

New Mexico Legislative Health & Human Services Committee

New Mexico Board of Nursing Report

Sheena M. Ferguson, DNP, MSN, RN, FANA-I
Executive Director
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NM BON Operations Update

Three Divisions/25 Employees:

Licensing - RN, LPN, CNP, CNS, CRNA, CMA, CHT, LCP

Education & Practice - Review Nursing Programs Site Visits

Review Medication Aide Training Programs

Review Hemodialysis Tech Training Programs

Voluntary Diversion Program

NPA Experts on Nursing Scope of Practice

Compliance & Discipline – Investigations

Monitor Compliance of Board Orders

In-house Prosecutorial Attorney



NM BON Operations Opportunities

- ◆ Key Vacancies – DOO (RN), Supervisor, Two Licensing Specialists (LS)
- ◆ LS Turnover – Incorrect Job Description and Pay band
- ◆ No Training Program or Standardization in Processes
- ◆ No Quality Check or Accountability for Errors
- ◆ No Phone Coverage
- ◆ No F/U to applicants – Blind process> Excessive Call/Message Volume
- ◆ Delayed Message Center Answer >3400 messages, Down to <500
- ◆ Message Center emptied weekly
- ◆ Database server losing some documents
- ◆ Ongoing issue: Delays from some other State BON for documents



NM BON Operations Successes

- ◇ Phone coverage
- ◇ Reorganized process to reduce processing time and reduced unnecessary duplicate data base.
- ◇ Created Step-by-Step Binder for training on application processes.
- ◇ Cross training LS to work all applications (types)
- ◇ Streamlined Canadian RN application process
- ◇ Created process for tracking and complying with HB191 and application notification < 30 days.
- ◇ New rules promulgation HB 191 – Increase number of NCLEX test attempts.
- ◇ Streamlining Continuing Education to meet minimum requirements to facilitate licensing
- ◇ Ongoing reporting of individual metrics to staff for productivity measurements.
- ◇ Application currently processed and response sent via Message Center in < 10 days.
- ◇ Updated application to include tracking Military and Expedited licenses in ORBS
- ◇ Updated all applications to simplify and clarify processes and still needed documents.



NM BON Types of Applications

- ◆ RN - 7 Types
- ◆ LPN - 7 Types
- ◆ Nurse Anesthetists - 5 Types
- ◆ Nurse Practitioners - 5 Types for 14 Different Specialties
- ◆ Nurse Specialists - 5 Types for 3 Different Specialties
- ◆ Certified Hemodialysis Techs - 5 Types at 2 levels
- ◆ Certified Medication Aides - 5 Types at 2 levels
- ◆ Lactation Care Providers - 5 Types

Type = initial, renewal, endorsement, new grad, reinstatement, international, military, expedited (2023)

Specialty = FNP, PNP, AGACNP, ADM, PMHNP, ENP, SNP, WHNP, CNM, etc.....



Year - App	Year A Total		International		New Grads		Year - Lic	Year L Total		International		New Grads	
2021 App	T - 25966		T - 2053		T - 1381		2021 Lic	T - 22588		T - 602		T - 1080	
Jan	2230		173		109		Jan	1865		24		83	
Feb	1865		143		29		Feb	1622		19		80	
Mar	2268		148		37		Mar	2015		24		47	
April	2130		189		110		April	1769		41		23	
May	2197		158		350		May	1699		41		82	
June	2143		201		90		June	1990		76		178	
July	2117		155		48		July	1984		64		178	
Aug	2379	(17,329)	184	(1,351)	248	(1,021)	Aug	1911	(14.855)	53	(342)	80	(751)
Sep	2231		181		79		Sep	2033		65		148	
Oct	2251		176		53		Oct	2145		66		92	
Nov	2106		185		51		Nov	1874		72		43	
Dec	2049		160		177		Dec	1681		57		46	
2022 App	T - 17045*		T - 2251*		T - 1088*		2022 Lic	T - 14133*		T - 583*		T -797*	
Jan	2116		182		160		Jan	1783		64		108	
Feb	1647		238		37		Feb	1360		47		107	
Mar	2161		301		52		Mar	1852		70		51	
April	1905		261		93		April	1525		49		32	
May	2146		252		329		May	1610		70		52	
June	1999		286		98		June	1804		91		217	
July	2087		255		59		July	1877		71		132	
Aug	2300	(16,361)	393	(2,168)	218	(1,046)	Aug	1784	(13,595)	92	(554)	71	(770)
Sep	684*		83*		42*		Sep	538*		29*		27*	
Oct							Oct						
Nov							Nov						
Dec							Dec						

NM BON License Trends

Thru the first 8 months of 2022:

- ◆ Overall RN Licenses are down 1200+
- ◆ New Grad Licenses are steady, trend to wait on taking their NCLEX
- ◆ International Applications are up significantly by 800 (2021 was a big increase over 2020)

- ◆ RN Renewals are down about 1500 for the first 6 months
 - In 2020, 50% of nurses 65 or older planned retirement (prior to COVID)
 - Held on during COVID, tired and now leaving nursing
 - Anecdotal, many retiring to care for parents or grandchildren

- ◆ Decrease in Renewals bolstered by Endorsements other states
- ◆ We don't know Traveler/Compact Impact



Increasing NM Nurses

Governor Lujan-Grisham Taskforce on Nursing Workforce 2019/20

4 Recommendations:

- 1) Correct Faculty Salaries and Benefits for Recruitment & Retention
- 2) Increase the Number of Seats for Nursing Students & Tuition/Support for Students
- 3) Power-up the Pipeline (HS Programs, Nurse Residencies, Internships and Externships)
- 4) Work Environment (Safe Harbor, Benefits, Workload & Support Staff, Environment Risk)
- 5) NOTE: NM Nursing Education Consortium standardizes course work for future degrees and mobility, Nurses do not need to re-take courses....This year the NMBON covered the \$165,000 for the cost of NMNEC operations from the Nursing Excellence Fund. NMNEC needs a permanent ratified home.

BON License Requirements: RN example

Single State	Expedited – Single State	Compact: Multi-state
Transcripts – from School	X	X
Proof of Degree	X	X
NCLEX Test Pass	X	X
Background Check	X	X
Fingerprints	X	X
Continuing Education	X	X
Cannot work without a license	Work on Previous License for 1 year while submit above	Work on Compact License while wait on above (NM)
	Compact Multi-state can not be expedited, because there is no reason too.	Only 1 Multistate PSOR: States have Different Rules WALLET discussions NCSBN

NCSBN Compact: 35 + 2 states, 8 pending

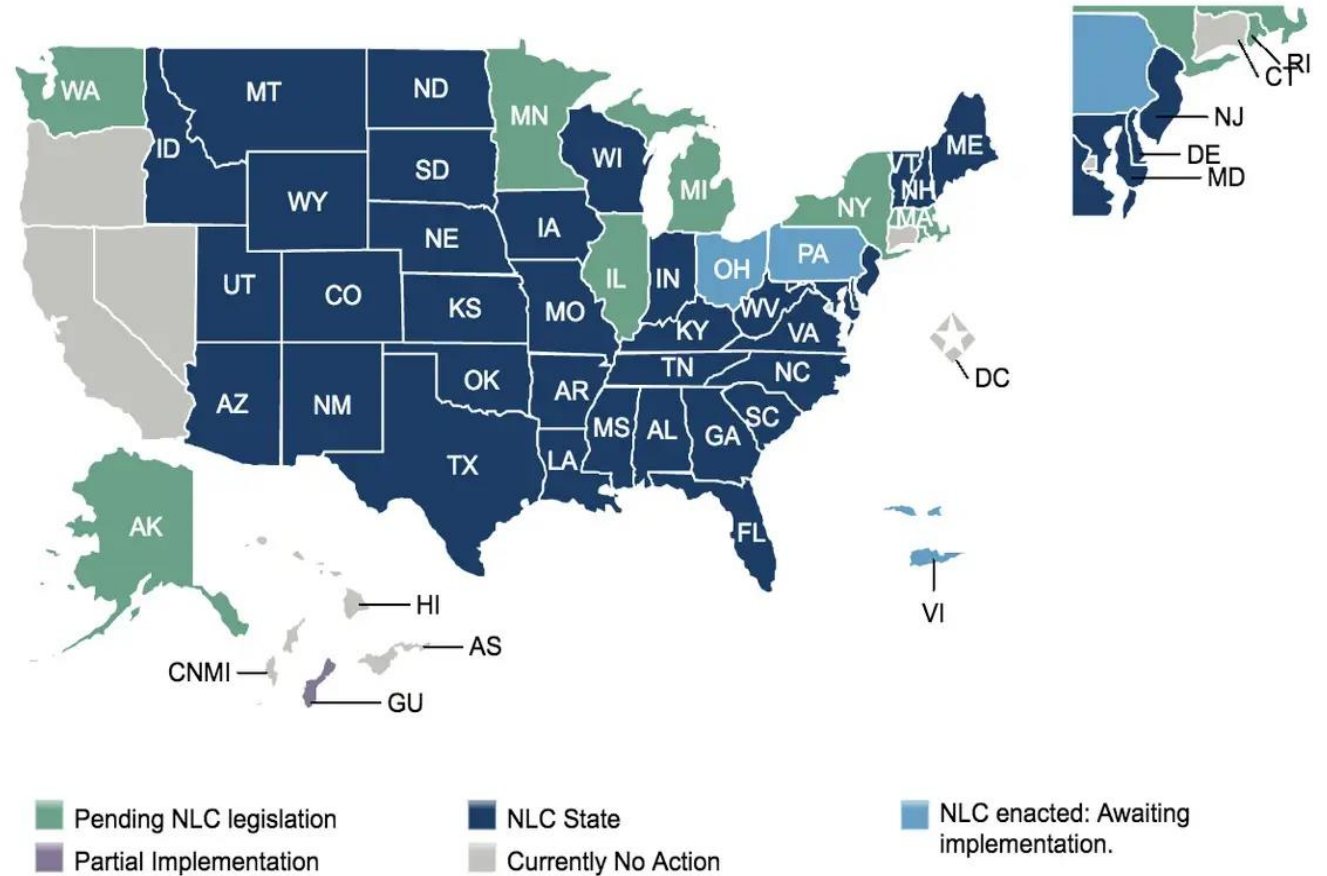
Compact:

Primary State Of Residence is PSOR or Permanent Address

When you change your PSOR and apply in another state you can work while all the same paperwork for licensure is submitted

A State can accept licenses from another State

Nurse Portability (Travelers)





NM BON Licensing Future Plans

- 1) Continue to work with NCSBN on the “Wallet” Concept
- 2) Simplify application process (16 down to 6-8 pages)
- 3) Collaborate with other State BON’s on improved processes
- 4) Website re-design
- 5) Standardize processes even further
- 6) Improved services with planned relocation to new location

Thank-you! Sheena 505-228-8644