



**Request for Applications
Nurse Expansion Appropriation
Fiscal Year 2023 Application
Guidance & Template**

Pursuant to Laws 2022, Chapter 54 of the 55th Legislative Session, General Appropriations Act – HB2 Section 5, the New Mexico Higher Education Department (NMHED) is requesting applications for funding activities expanding enrollment in and graduation from nursing programs at public higher education institutions.

Complete applications are due to the Department on or before June 15, 2022. Please note, applications for funding to support endowed faculty positions in nursing are to be submitted separately. Please refer to the “Endowed Positions in Educator Preparation, Social Work, and Nursing” request for applications.

The Department requests that applicant public higher education institutions complete the following template and remit to NMHED via email to the following contact:

New Mexico Higher Education Department

C/O Dr. Harrison Rommel, Director, Institutional Finance Division

2044 Galisteo Street, Suite 4

Santa Fe, NM 87505

Harrison.Rommel@state.nm.us

and

Brittany.Gutierrez@state.nm.us

The Department’s award process involves the review and ranking of proposals submitted by public higher education institutions in New Mexico. The NMHED Institutional Finance Division is tasked with ensuring all distributions are expended for allowable activities.

This cycle is for expenditures and activities in Fiscal Year 2023 (FY23). Any funding requests for FY24 should be submitted to NMHED by September 15, 2022, and incorporated into Research and Public Service Project (RPSP) submissions for nurse expansion funding.

The total amount available for FY23 is \$15 million. Institutional requests may not exceed \$1.5 million per program, per campus. Consortium requests (e.g., multiple higher education institutions or branch campuses) may submit a single application with amounts not to exceed \$1.5 million per participating higher education institution.

It is important to note that funding appropriated in FY23 is *non-recurring*. While projects should differentiate between recurring and non-recurring requests, there is no guarantee of support in future fiscal years. However, the Department is dedicated to working with higher education institutions to incorporate awarded recurring requests into the FY24 Department, Executive and Legislative budget requests.

Applications should describe how the activities supported by state funds will address one or more of the following:

- Increase the number of nursing students admitted to the program for the academic year.
- Enhance recruitment and/or retention of nursing faculty through competitive salaries, stipends, and other incentives. Note that the “**Endowed Positions in Educator Preparation, Social Work, and Nursing**” request for applications may be more appropriate for this activity.
- Expand clinical sites beyond urban area hospitals to include nursing homes, clinics, rehabilitation centers, birthing centers, etc.
- Utilize new or existing funds to assist faculty and students with transportation and lodging when partaking in clinical placements outside their home residence. • Develop appropriate tutoring, mentoring and other support programs to retain students and ensure successful graduation and passage of the National Council Licensure Examination, most commonly known as the NCLEX exam.
- Recruit students with a focus on ethnic, gender and geographic diversity as well as expand opportunities for all qualified applicants.
- Work in collaboration with local education agencies (LEAs) or high schools to recruit qualified applicants.
- In border area schools, require at least some clinical rotations to occur in New Mexico facilities to increase the chances of students staying in their home areas upon graduation.
- Retain at-risk students with measurable impact on retention and graduation. • Expansion of infrastructure to support enrollment growth (e.g. additional staff, software/IT, and other support).

This list is not intended to be comprehensive or limiting in scope. Other activities that can demonstrably increase the number of nursing graduates from a public higher education institution will be considered. Applicants should clearly identify new versus expanded or continuing activities.

For any questions, please contact Brittany Gutierrez, Data Analyst, NMHED Institutional Finance Division, at Brittany.Gutierrez@state.nm.us or (505) 476-8439.

Section I: Applicant Summary

Please complete the following sections. Use additional space and/or attach supplemental documentation as required.

A. Higher Education Institution name and primary contact information and title for person(s) regarding activities supported by this funding cycle:

Higher Education Institution: Mesalands Community College

Full Name: Joel Lynn Kiser

Title: Interim Vice President of Academic Affairs

Telephone: 575-461-4413 ext. 167

Email: joelk@mesalands.edu

Full Name: Shannon Fries BSN, MS, RN, CNE

Title: Director of Nursing Education Program

Telephone: 575-461-4413 ext. 116

Email: shannonf@mesalands.edu

B. Project Abstract:

Mesalands Community College respectfully requests funding for the equipment needs for our new Associates Degree in Nursing program.

Mesalands has received approval from the New Mexico Board of Nursing and the New Mexico Higher Education department to start a new Nursing Program. In order to offer the highest level of nursing education possible we will need to acquire equipment to build a nursing skills lab, simulation lab, and an anatomy lab.

We are aware of the challenges facing healthcare across the nation, in New Mexico, and in our community as well as the surrounding communities. We would like to do our part by bringing students from our community, surrounding communities, and beyond to the nursing workforce. We are on track to graduate our first class in December 2024. We aspire to have every student pass the national licensure exam (NCLEX) in the first 60 days of 2025 and be working in the field of nursing in the first quarter of that year.

Statement of Need:

Mesalands Community College is planning to open a New Nursing Program with nursing courses starting in January 2023 and needs equipment to build the learning environments required by today's nursing students. This is as a direct result of the national, state and local nursing shortage.

- According to the Bureau of Labor Statistics' Employment Projections 2019-2029, Registered Nursing (RN) is listed among the top occupations in terms of job growth through 2029. The RN workforce is expected to grow from 3 million in 2019 to 3.3 million in 2029, an increase of 221,900 or 7%. The Bureau also projects 175,900 openings for RNs each year through 2029 when nurse retirements and workforce exits are factored into the number of nurses needed in the U.S.

<https://www.aacnnursing.org/news-information/fact-sheets/nursing-shortage>

- New Mexico faces a shortage of 6,200 registered nurses, according to a health care workforce report issued by the University of New Mexico last year. The problem may be growing worse. The number of nurses practicing in New Mexico fell by 14% in a recent four-year period, from about 18,200 nurses in 2017 to 15,600 in 2020, according to the Board of Nursing. The demand for nurses, by contrast, has spiked amid the COVID-19 pandemic and is expected to continue growing throughout the decade.
<https://www.abqjournal.com/2465096/nm-lawmakers-eye-50m-for-nursing-shortage.html#:~:text=New%20Mexico%20faces%20a%20shortage,problem%20may%20be%20growing%20worse.>

In a book written by Carol Fowler Durham and Kathryn R. Alden titled Patient Safety and Quality: An Evidence-Based Handbook for Nurses the following conclusion is made.

- The use of patient simulators in nursing education is a relatively new instructional methodology. The rationale for using simulation as an educational strategy includes the absence of risk to a live patient; the ability to provide standardization of cases; the promotion of critical-thinking, clinical-decision making, and psychomotor skills; the provision of immediate feedback, and the integration of knowledge and behavior. Through patient simulation scenarios, essential elements of patient safety can be emphasized, such as prevention of medication errors, promotion of effective communication, and the importance of teamwork. Learners can be exposed to critical care scenarios and have the opportunity to respond without fear of harming a live patient.
- By providing students with exposure to a variety of clinical situations through clinical practicum experiences and patient simulations, they can be better equipped to provide safe, effective care and work as contributing members of the health care team.
- The challenge is for faculty to embrace patient simulation as an instructional strategy and to seek its effective implementation in nursing education programs. The exciting technology of patient simulation is only as good as the faculty who use it. The potential benefits to learners outweigh the costs of the equipment and faculty training.
<https://www.ncbi.nlm.nih.gov/books/NBK2628/#:~:text=The%20use%20of%20human%20patient,risk%20to%20a%20live%20patient.>

Mesalands' plan is to implement a nursing program in order to bring new nurses to our communities. The program will start nursing courses in January 2023 and graduate the first class in December 2024. This will bring new nurses to the workforce in the first quarter of 2025. These students will be able to work in a highly respected profession, make a higher income than many local residents, and have reliable income for the duration of their career. Students will also have the opportunity to further their career by continuing their education at the university level.

Funding for the equipment needed to start this new program will allow us to contribute to the solution of the nursing shortage.

C. Please describe in detail proposed activities that will be accomplished with non recurring funds from the Nurse Expansion appropriation (see [APPENDIX](#) for allowable costs):

Mesalands Nursing Program has recently added a new building to the campus that was previously owned by another entity. This building will need to be renovated to house classroom space, a skills lab, simulation space, and storage space. The new Nursing Program also will need funding for equipment to build a Nursing skills lab and Nursing simulation lab. The nursing skills lab is a room that simulates a hospital, rehabilitation center or nursing facility. It has all of the equipment students will use as nurses so that they can practice their skills. The equipment needed is not disposable but durable medical training equipment. This includes hospital beds, other furniture found in hospital rooms like bedside tables, and over bed tables. There is also a need for practice manikins which provide for invasive procedures such as injections and tube placements that cannot be practiced on live participants. Additional equipment needed are medication carts, storage shelving and carts, emergency carts, and laundry carts and hampers. The simulation lab equipment is much the same but higher fidelity and with another purpose. The equipment in this lab is used to simulate a real medical situation the student may find themselves in as a nurse and provides a safe environment to practice the clinical judgment and critical thinking skills that will someday be used to save lives. The understanding of anatomy and physiology are critical to the understanding of how the body works, its many complicated parts and as a whole miraculous machine. The Mesalands Nursing program would therefore like to incorporate an anatomy table lab so that students can see anatomy and learn physiology in a virtual environment. The nursing students at Mesalands will not have access to a real pathology lab (gross anatomy lab or autopsy lab) so an anatomy table is the next best thing.

Mesalands Nursing Program is requesting \$478,681 to purchase the equipment needed to build a quality nursing skills lab, and a simulation lab that meets the requirements of the Accreditation Commission for Education in Nursing (ACEN) who we will be required to seek accreditation through by the second year of the program per the NMBON. This will allow us to offer a high level educational experience to our nursing students, offer them a safe environment to practice both basic and life saving skills and learn the critical thinking and clinical judgment needed to be safe and competent nurses.

D. Please describe in detail proposed activities that will require recurring funding in future years:

Mesalands would like to request recurring funding to hire both a simulation lab coordinator and a testing lab proctor. We are also requesting recurring funding for training the sim lab staff, and for continuing education credits for nursing faculty, who currently hold RN licensure and would normally get their mandatory continuing education credits while working at a hospital or other healthcare facility. We would also like to request funding to support tutoring and ESL support to our nursing students.

Section II: Budget Summary

Please complete the following budget activity table. The Department may request supplemental documentation at any time prior to or after award disbursement. Details of expenditures by category should be noted in the proposed activities above. Awardees will submit additional budget detail in the format outlined by Research and Public Service Project (RPSP) submissions.

A. Requested Amount of funds from the FY23 Appropriation Cycle:	
B. Proposed amount of non-recurring funding:	\$500,000
C. Proposed amount of recurring funding:	\$300,000
D. Budget Detail (as applicable) by Category ---	
Expenses From (Date):	Jul 1, 2022
To (Date):	Jul 1, 2023
1.) Salary and Benefits:	\$200,000
2.) Contractual Services:	
3.) Equipment:	\$500,000

4.) Supplies:	
5.) Travel:	
6.) Administrative and Other Costs:	\$100,000
7.) Other (Please describe in detail):	
8.) TOTAL:	800,000

If necessary, please add additional comments on the budget proposal below:

Section III: Performance Targets

Please identify two or more measurable performance targets to measure the success of the proposed activities in the template below.

	Goal based on benefit to students, especially at-risk students, generation of nursing degrees	Actuals for FY22 (if applicable)	Targets for FY23	Targets for FY24	Targets for FY25	Comments: Demonstrate consistent improvement as a result of the awarded funds, trends, etc.
1	The expected level of achievement for job placement is determined by the faculty and reflects program demographics.	NA	NA	70%	75%	
2	The expected level of achievement for program completion is determined by the faculty and reflects student demographics.	NA	NA	70%	75%	
3	The program's most recent annual licensure examination pass rate will be at least 80% for all first-time test-takers during the same 12-month period.	NA	NA	80%	80%	

Section IV: Certification

I certify that to the best of my knowledge and belief all of the information on this form is correct. I understand that NMHED may at any time request any additional documentation required regarding activities supported by the appropriation. I also understand that failure to report completely and accurately may result in sanctions including but not limited to voidance of any award made by NMHED.



Signature of Authorized Representative

06/14/2022

Date

Joel Lynn Kiser

Printed Name

Interim Vice President of Academic Affairs

Title and Department

Mesalands Community College

Higher Education Institution

Signature of Authorized Representative



Shannon Fries BSN, MS, RN, CNE

Printed Name

Date

06/15/2022

Director of Nursing Education Program

Title and Department

Mesalands Community College

Higher Education Institution

APPENDIX

I. Allowable Costs: Regular appropriation and carryover

To frame the policy of allowable costs we consider the question: What constitutes nursing expansion activities? The Department defines **Nurse Expansion** as: *activities or expenditures designed to quantitatively increase the number of nursing graduates from the higher education institutions, as measured by an increase in the number of nursing degrees conveyed from year to year.*

As such, the allowable costs and activities can include, but are not limited to:

- Hiring of additional nursing faculty. Note that available funding under faculty endowment appropriations should be prioritized and that funding for faculty shall “supplement, and not supplant” other funds.
- Hiring of student support staff. Student support staff paid through nurse expansion funds (e.g., advisors, tutors, etc.) should dedicate the majority of time to support of nursing students and not be part of the general support staff for the higher education institution. Reasonable accommodations can be made for support staff that work within the general health sciences departments or divisions of the higher education institutions.
- Addition of instructional space specifically intended for nursing students (e.g., simulation labs, clinical practice spaces, etc.). Expenses may include construction or renovation costs, equipment purchases, and furnishing of the instructional space. This does *not* include regular classroom instructional space that may be used for other courses, nor should it include addition or renovation of faculty or staff office space, furniture, computers, supplies, and other expenses associated with the day to-day operations of faculty and staff. These expenses should be supported through a higher education institution’s Instruction and General (I&G) budget. If funded, approval may be subject to review of the NMHED Capital Project Division.
- Any equipment, instructional materials, and consumables that are required to *increase* the number of nursing students that can be trained in an academic period are allowable. The guideline is that the funds expended shall “supplement, and not supplant” other funds.
- Miscellaneous expenses related to the maintenance of program accreditation that result from an increase in instructional capacity are allowed.
- Activities and expenses related to recruitment, retention, and professional development of nursing faculty, as long as these funds do not supplant other sources.

II. Carryover Funds (funds not expended within the fiscal year of the original appropriation):

In addition to the activities listed above, use of carryover funds may be used to support student scholarships. Again, the principle of “supplement, not supplant” shall be used. The Department recommends that scholarships supported by **Nurse Expansion** funds should supplement and not supplant other aid; and preference be given to students that declare intent to practice as a nurse educator. The following are proposed guidelines for the distribution of nurse expansion funds as scholarships for future nurse educators:

- A. Every award shall be evidenced by a contract between the higher education institution and the student. The contract shall provide for the payment by the state of a stated sum to the student and shall state the obligations of the nurse educator under the program, including a specified minimum period of service as a nurse educator.
- B. Nurse educators who serve a complete year shall receive credit for one year for the purpose of calculating any loan repayment award amounts. The minimum loan repayment award amount to be paid for each year completed shall be subject to approval by the Department.
- C. The contract between the nurse educator and the college or department shall provide that, if the recipient does not comply with the terms of the contract, they shall reimburse the college or department for all payments made on the student's behalf, unless the higher education institution finds acceptable extenuating circumstances for why the nurse educator cannot serve or comply with the terms of the contract.
- D. The higher education institution shall report to NMHED on: the amount of funds used for tuition scholarships; the number of scholarships awarded; and the degree or credential sought for each student supported by the tuition scholarship.

This list is not intended to be comprehensive or limiting, as there may be other activities or expenses that would constitute a reasonable use of **Nurse Expansion** funds. Other proposed expenses that do not fall within the categories described above should be submitted to the Department for approval by the Higher Education Cabinet Secretary.

