment were shared with the Curriculum Committee at a joint Curriculum Committee and Simulation Subcommittee meeting in April 2024. In addition, the results are being used to plan next steps for the work of the subcommittee which include:

- Providing faculty development related to simulation.
- Creating a simulation library using NLN templates in the NMNEC website faculty area.
- Sharing ideas and resources related to simulation center operations.
- Sharing ideas on best practices related to simulation performance analysis with goal that student improvement over time can be shown.

NMNEC FACULTY COMMITTEE REPORTS (CONTINUED)

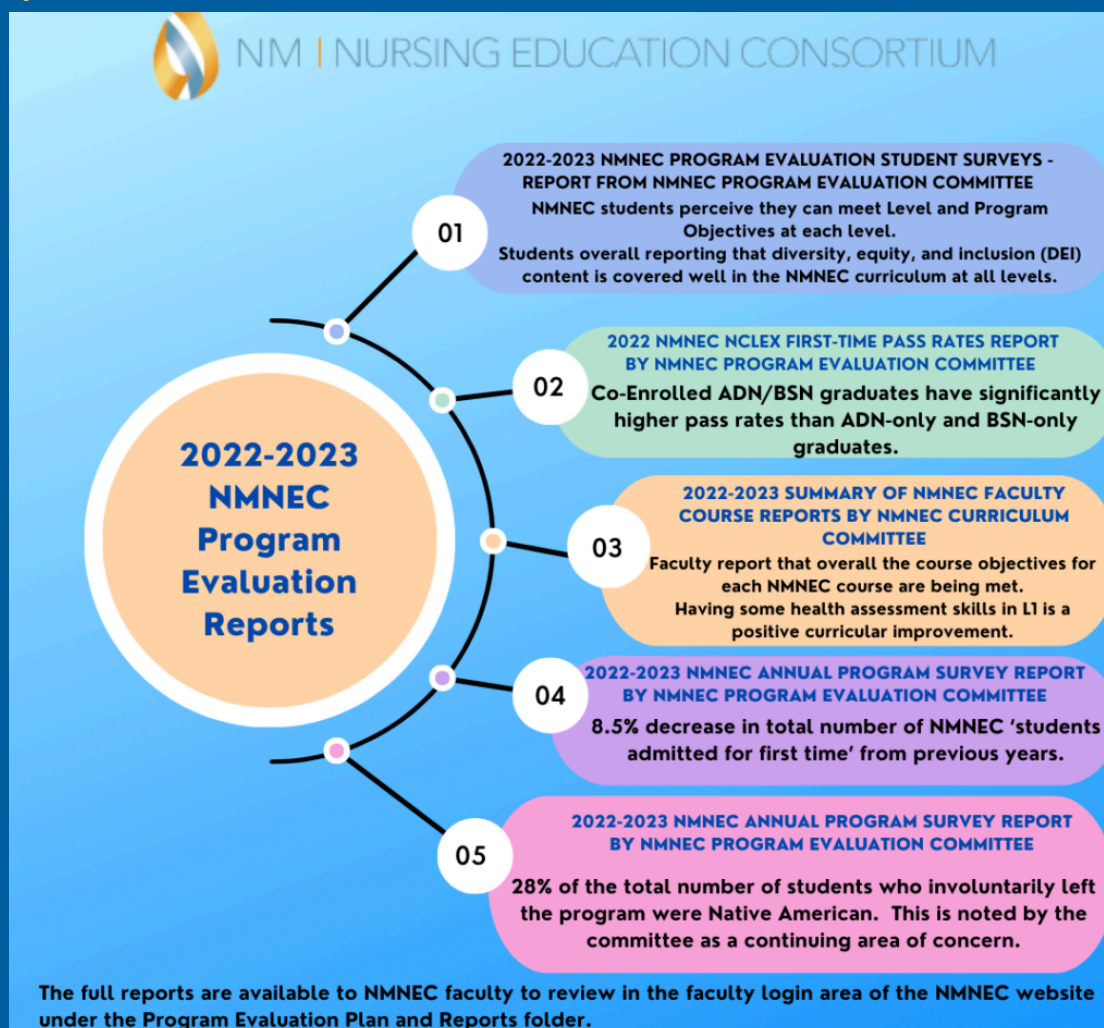
NMNEC Program Evaluation Committee

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 2023-2024, 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.



NMNEC FACULTY COMMITTEE REPORTS (CONTINUED)

NMNEC 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 2023-2024, the NMNEC Diversity Committee provided a recommendation to the NMNEC Curriculum Committee to include content on the social determinants of health (SDOH) and structural racism where appropriate in the the *Diversity, Equity, and Inclusion Considerations* section being developed for each NMNEC concept.

The committee also reviewed the data collected from students on how diversity, equity, and inclusion (DEI) is addressed in the NMNEC curriculum in the 2022-2023 and provided their feedback to the NMNEC Program Evaluation Committee that was included in the final report on the *2022-2023 NMNEC Program Evaluation Student Surveys*.

Also, at the request of the NMNEC Program Evaluation Committee and the NMNEC Leadership Council, the NMNEC Diversity Committee reviewed data on the numbers of Native American students in NMNEC nursing programs and the numbers/rates of Native American and Alaska Native students who involuntarily leave the program. As a result of this review, preliminary planning was done on having a workshop at a future NMNEC Statewide Faculty Meeting that focuses on sharing student programs that are already in place. Presentations would focus on how to best support Native American and Alaska Native students.

NMNEC Accreditation Committee

The NMNEC Accreditation Committee was set up 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 2023-2024, the NMNEC Accreditation Committee met once in the fall and the spring semesters, and provided support to NMNEC programs that were up for accreditation site visits during the year.



NMNEC PROGRAM DIRECTORS GROUP REPORT

The NMNEC Program Directors Group started meeting on a regular basis during the pandemic to provide support for each other during that challenging time. Since then, the group has continued to have informal meetings scheduled twice monthly where topics and questions are brought by the NMNEC leaders for input from other leaders.



Examples of some of the topics brought by NMNEC leaders during the 2023-2024 year include:

- Ideas on recruiting and keeping clinical instructors and preceptors.
- Ideas on standardized testing.
- Faculty salaries and recruitment.
- Individual program policies around the medication calculation exam.
- Feedback for NMNEC Curriculum Committee on the *NMNEC Medication Calculation Testing Guidelines*.
- Clinical placement procedures for capstone.
- Legal name vs. preferred name on name tags in clinical.
- Ideas on how to do pinning ceremonies.

In addition to their informal meetings, this group also joins the NMNEC Leadership Council for joint meetings at least once each in the fall and spring semesters.

NMNEC STATEWIDE FACULTY MEETING

MARCH 22, 2024 @ SANTA FE COMMUNITY COLLEGE



First in-person meeting since November 2019!

- 62 Attendees.
- 55 Certificates of Completion (Continuing Education) awarded.
- Many thanks to Lucas Gonzales, Director of Nursing Education at Santa Fe Community College, for his help and to Santa Fe Community College for providing the lovely setting for this meeting!
- And a thank you to Dawn Kittner, UNM-Taos, for arranging the donation of the grand door prize from Taos Print and Photography Services!

Anita Reinhardt NMNEC Faculty Endowment Award



Anita Reinhardt
1947 - 2023

Donor Purpose Statement:
The Anita Reinhardt NMNEC Faculty Endowment supports creating and maintaining a sustainable, efficient, statewide collaborative nursing curriculum that meets the needs of students and addresses the nursing shortage in New Mexico. The endowment will support faculty teaching within the NMNEC curriculum. Support for faculty includes, but is not limited to, professional training, professional development, research, travel funds (hotel, rental vehicles, conferences, airfare, etc.).



Sharon Davidson
MSN, CCRN-K
NMSU



Nikki May
DNP, MSN, RN
NMSU

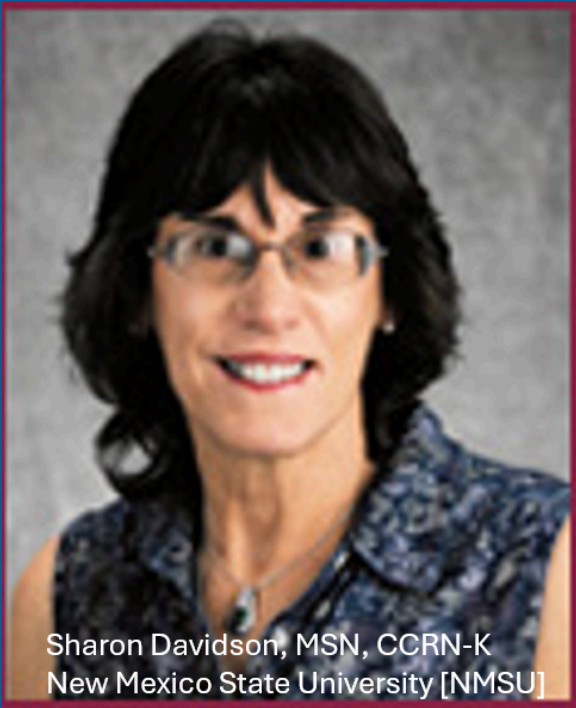


Jamie "Leah" Tolley
MSN, RN
WNMU



Krista Wood
MSN, RN
WNMU

2024 Spring Nominations



Sharon Davidson, MSN, CCRN-K
New Mexico State University [NMSU]

2024 Spring □
Anita Reinhardt Faculty
Endowment Awardee

2023-2024 NMNEC FINANCIAL REPORT

Fiscal Agent: New Mexico Center for Nursing Excellence (NMCNE)	Funding Source: New Mexico Board of Nursing - Nurse Excellence Funds [\$150,000.00 Approved for New Mexico Nursing Education Consortium Transition]
<i>Category</i>	<i>Actual [Budgeted]</i>
Contractor(s)	\$110,830.96 [\$125,000.00]
Supplies	\$4676.74 [\$6000.00]
Fiscal Sponsor	\$7500.00 [\$7500.00]
Statewide Meeting	\$6823.90 [\$11,500.00]
Nursing Scholarships	\$20000.00 [from Contractor(s) budgeted dollars not spent]
Total	\$149,831.60 [\$150,000]

2023-2024 NMNEC FINANCIAL REPORT SUMMARY

Source: *Nurse Excellence Fund Progress Report - New Mexico Nursing Education Consortium Transition* provided by the New Mexico Center for Nursing Excellence (NMCNE) as fiscal agent on behalf of the New Mexico Nursing Education Consortium (NMNEC) to the New Mexico Board of Nursing. Report approved by the New Mexico Board of Nursing at meeting on 05/02/2024.

Project Goal:

Maintain the staffing to support the collaborative work of the NMNEC Leadership Council as well as the organizing NMNEC Committees (Accreditation, Curriculum, Diversity, Leadership, Program Directors, and Program Evaluation Committees) while working with college leadership to develop a more permanent governance structure.

Objectives and Accomplishments/Outcomes for Funded Period:

As a result of this funding, NMNEC was able to continue the work of its Leadership Council as well as committees (Accreditation, Curriculum, Diversity, Leadership, Program Directors, and Program Evaluation) critical to the day-to-day operation of NMNEC and added the Simulation Subcommittee which is starting their review of the NMNEC Simulation Plan. In addition, after exploring several options to house and continue the work of NMNEC a staff position has been added to Central New Mexico Community College for the next two years.

Key Successes:

As a result of this grant, the New Mexico Center for Nursing Excellence was able to act as the fiscal sponsor of NMNEC, NMNEC committees continued to work together monthly, and curricular updates were made and are in the process of being rolled out to NMNEC schools. Simultaneously, NMNEC expanded its work by adding a seventh committee (Simulation Subcommittee), had one full year of Mesalands Community College using the NMNEC curriculum with L2 and L3 students, and are on track to have Navajo Technical University start using the NMNEC curriculum in Fall 2024. Finally, during this grant period, a two-year plan for NMNEC to be housed at CNM while further developing a membership-based organization continues was created.

Challenges During Funded Period:

Finding a home and sustainability model for NMNEC was the biggest challenge during this funded period. NMNEC Leadership Council met with Western New Mexico University (WNMU) administration and with the New Mexico Board of Nursing (NMBON) administration to determine if being housed with either institution under different support structures were in the best interest of the consortium. Ultimately, a funded position at CNM for a two-year period while membership model gets formulated was determined to be the best solution for the consortium.

New Mexico Nursing Education Consortium

Email: staff@nmnec.org

Website: www.nmnec.org

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