

LFC Requester:

Harry Rommel

**AGENCY BILL ANALYSIS - 2026 REGULAR SESSION**

WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO

[AgencyAnalysis.nmlegis.gov](http://AgencyAnalysis.nmlegis.gov) and email to [billanalysis@dfa.nm.gov](mailto:billanalysis@dfa.nm.gov)*(Analysis must be uploaded as a PDF)***SECTION I: GENERAL INFORMATION***{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}*

**Date Prepared:** February 3, 2026 Check all that apply:  
**Bill Number:** HM 36 Original  Correction   
 Amendment  Substitute

**Sponsor:** Rep. Cates **Agency Name and Code** University of New Mexico-952  
**Short** NURSING SHORTAGE TASK **Number:** \_\_\_\_\_  
**Title:** FORCE **Person Writing** Kelly O'Donnell  
**Phone:** 505-659-5702 **Email** kodonnell@unm.edu

**SECTION II: FISCAL IMPACT****APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY26	FY27		

**REVENUE (dollars in thousands)**

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY26	FY27	FY28		

(Parenthesis ( ) indicate revenue decreases)

**ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)**

	FY26	FY27	FY28	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
<b>Total</b>						

(Parenthesis ( ) Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:  
 Duplicates/Relates to Appropriation in the General Appropriation Act

## **SECTION III: NARRATIVE**

### **BILL SUMMARY**

#### **Synopsis:**

House Memorial 36 requests that the New Mexico Board of Nursing convene a multidisciplinary task force to address the state's nursing shortage. The task force would include representatives from nursing professional organizations, hospitals, nursing education programs, post-secondary institutions, and licensed practical nurse programs. It is charged with identifying barriers to nursing education expansion, enrollment, graduation, and workforce retention, and with developing recommendations to close the gap between current nursing graduate output and projected workforce needs. The task force must report its findings and recommendations to the appropriate interim legislative committee and the Legislative Finance Committee.

### **FISCAL IMPLICATIONS**

### **SIGNIFICANT ISSUES**

The University of New Mexico College of Nursing (UNM CON) supports the intent of HM36 and agrees New Mexico needs a coordinated strategy to address the nursing workforce shortage. UNM CON has already expanded enrollment and deployed state investments to grow programs (e.g., undergraduate honors, Freshman Direct Entry, Accelerated BSN programs) and remains committed to continued growth. UNM CON admissions have increased by over 112% from Fiscal Year 2015, growing from 322 to 684, demonstrating strong commitment to addressing the New Mexico's nursing workforce shortage.

UNM CON appreciates the focus on both education pipeline and retention. To strengthen the memorial and improve the likelihood of meaningful outcomes, we recommend: (1) adding PED, (2) ensuring statewide inclusivity, (3) clarifying "educational gap," (4) elevating workforce retention/work environment analysis, and (5) differentiating RN/LPN/APRN workforce needs.

- Consider adding the New Mexico Public Education Department to the task force membership. HM36 recognizes pipeline issues (including high school LPN programs), but it omits PED an essential partner for student readiness, counseling/advising, dual-credit alignment, and preparation for success in higher education.
- Consider adding language directing the task force to develop recommendations that reflect institutional diversity (community colleges, universities, rural programs, branch campuses, etc.) and workforce realities across the state
- HM36 asks for "recommendations to improve the nursing educational gap to address nursing workforce needs," but doesn't the "educational gap." Consider defining the gap in the memorial (or direct the task force to define it up front), and ensure recommendations address the full set of barriers already listed in the memorial's reporting requirements (expansion, enrollment, and retention).
- Elevate retention. If employers and health systems cannot retain nurses, expanding graduation volume alone will not resolve the shortage. The task force's work should explicitly examine:
  - retention drivers (burnout, staffing ratios, scheduling, workload)
  - employee wellbeing and satisfaction
  - transition-to-practice supports and residency models
  - rural recruitment/retention constraints
- Distinguish RN bedside roles from APRN workforce functions. HM36 references RNs, LPNs, and APRNs collectively. While APRNs are essential to access, they generally are not the same

workforce segment as bedside hospital LPN/RN staffing.

**PERFORMANCE IMPLICATIONS**

**ADMINISTRATIVE IMPLICATIONS**

**CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

**TECHNICAL ISSUES**

**OTHER SUBSTANTIVE ISSUES**

**ALTERNATIVES**

**WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL**

**AMENDMENTS**