Notification of Intent to Develop
New Program

Institution: Western New Mexico University

Contact Person: Sherry Bassi Professor-School of Nursing

Date: October 30, 2015

Degree Program under Development: Master of Nursing (MSN) in Education and Leadership

* Department Submitting Proposal: Nursing

Date of Proposal Submission to NMHED: October 30, 2015

Desired Implementation Date: Spring 2016 (if possible) Fall 2016

* This is a revised proposal

Purpose of the Program- The primary purpose of the program is to prepare a cadre of nurse educators who will be prepared for a variety of academic and educational leadership positions in New Mexico. Graduates will exercise leadership through scientific thinking, accountability, initiative, cultural inclusiveness, knowledge of organizations, system change, teamwork and a commitment to healthy populations and communities. Graduates will be prepared for nurse educator roles in Higher Education as classroom and clinical instructors, as educators in staff development settings and as patient educators in the healthcare setting.

Need- According to AACN’s report on 2014-2015 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing, the nation’s nursing schools turned away 68,938 qualified applicants from baccalaureate and graduate nursing programs in 2014 due to an insufficient number of faculty and unqualified clinical preceptors among many factors (AACN Research Data, 2014). Efforts to expand the pool of nurse educators are compromised due to the fact that thousands of qualified applicants to nursing programs are turned away each year. In 2014, AACN found that 13,444 qualified applicants were turned away from master's programs. The primary reason for not accepting all qualified students was a shortage of faculty (AACN Research Data, 2015). New Mexico is no exception. It is estimated that the state will be unable to keep up with the demand for nurses as the nursing workforce retires and the complexity of healthcare problems continue to increase. Additionally, in rural areas of the southwest
it is extremely difficult to cultivate a cohort of clinical instructors to oversee the clinical education of students.

**Institutional Commitment to the Program**- The SON’s fiscal and physical resources is sufficient to enable the school to fulfill the school and university mission, vision and strategic plan while expanding to a graduate program. At the commencement of the 2014-15 academic year, a university wide retreat was held where the President encouraged each member of the university to embrace our strengths which include—low faculty to student ratio and our ability to personalize the student experience. In the SON, faculty and students enjoy a new state of the art facility that was awarded a 2012 U.S. LEED Gold award and new distance learning equipment. Faculty and students are supported by personalized academic advising by a nursing academic advisor and a school-specific technology position for our distance learning and online programs. Our resources are annually reviewed and program outcomes are evaluated by the created partnership between American Association of Colleges of Nursing and Evaluation Benchmarking Inc. to provide consistent exit program evaluation. We intend to continue using EBI for all our program evaluation. Recently, our RN-BSN program received a 10 year accreditation renewal. Student support for online learning is supported through the Virtual Classroom where Learning Management System orientation and tech support is available as well as electronic tutoring services 24/7. The university is committed to supporting the SON in the cultivation of Master’s prepared clinical instructors and other nurse educators. Those applicants to the proposed MSN program who commit to service in the SON will receive 1 year of full tuition reimbursement for every academic year of service as a clinical instructor under the *Nursing Tuition Assistance Program.*