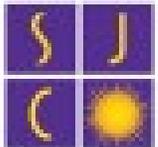


San Juan College Nursing Program

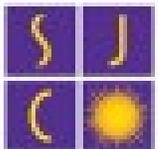
Shawna Kemper MSN, RN, CNE - Nursing Program Director



## Current Pulse on the Nursing Profession

- Multiple Nursing Programs across the state are seeing a decline in admissions and completion rates
- Large Issues Impacting the Profession: COVID, Vaccination mandates , Patient to Nurse Ratios, Violence, Pay caps, Criminalization of errors
- **NCSBN “Examining the Impact of the COVID-19 Pandemic on Burnout & Stress Among U.S. Nurses” - Released April 13<sup>th</sup>, 2023**
  - Approximately 100,000 registered nurses (RNs) left the workforce during the COVID-19 pandemic in the past two years due to stress, burnout and retirements.
  - Another 610,388 RNs reported an “intent to leave” the workforce by 2027 due to stress, burnout and retirement
  - Altogether, about one-fifth of RNs nationally are projected to leave the health care workforce.
  - A quarter to half of nurses reported feeling emotionally drained (50.8%), used up (56.4%), fatigued (49.7%), burned out (45.1%), or at the end of the rope (29.4%) “a few times a week” or “every day.”

Source: <https://www.ncsbn.org/news/ncsbn-research-projects-significant-nursing-workforce-shortages-and-crisis>



## SJC NCLEX Pass Rates

- 2019
  - 98% (49/50)
- 2020
  - 100% (47/47)
- 2021
  - 100% (45/45)
- 2022
  - 97.37% (37/38)
- 2023
  - First Two Quarters 95.5% (21/22)

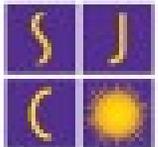


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## Under-represented groups (URGs):

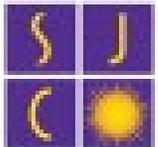
- American Indians
  - 2017 – 2020 (22%)
  - 2020- 2021 (18%)
  - 2021 – 2022 (29%)
  - 2022 -2023 (34.6%)
- Hispanics
  - 2016 -2017 (12.9%)
  - 2020-2021 (22.2%)
  - 2021 – 2022 (26.6%)
  - 2022- 2023 (21%)

### Male Students

- 2020 – 2021 (16%)
- 2021- 2022 (20.9% )
- 2022 – 2023 (16%)
- Spring 2022 Nursing Graduating Class (24%)

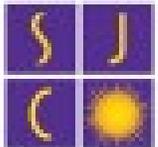


Development of High School Based “Introduction to Nursing” Project : targeting high schools in border towns and on the Navajo Nation.



## Challenges

- Completion Rates (150% program length)
  - 2018: 57.14%
  - 2019: 57.14%
  - 2020: 70.96%
  - 2021: 76.5%
  - 2022: 67.1%



## Challenges

### Student Preparedness

- First-year nursing students are struggling with basic concepts of reading, math, science, and English.
- “Average ACT Score For the High School Class of 2022 Declines to Lowest Level in More Than 30 Years” (ACT, 2022)

Reference:

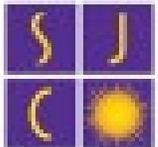
<https://leadershipblog.act.org/2022/10/GradClassRelease2022.html>

### Recruiting and Retaining Faculty

- Current Literature Identifies the following reasons for nursing faculty shortages
  - Budget constraints
  - An aging faculty
  - Increasing job competition from clinical sites

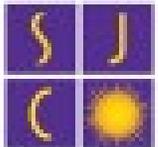
- Reference

<https://www.aacnnursing.org/Portals/0/PDFs/Fact-Sheets/Faculty-Shortage-Factsheet.pdf>



## Expand number of nursing graduates to meet New Mexico Workforce Demands: Focus on Retention

- Faculty Student Mentoring Project – Stipends for Faculty
- Uniform Packages
- Textbook Packages
- Monthly Student Stipends
- New Positions: Nursing Content Specialists (2) and (1) Full Time Simulation Technician
  - 2 New Faculty Endowment Positions



## Expand number of nursing graduates to meet New Mexico Workforce Demands: Focus on Retention

- Loaner Lap Tops and Hot Spots
- Emergency Funds for Students
- Resources to help students improve entrance exam scores
- Professional Development Funds for Faculty and Staff

