

Appendix 1-A.1
Northern New Mexico College
RN to BSN Aggregate Program Outcomes

Aggregate Faculty Outcomes (CCNE Standard IV-G)

Academic Year	Expected Outcomes	Actual Outcomes
2019-2020	<ol style="list-style-type: none"> 1) 75% of faculty will achieve AHNCC Holistic Nurse Certification 2) 75% of faculty will achieve online certification (either CNM Certificate of Online Teaching and Learning, Quality Matters, or other certification) 3) 100% of full-time faculty score satisfactory or above in the areas of teaching effectiveness; student advisement; college, public, and community service; and mastery of discipline, professional development, and creative activity. 4) 100% of adjunct faculty/part-time faculty 'meet expectations' for adjunct faculty outcomes in the areas of institutional expectations for adjunct faculty and RN to BSN Program expectations for adjunct faculty. 	<ol style="list-style-type: none"> 1) 25% of faculty have achieved Holistic nurse certification. 2) 50% of faculty have Earned the CNM Online Teaching and Learning certificate. 25% of faculty have another form of online certification. (total 75%)50% of faculty are in the process of completing the certificate program. 3) 100% of full-time faculty scored satisfactory or above in the areas of teaching effectiveness; student advisement; college, public, and community service; and mastery of discipline, professional development, and creative activity for AY 2019 & 2020. 4) NA. Currently the program does not have any adjunct faculty teaching.
2020-2021	Same as above	<ol style="list-style-type: none"> 1) 50% of faculty have achieved Holistic nurse certification. 2) 100% of faculty have Earned the CNM Online Teaching and Learning certificate. 3) 100% of full-time faculty scored satisfactory or above in the areas of teaching effectiveness; student advisement; college, public, and community service; and mastery of discipline, professional development, and creative activity for AY 2020 & 2021. 4) NA. Currently the program does not have any adjunct faculty teaching.

2021-2022	Same as above	<ul style="list-style-type: none"> 5) 75% of faculty have achieved Holistic nurse certification. 6) 100% of faculty have Earned the CNM Online Teaching and Learning certificate. 7) 100% of full-time faculty scored satisfactory or above in the areas of teaching effectiveness; student advisement; college, public, and community service; and mastery of discipline, professional development, and creative activity for AY 2021 & 2022. 8) NA. Currently the program does not have any adjunct faculty teaching.
2022-2023	<ul style="list-style-type: none"> 1) 75% of faculty will achieve AHNCC Holistic Nurse Certification 2) 75% of faculty will achieve online certification (either CNM Certificate of Online Teaching and Learning, Quality Matters, or other certification) 3) 100% of full-time faculty score satisfactory or above in the areas of teaching effectiveness; student advisement; college, public, and community service; and mastery of discipline, professional development, and creative activity. 4) 100% of adjunct faculty 'meet expectations' for adjunct faculty outcomes in the areas of institutional expectations for adjunct faculty and RN to BSN Program expectations for adjunct faculty. 	<ul style="list-style-type: none"> 1) 100% of faculty have achieved Holistic Nurse certification. 2) 100% of faculty have earned the CNM Online Teaching and Learning certificate. 3) 100% of full-time faculty scored satisfactory or above in the areas of teaching effectiveness; student advisement; college, public, and community service; and mastery of discipline, professional development, and creative activity for AY 2022 & 2023. 4) NA. Currently the program does not have any adjunct faculty teaching.
2023-2024	Same as above	<ul style="list-style-type: none"> 1) 75% of faculty have achieved Holistic Nurse certification. 2) 75% of faculty have earned the CNM Online Teaching and Learning certificate. 3) 100% of full-time faculty scored satisfactory or above in the areas of teaching effectiveness; student advisement; college, public, and community service; and mastery of discipline, professional development, and creative activity for AY 2022 & 2023. 4) NA. Currently the program does not have any adjunct faculty teaching. Change benchmark to : 100% of part-time

		faculty “meet expectations” for adjunct faculty outcomes in the areas of institutional expectations for adjunct faculty and RN to BSN Program expectations for adjunct faculty.
AY 2024-2025	1) 75% of faculty will achieve AHNCC Holistic Nurse Certification 2) 100% of faculty will be credentialed (either CNM Certificate of Online Teaching and Learning, NNMC Quality Matters, or other certification) to teach online at NNMC. 3) 100% of full-time faculty score satisfactory or above in the areas of teaching effectiveness; student advisement; college, public, and community service; and mastery of discipline, professional development, and creative activity. 4) 100% of part-time and/or adjunct faculty ‘meet expectations’ for faculty outcomes in the areas of institutional expectations for adjunct faculty, and RN to BSN Program expectations for part-time/adjunct faculty.	1) 75% of faculty have achieved Holistic Nurse certification. 2) 100% of faculty are credentialed to teach online at NNMC. And 75% of faculty have earned the CNM Online Teaching and Learning certificate. 3) 100% of full-time faculty scored satisfactory or above in the areas of teaching effectiveness; student advisement; college, public, and community service; and mastery of discipline, professional development, and creative activity for AY 2024 & 2025. 4) 100% of part-time (currently no adjunct faculty teaching in the program) meet ‘expectations’ for adjunct faculty outcomes in the areas of institutional expectations for adjunct faculty and RN to BSN Program expectations for adjunct faculty.

Program Completion Rates

CCNE Standard IV-B: Program completion rates demonstrate program effectiveness

Program Benchmark:

The completion rate is 70% or higher for the most recent calendar year (January 1-December 31) when excluding students who have identified factors such as family obligations, relocation, financial barriers, and decisions to change major or to transfer to another institution of higher institution. The goal is program completion within a 3-year time frame.

Formula for calculating completion rate: Number of students admitted in a calendar year (January 1-December 31) who complete the program within 3 years divided by the total number of students admitted in a calendar year (excluding non-academic withdrawals). The “n” number can change depending upon the number of non-academic withdrawals.

Calendar year of program completion/ graduation	Year of admission	Program completion rate (excluding family obligations, financial, relocation, transfer, or change in major)	Benchmark met?
2020	2017	85.7%	Yes

Revised 9/26/25

2021	2018	40%	No
2022	2019	100%	Yes
2023	2020	100%	Yes
2024	2021	85.71%	Yes
2025	2022	87.5%	Yes
2026	2023		

*All students who started the program in AY 2020 have either completed the program or withdrawn from the program, which is why the program has already calculated the program completion rate for 2023.

Employment Rates (CCNE Standard IV-E)

Calendar year of graduation	Expected Outcomes	Actual Outcome
2021	70% of program students/graduates are employed as a RN at the time of program completion.	100% Employment rate
2020	Same as above	100% Employment rate
2021	Same as above	100% Employment rate
2022	Same as above	100% Employment rate
2023	Same as above	100% Employment rate
2024	New benchmark: 80% of program students/graduates are employed as a RN at the time of program completion.	87.5% Employment rate

Program Satisfaction

Calendar Year of graduation	Expected outcome: (Student satisfaction at the time of program completion. Question in End of Program Survey)	Actual Outcome
2018	80% of students are satisfied with the quality of education received at NNMC in the RN to BSN Program	100% agree
2019	Same as above	100% agree
2020	Same as above	100% agree
2021	Same as above	100% agree
2022	Same as above	100% agree

Revised 9/26/25

2023	Same as above	100% agree
2024	Same as above	100% agree

Student achievement of Program Student Learning Outcomes (PSLOs) in NURS 4480 Integral Nursing Capstone Course

Calendar Year of graduation	Expected Outcome	Actual Outcome
2018	Student Portfolio Benchmark: 80% of students will score a grade of 80% or higher on the assignment grading rubric.	100%
2019	Same as above	100%
2020	Same as above	100%
2021	Same as above	66.66% Not met
2022	Same as above	80%
2023	Same as above	$\frac{3}{4}$ =75%. Benchmark not met.
2024	Same as above	

Tri-annual comprehensive curriculum analysis

Calendar Year	Expected Outcome	Actual Outcomes
Fall 2020	An in-depth curriculum analysis is done every three years.	Completed 12/8/20
Spring 2022	Curriculum Review of the new <i>Essentials</i> started	Started spring 2022
Fall 2023	Curriculum Review of the new <i>Essentials</i> in progress	In progress
AY 2024		Review continued May 2024
AY 2025		Review continued December 2024

Program Review

Calendar Year	Expected Outcome	Actual Outcomes
2018	Program Review completed every 3 years	Program Review completed

Revised 9/26/25

2021		Progress report update submitted
Spring 2022	Program Review completed every 7 years (new college policy. New cycle started)	Program Review completed.
Fall 2023		Annual follow-up report submitted
Fall 2024		Annual follow-up report submitted.

American Holistic Nurses Credentialing Corporation Endorsement

Calendar Year	Expected Outcome	Actual Outcome
2019	The program will regain AHNCC Endorsement as a holistic nursing education program within 2 years.	AHNCC Endorsement 2021
2021	The program will maintain AHNCC Endorsement as a holistic nursing education program.	The Program was awarded AHNCC “endorsement” as a holistic nursing program. Expires 4/30/2026