

## Joyce E. Lillis School of Nursing Founding Dean Overview

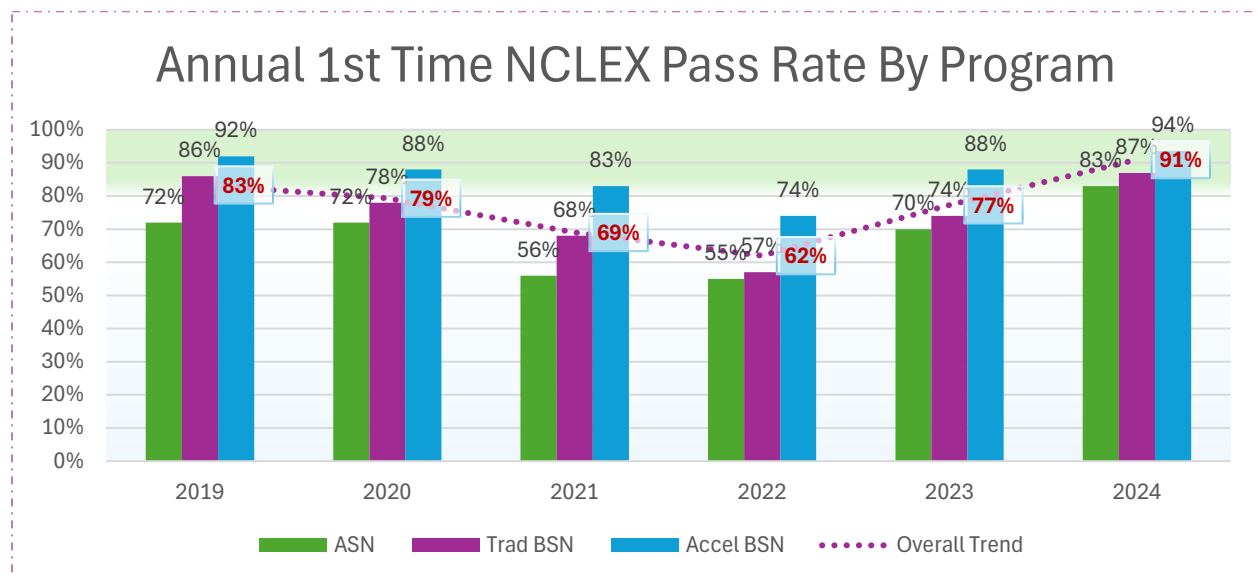
### Strengths and Opportunities

Mercy College is at an exciting time in our 125-year history of educating nurses. We are transitioning from a department of Nursing to the first named school in College history, the Joyce E. Lillis School of Nursing. The Joyce E. Lillis School of Nursing is made possible by the generosity of Joyce and Terry Lillis following a storied nursing career in which Joyce lived our value of Compassion as a nurse. We are poised for the Joyce E. Lillis School of Nursing to be a beacon of excellence because we have a culture of transparency within the nursing faculty and between nursing and administration. Inspired by the Sisters of Mercy who have directed us to meet the needs of our time, the Mercy College community stands as One Team with One Goal: Devotion to Student Success. The Founding Dean will be a visionary leader with the right balance of entrepreneurship and fidelity to the strategies that have produced past successes as he/she leads us to be recognized as the School of Choice in Iowa for students and faculty.

### Points of Pride

#### NCLEX Pass Rates

After hitting a low point in 2022, we have significantly improved our NCLEX scores each of the past two years in all three of our prelicensure programs bringing us in line with the State of Iowa average. This has happened thanks to our dedicated faculty who have put in significant effort. Faculty are proud of this progress. The Joyce E. Lillis School of Nursing Founding Dean will have a responsibility to continue this good work while continuously implementing strategies that improve retention.



### One of the largest prelicensure programs in the state of Iowa

With four prelicensure programs (LPN, ASN, BSN, ABSN) and multiple start dates we have the capacity to educate over 400 prelicensure nursing students each year. This makes Mercy College of Health Sciences one of the largest, if not the largest, educators of prelicensure nursing students in Iowa. Nursing is also the largest program at Mercy College. The Founding Dean will address the challenge of keeping enrollment strong.

### ABSN 3+1

We offer a traditional delivery ABSN 3+1 and a Network delivery ABSN 3+1 with cohorts in Iowa City, Dubuque, and Storm Lake, Iowa. The Network delivery offers online didactic education, networked skills labs conveniently located for students, and clinical partners in less saturated locations. The Network delivery model has allowed us to expand our reach in Iowa and we are poised to expand beyond Iowa's state lines. The Founding Dean will help us establish additional ABSN 3+1 sites.

## **Opportunities**

Joyce E. Lillis School of Nursing – We are in the process of raising money for and designing the state-of-the-art Joyce E. Lillis School of Nursing. This 24,000 sq/ft nursing education facility will house classrooms, labs, and simulation suites allowing faculty to educate students in a facility that matches their quality and standards. The Founding Dean will have an opportunity to put finishing touches on the facility and help us design programming that utilizes the Joyce E. Lillis School of Nursing to its fullest potential. He/she will utilize the space to recruit and retain high quality students and faculty.

Maximize Simulation – As the nursing shortage pinches staffing at hospitals and clinics, slots for students to complete their clinical education continue to be more difficult to obtain. There is no indication that this problem is going to get better. We currently incorporate simulation as a key component of student education. However, we do not utilize simulation to the maximum allowed by accreditation. The Joyce E. Lillis School of Nursing Founding Dean will lead us to a greater utilization of simulation and other entrepreneurial pedagogies without compromising quality student experience.

Clinical Partnerships – We have many clinical partners in the Des Moines area. MercyOne is our primary partner with 100% of our students complete clinicals at MercyOne Des Moines. We also have partnerships that allow students to complete clinicals at Broadlawns, Methodist, Mary Greeley, and other locations. The Joyce E. Lillis School of Nursing Founding Dean will have the opportunity to strengthen our clinical partnerships with primary focus on MercyOne ensuring high quality clinical education for all students.

Meeting MercyOne and Trinity Health Workforce Needs – Currently approximately 30% of our graduates pursue employment with MercyOne and other Trinity Health affiliates. We would like this to be 50% or higher. In researching why students do/do not choose to seek employment at specific locations, we have identified three key factors, 1) student clinical experience, 2) preceptor/clinical instructor experience, and 3) finances. Students who have a good experience with encouraging mentors and have their financial needs met, are likely to seek employment with that organization. Our ongoing efforts with MercyOne and Trinity are designed to address these factors so we can increase the number of students who choose MercyOne and Trinity Health for employment. The Joyce E. Lillis School of Nursing Founding Dean will have the opportunity to continue building relationships and programs with Trinity Health and MercyOne to ensure an increased number of students choose to work at our health ministries.

CNA – We offered our first CNA program in Summer 2024. Due to the challenge of hiring a qualified instructor, we have not been able to offer CNA until May 2025. We are now staffed to offer CNA every other month. If we can find another instructor, we will be able to offer CNA each month. The CNA program meets a community need and provides a group of potential nursing students highly qualified for our prelicensure programs. The Joyce E. Lillis School of Nursing Founding Dean will have the opportunity to strengthen the CNA program and offer it on a regular basis.

Post Licensure Programs – Our post licensure programs (RN-BSN, MSN) are significantly underenrolled. The Joyce E. Lillis School of Nursing Founding Dean has an opportunity to strengthen these programs to the level of our prelicensure programs.