

UNM-TAOS PROGRAM EVALUATION					
PLAN			IMPLEMENTATION		
Component	Expected Level of Achievement	Frequency of Assessment	Assessment Method(s)	Results of Data Collection & Analysis	Actions
<p><b>STANDARD 1 Mission and Administrative Capacity</b>            The nursing education unit's mission reflects the governing organization's core values and is congruent with its strategic goals and objectives. The governing organization and program have administrative capacity resulting in effective delivery of the nursing program and achievement of identified outcomes.</p>					
<p><b>Criterion 1.1</b>            The mission, philosophy and outcomes of the nursing education unit are congruent with those of the governing organization.</p>	<p>Congruency between nursing program mission, philosophy, and outcomes and those of UNM Taos.</p>	<p>Every two years, prior to admission of new cohort, and as needed upon revision of UNM Taos mission, philosophy, or outcomes.</p>	<p>Comparative analysis between the UNM Taos mission statement and philosophy and those of the ADN program documented in faculty meeting minutes.</p> <p>Review ADN program outcomes located on the nursing program website and Nursing Student Handbook.</p>	<p><b>Level of Achievement: MET</b></p> <p>Reviewed following UNM Taos Strategic Plan 2014-2019.</p> <p>Reviewed following planned implementation of NMNEC curriculum.</p> <p>Nursing program mission and philosophy congruent with those of UNM Taos.</p> <p>Nursing program outcomes</p>	<p>Continue to monitor and maintain.</p>

				congruent with those of UNM Taos.	
<p><b>Criterion 1.2</b> The governing organization and nursing education unit ensure representation of students, faculty, and administrators in ongoing governance activities.</p>	<p>There will be representation and participation of students and faculty in ongoing governance activities.</p>	<p>Annually for students.</p> <p>Students choose representatives for Nursing Faculty Committee and Nursing Advisory Committee student members each year.</p> <p>Annually for full-time faculty and nurse administrator during annual evaluation.</p>	<p>Review of Nursing Faculty Committee Meeting Minutes reflecting student representation in departmental governance.</p> <p>Review of college committee meeting minutes reflecting nursing faculty representation in college governance.</p>	<p><b>Level of Achievement: MET</b></p> <p>Nursing student representatives attended 80% of Nursing Faculty Committee meetings and 100% Nursing Advisory Committee meetings.</p> <p>Nursing faculty members and nurse administrator attended and participated in college curriculum, assessment, and safety/security meetings at least 80% of the time.</p>	<p>Continue to monitor and maintain.</p>
<p><b>Criterion 1.3</b> Communities of interest have input into program</p>	<p>Communities of interest will have the opportunity to have input into</p>	<p>Biannually, following each Nursing Advisory Committee</p>	<p>Review of minutes of biannual Nursing Advisory Committee.</p>	<p><b>Level of Achievement: MET</b></p> <p>Evidence shows participation of the</p>	<p>Broaden community participation in Nursing Advisory</p>

<p>processes and decision-making.</p>	<p>program processes and decision making through attendance and participation at biannual Nursing Advisory Committee meetings.</p>	<p>meeting, held once each fall and spring semester.</p>	<p>Discussion of input from communities of interest at nursing faculty and curriculum committee meetings, documented in minutes.</p>	<p>following communities of interest in Nursing Advisory Committee meetings:</p> <ul style="list-style-type: none"> <li>• Holy Cross Hospital</li> <li>• Mountain Home Health Care</li> <li>• Taos Public Schools</li> <li>• El Centro Family Health (new member 2016)</li> <li>• Taos Pueblo (new member 2016)</li> <li>• Taos community members (Lions Club)</li> <li>• UNM Taos library</li> </ul> <p>Communities of interest have</p>	<p>Committee.</p> <p>Continue to encourage NM Department of Health to attend meetings.</p>
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				<p>contributed valuable input towards improving program processes. Based on their input:</p> <ul style="list-style-type: none"> <li>• More leadership and delegation skills have been incorporated into Professional Seminar</li> <li>• TEAS prep course initiated</li> <li>• Mentoring program established</li> <li>• Student Academic Success Seminar initiated</li> </ul>	
<p><b>Criterion 1.4</b> Partnerships exist that promote excellence in nursing education, enhance</p>	<p>Holy Cross Hospital will continue to support the program through funding of one full-</p>	<p>Annually, upon renewal of gift agreement.</p>	<p>Review and renewal of agreement</p>	<p><b>Level of Achievement: MET</b></p> <p>HCH Gift agreement in effect</p>	<p>Continue to monitor and maintain.</p>

<p>the profession, and benefit the community.</p>	<p>time faculty member salary and benefits.</p> <p>Nursing faculty members will maintain memberships in nursing professional organizations and will be involved in community/service partnerships.</p> <p>The nursing program will collaborate with faculty teaching prerequisite courses to ensure prospective students are well prepared for the nursing program.</p>	<p>Annually, upon nursing faculty evaluation.</p> <p>Annually and as needed pursuant to program or curriculum changes.</p>	<p>Membership dues/cards</p> <p>Self-report of participation in community and service organizations or activities.</p> <p>Meeting minutes</p>	<p>2012 – 2016</p> <p>Faculty active members in: ANA NMNA NLN INACSL Society for Simulation</p> <p><u>2014</u> Nursing faculty met with math faculty to discuss student results on TEAS test and to modify math curriculum to better meet student needs.</p> <p><u>2015</u> Nursing program Director</p>	
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	<p>The Nursing Advisory Committee will meet biannually for review of community needs.</p> <p>Students are involved in educational activities that benefit the community (flu vaccine clinics, educational programs for</p>	<p>Biannually</p> <p>Term by term, as participation occurs</p>	<p>NAC Meeting minutes</p> <p>Participation logs and attendance sheets</p>	<p>coordinated with new Pathophysiology instructor to provide information needed for new nursing prerequisite course.</p> <p>NAC met in Fall and Spring semesters from 2012-2017</p> <p>Holy Cross Hospital annual employee flu vaccine clinic</p> <p>Penasco Health Fair and flu vaccine outreach</p> <p>Taos Academy,</p>	
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	<p>middle and high school students).</p> <p>The nurse administrator and nursing faculty participate in the New Mexico Nursing Education Consortium.</p> <p>The nursing administrator attends New Mexico Board of Nursing meetings.</p>	<p>Annually during faculty evaluation</p> <p>Annually during director evaluation</p>	<p>NMNEC meeting minutes</p> <p>NM BON meeting minutes</p>	<p>Vista Grande High School student health needs assessment and educational program</p> <p>The director attended the majority of NMNEC meetings from 2014-2017. Nursing faculty attended 50% of the meetings. The director attended 50% of the NMBON meetings from 2014-2017.</p>	
<p><b>Criterion 1.5</b> The nursing education unit is administered by a nurse who holds a graduate degree with a major in nursing</p>	<p>The Director of Nursing holds a minimum of a master's degree with three to five years of administrative or teaching experience in nursing.</p>	<p>At the time of hire for the position of Director of Nursing.</p>	<p>The Hiring Committee will assess the applicant's qualifications during the hiring process.</p> <p>Review and</p>	<p><b>Level of Achievement: MET</b></p> <p>UNM-Taos nursing program director (2013-present) holds MA in Nursing Education.</p>	<p>Continue to monitor and maintain.</p>

			verification of college transcripts and curriculum vitae. Official transcripts on file with UNM Taos HR.		
<p><b>Criterion 1.6</b> The nurse administrator has authority and responsibility for the development and administration of the program and has adequate time and resources to fulfill the role responsibilities</p>	<p>The Nurse Administrator will have authority and responsibility for development and administration of the program.</p> <p>The Nurse Administrator will agree that adequate time and resources are available to fulfill the role responsibilities.</p>	<p>Every year or as needed when organizational change occurs.</p>	<p>Job description and requirements for Nursing Director congruent with administrative authority and responsibility.</p> <p>Review of annual performance evaluation.</p> <p>Nursing program meeting minutes demonstrate independent decision-making for programmatic development and administration.</p> <p>Yearly budget allocation and</p>	<p><b>Level of Achievement: MET</b></p> <p>Nursing program director has direct authority and responsibility for all aspects of program development and administration. At least 80% of effort dedicated to program administration responsibilities, on average.</p> <p>In July 2016, an assistant director of nursing was appointed in order to provide support related to site relocation,</p>	<p>Continue to monitor and maintain.</p>



			<p>process.</p> <p>Review of nursing program outcomes.</p> <p>Procurement of supplies and equipment.</p>	<p>program reaccreditation, and curriculum change.</p> <p>One 0.5FTE administrative assistant provides support to program director.</p> <p>Budgetary resources are adequate.</p> <p>Nursing program outcomes are satisfactory.</p>	
<p><b>Criterion 1.7</b></p> <p>With faculty input, the nurse administrator has authority to prepare and administer the program budget and advocates for equity within the unit and among other units of the governing organization</p>	<p>The nurse administrator, with faculty input, has the authority to prepare and administer the program budget.</p> <p>The nurse administrator advocates for equity within the unit and among other units of the</p>	<p>During annual budget process.</p> <p>Mid-year meetings with Dean to adjust the budget if necessary.</p>	<p>Comparison of resources allocated to nursing program with other educational units within the college.</p>	<p><b>Level of Achievement: MET</b></p> <p>Nursing program consistently receives more resources than other programs in college.</p>	<p>Continue to monitor and maintain.</p>

	college.				
<p><b>Criterion 1.8</b> Policies of the nursing education unit are comprehensive, providing for the welfare of faculty and staff, and are consistent with those of the governing organization; differences are justified by the goals and outcomes of the nursing education unit</p>	<p>Polices are consistent with those of the college, or differences are justified by nursing education, accreditation, or regulatory purposes.</p>	<p>Annually or as changes occur.</p>	<p>Curriculum and faculty meeting minutes.</p> <p>Feedback from faculty and staff.</p>	<p><b>Level of Achievement: MET</b></p> <p>Policies for nursing program faculty are consistent with those of other faculty members. Nursing faculty receive higher salaries that other UNM-Taos faculty members.</p> <p>Nursing faculty members meet requirements of NM Board of Nursing in addition to institutional requirements.</p>	<p>Continue to monitor and maintain.</p>
<p><b>Criterion 1.9</b> Records reflect that program complaints and grievances receive due process and include evidence of resolution</p>	<p>Program complaints and grievances receive due process and are resolved.</p>	<p>As needed.</p>	<p>Documentation of complaints and grievances.</p>	<p><b>Level of Achievement: MET</b></p> <p>No complaints or grievances filed.</p>	<p>Continue to monitor and maintain.</p>

PLAN			IMPLEMENTATION		
Component	Expected Level of Achievement	Frequency of Assessment	Assessment Method(s)	Results of Data Collection & Analysis	Actions
<b>STANDARD 2 Faculty and Staff</b> Qualified and credentialed faculty are sufficient in number to ensure the achievement of the student learning outcomes and program outcomes. Sufficient qualified staff are available to support the nursing education unit. Qualified faculty and staff provide leadership and support necessary to attain the goals and outcomes of the nursing education unit.					
<b>Criterion 2.1</b> Full-time faculty hold a minimum of a graduate degree with a major in nursing. Full and part time faculty include those individuals teaching and/or evaluating students in classroom, clinical, or laboratory settings.	Full-time faculty will be credentialed with a minimum of a master's degree with a major in nursing and will maintain expertise in their area of responsibility.	At time of hire and annually during review process.	Director of Nursing, Human Resources, and hiring committee reviews credentials.	<b>Level of Achievement: MET</b>  All full-time faculty hold masters degree in nursing	Continue to monitor and maintain.
<b>Criterion 2.2</b> Part-time faculty hold a minimum of a baccalaureate degree with a major in nursing; a	The majority of part-time faculty will be credentialed with a minimum of a master's degree with a major in	At time of hire and annually during review process.	Director of Nursing, Human Resources, and hiring committee reviews credentials.	<b>Level of Achievement: MET</b>  All part-time faculty hold masters degrees in nursing	Continue to monitor and maintain.

minimum of 50% of the part-time faculty also hold a graduate degree with a major in nursing.	nursing; the remaining will hold a minimum of a baccalaureate degree with a major in nursing.				
<b>Criterion 2.3</b> Faculty (full- and part-time) credentials meet governing organizations and state requirements	All full- and part-time faculty credentials meet governing organization and state requirements.	At time of hire Annually thereafter	Review of official transcripts  License verification	<b>Level of Achievement: MET</b> All faculty meet governing organization and state requirements.	Continue to monitor and maintain.
<b>Criterion 2.4</b> Preceptors, when utilized, are academically and experientially qualified, oriented, mentored, and monitored, and have clearly documented roles and responsibility.	All preceptors receive documentation of their roles and responsibilities.  All preceptors are academically and experientially qualified commensurate with their roles and responsibilities.  All preceptors are mentored,	Every semester	Faculty monitoring  Preceptor evaluations	<b>Level of Achievement: MET</b>  All students placed with preceptors selected by managers at clinical partner sites. All preceptors receive detailed orientation packet. Faculty monitor has face-to-face meetings at beginning and throughout semester to	Continue to monitor and maintain

	oriented, and monitored by an assigned faculty member.			monitor progress towards goals and to address preceptor and student questions.	
<p><b>Criterion 2.5</b></p> <p>The number of full-time faculty is sufficient to ensure that the student learning outcomes and the program outcomes are achieved.</p>	<p>Faculty staffing will be sufficient for course and clinical needs and will enable the achievement of student learning and program outcomes.</p>	Every semester	<p>Review of staffing plans, course and clinical assignments, credit hour load</p>	<p><b>Level of Achievement: MET</b></p> <p>Maximum number of students admitted is 16 with 2 full-time faculty members and 1 part-time faculty member utilized in Levels 2 and 4</p>	Continue to monitor and maintain.
<p><b>Criterion 2.6</b></p> <p>Faculty (full- and part-time) maintain expertise in their areas of responsibility and their performance reflects scholarship and evidence-based teaching and clinical practices.</p>	<p>All faculty members will maintain expertise in their areas of responsibility.</p> <p>All faculty members will engage in professional development activities.</p> <p>Faculty</p>	Annually	<p>Review of faculty attendance at conferences and continuing education offerings.</p> <p>Review of faculty membership in professional organizations.</p> <p>Review of course materials used and</p>	<p><b>Level of Achievement: MET</b></p> <p>Faculty members attend national meetings each year (NLN Education Summit, ATI Nurse Education Conference, e.g.), participate in NMNEC statewide meetings with</p>	Continue to monitor and maintain.

	performance will reflect scholarship and evidence-based teaching and clinical practices.		clinical practices employed to reflect the use of evidence-based practices.	continuing education related to curriculum, participate in webinars, are active in community engagement.	
<p><b>Criterion 2.7</b></p> <p>The number, utilization, and credentials of staff and non-nurse faculty are sufficient to achieve the program goals and outcomes</p>	The nursing department will maintain an administrative assistant to assist in the achievement of program goals.	Annually and as needed due to program changes	<p>Communication with faculty members.</p> <p>Feedback from students.</p> <p>HR file review.</p>	<p><b>Level of Achievement: MET</b></p> <p>The nursing program does not utilize non-nurse faculty.</p> <p>The program has a 0.5FTE administrative assistant who provides support to faculty and director. She provides direct assistance with proctored exams, typing of didactic examinations, attends faculty, curriculum, and NAC meetings and</p>	<p>Continue to monitor and maintain.</p> <p>Advocate for increase to 0.75FTE or 1.0FTE administrative assistant.</p>

				takes minutes (newly implemented in 2016). There has been an expressed desire to increase the FTE of the administrative assistant to 0.75 or 1.0 as the past several years have seen an increase in the amount of administrative support needed for two substantive changes – relocation and curriculum change, as well as activities around reaccreditation.	
<b>Criterion 2.8</b> Faculty (full- and part-time) are oriented and mentored in their areas of responsibility	Faculty will be oriented and mentored in their areas of responsibility.  Nursing faculty will	At time of hire and ongoing.  Annually	Orientation sessions scheduled with director and senior or full-time faculty and human resources department.	<b>Level of Achievement: MET</b>  All full- and part-time faculty members have met with nursing	Continue to monitor and maintain.

	<p>attend college faculty orientation at least once per year.</p>		<p>Attendance at fall and spring college faculty meetings and nursing faculty meetings.</p> <p>Orientation checklist.</p> <p>Feedback from new and part-time faculty members.</p>	<p>program director and senior faculty member to review faculty expectations, curriculum, Nursing Student Handbook, nursing program resources, and faculty handbook.</p> <p>New full-time faculty member oriented by human resources representative, mentored by director and senior faculty member.</p> <p>Part-time faculty completed orientation checklist containing curriculum review, Nursing Student Handbook, technology used in program.</p>	
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				Due to our small faculty group, mentoring is an informal and ongoing process.	
<b>Criterion 2.9</b> Systematic assessment of faculty (full- and part-time) performance demonstrates competencies that are consistent with program goals and outcomes	All faculty members demonstrate competencies that are consistent with program goals and outcomes as measured by systematic performance reviews utilizing the NLN Nurse Educator Competencies.	Annually	Faculty self-assessment using NLN Nurse Educator Competencies. Review and discussion with nursing program director.  Incorporation of student course evaluation results.  Program director evaluations conducted by Dean of Instruction.	<b>Level of Achievement: MET</b>  Faculty performance demonstrates competencies consistent with expectations from governing organization and NLN Nurse Educator competencies. Faculty performance has scored above average on student course evaluations. All faculty recommended for contract renewal each year to date.	Continue to monitor and maintain.  Support faculty in achievement of CNE.
<b>Criterion 2.10</b>	All faculty members	Annually and as	Faculty self-report	<b>Level of</b>	Continue to

<p>Faculty (full-and part-time) engage in ongoing development and receive support for instructional and distance technologies.</p>	<p>will have access to support for instructional technologies through college resources (Office of Educational Technology, OET) or those provided by vendors.</p> <p>All faculty members will receive financial support for professional development activities.</p>	<p>needed for implementation of new technologies.</p>		<p><b>Achievement: MET</b></p> <p>The OET has two staff members available to support nursing faculty – an Instructional Media Specialist and a Faculty Technology Consultant. The Instructional Media Specialist has worked closely with the nursing department over the past year to ensure competence in the use of instructional technology installed in the new Health Sciences building. This technology includes Mediasite, Quomo smart boards, and audio-visual recording equipment.</p>	<p>monitor and maintain.</p>
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				<p>The institutional IT department also worked closely with the nursing program as the simulation laboratory and simulated home environment were constructed over the summer of 2016. Educators from Laerdal, the suppliers of our simulation equipment, provided hands-on training to nursing faculty members in the use of manikins and the SimView system.</p>	
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PLAN			IMPLEMENTATION		
Component	Expected Level of Achievement	Frequency of Assessment	Assessment Method(s)	Results of Data Collection & Analysis	Actions
<b>STANDARD 3 Students</b>					
Student policies of the nursing education unit are congruent with those of the governing organization, publically accessible, non-discriminatory, and consistently applied; differences are justified by the goals and outcomes of the nursing education unit.					
<b>Criterion 3.1</b> Student policies of the nursing education unit are congruent with those of the governing organization, publically accessible, non-discriminatory, and consistently applied; differences are justified by the goals and outcomes of the nursing education unit	Program documents, student policies, student services, and department information will be consistent with the governing organization, publicly accessible, and non-discriminatory.	Annually and as needed.	Review and compare student policies in the UNM Pathfinder with Nursing Student Handbook, nursing program admissions packet, nursing website, and course syllabi.	<b>Level of Achievement: MET</b>  In general, nursing student policies comply with governing organization with a few exceptions (see Standard 3, Tables 3.1, 3.2, 3.3)	Continue to monitor and maintain.
	Differences between student policies of the nursing program and those of UNM Taos are justified by the goals and outcomes of the nursing education	Annually and as needed.	Signed student acknowledgement of receipt and understanding of Nursing Student Handbook and course syllabi.	Available in student files.	

	<p>unit.</p> <p>All nursing students will be aware of nursing program policies.</p>	<p>Upon program admission, with changes to Nursing Student Handbook, and at start of each nursing course.</p>			
<p><b>Criterion 3.2</b></p> <p>Student services are commensurate with the needs of students pursuing or completing the associate program, including those receiving instruction using alternative methods of delivery</p>	<p>Student services are adequate for the achievement of the nursing program goals.</p>	<p>Annually and ongoing</p>	<p>Advisement and tutoring records, graduate follow-up surveys, and student course evaluations.</p>	<p><b>Level of Achievement: MET</b></p> <p>Student services are generally sufficient to meet the needs of the nursing students. One area of weakness is support for writing through CASA. See Standard 3, Table 3.4.</p>	<p>Continue to monitor and maintain.</p> <p>Nursing faculty are working with CASA director to address ways to improve writing support for students, including use of online resources in real time and on-site APA writing support for nursing students</p>
<p><b>Criterion 3.3</b></p> <p>Student educational and financial records are in compliance with the policies</p>	<p>Educational and financial records will be in compliance with the policies of the governing</p>	<p>Ongoing</p>	<p>The nursing administrator will confirm that student records are kept and stored in compliance with</p>	<p><b>Level of Achievement: MET</b></p> <p>It was discovered that the building master key provided access to</p>	<p>Student records will continue to be kept under lock and key with limited access.</p>

of the governing organization and state and federal guidelines	organization and state and federal guidelines.  The nursing department and the college will be in full compliance with FERPA and HIPAA mandates.		FERPA, HIPAA, and the NM Higher Education Code.	the record room containing nursing student records. The lock was changed to a keypad that may be accessed only by authorized personnel.	
<b>Criterion 3.4</b> Compliance with the Higher Education Reauthorization Act Title IV eligibility and certification requirements is maintained	The college's financial aid department will be in full compliance with Title IV requirements.	Annually	The Nursing Program Director will communicate with the Director of Student Services to ensure that the college is in compliance with the Higher Education Reauthorization Act Title IV.	<b>Level of Achievement: MET</b>  Patricia Gonzales, Student Services Director, confirmed that UNM-Taos Nursing Program is in compliance with Title IV policy.	Continue to monitor and maintain.
<b>Criterion 3.4.1</b> A written, comprehensive student loan repayment program addressing student loan	The college's financial aid department will be in full compliance with Title IV requirements.	Annually	The Nursing Program Director will communicate with the Director of Student Services to ensure that the college is in	<b>Level of Achievement: MET</b>  Patricia Gonzales, Student Services Director, confirmed that UNM-Taos	Continue to monitor and maintain.

information, counseling, monitoring, and cooperation with lenders is available			compliance with the Higher Education Reauthorization Act Title IV.	Nursing Program is in compliance with Title IV policy.	
<b>Criterion 3.4.2</b> Students are informed of their ethical responsibilities regarding financial assistance	The college's financial aid department will be in full compliance with Title IV requirements.	Annually	The Nursing Program Director will communicate with the Director of Student Services to ensure that the college is in compliance with the Higher Education Reauthorization Act Title IV.	<b>Level of Achievement: MET</b>  Patricia Gonzales, Student Services Director, confirmed that UNM-Taos Nursing Program is in compliance with Title IV policy.	Continue to monitor and maintain.
<b>Criterion 3.5</b> Integrity and consistency exist for all information intended to inform the public, including the program's accreditation status and ACEN contact information	All public information about the nursing program, including information about accreditation status and ACEN contact information, will be accurate, clear, consistent, and accessible.	Each semester and as needed pursuant to program changes.	Review of nursing program website  Communication with pre-nursing student advisors	<b>Level of Achievement: MET</b>  During the time that the program was transitioning to the NMNEC curriculum, a mass email was sent to the UNM-Taos listserv, including all students and	Continue to monitor and maintain.

	All documents and public information about the program will be updated as quickly as possible when changes occur.			<p>faculty, informing them of the change.</p> <p>College advisors identified all students interested in the nursing program and ensured that new pre-requisite requirements were being met.</p> <p>A prominent banner was placed on the nursing website informing all prospective students to consult with a UNM Taos advisor due to changes in the nursing curriculum.</p>	
<b>Criterion 3.6</b> Changes in policies, procedures, and program information are clearly	Changes in policies, procedures, and program information will be clearly and consistently	Review each semester	Email communication from nursing program director and faculty to students.	<p><b>Level of Achievement: MET</b></p> <p>Overall changes in policies, procedures, and</p>	Continue to monitor and maintain.



<p>and consistently communicated to students in a timely manner</p>	<p>communicated to current and prospective students in a timely manner.</p>		<p>Signed documentation in student files reflecting communication of changes in policies, procedures, and program information.</p>	<p>program information are clearly and consistently communicated to student in a timely manner via printed materials and the UNM-Taos nursing website. Students are updated as policy changes are made in writing and electronic mail; student acknowledges receipt in writing.</p>	
<p><b>Criterion 3.7</b> Orientation to technology is provided and technological support is available to students, including those receiving instruction using alternative methods of delivery</p>	<p>All students receive orientation to technology through college resources or those provided by vendors of nursing educational technology.</p>	<p>Each semester and as needed with new technologies incorporated.</p>	<p>Instructors review and monitor attendance at technology review sessions.</p>	<p><b>Level of Achievement: MET</b>  All students have attended technology orientation sessions. These included orientation to ATI, SimChart, agency</p>	<p>Continue to monitor and maintain.</p>

				medical record systems, Pyxis Medication/Supply Dispensing Unit, Evolve resources, Shadow Health.	
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PLAN				IMPLEMENTATION	
Component	Expected Level of Achievement	Frequency of Assessment	Assessment Method(s)	Results of Data Collection & Analysis	Actions
<b>STANDARD 4 CURRICULUM</b>					
The curriculum prepares students to achieve the outcomes of the nursing education unit, including safe practice in contemporary health care environments. The curriculum incorporates established professional standards, guidelines, and competencies.					
<b>Criterion 4.1</b> The curriculum incorporates established professional standards, guidelines, and competencies, and has clearly articulated student learning and program outcomes	The curriculum will incorporate professional standards, guidelines, and competencies.  Student learning and program outcomes are clearly articulated.	Annually at Nursing Curriculum Committee meetings.  At NMNEC statewide faculty meetings and committee meetings.	Nursing Curriculum Committee meeting minutes.  NMNEC meeting minutes.	<b>Level of Achievement: MET</b>  Participation in the initiative to adopt the NNMEC statewide curriculum involved complete revision of the nursing curriculum. Faculty were involved in NMNEC at the statewide level and contributed	Continue to monitor and maintain.

				through participation in various committees. See Criterion 4.1, Tables 4.1, 4.2	
<p><b>Criterion 4.2</b> The curriculum is developed by the faculty and regularly reviewed for rigor and currency</p>	<p>The curricula (both traditional and newly implemented NMNEC) are developed by the faculty at the college and state level and are regularly reviewed for rigor and currency.</p>	<p>Ongoing participation in NMNEC for statewide curriculum.</p> <p>Reviewed annually at Nursing Curriculum Committee meeting.</p>	<p>NMNEC meeting minutes.</p> <p>Nursing Curriculum Committee meeting minutes</p>	<p><b>Level of Achievement: MET</b></p> <p>Curriculum committee focused on development and implementation of concept-based curriculum during 2014-2015, 2015-2016 academic years.</p>	<p>NMNEC curriculum implemented Fall 2016</p> <p>Faculty will continue to participate in NMNEC statewide meetings as focus shifts from implementation to evaluation of curriculum and student outcomes.</p>
<p><b>Criterion 4.3</b> The student learning outcomes are used to organize curriculum, guide the delivery of instruction, direct learning</p>	<p>Student learning outcomes are used to organize the curriculum, guide the delivery of instruction, direct learning activities, and evaluate student progress.</p>	<p>Annually.</p> <p>Each semester as NMNEC curriculum is implemented.</p> <p>Self-study working group meetings throughout the past</p>	<p>Curriculum and faculty committee meeting minutes reflect review of all syllabi for inclusion of student learning outcomes. Self-study working group meetings</p>	<p><b>Level of Achievement: MET</b></p> <p>See Criterion 4.11, Table 4.9 for breakdown by course.</p>	<p>Continue to monitor and maintain.</p>

activities, and evaluate student progress	Course syllabi reflect student-learning outcomes.	two years.	reflect in-depth analysis of curriculum, courses, methods of instruction and methods of evaluation.		
<b>Criterion 4.4</b> The curriculum includes cultural, ethnic, and socially diverse concepts and may also include experiences from regional, national, or global perspectives	Course content and learning activities reflect cultural, ethnic, and socially diverse concepts. Regional, national, and global perspectives are included.	Annually at Curriculum Committee meeting.  Intensively over the past 3 years with development of NMNEC curriculum.	Faculty evaluates courses for inclusion of cultural, ethnic, and socially diverse concepts.	<b>Level of Achievement: MET</b>  Students are introduced to these concepts in Level 1 and the thread of caring for diverse populations is woven throughout each course. Students practice in diverse clinical environments including acute, long-term, community, and school care sites.	Continue to monitor and maintain.
<b>Criterion 4.5</b> Evaluation methodologies are varied, reflect	Evaluation methodologies are varied and reflect established	At least annually at Curriculum Committee meetings or as	Review of evaluation methodologies used in each course.	<b>Level of Achievement: MET</b>  All courses in	Continue to monitor and maintain.

<p>established professional and practice competencies, and measure the achievement of student learning and program outcomes</p>	<p>professional and practice competencies.</p> <p>Evaluation methodologies measure the achievement of student learning and program outcomes.</p>	<p>changes occur.</p>		<p>program utilize a variety of evaluation methodologies including didactic examinations with NCLEX-style questions, ATI proctored exams, group projects, case studies, concept maps, presentations, papers, and skill demonstrations. See Table 4.9 for full breakdown by course.</p>	<p>Continue to keep classroom and clinical activities varied to maximize learning and evaluation among students with different learning styles.</p>
<p><b>Criterion 4.6</b> The curriculum and instructional processes reflect educational theory, interdisciplinary collaboration, research, and best practice standards while allowing for innovation,</p>	<p>The curriculum and instructional processes reflect best practices associated with adult learning principles and student-centered learning.</p> <p>The curriculum</p>	<p>Annually in Curriculum Committee meeting and as needed in response to curriculum change activities.</p>	<p>Meeting minutes NMNEC faculty course reports.  Review of syllabi</p>	<p><b>Level of Achievement: MET</b></p> <p>Nursing curriculum reflects use of principles of adult learning and integrates Bloom’s taxonomy into instructional approach and</p>	<p>Continue to monitor and maintain.</p>

<p>flexibility, and technological advances</p>	<p>fosters interdisciplinary collaboration, research, and best practice standards while allowing for innovation, flexibility, and technological advances.</p>			<p>evaluation methodologies. Traditional curriculum incorporated NLN outcomes, competencies, and integrating concepts. NMNEC curriculum developed in response to IOM report calling for redesign of nursing education. The concepts and exemplars chosen were based on data collected from HCUP-DRG, HCUP-CCS, and statistics from the World Health Organization, the Center for Disease Control, and Healthy New Mexicans 2020. The NMNEC</p>	
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				curriculum is strongly infused with teaching and learning objectives and competencies that relate to interprofessional collaboration.	
<p><b>Criterion 4.7</b> Program length is congruent with the attainment of identified outcomes and consistent with the policies of the governing organization, state, and national standards, and best practices</p>	<p>Program length and credit hours required for completion of ADN will meet national standards and follow best-practice guidelines.</p> <p>The program will maintain local, state, and national approval.</p>	<p>Annually in Curriculum Committee meeting.</p> <p>During curriculum change process.</p>	<p>Curriculum Committee meeting minutes.</p> <p>NMNEC statewide meeting minutes.</p>	<p><b>Level of Achievement: MET</b></p> <p>Program length reduced from 80-83 credits to 71-74 credits with adoption of NMNEC curriculum.</p>	<p>Continue to monitor and maintain.</p>
<p><b>Criterion 4.8</b> Practice learning environments are appropriate for student learning and support the achievement of student learning</p>	<p>Facility contracts will be current, demonstrate appropriateness for student learning, support student-learning outcomes, and ensure</p>	<p>Annually and as needed throughout the semester</p>	<p>Student and faculty evaluation of clinical sites.</p>	<p><b>Level of Achievement: MET</b></p> <p>Clinical site evaluations demonstrate favorable reviews by students and</p>	<p>Continue to monitor and maintain.</p>

and program outcomes	protection of students.			faculty.	
<b>Criterion 4.8.1</b> Student clinical experiences reflect current best practices and nationally established patient health and safety goals	Clinical courses will incorporate best practices and nationally established patient health and safety goals.	Annually in Curriculum Committee meeting.  As needed throughout semester.	Student reflective journals.  Clinical faculty observations.  Student evidence-based research papers.  Student care plans and clinical documentation.	<b>Level of Achievement: MET</b>  Student reflective journals, clinical documentation, and papers document the use of evidence-based practice and current best practices in clinical agencies and during clinical experiences.	Continue to monitor and maintain.

PLAN			IMPLEMENTATION		
Component	Expected Level of Achievement	Frequency of Assessment	Assessment Method(s)	Results of Data Collection & Analysis	Actions
<b>STANDARD 5 RESOURCES</b>					
Fiscal, physical, and learning resources promote the achievement of the goals and outcomes of the nursing education unit.					
<b>Criterion 5.1</b> Fiscal resources are sufficient to ensure the achievement of the nursing	The budget will demonstrate that fiscal resources are sufficient to ensure the achievement of	Annually at start of fiscal year and throughout the semester as needs arise.	Budget reports	<b>Level of Achievement: MET</b>  Budget reports demonstrate that	Continue to monitor and maintain.



<p>education unit outcomes and commensurate with the resources of the governing organization</p>	<p>the nursing education unit outcomes.</p>			<p>funds are sufficient to ensure the achievement of the nursing education unit. Refer to Table 5.1.</p> <p>Supplemental funding has been awarded by the state for the past 3 years to support nursing program enhancement and expansion.</p>	
<p><b>Criterion 5.2</b> Physical resources (classrooms, laboratories, offices, etc.) are sufficient to ensure the achievement of the nursing education unit outcomes and meet the needs of faculty, staff, and students</p>	<p>Classroom and laboratory resources are adequate and provide sufficient flexibility to meet current pedagogical standards.</p> <p>Office and student study space and adequate to ensure privacy, efficiency, and comfort.</p>	<p>At the end of the academic year in preparation for upcoming semester and ongoing throughout semester.</p>	<p>Faculty feedback</p> <p>Student feedback</p>	<p><b>Level of Achievement: MET</b></p> <p>Prior to the move to the new health sciences building in the summer of 2016, nursing program physical resources were sufficient but limited. End of program outcomes were achieved</p>	<p>Continue to monitor and maintain.</p>

				<p>despite having less than optimal physical resources.</p> <p>With the move to the new health sciences building in the summer of 2016, classroom, simulation, and office space have been expanded and upgraded, new simulation equipment was purchased, and student study space was improved upon. Refer to Criterion 5.2.</p>	
<p><b>Criterion 5.3</b> Learning resources and technology are selected by the faculty and are comprehensive, current, and accessible to faculty</p>	<p>Learning resources are comprehensive, current, and developed with faculty input.</p> <p>Simulation laboratory equipment will be</p>	<p>At the end of the academic year in preparation for upcoming semester and ongoing throughout semester.</p>	<p>Faculty meeting minutes.</p> <p>Faculty feedback.</p>	<p><b>Level of Achievement: MET</b> The new nursing program facilities include a state of the art simulation lab, new Laerdal manikins, SimView system, Virtual IV,</p>	<p>Continue to monitor and maintain.</p>

and students, including those engaged in alternative methods of delivery	utilized each term commensurate with learning objectives.			barcode scanners, a classroom with interactive video capability, and a home environment room.  There is no alternative method of delivery.	
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PLAN				IMPLEMENTATION	
Component	Expected Level of Achievement	Frequency of Assessment	Assessment Method(s)	Results of Data Collection & Analysis	Actions
<b>STANDARD 6 OUTCOMES</b>					
Evaluation of student learning demonstrates that graduates have achieved identified competencies consistent with the institutional mission and professional standards and that the outcomes of the nursing education unit have been achieved.					
<b>Criterion 6.1</b> The systematic plan for evaluation emphasizes the ongoing assessment and evaluation of the student learning and program outcomes of the nursing	SPE facilitates program revision/review as evidenced by biannual review of plan.  All required elements are included in the systematic plan.	Biannually, at curriculum committee meetings and NAC meetings.	Curriculum committee meeting minutes  Faculty committee meeting minutes  NAC meeting minutes  Review of SPE to	<b>Level of Achievement:</b> <b>PARTIALLY MET</b>  Although the nursing program collects and evaluates data relevant to the SPE, no formal mechanism or	Continue to monitor and improve.  Improve systems for documentation of compliance with SPE. Consider development of formal annual report for nursing

<p>education unit and ACEN standards.</p>			<p>guide assessment and planning of student learning outcomes</p> <p>NMBON Annual Report</p>	<p>reporting structure exists for compiling the information in an easily readable and accessible manner. Meeting minutes are available but are not easily searchable. Due to the small size of the program and the small number of faculty, much of the discussion around assessment and evaluation of program outcomes occurs informally.</p>	<p>program that addresses all components of SPE in clear and easily accessible manner.</p>
<p><b>Criterion 6.2</b> Aggregated evaluation findings inform program decision making and are used to maintain or improve student learning outcomes</p>	<p>Data will inform program decision-making and will be used to maintain or improve student-learning outcomes.</p>	<p>Annually for course and curriculum related data, every two years for end-of-program outcomes, and as needed in response to significant findings.</p>	<p>IDEA course/faculty evaluations</p> <p>Clinical site evaluations</p> <p>Meeting minutes</p> <p>Registered nurse graduate surveys</p>	<p><b>Level of Achievement: MET</b></p> <p>Course evaluations demonstrate above-average satisfaction ratings for nursing courses. Clinical site evaluations are</p>	<p>Continue to monitor and improve.</p> <p>Director and faculty will work on ways to improve tracking for data-driven decisions.</p>

			<p>Employer surveys</p> <p>Informal clinical site evaluations by faculty</p> <p>ATI Comprehensive Predictor scores</p> <p>NCSBN report</p>	<p>satisfactory.</p> <p>Graduates and employers report satisfaction with program outcomes. 100% of students in Classes of 2012, 2014, and 2016 passed NCLEX on first attempt and gained employment.</p>	
<p><b>Criterion 6.3</b></p> <p>Evaluation findings are shared with communities of interest</p>	<p>Evaluation findings are shared at the Nursing Advisory Committee meetings.</p>	<p>Twice annually</p>	<p>NAC meeting minutes.</p>	<p><b>Level of Achievement: MET</b></p> <p>Results of SPE are shared with the members of the Nursing Advisory Committee in the Fall and Spring semester of each year.</p>	<p>Continue to monitor and maintain.</p>
<p><b>Criterion 6.4</b></p> <p>Graduates demonstrate achievement of competencies appropriate for role</p>	<p>Graduates successfully complete all didactic and clinical components of program.</p>	<p>Every 2 years at cohort completion.</p>	<p>Graduate audit to confirm graduates complete all didactic and clinical requirements for program.</p>	<p><b>Level of Achievement: MET</b></p> <p>Graduates met all UNM-Taos requirements to</p>	<p>Continue to monitor and maintain.</p>

preparation	90% of students receive greater than 75% ATI Comprehensive Predictor benchmark score.		ATI Comprehensive Predictor Scores	petition for graduation for all cohorts.  Class of 2016 – 100% of students achieved benchmark. Class of 2014 – 100% of students achieved benchmark.	
<p><b>Criterion 6.5</b> The program demonstrates evidence of achievement in meeting the following program outcomes: -- Performance on licensure exam -- Program completion -- Program satisfaction -- Job placement</p>	<p>First-time pass rate on the NCLEX will meet or exceed 80%.</p> <p>Program completion rates will meet or exceed 62.5%.</p> <p>Program satisfaction will average greater</p>	<p>Every two years, following cohort graduation and testing.</p> <p>Every two years at program completion and at the end of each semester.</p> <p>Continue to monitor informally although data will</p>	<p>Graduate self-report and NM BON reporting.</p> <p>Ongoing program assessment based on student attrition each semester and at program completion.</p>	<p><b>Level of Achievement: MET</b></p> <p>All cohorts have 100% first time NCLEX pass rate. See Table 6.3.</p> <p>Program completion averaged over all cohorts to date is 67%. Program completion rate from 2012-2016 is 60.2%.</p>	<p>Continue to monitor and maintain.</p> <p>Intrusive advising and Student Academic Success Seminar initiated in 2016 to address student retention. Faculty will continue to monitor with</p>

	<p>than 90%.</p> <p>Job placement will meet or exceed 80%</p>	<p>no longer be collected via survey.</p> <p>Every two years at program completion.</p>			<p>implementation of new curriculum and more intensive application of Jeffreys' NURS model. See Criterion 6.3.</p>
<p><b>Criterion 6.5.1</b> The licensure exam pass rates will be at or above the national mean.</p>	<p>First-time pass rate on the NCLEX will meet or exceed 80%.</p>	<p>Every two years, following cohort graduation and testing.</p>	<p>Graduate self-report and NM BON reporting.</p>	<p><b>Level of Achievement: MET</b> All cohorts have 100% first time NCLEX pass rate. See Table 6.3.</p>	<p>Continue to monitor and maintain.</p>
<p><b>Criterion 6.5.2</b> Expected levels of achievement for program completion are determined by the faculty and reflect program demographics, academic progression, and program history.</p>	<p>Program completion rates will meet or exceed 62.5%.</p>	<p>Every two years at program completion and at the end of each semester.</p>	<p>Ongoing program assessment based on student attrition each semester and at program completion.</p>	<p><b>Level of Achievement: MET</b> Faculty reevaluated original program completion ELA and modified based on program demographics and history (from 80% to 62.5%). Class of 2010 87.5% Class of 2012 56.3% Class of 2014 75% Class of 2016 60%</p>	<p>Application of Jeffreys' NURS model for student retention including information sessions, application workshops, TEAS prep, enhanced new student orientation, mentoring, intrusive advising, Student Academic Success Seminar.</p>

				Program Average 60.2%	Continue to monitor and improve
<b>Criterion 6.5.3</b> Program satisfaction measures (qualitative and quantitative) address graduates and their employers	At least 80% of graduates will report satisfaction with program.  Employers will report favorable ratings with graduate performance.	Every 2 years, six to twelve months after cohort graduation.	Registered Nurse Graduate Surveys  Employer Surveys	<b>Level of Achievement: MET</b>  This measure will no longer be collected starting with class of 2016.  Class of 2014 overall program satisfaction 91%.  Employers report high level of satisfaction with program graduates.	Continue to monitor informally although data will no longer be collected via survey.
<b>Criterion 6.5.4</b> Job placements rates are addressed through quantified measures that reflect program demographics and history	At least 80% of graduates will be employed full-time as RNs six months after graduation.	Every 2 years, after cohort graduation.	Self-report of graduates  Registered Nurse Graduate surveys	<b>Level of Achievement: MET</b>  100% of graduates employed full-time as RNs six months after graduation – Class of 2012, 2014, 2016. See Table 6.6.	Continue to monitor and maintain.



