



## **Program Review Report**

**Program:** Associate Degree in Nursing (ADN)

**Department:** Nursing and Health Sciences

**Review Date:** February 4, 2022

### **Summary**

A program review for the ADN program is a full-time program of nursing studies with a licensed practical nurse (LPN) step-out option. The mission of the ADN program is to provide an affordable, quality, community-based nursing education that prepares registered nurses to provide safe, quality patient-centered care to individuals and populations across the lifespan.

The ADN program is approved by the State of New Mexico Board of Nursing and nationally accredited by the Accreditation Commission for Education in Nursing (ACEN). In recent years, the program has experienced issues with the passing rate for the NCLEX exam, but the program established mechanisms to fix the problem.

The calculated three-year average of declared student enrollment in the program is 49.3 (headcounts) per semester, and the three-year graduation average is 19 students per year. The one-year fall 2019-to-fall 2020 retention rate is 62.3%, while the Spring 2021 150%-time graduation rate is 100%.

According to the analysis done by Gray Associates' Program Demand software, the program has a strong student demand (at 100% of all programs offered by NNMC). It is at the 99% percentile for employment, but it has some competition.

*The program economics based on Gray Associates' software shows a positive contribution margin (including overhead) of \$617,656 for this program from AY 16-17 to AY 19-20. However, the difference between gross revenue and instructional cost (after discounts) is approximately negative \$106K for the period. The ratio for the three-year average between gross revenue and instructional cost is 0.85. This ratio means that the revenue of the program is less than the instructional cost. Pending verification.*

Since the program presented a short version because the review happened on the year of an accreditation cycle, no five-year Strategic Plan was presented for the program.

### **Recommendations**

The main concern for this program is the need for higher enrollment, and the following recommendations reflect this concern:

1. The program leadership must develop a Strategic Enrollment Plan for the program. This needs to be completed by June 2022 and must include elements so that the program reaches the maximum current capacity of 24 students/cohort. Similarly, an interim report on enrollment data is due by June 2025.
2. The program leadership must develop a plan to maximize opportunities and support systems (such as course repetition, supplemental instruction, tutoring, strategic advisement, among others) for students to succeed in pre-nursing courses. The support systems need to be adequate and target the students that NNMC serves. It is relevant to strengthen the collaborations with the Allied Health program and explore having ADN students initially declare Allied Health as either preparation for ADN or an alternative pathway to a degree. A preliminary plan is due by December 2022 to the Council of Chairs.
3. The program leadership may require stronger collaborations with other academic departments and closely monitor declared students, not just the admitted ones. The goal is that students that are not ultimately admitted to the ADN have an alternative path.
4. The program leadership must provide an updated report of any recommendations from the 2022 ACEN visit and provide a plan to address those recommendations by March 2023.
5. The program leadership must present an interim report on enrollment data by June 2024.