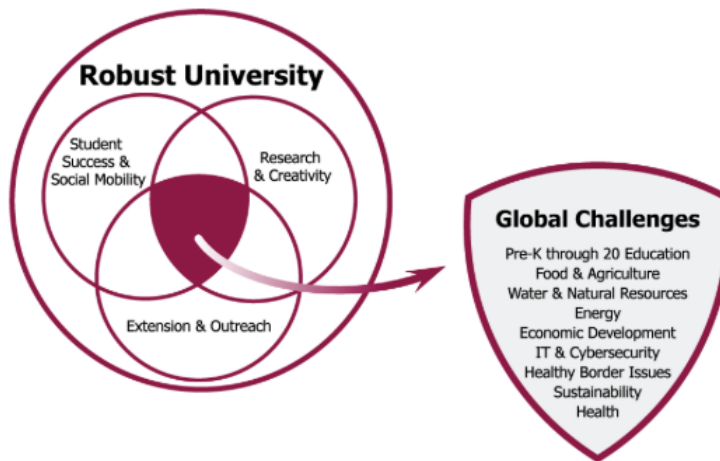




School of Nursing Strategic Goals – 2020-2023

Extended to the 2024-25 Academic Year

Updated May 2023



School of Nursing Mission

To promote health and improve the quality of life of the people of New Mexico through nursing education, research, practice and public service, recognizing the state's multicultural heritage and dynamic border environment.

NMSU Mission

The mission of the New Mexico State University system is to serve the diverse needs of the state through comprehensive programs of education, research, extension and outreach, and public service.

As the state's land-grant and space-grant university, and as a Hispanic-Serving Institution, NMSU fosters learning, inquiry, diversity and inclusion, social mobility, and service to the broader community.

NMSU Leads 2025 Vision

By 2025, the NMSU system will excel in student success and social mobility for our diverse student populations, achieve the highest Carnegie research status (R1), and maintain our Carnegie Community Engagement classification.

NMSU Leads 2025 Goal 1: Enhance Student Success and Social Mobility

1. Create a targeted recruitment initiative focused on potential undergraduate and graduate students from tribal nations and rural communities in New Mexico.
2. Improve holistic support for pre-nursing student success through enhanced outreach and advising to include expansion of the pre-nursing Freshman seminar, Nursing Track in Honors, and Pre-Nursing Living Learning Community.
3. Develop an alternative degree pathway for pre-nursing students who cannot gain admission to the BSN program or are not progressing through the BSN pre-requisite coursework.
4. Develop and implement a comprehensive, evidence-based strategy to achieve BSN graduate first-time NCLEX pass rates at or above 90% to include curriculum evaluation and revision, updating the student success strategy, and implementing a new NCLEX preparation plan across Levels 1-5.
5. Revise and update the BSN, MSN, DNP and post graduate APRN certificates to meet the new American Association of Colleges of Nursing's new curriculum guidelines (i.e., The Essentials: Core Competencies for Professional Nursing Education).
6. Develop and implement a new process for the DNP project with the goal of student projects being completed within the second year of the DNP program (12 months).
7. Establish NMSU School of Nursing as leaders in integrated primary care and mental health care education and training.
8. Establish NMSU School of Nursing as leaders in the education and training of nurse practitioners in the prevention, evaluation and treatment of individuals with opioid and other substance use disorder.
9. Develop and execute a strategic marketing plan (to include social media) in partnership to increase visibility and name recognition in the region and targeted states for the Road Runner BSN option, MSN program, DNP program, and post graduate APRN certificates.
10. Engage with New Mexico stakeholders on the development of a nurse anesthesiology concentration in the DNP program with a goal of the program accreditation visit in April 2023 and admission of the first cohort of 24 students in August 2023.
11. Establish an advisory board for the School of Nursing with clinical partners and other stakeholders for the purpose strengthening our academic programs to better serve our partners, our students, and the community.

Enrollment Growth

Targets will depend on resources (increased funding for faculty and staff support and faculty availability).

Undergraduate Program

Maintain or increase enrollment in the BSN program with the following targets:

- Traditional BSN (Las Cruces): 64 students admitted in Fall and Spring semesters
- Traditional BSN (NMSU-Alamogordo campus): 24 students admitted in Fall semesters
- Traditional BSN (NMSU-Grants campus): 8 students admitted in Fall semesters
- Road Runner BSN (Las Cruces): 24 students admitted in Summer semesters

Graduate Programs

- Increase enrollment in the MSN programs to 20 students admitted in 2023 through strategic marketing.
- Increase enrollment in the DNP and post graduate APRN certificate programs, including an ongoing needs assessment to determine the program capacity and number of additional faculty needed to meet growth targets.
- Enroll 24 students in the new nursing anesthesiology concentration in the DNP program in August 2023 and each year thereafter.

NMSU Leads 2025 Goal 2: Elevate Research and Creativity

1. Develop resources and infrastructure to enhance research/scholarship productivity (i.e., completion of research projects and dissemination) that are tailored to support School of Nursing faculty needs.
2. Develop and implement a structured course sequence to mentor DNP students through the DNP project process with the goal of increasing the number of DNP project publications by 50%.
3. Increase the number of extramural grant submissions by 20% per year over the next 3 years through increased faculty mentoring and administrative support for grant writing, as well formal grant writing training tailored to the funding agencies that are most likely to fund SON faculty research.
4. Increase the amount of private and corporate funding for SON research/scholarship to \$25,000 per year in three years.
5. Submit a minimum of one training grant (e.g., HRSA, SAMSHA, etc) per year to support School of Nursing academic programs and/or community partners.

NMSU Leads 2025 Goal 3: Amplify Extension and Outreach

1. Leverage NMSU Extension and other outreach programs (e.g. 4-H, STEM programs, HOSA) as recruitment opportunities.
2. Leverage relationships with campus program for high school recruitment (CAMP, American Indian Program, Chicano Programs, etc) throughout the state.
3. Establish NMSU Extension program such as 4-H as sites for DNP projects focusing on substance use disorder youth prevention programs.
4. Identify a minimum of 3 new private-public partnerships to support the SON academic programs, research/scholarship and/or outreach efforts.

NMSU Leads 2025 Goal 4: Build a Robust University System

1. Expand undergraduate faculty development with learning opportunities in the areas of nurse education/pedagogy, the NMNEC curriculum, Next Generation NCLEX preparation, teaching technologies and simulation, and develop a central tracking system to track expertise among the faculty.
2. Expand graduate faculty development with learning opportunities in the areas of online DNP project development, course delivery/pedagogy, national standards and guidelines for advanced practice nursing specialties, and teaching technologies.

3. Ensure that all faculty have the opportunity to acquire a working knowledge of the new AACN Essentials, which will delineate the expected competencies of graduates of baccalaureate, master's, and DNP programs as well as the curricular elements that must be achieved.
4. Increase faculty development in the area of inclusion and support of diverse nursing students (men, under-represented cultural minority, 1st generation college, LGBTQIA+, students with disabilities and others).
5. Create a thorough, stepwise, new faculty orientation to include critical elements as the principles of nursing education, effective use of educational technology, the NMNEC curriculum (undergraduate faculty), expectations of faculty scholarship, and assignment of a faculty mentor.
6. Complete the design and budget proposal for the renovation and update of the Nursing Skills and Simulation Center and submit a capital funding requests to the state legislature for the full project.
7. Revise and update the School of Nursing website in the areas of academic programs, development/fundraising, and alumni relations.
8. Create and implement a plan to support faculty promotion in rank and leadership development for the purpose of career advancement and leadership succession.
9. Increase donor revenue in the form of gifts to the School of Nursing by 20% each year with a focus on support for scholarships, academic programs and student success initiatives.
10. Develop and execute a strategic plan to obtain corporate support for SON academic programs.

Endorsed by SON Faculty: 3-5-2020

Updated: 5-21-2021, 5-4-2023