

EXPANDING HEALTHCARE WORKFORCE IN NEW MEXICO:

- The NM HealthCare Workforce Report
- Drivers of Needs and Strategic Considerations
- What UNM is doing and ideas for expansion

Today's Update:



1. The NM HealthCare Workforce Report

Interim VP Health Sciences Research, Dr. Hengameh Raissy

2. Drivers of Needs and Strategic Considerations

SVP Clinical Affairs, Dr. Michael Richards

3. What UNM Is doing and ideas for expansion

EVP Health Sciences & CEO UNM Health, Dr. Doug Ziedonis

NM Health Care Workforce Report 2023

HENGAMEH RAISSY, PHARM.D
INTERIM VICE PRESIDENT FOR RESEARCH
UNM HEALTH SCIENCES



Background

In 2012 HB19 – the Health Care Work Force Data Collection, Analysis and Policy Act – became law and the following occurred:

- Licensure boards are required to develop surveys on practice characteristics.
- Licensure data was directed to UNM HSC for stewardship and storage.
- The establishment of the New Mexico Health Workforce Committee, to include state-wide constituents.
 - ✓ The Committee is required to evaluate workforce needs and make recommendations.

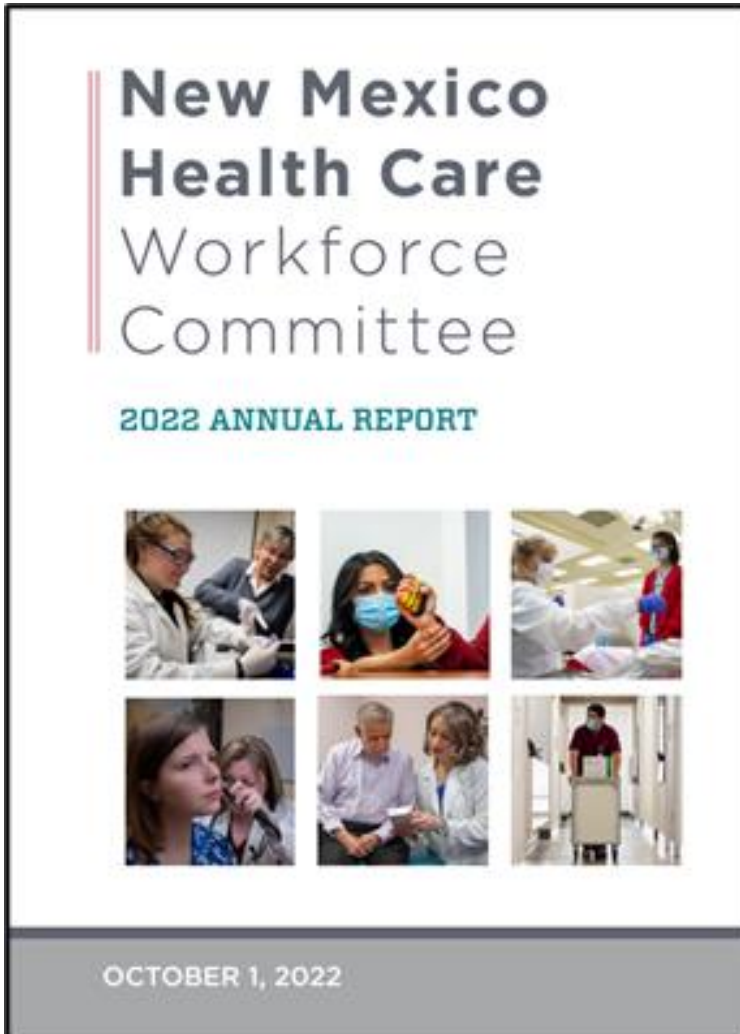
Source: Health Care Work Force Data Collection, Analysis and Policy Act. Vol NM Stat, 24-145C-1.; 2011

Background (Cont.)

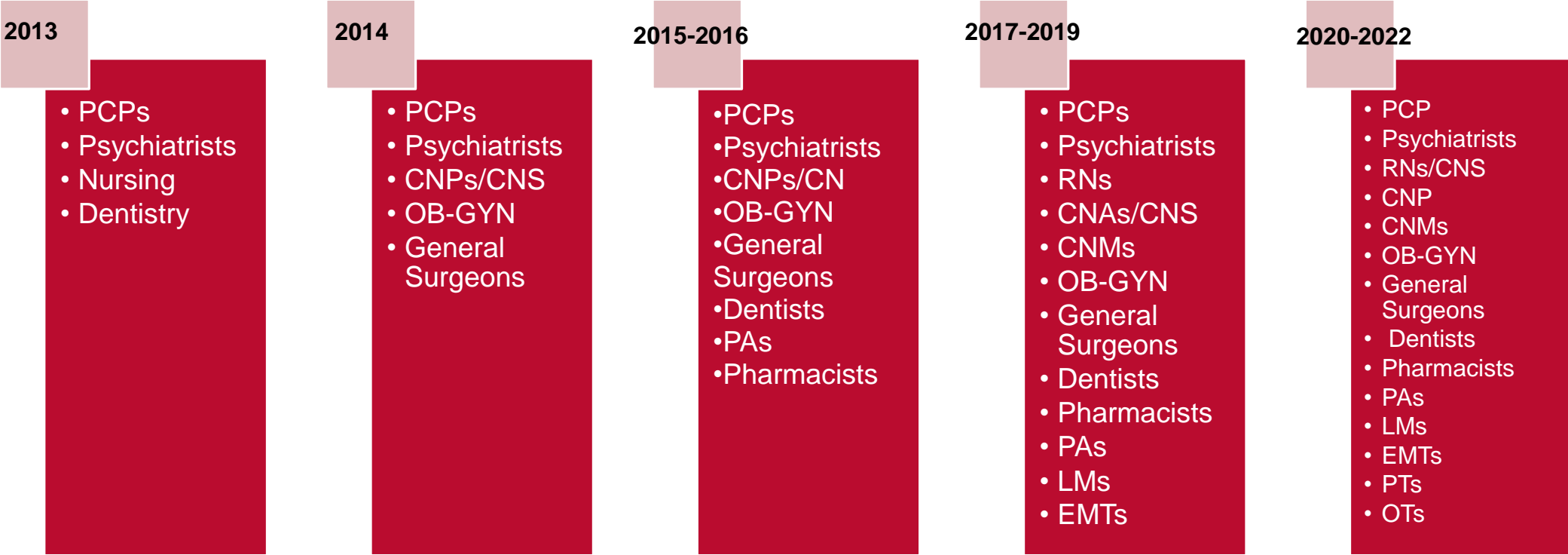
✓ **components of the Committee:**

- representatives of health care consumers
- health care providers
- organized groups representing physicians, physician assistants, nurses, nurse practitioners, dentists, dental hygienists and pharmacists
- health care work force training institutions
- the [New Mexico health policy commission] department of health
- the public education department
- the higher education department

https://digitalrepository.unm.edu/nmhc_workforce/



NM Healthcare Workforce Report 2013-present*



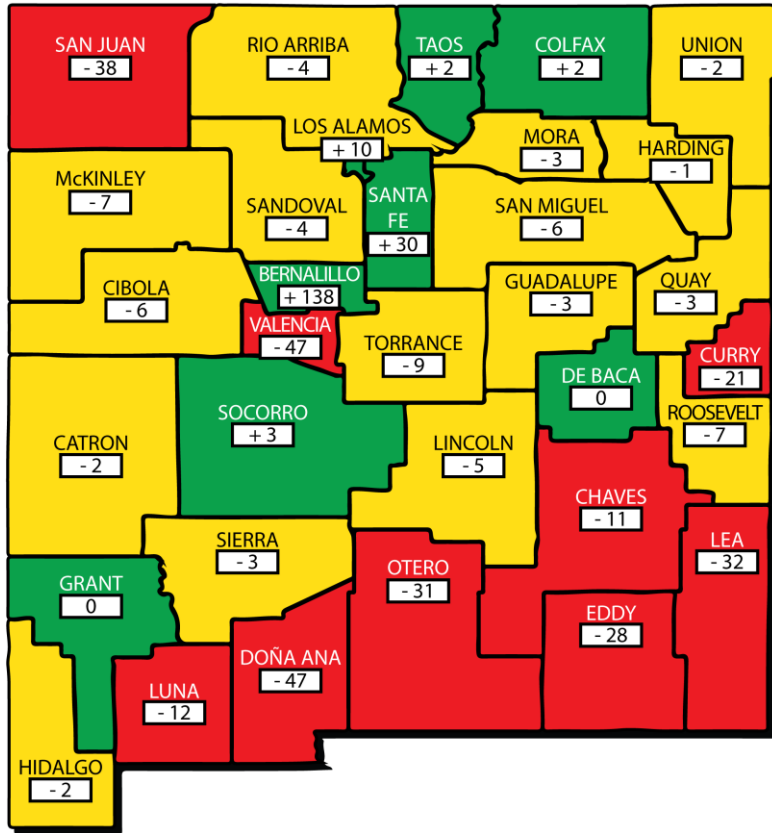
*County-level analysis of providers relative to national benchmarks for each profession- either national averages or recommended provider-to-population ratios

Two Types of Analysis

1. The ***NM Department of Workforce Solutions***' contributed analysis of the current and projected hiring demand for selected health professions which comes from the Occupational Employment and Wage Statistics (OEWS) and Projections Program
2. The New Mexico Health Care Workforce Analysis Center's contributed supply analysis comes from the results of surveys collected at the time of licensure renewal.

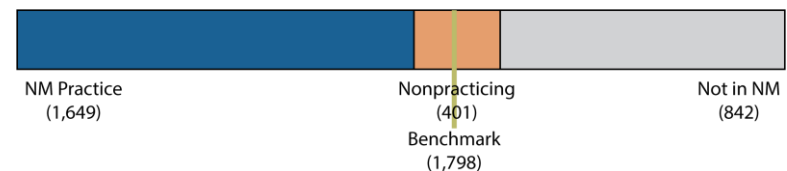
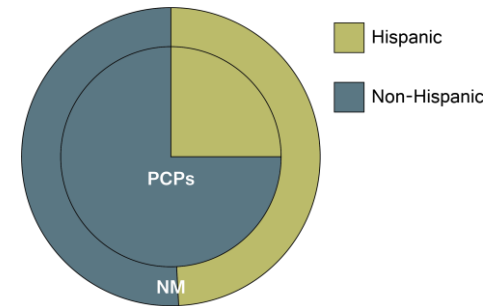
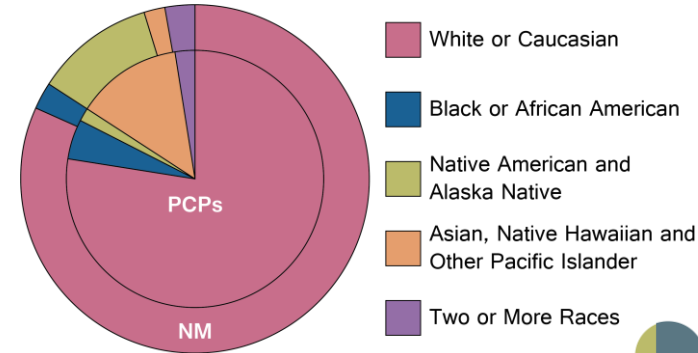
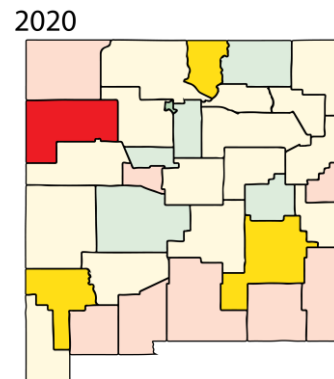
Primary Care Physicians (Annual Report 2022)

Primary Care Physicians Compared to Benchmark, 2021

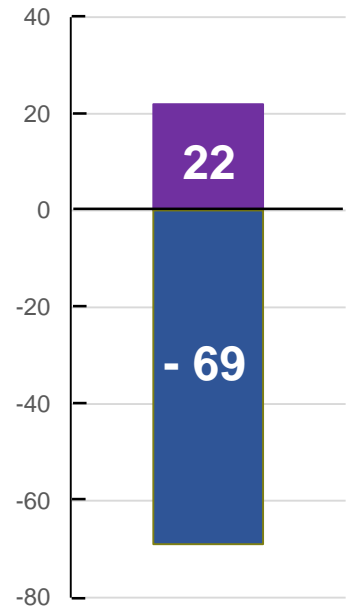


Comparison to Benchmark (8.5 per 10,000 Population)³⁶

- At or Above Benchmark
- 1 - 10 Providers Below Benchmark
- > 10 Providers Below Benchmark
- Number Above (+) or Below (-) Benchmark



Average Age **53.1**

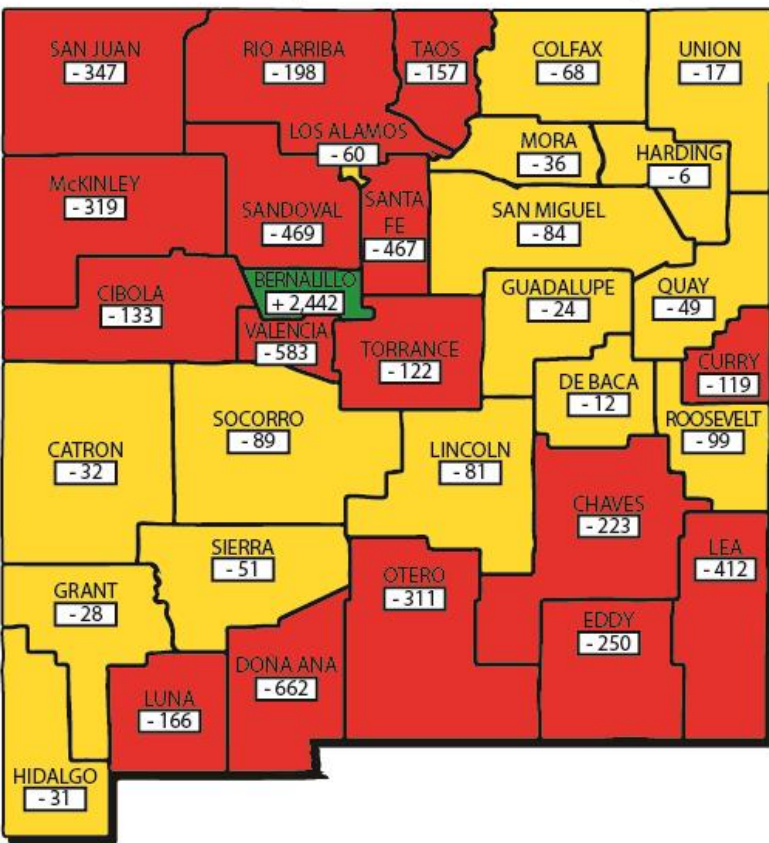


46.3% Female

- New to NM practice
- Left NM Practice

Registered Nurses & Clinical Nurse Specialists (CNSs)

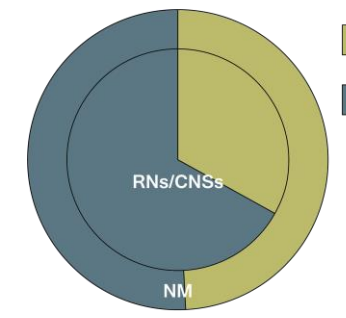
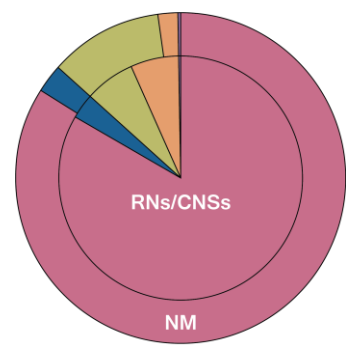
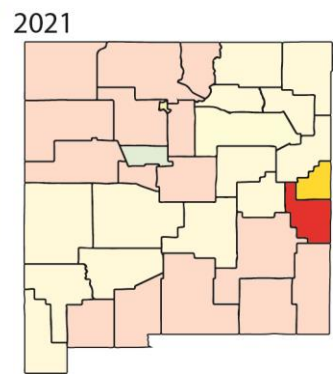
RNs and CNSs Compared to Benchmark, 2022



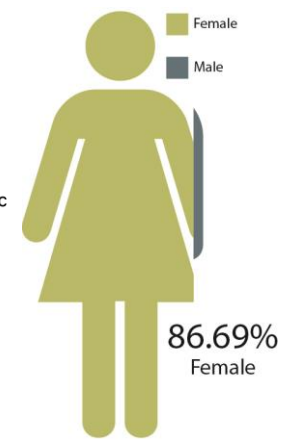
Comparison to Benchmark (92 per 10,000 Population)²⁹

- At or Above Benchmark
- 1 - 100 Providers Below Benchmark
- > 100 Providers Below Benchmark

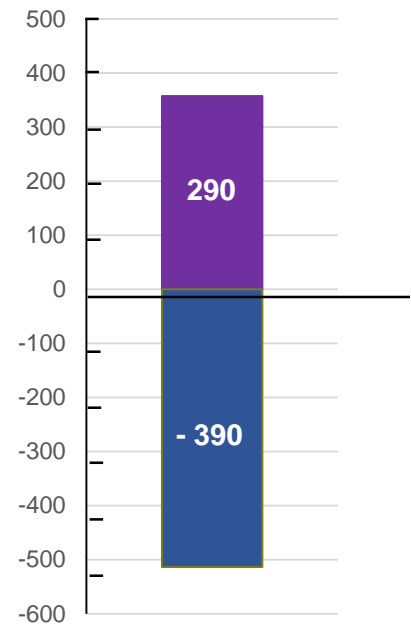
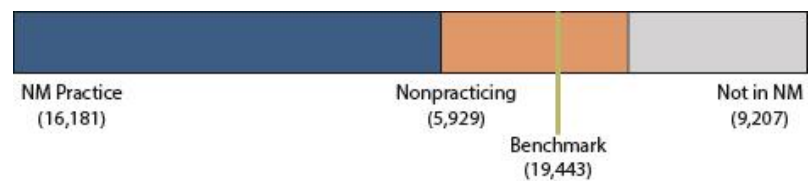
Number Above (+) or Below (-) Benchmark



- White or Caucasian
- Black or African American
- Native American and Alaska Native
- Asian, Native Hawaiian and Other Pacific Islander



Average Age
46



- New to NM practice
- Left NM Practice

Shortages As of 31 December 2021/2022¹

- 334 Primary Care Physicians
- 59 Obstetrics and Gynecology Physicians
- 10 General Surgeons
- 119 Psychiatrists
- 281 Physician Assistants (PAs)
- **1,796 Emergency Medical Technicians (EMTs)**
- 526 Physical Therapists (PTs)
- 114 Occupational Therapists (OTs)
- **5,704 RNs/Clinical Nurse Specialists (CNSs)**
- **231 Certified Nurse Practitioners(CNPs)**
- **11 Certified Nurse Midwives (CNMs)**
- 482 Pharmacists
- **6 Licensed Midwives**
- 88 Dentists

1. New Mexico Health Care Workforce Committee. *2023 Annual Report*. Albuquerque NM: University of New Mexico Health Sciences Center; 2023

In summary

As of 31 December 2021/2022¹

- Shortages are most severe in less-populated counties
- *Need to redistribute* the current workforce
- Average national age is 53.9 years²
- Highest percentage of physicians 60 years or older (39.2% versus 33.7% nationwide)³

1. New Mexico Health Care Workforce Committee. *2023 Annual Report*. Albuquerque NM: University of New Mexico Health Sciences Center; 2023

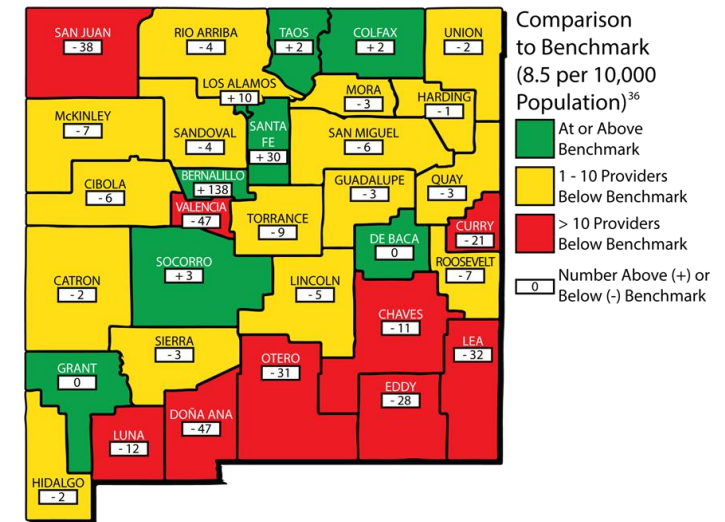
2. Definitive Healthcare

3. Association of American Medical Colleges. *2021 State Physician Workforce Data Report*. Association of American Medical Colleges; 2022.

As it is stated in the report (page 11):

“Note that green does not indicate an excess of providers, but simply a count greater than the benchmark. There are many reasons why residents of a county with providers above the national benchmark might still experience difficulty accessing health care. For example, there is a national shortage of many types of providers, causing the benchmark to be less than an optimal provider-to-population ratio. Particularly for New Mexico’s metropolitan counties, patients may travel into the county to seek health care, increasing the effective population size with respect to provider-to-population ratios. In counties with a large Indian Health Service, Veterans Affairs or military presence, many providers may treat a limited population of patients while patients outside of these populations have limited access to health care.”

Primary Care Physicians Compared to Benchmark, 2021



Future of NM Health Care Workforce Report

Funding

Amendment of 2012 HB19 is necessary if there is census regarding potential changes related to:

- Possible alternative or superior data sources
- Better estimate of current NM's Health Care Workforce
- Projection/forecasting of the need, both short-term and long-term

New Mexico Gaps in Healthcare Workforce Delivery System Perspective

MIKE RICHARDS, MD, MPA
SENIOR VICE PRESIDENT CLINICAL
AFFAIRS
UNIVERSITY OF NEW MEXICO HEALTH
SCIENCES



Topics

Interpretation of the NM Healthcare
Workforce Report

Drivers of Workforce Needs

Tools for Accessing Needs

NM Healthcare Workforce Needs

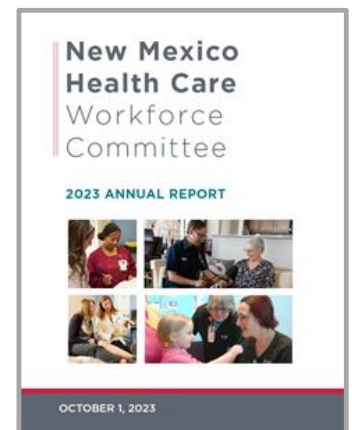
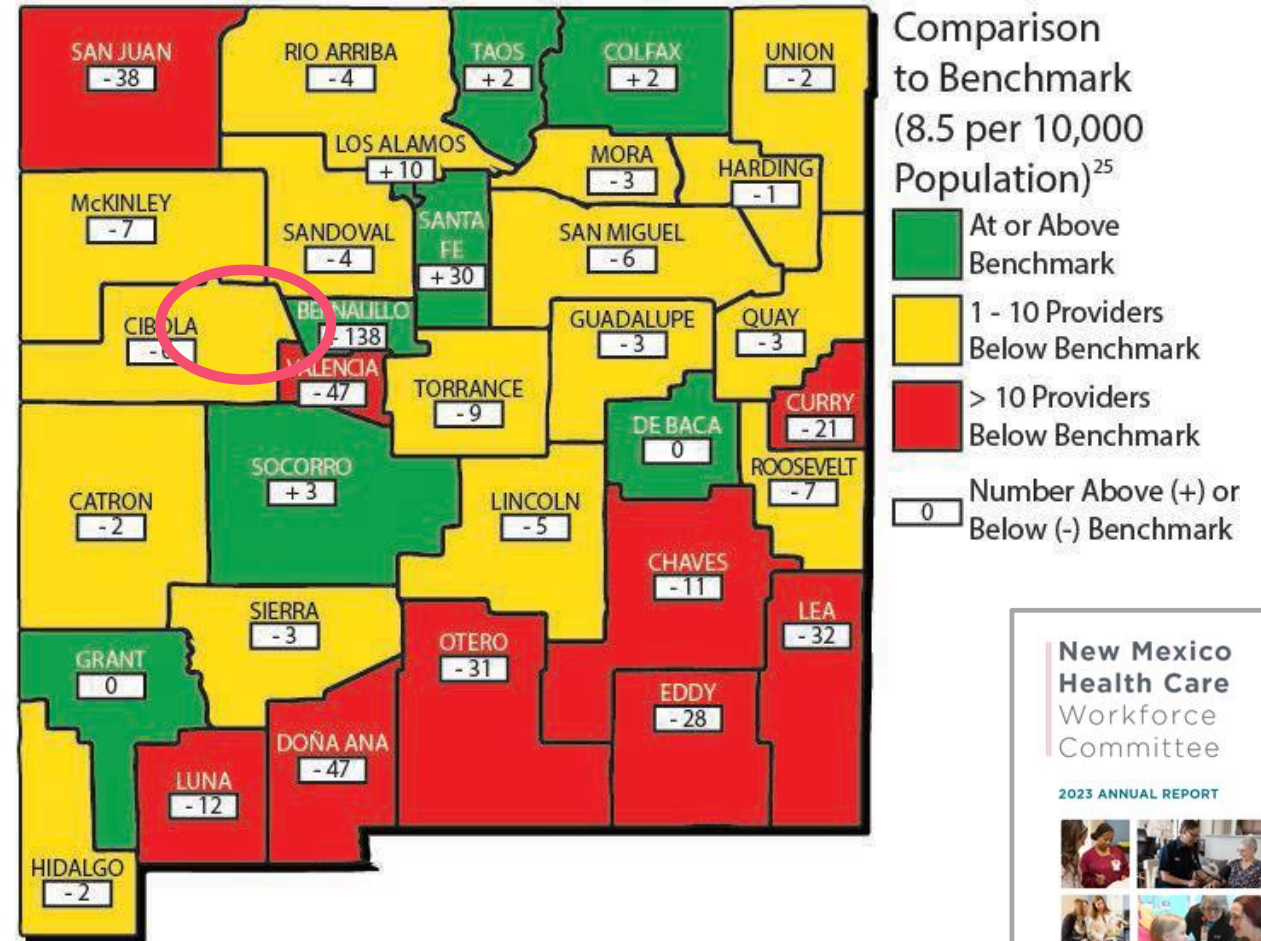
Strategic Considerations

New Mexico Health Workforce Analysis

Per Capita Supply Comparisons

- In 2021, an estimated 1,649 PCPs were practicing in New Mexico, with counties varying between **138 above** benchmark and **47 below**.
- Assuming no redistribution of the current workforce, an additional 334 PCPs would be needed for all New Mexico counties to meet the national benchmark (increased this year from 8.3 per 10,000 to 8.5 per 10,000 population).

Primary Care Physicians Compared to Benchmark, 2021



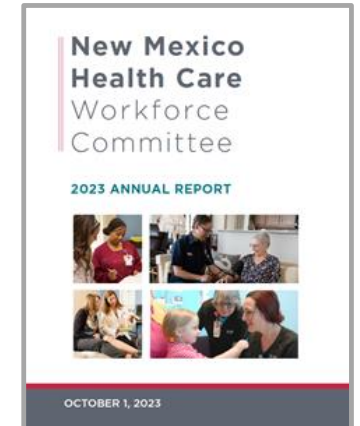
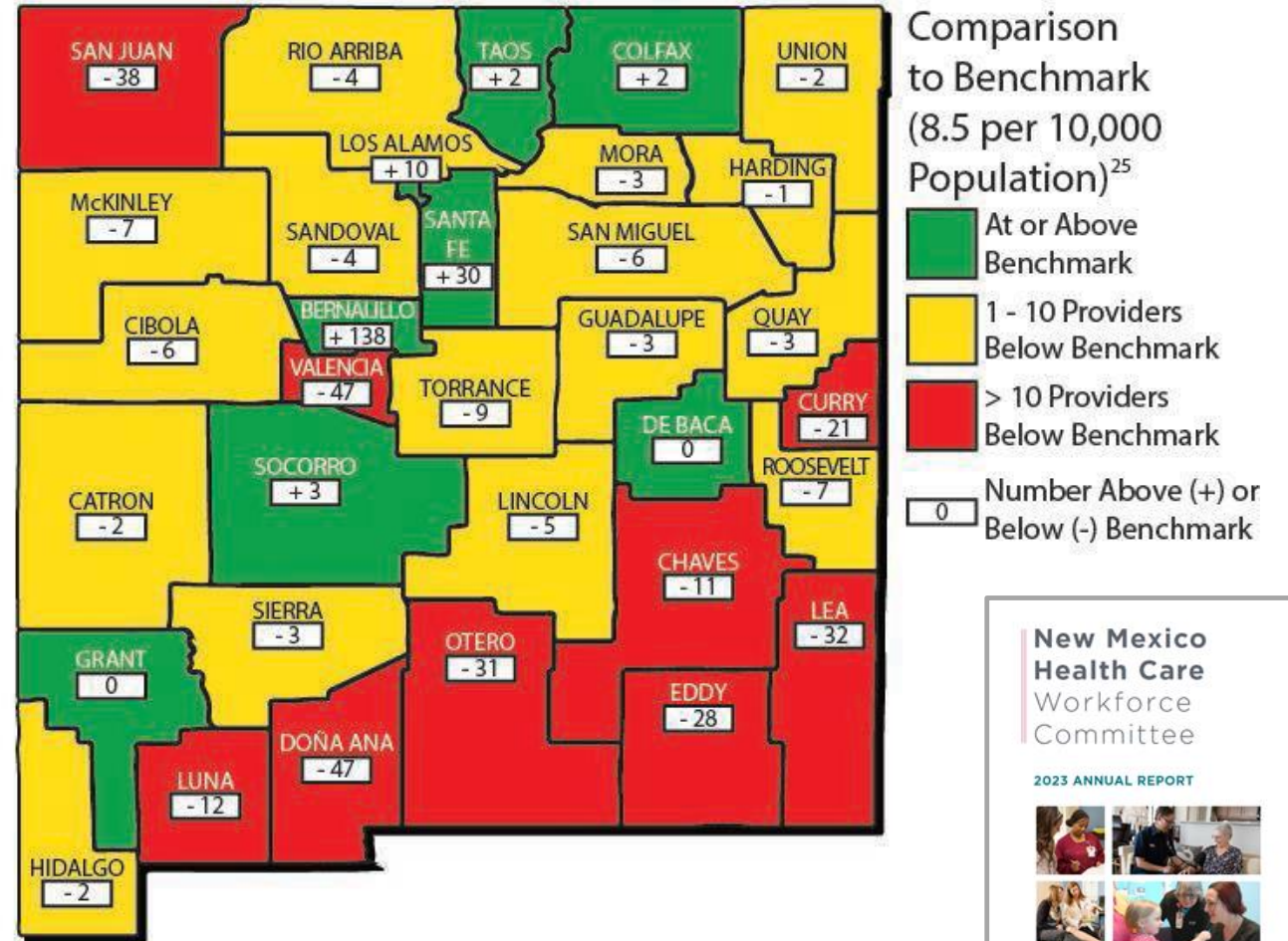
New Mexico Health Workforce Analysis

Per Capita Supply Comparisons

Interpretation Considerations

- Accuracy
- Benchmark
- Adequate Supply
- Supply vs Demand/Need
- Distribution
- Health Care Infrastructure

Primary Care Physicians Compared to Benchmark, 2021

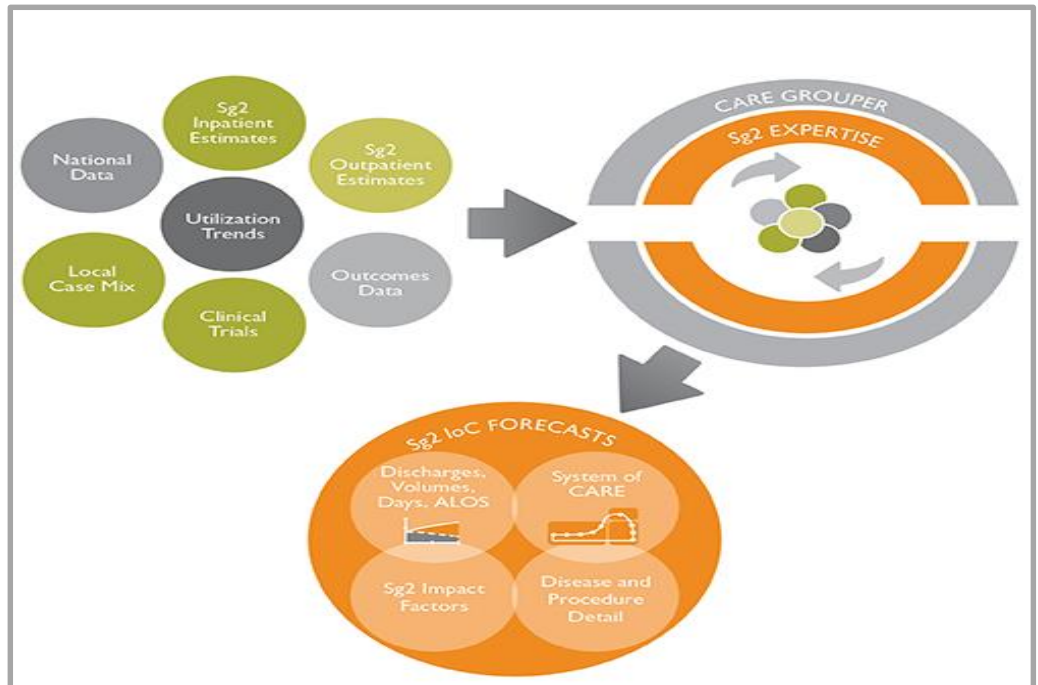
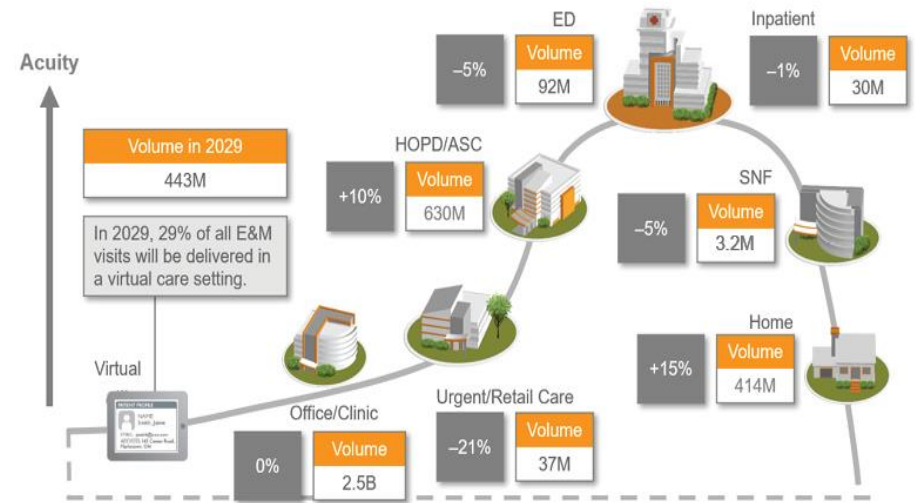


Anticipate the Impact of Change

- Demographic Trends
- Practice Trends
- Geographic Considerations
- Local Market Factors
- Productivity Benchmarking
- Technology and Evolving Models of Care
- Insurance and Reimbursement
- Social Economic Factors

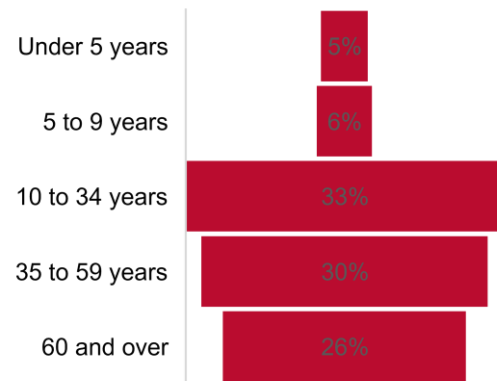
UNM Health System uses SG2 and other partners to do detailed market analysis and sophisticated forecasting to determine workforce needs.

2019 Site of Care Volumes and 10-Year Forecast, Impact of Change® 2021, 2019–2029

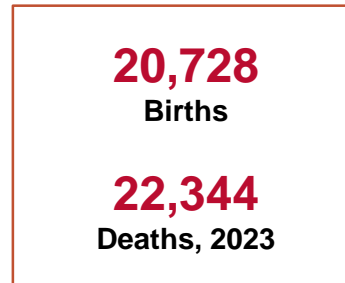


Demographic Considerations for Healthcare Workforce Needs

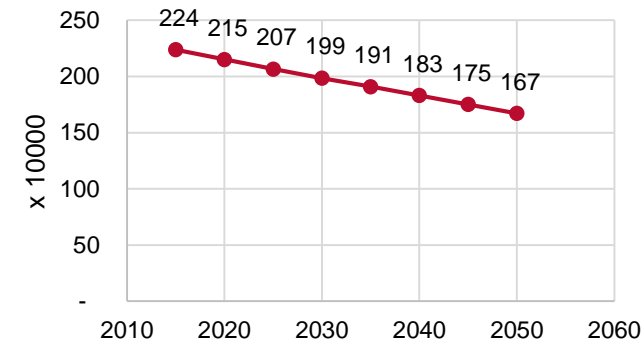
Aging Population



Deaths > Births



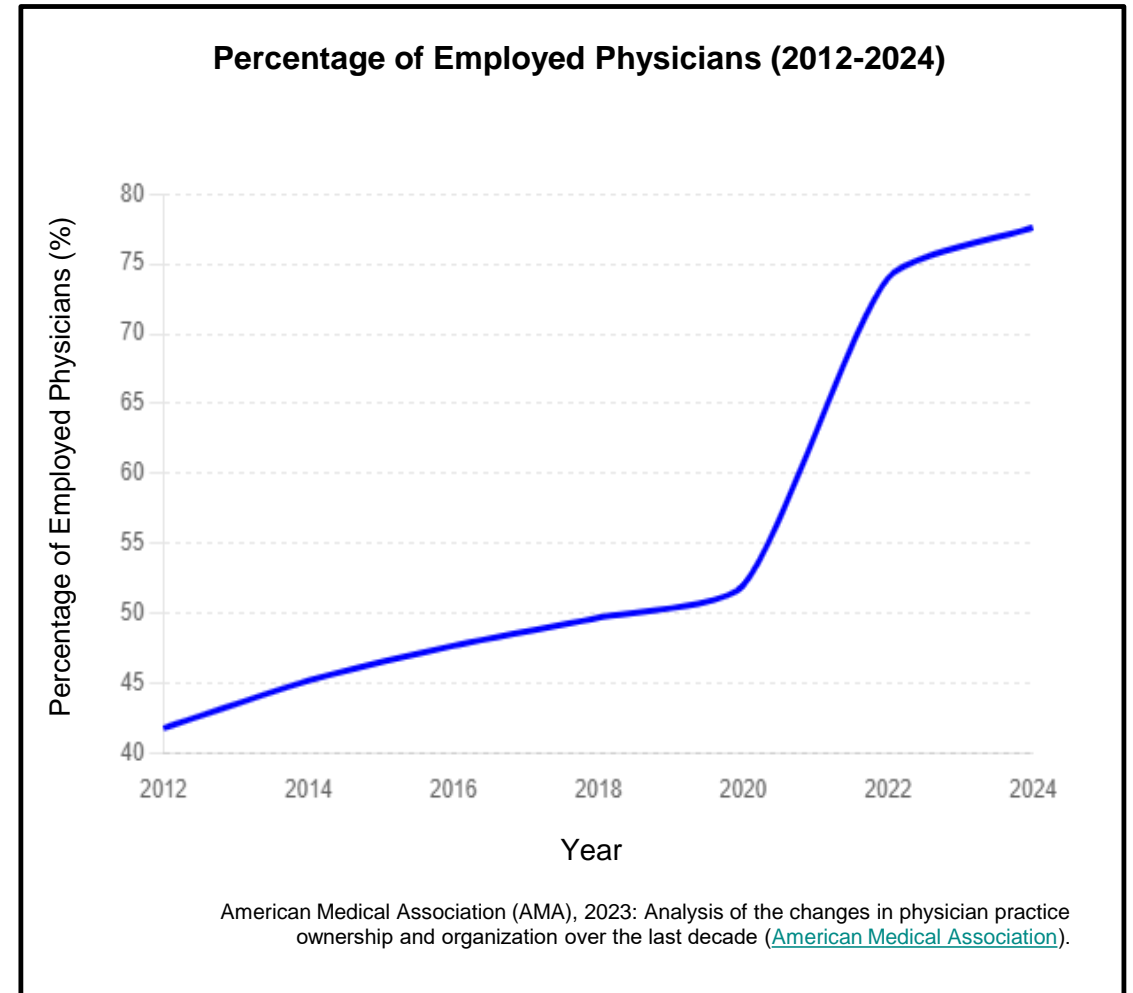
Declining Birth Rates



State healthcare needs and population pressures will exacerbate the clinical workforce crisis; New Mexico will need to recruit from out of state to fill the gap.

Trends in Physician Employment (2012-2024)

- **Significant Increase in Employment**
 - 41.8% in 2012 to 77.6% in 2024
 - Significant post 2020 trend
- **Shift Away from Private Practice**
 - 25% decrease since 2012
 - Economic, administrative, and regulatory pressures contributing to this shift.
- **Consolidation Trends (as 2024)**
 - Health systems (55.1%)
 - Corporate entities (22.5%).
 - Driven by the need for better negotiation with payers, access to resources, and management of regulatory requirements.
- **Impact of the COVID-19 Pandemic**



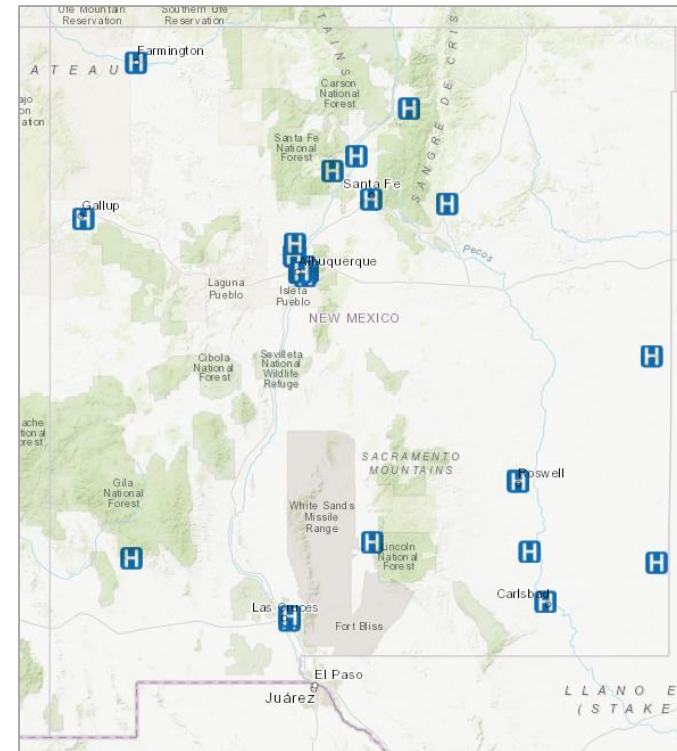
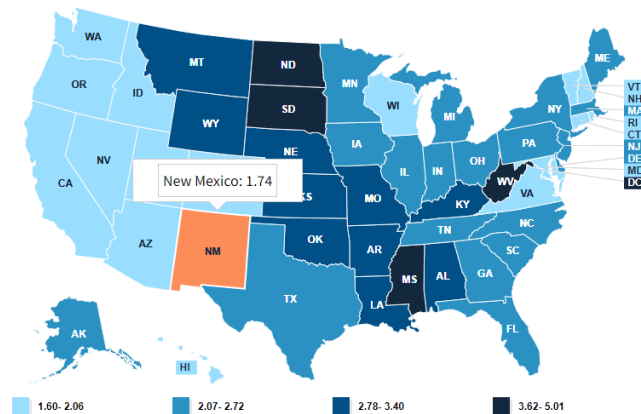
Hospital Beds per 1,000 Population

U S

- 2.35 bed/1,000 pop
- Range 1.6 – 5.0

N M

- 48th
- 1.74 beds/1,000 pop
- Bed gap to US avg
 - 31%
- 1255 beds
- Distribution



New Mexico Acute Care Hospitals with >25 Beds

<https://www.kff.org/other/state-indicator/beds-by-ownership/>
<https://nmidoh.maps.arcgis.com/apps/>

National Center for Health Workforce Analysis

The National Center for Health Workforce Analysis (NCHWA) collects data, conducts research, and generates information about the U.S. health care workforce to inform and support Public- and private-sector decision making.



NCHWA Health Workforce Projections



NCHWA Area Health Resource Files



NCHWA Nursing Workforce Survey Data



NCHWA Nursing Workforce Dashboards



Health Workforce Research Centers

<https://data.hrsa.gov/topics/health-workforce/data-research>

National Center for Health Workforce Analysis

- View projection of the supply of and demand for health care workers at the state and national level
- Analyze supply and demand trends by discipline
- Analyze projected **‘What if?’** scenarios in the event of changes in the health care landscape



NCHWA Nursing Workforce Dashboard

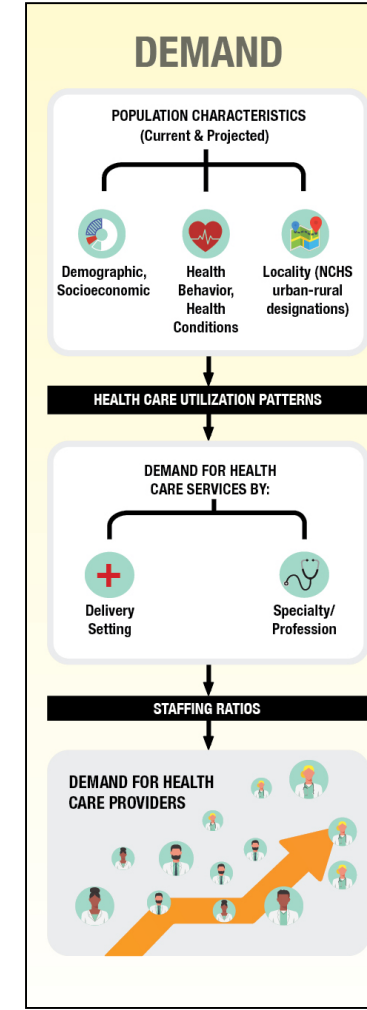
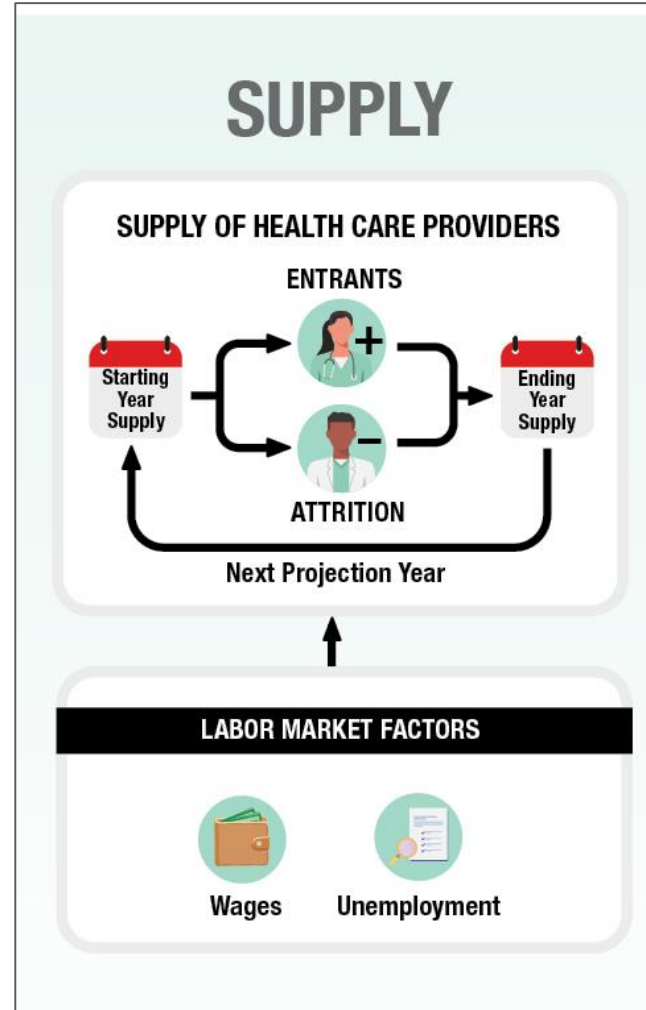
- View nursing workforce
 - Demographics
 - Employment
 - Education
 - RNs, NPs, and APRNs.
- Analyze and filter results:
 - Location
 - License type
 - Employment status
- Burnout and the effects of COVID-19 pandemic on nurses.

HRSA Health Workforce Simulation Model

- Download Data Files
- Extensive Documentation
- Research Briefs
- Dashboards
- Data Books

Profession	Year	Starting Year Supply	Ending Year Supply	% Attrition	% Supply
All Health Workforce	2014	4800	5100	0.12	100%
All Health Workforce	2024	4800	5100	0.12	100%
Physician Assistants	2014	100	100	0.00	2%
Physician Assistants	2024	100	100	0.00	2%
Advanced Practice Nurses	2014	200	200	0.00	4%
Advanced Practice Nurses	2024	200	200	0.00	4%
Registered Nurses	2014	1000	1000	0.00	21%
Registered Nurses	2024	1000	1000	0.00	21%
Other Health Workforce	2014	3500	3500	0.00	73%
Other Health Workforce	2024	3500	3500	0.00	73%

Excel Export



HRSA National Center for Health Workforce Analysis

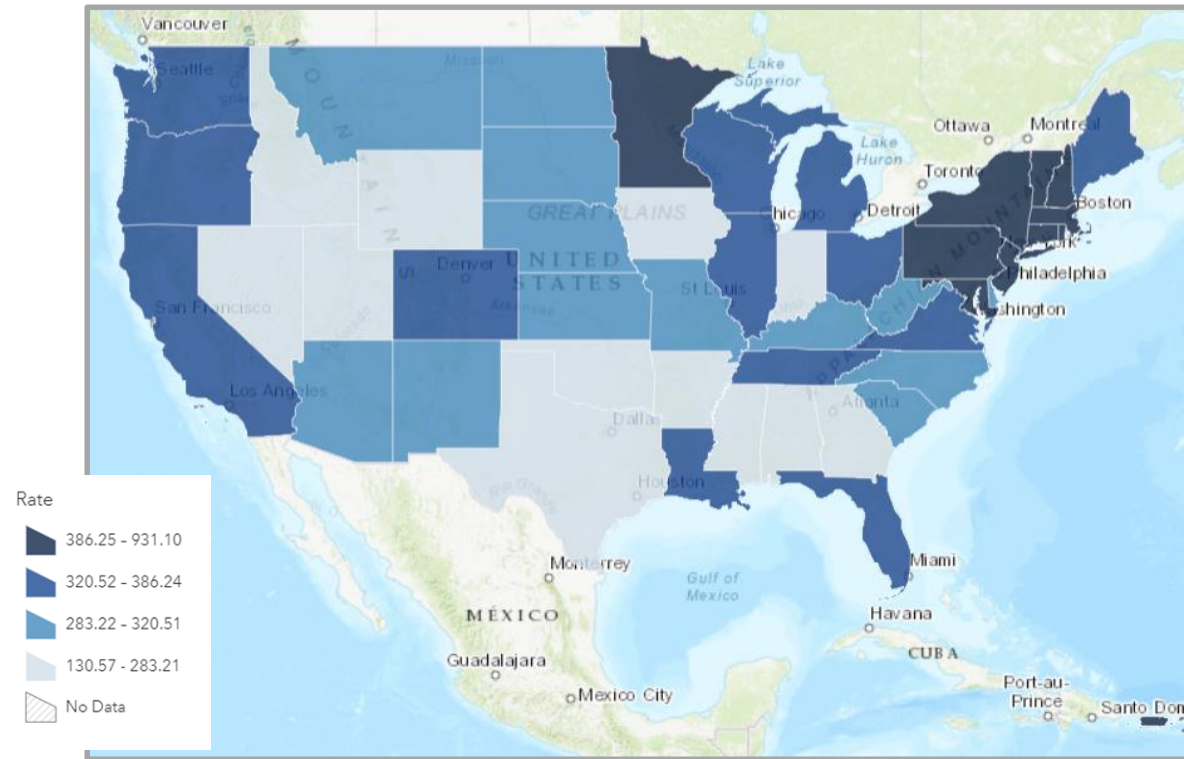
Per Capita Supply Comparisons

All MDs

US Median	320/100k
New Mexico	320/100K
DC	931/100k max
Idaho	210/100k min



Results are consistent with NM Health Care Workforce Committee Report



<https://data.hrsa.gov/topics/health-workforce>

HRSA National Center for Health Workforce Analysis

New Mexico Primary Care Adequacy - FCM

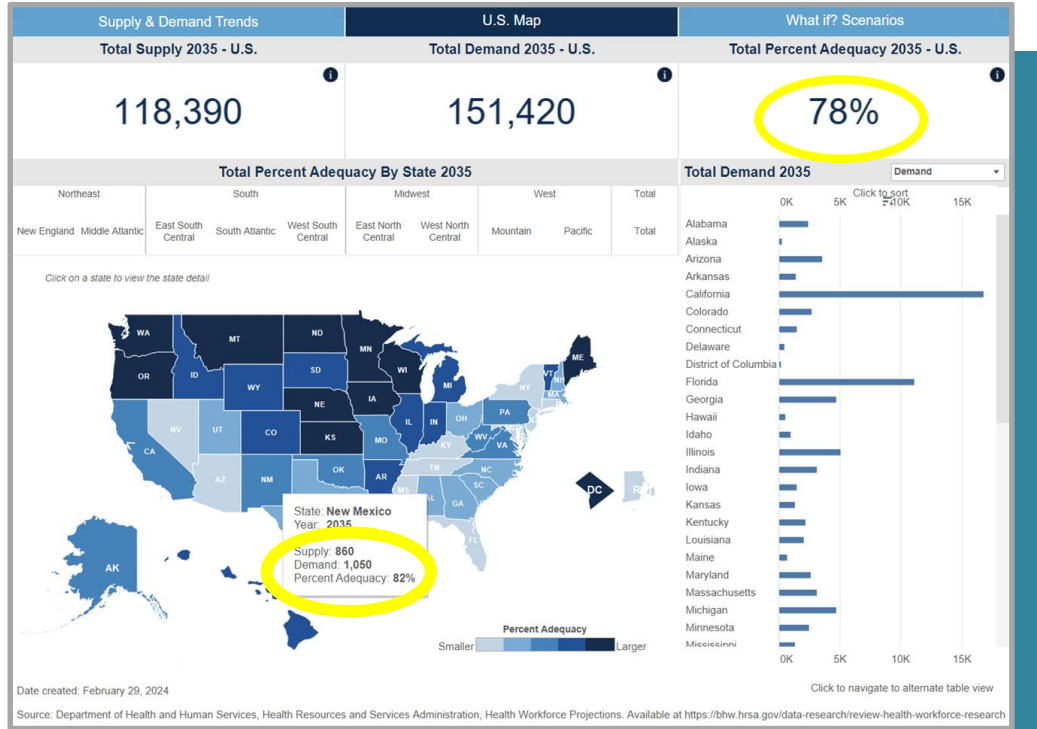
2021 – 93%

- Supply – 860
- Demand – 920

2035 – 82%

- Supply – 860
- Demand – 1050

HRSA Bureau of Health Workforce
Program Data and Tools



HRSA National Center for Health Workforce Analysis

New Mexico Pharmacist

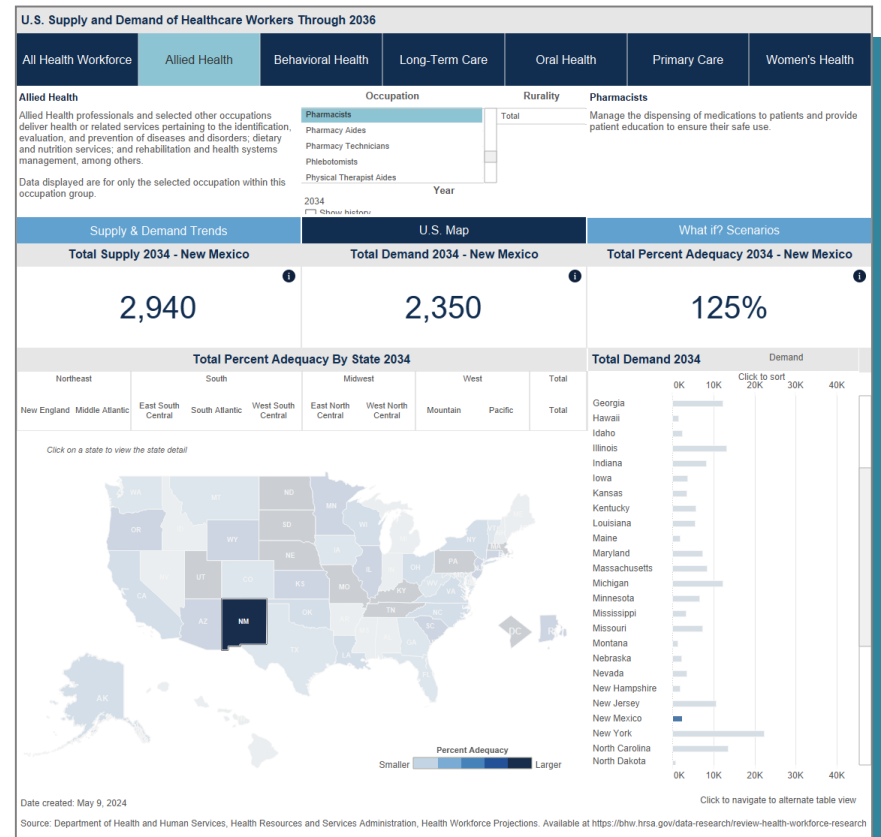
2024 – 100%

- Supply – 2170
- Demand – 2170

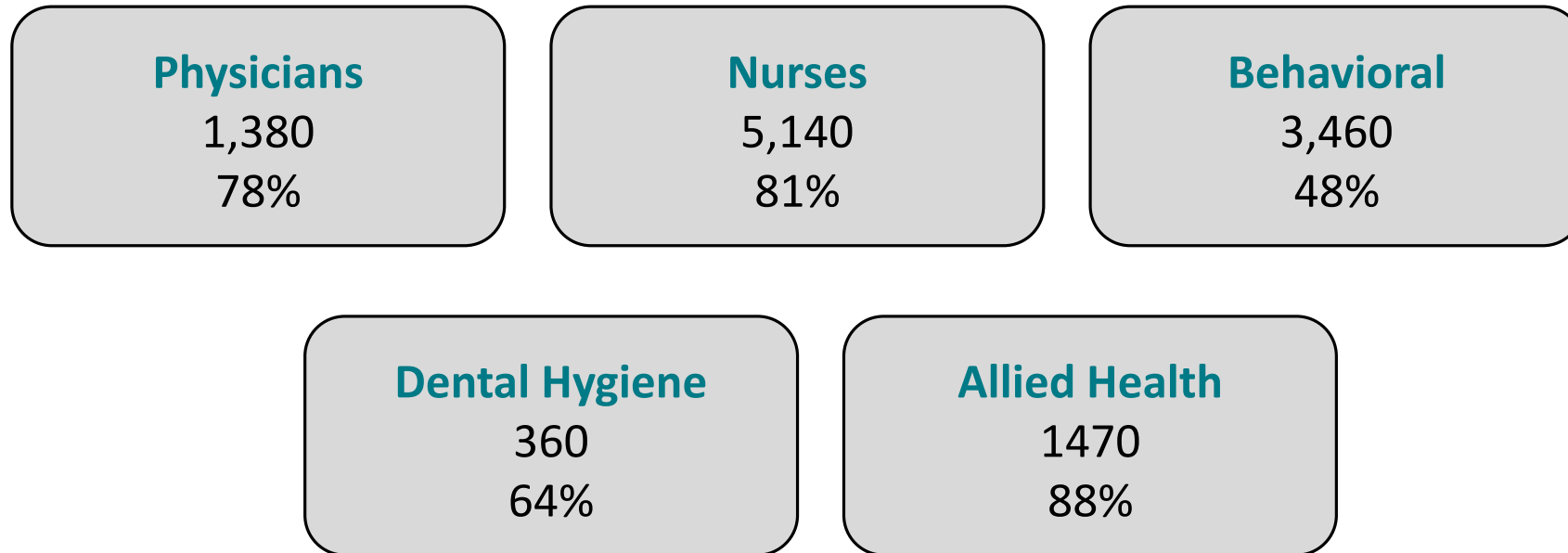
2035 – 125%

- Supply – 2940
- Demand – 2350

HRSA Bureau of Health Workforce
Program Data and Tools



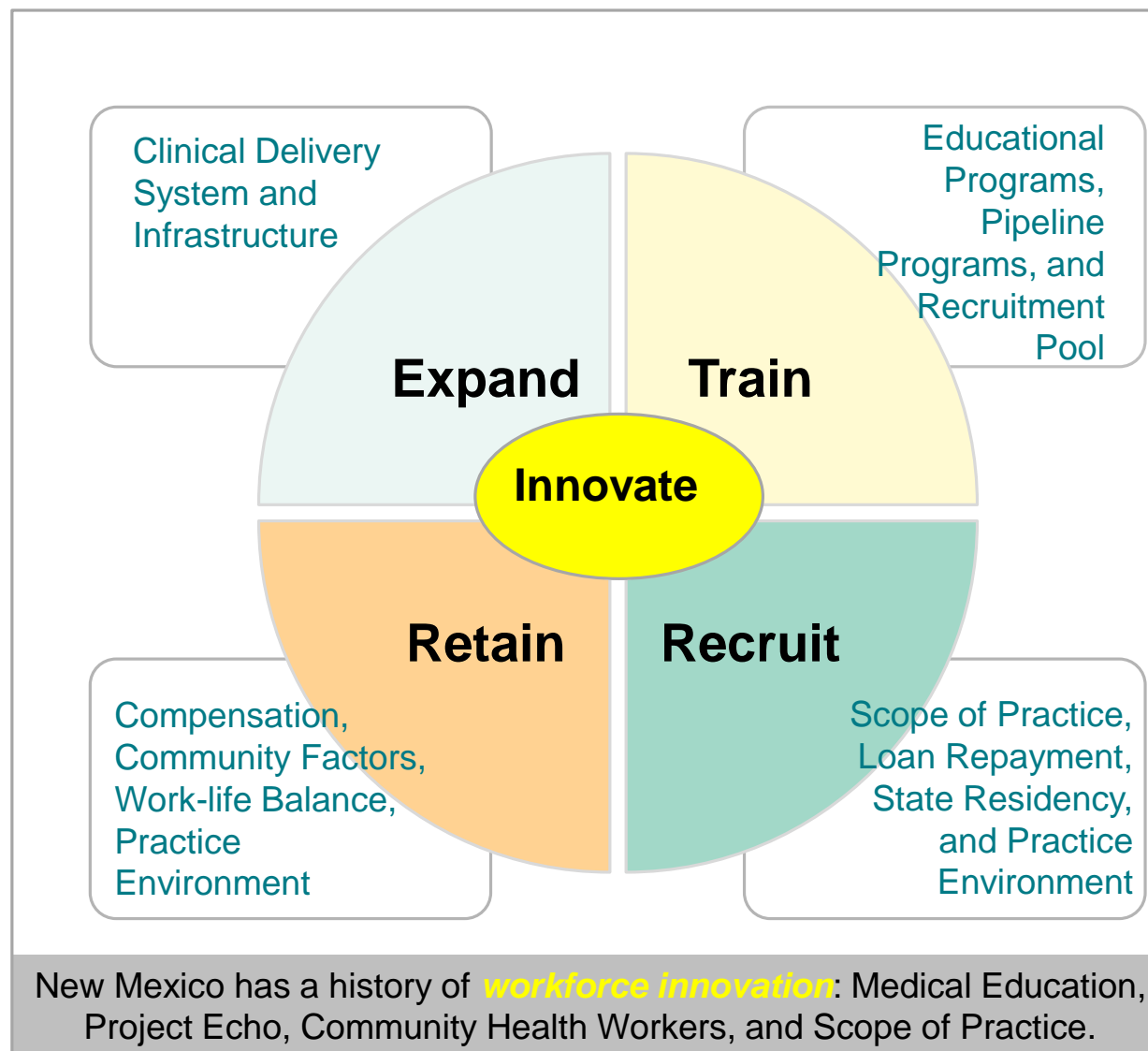
New Mexico Supply 2034 Gap and Adequacy



HRSA National Center for Health Workforce Analysis

Strategic Considerations

To adequately address the clinical workforce shortage, New Mexico's future strategies will need to focus on expanding health educational programs in parallel with growing healthcare infrastructure and attracting and retaining talent



Thank You

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505-272-1175

WHAT UNM IS DOING AND IDEAS FOR EXPANSION



DOUGLAS ZIEDONIS, MD, MPH
Executive Vice President, UNM Health Sciences &
Chief Executive Officer, UNM Health System



HEALTH & HEALTH SCIENCES

Thanks

- UNM President, Dr. Garnett Stokes & UNM Regents
- SVP for Clinical Affairs, Dr. Michael Richards
- VP for Finance & Administration (HSC), Rebecca Napier
- Dean School of Medicine, Dr. Patricia Finn
- Dean College of Nursing, Dr. Rosario Medina
- Dean College of Pharmacy, Dr. Don Godwin
- Dean College of Population Health, Dr. Tracie Collins
- Interim VP of Research, Dr. Hengameh Raissy
- CEO UNMH Kate Becker

- Price Waterhouse Cooper (PWC)

ALIGNING WITH OUR WHOLE STATE

STATE HEALTH IMPROVEMENT PLAN ALIGNMENT

Current state insights guided the identification of these six high-level priorities, which represent areas of greatest impact and need for UNM Health and Health Sciences and the state of New Mexico more broadly. Each priority is further developed into strategic objectives and tactics, alongside points of integration between the priorities.

SYSTEMATICALLY ALIGNING PLANNING EFFORTS



Community Health Assessments

State Health Assessments

Health Equity Report

Performance Management System

Quality Improvement Implementation Plan

Workforce Development Plan

Public Health Accreditation Reqs.



UNM HEALTH & HEALTH SCIENCES STRATEGIC PLAN OUTLINE

PLANNING COMMITTEE WORKING DOCUMENT



UNM Health & Health Sciences

Educational & Pathways Programs

School of Medicine
Colleges of Nursing, Pharmacy and Population Health
Health Professions Program
UNM HSC Rio Rancho Campus & Branch Campuses

Clinical & Community Engagement

UNM Hospitals
Sandoval Regional Medical Center
UNM Medical Group
UNM Comprehensive Cancer Center
Office of Community Health, VA Health, & Project ECHO

Research & Innovation/Entrepreneurship

Clinical and Translational Science Center
NCI Comprehensive Cancer Center
Many other research Centers and Programs

UNM Health and Health Sciences 7 Strategic Priorities

- * Enhance Access, Quality, and Safety of Clinical Care**
- * Enrich Student Experience, Educational Innovation, and Outcomes**
- * Expand Impact through Research**
- * Prioritize Workforce Development, Recruitment, and Retention**
- * Elevate Behavioral Health: Address Mental Health & Substance Misuse**
- * Enhance Health Equity for Underserved Groups**
- * Advance New Mexico's Economic Development**

Workforce Expansion: Recruitment, Retention & Compensation

Higher Education & Health System Solutions to our Healthcare Workforce Crisis

Two Lenses: (1) across New Mexico & (2) UNM Health and Health Sciences

Need Clinical Faculty and Staff expansion (recruitment; retention; & competitive compensation)

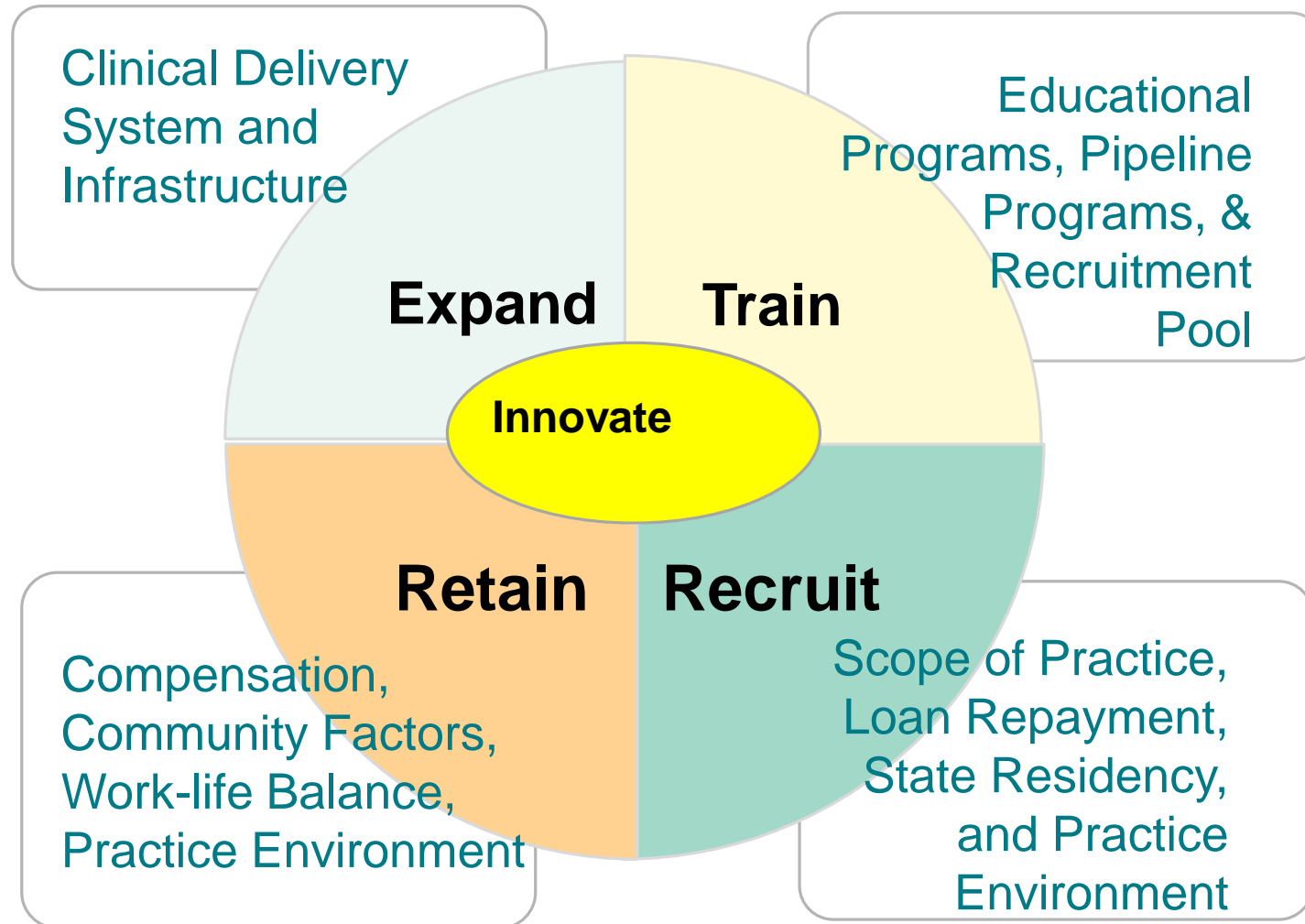
- Expand recruitment from outside of New Mexico; retain existing faculty, residents, and fellows
- Support all health professionals to practice at the top of their education (including expansion of clinical pharmacy practice opportunities, as well as nursing and other disciplines).
- Research Faculty also needed

Need Student and Learner expansion and support (ultimately increases workforce)

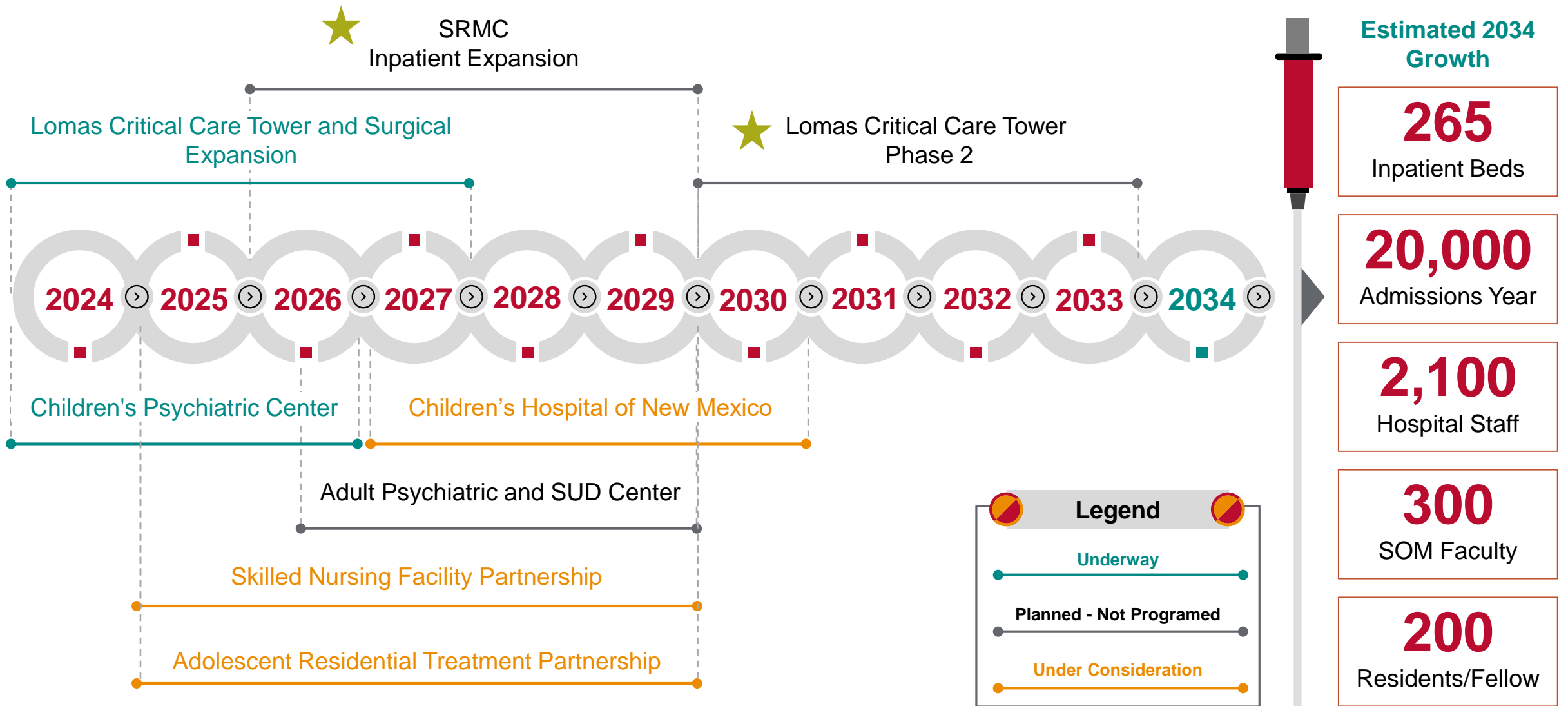
- Expand Clinical training sites & preceptor growth (increase interprofessional education and simulation center)
 - Right-size our Schools and Colleges, including branch campuses
- Recruit from inside and outside of New Mexico
- Loan Forgiveness and Other strategies to retain in New Mexico
- Learning Environment Office (LEO)—workforce culture support
- New Social Work Program (partnership with Highlands University)
- Increases to Graduate Medical Education (GME)

Need to coordinate Faculty and Student growth, including Capital improvements (more space, equipment, etc.)

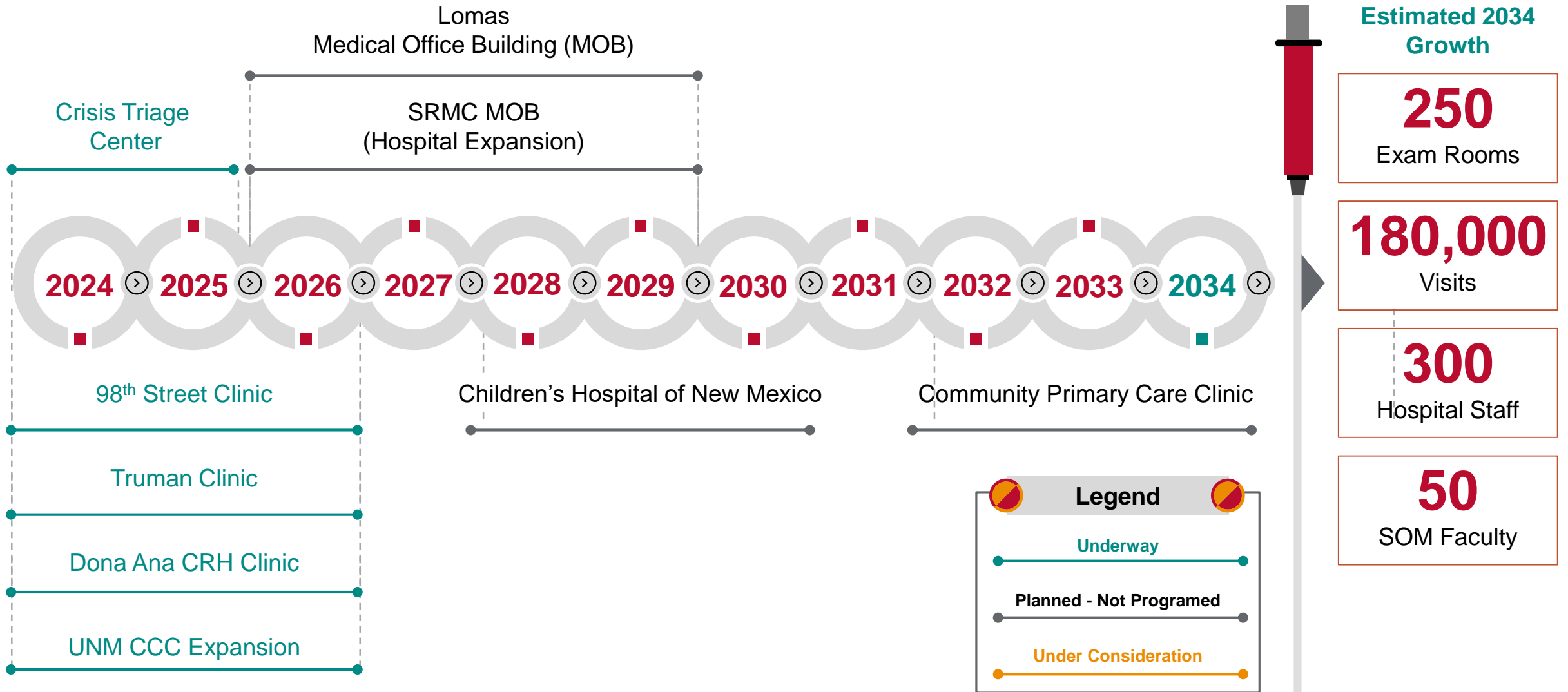
UNM's Healthcare Workforce Development Reflections on the Key Strategic Considerations



Growth of clinical delivery system: UNM Health System inpatient growth



Growth of clinical delivery system: UNM Health System outpatient growth



UNM Health Sciences Academic Units:

Nursing, Pharmacy, Public Health, Medicine,
and the Health Professions

UNM COLLEGE OF NURSING:

Faculty compensation support and advancing capabilities for simulated learning environments for students are the biggest priorities to advance expansion plans for the Nursing program

Facts and Figures

791	150	71	26	~50%	\$4M
Undergraduate BSN (AY23)	Graduate Students (AY23)	Faculty	Vacancies	Retirement Eligible	Research grants & workforce Funding (FY25)

Capacity Plans & Strategy

Capacity Plans:

- Goal is to increase recruitment number of undergraduate students by ~153, and graduate students by ~107⁴ by AY24/25

Strategy Plans:

- Strategic Enrollment Management Plan has been developed to provide direction for strategies, events, and data analysis for recruitment and retention

Current Expansion Plans:

- Faculty hiring is currently underway, with a new Dean for the College onboarding this summer
- Transition to the newly built Nursing and Population Health Excellence building is underway
- Student body growth cannot be increased any further due to faculty constraints



Challenges & Opportunities

Challenges:

- Faculty shortage is a main bottleneck for expansion of College of Nursing
 - Compensation in academia is significantly lower than clinician salaries
- Lack of clinical site infrastructure or qualified providers statewide for nursing practices (i.e., primary care pediatrics; 17% preceptor reduction)

Opportunities:

- Expand night shift and weekend rotation shifts
- Explore partnerships with clinical sites in rural locations (faculty supervision needed)

UNM College of Pharmacy:

Pharmacists have a unique opportunity to increase access to care and reduce healthcare gaps

Facts and Figures

212	100	64	\$22.5M²	81%
PharmD Students across 4 cohorts (AY23)	Applications (AY24)	Faculty	Research Funding	Practicing NM pharmacists are COP alumni



Capacity Plans & Strategy

Capacity Plans:

- Phase 2 renovations of central pharmacy building to unite the college's personnel to strengthen collaboration

Strategy Plans:

- Eliminate out-of-state tuition and have one tuition for all PharmDs
- Expand Early Assurance Programs

Current Expansion Plans:

- Pharmacy building phase one renovations are complete, with a phase 2 renovation planned
- Class size and faculty expansion will be undertaken after 70-80 students are consistently enrolled (current: 44 students for class of 2027, 58 students incoming for class of 2028)

Challenges & Opportunities

Challenges:

- Declining enrollment and limited resources
- Challenges in research support and faculty retention
- Declining applicant and recruitment challenges
- Resistance to billing for clinical services
- Succession planning

Opportunities:

- Unique research opportunities and potential partnerships (clinical trials)
- Increased utilization of advanced practice pharmacists to address gaps in care
- Facility expansion
- Hiring lecturers to free capacity for faculty to conduct research

College of Population Health (COPH): Poised to expand to a fully-accredited public health school

Facts and Figures

130	59	40	26	\$4M
Undergraduate Students (AY23)	Graduate Students (AY23)	Permanent Faculty	Faculty Vacancies	Research Funding



Capacity Plans & Strategy

Capacity Plans:

- Dedicated facility as the College of Population Health expands in faculty and students
- Ensure and maintain at least 21 faculty for accreditation purposes
- New joint Public Health and Nursing building is more modern, but 3,000 sq. ft shy of previous building space allocation (12,000 vs. 15,000 sq. ft)

Strategy Plans:

- Transition plans to an accredited school of public health and refining the new social work program

Current Expansion Plans:

- Transition to the newly built Nursing and Population Health Excellence building is underway, with 12,000 sq. ft allocated to the College of Population Health
- Short-term faculty hiring plans will be dependent on recurring budget (e.g., grants, salaries)

Challenges & Opportunities

Challenges:

- Limited opportunities to recruit trained public health professionals into core public health workforce impacts the capacity of the state to respond to health crises, especially in rural communities

Opportunities:

- Increase number of diverse students and faculty
- Increase non-state research dollars
- Create a public health education network statewide
- Expand statewide community health assessments
- Lead public health intervention initiatives

UNM School of Medicine (SOM):

At a key focal point for expansion of NM's overall clinical delivery network

Facts and Figures

93¹	7	750	1279	\$185M⁴
Enrolled Medical Students (avg. AY 20-23)	Out-of-state acceptances (avg. AY 20-23)	Residents and Fellows	Faculty	Research Funding (FY23)



Capacity Plans & Strategy

Capacity Plans:

- Research-focused faculty retention and recruitment through grants, increased satisfaction, and post-doctoral pipeline

Strategy Plans:

- Submitted a proposal to the legislative committee to incorporate AI training into the medical curriculum

Current Expansion Plans:

- Proposal has been submitted to the legislative committee for curriculum expansion to encompass AI training
- GME has expanded approximately 25% over the last 5 years in alignment with the state's directive towards clinical growth
- Fitz Hall is approaching end-of-useful life as the forefront research and education building for the School of Medicine

Challenges & Opportunities

Challenges:

- Increasing student / faculty diversity and recruiting from out-of-state
- General expansion budget, including renovations of existing facilities (Fitz Hall)
- Increasing MD graduation numbers (~82% graduated within last AY)

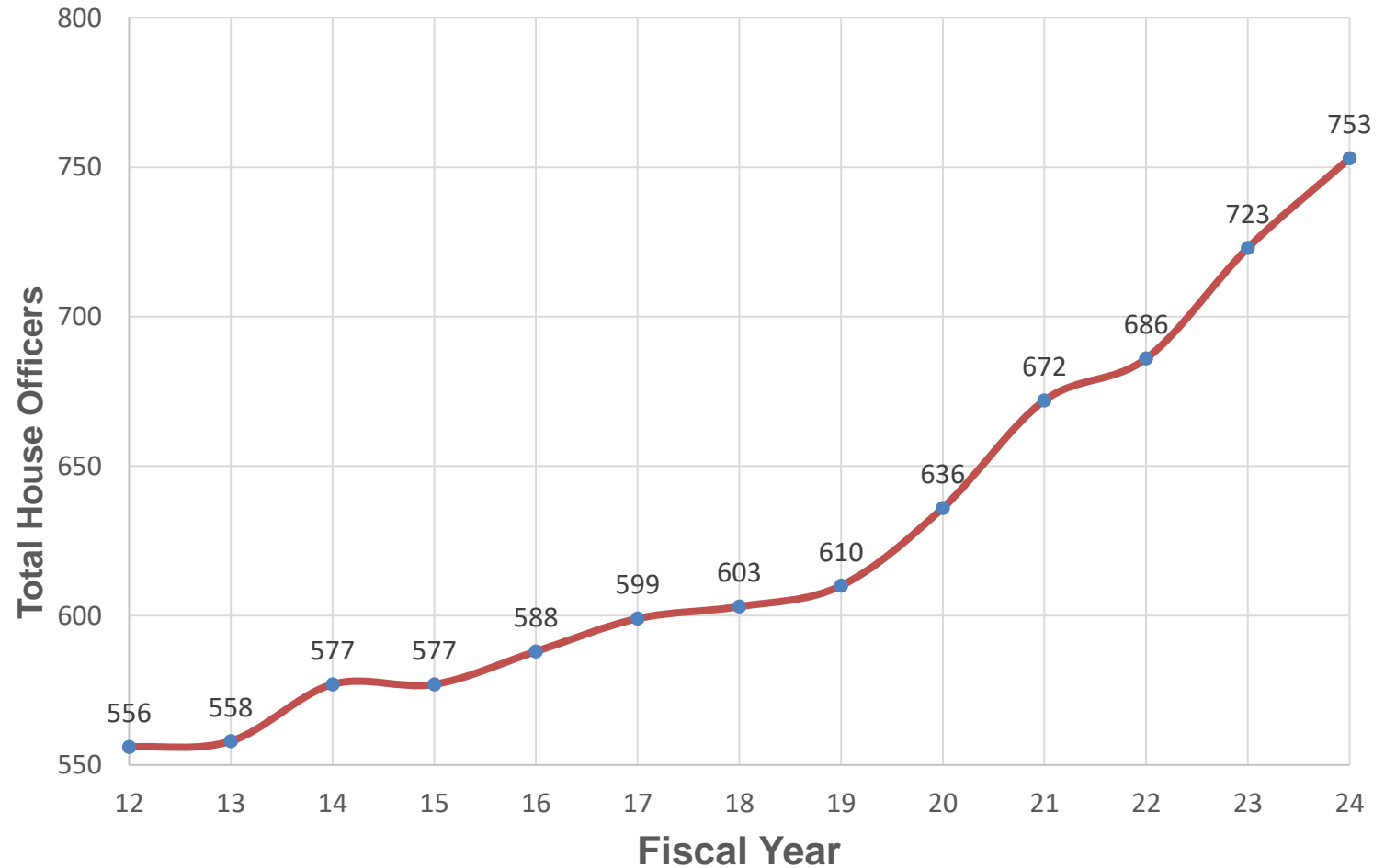
Opportunities:

- Grow educational program offerings for students (increased rotations in rural, underserved, UNM West, and VA)
- Recruit more prospective medical students from out-of-state (3% acceptance rate)
- Build facilities to support AI, simulation labs, and other modalities of a modern curriculum
- Review faculty effort allocation and compensation to aid recruitment and retention of physician faculty within the system

Increasing Residency and Fellowship Numbers

- **71** Accreditation Council for Graduate Medical Education (ACGME) accredited programs
- Primarily funded through Medicare and Medicaid, with additional state RPSP support

UNM Residents and Fellows per Year



Expanding Medical School Class Size



School of Medicine

Currently ~100 students/year
Aspiration ~200 students/year



Opportunities & Challenges:

Space
Mentors
Clinical Platforms
Retention & Recruitment of Faculty
Retention & Recruitment of Students



Timeline

Begin Increasing Class Size

First Practicing Doctor from
Increased Class Size

Health Professions Programs

- The UNM School of Medicine offers paramedical health professional training and educational programs in the Health Professions ranging from certifications to master's degrees.

Offerings:

- Dental Hygiene
- Emergency Medical Services
- Medical Laboratory Sciences
- Occupational Therapy
- Physician Assistant
- Physical Therapy
- Radiologic Sciences

UNM is Statewide: Health Sciences Rio Rancho Campus & 4 Branch Campuses

• Rio Rancho Campus:

- 40,000-square-foot building with general purpose classrooms, computer lab, Wellness center
- College of Nursing Program
- Medical Assistant Program
- Behavioral Health Care Clinic
- Pre-Health Outreach Program
- Health Careers Academy

• 4 UNM Branch Campuses:

- UNM Gallup
 - Nursing, Medical Lab Technology, Health Information Technology (HIT), Dental Assisting, Emergency Medical Services (EMS)
- UNM Valencia
 - EMS, Nursing, HIT, Medical Assistant, Nursing Assistant, Personal Care Attendant, Phlebotomy
- UNM Los Alamos
 - Certified Nursing Assistant (CNA), EMS, EMT, Pre-Professional Health Sciences
- UNM Taos
 - EMS, Nursing, CNA, Pre-Science, Community Health, EMT, Holistic Health and Healing Arts, licensed massage therapy program, and a structural integration certification program

UNM Pathway Programs: Growing New Mexico's Diverse Health Care Workforce

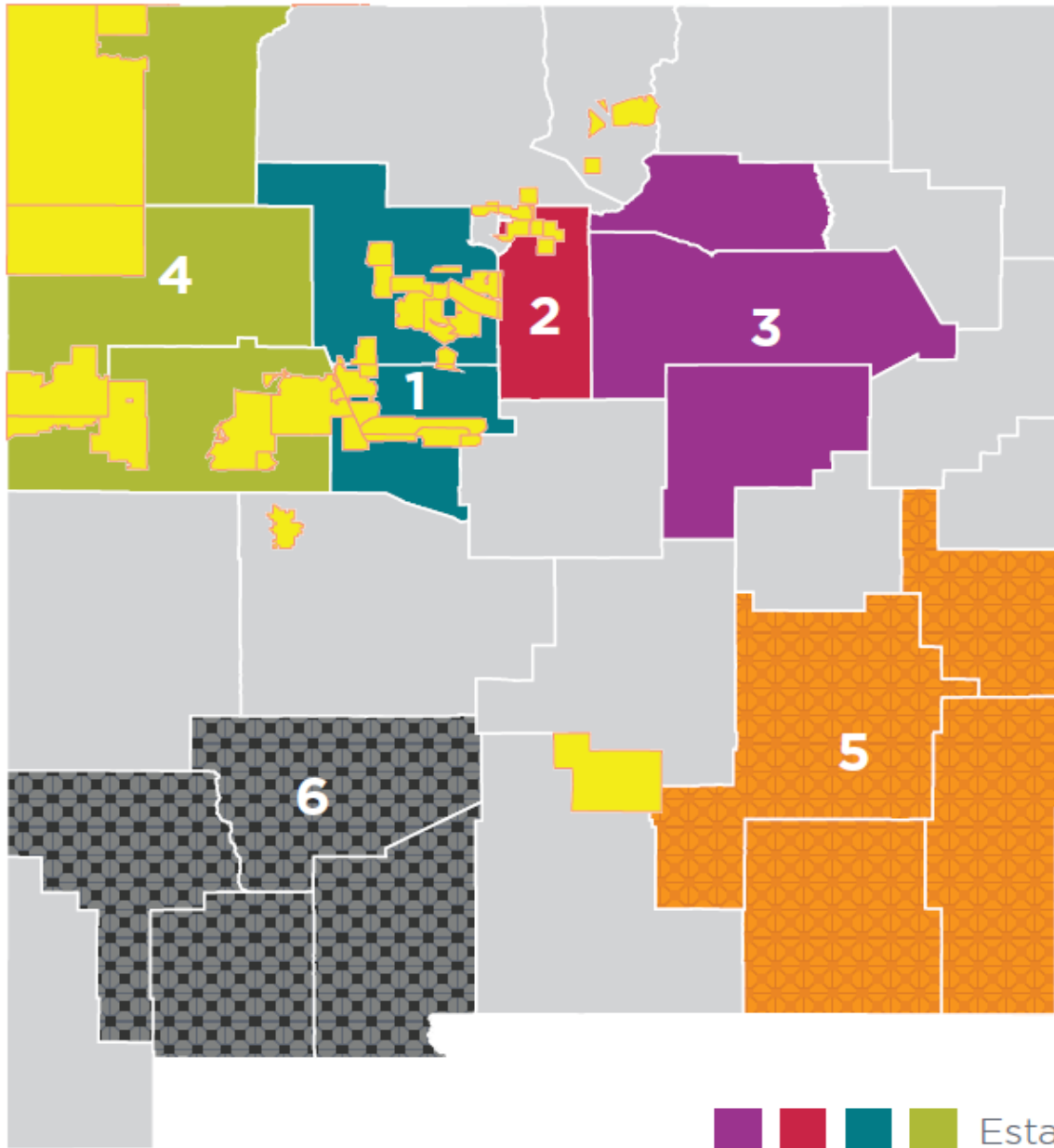


- Elementary School
- Middle School
- High School
- Undergraduate
- Pre-Professional
- Professional

●	Professional Ambassadors
●	Premedical Enrichment Program (PrEP)
● ●	New Mexico Clinical Education Program
● ●	Test Prep (DAT, MCAT, PCAT, GRE)
●	Ambassadors
●	Undergraduate Health Sciences Enrichment Program (UHSEP)
● ●	Professional Achievement Training for Transdisciplinary Health (PATH) Emerging Leaders
●	Health Careers Academy (HCA)
●	Black Healthcare Career Expo
● ●	Dream Makers Health Careers Program (DMHCP)
●	Summer of STEAM-H
● ● ●	Building Outstanding STEAM-H Students (BOSS)



REGIONAL HUBS



Hub 1 - Central

- Dream Makers Health Career Program Middle School
- Dream Makers Health Career Program High School
- Health Careers Academy
- Undergraduate Health Sciences Enrichment Program
- Ambassadors Program
- NM Clinical Education Program
- Test Preparatory Programs
- Pre-Medical Enrichment Program

Hub 3 - Northeast

- Dream Makers Health Career Program Middle School
- Dream Makers Health Career Program High School
- Health Careers Academy
- Undergraduate Health Sciences Enrichment Program
- Ambassadors Program
- NM Clinical Education Program
- Test Preparatory Programs

Hub 5 - Southeast

- Dream Makers Health Career Program Middle School
- Dream Makers Health Career Program High School
- Health Careers Academy
- Undergraduate Health Sciences Enrichment Program
- Ambassadors Program
- NM Clinical Education Program
- Test Preparatory Programs

Hub 2 - North

- Dream Makers Health Career Program Middle School
- Dream Makers Health Career Program High School
- Health Careers Academy
- Undergraduate Health Sciences Enrichment Program
- Ambassadors Program
- NM Clinical Education Program
- Test Preparatory Programs

Hub 4 - Northwest

- Dream Makers Health Career Program Middle School
- Dream Makers Health Career Program High School
- Health Careers Academy
- Undergraduate Health Sciences Enrichment Program
- Ambassadors Program
- NM Clinical Education Program
- Test Preparatory Programs

Hub 6 - Southwest

- Dream Makers Health Career Program Middle School
- Dream Makers Health Career Program High School
- Health Careers Academy
- Undergraduate Health Sciences Enrichment Program
- Ambassadors Program
- NM Clinical Education Program
- Test Preparatory Programs

Established Hubs

 Pending Hubs

 Tribal Nations

Behavioral Health Workforce Needs

UNM Comprehensive SUD Center

- As part of our efforts to enhance behavioral health services and workforce, President Stokes appointed three Co-Directors to lead the development of a Comprehensive Substance Use Disorder Center.
 - Drs. Katie Witkiewitz, Kim Page, and Snehal Bhatt.
- A priority for the Regents, President and Health & Health Sciences.
- Excellent progress has been made already on the “current state” of SUD clinical, research, education, community engagement, and other activities.
 - About 80 pages of resources identified
- Clinical Sub-Workgroup, includes our UNM Health leadership: Rodney McNease, Kate Becker, Mauricio Tohen, Mike Richards, and Doug Ziedonis

Behavioral Health Training for Workforce Co-Occurring Mental Illness and Addiction, Dual Diagnosis Conference:

Homeless Coordinating Council coordinating

Date: September 11, 2024

Location: Albuquerque Public School's
Berna Facio Professional Development Center

Workforce Development Training: 3rd Annual Health Equity Summit 2024

Dates: October 28th & 29th

Location: Embassy Suites

SDOH 101

To begin the course, scan the QR code and get started! It's free and available to all.



Interested to be involved:
cstilwelljensen@salud.unm.edu

Thank you & Questions?

Reach out anytime!

Email with Staff Support: HSC-EVP@salud.unm.edu

dziedonis@salud.unm.edu

College of Nursing (CON): Four Degree Programs & Two Campuses Albuquerque and Health Sciences Rio Rancho

Bachelor of Science in Nursing

Traditional BSN – students admitted to the CON in their sophomore year.

Freshman Direct Entry – students admitted to UNM and CON at the same time.

New Mexico Nursing Education Consortium (NMNEC) – students awarded their Associates degree and their BSN at the same time. Partners:

- CNM
 - Santa Fe Community College
 - San Juan College
 - UNM Taos, Gallup, & Valencia campuses
- **RN to BSN**
 - For Associates Degree graduates
 - Entirely on-line program
 - **Accelerated BSN Program**
 - Students who have a bachelors degree – 16 month program. First cohort starting Fall 2024.

Professional and Doctoral Degrees

Masters of Science in Nursing

- Family Nurse Practitioner
- Nurse-Midwifery
- Psychiatric Nurse Practitioner

Doctor of Nursing Practice

- Family Nurse Practitioner
- Nurse Midwifery
- Psychiatric Nurse Practitioner
- Adult-Gero Acute Care Nurse Practitioner
- Pediatric Nurse Practitioner (every other year)
- Nursing Administrative Leadership

PhD in Nursing

- Health Equity and Preparedness
- Health Policy
- Individualized Plan of Study
- BSN to PhD