

Navajo Technical University Registered Nurse and Nurse Assistant Programs

August 20, 2026 @ 10:45 am

Location: TBD- UNM Gallup Campus

New Mexico Legislative Health and Human Services Committee

Background: NTU RN Program

- NTU RN program re-opened after closure in Spring 2025
- 11 students were admitted to begin the Associate of Applied Science Registered Nurse program in January of 2025
- The A.A.S RN program has four levels (Levels I, II, III, IV)
- Cohort of 7 students will begin level 4 in Fall 2026

NTU RN and NA Program Teams

Department: NTU Science Department

- Emmeline Thompson, MSN, Full Time NTU RN Program Interim Director and Assistant Professor
- Chris Young, RN, Full Time Assistant Professor
- Omosehin Moyebi, PhD-Non-Nurse Assistant Professor
- Jesslynn Chief, MSN, Assistant Professor (start 9/9/26)
- Geraldine Slim, RN Program Advisor/Administrative Assistant
- Michelle Kahn-John, PhD, RN, Part Time RN Program Consultant
- Rachel Pacheco, C.N.A Faculty for C.N.A. Program
- Casmir Agbaraji, PhD, Dean of Undergraduate Studies

Operations, Classrooms, Lab

- Spring 2026-Old RN buildings demolished
- New RN and NA Modular classrooms and skills lab completed in Summer 2026
 - Renovations complete and power and electricity connected.
 - Furniture delivered
 - Skills lab equipment delivered
 - Simulation mannequins and software to be delivered 8/20/26
- RN Program Administrative Modular Building
 - Administrative Assistant/RN Program Advisor
 - RN Program Director
 - RN Program Faculty
- Nurse Assistant Program Module Building
 - Renovations completed and all power and electricity connected
 - Furniture delivered
 - Skills lab and classrooms completed
 - NA faculty office is complete

Program Goals

- Sustain the Registered Nurse (RN) Program
- Sustain the Nurse Assistant (NA) Program
- Open application cycle in Fall 2026 for RN program (pending confirmation of a new RN program director and faculty). Goal is to recruit 12 students
- Recruit, hire, and retain RN program director and faculty for the RN and NA program
- Confirm clinical placement agreements for RN/NA program clinical immersions. Tseehootsoi Medical Center, Winslow IHCC, Presbyterian, RMCH, Navajo Area Office I.H.S sites
- Set up simulation lab at NTU Main Campus RN Skills Lab

Program Purpose

- Increase the nurse assistant (NA) and registered nurse (RN) workforce in the Southwestern 4 corners region
- Increase the number of American Indian NAs and RNs
- Build an innovative nursing program that offers a robust and culturally aligned didactic and clinical training program:
 - designed to address the academic needs of American Indian students
 - prepare nurses to deliver culturally safe nursing care
 - prepare to address the health inequities experienced by American Indian communities

RN and NA Program Objectives

- Cohort of Fall 2026 RN program graduates will pass the NCLEX exam in Spring 2027
- RN program will continue with Cohort II beginning in Fall 2027
- NA program will continue w/ new NA program director/consultant who meets state requirements
- NA program will continue with Fall 2026 cohort of NA students

Academic Success

- 7 students have begun Level IV in Fall 2026
 - Mentoring, tutoring and student support is a high priority
 - ATI is a support resource to promote student success though it is costly
 - Remediation requires additional hours by faculty and support from UNM faculty

Program Achievements

- RN program opened January 2025
- 7 RN program students are progressing to Level IV
- NA program remains open, Program Consultant hired
- New Mexico Nurse Education Consortium member Spring 2025
- Utilizing ATI supplemental online learning platform
- Holistic Admissions Process for RN program
- Purchase and renovation of new classrooms and skills labs X 2
- Purchase of simulation equipment with simulation lab to be finalized
- Faculty Recruitment---Retention has been challenging

Nursing Program Challenges

- Budget limitations
- Competitive Pay for Faculty and Program Director (NTU pays approximately 50% less than neighboring institutions [UNM, San Juan College]).
- Housing support for students
- Housing support for faculty
- Financial support for RN/NA program equipment (simulation lab)
 - NM Expansion Grant funds requested additional funds in Fall of 2025 of \$300,000 for simulation equipment however, request was denied. \$144,230.00 was spent on simulation equipment.
- Financial support for RN students: Scholarships, insurance, background checks, lodging for clinical days, travel support for student travel to classes and clinicals.
- NTU RN program financed an apartment for NTU RN students at main campus for cohort I. This alleviated travel costs for select students.
- Financial support to sustain programs: Faculty salaries, equipment, travel, CNE for nursing faculty

Recurring NM HED Funds at NTU

- For the committee's information: In NM, tribal colleges and universities receive recurring state funding for two programs—the NTU nursing expansion program and the tribal colleges dual credit funding program. These dollars are appropriated through HB 2 in the Higher Educational general fund category, rather than through the Higher Education I & G funding formulas. Because these programs are outside the formula, any increase in funding generally requires action during the legislative session through the appropriations process, typically with sponsorship or support from the House of Appropriations and Finance Committee or the Senate Finance Committee

The background of the slide features a series of thin, curved lines in a light gray color, creating a sense of motion and depth. These lines are more prominent on the left side and fade towards the right.

Funding Request from NM Legislative Health and Human Services Committee

Additional Funding will support:

- Competitive Faculty Salaries
- Competitive Program Director Salary
- Classroom/Lab/Simulation training for faculty.
- Equipment for skills lab and classrooms
 - Linens
 - Hospital supplies
 - Simulation equipment and training expenses
- Student Support:
 - Financial Aid/Scholarships
 - Lodging
 - Fees, background checks, books, travel expenses, lodging expenses for clinical immersions.

NM HED Funding Support and Future Funding Request

Navajo Technical University				
Grant 22230 Nursing Department				
Expenditures from Year 1 - 6				
	Grant Fund: 22230	Grant Budget Yr 1-6	Expenses	Balance
5100	Faculty - Full Time	726,800.00	323,767.97	403,032.03
5101	Faculty - Adjunct	18,000.00	-	18,000.00
5104	Exempt Wages	174,928.00	23,560.56	151,367.44
5105	NonExempt Wages	-	159,069.76	(159,069.76)
5106	Temporary Wages	-	354,974.41	(354,974.41)
5118	Sign-On-Bonus	36,000.00	2,500.00	33,500.00
5121	FICA	55,843.88	55,143.10	700.78
5122	Group Insurance	70,618.56	50,085.03	20,533.53
5123	Medicare	13,061.00	12,257.97	803.03
5125	Retirement	63,049.76	31,876.70	31,173.06
5126	State Unemployment	22,337.00	3,988.28	18,348.72
5127	Workers Compensation	6,121.80	3,657.00	2,464.80
5210	Travel	3,000.00	-	3,000.00
5221	Tours & Meeting	12,000.00	370.00	11,630.00
5332	Expendable Supplies	19,800.00	15,157.73	4,642.27
5336	Equipment Expense < 5,000	-	548.18	(548.18)
5342	Office Supplies	19,800.00	1,889.01	17,910.99
5635	Contractual Services	47,200.00	41,206.64	5,993.36
5670	Licenses & Fees	7,440.00	392.00	7,048.00
Total:		\$ 1,296,000.00	\$ 1,080,444.34	\$ 215,555.66

FY'2027 State
Grant and
FY'2028
Supplemental
Funding

Navajo Technical University		
Grant 22230 - Nursing Department		
Grant Budget for FY'27 State Grant		
Faculty Salaries		100,000.00
Training Expenses		50,000.00
Expendable Supplies		50,000.00
Participant Support Cost		16,000.00
Total Budget:	\$	216,000.00
Request for additional funds in FY'28	\$	150,000.00



Ahee'hee

■ Questions?