



HEALTH & HEALTH SCIENCES

Workforce Development Spotlight:
**UNM School of Medicine
and College of Nursing**

Presentation to the Legislative Health and Human Services Interim Committee

Farmington, NM

July 11, 2023



HEALTH & HEALTH SCIENCES

Hengameh Raissy, PharmD

INTERIM VICE PRESIDENT OF RESEARCH
UNM HEALTH SCIENCES CENTER



Our presentation

- Health and Health Sciences
- NM Health Care Workforce Report
- Dean Finn
- Dean Montoya



UNM HEALTH SCIENCES
UNM HEALTH

Vision Mission Values

VISION	Transform health care and health science education and research to improve health and health equity for New Mexico and beyond.
MISSION	We exist to lead New Mexico toward health equity through our unique integration of care delivery , education , discovery and innovation and through advocacy and collaborations. We celebrate the diverse cultures and history of our state while creating an inclusive and compassionate community that makes UNM Health and Health Sciences an extraordinary place to study, work and serve.
VALUES	
Healing:	both within individuals and among our communities that cultivates hope, care and joy.
Equity:	for all New Mexicans in health, education and economic opportunity.
Excellence:	in health care, education and research and in building a place where people seek to study, work and serve.
Innovation:	in all aspects of our mission enabling us to rise to the health, workforce and economic challenges of our time.
Compassion:	in how we treat our patients, students, each other and ourselves.
Service:	accountable to our diverse communities across New Mexico.

Academic Health Center



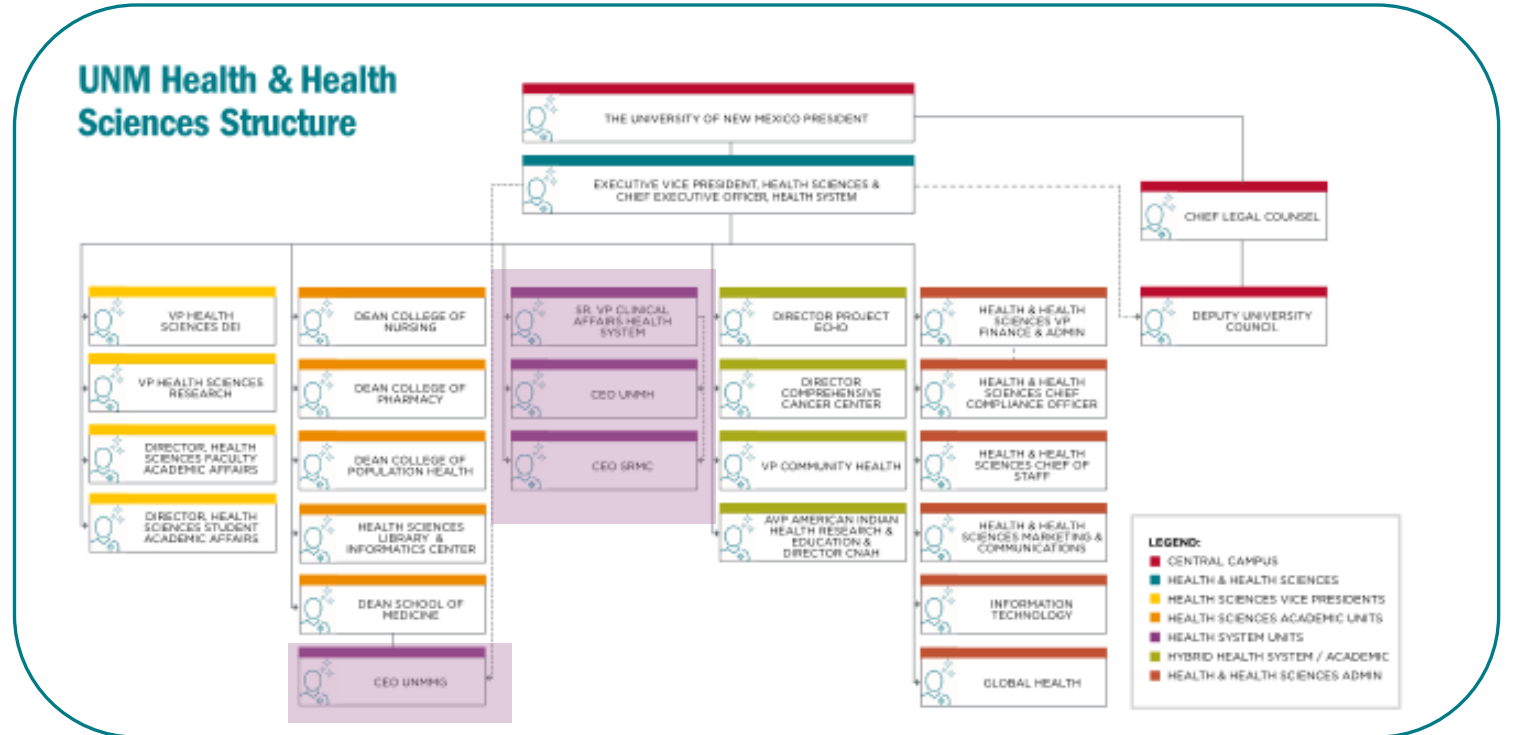
Education



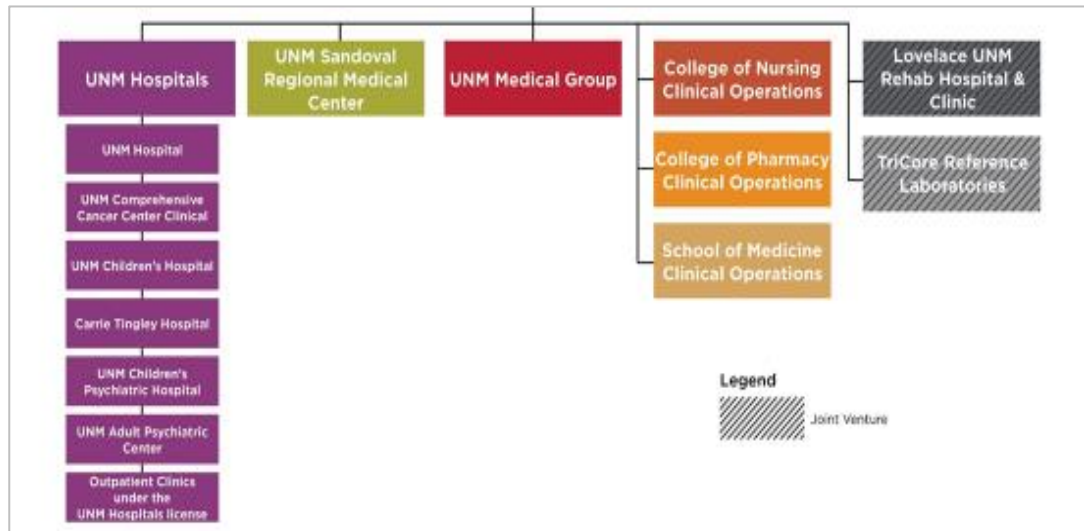
Research Innovation



Clinical Care



UNM HEALTH SYSTEM



Key Statistics

People

College of Nursing

- 202 Employees
- 90 Tenure, CE & Lecturer Track Faculty
- 7 Nurses at UNM Health
- 4 CON Degrees
- 33 CON Programs
- 1,041 Students

College of Pharmacy

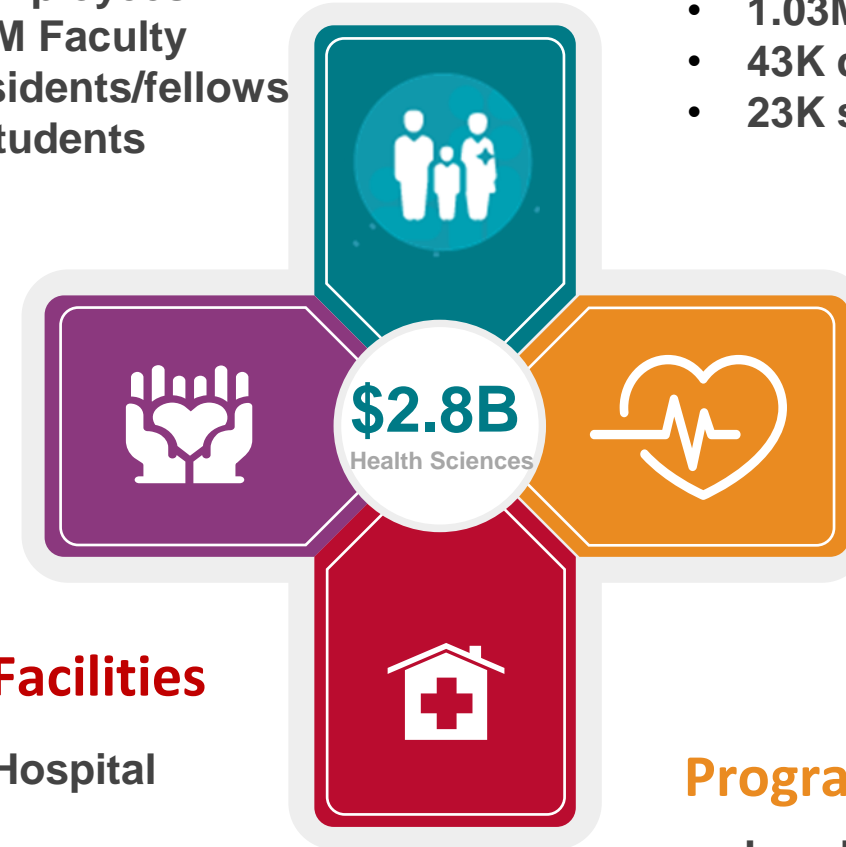
- 187 Employees
- 46 Tenure Track & CE Track Faculty
- 19 Research Faculty
- 17 Pharmacists at UNM Health
- 5 COP Programs
- 357 Students

School of Medicine

- 8,250 Employees
- 940 SOM Faculty
- 753 Residents/fellows
- 1,470 Students

Patients

- 1.03M outpatient visits
- 43K discharges
- 23K surgeries



Facilities

- Teaching Hospital
- 950 Beds
- 100 Clinics

Programs

- Level 1 Trauma
- Children's Hospital
- NCI Comprehensive Cancer Center



Key Programs & Roles

- Level One Trauma Center
- Comprehensive Cancer
- Stoke Center
- UNM Children's Hospital
- Carrie Tingley Hospital
- Children's Psychiatric Center
- ECHO
- *Metropolitan Detention Center*
- Unique Medical Specialties



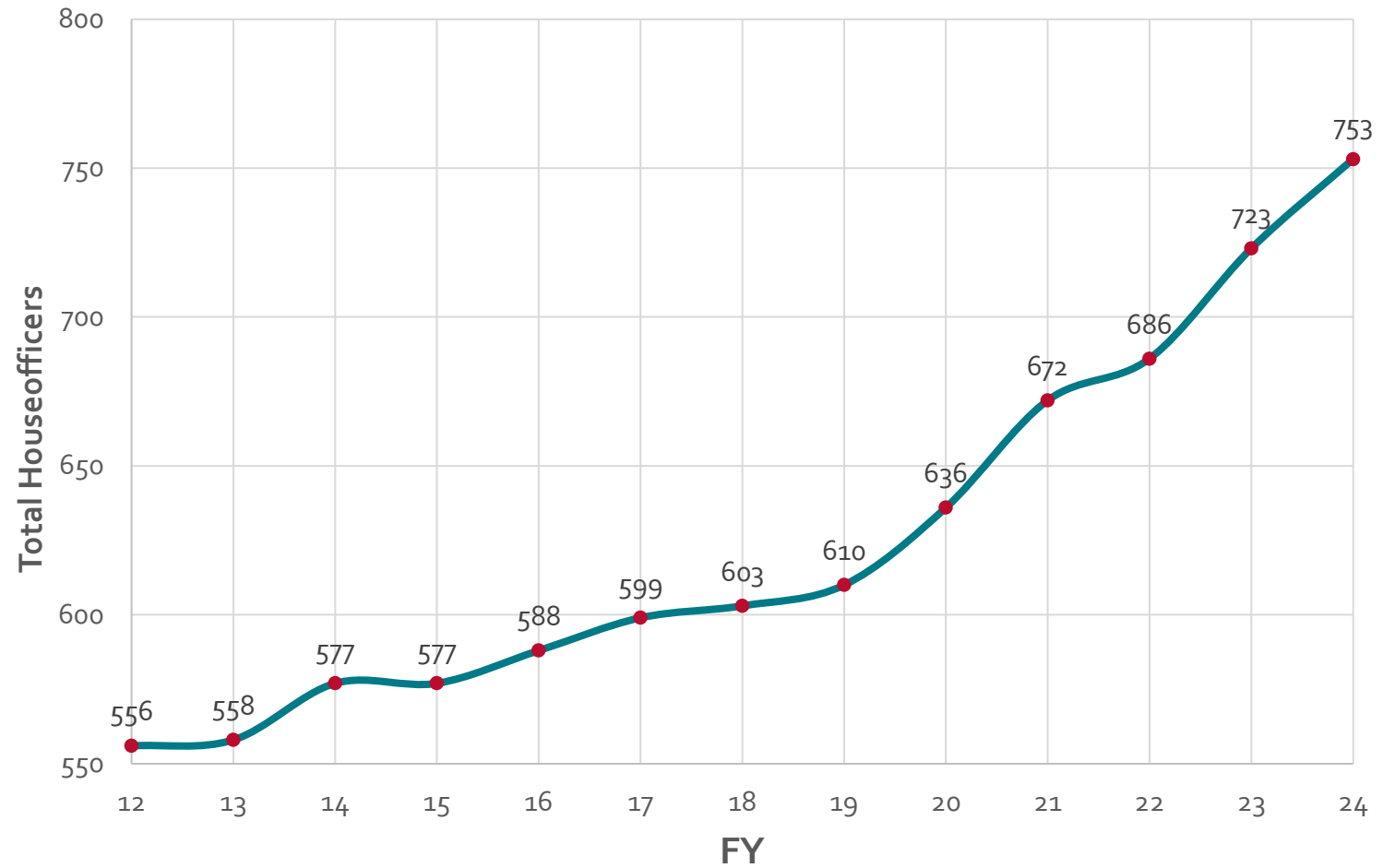
Current Construction Projects

- More than 30 ongoing construction projects
- **Construction Highlights**
 - Critical Care Tower
 - Behavioral Health Crisis Center
 - 1600 University - Ophthalmology Clinic – OR
 - UNMH Main Chiller Replacement
 - 2400 Family Practice Clinic- Tucker Gallup Clinic Expansion
 - UNMMG Truman Clinic
 - Cancer Center Expansion
- **Design Highlights**
 - Children’s Psychiatric Center Campus upgrades
 - OSIS MRI Replacement and CT Replacement
 - Truman Clinic



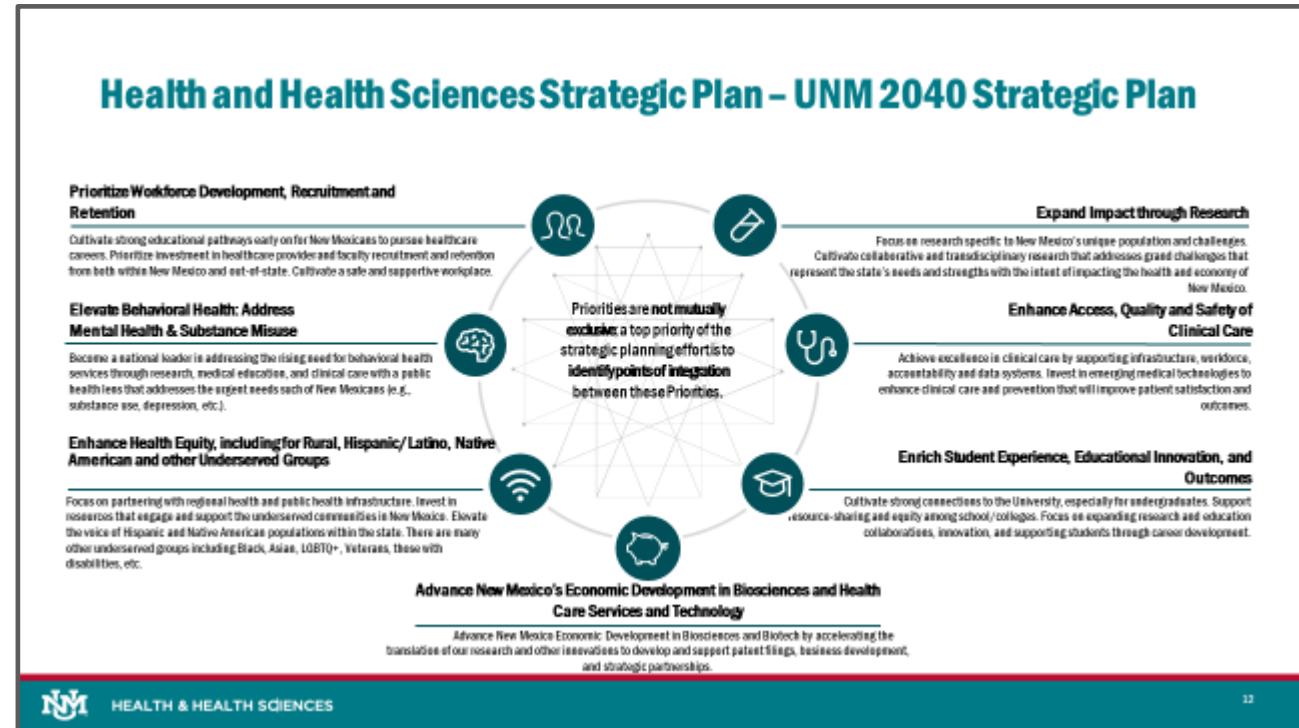
UNM GME is continually growing resident and fellow class sizes

UNM Residents and Fellows per Year



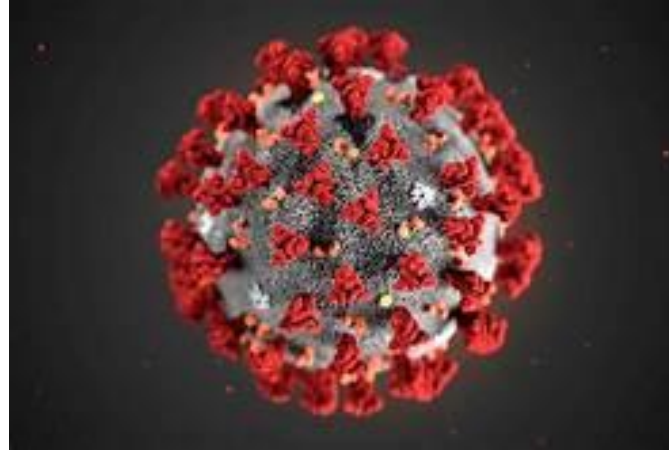
What Next?

- Health and Health Sciences Strategic Plan
 - **Workforce**
 - Behavioral Health
 - **Health Equity**
 - Clinical Care
 - Research
 - Education
 - **Economic Development**
- Statewide Continuum of Care
- Access to Care
- Quality, Safety, and Patient Experience



We are **GRATEFUL** for Our UNM Workforce





New Mexico Health Care Workforce Report

Background

In 2012 HB19 – the Health Care Work Force Data Collection, Analysis and Policy Act – became law and the following occurred:

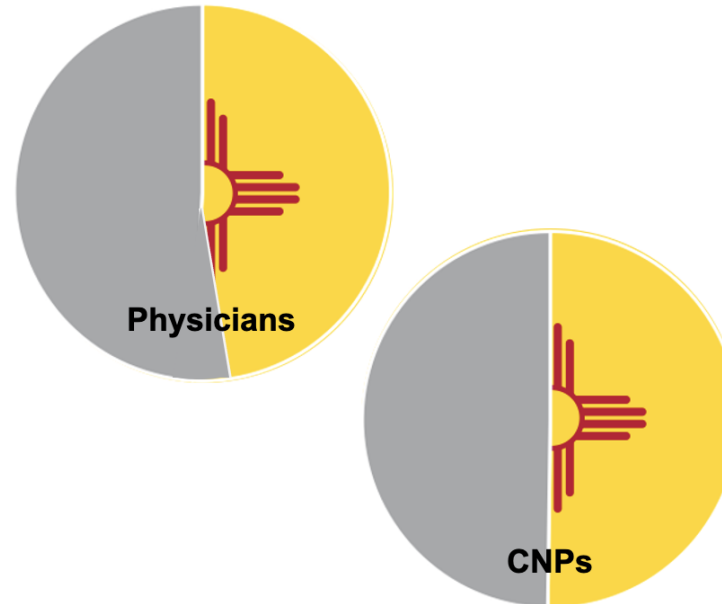
- Licensure boards are required to develop surveys on practice characteristics.
- Licensure data was directed to UNM HSC for stewardship and storage.
- The establishment of the New Mexico Health Workforce Committee, to include state-wide constituents.
- The Committee is required to evaluate workforce needs and make recommendations.

Source: Health Care Work Force Data Collection, Analysis and Policy Act. Vol NM Stat, 24-145C-1.; 2011

Benchmark Analysis

As of 31 December 2021, New Mexico has:

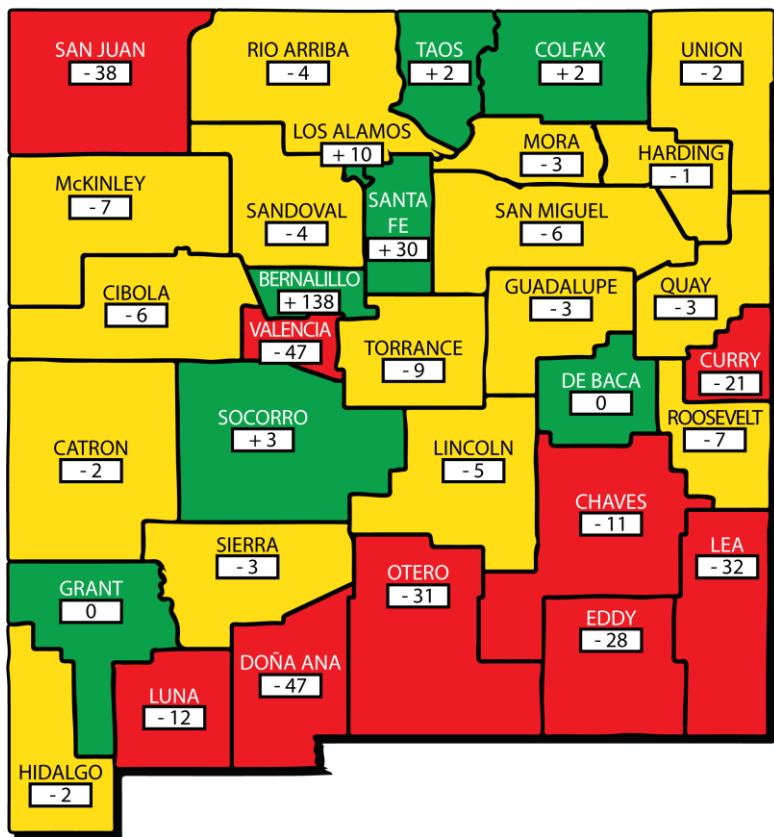
- 10,428 Licensed Physicians
 - 5,240 Practice in New Mexico (50.3%)
- 1,649 Primary Care Physicians
- 219 Obstetrician/Gynecologists
- 159 General Surgeons
- 309 Psychiatrists
- 3,609 Certified Nurse Practitioners
 - 1,833 Practice in New Mexico (50.8%)



Source: New Mexico Health Care Workforce Committee. 2022 Pending Annual Report. Albuquerque NM: University of New Mexico Health Sciences Center; 2022

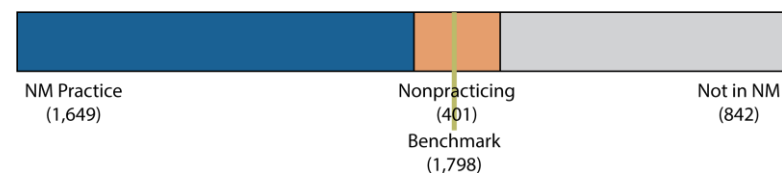
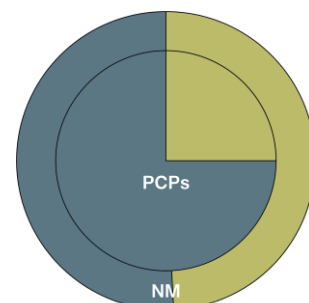
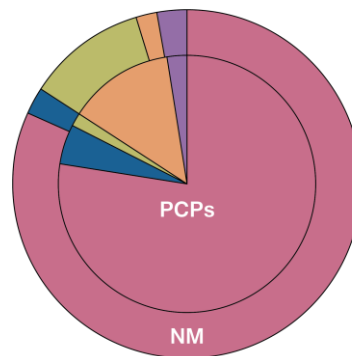
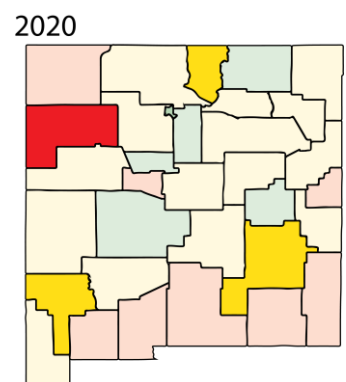
Primary Care Physicians

Primary Care Physicians Compared to Benchmark, 2021

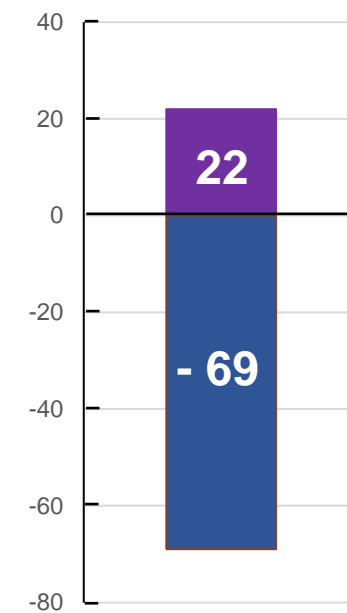


Comparison to Benchmark (8.5 per 10,000 Population)³⁶

- At or Above Benchmark
- 1 - 10 Providers Below Benchmark
- > 10 Providers Below Benchmark
- Number Above (+) or Below (-) Benchmark



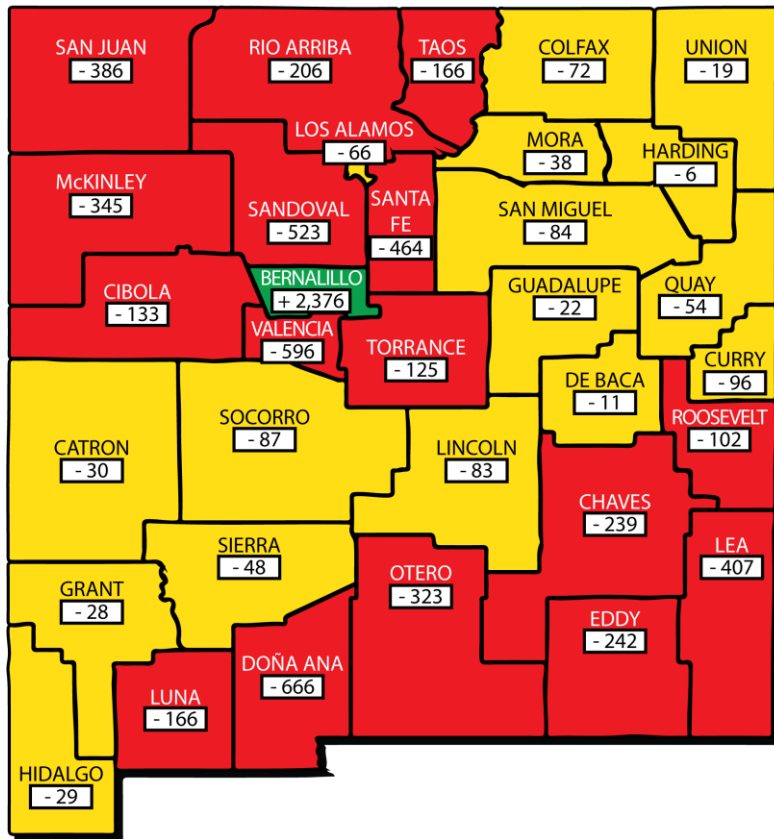
Average Age **53.1**



- New to NM practice
- Left NM Practice

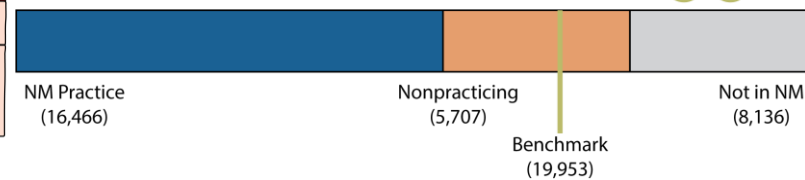
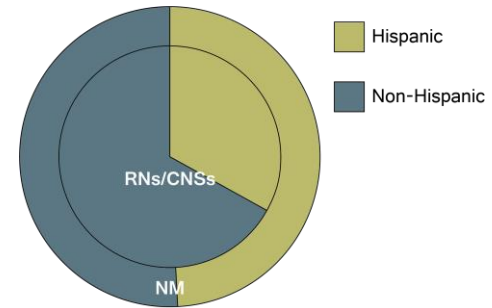
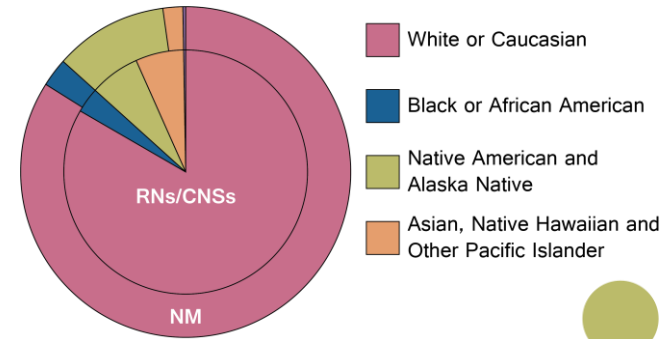
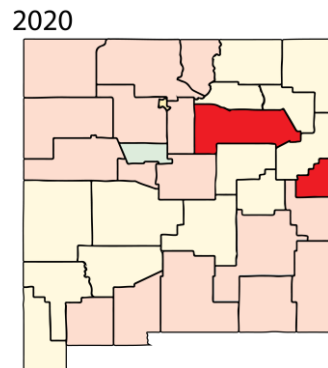
Registered Nurses & Clinical Nurse Specialists (CNSs)

RNs and CNSs Compared to Benchmark, 2021

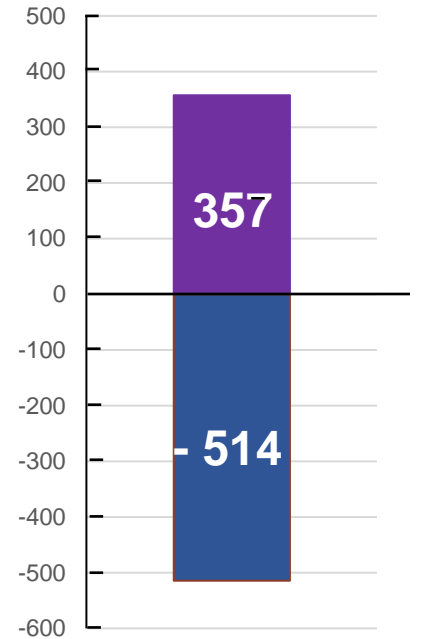


Comparison to Benchmark (94.3 per 10,000 Population)⁴⁰

- At or Above Benchmark
- 1 - 100 Providers Below Benchmark
- > 100 Providers Below Benchmark
- Number Above (+) or Below (-) Benchmark



Average Age **47.5**



- New to NM practice
- Left NM Practice

Shortages

As of 31 December 2021¹:

- Shortages are most severe in less-populated counties
- *Without redistributing* the current workforce, New Mexico needs:
 - 334 Primary Care Physicians
 - 59 Obstetrics and Gynecology Physicians
 - 10 General Surgeons
 - 119 Psychiatrists
 - 5,863 RNs/CNSs
 - 227 CNPs
 - 14 CNMs
 - 281 PAs
 - 88 Dentists
 - 482 Pharmacists
 - 6 Licensed Midwives
 - 3,032 EMTs
 - 526 PTs
 - 114 OTs
- Average national age is 53.2 years²
- Highest percentage of physicians 60 years or older (39.2% versus 33.7% nationwide)³

1. New Mexico Health Care Workforce Committee. *2022 Annual Report*. Albuquerque NM: University of New Mexico Health Sciences Center; 2022
2. Definitive Healthcare
3. Association of American Medical Colleges. *2021 State Physician Workforce Data Report*. Association of American Medical Colleges; 2021.

Opportunities to improve the report...

- ❖ limited to data collected at the time of renewing licenses
- ❖ limited number of health professions included (14)
- ❖ ***Unfunded mandatory task with limited bandwidth***

Thank you.



Patricia W. Finn, MD

DEAN

UNIVERSITY OF NEW MEXICO

SCHOOL OF MEDICINE

Thank you, New Mexico Legislature, from UNM School of Medicine (SOM)

HB2 Recurring	OMI Operations	Rural & Urban Underserved	HB2 Non-Recurring
HPV State Registry HB505 Capital Outlay	Dermatology Renovation	Non-recurring Jr Bill SB192	Neurosurgery Research Equipment
Anesthesia Assistant Program Equipment	Cancer Center Radiology Oncology Expansion	...and more!	

New Leadership



Patricia W. Finn, MD

Dean, UNM School of Medicine

First generation - Parents from Ireland

First doctor in my family

Parents stressed education as key

Alphabet City (NYC, East Village)

Trained as a pulmonologist

Leadership positions at Harvard, UCSD, UIC

Joined UNM September 2022

Husband David L. Perkins, MD, PhD

Vision

Integration of scientific discovery with health equity, keeping the patient at the center, while training the next generation.

Challenges & Opportunities

Workforce: Expansion of Healthcare Providers

Faculty/Mentors: Recruitment & Retention

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A Question

ISSUES IMPACTING MEDICAL ACCESS IN NEW MEXICO

1. Rural Healthcare
2. Healthcare Workforce Shortages
3. Socioeconomic Disparities

Increasing funding and support for education and training in the medical field can help address workforce shortages.

This might include scholarships and loan repayment programs for medical students who commit to practicing in underserved areas of New Mexico.

POTENTIAL SOLUTIONS

1. Telehealth Expansion
- 2. Investing in Education and Training**
3. Increasing Medicaid Funding and Enrollment
4. Community Health Worker Programs
5. Public-Private Partnerships

Structure: UNM School of Medicine

- Anesthesiology
- Biochemistry & Molecular Biology
- Cell Biology & Physiology
- Dental Medicine
- Dermatology
- Emergency Medicine
- Family & Community Medicine
- Internal Medicine
- Molecular Genetics & Microbiology
- Neurology
- Neurosciences

- Neurosurgery
- Obstetrics & Gynecology
- Office of the Medical Investigator
- Ophthalmology
- Orthopaedics & Rehabilitation
- Pathology
- Pediatrics
- Psychiatry
- Radiology
- Surgery

Health Professions Programs:

- Dental Hygiene
- Emergency Medical Services
- Medical Laboratory Sciences
- Occupational Therapy
- Physical Therapy
- Physician Assistant
- Radiologic Science

UNM SOM Program Admissions

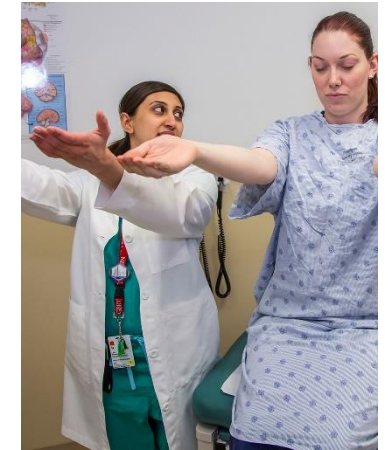
PROGRAM	TOTAL
MD Degree	405
Combined MD/PhD Degree	4 Increasing to 8 in Fall '23; All NM residents!
Combined BA/MD Degree	224
Biomedical Sciences: MS & PhD Degrees	88
MS in Clinical Research	5
Bachelor's Degree Biochemistry: BA and BS	309 Increasing to 371 in Fall '23

TOTAL ENROLLMENT: 1,470

PROGRAM	TOTAL
HEALTH PROFESSIONS PROGRAMS	435
Dental Hygiene: BS & MS Degrees	82
Emergency Medical Services: BS Degree & 3 Certifications	72
Medical Laboratory Sciences: BS & MS Degrees	29
Occupational Therapy: MS Degree	73
Physician Assistant: MSPAS Degree	62
Physical Therapy: DPT Doctoral Degree	82
Radiologic Sciences: 2 BS Degrees, 2 Certificates	35

Based on Fall 2022 Data Source: The University of New Mexico School of Medicine Annual Report on Admissions, editions 2005-2022

Physician Training Timeline



Undergraduate
4 years



Medical School
4 years



Residency
3-7 years



Fellowship
1-5 years
(optional)



PRACTICE

11-20 YEARS

BA/MD Program



57 physicians in practice

332 on track to become practicing physicians

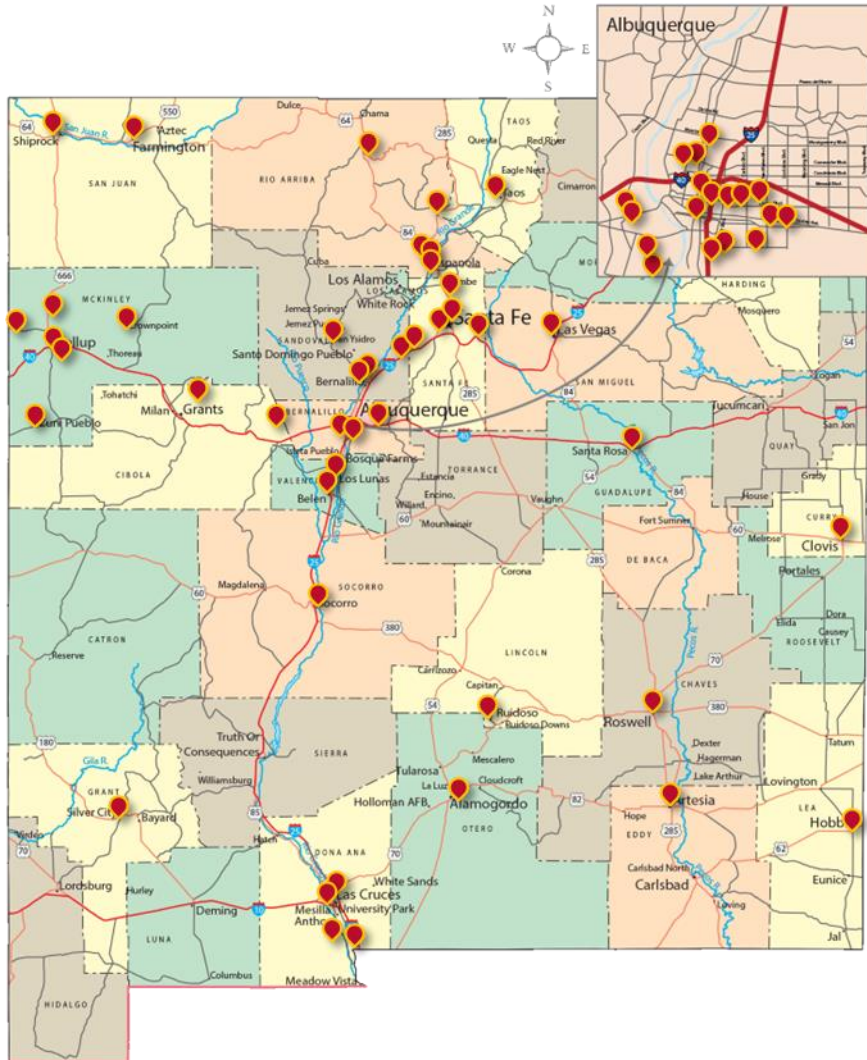
Mission:

Help address the critical physician shortage in New Mexico by providing educational opportunities to a diverse group of students committed to serving New Mexico communities.

Strategies to support the mission:

1. Broad recruitment across the state
2. Holistic admissions process
3. Enriched premedical undergraduate classes and customized student support
4. Rural Summer Practicum experience

Rural & Urban Underserved Program (RUUP)



Clinical Experiences in Underserved Communities All Over NM:

- Continuity Clinic
- Practical Immersion Experience (PIE)
- 5 of the 7 Core Clerkships

Statistics:

- **60% of RUUP participants are members of minority groups**
- **Of the 95 medical school graduates from RUUP, 84% have entered specialty training in a field needed in medically underserved communities.**

14 RUUP graduates have completed training and accepted clinical positions

9 out of 14 working in underserved communities

MD/PhD



MEET Amanda Collar
UNM COMBINED MD/PHD DEGREE CANDIDATE
FROM **Alamogordo, New Mexico**
MEMBER **Cherokee Nation**

While at New Mexico State University in Las Cruces, NM for my undergraduate degree, I became interested in pursuing a dual degree because of the impact I can have on the lives of my patients through both clinical medicine and high-impact translational research.

I hope to pursue training in Internal Medicine and Infectious Diseases. With this, I envision myself seeing patients, diagnosing and managing their infectious diseases, like HIV/AIDS, and pursuing research endeavors that directly impact their care through vaccine discovery.



MEET Alissa Cabada-Gomez
UNM COMBINED MD/PHD DEGREE CANDIDATE
FROM **Las Cruces, New Mexico**

Most of my childhood was spent in Las Cruces, NM, where I grew up with dyslexia and helping my family to take care of my grandmother at the end of her life.

It pushed me to think more about medicine, science, and how caretaking not only needed a meticulous eye but also one with pure compassion to another person, someone's loved one.

When considering my path forward into higher education, UNM was my primary choice, when compared nationally, for the focus on patient-centered training, the broad opportunities in neuroscience research, and attention to diverse populations as well as diverse experiences.



MEET Jonathan Hulse
UNM COMBINED MD/PHD DEGREE CANDIDATE
FROM **Rio Rancho, New Mexico**

I am a native New Mexican and the first in my family to graduate from college and pursue a career in medicine.

I attended The University of New Mexico in the Combined BA/MD Program, a diversity pipeline program aimed at addressing the physician shortage in New Mexico by training members of our diverse communities to meet the unique health needs of our State.

I am currently training to become a physician scientist in the UNM MD/PhD Program with a research focus on developing new therapies to cure Alzheimer's disease, an incurable disease affecting nearly 50,000 New Mexicans.



MEET Randy Ko
UNM COMBINED MD/PHD DEGREE CANDIDATE
FROM **Albuquerque, New Mexico**

I was born and raised in New Mexico to a family of first-generation immigrants and am a first-generation college student. My parents opened one of the first Chinese restaurants in Albuquerque, which waited on multiple generations of New Mexicans and their families for over 27 years.

In the lab, I hope to conduct research to advance our knowledge of disease and discover novel therapeutics. In the clinic, I aim to be a trustworthy confidante and humble teacher to my patients.

I am passionate about improving the quality and longevity of human lives, pushing the forefront of medical discoveries, and ultimately creating happier and healthier families.



Mission:

Train the next generation of physician-scientists committed to serving New Mexico.

Strategies to support the mission:

1. Broad recruitment across the state
2. Fully funded education
3. Partnerships with National Laboratories
4. Clinical rotations in community settings

All New Mexico Residents

1 student per class, increasing to **4** in 2023

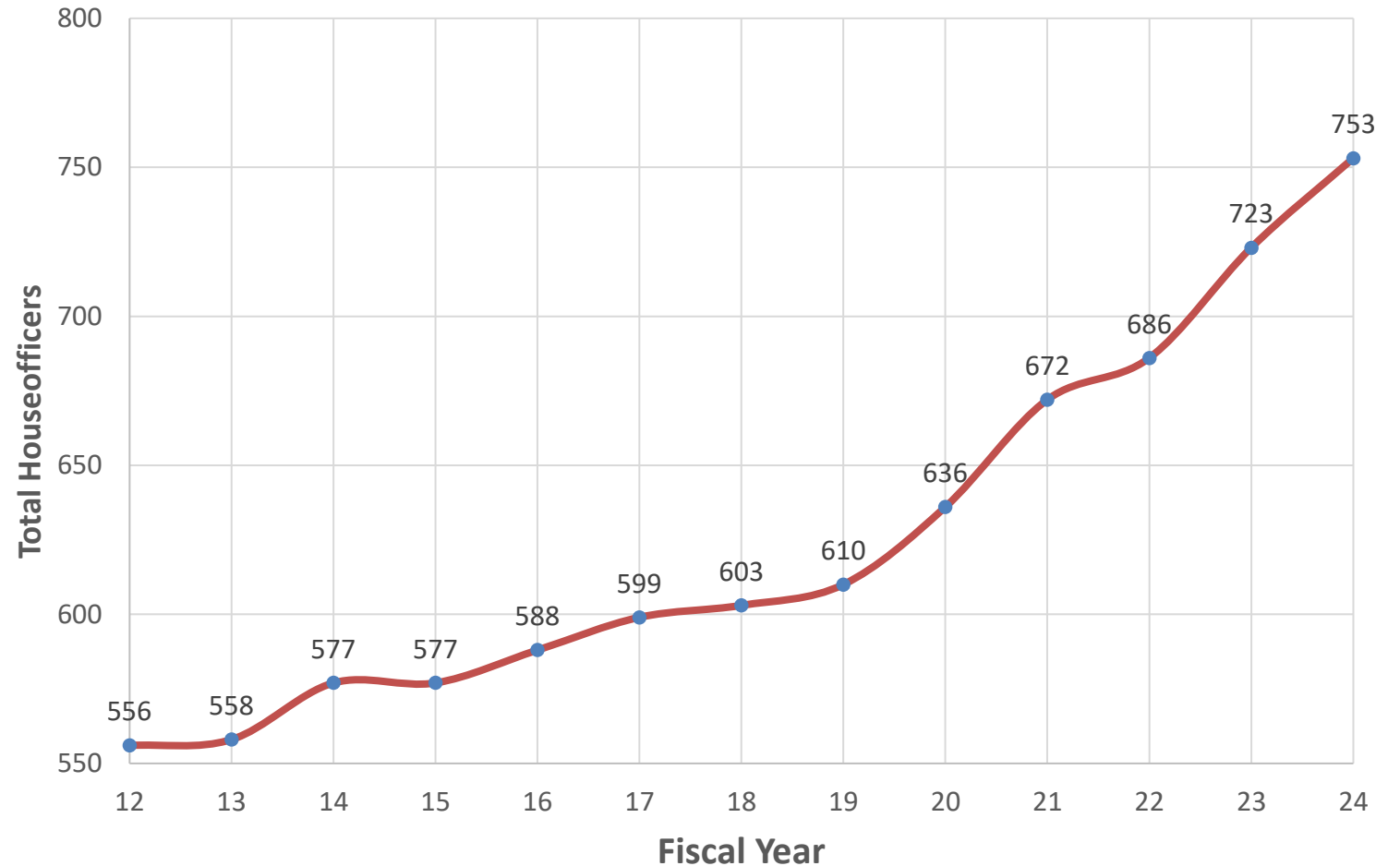
13-24 years



Increasing Residency and Fellowship

UNM Residents and Fellows per Year

- **71** Accreditation Council for Graduate Medical Education (ACGME) accredited programs
- Primarily funded through Medicare and Medicaid, with additional state RPSP support



Examples of Supports Provided to Residents & Fellows

Education and QI:

1. Residents as Educators two-day seminar
2. QIPS Symposium to provide a scholarly opportunity for posters and oral presentations
3. Qualitative study to assess feedback practices across the institution
4. Created a QI resource dashboard for learners to improve access to quality improvement and patient safety training and resources
5. GME covers the fee for all GME learners to have access to the Institute for Healthcare Improvement (IHI) Quality Improvement modules for their own training
6. Each resident receives educational funds annually to support their own professional development, travel to conferences, study materials purchases, etc.
7. Each resident has access to a question bank for USMLE Step 3 studying, and GME pays their exam fees
8. GME has received approval to hire a Learning Specialist

Wellness:

1. In-house psychiatric and counseling services, crisis connections and other mental health resources
2. Wellness half days continue to be encouraged for residents to use for personal care/wellbeing needs
3. Meditation Room on the Second floor of the hospital
4. Improving learner access to food (including for on-call physicians) in our various work areas
5. Monthly well-being newsletter for residents and fellows
6. Opportunities for resident group debriefing sessions in times of need (grief, adverse outcomes)
7. Wellness discussions at Resident/Fellow council and during intern and new resident/fellow orientation
8. Family in Medicine group for interested residents/fellows

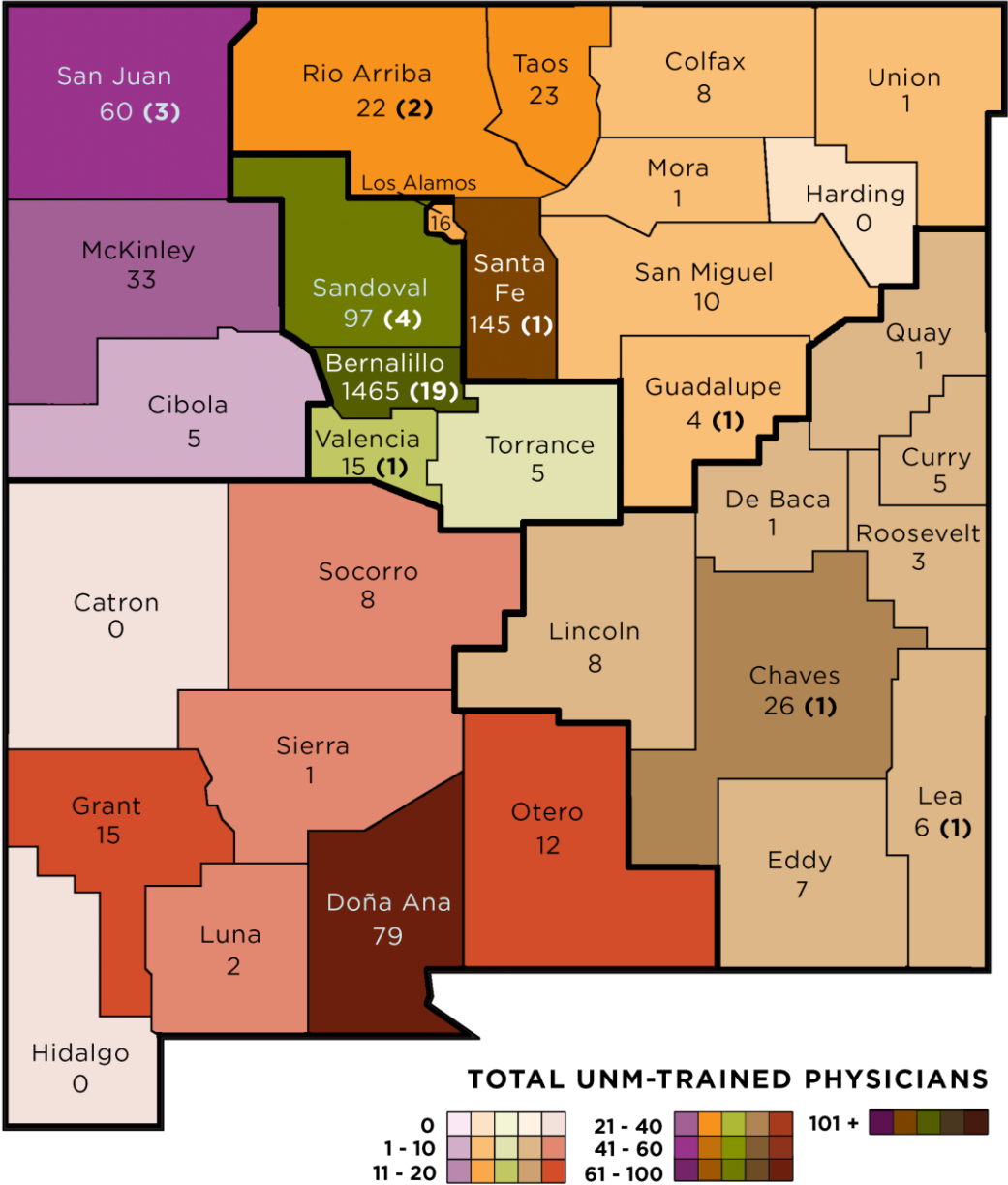
Resident/Fellow council:

1. GME leadership attends and facilitates sessions that residents/fellows want updates on
2. Recent meetings include the laboratory update on challenges, improvement efforts, committees, etc., Dr.
3. CMO listening session, facilitating Chief Resident survey of responsibilities and support

Other efforts:

1. Learning Environment Office (LEO): continued collaboration and support of their efforts to improve the learning environment
2. Work Hours monitoring and advocacy
3. GME JEDI (Justice, Equity, Diversity, and Inclusion) Council addresses diverse recruitment/retention, curriculum, and learning environment.
4. DEI Curricular development director to assist in GME education activities and to consult on program specific DEI curriculum development
5. QI support/1:1 project consultation; increased FTE support for this effort
6. Alignment and advertising of clinical librarian support: involved at orientation, seminars, operations meetings to share opportunities and resources

UNM Trained Physicians Per County



*The (#) indicates BA/MD graduates practicing in that county

Challenges & Opportunities

Workforce: Expansion of Healthcare Providers

- **SOM Expansion**
 - Long term, stepwise project
 - Investment in physical infrastructure; clinical and academic
 - Investment in faculty, mentors, preceptors

Faculty/Mentors: Recruitment & Retention

- Loan Repayments
- Enhanced incentives
- Relocation assistance
- Work-life balance

A Question

HOW TO ADDRESS THE PHYSICIAN SHORTAGE IN NEW MEXICO:

1. Educational Investment
2. Recruitment Programs
3. Telemedicine Expansion
4. Healthcare Paraprofessionals
5. Incentives for Rural Practice
6. Partnerships with Hospitals and Healthcare Facilities
7. Retaining Retiring Physicians as Mentors
8. Public-Private Partnerships

Long-term solution: Scholarships, grants, and expanding medical schools, residency, and fellowship programs in the state can also help to increase the supply of trained physicians.

Attract physicians from other states and countries by offering competitive compensation, providing relocation assistance, or offering a better work-life balance.

It's also crucial to focus on recruiting and retaining a diverse group of physicians that reflects the demographics of the state's population, which can help to improve healthcare access and outcomes for all residents.

Faculty & Staff Compensation, Recruitment and Retention:

- **We are the only Academic Health Center in the State**
 - Faculty do clinical care, teach our NM workforce of the future, do NM specific research, and work with NM communities.
 - Clinical Faculty work at least 20% of their time teaching students and 80% clinical.
 - I&G and tuition cover 6% of clinical faculty salaries.
 - Our clinical revenue source is fully utilized; current financial status is hopeful for breaking even.
 - Funding streams more complex than College / University
- **In FY23 we received only \$7.4M of the needed \$30.5M funding to cover the 7% raise for faculty and staff salaries**
 - We covered mostly through clinical revenues (\$23.1M). Of note, \$19M supported the SOM faculty and staff raises.
- **If there is a 5% raise in FY24 (good target for our critical compensation increase goal) we would require \$26M**
 - With the FY23 compensation methodology we would receive only \$5.3M; therefore we would need to find \$20.7M
- **Critical Goal: Elevate Salaries to the 50th percentile** (to help retain and recruit; we have done a lot but need help)
- **We appreciate your consideration of funding options including RPSP, I&G, and Endowment.**



How Can This Committee Help?



STEM education at primary/secondary levels

Student recruitment/retention and support, degree completion

Space considerations/limitations on campus

Clinical preceptor sites

- Outpatient clinic space

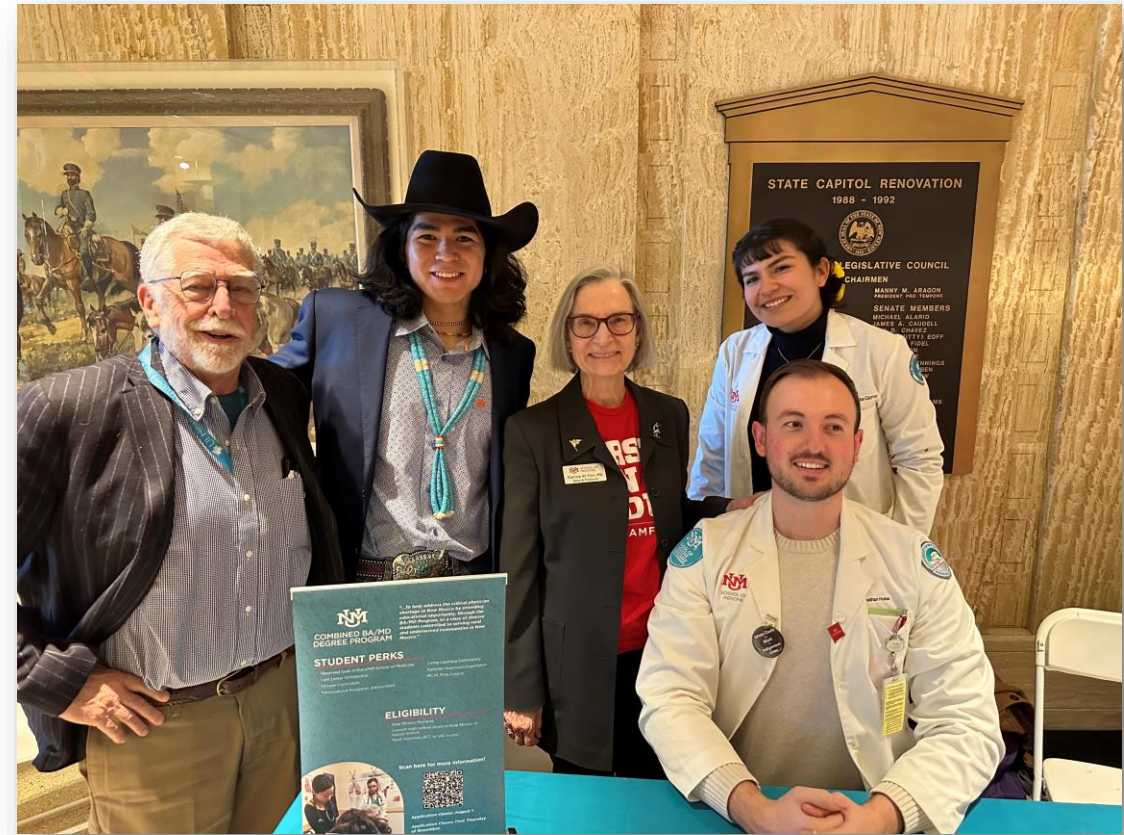
Faculty Recruitment/Retention

- Clinical faculty salaries/compensation
- Resident/fellow compensation

Trainees: How Can This Committee Help?

How can we encourage residents and fellows to stay in New Mexico upon graduation?

- Medical school graduates, on average, have over \$200,000 in student loan debt
- Ensure that they have access to high-quality student loan repayment programs
- Current programs do not apply to all residents and fellows



Opportunities: Research & Clinical

1. Clinical Problem-Based Learning
2. Diversity/Leading in Undergraduate Medical Education
3. Community health work to improve access
4. ECHO as a model of disruptive care
5. Oppenheimer Film
 - Advancing research
 - Considering ethics
6. Workforce Development
 - Integration of innovation with healthcare needs



Thank you.





Patricia W. Finn, MD

DEAN

UNIVERSITY OF NEW MEXICO

SCHOOL OF MEDICINE

PWFINN@SALUD.UNM.EDU

College of Nursing

Presentation to the Legislative Health and Human Services Interim Committee

Tuesday, July 11, 2023

DR. CAROLYN MONTOYA, PHD, RN, CPNP, FAAN, FAANP

INTERIM DEAN AND PROFESSOR UNIVERSITY OF NEW MEXICO, COLLEGE OF NURSING

College of Nursing Leadership

Interim Dean

Dr. Carolyn Montoya

Assistant Dean Undergraduate Programs

Dr. Melinda Tinkle

Assistant Dean Prof. Graduate Programs

Dr. Gina Rowe

Associate Dean for Research and Scholarship

Dr. Patricia Kelley

Interim Associate Dean of Academic Affairs

Dr. Kristen Ostrem-Niemcewicz

Senior Advisor to the Dean

Dr. Barbara Damron

Executive Director of Finance & Administrative/Chief of Staff

Mr. Jose M. Gonzalez

Director of Strategic and Enrollment Services

Mr. Jeffery Dubinski-Neesen

Mission, Vision, Values

The **mission** of the College of Nursing is to provide exemplary and innovative education, research, practice, service and leadership that improve state, national and global health. The college's efforts focus on the scholarship of nursing education, research, practice and policy to inform and lead in the delivery and analysis of nursing and health care.

The **vision** of the College of Nursing is to develop solutions for the most important nursing challenges pertaining to human health and health equity in our communities through education, scholarship, practice and service.

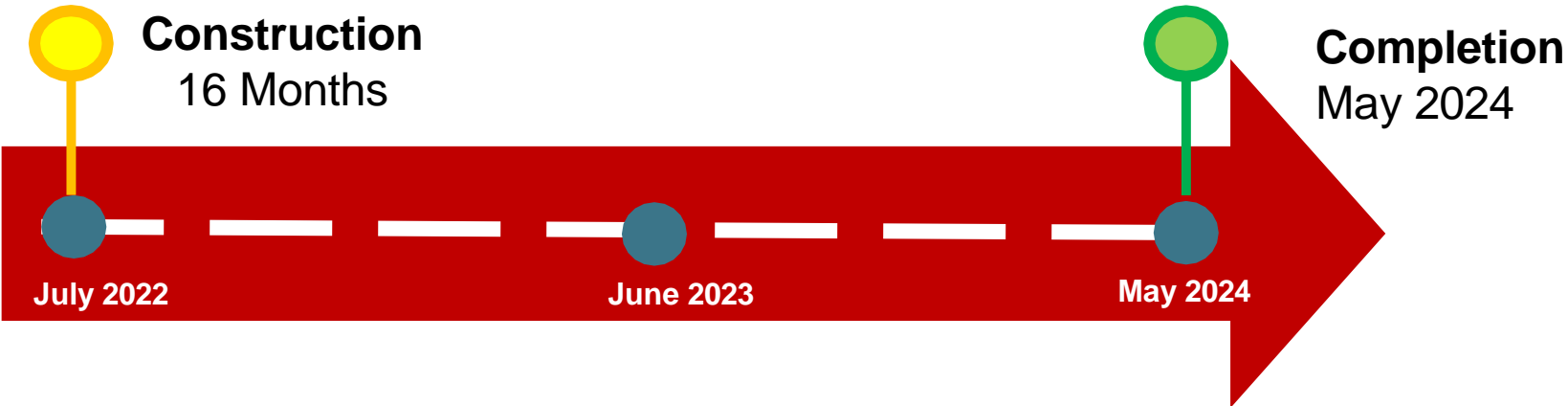
Values: Academic Excellence, Diversity & Inclusion, Innovation, Integrity, Respect

Thank you, New Mexico Legislature and Executive Branch!

- The College of Nursing (CON) is thankful for the continued support of the State of New Mexico's Legislature, the Governor and her Cabinet. Your support of our programs through I&G, RPSP, and Capital funding has been extraordinary and has aided in addressing the state's nursing workforce shortage and in addressing the health care needs of all New Mexicans!
- Special thank you for the **FY23 capital funding of \$2,500,000 to complete the 3rd floor** of the College of Nursing and Public Health Excellence Building (CON-PHE).
- In addition the CON is grateful for **FY24 Expansion of our Nurse Practitioner/PA Research and Public Service Project (RPSP) funding of \$1,879,500** and new RPSP funding of **\$1,174,100 in support of our Accelerated BSN program.**



College of Nursing Public Health Excellence Building Schedule



UNM College of Nursing Rankings

Our programs consistently **rank among the best in the country and the top in New Mexico** according to *U.S. News & World Report's 2023 edition of America's Best Graduate Schools*.

- **#1** Nursing School in New Mexico
- **#5** DNP program in the Mountain West
- **#11** Nationwide Nurse-Midwifery Program
- **#21** Nationwide Online MSN Program
- **#66** Nationwide MSN Program



Programs, Enrollment & Graduation

CON | Four Degree Programs & Two Campuses

Health Sciences Albuquerque and Health Sciences Rio Rancho

Bachelor of Science in Nursing (BSN)

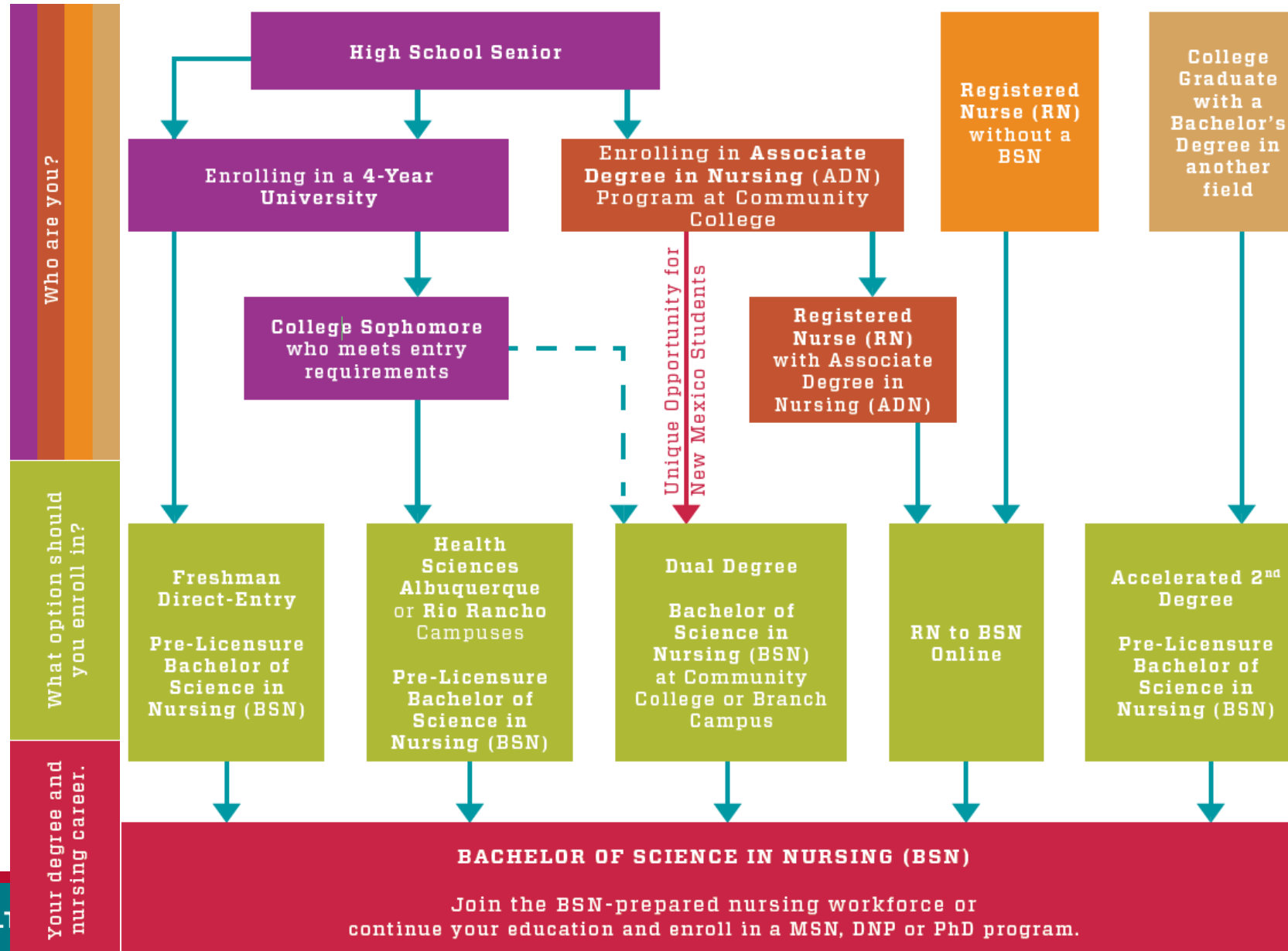
- **Traditional BSN** – students admitted to the CON in their sophomore year.
- **Freshman Direct Entry** – students admitted to UNM and CON at the same time.
- **New Mexico Nursing Education Consortium (NMNEC)** – students awarded their Associates degree and their BSN at the same time. Partners:
 - CNM
 - Santa Fe Community College
 - San Juan Community College
 - UNM Taos, Gallup, & Valencia campuses
- **RN to BSN**
 - For AD graduates
 - Entirely on-line program
- **Accelerated BSN Program**
 - Students who have a bachelors degree – 16 month program. First cohort starting Fall 2024.

Professional and Doctoral Degrees

- **Masters of Science in Nursing**
 - Family Nurse Practitioner
 - Nurse Midwifery
 - Psychiatric Nurse Practitioner
- **Doctor of Nursing Practice**
 - Family Nurse Practitioner
 - Nurse Midwifery
 - Psychiatric Nurse Practitioner
 - Adult-Gero Acute Care Nurse Practitioner
 - Pediatric Nurse Practitioner (every other year)
 - Nursing Administrative Leadership
- **PhD in Nursing**
 - Rural health and Health Equity, Bio-behavioral health, Disaster and Public Health Emergencies; Policy, Military and Veteran Health; Bio-behavioral Health; Environmental Health

Path to Your Bachelor of Science in Nursing

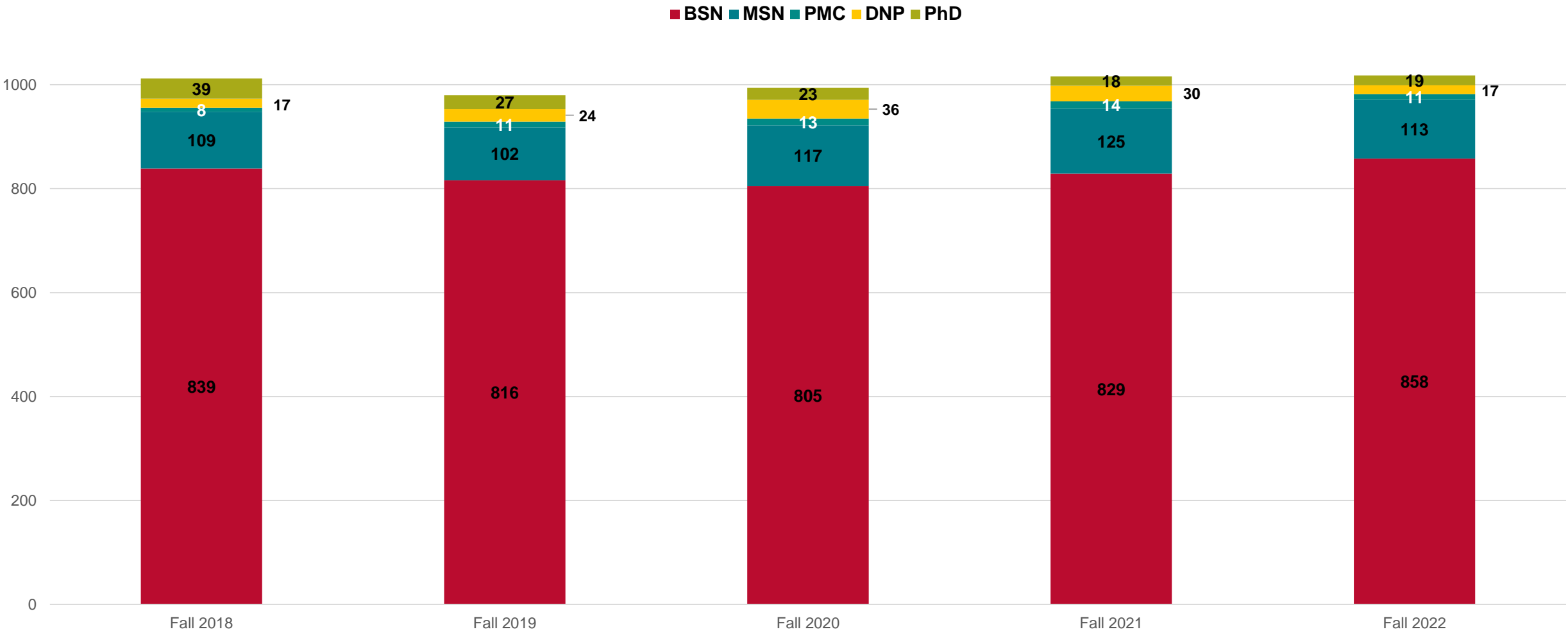
at The University of New Mexico College of Nursing



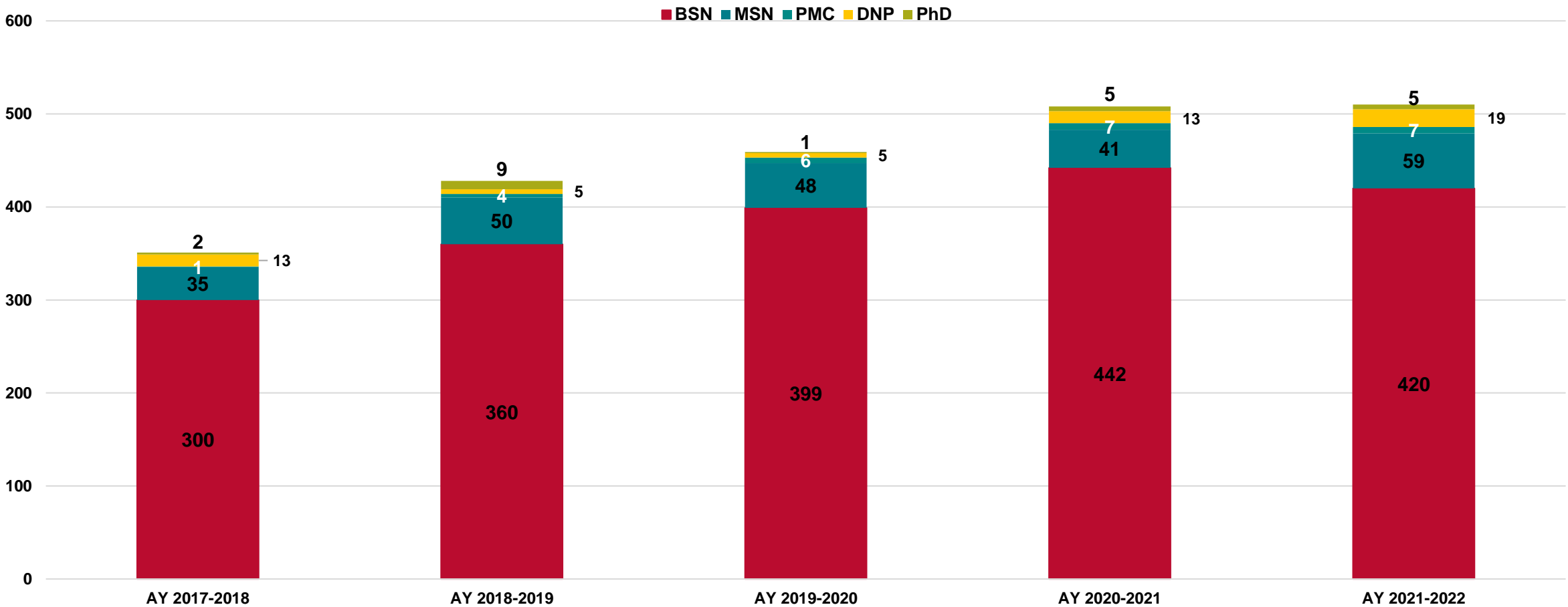
UNM CON Significant Statistics

- **89%** of Spring 2022 UNM Nursing program **graduates stayed in New Mexico.**
- **45% increase in graduates** over the last 5 years. *Based on College of Nursing 2021-2022 academic year.*
- We have over **8,975** alumni.
- **99%** of graduate alumni who responded to employment surveys have **jobs within 12 months of graduation.** *Based on 2021-2022 academic year*
- Students are well prepared for practice (as evaluated by preceptors).
- In the last year, **85%** of our Primary Care APRN students **completed a clinical rotation in a rural or underserved area.**
- **66%** of UNM College of Nursing students identify as a member of an underrepresented group.
- **87%** 2022 NCLEX first-time pass rate

CON | Fall Enrollment by Degree 2018 - 2022



CON | Graduates by Degree 2017 - 2022



Spring 2023 Clinical Rotation Highlights

BSN HS-Albuquerque and HS-Rio Rancho

Spring 2023 Pre-Licensure BSN

HS-Albuquerque and HS-Rio Rancho

36,580 Face-to-Face Clinical Hours

1,059 Clinical Rotations

342 Students

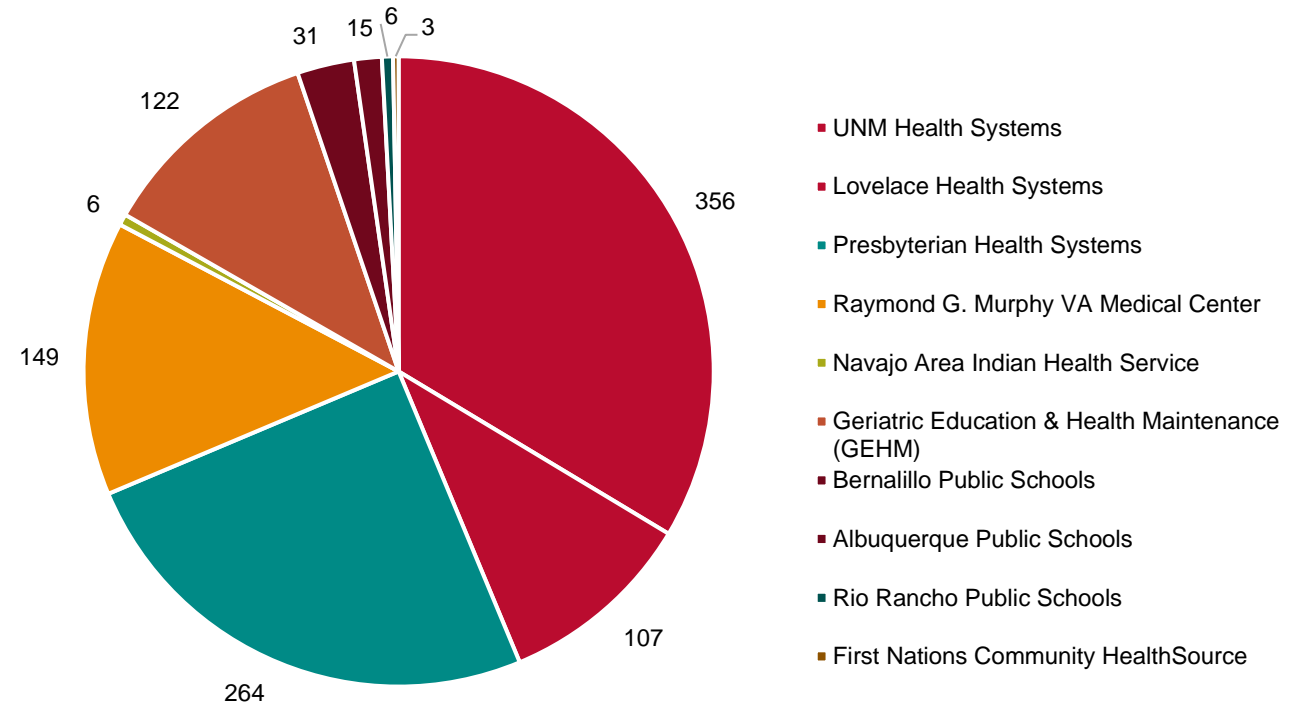
10 Clinical Partners

4 Levels

2 Campuses

1 Semester

Numbers of Placements by Clinical Site
Prelicensure BSN HSC-Albuquerque and HSC-Rio Rancho, Spring 2023



Spring 2023 Clinical Rotation Highlights

APRN and Nurse-Midwifery Programs

Spring 2023 APRN and Nurse-Midwifery

17,451 Face-to-Face Clinical Hours

132 Clinical Rotations

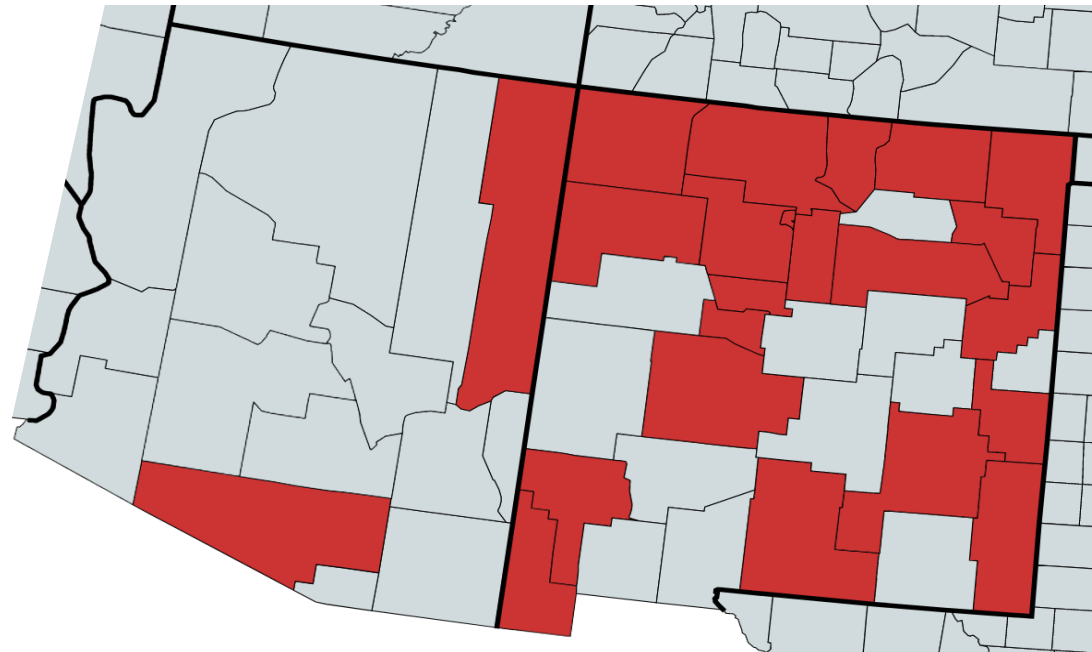
74 Students

23 Counties

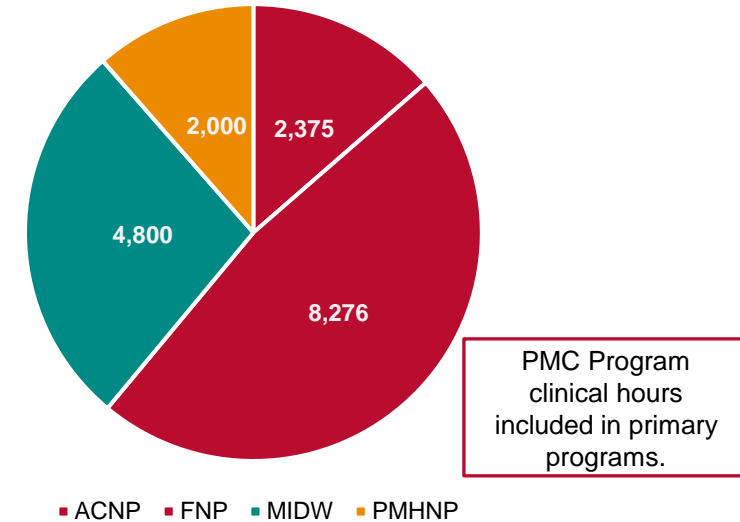
5 Programs

2 States

1 Semester

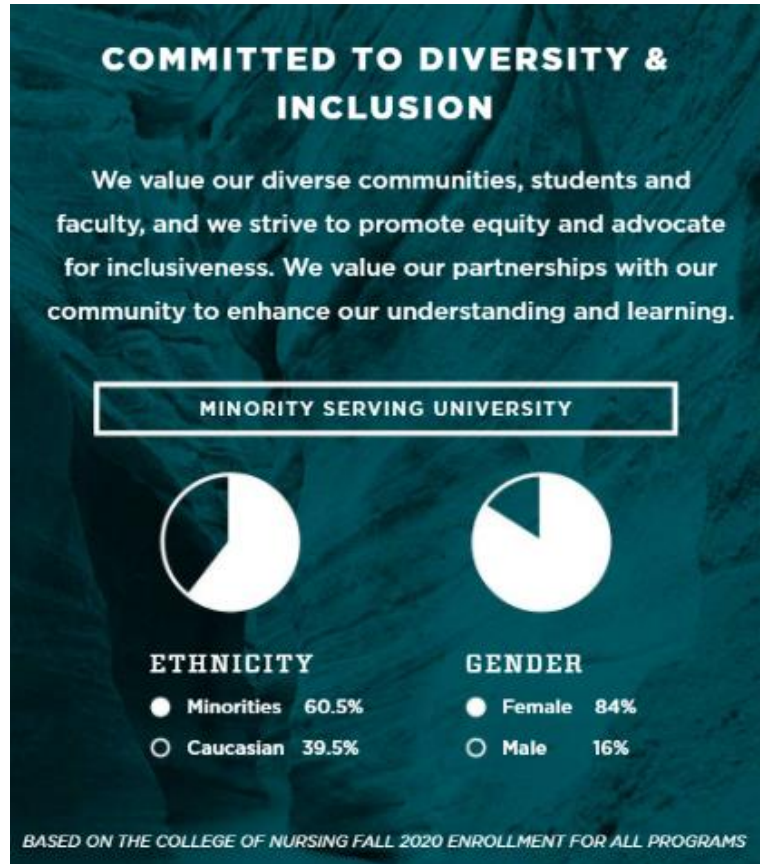


Total Clinical Hours by Program, Spring 2023
APRN and Nurse Midwifery Programs

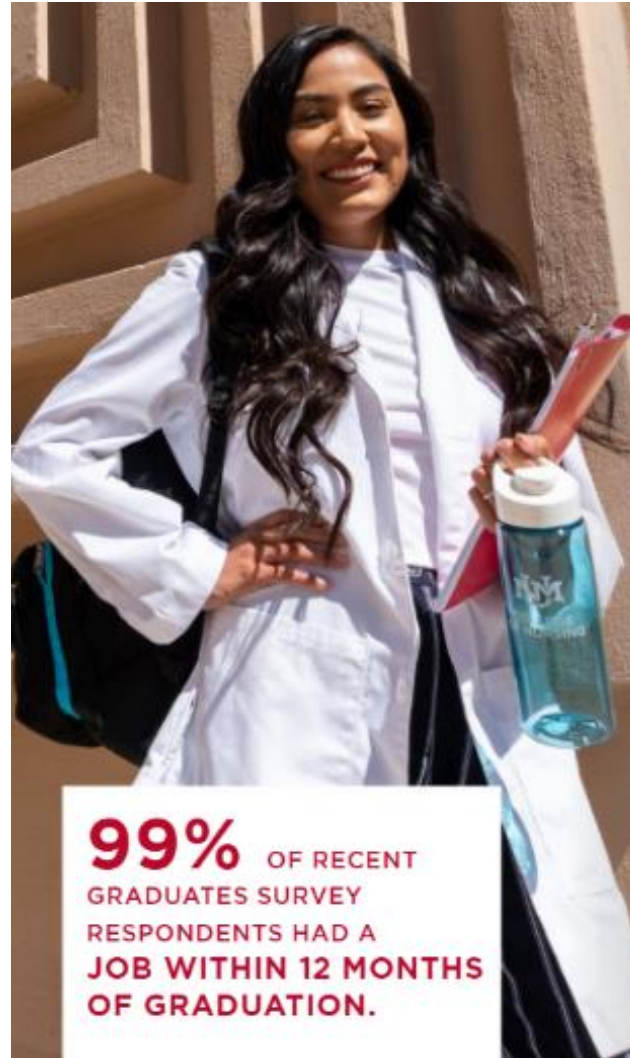


Committed to Diversity and Inclusion

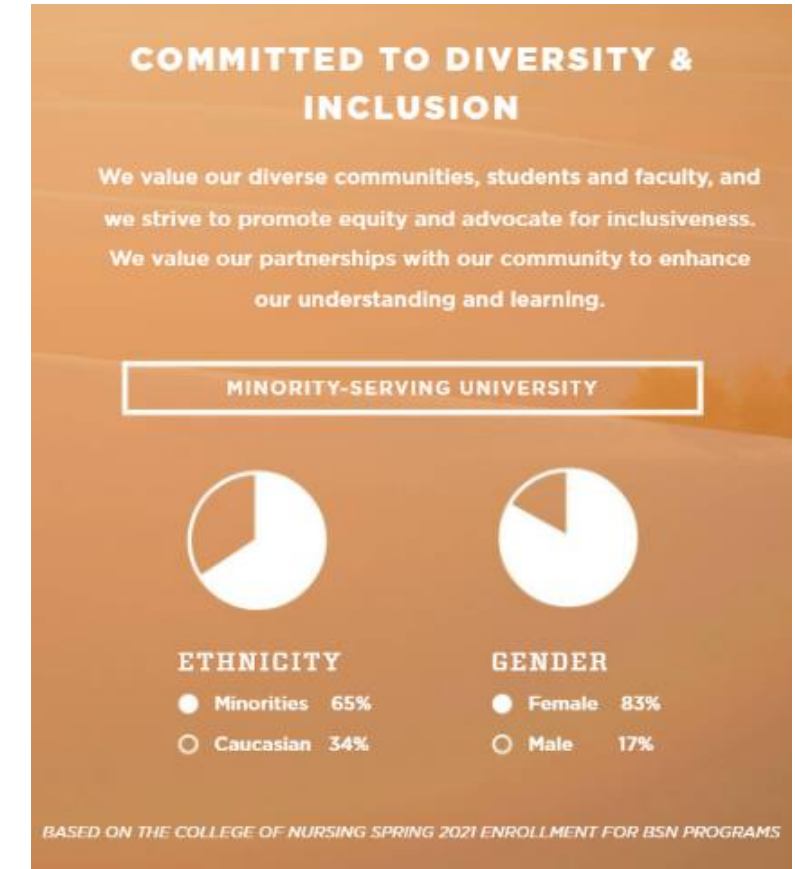
UNDERGRADUATE



92% OF UNM BSN PROGRAM GRADUATES STAY IN NEW MEXICO TO SERVE OUR STATE.



GRADUATE



OVER **80%** OF APRN STUDENTS COMPLETE RURAL ROTATIONS IN MEDICALLY UNDERSERVED AND RURAL AREAS

Funding Supports

Current Research & Public Service Projects

- **FY24 – Undergraduate Nursing Expansion (Continuing)** – Total funding of \$951,600 to support undergraduate pre-licensure nursing programs. Provides support for nursing faculty salaries.
- **FY24 – Graduate Nursing Education in Primary Care (Continuing)** – Total funding of \$1,653,100 to support primary care nursing graduate programs Family, Pediatric, Psychiatric Mental Health and Nurse Midwifery. Provides salary support for faculty and staff including travel and operations.
- **FY24 – Graduate Nursing Education Nurse Practitioner/Physician’s Assistant Expansion (Continuing)** – Total funding of \$1,996,700 of which \$1,996,700 is dedicated to all nurse practitioner programs and \$653,300 in support of the physician’s assistant program. This funding includes all advanced practice nursing programs including the Adult Gerontology Nurse Practitioner Program. Funding provides salary support for faculty and CON’s Office of Academic Success, as well as support for simulation.
- **FY24 – Undergraduate Nursing Education Accelerated BSN (New)** – Total funding of \$1,174,100 to support an additional pathway to achieving the BSN degree for those students who already hold a bachelors degree. Funding supports faculty salaries and aspects of simulated clinical experiences.

Scholarship & Loan Forgiveness Opportunities

- In AY22/23 the College of Nursing provided a total of **70 scholarship opportunities** for a total of **\$857,600** excluding University scholarships such as the Lottery, Opportunity, Pell, etc.

Aid Year	Total Number of Awards
2020-2021	\$765,538
2021-2022	\$898,081
2022-2023	\$857,600
Total over 3 Years	\$2,521,219

- Nursing Student Loan Program via the Health Resources and Services Administration (HRSA)
 - Low-cost federal loan program for nursing students with financial need (5%)
 - Subsidized Loan with a 9-month grace period
 - A maximum of \$7,899 can be awarded annually
- Nursing Faculty Loan Program
 - Funding for graduate students who have the goal of teaching in nursing at the university/college level upon degree completion.
 - Award covers full/partial tuition, fees and book allowance.
 - Service payback commitment of teaching in a nursing program for four (4) years at the public university/college level within 12 months following graduation.
 - Service obligation results in the cancellation of 85% of the loan. Students may be awarded for up to 5 years.

U.S. Health Resources & Services Administration Advanced Nursing Education Workforce Grant (ANEW)

ANEW Awardee for AY 22-23

Students Nurse Practitioner Nurse Midwifery	Total Number of Students	Award Amount
Second-year students	24	\$345,000 (\$14,375 per student)
First-year students	11	\$14960 (\$1,360 per student)
Total	35	\$359,960 (January through present = \$187,460)

Challenges and Opportunities

Challenges

- Faculty Recruitment and Retention
- Academic Success
- Student Recruitment
- Clinical Placements
 - Undergraduate
 - Graduate Preceptors

Opportunities

- Recruitment of faculty and students
 - Recruitment out-of-state students – possible tuition incentives including “pay back” service
- Multiple entry points for the BSN
- Accelerated BSN

Questions?

