Our vision is to embrace our responsibility to future generations of students and employers to ensure Iowans will thrive into the future.
### Meeting Iowa’s Workforce Demands

**Largest number of total annual openings in Iowa, baccalaureate or higher**

<table>
<thead>
<tr>
<th>Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
</tr>
<tr>
<td>Accountants &amp; Auditors</td>
</tr>
<tr>
<td>Project Management/Operations Specialists</td>
</tr>
<tr>
<td>General &amp; Operations Managers</td>
</tr>
<tr>
<td>Secondary School Teachers</td>
</tr>
<tr>
<td>Managers, All other</td>
</tr>
<tr>
<td>Coaches &amp; Scouts</td>
</tr>
<tr>
<td>Middle School Teachers</td>
</tr>
<tr>
<td>Substitute Teachers</td>
</tr>
</tbody>
</table>

*Source: Iowa Workforce Development 2018-2028 Long-term Occupation Projections*
Iowa Employment Needs Today

Top 10 Job listings in Iowa, September 2022

- Registered Nurses: 4,500
- Nursing Assistants: 2,000
- Retail Salespersons: 1,500
- Licensed Pract Nurses: 1,000
- Customer Service Repres: 800
- Physicians, All: 700
- Tractor-Trailer Drivers: 600
- Food Prep Supervisors: 500
- Janitors and Cleaners: 400
- Operations Managers: 300

35% of nursing jobs posted in Iowa take over three months to fill.

Source: Iowa Workforce Development
22% of Iowa nurses are eligible for retirement

Projection for Top 10 Job Needs in Iowa in 2030

Source: Iowa Workforce Development
UNI Students Want Health Careers

Top 10 Areas of Interest of Fall 2021 Applicants

- **Health**: 1800
- **Business**: 800
- **Sciences**: 700
- **Engineering**: 600
- **Education**: 500
- **Arts**: 400
- **Psychology**: 300
- **Computer Sci**: 200
- **Law**: 100
- **Criminal Justice**: 50

**GENERAL FIELDS OF INTEREST (ROLLED UP FROM MULTIPLE SPECIFIC FIELDS)**

UNI Admissions data
Breaking It Down: Top 5 desired health majors

<table>
<thead>
<tr>
<th>Major</th>
<th>Fall 2021 Prospects</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing</td>
<td>372</td>
</tr>
<tr>
<td>Pre-Medicine</td>
<td>291</td>
</tr>
<tr>
<td>Physical / Occupational Therapy</td>
<td>248</td>
</tr>
<tr>
<td>Athletic training / Sports Medicine</td>
<td>118</td>
</tr>
<tr>
<td>Health Care Administration</td>
<td>29</td>
</tr>
<tr>
<td>Other Allied Health Fields</td>
<td>385</td>
</tr>
</tbody>
</table>
Nursing BSN Preparing for 2024

**Internal Conversations**
- Academic Positioning
- Retreats, proposals, surveys
- Faculty working groups
- Faculty leadership
- Deans’ Council
- Senior Leadership
- Faculty Senate
- Academic department heads
- UNI Foundation

**External Conversations**
- Regional health care provider partners
- Higher Learning Commission
- Iowa Board of Nursing
- Univ of Iowa College of Nursing
- SUI and ISU leadership
- Allen College
- Nursing deans statewide

**Program Pre-Planning**
- Student demand analysis
- Employment market analysis
- Budget feasibility study
- Chief nurse consultant hire
- Curriculum analysis

**Licensing/Accreditation Approvals**
- Iowa Board of Nursing
- Higher Learning Commission
- Commission on Collegiate Nursing Education

**Academic Planning**
- Curriculum development
- Formalize clinical placements
- Faculty and staff hires
- Establish academic reporting structure
- CCNE site visit

**Facilities & Budget**
- Facility design and renovation
- Equipment and supplies
- Fundraising

**Marketing & Recruitment**
- Marketing strategy and communication plan
- Recruitment plan
- Build website
- Develop and execute marketing plan
- Financial aid and scholarship planning

**Board of Regents Approval**
Community Partners: Partial List of Consultations

**MercyOne**, Bob Ritz (CEO); Mary Cownie (Chief of Staff); Kelly Richards (Chief Nursing Officer, Northeast Iowa); Kim Chamberlin (Chief Nursing Officer, North Iowa); Jackie Luecht (Chief Human Resource Officer).

**Cedar Valley Medical Associates**, Gil Irey (CEO); Laurie Wallis (HR Director and Nurse)

**Leadership of Iowa Association of Colleges of Nursing (IACN)**, including Lisa Rettenmeier (Chair of Nursing, Clarke University); Candace Chihak (CANA, Briarcliff University); Lisa Laughlin (Professor, Grandview University)

**University of Iowa College of Nursing**, Julie Zerwic (Dean, College of Nursing); Kathryn Andrews, Sandy Daack-Hirsch

**UnityPoint Health and Allen College**, Pam Delagardelle (CEO) and Jerod Seliger (President, Allen College)

**Iowa Board of Nursing**, Jimmy Reyes (Associate Director of Practice/Education)

**Higher Learning Commission**, John Marr (VP of Accreditation Relations and HLC Liaison to UNI)

**Mercy College of Health Sciences**, Thomas Leahy, CFO; Ryan Marr, Associate Provost

**Hy-Vee**, Dan Fick (Chief Medical Officer)
## One Time Investments (in thousands)

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
<th>FY</th>
<th>Payment Terms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Facility Modernization</td>
<td>$2,800</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FY23</td>
<td>$800</td>
<td></td>
<td>100% cash in hand</td>
</tr>
<tr>
<td>FY24</td>
<td>$2,000</td>
<td></td>
<td>100% cash in hand</td>
</tr>
<tr>
<td>Simulation Lab and Equipment</td>
<td>$2,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FY24</td>
<td>$500</td>
<td></td>
<td>100% cash in hand</td>
</tr>
<tr>
<td>FY25</td>
<td>$1,500</td>
<td></td>
<td>15% cash in hand + Grants</td>
</tr>
</tbody>
</table>
Ongoing Operating

• Once program is fully built out at 96 students, the program is revenue positive.
• Additional credit hour generation benefits other academic programs.
• Growth beyond the original plan would increase the margin.
• Additional capacity would be less expensive to add.
Next Steps