



New Mexico Nursing State Workforce

Joseph Sánchez, PhD, MBA

Program Operations Director

University of New Mexico College of Nursing

December 21, 2016

**Greater Albuquerque Chamber of Commerce
Leadership Albuquerque**



UNM

COLLEGE *of* NURSING



HOUSE BILL 19

- Requires UNM HSC Chancellor to appoint statewide committee with broad representation
- Requires UNM HSC to produce a report on health professional practices annually
- Committee is required to:
 - Devise an electronic survey for boards to provide to applicants for licensure and license renewal
 - Analyze and make recommendations regarding incentives to attract qualified individuals to pursue health care education and practice
 - Develop short-term and five-year plans to improve health care access



UNM

COLLEGE *of* NURSING

PROGRESS

- Instituted surveys with Nursing and Medical boards
- Analyzed practice characteristics on the basis of 6 required items
- Report to State on October 1st



UNM

COLLEGE of NURSING



CAVEATS

- Best estimates based on national averages
- Challenges remain
 - Federal workers, IHS
 - Out-of-state practicing in NM
 - Only 1 or 2 of 3 years of data

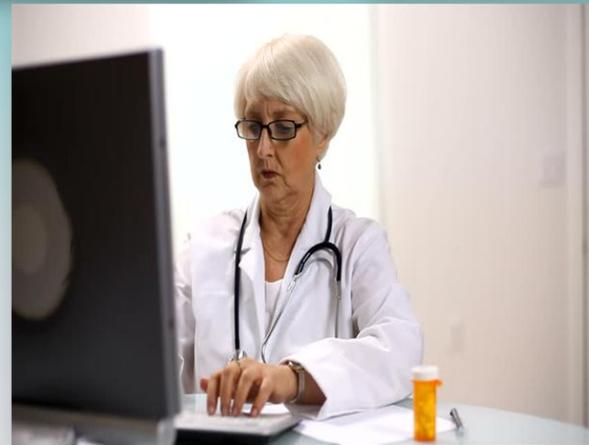


UNNM

COLLEGE *of* NURSING

//////

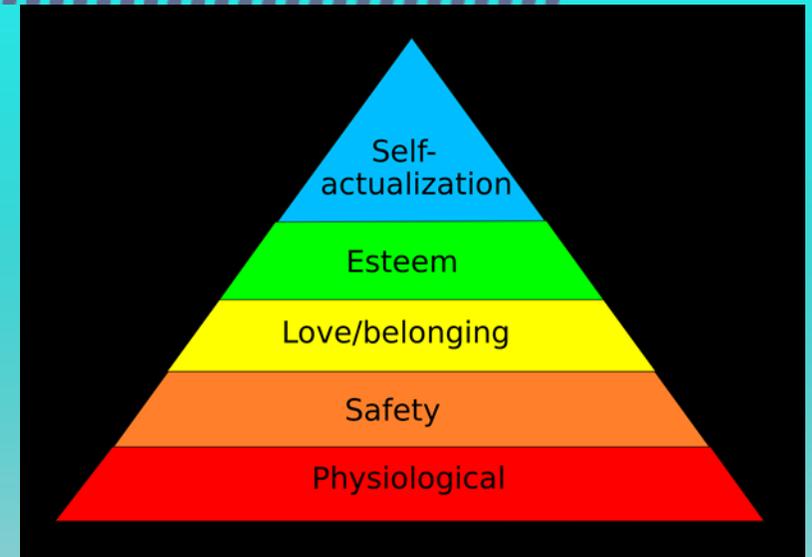
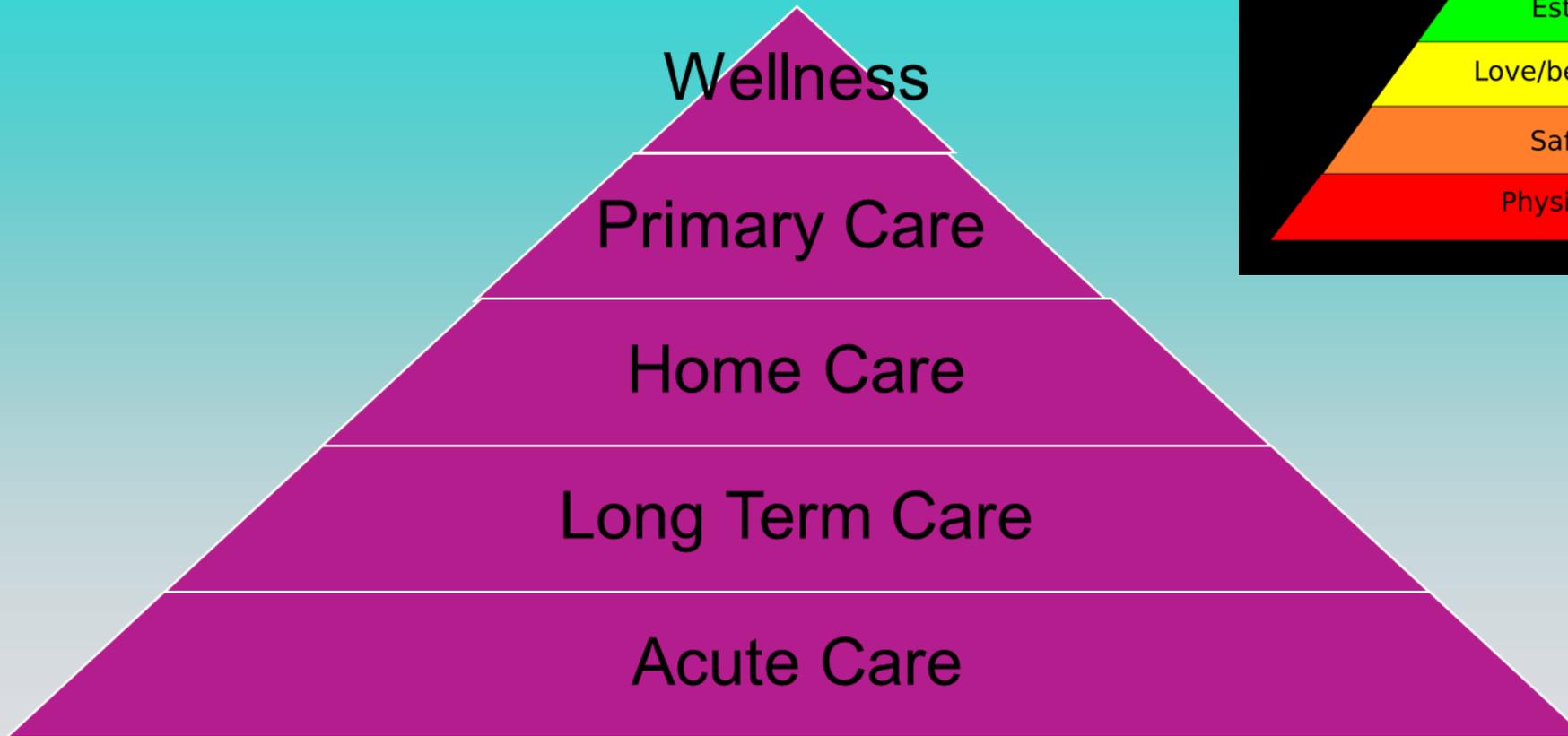
NURSING: MOST TRUSTED MEDICAL PROFESSION



UNM

COLLEGE of NURSING

CURRENT HEALTH SYSTEM:



HOW IS THE CURRENT SYSTEM WORKING FOR US?

- Life expectancy U.S.: Rank 29th (77m/82f years)
- Life expectancy NM: Rank 31st (78.4 years)
- Infant mortality U.S.: Rank 40th (6 deaths/1000 live births)
- Infant mortality NM: Rank 37th (5.3 deaths/1000 live births)
- Only North American country to rank in the top 10 heaviest countries in the world – has 34% of the world's biomass due to obesity, yet is only 6% of the world population (Compared with Asia which has 61% of the world population yet only 13% of its biomass due to obesity)
- Number 1 in health care spending: 19.8% of total government expenditures are spent on health. Median spending in developed countries is \$3,000/person. In the United States is >\$8,000/person

World Health Organization: World Health Statistics 2012 & Kaiser Family Foundation 2016



UNM

COLLEGE of NURSING

HOW IS THE CURRENT SYSTEM WORKING FOR US?

- Health Care Expenditures by U.S. Residence (in millions): \$2,089,862
- Health Care Expenditures by NM Residence (in millions) ranked 37th: \$13,350
- Health Insurance Coverage of the Total Population: **49%** (**employer**); 20% (medicaid); 14% (medicare); **9% (uninsured)**
- Health Insurance Coverage of NM: **37% (employer)**; 27% (medicaid); 15% (medicare); **12% (uninsured)**

Kaiser Family Foundation 2016



UNM

COLLEGE of NURSING



HOW IS THE CURRENT SYSTEM WORKING FOR US?

- % of men reporting having no personal doctor/health care provider in U.S.: 29% (all men); 23% (W); **48%** (H); 35% (AI/AN)
- % of men reporting having no personal doctor/health care provider in NM: 37% (all men); 28% (W); **42%** (H); 53% (AI/AN)
- % of women reporting having no personal doctor/health care provider in U.S.: 17% (all women); **13%** (W); 34% (H); 25% (AI/AN)
- % of women reporting having no personal doctor/health care provider in NM: 25% (all women); **18%** (W); 28% (H); 38% (AI/AN)

Kaiser Family Foundation 2016

AFFORDABLE CARE ACT:

- Prevention
- Essential services
- Care coordination
- Transitions of care
- Outcome focused
- Team based care
- Patient focused
- Population health

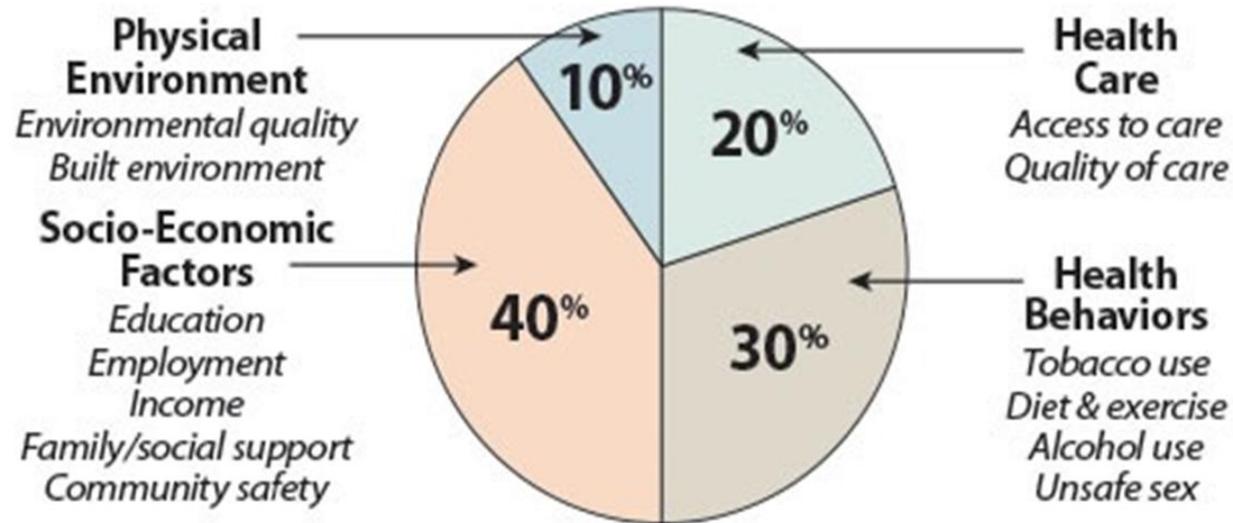


UNM

COLLEGE of NURSING

Social Determinants of Health

Population Health



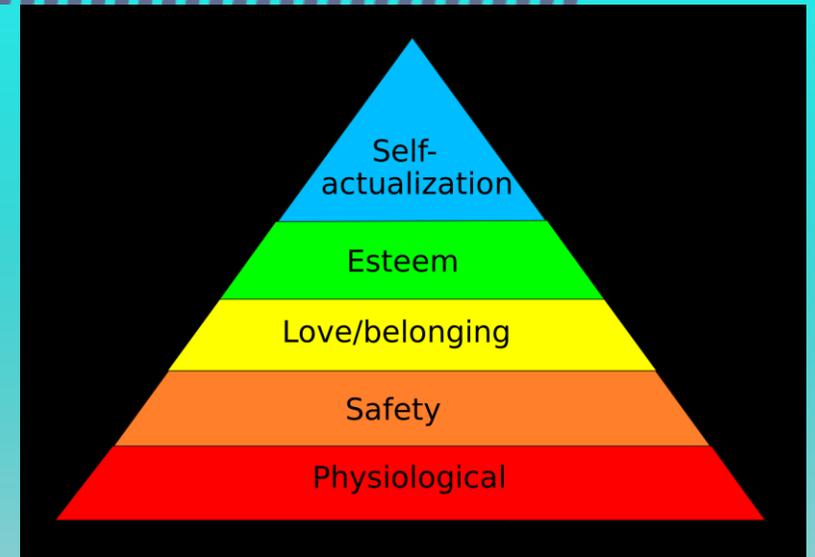
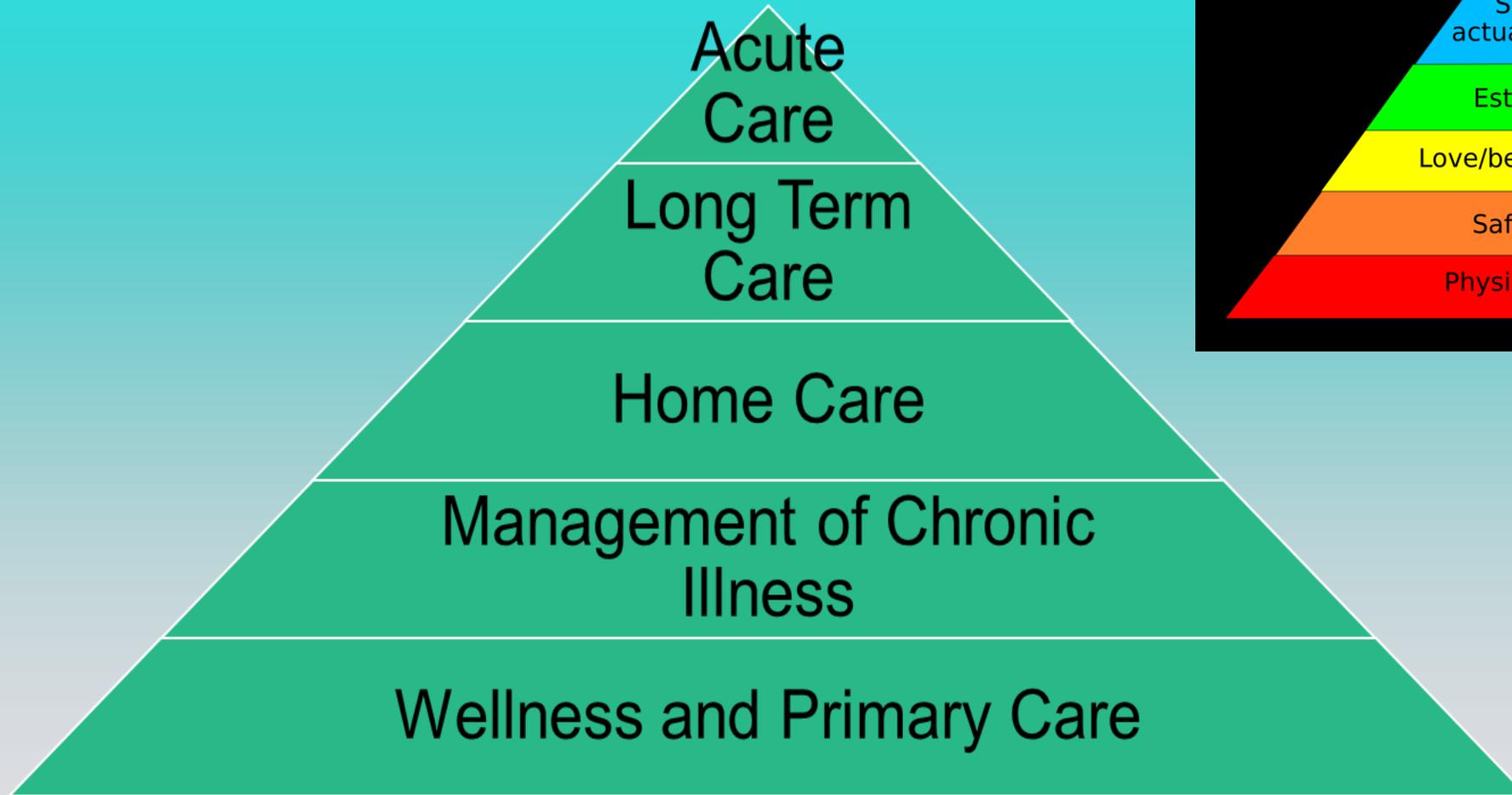
Source: Authors' analysis and adaption from the University of Wisconsin Population Health Institute's *County Health Rankings* model ©2010, <http://www.countyhealthrankings.org/about-project/background>



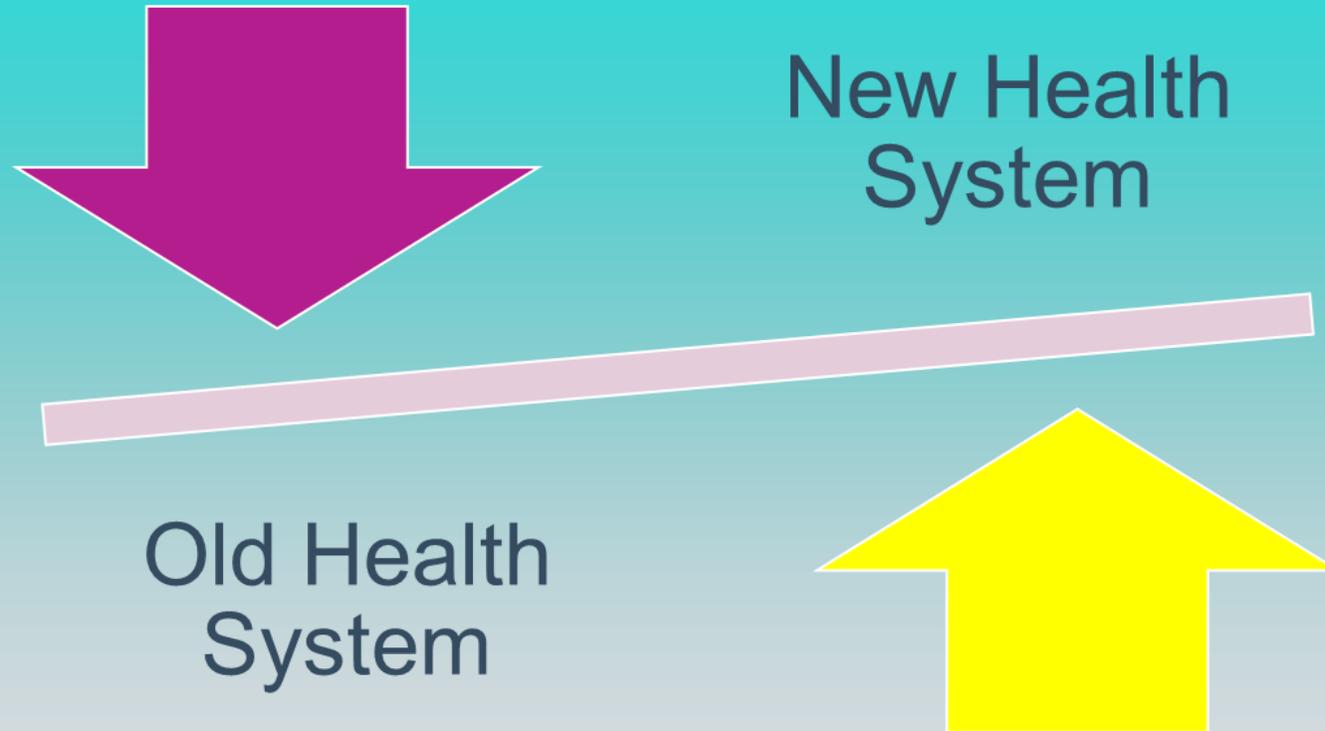
UNM

COLLEGE of NURSING

TRANSFORMED HEALTH SYSTEM:



////////////////////
TRANSFORMATION IS MESSY:



UNM

COLLEGE *of* NURSING

////////////////////////////////////
AND, IT JUST GOT MESSIER!



UNM

COLLEGE *of* NURSING

Republican Policy Concepts to Replace the Affordable Care Act

	US House Leadership	Hatch (UT), Burr (NC) & Upton (MI)	Sessions (TX) & Cassidy (LA)
ACA Repeal	Repeals ACA	Repeals ACA with exception of Medicare provisions	Repeal individual & employer mandates, maintains insurance marketplaces
Insurance Reforms	Pre-existing conditions protected; dependent coverage up to age 26	Repeals individual mandate, bans lifetime limits	Bans lifetime limits, repeals essential health benefits, increases state's flexibility



Republican Policy Concepts to Replace the Affordable Care Act:

	US House Republicans	Hatch, Burr, Upton	Sessions & Cassidy
Coverage Provisions	Expand Health Savings Accounts (HAS); allows cross state purchasing; federal funding for high-risk pools	Tax credits for employees of small employers or those without access to employer sponsored insurance – states may create insurance options with no cost to enrollee	Establishes tax credit to pay for coverage in/out of marketplaces; allows states to enroll uninsured residents in “Roth HSA”; expands incentives for tax favored savings accounts



////////////////////

NURSING IN NEW MEXICO



UNM

COLLEGE of NURSING

NURSING PIPELINE

LPN State Supported <u>Accredited</u> Programs	ADN State Supported <u>Accredited</u> Programs	RN-BSN State Supported <u>Accredited</u> Programs	BSN, MSN, DNP, CNP and PhD State Supported <u>Accredited</u> Programs
Central NM CC Clovis CC Luna CC NM Junior College Northern NM CC NMSU - Carlsbad	Central NM CC Clovis CC Luna CC NM Junior College Northern NM CC NMSU – Carlsbad San Juan College Santa Fe CC NMSU – Alamogordo Eastern NM Univ. Roswell UNM – Taos Western NM Univ.	UNM NMSU Western NM Univ. NM Highlands Univ. Northern NM CC	UNM NMSU



UNM

COLLEGE of NURSING



NURSING DEFICIT

- 2,306 additional RNs are needed
 - 1,840 need to be BSN prepared
- The state graduates on average 1,030 BSN and ADN combined. 28% of our total average graduates are BSN prepared. In order to reach the IOM 80% BSN prepared workforce by 2020
- Need to graduate an additional 263 BSNs per year in NM over the next 7 years
- Nearly one-half of NM RNs practice in Bernalillo County. Five counties (Doña Ana, Santa Fe, San Juan, Chaves, and McKinley) comprise the next 25% of the overall RN workforce



UNM

COLLEGE of NURSING

NURSING DEFICIT

- Approximately 284 additional APRNs are needed
- APRNs/CNPs play key role in primary care and education
- Nurses and nurse faculty are rapidly approaching retirement age. Average age of employed
- Average age of employed RNs is 43 years.
- In NM, 42% of all licensed nurses are age 50 or older



UNM

COLLEGE *of* NURSING



NURSING KEY FINDINGS

- Presently, there is a substantial shortage of LPNs, RNs, and APRNs in New Mexico. Shortages create barriers to health care access. They also cause the current workforce to be more prone to stress, fatigue, errors, and burnout
- A substantial difference between practice data and survey data exists. A large part of this difference is due to nurses working in fields other than nursing or working in states outside of New Mexico
- Key predictors of where graduate nurses practice will be analyzed in coming years
- To understand the overlap of licensed versus practicing RNs and APRNs employed by federal government entities in New Mexico



UNM

COLLEGE *of* NURSING



RECOMMENDATIONS

- Expand nursing training programs (BSN and APRN)
- Education nursing programs should be encouraged to become accredited by the National League for Nursing Accrediting Commission or Commission of Collegiate Nursing Education
- Collaboration with nursing schools and nursing partners should be maintained and expanded
- Incentives for hospitals and clinics should be developed to increase the number of clinical preceptors

THE COMMITTEE WILL WORK TO UNDERSTAND AND MAKE RECOMMENDATIONS ON

- Challenges of collecting more accurate data on APRNs
- Challenges to nursing recruitment and retention including challenges to enhancing underrepresented minority participation in the nursing workforce



UNM

COLLEGE *of* NURSING

UNM COLLEGE OF NURSING EDUCATIONAL OPTIONS

Undergrad

Bachelor of Science in Nursing

- Pre-licensure track
- RN-completion track

Graduate

Master of Science in Nursing

- 4 Advance Practice Concentrations
 - Family Nurse Practitioner
 - Pediatric Nurse Practitioner
 - Adult/Gero Acute Care Nurse Practitioner
 - Nurse Midwifery
- Education Concentration

Doctor of Nursing Practice

Doctor of Philosophy in Nursing



UNM

COLLEGE of NURSING

NEW MEXICO NURSING EDUCATION CONSORTIUM

New Mexico Nursing Education Consortium (NMNEC)

- Cooperation across all public pre-licensure (ADN & BSN) programs in implementing standardized, concept-based curriculum
- Allows students to earn BSN in own community
- NMNEC schools can share applicant pools to fill open seats

Metrics for NMNEC Success:

- ✓ Aiming towards 80% BSN Workforce in the state by 2020
- ✓ NMNEC Curriculum Adoption from rural institutions
- ✓ Retention Rates/BSN Completion
- ✓ NCLEX Pass Rates



UNM

COLLEGE of NURSING



REGISTERED NURSES IN NEW MEXICO

- Provide and coordinate patient care, educate patients and the public about various health conditions, and provide advice and emotional support to patients and their family members.
- Projected employment growth will occur for a number of reasons, including an increased emphasis on preventative care; growing rates of chronic conditions, such as diabetes and obesity; and demand for healthcare services from the baby boomer population, as they live longer and more active lives.



UNM

COLLEGE *of* NURSING



NURSE PRACTITIONERS (APRN) IN NEW MEXICO

- Licensed as independent primary care providers with full prescriptive authority
- Provide quality and cost effective care
- Serve patients and families across the life span
- Provide primary care services in a variety of settings
- Governor has suggested we recruit NPs from neighboring states with more restrictive practice regulations
- 5-day Licensure Processing approved by legislature



UNM

COLLEGE *of* NURSING

////////////////////

PRIMARY CARE PHYSICIANS IN NEW MEXICO



UNM

COLLEGE of NURSING



PRIMARY CARE DEFICIT

- 1,429 practicing Primary Care Physician (PCPs) in NM
- PCP Deficit today = 219
- PCP need increasing from PCP retirement, Population Growth, Aging Population, Affordable Care Act
- PCP Deficit tomorrow: Est. between 400-600



UNM

COLLEGE *of* NURSING



PRIMARY CARE NEEDS VARIES BY COUNTY

- 30 of 33 Counties are full or partial Health Professions Shortage Areas or HPSAs (ex. PCP/population <1:3,500)
- Only 6 Counties have a PCP/population ratio higher than the national average (Bernalillo, Los Alamos, Santa Fe, Taos, Grant and Quay)



UNM

COLLEGE *of* NURSING



PRIMARY CARE SUPPLY

- 51% of primary care physicians indicate that their practices are full or nearly full
- Only 75% of the primary care physicians licensed in NM practice in the state
- 21% practice part-time (≤ 30 hours per week)
- 12% indicates that they intend to make a practice change that reduces the availability of primary care in the state



UNNM

COLLEGE *of* NURSING

PRIMARY CARE SUPPLY

NM Primary Care Physician Workforce by Ethnicity, 2012

Race	Count	Percent
Hispanic or Latino	285	19.9%
Not Hispanic or Latino	1,036	72.5%
Not Applicable/Not Answered	108	7.6%
Total	1,429	100%

NM Primary Care Physician Workforce by Race, 2012

Race	Count	Percent
American Indian or Alaska Native	22	1.5%
Asian	138	9.7%
Black or African American	42	2.9%
Native Hawaiian or Pacific Islander	3	0.2%
White or Caucasian	896	62.7%
Other	291	20.4%
Two or More	28	2.0%
Not Answered	9	0.6%
Total	1,429	100%



UNM

COLLEGE of NURSING

ENHANCING SUPPLY

- GME Positions
- Recruitment
- Retention activities



UNM

COLLEGE of NURSING



RECOMMENDATIONS

- A multifaceted approach to addressing the significant physician shortage should be undertaken
- Loan repayment and other financial assistance programs should be considered in encouraging work in underserved areas and in primary care
- Increasing state funded PCP resident slots should be considered
- Funding of “physician extender” programs such as Project ECHO will assist in addressing shortage

FUTURE WORK OF THE COMMITTEE WILL FOCUS ON

- Studying how to enhance recruitment and retention of PCPs to rural areas in NM





PSYCHIATRY IN NEW MEXICO



UNM

COLLEGE of NURSING

PSYCHIATRY DEFICIT

“PRONOUNCED SHORTAGE OF CLINICALLY TRAINED BEHAVIORAL HEALTH PROFESSIONS” NM Legislative Finance Committee, 2013

- No national benchmark for the optimal number of psychiatrists per capita
- In rural New Mexico, ratio is 1 : 21,276
- In urban New Mexico, ratio is 1: 2,970

**Psychiatrists are 7.16 times more accessible in
urban NM compared to rural NM**



UNM

COLLEGE *of* NURSING

PSYCHIATRY SUPPLY

- 66% of psychiatrists indicated that their practice was **full or nearly full** limiting their availability to accept new patients
- 29% of psychiatrists indicated that they work 30 or fewer hours per week
- 14% of current psychiatrists indicated plans to **move, retire, or decrease** their practice size within the next 12 months



UNM

COLLEGE of NURSING

PSYCHIATRY SUPPLY

Racial/ ethnic make-up of current psychiatric workforce

Ethnicity	NM population	NM psychiatrists
Hispanic/ Latino	47%	14%
Not Hispanic/Latino	53%	80%

Race	NM population	NM psychiatrists
American Indian	10.2%	1.6%
Asian	1.6%	5.8%
Black or African American	2.4%	1.9%
White/ Caucasian	83%	73%





RECOMMENDATIONS

- The number of resident positions should be increased, possibly through state funding
- Use of technology (i.e. Project ECHO) should be explored

FUTURE WORK OF THE COMMITTEE WILL INCLUDE

- Future assessments will include not only psychiatrists but also other mental health care providers
- Examine and assess mechanisms to enhance recruitment and retention in rural communities as well as mechanisms to increase the number of Native American and Hispanic psychiatrists



DENTISTRY

- Kaiser Family Foundation reports New Mexico has 1,071 professionally active dentists
- No standard for optimal number of dentist per capita, but an estimated number of dentists needed in New Mexico (at 2,000 patients per dentist) =1,042
- Issues are of rural/urban distribution and economics
- Complex workforce challenges with regard to recruitment, retention and economics of all oral health workforce providers in rural areas



UNM

COLLEGE *of* NURSING

RECOMMENDATIONS

- Increase the number of WICHE slots to support all New Mexico students who wish to become dentists
 - **Western Interstate Commission for Higher Education (WICHE)**- provides grants to out of state dental schools who have contractually agreed to educate NM students. “Clawback”- 92% of those students return to “repay” these grant obligations. Currently 12 WICHE slots for students
- Establish a **BA/DDS** program to recruit and support New Mexico’s pre-dental and dental students, particularly those from rural and minority communities



UNM

COLLEGE of NURSING



THANK YOU!

Joseph Sánchez, PhD, MBA

Program Operations Director, UNM College of Nursing

Executive Director, New Mexico Center for Nursing Excellence

505-827-8315 / JPSanchez@salud.unm.edu



UNM

COLLEGE *of* NURSING