Education, Health and Human Services Division


Certificate in Nursing Assistant Program Review Submission

February 19, 2021


Prepared by:

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Submitted to UNM-Gallup Curricula Committee

## 0A: Executive Summary

Document 1 contains the Certified Nursing Assistant (CNA) Certificate Program goals and information about the UNM-Gallup mission and vision and stakeholders and learning goals and how they all support its success.

Document 2 contains the CNA curriculum. This document details the CNA program curriculum, how it contributes to other units/programs, and the modes and methods of delivery used to teach the courses.

Document 3 describes the methods of assessment used in the CNA program.

Document 4 describes the students in the program. This document details the structures in place to recruit, retain, and graduate students.

Document 5 describes the faculty in the program. This document details the qualifications and credentials of the faculty.

Document 6 describes the resources and support the program receives from the institution.

Document 7 describes the facilities available to the program to support student learning and activities.

Document 8 describes how the program compares to other programs in the state and nationwide.

Document 9 describes plans for the future direction of the program.

## 0B: History of the Program

The UNM-Gallup nursing program opened in March 2002. The nursing department offers three programs: the Certified Nurse Assistant, Associates of Science in Nursing, and the Bachelors of Science in Nursing. The current iteration of the Certified Nursing Assistant (CNA) certificate program is first offered at UNM-Gallup in 2012. However, the CNA program was being offered at the campus even before 2012. The CNA program has been the entry course and pre-requisite for the Associates of Nursing since implementing the New Mexico Nursing Education Consortium curriculum in Fall 2017.

Certified nurse assistants are healthcare professionals that assist nurses in hospitals, hospices, adult daycare centers, personal assisted living facilities, nursing homes, and other healthcare facilities. They work under the supervision of Registered Nurses (RNs). The job of CNAs varies depending on the facility in which they work. Their most common task is providing basic healthcare to patients, such as administering basic bedside care.

Approximately 80% of graduates remain in the area and work at local hospitals, clinics, and nursing homes. Several certified nurse assistant graduates have continued for their associates of nursing and/or bachelors of nursing degrees.

## 0C: Organizational structure

The Certified Nursing Assistant (CNA) Certificate program is under the Division of Education, Health and Human Services Division, overseen by the division head. Under the division head, the Nursing Program Director oversees the Certified Nursing Assistant program's function and operation.

## 0D: External Program Accreditations

The Certified Nursing Assistant certificate program is certified to operate under the New Mexico Department of Health (NMDOH). The NMDOH has reapproved the program to operate from January 5, 2021, until January 4, 2023. There are no specialized program accreditations for nursing assistant programs.

## 0E: Previous Program Review

Cannot find any information on the last program review.

## 1A: Brief overview of the vision and mission of the Certified Nursing Assistant Program

The UNMG Nursing Program's mission is to assist lifelong learners in developing critically competent and culturally sensitive nursing care for clients in rural health care settings.

UNMG program goals are to educate nursing graduates who will:

1. Use caring practices to promote health and healing.
2. Provide individualized care that recognizes diversity in a variety of settings.
3. Demonstrate therapeutic communication in the provision of patient, family, and community care and effective interprofessional communication.
4. Use critical thinking and the nursing process as a framework to provide safe and effective care for the patient, family, and community.
5. Integrate evidence and research findings into practice, including ethical and legal aspects of health care.
6. Display professional behavior, including a commitment to lifelong learning.

## 1B: Relationship of the program's vision and mission to the University of New Mexico's vision and mission

1. Provide the opportunity for students to receive a quality education.
2. Provide the opportunity for students to prepare for employment and to become part of the workforce.
3. Provide the opportunity for students to develop their communication and professional skills.
4. Meet the needs of the community to improve quality of life.
5. Build a foundation for the student to become a lifelong learner.

## 1C: Certified Nursing Assistant Program Learning Goals

The health sciences programs provide students with quality instruction in preparation for successful employment in an entry-level health field. The learning goals are interwoven in the topics covered in the course. The course syllabus includes course learning objectives indicating the skills and behaviors the student should know and be able to perform upon successful completion of the course. Our students will demonstrate:

1. Workplace skills that are specific to healthcare careers.
2. Knowledge of local, state, and federal guidelines that apply to the healthcare industry.
3. Basic knowledge of anatomy and physiology.
4. Knowledge of records documentation and basic medical terminology.
5. Team-building and communications skills; the basics of a good work ethic; and successful job-seeking strategies.
6. Where applicable, students will be prepared for the certification exam specific to the course.

The program learning goals are published in the UNM Gallup Catalog.

## 1E: Primary constituents and stakeholders

The primary constituents are the nursing faculty, staff, and the nursing advisory committee members. The stakeholders are the nursing homes, hospitals, schools, and other healthcare-related entities within and around Gallup, NM. The faculty and staff meet with the nursing home administrators and hospitals' directors, and representatives from other healthcare-related entities every semester to share program information and events.

## 1F: Outreach or community activities

The program participates in the yearly health fair organized by Rehoboth McKinley Christian Health Care Services (RMCHCS). Students offer blood sugar and blood pressure checks to willing health fair attendees. Students can apply the nursing skills (such as client communication, checking the blood sugar, and checking the blood pressure) they learned during the health fair.

## 2A: Description of the curriculum

The program is designed in a short-term format featuring hands-on, skills-based learning techniques in the UNM Gallup Health Sciences Lab followed by clinical skills training in various healthcare settings specific to each course. A UNM Certificate is awarded upon successful completion of this program.

Nursing Assistant (CNA 101): 8 credit hours to include 96 clock hours lecture/skills lab and 32 clock hours clinical. Before entering the clinical setting in the final week of class, students must be certified in American Heart Association Basic Life Support of Healthcare Providers CPR and 1st Aid and have taken a TB test and other immunizations as specified in each course description. Employers in the healthcare setting will require a fingerprint background check and drug testing before hiring. Please see Appendix A for a copy of the CNA 101 course syllabus.

## 2B: Contributions of the program to other units/programs within UNM-Gallup

Students may enroll in any of the allied health programs offered at UNM Gallup as they build on the basic skills required to provide care at various levels in the healthcare field. For example, CNA's are in demand in assisted living facilities and home healthcare. The basic skills learned in the CNA program are enhanced in the CNA classes and clinical settings and prepare students to sit for the nurse assisting certification exam and work in healthcare facilities under a Registered Nurse (RN). Prospective nursing students may be advised to take the CNA program before enrolling in area schools of nursing. Students who intend to transfer to a four-year college or university may enroll in the associate of science in Pre-Professional Health Sciences, which provides the academic core required for many healthcare careers.

## 2C: Modes of delivery

The CNA 101 course is taught in-person. There are a lecture and skill lab component in the course. Students must complete clinical hours in a skilled nursing facility after completing the required lecture and skill lab hours.

## 3A: Program's assessment process and evaluation of student learning outcomes

- What skills, knowledge, and values are expected of all students at the completion of the program (refer to learning goals outlined in Document 1)?
    - Students are expected to practice learned nursing skills safely and effectively in the workplace.
    - Must be able to understand the basic knowledge of anatomy and physiology.
    - Must understand the healthcare law and policies that apply in their workplace.
    - Understand the importance of proper documentation and proper use of basic medical terminology.
    - Possess good communication and collaboration skills.
    - Must be able to prepare for the nurse assisting certification exam.
- What are the student learning outcomes for the program?
    - Describe basic body structure and function as its relationship to health (including appropriate medical terminology and medical abbreviations)
    - Describe the physical, psychosocial, cultural, and spiritual needs of a resident/patient/client that can be met by the nursing assistant.
    - Describe techniques for the care of the cognitively impaired resident.
    - Perform basic nursing assistant skills in a safe and effective way (including care for the environment)
    - Identify common disorders and recognize abnormal changes in the body function that a nursing assistant would need to report to licensed practitioners.
    - Demonstrate effective oral and written communication skills.
- How have the student learning outcomes been changed or improved?
    - The student learning outcomes (SLO) have been slightly changed to align with the Program Learning Goals.
- How are the student learning outcomes clearly defined and measurable?
    - The SLOs describe the skills, knowledge, and values that students must possess after the course. The SLOs are worded using measurable action verbs that describe their level related to Bloom's Taxonomy.
- How are the student learning outcomes communicated to faculty and students?
    - The student learning outcomes are discussed with students in the course. Each student is given a copy of the course syllabus, which contains the student learning outcomes.
- What current direct and indirect assessment methods are used to evaluate the extent to which students are meeting the student learning outcomes?
    - The course uses a skill checklist to assess the student's level of skill mastery directly. Unit exams and quizzes are used as summative evaluation tools for evaluating students' knowledge of the nursing topics. A clinical skill checklist is used as a formative and summative tool for assessing students' skills and behavior during the clinical rotations.
- How have the program's assessment methods been changed or improved?
    - The program's assessment methods have not been changed or improved.

## 3B: The impact of the program's annual assessment activities

- How have the results of the program's assessment activities been used to support quality teaching and learning?
  - The program's assessment results are reviewed at the end of each semester to determine if changes or additions are warranted to maintain teaching and learning quality. These assessment data are derived from final student grades, student clinical skill checklist, student survey feedback, and nurse assistant certification passing data.
- How have the results of the program's assessment activities been used for program improvement?
  - The program's assessment results are reviewed at least once every year to find trends and concepts that can be used to find the program's strengths and limitations. Information from the program assessment is regularly shared with faculty during faculty meetings.
- Overall, how is the program engaged in a coherent process of continuous curricular and program improvement?
  - Curricular and program improvements are brought up during faculty meetings, and information gathered from program assessment activities are shared with the faculty. Program improvements are discussed during faculty meetings.
- How does the program monitor the effects of changes?
  - Significant program changes are planned to be implemented at the start of a semester, and the effects of changes are monitored at least once during the semester.

## 4A: Student recruitment and admissions

Admission to the program is made at the beginning of each semester. The nursing program has a staff position designated explicitly for nursing advisement. Students work with the nursing advisor to ensure completion of pre-requisites and guide students through the registration process.

The nursing advisor does regular outreach to the Gallup-McKinley County School district to recruit interested students into the program. The nursing advisor also collaborates with other advisors from McKinley Academy to recruit students. Outreach is done at least once a semester. The nursing program also provides open sessions and invites interested community members to join the open sessions. The different program offerings are presented during these open sessions.

## 4B: Enrollment trends, persistence, and graduation trends

| Semester | Student Credit hour (Full term) |
|----------|--------------------------------|
| Spring 2017 | 338 |
| Fall 2017 | 96 |
| Spring 2018 | *No data* |
| Fall 2018 | *No data* |
| Spring 2019 | 88 |
| Fall 2019 | 72 |
| Spring 2020 | 96 |
| Fall 2020 | 24 |
| Spring 2021 | 72 |

*Table 1 Student Credit hour per semester*

The Certified Nurse Assisting is a short-term certificate program. There is no data on persistence and retention because students complete the program in one semester. Very few students drop the course during the semester and most, if not all, successfully pass the course.

## 4C: Program advisement for students

The nursing program has a staff position designated explicitly for nursing advisement. Students work with the nursing advisor with admissions and the course registration process.

## 4D: Student support services provided by the program

The nurse assisting students have access to student support services such as advisement and student retention.

## 4E: Student success and retention initiatives

The nursing program advisor is also designated student success specialist to provide student support in the program. The student success specialist collaborates with the course instructor to identify low performing students. They assist by teaching time management and test-taking skills.

## 4F: Graduate placement

Students that complete the Certified Nurse Assisting course are eligible to take the state certification exam. The students who complete the state certification exam are qualified to work at various nursing homes and hospitals around Gallup. Other students continue to other programs such as the Associate of Science in Nursing or the Bachelor of Science in Nursing. There is no formal survey in place to track graduates once they leave the university to work.

## 5A: Composition of faculty and their credentials.

The program has one adjunct faculty teaching the CNA 101 course.

| Faculty | Courses | Qualifications | Role and responsibilities |
|---|---|---|---|
| R. Jonathan Lumibao | none | MSN, RN | Program Director. Administrates the program's operations. |
| Martha Orr | CNA 101 | LPN | Adjunct faculty member. Teach the CNA 101 course. |

## 5B: Professional development activities for faculty within the program

The nursing program can send faculty to national conferences such as the Annual National League of Nursing conferences and various universities' continuing education in the state.

## 5C: Summary and examples of scholarly/creative work of faculty members.

Not applicable.

## 5D: Curriculum vitae/summary of experience of faculty

Please see Appendix B

## 6A: Program resource allocation and planning

The faculty in the program has input in resource allocation and planning. The program assessment information is regularly shared with faculty. The program has a nursing advisory committee that meets twice a year. The faculty, nursing program director, and healthcare facility administrators compose the nursing advisory committee. Assessment information such as passing rates, student numbers, faculty and staff composition, program plans, healthcare facility plans, recruitment efforts are exchanged during the nursing advisory committee meetings. Recommendations made during the committee meetings are noted, and the faculty and the nursing program director will make the final decisions.

## 6B: Program's budget and support received from the institution

The program gets the bulk of its operating budget from the university. The program also has nursing expansion funds available from the New Mexico Higher Education Program Development Fund in the Legislative General Appropriations Act. The Gallup Nursing Administration is the primary fund where the operating budget is taken out. Nursing full-time faculty and support staff salaries, office supplies, instructional materials, faculty and staff recruitment, and ancillary things are taken out from this budget. The nursing expansion fund is used for other costs and activities that the nursing program uses to support and maintain its quality teaching and learning. Additional nursing lab supplies, simulation lab supplies, nursing program accreditation fees, and professional development of nursing faculty are taken out from this fund.

## 6C: Composition and responsibilities of the staff assigned to the program

The nursing program has a dedicated nursing adviser staff that supports the program to achieve its goals.

| Staff | Title | FTE |
|---|---|---|
| Kendall Ramirez | Student Success Specialist, Sr | 1.0 |

## 6D: Library resources that support the program's academic initiatives

The Zollinger library has a variety of services and resources that support the certified nurse assisting program. Print copies of our book are available in the Zollinger library. Students can also use the computer equipment in the lab when assigned a writing project. Conference rooms and group study rooms can also be used.

## 7A: Facilities the program uses

The certified nurse assisting program have access to classrooms, nursing skills lab, computer lab, adjunct faculty offices, conference room, simulation lab, and manikin in the Health Careers II building. All nursing classrooms have been fitted with computer projectors, microphones, and speaker systems for didactic courses for enhanced learning activities. Students can use the nursing manikins to learn and practice various basic nursing skills. The nursing lab is laid out and fitted with nursing care equipment that students will encounter in their work environments. The students have access to the computer lab in the Health Careers building.

## 7B: Computing facilities used by the program

The program has access to 33 desktop PCs in the Health Careers II computer lab. The UNM-Gallup IT department maintains the computers in the lab.

# 8A: Program comparisons

The UNM-G Nurse Assisting Certificate Program is of sufficient quality and comparable to programs at peer institutions. The program descriptions, course descriptions, and minimum credit hours required for completion are very similar to its peer institutions such as Navajo Technical University, San Juan Community College, and Central New Mexico Community College. Navajo Technical University's offering is different in terms of minimum credit hours required to complete the certificate of 32 to 33 credit hours. The UNM-G Nurse Assisting Certificate Program has similar student characteristics with peer institutions such as Navajo Technical University and San Juan Community College. The New Mexico Department also approves all certificate program offerings from peer institutions of Health.

The UNM-G Nursing Assisting Certificate Program is of sufficient quality and comparable to programs regionally and nationally. The program descriptions and course descriptions are very similar to Gateway Community College in Phoenix, Arizona. Their minimum credit hours required for completion are not too far from UNM-Gallup's offering.

|  | Program description | Course Description | Minimum Credit Hours required to complete the certificate |
|---|---|---|---|
| UNM-Gallup, Certified Nursing Assistant Certificate Program | This program is designed in a short-term format featuring hands-on, skills-based learning techniques in the UNM Gallup Health Sciences Lab followed by clinical skills training in various healthcare settings specific to each course. A UNM Certificate is awarded upon successful completion of this program. | *CNA 101 Certified Nursing Assistant:* This course prepares students to provide patient care in a home, health care center, or hospital under the supervision of a professional health care provider (RN). Prepares students for the NM Nurse Aide Competency Evaluation (NACEP) exam. Pre-requisites: Satisfactory score on placement tests for writing, reading, and mathematics or completion of ENGL 100 and MATH 099 with a grade of "CR". | CNA 101 (8) + ENGL 100 (3) + MATH 99 (4) = 8 to 15 credit hours. |
| Navajo Technical University, Certified Nursing Assistant program | The Nursing Assistant program is for students who are interested in pursuing a Nursing Assistant Certificate and/or pre-requisites for an associate degree in nursing. Through this certificate | *NRS 101 Nurse Assisting Theory and Lab:* This course prepares the student to perform nursing assistant | 32 – 33 credit hours. The certificate program includes general education requirements and core courses. Please see |

| | | | |
|---|---|---|---|
| | program, students will learn the specific skill sets of the nursing assistant and prepare students to apply to an associate degree in nursing program. The nursing assistant courses prepare students for immediate employment as a nurse assistant. Upon successful completion of this program, students are awarded a Nursing Assistant Certificate and are eligible to take the New Mexico Nurse Assisting Certification (CNA) exam. | skills required for the care and comfort of individuals in various health care settings. Pre-requisite: demonstration of 8th grade reading ability.<br>NRS 102 Nurse Assisting Internship: This course provides the practical experience for nursing assistant students. Students will apply the nursing assistant skills learned in the nursing assistant theory and lab course in the care and comfort of individuals in various health care settings. This course is graded on a pass/fail basis. Co-requisite: NRS-101. | Appendix C for the NTU Program checklist. |
| San Juan Community College, Certified Nursing Assistant course | The Nurse Aide Certification course session is an 8-week, 6 credit hour course. Classes are three (3) days per week and 4 hours each day unless otherwise specified. To enroll, apply for admission to San Juan College through the Admissions Office, meet Accuplacer eligibility and register for the class on dates specified by admissions.<br><br>This course meets federal and state requirements and qualifies individuals to take the State Certification Examination. Law requires this training and certification for individuals | *PNUR 110 Nurse Aide Certification:* This course prepares students with skills required in the care of the sick and infirm under the supervision of an RN (Registered Nurse), LPN (Licensed Practical Nurse), or other health professional in nursing homes, hospitals, home care agencies, and skilled care facilities. The course classroom, college skills lab, and clinical experience in local health care facilities meets the requirements to apply | PNUR 110 (6) + RDNG 099 (3) + MATH 095 (4) = 6 to 13 credit hours |

| | | | |
|---|---|---|---|
| | employed as nurse aides in long term care facilities. | for the State Certification Examination upon completion in accordance with the Omnibus Reconciliation Act.<br>TB test and immunizations must be current for this class. Must be able to pass a criminal and sexual offender background check in order to attend the clinical portion of this course. Pre-requisites: (RDNG 050 OR RDNG-096) and MATH-050 or appropriate Reading and Math Accuplacer scores. | |
| Central New Mexico Community College, Nursing Assistant, Certificate of Achievement | Students are provided instruction in the roles and responsibilities of the Nursing Assistant. Body structure and function, infection prevention, nutrition, principles of growth and development, safety in healthcare, home health care, and care of the older person are some of the topics emphasized. Instruction and practice of basic patient care skills required for Nursing Assistants is provided. Skills practiced include patient assistance with activities of daily living, personal care, transfer and positioning, vital sign measurement, intake and output measurement, restorative care, and communication. Students will practice supervised basic patient | *NA 1020 Principles of Nursing Assistant:* This course emphasizes the roles and responsibilities of the Nursing Assistant. The course provides instruction in patient's rights, communications with the health team, body structure and function, infection prevention, nutrition, principles of growth and development, safety in healthcare, home health care, and care of the older person. Pre-requisite: Reading & Writing Skills 1<br>Pre- or corequisite: HLTH 1001 or HLTH 1003<br>Corequisite: NA 1093 + NA 1190. | HLTH 1001 (1) or HLTH 1003 (1) + NA 1020 (3) + NA 1093 (2) + NA 1190 (1) = 7 credit hours |

| | | care in a clinical setting prior to completion of the program. At the completion of this certificate, students are eligible to take the New Mexico State certification exam to become a Certified Nursing Assistant (CNA). | *NA 1093 Principles of Nursing Assistant Lab:* This course provides laboratory instruction and practice of basic patient care skills required for Nursing Assistants. Skills practiced include patient assistance with activities of daily living, personal care, transfer and positioning, vital sign measurement, intake and output measurement, restorative care, and communication. Corequisite: NA 1020 + NA 1190 | |
|---|---|---|---|
| | | | *NA 1190 Nursing Assistant Clinical:* This clinical course provides the opportunity for students to practice supervised basic patient care in a long-term or skilled nursing unit setting. Corequisite: NA 1020 + NA 1093. | |
| Gateway Community College, Maricopa Community College, Certificate of Completion in Nurse Assisting | The Certificate of Completion (CCL) in Nurse Assisting prepares students for employment as a nurse assistant. The program combines classroom instruction with clinical laboratory practice and long-term care and/or acute care experiences. Students who complete the program are eligible to take a written and practical certification examination if desired to meet employment | *NUR 158 Nurse Assisting:* Introduction to the role of the nursing assistant for clients across the wellness/illness continuum within the nurse assisting scope of practice. Includes basic problem solving processes specific to meeting the basic and holistic needs of clients, therapeutic communication skills, | RDG 100 (3) + MAT 103 (3) + NURS 158 (4.5) = 4.5 to 10.5 credit hours |

| | requirements to be a nurse assistant. Certification/licensing requirements are the exclusive responsibility of the Arizona State Board of Nursing. | interventions to ensure the needs and safety of the client, specific types of diseases, conditions and alterations in behavior of the client. Focus is on the special needs of the older adult client in the acute and long-term care settings, and basic care skills and procedures. Provides opportunity for the development of clinical competency in the performance of selected nurse assisting skills and procedures through participation in the care of clients. Note: NUR158 final admission requirements are determined by the Program Director and/or Division Chair and may be based on employer (partner) requirements if the student is employed by the requesting agency. NUR158 meets the application and admission requirements for MaricopaNursing programs. Pre-requisites: (A grade of C or better in RDG100, or RDG100LL, or higher RDG reading course, or eligibility for CRE101 as indicated by appropriate reading placement test score, or HESI-A2 exam English Composite | |
|---|---|---|---|

| | | score of 75% or higher) AND (a grade of C or better in MAT082, or eligibility for MAT090 or higher as indicated by appropriate math placement test score, or HESI-A2 exam Math score of 75% or higher). | |
|---|---|---|---|

*Table 2 UNM-G Certified Nursing Assistant Certificate Program as it compares with peer and national institutions on program description, course description, and pre-requisites, and minimum credit hours required to complete the certificate.*

## 9A: Program summary of strengths and challenges

Strengths:

- The program is in a short-term format that makes it easy for students to finish and be part of the healthcare workforce.
- Students can continue and enroll in any of the allied health programs offered at UNM-Gallup or other institutions.
- The program receives robust support from the nursing program. This support includes access to the nursing classrooms, skills lab, computer lab, and nursing expansion budget.
- The program has a dedicated advisor and success specialist.
- Nursing assistants are in demand in today's job market and will continue to be in need in the future.
- The Nursing Faculty strives to deliver quality in teaching and learning.
- There is a constant interest from students about the CNA program.

Challenges

- Hiring a nurse educator is a challenge due to the continued shortage and increased demand for nurses.
- Adding CNA 101 section is a challenge due to shortages for nurse educators.

## 9B: Program's strategic planning efforts

The nursing faculty will continue to monitor healthcare trends to determine necessary changes or corrections. The stakeholders, such as the nursing home administrators, hospital directors, and representatives from other healthcare-related entities, share useful information regarding new trends or changes in healthcare.

## 9C: Program Strategic directions and priorities

The CNA program's priorities are to continue its mission and vision. Healthcare workers will continue to be in demand as we move forward.

| Name of Department: | Nursing |
|---|---|
| Instructor Name:<br><br>Office Location<br><br>Office Hours<br><br>E-mail<br><br>Telephone<br><br>Class Meeting Days/Times<br><br>Location | Martha Orr<br><br>Health Careers Center 2,<br><br>By arrangement only<br><br>morr@unm.edu<br><br>505-870-0509<br><br>0900-1700, Saturday<br><br>Health Careers Two |

| **Syllabus** | |
|---|---|
| *Fall 2020* | |
| Title of Course: | CNA, Basic Nursing Assistant |
| Credit Hours and Contact Hours | 8 Credit hours – 96 didactic/32 clinical hours |
| Pre-requisites/co-requisites | HCNA Lab |
| Learning Objectives and Outcomes | **Objective:** HCNA 101 is a course with theoretical   and clinical content<br><br>This enables the student upon successful completion to:<br><br>1)  Describe basic body structure and function as its relationship to health (including appropriate medical terminology and medical abbreviations)<br>2)  Describe the physical, psychosocial, cultural and spiritual needs of a resident/patient/client that can be met by the nursing assistant.<br>3)  Describe techniques for the care of the cognitively impaired resident. |

| | 4) Perform basic nursing assistant skills in a safe and effective way (including care for the environment) |
| | 5) Identify common disorders and recognize abnormal changes in the body function that a nursing assistant would need to report to licensed practitioners. |
| | 6) Demonstrate effective oral and written communication skills. |

**Disabilities Policy:**

In accordance with University Policy 2310 and the Americans with Disabilities Act (ADA), any student needing academic accommodations should first contact accessibility

It is also imperative that you take the initiative to bring such needs to the instructor's attention, as your instructor is not legally permitted to inquire. Students who may require assistance in emergency evacuations should contact the instructor as to the most appropriate procedures to follow

# Course Outline

Teaching Methods

A. Appropriate Reading
1. 75-250 pages per week from the required Textbook and student workbook
2. Additional reading may be assigned from Professional Journals and Handouts

B. Writing Assignments:

1. Per Class: 10-20 pages combined from the Student

Work-book

2. 200-300 written word assignment dealing with the students clinical

experience

3. Handouts with critical thinking scenarios for student evaluation and

critique

C. Lecture with or without audiovisual material

D. Computer assignments

E. Laboratory assignments with specific instructional activity

F. Group problem solving, discussion, debate and critique

G. Writing assignments: A one page paper on the clinical experience.

Evaluation/Grading Methods

*Your grade for is course will come from multiple measures of performance. It will reflect your understanding of the classroom topics, attendance and class/homework participation. Your grade will be calculated as follows: 1. 1/3 from written exams & quizzes 2. 1/3 from homework 3. 1/3 from the final exam*

Required Text(s) & Supporting Materials

Nursing Assisting, A Foundation in Caregiving  Diana L. Dugan, RN Fourth Edition

Assessment Methods, Grading Scale

A+ (98-100), A (94-97), A- (91-93), B+ (88-90), B (84-87), B- (81-83), C+ (78-80), C (75-77), C- (70-74), D+ (67-69), D (64-66), D- (60-63), F (0-59)

1) To be eligible to participate in a supervised clinical experience the student must have earned a 75% or better grade immediately prior to the scheduled clinical time. That grade is determined by the following: 1. 1/3 from written exams & quizzes. 2. 1/3 from homework. 3. 1/3 from final exam

2) To be eligible to take the theory portion of the New Mexico State Nurse Assistant Competency exam the student must pass this course with a 75% grade or better. This grade is determined by the following:

1. 1/3 from written exams & quizzes. 2. 1/3 from homework. 3. 1/3 from final exam.

# Attendance Policy and policies on classroom behavior (use of cell phones, academic dishonesty, lap-top use, etc.)

**ATTENDANCE POLICY:**       ATTENDANCE IS REQUIRED. The maximum number of absences allowed (excuse or unexcused) is the equivalent of 4 hours of class time. All missed time and classroom material must be made up within 1 week. It is the responsibility of the student to approach the instructor regarding acceptable make up protocol. Absences beyond the maximum will result in a grade of withdraw/pass or withdraw/fail as a final grade for the course. If excessive absences occur after the 12<sup>th</sup> week of instruction the student will receive a W/P or W/F <u>ONLY IF</u> there is a documented emergency. If there is no documented emergency the student will receive a failing (F) grade for the course. All tests must also be made up in the 1 week period.

**TARDY POLICY:**          Tardiness is not acceptable. It is disruptive to the class and will not be tolerated. Unless an unforeseen emergency occurs every compiled 30 minutes of tardy or missed class from leaving early will result in one letter grade drop in your final grade.

Cell Phones:          On "off" in class room. Cell phones are not allowed on Clinical times.

Behavior Policy:          As per UNM-Gallup Student Handbook: Any student behavior deemed disruptive by the instructor to class room learning may result in the student being dropped from the course. No obvious body piercings or Artificial nails during clinical times.

Appendix B

Faculty abbreviated CV

# Rey Jonathan Lumibao

Nursing Educator/Simulation Specialist

MSN
RN

## administrative experience

**Nursing Program Director**
University of New Mexico-Gallup, Gallup NM
Present – Jul 1, 2020

**Interim Nursing Program Director**
University of New Mexico-Gallup, Gallup NM
Jun 30, 2020 – Jan 13, 2020

**Interim Director of Nursing**
Navajo Technical University, Crownpoint NM
Aug 5, 2016 – Feb 22, 2016

## teaching experience

**Assistant Professor**
University of New Mexico-Gallup, Gallup NM
Present – Jul 1, 2020

**Lecturer II/Sim Lab Coordinator**
University of New Mexico-Gallup, Gallup NM
May 16, 2020 – Aug 8, 2016

**Assistant Professor**
Navajo Technical University, Crownpoint NM
May 20, 2016 – Jan 11, 2016

**Nursing Instructor**
Navajo Technical University, Crownpoint NM
Feb 6, 2015 – Jan 9, 2012

## educational background

**Masters of Science in Nursing**
University of New Mexico
Nursing Education
May 2015

**Bachelors of Science in Nursing**
University of New Mexico
Dec 2010

**Associate of Science in Nursing**
University of New Mexico – Gallup
Dec 2007

## hospital experience

**Postanesthesia Care Unit Nurse**
Surgical Services, Rehoboth McKinley Christian Hospital
Dec 31, 2011 – Jan 25, 2008

## achievements

- developed the simulation lab policies of the UNM-G Nursing Program.
- helped revise and update the New Mexico Nursing Education Consortium (NMNEC) Statewide Simulation policy and procedures and scenarios.
- revised and updated the simulation scenarios to align with the objectives of the nursing program curriculum
- introduced the Debriefing with Good Judgement debriefing framework in the

## contact

✉ jaylumibao@gmail.com

**in** jaylumibao

☎ 505-728-7189

✉ 2418 E Historic HWY66 PMB 157

# licensure

Registered Nurse
State of New Mexico
R65366
Exp: Apr 30, 2022

# certificatio

Basic Life Support
American Heart Association

# professional memberships

Sigma Theta Tau International
Honor Society of Nursing – Gamma Sigma Chapter

American Society of PeriAnesthesia Nurses

Society for Simulation in Healthcare

# committee memberships

Curricula committee
Member - University of New Mexico-Gallup

Distance Learning committee
Member - University of New Mexico Gallup

NM Nursing Education Consortium (NMNEC) Program Evaluation committee
Representative for the University of NM Gallup Nursing program

NM Nursing Education Consortium (NMNEC) Simulation task force
Representative for the University of NM Gallup Nursing program

# MARTHA ORR

1498 South Cliff Dr, Gallup, NM  87301 •  Cell: 505-870-0509  •  morr@unm.edu

**Professional Summary**
Experienced enthusiastic LPN with excellent people skills. Strong clinical and dedicated work ethic.
Demonstrated nursing procedure  competency.  Licensed  practical  nurse  with 30+ years'  experience
in clinical settings

providing nursing care to diverse populations.

**Skills**

Strong clinical judgment Problem resolution

Strong basic nursing care skills capability

Pre-op education

Foley catheter insertion/care/removalPatient/family focused
Proper catheter insertion/removal

Professional bedside manner Venipuncture/blood draw expert assistance
ICD-9 and ICD-10

Knowledge of intravenous therapy

Disease prevention and intervention awarenessPalliative care awareness

Adept at prioritizing/managing patient care and deadlines

**Work History**
**LPN,** 10/1984 to Current

**Rehoboth Mckinley Christian Heath Care** -1900 Red Rock Dr, Gallup NM 87301

**CNA Instructor,** 08/2007 to Current

**UNM  Gallup Branch** -  705 Gurley Ave. Gallup, NM 87301

Conducted classes for prospective CNAs. Oversaw the training of 24 students annually.Followed infection control procedures.
Assisted patients with daily functions.
Monitored fluid intake and output levels.
Measured urine and delivered specimens to lab.
Provided all daily living tasks to enhance quality of life for elderly patients.
Assisted residents with bathing, dressing, feeding, lifting and transferring. Assisted doctors with surgeries and non-invasive procedures.
Authorized drug refills and provided detailed prescription information to pharmacies.
Collected blood, tissue and other laboratory specimens and prepared them for lab testing.
Maintained all confidential personnel files, license and CPR compliance records.

### Education
**LPN:** Nursing, 1976

**St. Lawrence-Lewis BOCES** - PO Box 231- 40 W. Main Street

### Certifications

Advanced Cardiac Life Support (ACLS) Certification Oct 2014 to Oct 2016.
Licensed Practical Nurse in NM, License number L 09039

## Navajo Technical University Nursing Assistant - Certified Nursing Assistant Checklist
## (32 - 33 Credits)

| General Education Requirements | | Credits | Pre-requisites |
|---|---|---|---|
| ENGL 1110 | Composition I | 3 | ENGL 098 or satisfactory placement scores |
| MTH 113 | Technical Mathematics | 3 | SEE CATALOG |
| NAVA 2220 | Navajo History | 3 | |
| BCIS 1115 | Introduction to Computers | 3 | |
| SCC 100 | College Success | 1 | |
| IS 090 | Integrative Science *(Optional)* | (4) | |
| **Pre-Nursing Core Courses** | | | |
| **Semester ONE** | | **Credits** | **Pre-requisites** |
| NRS 103 | Basic Medical Terminology | 3 | |
| NRS 110 | Body Structure and Functions | 4 | |
| PSYC 1110 | Introduction to Psychology | 3 | |
| **Semester TWO** | | | |
| NRS 101 | Nursing Assistant Theory & Lab | 5 | |
| NRS 102 | Nursing Assistant Internship | 1 | NRS 101 |
| ELEC XXX | Elective: | 3-4 | |
| **Total Required Credit Hours** | | **32-33** | |