Nursing Department
2017- 2020

Inclusive dates:

2017/2018	2018/2019	2019/2020

By Maxine Hughes
Academic Director

Contents

Nursing

College Mission
"Creating Opportunities for You"

Department Mission
The mission of the Luna Community College Nursing Department Program is to prepare students to practice as Registered Nurses. The educational program will take place within an environment that emphasizes life-long learning and inquiry for both instructors and the community of students. Our program will be responsive to the changing needs of our students within a changing health care system. It is our mission to prepare registered nurses to provide culturally competent, community-based care for our diverse populations in predominantly rural, health care settings in the state of New Mexico.

Vision
"New Mexico's Premier Community College: Preparing Students for Success"

Strategic Plan
The department goals align with the institutional strategic plan, see table below.

Institution Strategic Plan Goal	Nursing Department Goal
Quality	
Provide quality, accessible, and affordable education.	Integrate knowledge from the biological, physical, behavioral and nursing sciences to provide nursing care for groups of clients within diverse health care settings.
Develop and implement training programs for College faculty and staff.	Provide opportunities for faculty to attend national conferences to remain current in practice and gain new skills and standards of practice.
Provide students with opportunities to achieve educational goals.	Support students throughout the program to be successful.
Provide a variety of programs that meet stake holder needs in an efficient and effective delivery method.	Provide the curriculum needed to successfully complete a certificate of practical nursing or an associate degree in nursing.
Student Persistence, Retention and Completion	
LCC will focus on college readiness by working with its community partners.	Provide quality graduates that meet the needs of the community stakeholders.

Increase retention rates for all students.	Provide support to students during the educational process to promote retention in the program.
Increase the number of student completing degrees and certificates.	Provide support to students during the educational process to promote retention in the program.
Effective Communication	
Increase regional leadership through partnerships and educational opportunities.	Provide educational experiences for students that meet the curriculum objectives.
Institutionalize methods to ensure effective communication	Utilize effective communication methods for students, staff and faculty

Programs/Certificates

The following programs comprise the School of Nursing:

Associates of Applied Science Degree in Nursing

Faculty/Staff Composition

Full-time and Part-time Faculty Qualifications are listed below:

Faculty Name	ID #	Date of Initial Appointment	Faculty Member's Academic Degrees	Faculty Member's Area of Expertise/ Experience	All Nursing Courses Taught By Faculty Member During Current Academic Year	Non- Teaching Areas of Responsibility
Hughes, Maxine	2721	August 2004	BSN - 1983 MSN - 2009	Med/ Surg, Pharmacology	**Fall** Pharmacology III, Principles of Nursing Practice * **Spring** Pharmacology IV,	Director of Nursing
Grohman, Susan	35223	August 2015	BSN-2002 MSN-2009	Med/Surg, Simulation	**Fall** Adult Nursing I, Family Nursing, Simulation Lab **Spring** Adult Nursing II, Simulation lab, Health and Illness Concepts I *	Simulation Lab Coordinator, Faculty Senate/ Secretary, Curriculum Committee Chair
Musser, Carla		August 2016	BSN-1989 MSN-1998 Post Master's Certificate in Psychiatric Mental Health Nursing 2007	Med/ Surg, Public Health Mental Health	**Fall** Introduction to Nursing Concepts*, Clinical, Skills Lab Check off **Spring** Health Care Participant *, and Clinical	Library Liaison
Romero - Arguello, Jacqueline	4251	August 2005	BSMS-1989 MSN-2010	Mental Health	**Fall** Mental Health Didactic and Practicum Skills lab check offs	Student Nurses Association Sponsor Clinical Coordinator

Name	ID	Date	Degree	Specialty	Spring	Committee
					Spring Assessment and Health Promotion* Management/ preceptorship	Faculty Senate/Senator for Nursing and Allied Health
Joy Shrum	13176	January 2018	BSN+ 15 cr. MSN	Med/ Surg	**Spring** **Co-teaching** Assessment and Health Promotion* Management/ preceptorship	Faculty Senate
Lucia Vaughan	2044	January 2018 Part-time .85	BA, ADN, RN+15cr. MSN	Med/ Surg	**Spring** Nursing Pharmacology Simulation clinical Orientation mentoring	Faculty Senate
Shawntel McCarthy	27523	January 2018	BSN	Med/ Surg	**Spring** Clinical med/surg at CHRISTUS St. Vincent	

Professional Development

Name	Name of conference	Number of Contact hours earned
Maxine Hughes	Nursing Educators Conference – Nursing Education and the Resurgence of Primary Care Nursing: Expanding the Role of the Registered Nurse	12.1 Contact Hours
	ACEN Self-Study Forum and Post Session Standards 4 and 6	11.5 Contact Hours
	Making the Transition from Staff to Supervisor	6 Contact Hours
	NMNEC November 2017 Statewide Meeting and Workshops	4.25 Contact Hours
	10th Annual NM Nurse Educators Conference	
Susan Grohman	Lesson Planning: Creating Classes That Foster Student Learning	1 Contact Hour
	Nursing Educators Conference – The Challenges of Building a Diverse Nursing Population from Students to Workplace	13.16 Contact Hours
	NMNEC November 2017 Statewide Meeting and Workshops	4.25 Contact Hours
	10th Annual NM Nurse Educators Conference	
Jackie Romero - Arguello	Capital Challenge 2018 Nurses Day at the Capitol	6.0 Contact Hours
	NMNEC November 2017 Statewide Meeting and Workshops	4.25 Contact Hours
Irma Joy Shrum	Continuing Master's in Nursing	
Lucia Gomez-Vaughan	Test Item Writing: From Knowledge to Analysis	1.25 Contact Hours
	Item Analysis Made Easy	1.25 Contact Hours

	Alternate Format and Innovative Test Items – Critical Thinking Matters	1 Contact Hour
	Test Blueprints: A Formula for Success	1.25 Contact Hours
	Continuing Master's in Nursing	
	10th Annual NM Nurse Educators Conference	

Attending conferences and training aligns with the institution and the departmental goals to develop faculty and staff and to improving student outcomes in the department. Increase the faculty and staff knowledge will help students be more successful as the faculty will be more education in their field and in the educational process and the staff will know better how to support the students and faculty during the educational process. Remaining current in practice, gaining new skills and keeping standards of practice align with providing a quality education.

Graduation/Completion Rates

2015/2016	2016/2017	2017/18
16-55%	10-47%	17-67%

Graduation rates increased in 2018 due to the implementation of the student success model for nursing students. This model includes remediation and intrusive advisement and mentoring with students. The plan for the upcoming academic year is to continue to use the model that is in place with early intervention and intrusive advisement and mentoring. See model in Appendix A.

Advisory Committee Work

The Nursing Advisory Committee meets biannually. NMHU hosts in the spring and LCC hosts in the fall. This collaboration was established due to the mutual community stakeholders for nursing programs in the Las Vegas area. The meeting consists of both schools sharing their program updates, and challenges. The only attendees in the fall of 17 were form LCC and NMHU. This was due to lack of planning and notification of the meeting.

The meeting in the spring of 18 was attending by both schools and 3 community stake holders. Each program presented updates and current challenges, the 3 stake holders presented their needs, and concerns and gave the schools encouragement for their endeavors.

Minutes are available in the Nursing Department

Alumni Surveys

The Nursing Department in spring of 18 attempted to increase the number of responses from graduates by placing the survey on Google Survey. There was one response from an Alumnus giving us a 10% response. The one response received scored every item as a 1 or 2 on the 1-4 scale 1 being poor 4 being best. Given the poor response and the lack of response no action was taken in regards to a single individual giving poor responses.

Accreditation

Accreditation Commission for Education in Nursing visited the Nursing Program fall 17 in relation to the change in the curriculum to NMNEC. The Nursing Program was found to be in full compliance and full accreditation was granted until sp 2024.

Assessment

Assessment of learning outcomes at the course level and at the program level take place in both a formative and summative manner. The institution utilizes an assessment tracking software, WEAVE, and began implementation in sp18, and will continue to be utilized moving forward to measure outcomes in a systematic manner.

Department Budget

The budget is sufficient to maintain the Nursing Department. The institutional budget supports the program, while the HED Nursing Enhancement provides opportunities to increase support for students, faculty, and staff. The proposed budget will support a full staff and faculty, as well as enhance the learning environment for the students. Nursing salary enhancement as well as travel expenses for personal development at nation and statewide conferences support the faculty and staff. The learning environment is enhanced by the purchase of state of the art instructional materials and equipment, and the maintenance of existing material and equipment. Additionally it will create a functional and comfortable learning environment by enhancing the classrooms, and creating a learning community for the students in the common area of the building. Students are reimbursed for their NCLEX and BON fees, when they take and pass the NCLEX within 4 months of graduation. Furthermore, ATI's supplemental instructional Complete Partnership is paid for by the Nursing Enhancement budget and has proven to be beneficial to students and support them throughout the program. Students who fully engage in the supplemental program are successful on the NCLEX exam on the first attempt. The 2017 graduates, who did not have the ATI resources throughout the curriculum, had a 20% pass rate on the predictor, while the 2018 graduates who did use the supplemental resources throughout the curriculum had a 70% pass rate on the predictor. Students who do not pass the predictor are required to complete the ATI Virtual Review, and pass it in, order to take the NCLEX. This program has been 100% successful for the students who have taken and passed it.

Future budget issues, retention and professional development of faculty. The 2 newest faculty are in a Master's program and are required to complete their advanced degree within 5 years. They also require nursing education continuing education. Similarly, all the fulltime faculty need to maintain expertise and standards of practice and do so by attending conferences and classes.

G/L	Budget Description 2001 Institutional	2017/18 Budget	Increase/Decrease	2018/19 Proposed Budget
100-61*	Salaries	447,555	-51,032	396,523
100-62*	Fringe & Tax	139,859	+35,376	175,235
100-63*	Purchased Services	22,900	+1,800	24,700
100-64*	Supplies	15,000	+22,000	23,500
100-65*	Travel	0		0
100-66*	Equipment			
		Total 611,814	Total +8144	Total 619,958
G/L	Budget Description 2005 Enhancement	2017/18 Budget	Increase/Decrease	2018/19 Proposed Budget
100-61*	Salaries	298,000	N/A	16,913
100-62*	Fringe & Tax	71,536		3,621
100-63*	Purchased Services	75,000		78,080

100-64*	Supplies	20,000		55,338
100-65*	Travel	25,000		28,118
100-66*	Equipment	51,000		84,930
		Total 540,536	Total	Total 267,000**

**The difference in the amounts from 1718 to 1819 2005 budget is due to the fact that 1718 carry over is not included in the 2005 total for 1819. The necessary paperwork is being processed. The amount spent from the 2005 budget in 1718 was 195,596 leaving a carryover of 344,940.

Evaluation of the Department

The implementation of the NMNEC statewide curriculum in fall 17 is a major milestone for the Nursing Department. The faculty have been charged with developing new classes, and teaching conceptually. Students have been challenged to learn differently and have patience with the faculty as they developing the courses.

The Nursing Program has maintained a NCLEX pass rate at or above 80% for the last 3 years. The completion rates have increased this year, with the implementation of increased support for students in the program.

Pre- nursing advisement and adherence to a high standard of admission criteria and in the program, contribute to the students overall success and passage of the NCLEX.

The Nursing Program is fully accredited by The ACEN and approved by the NMBON.

Nursing Graduates are employed across the city, state, and country. The lack of employer and graduate surveys prohibits the Nursing Department from gathering satisfaction data, but the Nursing Advisory Committee reports and word of mouth have been positive.

The department Director, Susan Olson, retired and the Assistant Director, Maxine Hughes, transferred to director in January.

The department faculty and staff were at full capacity during part of the spring semester with 1 FT faculty resigning in May and one staff in March. Those positions will be filled prior to fall 18.

The nursing department will continue to fine tune the current plan, and expand future goals to align with the new 2019-2021 institutional strategic plan for academic year 18-19.
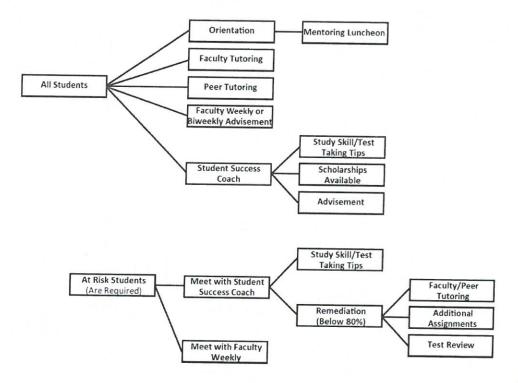
Proposed goals for 2018-19

1. Administer the NMNEC curriculum using a concept based approach.(SG8)
2. Ensure the level of expertise of faculty remains current by providing personal development opportunities. (SG8)
3. Maintain faculty by providing competitive salaries. (SG9)
4. Increase enrollment by strengthening pre-nursing preparation for admission.(SG1)
5. Strengthen retention and completion by utilizing the nursing success model.(SG1,4)
6. Provide state of the art equipment in the simulation lab to enhance student understanding and retention of material. (SG8)
7. Improve the administration and documentation of assessment methods. (SG3)

Nursing Department Student Success Model