



November 6, 2014

Susan D. Williams, PhD, RN
Director
RN-BSN Program
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CCNE-ACCREDITATION

Dear Dr. Williams:

The Commission on Collegiate Nursing Education's (CCNE) Board of Commissioners acted at its meeting on October 7-10, 2014, to grant accreditation to the baccalaureate degree program in nursing at New Mexico Highlands University for 5 years, extending to December 31, 2019. The program was eligible for a term of up to 10 years. The Board will consider the possibility of a 5-year extension of this term (to the maximum 10-year term) after its review of the Continuous Improvement Progress Report described below.

The accreditation action is effective as of March 17, 2014, which is the first day of the program's recent CCNE on-site evaluation. You should plan for the next on-site evaluation to take place in the spring of 2019.

At its meeting, the Board determined that the program met Standards I, II, and III, but did not meet Standard IV. The Board additionally determined that there are compliance concerns with respect to Key Elements I-B, I-C, II-D, II-F, IV-A, IV-D, IV-E, IV-F, and IV-H.

Therefore, a Special Report must be submitted to demonstrate the program's compliance with Standard IV in its entirety and focusing, in particular, on the following compliance concerns:

1. Demonstrate that a systematic process is used to determine program effectiveness. (Key Element IV-A)
2. Demonstrate that employment rates demonstrate program effectiveness. (Key Element IV-D)
3. Demonstrate that program outcomes demonstrate program effectiveness. (Key Element IV-E)
4. Demonstrate that faculty outcomes, individually and in the aggregate, demonstrate program effectiveness. (Key Element IV-F) Actual faculty outcomes are to be presented in the aggregate for the faculty as a group, analyzed, and compared to expected outcomes.
5. Demonstrate that data analysis is used to foster ongoing program improvement. (Key Element IV-H)

The deadline for submitting the Special Report to CCNE is December 1, 2015.

A Compliance Report must be submitted to demonstrate the program's compliance with the following key elements:

1. Demonstrate that the mission, goals, and expected student outcomes are reviewed periodically and revised, as appropriate, to reflect:
 - professional nursing standards and guidelines; and
 - the needs and expectations of the community of interest. (Key Element I-B)

2. Demonstrate that expected faculty outcomes are clearly identified by the nursing unit, are written and communicated to the faculty, and are congruent with institutional expectations. (Key Element I-C)
3. Demonstrate that faculty are:
 - sufficient in number to accomplish the mission, goals, and expected program outcomes;
 - academically prepared for the areas in which they teach; and
 - experientially prepared for the areas in which they teach. (Key Element II-D)
4. Demonstrate that the parent institution and program provide and support an environment that encourages faculty teaching, scholarship, service, and practice in keeping with the mission, goals, and expected faculty outcomes. (Key Element II-F)

The deadline for submitting the Compliance Report to CCNE is December 1, 2015.

The Special Report and Compliance Report may be submitted as a combined report. Please email the Special Report and Compliance Report, along with appendices, if any, as a PDF attachment to Crystal Pool, CCNE Associate Director, at cpool@aacn.nche.edu.

In addition, as is required for all accredited programs, a Continuous Improvement Progress Report (CIPR) must be submitted at the mid-point of the accreditation term. The CIPR must demonstrate the program's continued compliance with all accreditation standards and key elements. The deadline for submitting the CIPR to CCNE is June 1, 2017.

If the Board determines upon review of the Continuous Improvement Progress Report that the program has demonstrated compliance with all four standards and there are no compliance concerns at the key element level, the Board may act to extend the term of accreditation for an additional 5 years, resulting in the maximum 10-year term of accreditation. Conversely, if compliance is not demonstrated in the Continuous Improvement Progress Report, the Board may issue a show cause directive or take adverse action, which could result in the withdrawal of accreditation. For more information about reporting requirements and potential Board actions, please refer to the CCNE procedures.

Please note that the aforementioned reports need to address the CCNE standards that are in effect at the time of submission. As a courtesy, CCNE will send a reminder letter to the chief nurse administrator approximately five months prior to the CIPR submission deadline. In that letter, CCNE will inform the program of the specific standards to be used and will provide guidance for the preparation of the report.

The Report Review Committee, and then the Board of Commissioners, will review the reports. For more information about reports and the report review process, please refer to the CCNE procedures.

A copy of the accreditation team report that was sent to you earlier, along with your response to it, is being transmitted to the institution's chief executive officer as the Commission's official report to New Mexico Highlands University. We hope that both the results of the self-study process and the team report will be useful to the continued growth and development of the nursing program. A certificate of accreditation is enclosed.

In accordance with CCNE policy, if a program elects to make a public disclosure of a program's accreditation status with CCNE, the program or institution must disclose that status accurately. The program or institution disclosing the information must identify the nursing program and its affiliation with CCNE. This statement must include *either* the accrediting agency's full name, address, and telephone number *or* the accrediting

agency's full name and address of the website home page, which identifies CCNE's address and telephone number. CCNE has approved the use of either of the following statements for disclosure of the accreditation status to the public:

The (baccalaureate degree in nursing/master's degree in nursing /Doctor of Nursing Practice program and/or post-graduate APRN certificate program) at (institution) is accredited by the Commission on Collegiate Nursing Education, One Dupont Circle, NW, Suite 530, Washington, DC 20036, 202-887-6791.

The (baccalaureate degree in nursing/master's degree in nursing/Doctor of Nursing Practice program and/or post-graduate APRN certificate program) at (institution) is accredited by the Commission on Collegiate Nursing Education (<http://www.aacn.nche.edu/ccne-accreditation>).

Please ensure that the institution's website and other materials are updated to reflect this language, as appropriate. For more information on CCNE's disclosure policy, as well as information on use of the CCNE accreditation seal, please visit <http://www.aacn.nche.edu/ccne-accreditation/seal-policy/baccalaureate-graduate>.

As a reminder, programs are expected to continue to comply with the current CCNE standards and procedures throughout the period of accreditation. These documents are available at <http://www.aacn.nche.edu/ccne-accreditation/standards-procedures-resources/baccalaureate-graduate>. This includes advising CCNE in the event of a substantive change affecting the nursing program. Substantive change notifications must be submitted to CCNE no earlier than 90 days prior to implementation or occurrence of the change, but no later than 90 days after implementation or occurrence of the change. These reporting requirements are discussed further in the CCNE procedures.

We appreciate the many courtesies and the helpfulness extended to the CCNE evaluation team in the spring of 2014. The Commissioners join me in expressing our best wishes as you proceed with tasks important to the future of your nursing program.

Sincerely,



Judith F. Karshmer, PhD, PMHCNS-BC
Chair, Board of Commissioners

cc: President James Fries
CCNE Board of Commissioners
CCNE Accreditation Review Committee
CCNE Evaluation Team