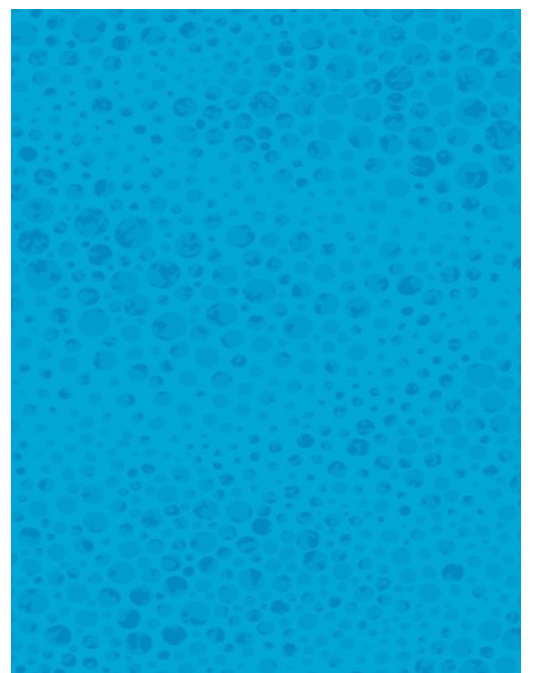
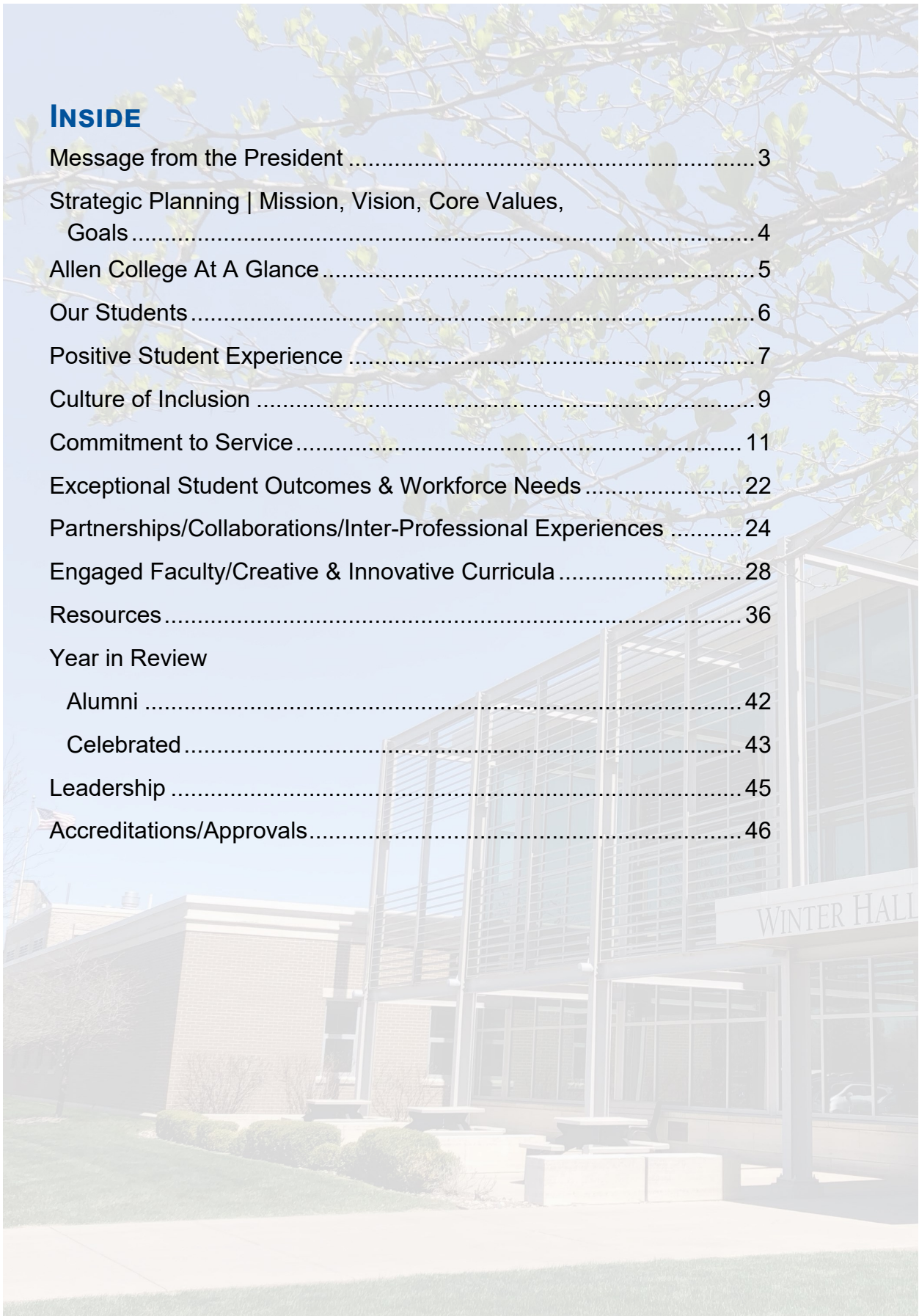


Allen College Annual Report 2022-2023



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From The President



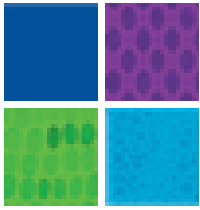
Allen College continues to set the standard for quality and satisfaction for students wishing to pursue a healthcare career. The 2022-2023 Annual Report highlights the outcomes and milestones achieved by our amazing students and exceptionally dedicated faculty and staff.

To maintain our exemplary outcomes, our programs continue to evolve to meet the ever-changing needs of our students and the healthcare workforce. Particularly, our School of Nursing leadership and faculty implemented new curricula for both the accelerated and traditional Bachelor of Science in Nursing (BSN) programs. These new curricula emphasize the key elements of a BSN education to ensure students are able to be successful while shortening the time from matriculation to graduation. These new curricula are designed to help alleviate the ongoing shortage of nurses across the country. Both new curricula will be implemented in 2023.

Over the past year, I am most proud of how our students, faculty and staff are making an impact in the communities in which they serve. People from across our campus have engaged in countless service activities and projects that strengthen and improve the lives of those served by those efforts. Our faculty, staff and students truly embrace service, and our community partners cherish the relationships that we have established.

As we start to wrap up our current strategic plan and look forward to implementing a new plan to start in 2025, we must continue to provide an exceptional healthcare education to our students while instilling the values of service, inclusion and diversity while looking forward to new ideas and initiatives that will ensure our future growth. We have many significant opportunities ahead of us and we will achieve our current and future goals with the support of our students, faculty, staff, alumni, parents, friends and donors who make Allen College a truly special place.

Dr. Jared Seliger
President, Allen College



Strategic Planning 2020-2024

TRANSFORMING THE EDUCATIONAL EXPERIENCE; SUSTAINING SUCCESS



Mission

Allen College offers educational healthcare programs of excellence to a diverse community while instilling the values of service, inclusion and lifelong learning.

Vision

Allen College will be the educational institution

- where students seeking healthcare education want to learn;
- where healthcare educators choose to teach; and
- from where healthcare systems and employers hire graduates as exceptional healthcare professionals.

Core Values

- **Foster Unity:** We are building a community of healthcare professionals who are inclusive, caring and collaborative.
- **Own the Moment:** All members of the Allen College community function with integrity and accountability.
- **Champion Excellence:** We create educational programs that prepare graduates to excel in their healthcare careers.
- **U:** Every person who is a part of Allen College shapes an inclusive culture and identity of the institution.
- **Seize Opportunities:** We will influence our community and professions through service learning, community service and lifelong learning.

Our Strategic Goals 2020-2024

Allen College will:

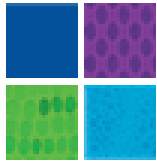
1. Create a campus community that fosters a positive student experience.
2. Create and sustain a culture of inclusion where people from different cultural backgrounds, abilities and identities are supported and valued in their learning, working, healing and living.
3. Foster a community committed to service, including underserved populations, and lifelong learning.
4. Design course curricula through innovation and creativity by engaged faculty members to deliver an education that produces exceptional student outcomes and meets workforce needs.
5. Leverage existing partnerships and seek out new opportunities for collaboration.
6. Align resources across our organizational system to ensure operational sustainability and student success.

Our Academic Goals 2020-2024

Allen College is committed to:

1. Preparing outstanding healthcare practitioners who are committed to lifelong learning.
2. Developing and implementing accessible academic programs of excellence that are responsive to the workforce needs of Iowa and the nation.
3. Recruiting and retaining highly qualified and engaged students, faculty, and staff who represent diverse populations and who embrace diversity, cultural and global awareness, and the inclusion of all its members.
4. Promoting a commitment by all members of the Allen College community to lives of service.
5. Adopting management practices that demonstrate outstanding stewardship of all resources to our constituents.





Allen College At A Glance

2022-2023

Academic Programs:

School of Health Sciences

- Associate of Science in Radiography (ASR)
- Bachelor of Health Sciences (BHS)
 - Diagnostic Medical Sonography* (DMS)
 - Medical Imaging* (MI) | CT or MRI Tracks
 - Medical Laboratory Sciences (MLS)
 - Public Health (PH) (includes population health minor)
- Master of Science in Occupational Therapy (MS in OT)
- Doctor of Physical Therapy (DPT)
- Doctor of Education in Health Professions Education (EdD-HPE)

*Includes certificate option

School of Nursing

- Bachelor of Science in Nursing (BSN)
 - Pre-licensure Tracks
 - 4-semester, traditional (fall and spring starts-began January 2023)
 - 5-semester, traditional (last class graduates December 2024)
 - 12-month accelerated option (summer and fall starts-began May 2023)
 - 15-month accelerated option (last class graduated August 2023)
 - 16-month accelerated option (last class graduates December 2023)
 - Post-licensure Track
 - RN-BSN option
- Graduate Nursing
 - Master of Science in Nursing (MSN)
 - BSN-DNP
 - Post-Graduate Certificate (PGC)
 - Doctor of Nursing Practice (DNP)–Post Graduate
- MSN or BSN-DNP students enroll in one of the available tracks:
 - Leadership in Health Care Delivery (Administration)
 - Nursing Education
 - Community/Public Health Nursing
 - Leadership in Health Information Technology
 - Nurse Practitioner Tracks:
 - Family
 - Acute Care Pediatric
 - Adult-Gerontology Acute Care
 - Family Psychiatric Mental Health



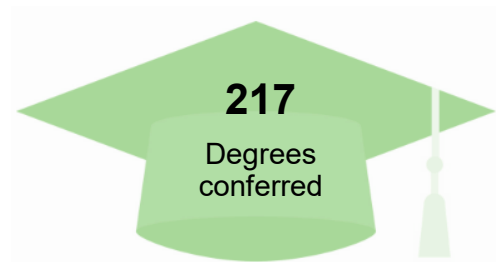
497 students enrolled

Health Sciences

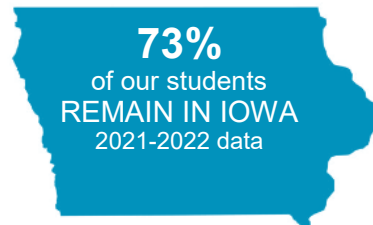
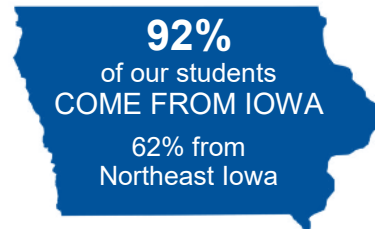
ASR:	27
DMS:	13
MLS:	12
MI:	1
PH:	11
MS in OT:	47
DPT:	13
EdD:	3
	<hr/>
	127

Nursing

BSN:	214
MSN:	104
DNP:	38
PGC:	14
	<hr/>
	370



95% weighted graduate certification/
licensure pass rates-all programs in 2022





Fast Facts

OUR STUDENTS

Enrollment Trends

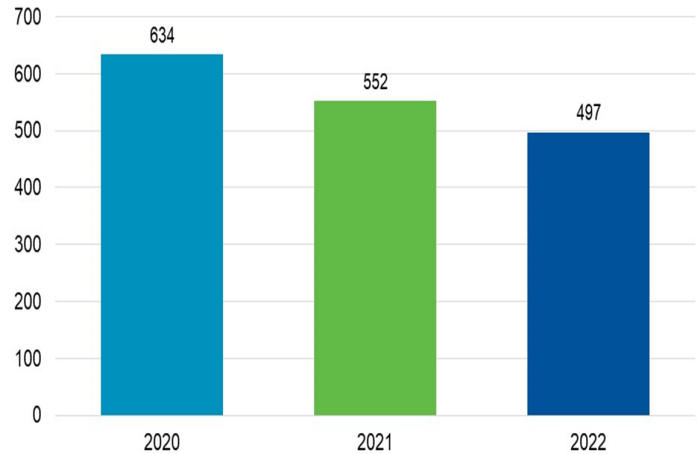
Enrollment – 497

Allen College offers associates, bachelors, masters and doctoral degrees in health careers, including:

- Healthcare education
- Medical imaging
- Medical laboratory science
- Nursing (both undergraduate and several tracks at the graduate level)
- Occupational therapy
- Physical therapy
- Public health
- Radiography
- Sonography

Colleges and universities, including Allen College, continue to struggle to admit students at pre-pandemic numbers.

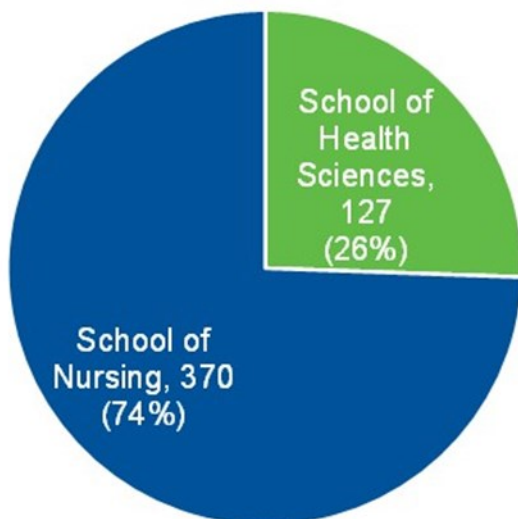
Allen College Enrollment
(fall headcount)



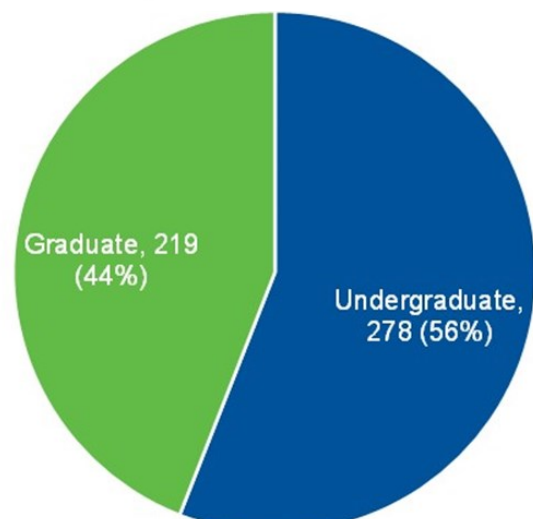
Official counts calculated in fall semester.

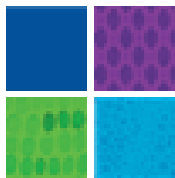
In the fall of 2022, Allen College received a grant that funded a full-time Community Outreach Coordinator to assist rural students in pursuing post-secondary education. Monica Berning started in this role in October of 2022, where her focus is building relationships in 38 rural high schools within a 50-mile radius of Waterloo. During this time, invitations to college and career fairs have increased immensely as has our time spent in rural high schools and hospitals. While the additional attention to health care and Allen College may not increase enrollment immediately, this position has created outreach that we have not been able to do before.

By School



Undergraduate vs. Graduate





Create a campus community that fosters a positive student experience

Allen College celebrates Pride Month

In June, Allen College hosted a variety of events and activities to honor Pride Month with the hope of promoting acceptance and community with our students, faculty, staff and local community.

Throughout the month, various social media posts were shared with information about the language and importance of diversity and inclusion surrounding pride month. The College hosted a Cedar Valley PrideFest t-shirt fundraiser in hopes of offering financial support to the local LGBTQ+ community. Those who purchased shirts were invited to Allen College for a day of tie-dyeing to have unique shirts to wear to pride.

SafeZone training was held for faculty and staff. It was a 2-hour training organized by the SafeZone project to facilitate inclusive educational environments towards the LGBTQ+ community.

Additionally, a “pride week” was hosted where individuals could share their pride and be a part of the conversation of diversity and equity by having various challenges each day to show support.

The Allen Exchange

Students continued to benefit from the Allen Exchange, which initially started to address food insecurities.

This year the Exchange offered items such as food, school supplies, textbooks, bags, scrubs and other clothing. The Exchange is open 24/7 in the Barrett Forum Computer Lab.

Graduating students paid it forward by leaving their scrubs, backpacks, books and other items they used while a student at Allen College.

In addition, quick lunches and snacks were located around campus in break areas.

Everything at the Allen Exchange was free to students thanks to donations.

DPT program continues to grow and prepares for the first graduating class

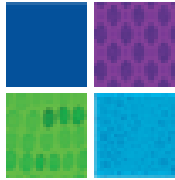
Allen College’s Doctor of Physical Therapy (DPT) program continues to become an established program.

The third cohort started in the 2023 spring semester and the program now has three matriculating cohorts. All students continue to learn a hybrid format with the majority of the didactic curriculum being delivered virtually with the students coming to campus for immersive laboratories. Students also engage in clinical learning opportunities to reinforce their didactic and laboratory learning.

The inaugural cohort which started in spring 2021 are preparing for graduation. The first graduating class for the DPT program will occur during the fall



2023 commencement activities. We are proud of these students and are excited to have Allen College graduates in the healthcare workforce as physical therapists!



Create a campus community that fosters a positive student experience

Ambassador Program



Thirty-four Allen College students served as ambassadors in 2022-2023 acting as leaders and representatives for Allen College through a variety of campus events.

Their service totals more than 705.3 hours either assisting or hosting events. Examples of ambassador activities include:

- College events:
 - Orientation
 - Commencement ceremonies
 - Green Initiatives
 - Donor Reception
- Committee Representation
- Women in Health Care Event
- Alumni Reunion
- Community service:
 - National Night Out
 - Arboretum Clean-up
 - Highway Clean-up
- Recruitment events:
 - “A Day in the Life”
 - Campus Tours
 - Career Days
 - Campus Visit Days
 - “Health Careers Night Out”
 - Rural Counselor Day
- Student Activities:
 - Student Organization Events
 - Allen College Apple Picking
 - Peer Mentoring
 - Pride Activities
 - Trunk or Treating
 - Finals Destress Week
 - Social Media Assistance
 - Kindness Week Activities
 - Midterm Rejuvenation

Rejuvenation breaks/ end-of-term activities

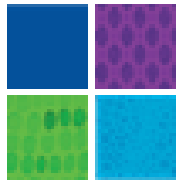
For the past few years Allen College held regular events geared towards celebrating the start of terms, midterms and the end of terms.

This year, the College hosted these events as well and in addition welcomed local vendors to the events such as Bowls of Love and UnityPoint Health massage therapists. These events were geared towards helping students connect with their peers across multiple cohorts and destress from their exams and assignments.

Rural Peer Mentors

Student rural peer mentors were hired to assist with strategies identified in the rural grant. These mentors will assist with both on- and off-campus recruitment events that targeted rural students.

The rural peer mentors also help both newly admitted and current rural students by providing support and answering questions as they navigate the transition to college and beyond.



Create and sustain a culture of inclusion

Summer Nurse and Health Careers Camp

To accommodate the busy schedules of potential camp participants, the 2023 Summer Health Careers Camp was shortened from six weeks to one intensive week from June 19 through June 23.

Nine students participated in the weeklong camp, led by Dr. Anna Weepie, Assistant Dean of Nursing and Kara Howard, Program Director, Radiography and Medical Imaging Programs. Sharon Porter, Library Assistant, also assisted with the camp.

Students participated in health care related immersive experiences, including shadowing at UnityPoint Health – Allen Hospital, healthcare exploration activities, suicide prevention program, tour of the Waverly Health Center, science learning activities at Wartburg College and college readiness activities.

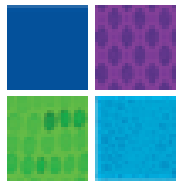


Rural Health Careers Camp

A rural health careers camp was held at the Buchanan County Health Center (BCHC) in Independence on June 26, 2023, with eight students participating.

This one-day camp offered students opportunities to explore clinical and non-clinical careers in healthcare, participate in hands-on activities and life-saving training, tour the BCHS facility and learn about college readiness and habits for success.





Create and sustain a culture of inclusion

Nursing Christian Fellowship (NCF)

The mission of NCF is for nursing students and faculty to be encouraged, equipped and empowered:

- Encouraged to grow in faith in the context of nursing school
- Equipped to integrate faith with nursing through Bible study and spiritual care resources
- Empowered to share your faith with other nursing students and faculty

Led by faculty advisor, Suzanne Gettman, the NCF met 10 times for fellowship, Bible Study, community service and social activities.

NCF participated in the Allen College Student Organizations social event and partnered with the Allen Student Nurse Association (ASNA), Student Occupational Therapy Association (SOTA) and the Enrollment Management staff to plan the campus spring picnic in April.

This group participated in several service projects including partnering with ASNA to make tie blankets for clients in need at the ACE-SAP Free Medical Clinic and decorating/delivering cookies to the Waterloo Fire Department, Allen College administrative staff and the Waterloo Salvation Army men's and women's shelters.

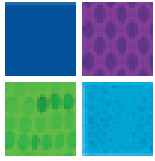
The Bible study series was "Act Justly, Love Mercy, Walk Faithfully" through the National NCF Bible Study Series. They also explored the concept of Evangelism in Patient Care and related ethical considerations.



Diversity & Inclusion Activities

As part of the College's inclusivity efforts, the Diversity and Inclusion (DI) Committee facilitated or collaborated with several departments to provide several activities throughout the year.

- Committee member designated as a liaison with the UnityPoint Health – Waterloo region DEI committee to strengthen collaboration
- "DEI Corner" created for the student newsletter
- Student suggestion box installed in Barrett Library for anonymous questions/concerns that are routed to the DI Committee
- Planned daily activities during World Kindness week - February 13-17
- DEI student forum - February 21
- Day in the Life for rural students - March 24
- Rural high school counselor day - April 28
- Dr. Kyle and Jennifer Christiason presented at the May 8 College Faculty Organization meeting on the topic of LGBTQ+ care
- Barrett Library hosted snack socials
 - Chinese New Year - January 24
 - Mardi Gras - February 21
 - Ramadan - March 21
 - Earth Day - April 18



Foster a community committed to service, including underserved populations & lifelong learning



Anne Christensen Doyle CELL

The Anne Christensen Doyle Center for Engagement, Learning and Leadership (CELL) is named after our colleague, Anne Christiansen Doyle, who passed away on September 1, 2012 while serving as the College's international admissions counselor. It recognizes the important work and dedication of Anne.



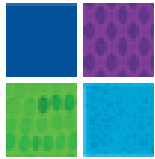
Value of Community Service and Service-Learning

Faculty/Staff—\$131,881
3,266 hours

Students—\$105,077
5,990 hours



29 Allen College faculty, staff and students spent Martin Luther King, Jr. Day participating in a day a service to honor the legacy of Dr. King by volunteering at the Northeast Iowa Food Bank's (NEIFB) "Pack the Dome" event.



Foster a community committed to service, including underserved populations & lifelong learning

Student Professional Organizations

Pi Kappa Chapter of Sigma Theta Tau International (Nursing Honor Society) Chartered in 2000

The vision of Sigma Theta Tau is to create a global community of nurses who lead in using nursing knowledge, scholarship, service and learning to improve the health of the world's people.

Activities included:

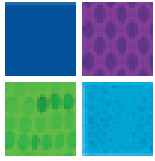
- The chapter donated two \$500 scholarships to Allen College for one undergraduate and one graduate nursing student
- The chapter donated \$114 to Sigma Chapter Giving Club
- 41 students, in both the undergraduate and graduate programs, were inducted
- Members donated and handed out snacks for students during fall semester finals week
- The chapter partnered with ASNA to make blankets and donated to both the Salvation Army and the Allen Child Protection Center



Pi Kappa Chapter president Jennifer Coleman (center) with the scholarship recipients.



Pi Kappa Chapter Induction Ceremony



Foster a community committed to service, including underserved populations & lifelong learning

Student Professional Organizations

Allen Student Radiography Organization (ASRO)



Fundraising

Through bake sales and apparel sales, ASRO raised money to support travel accommodations for ASR Level 2 students to attend the Iowa Society of Radiologic Technologist (ISRT) Annual Student Educators meeting in Altoona.

Service

- Continued the program's tradition of cleaning up a two-mile stretch of Highway 63 and signed a two-year renewal for this Adopt-A-Highway program

- Participated in a variety of events:
 - * Made and delivered holiday cards to Bickford Senior Living
 - * Hosted a Toys-for-Tots toy drive on campus and collected two large boxes of toys
 - * Participated in many activities to promote Allen College and the ASR program, including A Day in the Life, Cedar Falls CAPS, UNI Women in Healthcare, Health Careers Night Out, and speaking to the Hawkeye Community College Intro to Health Professions

Allen Student Nurses Association (ASNA)

Strategic goals: To create a campus community that fosters a positive student experience and fosters a community committed to service, including underserved populations, and lifelong learning.

Academic goal: To promote a commitment by all members of the Allen College community to lives of service.

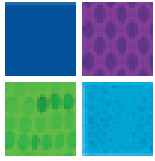
ASNA met monthly during fall and spring and participated in a variety of events.

- In collaboration with Pi Kappa, the Allen College chapter of Sigma Theta Tau International, made and donated 16 blankets to the Salvation Army
- Delivered appreciation cards and cookies to local fire departments and elementary schools

- Participated in Allen College's Trunk or Treat event
- Donated items to make 5 baking kits that were donated to House of Hope
- Purchased clothing and hygiene items to make 30 hygiene kits that were donated to Riverview Center for sexual assault victims
- Coordinated their annual apparel sale and used proceeds to support community events and organizations
- Partnered with Lowell Elementary to participate in the Adopt-a-Family program and purchased Christmas gifts
- Made Valentine's cards for Allen Hospital patients
- Volunteered at the Northeast Iowa Food Bank
- ASNA student leaders attended the National Student Nurse Association Convention in Nashville

- Arranged for a guest speaker, Dr. Jennifer Jass, to present on mental health at a monthly meeting
- Collaborated with the SOTA and Nurses' Christian Fellowship (NCF) student organizations and Enrollment Management staff to host a spring picnic catered by the Black Hawk Cattlemen's Association and to plan outdoor games and donate prizes for students





Foster a community committed to service, including underserved populations & lifelong learning

Student Professional Organizations



Allen Student Occupational Therapy Association (SOTA)

During 2022-2023, the SOTA participated in a variety of activities related to community service, professional development, fundraising and promotion of occupational therapy.

SOTA partnered with area businesses including Edgewood Meat Locker, Monster Cookies & More, Scratch Cupcakes and Signs & More to raise funds for SOTA benevolence and projects.

SOTA donations:

- \$200 to Retrieving Freedom
- \$150 to the Walk to End Alzheimer's
- \$250 Christmas party gift bags to North Star Community Services

Volunteer activities:

- Walk to End Alzheimer's
- Cedar Bend Humane Society
- Allen College Trunk or Treat Halloween Event
- North Star Holiday Event
- House of Hope Thanksgiving Event
- NorthCrest Specialty Care
- Salvation Army

Social events:

- Bowling
- Music bingo
- Potluck and pizza parties

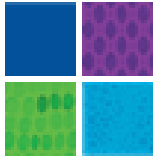
Professional development: (hosted several speakers)

- Virtualis, a company that specializes in the use of virtual reality in rehabilitation
- An occupational therapist serving in the U.S. Air Force
- An occupational therapist working for Kandu Health, a company that offers remote clinical information, resources and guidance via an app for stroke survivors
- Students and faculty from the Hawkeye Community College Occupational Therapy Assistant Program to discuss ways the two programs can collaborate.

Recognitions:

- Attained Gold Level Membership status through the American Occupational Therapy Association which was highlighted in an issue of *OT Practice* and at the AOTA Inspire Conference in Kansas City.

Follow the Allen College SOTA on social media.
Facebook: Allen College Student Occupational Therapy Association
Instagram: @allencollegeot



Foster a community committed to service, including underserved populations & lifelong learning

Service-Learning Honors Program



Student interest in the Honors program has been tremendous during the past academic year. Students may participate in the Honors program to fulfill their nursing elective requirement. Thus, this program is open to all traditional pre-licensure BSN students who want to give back to the community through service and volunteering.

During the 2022 fall semester, 27 students participated in the program, for a total of 405 hours (15 hours/student). During the 2023 spring semester, 19 students participated in the program, for a total of 285 hours (15 hours/student).

The students worked on projects with local community agencies to complete the required

service hours. Some students chose to complete their hours individually while others chose to work in small groups. Through these experiences, students learned more about a variety of organizations which service the community and had the opportunity to provide needed assistance to these agencies.

Some of the local agencies who the students partnered with included:

- ACE-SAP Clinic
- AMVETS Post (Cedar Falls)
- Cedar Valley Honor Flight
- Cedar Valley Trails
- FIT Courts
- Friendship Village
- Guiding Star
- Habitat for Humanity
- House of Hope
- Iowa Falls Humane Society.
- Military Family Readiness Groups (Cedar Rapids)
- Nazareth Lutheran Church
- Northeast Iowa Food Bank
- Pink Ribbon Run
- St. Patrick's Catholic Church
- Tri-County Head Start
- Trinity Bible Church
- UnityPoint Cardiology Clinic
- Waterloo Trampoline and Tumbling

Course-Related Community Service

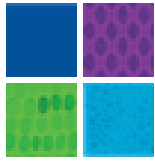
Scouts of America

MS in OT students partnered with Scouts of America and hosted a Disabilities Awareness Merit Badge event.

Through their Contemporary Service Delivery and Community Outreach course, OT students planned and organized a program for 30 scouts and their leaders. The participants learned myths and truths about persons with disabilities and discussed ways

to advocate for and include others. They had an opportunity to participate in hands-on activities to explore accessibility and learn about equipment that promotes participation for all individuals.

The scouts also learned about healthcare careers and each participant earned a disability awareness merit badge. Allen College faculty and students look forward to continuing this community partnership with local scouting organizations.



Foster a community committed to service, including underserved populations & lifelong learning

Course-Related Community Service



ACE-SAP Clinic satellite clinic offers occupational therapy services

The Allen College Occupational Therapy (OT) program partnered with the ACE-SAP Clinic to provide a satellite clinic for occupational therapy. The clinic is located in McElroy Hall on the Allen College campus.

OT faculty Dr. Susan Hoey and Dr. Katie Jo Funk assisted in establishing the partnership and satellite ACE-SAP Clinic.

Dr. Hoey and Dr. Funk have had the ability to serve clients offering unique observation and learning opportunities for the Master of Science in OT students.

MS in OT's "Boundless" Program for the Waterloo Men's and Women's Facilities

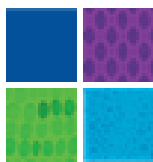
The Boundless program was developed by the MS in OT program as a means of providing a unique learning opportunity for MS in OT students and the residents at the Men's and Women's facility in Waterloo.

The evening program was led by the students as part of their Contemporary and Service Delivery and Outreach Course led by faculty Dr. Katie Jo Funk.

The students presented to residents on a variety of topics with the end goal of sending the message "You are not bound to your past decisions; your future is boundless."

Some topics presented this year included communication skills, learn your personality type, balanced life, self-care/hygiene, managing relationships, me time, household chores and stress relievers.





Foster a community committed to service, including underserved populations & lifelong learning

Course-Related Community Service

Mission Nursing in Guatemala

Eight students and faculty member Dr. Abby Nieman traveled to Canilla, Guatemala in May as part of the course NU 445J: Mission Nursing. The trip was organized via Prairie Lakes Church, Cedar Falls, in partnership with Adonai International Ministries (AIM).

Prior to the trip students prepared in the classroom learning about poverty, short term missions and their impact and the Guatemalan health care system and disparities present among the indigenous (Mayan) and Latin populations.

While in Canilla, students had the opportunity to partner with AIM nurses to immerse themselves by providing nursing care, including pre-natal, pediatrics, general adult patients, and chronic adult patients. They were able to assist with vital signs, ultrasounds, heart and lung examinations, ear examinations and surgical biopsies.

Clinics were held on site in Canilla as well as in two mountain clinics. Students built educational models for obstetrical cervical checks for the nursing staff as they hope to have more deliveries in this next year.

The students put together educational activities teaching elementary school children oral and hand hygiene, overall bodily cleanliness and care.

Dr. Nieman has been the faculty member who has accompanied the students on the trip for the past several years and knows the impact this experience has on the students. Providing an opportunity for students to experience a healthcare system in a different country opens a whole new perspective for the students. Paige McDermott, a BSN student who participated in the mission trip stated: "My trip to Guatemala allowed me to see the impact that healthcare can have on a community and all of the people within it. It showed me how much we can make a difference by helping a person on their worst days."

*Pictured Top: 2023 Guatemala Allen College Team
Bottom L-R: Students outside one of the schools after teaching; students teaching oral hygiene*



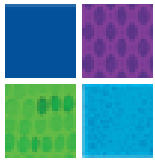
"Diabetes Camp"

Nursing students in assistant professor Lisa Jurgensen's Community Health clinical group helped with lessons to offer a "Diabetes Camp" for kids at UnityPoint Clinic (UPC) Parkway Garden, hosted by the Lion's Club.

The camp was held every Monday in June from 9–11 a.m. at the Parkway Garden in Cedar Falls.

The camp was not only for kids with diabetes, it was intended to develop healthy eating habits, play in the garden, fix a healthy snack and do other activities. Parents were welcome at the camp as well.

Nursing students helped with lessons.



Foster a community committed to service, including underserved populations & lifelong learning

Course-Related Community Service Projects

Allen College Engagement-Salvation Army Partnership (ACE-SAP) Free Clinic

Established in 2008 as a partnership with the Waterloo Salvation Army to provide free healthcare for the underserved.



Services

- **Preventive care focus:** Provided full health histories, head-to-toe exams, laboratory testing and screening fairs, dental screening exams, education and referral for other services as necessary.
- **Psychiatric care:** Offered via psychiatric nurse practitioner students in collaboration with Black Hawk-Grundy Mental Health Center and secondary prevention through the provision of medication, monitoring supplies, durable medical equipment and patient education.
- **Social determinant screening:** Screened all clients and made referrals to community resources. (See more about this service on next page.)
- **Sexually transmitted disease (STD) testing:** Screened for risk factors and offered on-site STD testing and counseling through a partnership with the Black Hawk County Health Department. NP students had the opportunity to sit in on counseling sessions to gain a better understanding of how to appropriately interview and counsel patients regarding sexually transmitted infections. Black Hawk County has one of the highest rates of sexually transmitted infections in the state making this a public health issue.
- **Medical dental program:** Provided medical dental screening exams and fluoride treatments on-site. Referred patients with additional dental needs. Dental care remains a high need area in the community and untreated dental issues is commonly recognized as contributing to other significant medical problems such as heart disease, diabetes and poorer pregnancy and surgical outcomes. Evidence now recommends dental assessments as part of overall health assessments in primary care.
- **Occupational therapy (at satellite site):** Established in 2022, the satellite ACE-SAP Clinic at Allen College provided occupational therapy.

Staffing

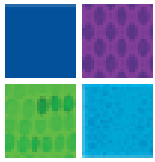
- **Clinic Coordination:** Coordinated by licensed nurse practitioner faculty
- **Staffing:**
 - Allen College Nurse practitioner students
 - Allen College Bachelor of Science in Nursing students
 - Allen College licensed occupational therapists (OT) and Masters of Science in Occupational Therapy students (at the OT satellite clinic)
 - University of Iowa Pharmacy residents
 - UNI Sports Medicine students

Clinic Documentation Upgrade

- Documentation was converted to electronic records benefiting patient confidentiality, security and improved record keeping and statistical data retrieval.
- Electronic record system provided by the Free Clinics of Iowa at no charge to the patients which allows greater transportability of medical records from visits to ACE-SAP.

2022 Stats

580 Patients received care	90% Met 200% of poverty guidelines	36% Had no insurance	43% Patients were minority
562 Individuals provided labs at no charge	125 Vaccinations & TB tests administered	4,405 Medication doses dispensed	694 Prescriptions handled
221 Community referrals	99% Patient satisfaction	97% Had a better understanding of their health	23% Intend to make positive health changes



Foster a community committed to service, including underserved populations & lifelong learning

Community Service

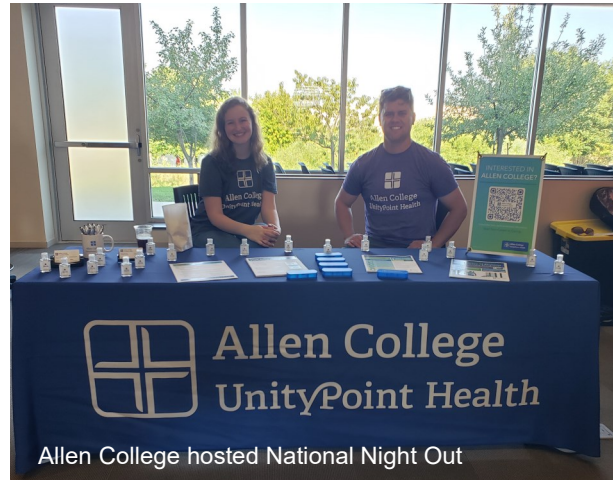
ACE-SAP Free Clinic addresses social determinants and serves as a resource

Social Determinants of health are now recognized as having a major impact on medical outcomes. Determinants include medication affordability, food insecurity, housing instability and transportation issues. The clinic has an extensive list of programs and resources to help address these determinants.

ACE-SAP Free Clinic addresses social determinants of health for patients at the clinic and is a resource to the hospital, clinics and community as well.

In 2022, the Clinic received over 25 calls from social workers, case managers, counselors, shelters and community organizations to assist patients with affordability of their health care needs. The clinic:

- Provided many with medical equipment that they could not afford such as shower chairs, walkers, canes, crutches, splints, diabetic glucose testing kits, wound dressing supplies, nutritional supplements, incontinency briefs, hygiene supplies, catheters and ostomy supplies.
- Assisted with providing patients with gas cards/ bus passes to allow them to be able to attend medical appointments.
- Provided them with medications they could not afford. Common calls were for patients with a new diagnosis of diabetes who could not afford their insulin or testing supplies (glucose meter, testing strips, syringes and lancets). The clinic not only assisted with providing the patient with enough medication to get them through until their follow-up appointment with a provider but also provided ongoing follow up when needed.



Allen College hosted National Night Out

Allen College hosted National Night Out on August 2, which was coordinated by Shanna Pikora, coordinator of student success and engagement.

National Night Out is an annual event to promote strong police-community partnerships and neighborhood camaraderie to make our neighborhoods are safer, more caring places to live and work.

This year, Allen College hosted the Waterloo Police Department and many vendors and partners to help build our community connections.

The evening consisted of games, a vendor hall and refreshments overseen by Allen College volunteers. Many members from the community, of all ages, attended the event and got to experience the campus.

Continuing Education

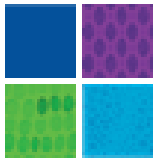
Allen College is an approved provider of continuing education for nurses by the Iowa Board of Nursing. Allen College assists nurses in maintaining licensure and certification.

73 CEU Programs-2022

54 programs in 2021

1,103 Participants-2022

1,021 participants in 2021



Foster a community committed to service, including underserved populations & lifelong learning

Community Service



Fall service day organized by the CELL—volunteers weeded and pruned at the Cedar Valley Arboretum and Botanic Gardens on September 23



Fall service day organized by the CELL—volunteers served lunch at the Salvation Army on September 23



Allen College volunteers rang the bell for the Salvation Army's Red Kettle campaign on November 28 and December 5



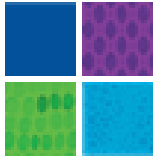
Service event at the Salvation Army March 3



Service event at the Salvation Army March 31



Spring service day organized by the CELL—volunteers assisted at the Northeast Iowa Food Bank April 24



Foster a community committed to service, including underserved populations & lifelong learning

Community Service

Participation in local service organization

Kiwanis is a global organization of volunteers dedicated to improving the world one child and one community as a time. Kiwanis International was established in 1915 and the Kiwanis Club of Waterloo was established in 1920. Over the past 100 years, the Waterloo Kiwanis has made positive contributions to the children who live in the Cedar Valley.

Allen College has had representation in the Waterloo Kiwanis for more than 20 years. Dr. Jane Hasek joined during her tenure as Chancellor and Dr. Jerry Durham joined Kiwanis while he was Chancellor. Dr. Seliger is continuing in his predecessors' steps by joining Kiwanis as well.

During the 2023 Kiwanian year, Dr. Seliger served as President of the Waterloo Kiwanis. Dr. Seliger believes that service organizations are extremely important in every community and that people need to volunteer and join these organizations to give

back to the community. Dr. Seliger shared, "Being a part of Kiwanis has given me a better appreciation for the needs in our community. We need to ensure our children have the resources to be successful and the Waterloo Kiwanis helps play a role in that process. I am proud to represent Allen College in this organization."

Food & supply drive

During October, a food and supplies drive was held on campus for the Northeast Iowa Food Bank (NEIFB). Approximately 116 pounds of non-perishable food and supplies was donated to the Food Bank, which provided more than 139 meals to those in need.

MORE Community Service Activities

1. Spring service day organized by the CELL: assisted with Cedar Valley Trail clean up
2. Beyond Pink Ribbon Run in Cedar Falls
3. Student Occupational Therapy Association (SOTA) volunteered at the Cedar Bend Humane Society
4. Cedar Valley Trail clean up



1



2



3



4



Engaged faculty design creative and innovative curricula to produce EXCEPTIONAL STUDENT OUTCOMES & MEET WORKFORCE NEEDS



True to the mission of preparing exceptional healthcare professionals through educational programs of excellence, Allen College faculty use evolving innovative teaching techniques and learning strategies to provide high quality education to our students. This is reflected in the excellent pass rates that meet or exceed the state and national average pass rates.

Pass Rates for Certification/Licensures



NA indicates data was unavailable at time of publication.



Engaged faculty design creative and innovative curricula to produce
EXCEPTIONAL STUDENT OUTCOMES & MEET WORKFORCE NEEDS

Allen College Graduates

Allen College held five commencement ceremonies in 2022-2023 conferring 217 degrees:

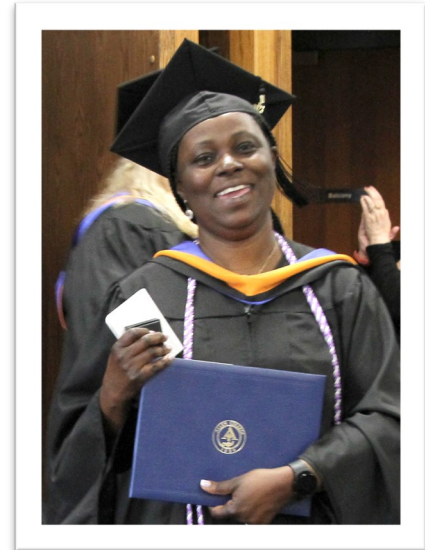
School of Health Sciences

- 10 Associate of Science in Radiography
- 23 Bachelor of Health Sciences
- 19 Master of Science in Occupational Therapy
- 2 Doctor of Education

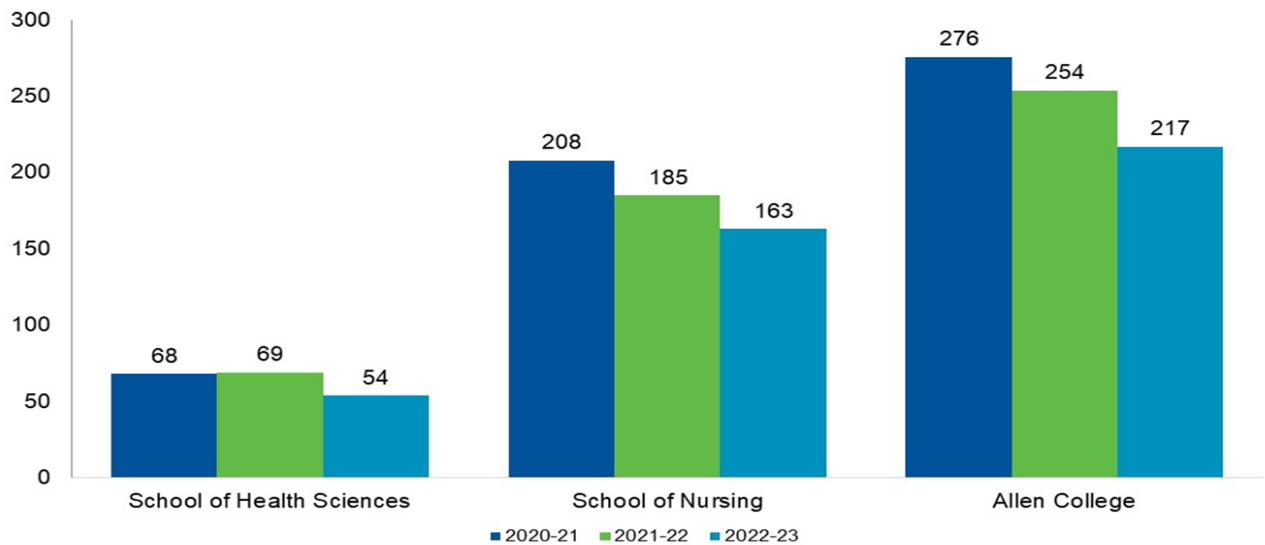
School of Nursing

- 110 Bachelor of Science in Nursing
- 7 Post-Graduate Certificates in Nursing
- 34 Master of Science in Nursing*
- 12 Doctor of Nursing Practice*

*14 with a Rural and Underserved Emphasis



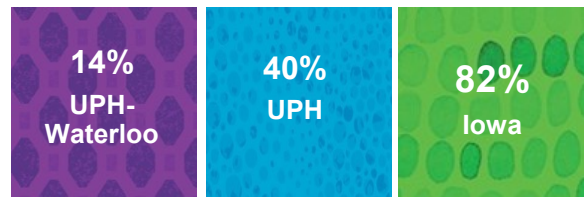
Number of Graduates



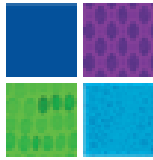
Employment is self reported by graduates.

2021-2022

- 90% of graduates reported
- 99.6% reported employment
 - 14% employed at UnityPoint Health – Waterloo
 - 40% employed at a UnityPoint Health Affiliate
 - 82% employed in Iowa



Employment information for 2022-2023 not available.



Clinical Excellence through Interprofessional Collaboration

Inter-professional education (IPE) simulation: Allen College, University of Northern Iowa and Hawkeye Community College collaborate

An exciting new multi-disciplinary simulation scenario was implemented during the 2022 fall semester. Allen College nursing students participated in an IPE simulation experience with University of Northern Iowa athletic training students and Hawkeye Community College paramedic students.

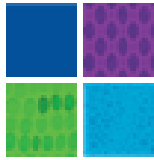
The students cared for a patient that was injured at a volleyball game, which was portrayed by students from Columbus High and Cedar Falls High Schools. The scenario started in the gymnasium and the students were tasked with getting the patient safely transported to the simulated ambulance located in the Allen College parking lot.

From that point, the patient was cared for by paramedic students and then transported into the Allen College simulation lab where the scenario transitioned to the use of the high-fidelity manikin. Students were able to practice hand-off communications at every turning point in the scenario, and at the end of the scenario they were able to practice CPR.

The objectives for this simulation experience were:

- Understand the roles and responsibilities of the interprofessional team
- Demonstrate direct communication and teamwork with interprofessional team members
- Prioritize the immediate needs of the patient
- Implement safety measures while caring for the patient
- Complete the appropriate focused assessments throughout the scenario
- Demonstrate BLS standards while caring for the patient





Engaged faculty design creative and innovative curricula

Inter-professional ALS caregiver learning lab: occupational therapy collaborates with speech language pathology

Occupational Therapy students provided hands-on education to lowans coping with amyotrophic lateral sclerosis (ALS), a fatal neurodegenerative disease.

ALS family members often serve as caregivers with no formal training, and they identify needs including learning about assistive devices and home modification. Through a community partnership with the ALS Association Iowa Chapter and a collaboration with University of Northern Iowa Speech Language Pathology program students developed content and prepared learning opportunities for patients and caregivers. Participants engaged in various educational stations such as safe transfers, power wheelchair basics, high tech communication, caring for themselves as caregivers and adaptive equipment for daily living tasks.

This student led interprofessional hands-on learning opportunity is unique in the state of Iowa and has been found to be beneficial for caregivers, patients and students. Students report increased comfort level

with caregiver education and demonstrate improved clinical reasoning, which prepares them to provide client-centered care. OT programs in at least two other states are now using this caregiver learning lab as a model to create similar learning experiences.



Allen College MS in OT students providing caregiver education

Graduate therapy programs collaborations

In the 2023 spring semester, Allen College physical therapy (PT) and occupational therapy (OT) students met with speech pathology students from the University of Northern Iowa to review and analyze a paper case via a virtual Zoom meeting. Each group of students gave a presentation on what each profession would do for the specific case and how each discipline works together in a patient care setting. The students broke into smaller groups and did a deep-dive analysis of the case and then presented the case as a whole to better understand how the professions work collaboratively in the clinic setting.

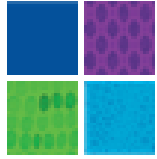
The event was such a successful learning opportunity for the students that a similar event has been scheduled for the 2023-2024 academic year. The event will be expanded to an in-person event where the PT, OT and UNI speech students can interact, tour each respective professions educational space, learn about clinical collaboration and socialize.

In the 2022 fall semester the PT students had a presentation by the OT director and OT students on assistive technology in the clinic. It was a hands-on



OT and PT students during hands-on interaction with different types of assistive technology

interaction with OT students instructing and the PT students able to try different types of assistive technology. The PT and OT students discussed the similarities of technologies between the professions and the PT students had a much better understanding of how the OT technology was assisting with patient rehabilitation.



Leverage existing partnerships & seek new opportunities for collaboration

School of Nursing Community and Public Health Nursing course partners with Camp Courageous

A new community partnership was created with Camp Courageous, located in Monticello, Iowa. Camp Courageous provides year-round recreational and respite care opportunities for individuals with special needs.

Nursing students enrolled in NU450 Community and Public Health Nursing were given the opportunity to complete their agency clinical hours at Camp Courageous during the camp's respite weekends in the fall and spring semester. During this experience students were able to perform a variety of clinical nursing skills while working in the camp's medical office, including medication administration and working with gastric tubes, catheter care and bowel treatments.

In addition, students were able to interact with the campers and participate in several of the camp events throughout the weekend, which included taking a ride on the zip line. Students had the opportunity to stay the night at Camp Courageous in their on-site lodging which allowed them to maximize their time at the camp.

Students who participated had a positive reaction to the clinical experience. They overwhelmingly agreed it was a rewarding experience and they gained useful knowledge about this target population that they will undoubtedly use when working with and advocating for individuals with special needs.



Collaboration for Adaptive Aquatic Therapy and Safety (CAATS)

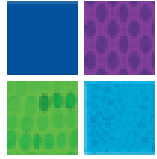
The CAATS program was developed in collaboration with Panther Academy for Water Safety, University of Northern Iowa Speech Pathology (SLP), Allen College Master's Occupational Therapy (OT) Program and local Cedar Falls Special Education Classrooms.

In the fall semester, integrated as part of the pediatric didactic lab experiences, Allen OT students and UNI SLP students are paired with a child to provide intervention within an aquatic setting weekly. Students developed

interprofessional skills while gaining hands-on experience with the pediatric population.

Feedback regarding the experience from graduate students, teachers and paraeducators was overwhelmingly positive.

The Master of Science in Occupational Therapy program looks forward to continuing this partnership for exceptional hands-on service learning.



Leverage existing partnerships & seek new opportunities for collaboration

Allen College partners with rural health centers to offer summer camps

Allen College faculty and staff hit the road partnering with staff at Buchanan County Health Center in Independence to offer the first ever Rural Summer Camp in June. All of the schools affiliated with the rural grant within a 30-mile radius of the hospital were invited to attend. There was no cost to participate.

Participants:

- Explored clinical and non-clinical careers in healthcare
- Participated in hands-on activities and life-saving training, including Stop the Bleed and CPR
- Engaged in college-based sessions, including study skills and college preparation
- Toured the facility and departments
- Connected with hospital staff in a variety of positions in an interview-style panel format to learn more about their careers and ask questions

Health Careers Club

Staff also partnered with Community Memorial Hospital in Sumner to offer its first health careers club in May. In this particular club, students from one specific rural high school came to the hospital to participate in a day-long immersive experience to learn more about careers in nursing, imaging and surgery.

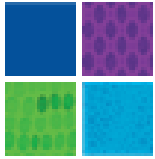
Community Memorial Hospital plans to work with Allen College and other rural high schools in future semesters to offer clubs of a similar nature. The Community Outreach Coordinator also plans to connect with other rural hospitals to develop a similar concept.



High school students from Wapsie Valley were able to participate in Allen College's first ever Health Careers Club as a part of our rural grant.

These students got to tour and learn more about careers in nursing, imaging and surgery at Community Memorial Hospital in Sumner.

Pictured is a student group within the surgery unit learning more about best practices for ensuring a sterile environment for surgeries.



Engaged faculty design creative & innovative curricula to produce exceptional student outcomes & meet workforce needs



Allen College was led by 88 members of faculty and staff

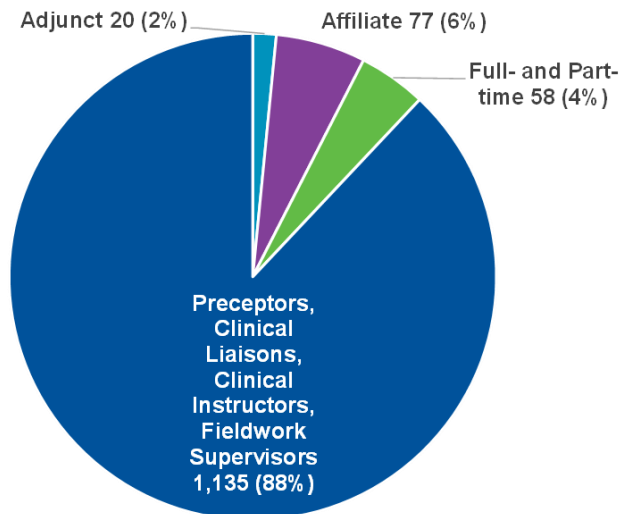
30 Staff

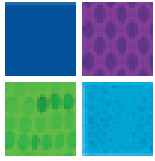
29 full-time, 1 part-time

58 Faculty

44 full-time, 14 part-time
(Includes president & academic deans)

67% Faculty Doctorally Prepared





Engaged faculty design creative & innovative curricula to produce exceptional student outcomes & meet workforce needs

standards of Excellence



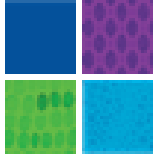
Nursing Fundamentals: Oxygenation

Fundamentals of Clinical Nursing is the first clinical course students take in the BSN curriculum, learning content related to nursing care for physiological health. The course has classroom, laboratory and clinical components. One unit taught in Fundamentals is care of the client with altered oxygenation.

For the lab component a course objective is for students to demonstrate competency in performing basic nursing skills, which is done through students learning the skill in the laboratory setting and performing the skill on clients under the supervision of clinical instructors in the hospital.

Kally Wadding-Frisch, a Master of Science Nursing student enrolled in the education track, taught the oxygenation unit. Wadding-Frisch designed an interactive lab utilizing pig lungs. She created a simulated chest cavity allowing students to see how a chest tube and closed chest drainage system help maintain correct lung pressures. Students were able to manually inflate the pig lungs and were able to see where air and gas exchange takes place at the alveolar level.

This was a highly creative way to apply theory content to direct skills learning.



Engaged faculty design creative & innovative curricula to produce exceptional student outcomes & meet workforce needs

standards of Excellence

New nursing curriculum: Allen College offering 12-month and 24-month programs

In order to meet the needs of today's college students, Allen College's School of Nursing implemented new curricula for both the traditional and accelerated Bachelor of Science in Nursing (BSN) tracks.

After conducting a comprehensive analysis and comparisons of data, the accelerated track of the BSN program will be offered over 12 months (three semesters) and the traditional track will be offered over 24 months (four semesters).

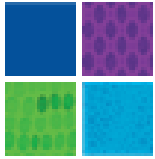
These revised curricula will provide students with an immersive clinical experience throughout their program to enhance their education and the transition from student to practicing nurse. Ongoing collaboration with clinical partners will continue to be essential to provide exceptional preparation for practice.

These changes represent meticulous planning by the BSN leadership and faculty to continue to provide the educational opportunities to allow our graduates to maintain the exemplary graduate outcomes in both certification scores and job placement.

Since the beginning of 2021, Allen College's NCLEX RN pass rate is 98.29% (234 test takers) compared to the national average of 79.78% for all RN programs over the same time frame.

The new curricula started in 2023.





standards of **Excellence**

Courses built on Quality Matters standards

Allen College courses are built upon program specific templates that incorporate **Quality Matters (QM)**, which is a leader in quality assurance for online education and nationally recognized for its peer-based approach and continuous improvement in online education and student learning.

Use of these templates not only help **ensure that best teaching practices are being used**, but they also **ensure a consistent experience for the students**.

A QM Certified course ensures all elements within a course serve a purpose and have been carefully selected and designed utilizing best teaching practices and alignment with course objectives, ultimately leading to better student outcomes.

Allen College hosted fall meeting CHACU

Allen College hosted the fall meeting of presidents and provosts from the Consortium of Hospital-Affiliated Colleges and Universities (CHACU) October 3–4.

CHACU is a 28-member consortium of colleges offering nursing and health sciences programs that are directly affiliated with a healthcare organization.

The meeting consisted of several professional development presentations as well as discussion of best practice related to conversion of students to employees for the parent organization, marketing/recruiting strategies and financial incentives for students.

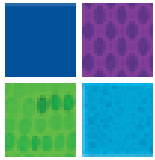
Medical Imaging program graduates are filling staffing needs in radiology departments

Allen College's Medical Imaging (MI) program has been producing graduates who are filling critical staffing needs in computed tomography (CT) and magnetic resonance imaging (MRI) departments.

Over the past several years, radiology departments have been reporting the difficulties of staffing these specialty imaging modalities and have needed to resort to using contract staffing (often referred to as "travelers") or reducing hours which can negatively impact patient care.

The MI program has an innovative curriculum that is designed to allow graduates from a radiologic technology (X-ray) program, including Allen College's, to work as a radiographer and take MI classes online.

The MI faculty assist the students in finding clinical placements for their MI modality in a location that is most convenient for the student. The MI program curriculum was purposely designed to allow students who already have a radiologic technology credential to earn a bachelor's degree as well as an additional imaging certification. Being a dual-certified imaging specialist is helping reduce the staffing challenges healthcare systems are facing by being eligible to work in multiple areas within the radiology department.



Engaged faculty design creative & innovative curricula to produce exceptional student outcomes & meet workforce needs

Faculty & staff awards/honors and research/publications

Dr. Rus DeBonis, professor emerita, had a book chapter accepted for publication in *Co-constructing and Sustaining Service-Learning in a Doctoral Program*, edited by Rabios and Santos. The chapter is entitled: *Service-Learning in a Free Clinic: Cultivating Culturally Informed Care*.

Drs. Howe Liu and Eric Arguello, professors, had their case report manuscript published in the *International Journal of Physiotherapy and Research*. Liu H, Miller K, Arguello E. Effects of Ba-Duan-Jin based deep diaphragmatic breathing on multimorbidity – A case report. *International Journal of Physiotherapy and Research*. 2022; 10(4):4295-4303.

Dr. Howe Liu, professor, was awarded the William Gould Memorial Outstanding Physical Therapy Faculty Award, acknowledging him as an outstanding faculty member in Physical Therapy education in Texas who has demonstrated excellence in that role.

Dr. Liu was awarded a grant from the Parkinson's Foundation Community Grants Team to pursue his research interests related to Parkinson's Disease which includes implementing a project entitled: "Tele-Dyadic-Tai Chi program for people with mild to moderate Parkinson's disease." A special thank you to Allen College grantwriter **Susan Decker** who assisted Dr. Liu in submitting the grant to the Parkinson's Foundation.

Dr. Venita Lovelace-Chandler, professor, was awarded the Catherine Worthingham Fellow of the American Physical Therapy Association, the association's highest membership category. She is the longest serving site visitor for CAPTE and is a founding member of the APTA's Academy of Pediatric Physical Therapy.

Dr. Lovelace-Chandler and adjunct faculty Dr. Margaret McGee presented at the Academy of Pediatric Physical Therapists conference. Their presentation, entitled "Review of Systems During the Annual Physical Therapy Visit," was shared with a room full of pediatric physical therapists from around the country.

Dr. Kate Reiter, associate professor, had a poster selected for presentation at the 2022 Iowa Occupational Therapy Association Conference in October. The poster was entitled: "The Continuing Education Needs and Preferences of Rural Occupational Therapy Practitioners in Iowa."

Dr. Sarah Steele, professor, was awarded the Allen College DAISY Award for Faculty at Allen College.

Dr. Kendra Williams-Perez, dean, was elected to the 2023 Nominating Committee of the Commission on Collegiate Nursing Education (CCNE), which acts independently in reviewing the qualifications of applications who are nominated for positions on the CCNE Board of Commissioners and for service on the CCNE Nominating Committee.

Faculty continue to advance and grow their education and expertise

Jennifer Coleman, assistant professor, successfully passed the examination for the National League for Nursing Certified Nurse Educator (CNE).

Dr. Gabi Boysen, assistant professor, received Quality Matters recertification for the NU670 Adult Gerontology course. The course was originally certified by Dr. Michelle Friedman in 2017.

Katie Jo Funk, assistant professor, graduated with honors with a post-profession Occupational Therapy Doctorate (OTD) from Creighton University.

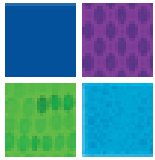
Sue Gettman, associate professor, successfully passed the examination for the National League for Nursing Certified Nurse Educator (CNE).

Dr. Maria Metcalf, associate professor, graduated with a Doctor of Nursing Practice (DNP) degree from Allen College.

Dr. Abigail Nieman, associate professor, received Quality Matters Certification for the NU447B Nursing Informatics course.

Dr. Carissa Stoddard, assistant professor, earned a PhD in Physical Therapy from Texas Woman's University.

Dr. Chris Wiedman, assistant professor, graduated with a Doctor of Philosophy (PhD) degree in Education from Drake University.



Engaged faculty design creative & innovative curricula to produce exceptional student outcomes & meet workforce needs

Nursing faculty selected for prestigious NLN 2023 Leadership Development Program for Simulation Educators



Dr. Ashley Ollendieck, associate professor for the School of Nursing, was one of 20 faculty from around the nation selected to participate in the National League for Nursing (NLN) 2023 *Leadership Development Program for Simulation Educators*. This program is designed for the experienced simulation nurse

educator who wishes to assume a leadership role in simulation.

“During this year-long program, participants examine issues related to research in simulation, curricular integration, the role of simulation in interprofessional education and managing and directing simulation activities within a school of

nursing or a service setting. With a focus on leadership, the program emphasizes leadership development to advance simulation initiatives in nursing education and practice. The program fosters the development of a community of scholars by promoting individual growth, interpersonal interactions within the group and networking with previous cohorts to build on and develop new simulation initiatives” (2022).

Dr. Ollendieck is not the only Allen College faculty member to have been selected for NLN’s leadership development program. In 2017, Dr. Kendra Williams-Perez, Dean of the School of Nursing, was selected to participate in the NLN Executive Leadership in Nursing Education and Practice Program.

This is a tremendous honor. Allen College students will benefit from the knowledge that Dr. Ollendieck will gain – to be the best, our students learn from the best.

Faculty recognized at state meeting



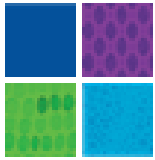
Don Bishop, assistant professor for the Associate of Science in Radiography program, received the 2003 Matthew J. Keilly Memorial Award at the Iowa Society of Radiologic Technologists (ISRT) annual meeting for his contributions to the radiology profession.

Physical therapy faculty awarded prestigious honor

Dr. Venita Lovelace-Chandler, professor, was awarded the Catherine Worthingham Fellow of the American Physical Therapy Association, the association’s highest membership category. In order to be eligible, a physical therapist or life physical therapist member of the association whose contributions to the profession through leadership, influence, and achievements demonstrates frequent and sustained efforts to advance the profession for a period of not less than 15 years preceding the nomination for election.



Dr. Lovelace-Chandler has been a physical therapist for over 50 years, is the longest serving site visitor for CAPTE. She has served as program director or associate director of 3 different PT programs. She continues to consult with multiple schools for preparing CAPTE accreditation. She is a founding member of the APTA’s Academy of Pediatric Physical Therapy.



Engaged faculty design creative & innovative curricula to produce exceptional student outcomes & meet workforce needs

DAISY Award for nursing faculty

The School of Nursing faculty and staff surprised **Dr. Sarah Steele**, professor, during class on April 26, and presented her with the DAISY Award for Faculty.

Dr. Steele's nominators had this to say about her, "she is such a great teacher and motivator; she really wants her students to succeed; and she holds students accountable for their learning and gives students the resources to be successful at Allen College."

Dr. Steele received a Healer's Touch sculpture as a symbol of the recognition. Each sculpture is hand carved by artists of the Shona Tribe in Zimbabwe. The DAISY Foundation chose this beautiful design because it sensitively depicts the unique relationship nurses have with their patients, and teachers have with their students.



Physical therapy faculty awarded prestigious outstanding faculty award in Texas

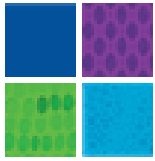
Dr. Howe Liu, professor for the Allen College Doctor of Physical Therapy program, was awarded the William Gould Memorial Outstanding Physical Therapy Faculty Award.

The purpose of this award is to acknowledge an outstanding faculty member in Physical Therapy education in Texas who has demonstrated excellence in that role. This award has been renamed in honor of William R. Gould, PT, PhD, who passed away in 1999. A leader for many years at Hardin-Simmons University in Abilene, Dr. Gould was known as an exemplary educator and earned the respect of students and colleagues.



Occupational therapy (OT) students attended Hill Day

In February both OT cohorts attended Hill Day at the capitol building. It was such a great experience for the students to have the opportunity to talk with OT students from other programs and advocate to our legislators about the OT profession.



Engaged faculty design creative & innovative curricula to produce exceptional student outcomes & meet workforce needs

Financial support for faculty/staff in their educational pursuits – 2022 educational support totaled \$15,068

Faculty Education Level

Doctoral=39 (67%)
 Master's=18 (31%)
 Bachelor's=1 (2%)

Faculty & Staff Enrolled in Programs

Doctoral=2
 Master's=1

- **Goal of 50% doctorally prepared faculty exceeded.** Many accrediting bodies require doctorally prepared faculty or a specified percent of doctorally prepared faculty.
- **Eight faculty received rank promotions for the 2022-2023 academic year.** Faculty promotion opportunities are commensurate with education, years of service at Allen and teaching experience.
- **Six adjunct faculty and preceptors received tuition credit.** As a benefit for their contributions to Allen College, adjunct faculty and preceptors were offered tuition credit for taking Allen College classes.

Faculty and Staff Recognition of Scholarly Accomplishments and Service for 2022

Faculty and staff were honored for their scholarly accomplishments and service.

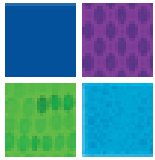
Scholarly Recognitions—21 Service Recognitions—20
 Congratulations to the honorees.

Scholarly Recognitions

Dr. Brenda Barnes
 Dr. Lisa Brodersen
 Dr. Rus DeBonis
 Dr. Jennifer Edeker
 Dr. Peggy Fortsch
 Dr. Shawn Froelich
 Dr. Katie Funk
 Suzanne Gettman
 Dr. Susan Hoey
 Dr. Jennifer Jass
 Lisa Jurgensen
 Dr. Maria Metcalf
 Michele Murphy
 Dr. Abigail Nieman
 Dr. Ashley Ollendieck
 Dr. Cristina Ortiz
 Dr. Kate Reiter
 Gina Tenge
 Dr. Anna Weepie
 Dr. Jeremy Whitaker
 Dr. Kendra Williams-Perez

Service Recognitions

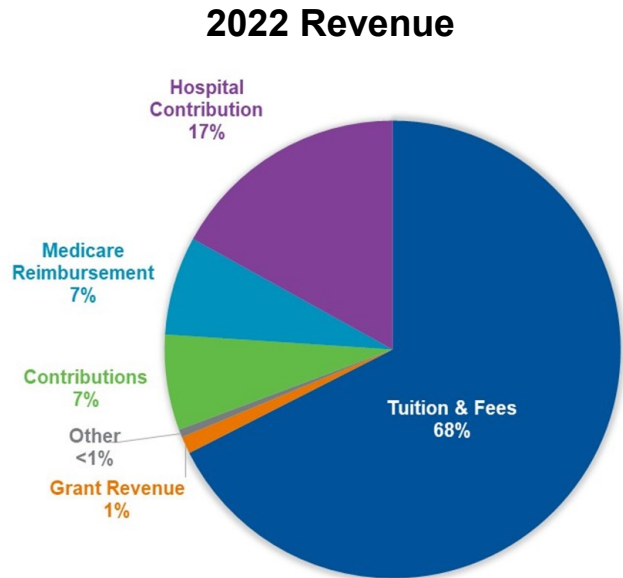
Dr. Steve Bowen
 Peg Broadie
 Dr. Lisa Brodersen
 Dr. Rus DeBonis
 Dina Dowden
 Dr. Alisha Engel
 Dr. Shawn Froelich
 Rhonda Gilbert
 Christa Glaser
 Denise Hanson
 Dr. Susan Hoey
 Kara Howard
 Lisa Jurgensen
 Dr. Erica Kiernan
 Dr. Venita Lovelace-Chandler
 Dr. Ashley Ollendieck
 Dr. April Schmitz
 Dr. Allison Stone
 Seth Vickers
 Dr. Anna Weepie



Align resources to ensure operational sustainability & student success

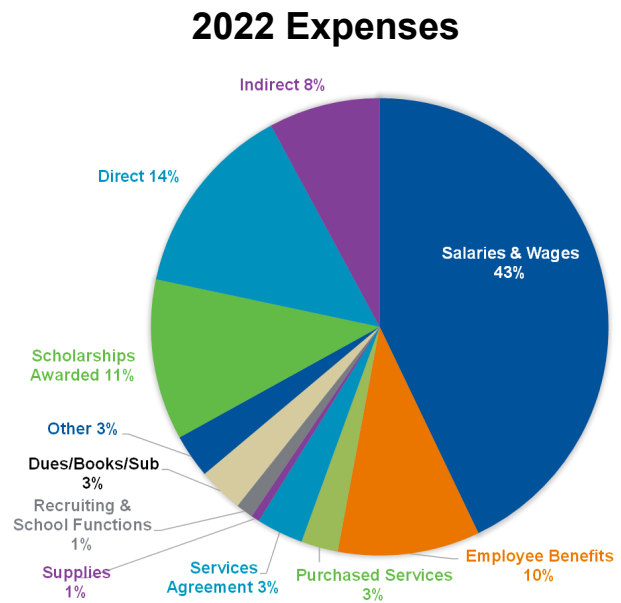
Revenue	2022	2021
Tuition & Fees	\$10,630,474	\$11,794,575
Grant Revenue	190,850	1,356,465
Other	88,537	65,184
Contributions	1,061,317	813,995
Total Revenue	\$11,971,178	\$14,030,219
College Pass Through Reimbursement*	1,098,499	541,446
Hospital Contribution	2,671,751	2,025,655
Total Support	\$15,741,428	\$16,597,320

*Per 2021 and 2022 Medicare Cost Report



Expenses	2022	2021
Salaries & Wages	\$6,807,202	\$7,119,762
Employee Benefits	1,642,909	1,668,242
Purchased Services	377,031	432,909
Service Agreement	550,000	550,000
Supplies	85,631	97,179
Meetings & Travel	32,603	42,208
Building Occupancy, Repairs	395,256	440,040
Recruiting & School Functions	140,572	204,273
Dues/Books/Subscriptions	499,388	529,846
Other	31,960	13,969
Federal Matches	8,700	15,450
Scholarships Awarded	1,294,667	1,887,609
Total	\$11,865,919	\$13,001,487
Overhead		
Direct*	2,783,645	2,287,844
Indirect*	1,091,864	1,307,989
Total Expenses	\$15,741,428	\$16,597,320

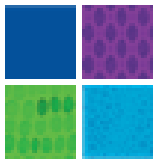
*Per 2021 and 2022 Medicare Cost Report



*Other on the pie-chart=meeting & travel; building, occupancy, repairs & maintenance; other; and federal matches

Allen College Endowment 12/31/22—\$15,310,034

The majority of the endowment balance (82%) is in scholarship funds. The other 18% is designated for capital, educational and operational use. Approximately \$10.5 million of the endowed funds are permanently restricted.



Align resources to ensure operational sustainability & student success

Grant Funding—\$161,576

Allen Foundation works to secure grant funding for a variety of Allen College capital projects as well as campus and community-based programs. The dollars raised bolster the College’s finances, enhance student education and strengthen community connections.

The following 2022-2023 grant applications received funding:

- Iowa Department of Public Health, Psychiatric Mental Health Nurse Practitioner student recruitment (year 2 of 4) \$100,000
- Cedar Valley United Way, ACE-SAP Free Clinic \$27,326
- Community Foundation of Northeast Iowa, ACE-SAP Free Clinic \$20,000
- Waterloo Community Foundation, Summer Nurse & Health Careers Camp \$5,000
- Free Clinics of Iowa, ACE-SAP Free Clinic \$3,500
- Parkinson’s Foundation, Parkinson’s Disease Tai Chi Wellness Program \$3,000
- Walmart Community Grants (Store #1496), ACE-SAP Free Clinic \$1,750
- Lincoln Savings Bank, Summer Nurse & Health Careers Camp \$1,000

Three additional grant applications are pending review for potential awards totaling \$4.5 million.

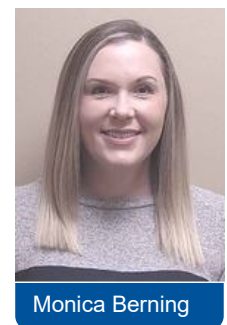
U.S. Department of Education Rural Postsecondary and Economic Development \$1.2 million grant progress

With the \$1,224,179 grant, which was reported in the 2021-2022 Annual Report, Allen College created the Rural Student Success Program (RSSP). The overall goals of the RSSP are to 1) increase the number of rural high school graduates who enroll in college and are retained through completion of their degree, 2) increase the number of community partnerships to support rural students and promote higher education in healthcare fields 3) increase the number of rural Iowa students who get a paid internship or employment and 4) increase the number of articulation agreements with local colleges to encourage transfers to Allen College.

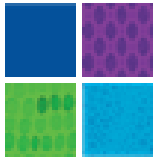
The RSSP strategic initiatives takes a three-pronged approach: 1) increase rural partnerships and community engagement, 2) expand and enhance rural student support services and 3) provide financial assistance specifically for rural students. Allen College is making systemic changes to increase the capacity and effectiveness of our outreach efforts, student support services, and community partnerships. Activities include creation of a Rural Student Grant and Rural Student Success Center; addition of rural peer mentors; creation of a new position - Community Outreach Coordinator; and expansion of existing partnerships and creation of new partnerships with rural secondary and post-secondary schools, rural organizations, rural healthcare employers, and community members.

Numerous activities are underway since the start of the grant. During the first six months,

- [Monica Berning was hired as the Community Outreach Coordinator](#) and is implementing the grant initiatives.
- 50 new partnerships were created in rural high schools, community colleges and hospitals.
- 20 BSN and ASR students were awarded \$6,600 in Rural Student Grants either distributed over the first and second or second and third semesters at Allen College. Over \$700,000 of the grant is allocated for these grants with the goal of supporting 110 students over three years.
- The Rural Student Success Center was created and provides students with information and assistance.



Monica Berning



Align resources to ensure operational sustainability & student success

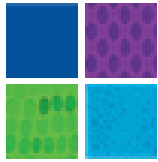
Campus Improvements

- To increase student satisfaction and success, headphones and white noise machines were purchased for students to use in the student library pods when studying and testing.
- As a security measure, added badge access for some faculty and staff office areas.
- **New Doctor of Physical Therapy (DPT) Anatomy Lab Opened** (pictured below)

Construction on the anatomy lab located on fifth floor of UnityPoint Health – Allen Hospital was completed, and it opened in February 2022.

- This lab has several plastinated cadaver parts and at least two full body plastinated cadavers (pictured below).
- Plastinated cadavers originate in Germany and are actual human bodies (cadavers) that have been preserved in plastic for anatomical viewing.
- The opportunity to view the human body as a cadaver is a privilege afforded to few people. It carries with it the responsibility to treat the person who has given his/her body to advance education and research with respect and dignity.
- In the Allen College anatomy lab, students will have the opportunity to view human cadavers that are skinned, have parts that are displayed separately (arms, legs, hands, feet), internal organs, and male and female anatomy.





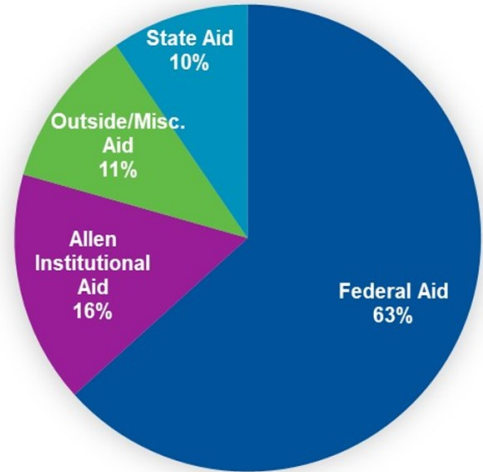
Align resources to ensure OPERATIONAL SUSTAINABILITY & STUDENT SUCCESS

Student Financial Aid

\$9,169,691 in Total Student Aid
(by source aid)

Financial assistance programs are available to students who qualify, providing funds to students that otherwise would be unable to pursue a college education.

Allen College students have an opportunity for financial assistance through a variety of sources such as federal, state and institutional aid as well as hometown agencies and organizations.



511 (87%) students received financial assistance

999 grants and scholarships awarded totaling \$3,187,427
(35% of aid in the form of grants and scholarships)

602 student loans generated totaling \$5,809,514
(63% of aid in the form of loans - does not include Parent PLUS loans)

Grants & scholarships
INCREASED

Loans
DECREASED

Average Debt for Allen College Graduates

(students who graduated in August and December 2022 and May 2023)

\$21,429 undergraduate
(\$22,541 last year)

\$51,434 graduate
(\$59,024 last year)

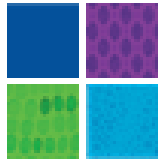
160 students borrowed
109 undergraduate/51 graduate

59 students did not borrow

Average debt
DECREASED

* Graduates may have debt from other colleges attended; however, that amount is unknown to Allen College and not included with the figures.

- Allen College continues to seek out new grant and scholarship opportunities to assist our students while also working closely with Allen Hospital on recruitment efforts to address workforce needs.
- The Student Financial Services team hosted student events throughout the academic year to remind and encourage students to complete their scholarship application and FAFSA application.



Align resources to ensure OPERATIONAL SUSTAINABILITY & STUDENT SUCCESS

Additional financial support for students

Allen College continuously seeks additional financial support and resources for students. In 2022-2023 the College was successful in securing several new sources of financial resources for students.

Last Dollar Scholar

Allen College received Last Dollar Scholar designation for the radiography program by the Iowa College Aid Commission (ICAC) for the Associate of Science in Radiography (ASR) program.

This program provides a tuition offset for students enrolled in the ASR program after all state and federal grant and scholarship aid has been applied.

Schools are eligible for participation that offer undergraduate programs that lead to associates degrees or certificates in professions that are considered high need by the Iowa Workforce Development. Students need to meet eligibility criteria including either graduating from an Iowa high school or establishing residency in Iowa as determined by ICAC guidelines.

At a time when costs continue to rise, this program will provide much needed financial support for these students.

Rural Grant Awards

Undergraduate students who meet qualifications for the rural grant may be eligible to receive a grant for \$6,600 for their first two semesters (or second and third semesters for ASR students).

Grant Year 1 ends September 30, 2023, with projections of awarding \$79,200 in grants to approximately 20 students. If there are any unspent grant funds for student awards from Year 1, the College will seek approval to allocate them for students awards in Year 2 of the grant.

The purpose of these awards is to recruit more rural students to Allen College in hopes of diversifying the student body. In addition, these awards will help students overcome financial barriers that may prevent them from otherwise being able to pursue a degree.

You Matter Award

Funds raised during the fall 2022 Annual Day of Giving created the new "You Matter" Award to assist students in need of closing the gap between other financial aid and their remaining tuition balance. The fund is designed to retain students at Allen College who may be a little short being able to cover their tuition and fees in a semester due to unforeseen circumstance or variety of other barriers. The creation of this fund demonstrates to students how much they matter to Allen College and our willingness to support them in a time of need.

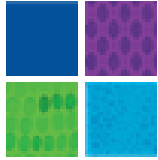
UnityPoint Health colleges collaborate on student information system

The three colleges of UnityPoint Health, Allen College, St. Luke's College (Sioux City) and Trinity College of Nursing & Health Sciences (Rock Island, IL) are collaborating on a new Student Information System (SIS). A SIS is integral for the operation of the colleges because it houses all of the student data from the point of application all the way through their educational journey.

Even though the three colleges are currently using the same SIS software, the three campuses have tailored the software for the individual campuses and there are minimal similarities in processes.

Representatives from each campus have been working collaboratively for several years to agree upon best practices that can be integrated across all campuses. The new SIS system will create more efficient processes that will benefit students across all UnityPoint Health Colleges. The new SIS will provide significant improvements in the student application process, consumer relationship management, billing/financial aid and document tracking.

The new system will be fully implemented during the 2023-2024 academic year.



Align resources to ensure OPERATIONAL SUSTAINABILITY & STUDENT SUCCESS



Allen College Institutional Scholarships

Student Impact

\$907,000

Total
Scholarships
Awarded

274

Recipients

\$3,310

Average
Scholarship
Award

Totals include only institutional scholarships awarded through the Allen College scholarship application.

Allen College Scholarship Dinner

For the first time since 2019, Allen College and Allen Foundation hosted the annual scholarship dinner for approximately 170 donors and their recipients. The event included dinner and a brief program with updates from Mike Lind and Dr. Jared Seliger.

Donor Engagement

Thanks to the generous donations of friends of Allen College, alumni, faculty staff and other supporters, Allen College was able to expand the scholarship program and offer more scholarships than ever. In addition to scholarships, these donations also support the Allen Exchange, facilities improvements, etc.

\$990,434

Donations
(cash, pledges,
stock/property)

614

Gifts

194

Donor Funded
Scholarships

Year in Review

ALUMNI

Living Alumni: 5,326

(This represents the total living alumni. Graduates were counted only once even if they received more than one degree from Allen College.)

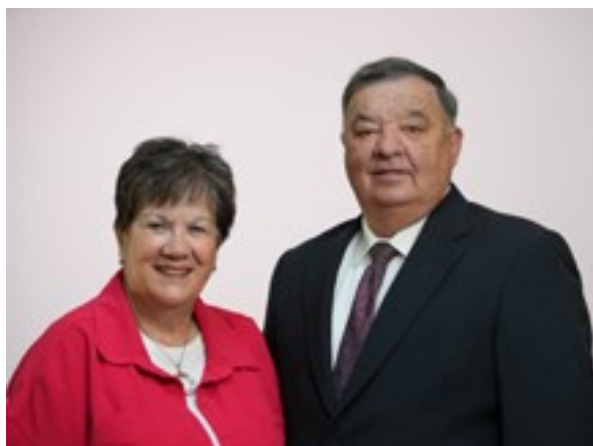
Allen College alumni reunion

The Allen College Alumni Reunion was held on April 22 in the McKinstry Student Center, Barrett Forum.

Over 50 alumni attended and celebrated with a lunch and tours of Allen Hospital and College. The classes of 1973 (50 year) and 1998 (25 year) were honored for their milestone anniversaries.

Allen College Alumni Association Hall of Fame

Two alumni, [Maynard](#) and [Mary Jean Murch](#), were inducted into the Allen College Alumni Association Hall of Fame at the Alumni Reunion.



Maynard graduated from the Allen Medical Technology program in 1974 and was a long-time team member and leader at the UnityPoint Health – Allen Hospital Laboratory.

Mary Jean graduated from the Allen Memorial Hospital School of Nursing and worked as a nurse in multiple capacities across the Cedar Valley.

Both are very deserving of this honor, and we are proud to call them Alumni of Allen College.

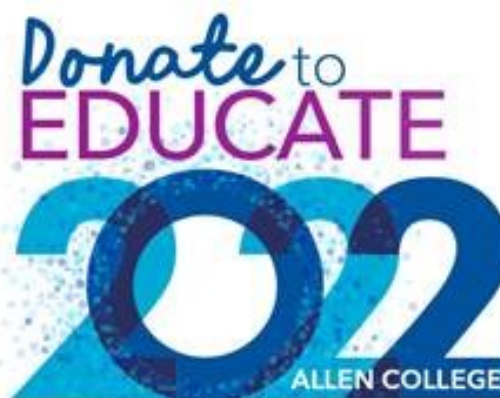


Over \$23,000 raised

Donations to the annual Allen College Day of Giving help provide the gift of education for students. In 2022, through a new You Matter Award, the Day of Giving provided financial assistance for tuition and fees to reduce some of the financial barriers of attending Allen College.

You Matter Awards are distributed at the financial aid team's discretion for students' extreme financial situations and are designated for tuition and fees.

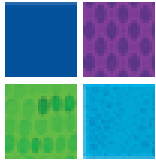
The event was held on August 30 and raised nearly \$23,000! The Day of Giving concluded with a celebration for local Allen College alumni at Doughy Joey's in downtown Waterloo.



More than \$26,000 raised

The Allen College Alumni Association's annual scholarship benefit, Donate to Educate, saw major success as \$26,000 was raised to benefit Allen College students through scholarships and campus enhancements.

The online event featured silent auction items and a raffle.



Year in Review CELEBRATED

Program accreditations and approvals

- ◆ The Associate of Science in Radiography (ASR) Program was awarded the maximum 8 years accreditation by the Joint Review Committee on Education in Radiology Technology (JRCERT). The ASR faculty, Kara Howard, Don Bishop and Michele Murphy ensured the ASR program met all of the JRCERT's standards that led to this accreditation outcome.
- ◆ The Diagnostic Medical Sonography Program was awarded the maximum 10 years accreditation by the Commission on Accreditation of Allied Health Education Programs (CAAHEP). The accreditation award covers both the obstetrics and gynecology specialty as well as the abdominal-extended program. The DMS program faculty, Evalene Martin, Lisa Bindert and Cheyenne Gosse, submitted all of the necessary information to CAAHEP that led to this outstanding accreditation outcome for our DMS program.
- ◆ The School of Nursing's Nursing Education Report was accepted by the Iowa Board of Nursing, and they granted approval for the maximum six years to the Bachelor of Science in Nursing, RN to BSN, Master of Science in Nursing, Post-Graduate certificate and Doctor of Nursing Practice programs.

Trustee Dr. Jeffrey Crandall recognized



Dr. Jeffrey Crandall was recognized at the fall 2022 commencement ceremony for his service to Allen College as a member of the Board of Trustees since 2015.

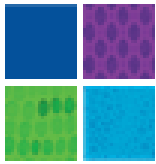
Dr. Crandall completed his final term as an Allen College Trustee at the conclusion of the 2022 calendar year. During his tenure as a Trustee, Dr. Crandall helped oversee several significant initiatives including the addition of the graduate therapy programs, record enrollments, campus improvements and an increase in the College's endowment including doubling the institutional scholarship program.

Dr. Crandall worked at UnityPoint Health – Allen Hospital as a medical doctor and was an advocate for patient safety.

New trustees

Three new Trustees started their terms in January 2023 on the Allen College Board.

- ◆ Dr. Wilfred Johnson, retired director of the University of Northern Iowa Center for Urban Education and Classic Upward Bound
- ◆ Maynard Murch, alumnus of the Allen Memorial Hospital School of Medical Technology and retired laboratory director for UnityPoint Health—Allen Hospital
- ◆ Gil Schultz, alumnus of the Allen Memorial Hospital School of Nursing and retired manager from John Deere



Year in Review CELEBRATED



All three matriculating physical therapy cohorts were on campus in April for immersion labs. This was the first time all three cohorts were together and the first opportunity to use the new anatomy space and plastinated cadavers.

DPT Program holds first pinning ceremony

In December the DPT Program held their first pinning ceremony celebrating the first cohort finishing the end of their second year.

The students were given DPT pins to welcome them to the profession and recognized by faculty for their achievements in the program as they prepare to start full-time clinical education rotations.



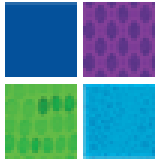
DPT Program makes progress towards accreditation

The Commission on Accreditation in Physical Therapy Education (CAPTE) conducted an in-person site visit for Allen College's Doctor of Physical Therapy program from June 11-14.

The site visit team met with the DPT faculty, students and various staff and College leaders.

At the conclusion of the visit, the site visitors provided a summary of the visit which was positive and reflective of the tremendous amount of work the DPT faculty and our team put into the self-study and on-site visit.

The next CAPTE Board meeting will be held on October 27–30, 2023 at which time a final decision will be made regarding Allen College's accreditation. Allen College will be notified of the decision no later than November 30.



Our Leadership

Allen College Board of Trustees

Dr. Jeffrey Crandall, UnityPoint Health (term ended December 31, 2022)

Pamela Delagardelle, President & CEO, UnityPoint Health – Waterloo Region

Dr. (h.c.) JoAn Headington, Board Chair and Alumna, Allen Memorial Hospital School of Nursing Class of 1966

Dr. Todd Holcomb, President, Hawkeye Community College

Dr. Wilfred Johnson, Retired Director of University of Northern Iowa Center for Urban Education and Classic Upward Bound (term began January 2023)

Dr. Debora Johnson-Ross, Vice President of Academic Affairs and Dean of Faculty, Wartburg College

Kathy McCoy, Businesswoman

Maynard Murch, Alumnus, Allen Memorial Hospital School of Medical Technology Class of 1974, retired laboratory director for UnityPoint Health—Allen Hospital (term began January 2023)

Gil Schultz, Alumnus, Allen Memorial Hospital School of Nursing Class of 1987, retired manager from John Deere (term began January 2023)

Dr. Jared Seliger, President, Ex-Officio

Dee Vandeventer, Board Secretary/Treasurer and Businesswoman

Allen College Executive Leadership Team

Dr. Jared Seliger, President

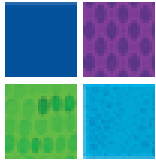
Dr. Peggy Fortsch, Dean, School of Health Sciences

Rhonda Gilbert, Assistant to the President

Denise Hanson, Executive Director, Business & Finance

Dr. Joanna Ramsden-Meier, Dean, Enrollment Management

Dr. Kendra Williams-Perez, Dean, School of Nursing



Accreditations & Approvals



The Higher Learning Commission (HLC) - A Commission of the North Central Association of Colleges and Schools, 230 South LaSalle Street, Suite 7-500, Chicago, Illinois 60604-1411, (800) 621-7440

Accreditation Council (ACOTE) of the American Occupational Therapy Association (AOTA), 6116 Executive Blvd., Suite 200, North Bethesda, MD 20852-4929, (301) 652-AOTA, www.acoteonline.org (Master of Science in Occupational Therapy program)

Commission on Collegiate Nursing Education (CCNE), 655 K Street NW, Suite 750, Washington, DC 20001, (202) 887-6791 (Bachelor of Science in Nursing, Master of Science in Nursing, Doctor of Nursing Practice Programs and Post-Graduate APRN Certificate)

Board of Nursing (IBN), River Point Business Park, 400 SW 8th Street, Des Moines, Iowa 50309-4685, (515) 281-3255 (Bachelor of Science in Nursing and Master of Science in Nursing Programs)

Joint Review Committee on Education in Radiologic Technology (JRCERT), 20 N. Wacker Drive, Suite 2850, Chicago, Illinois 60606-3182, (312) 704-5300 (Associate of Science in Radiography Program)

Commission on Accreditation in Physical Therapy Education (CAPTE). Graduation from a physical therapist education program accredited by the CAPTE, 3030 Potomac Ave., Suite 100, Alexandria, Virginia 22305-3085; phone: (703) 706-3245; accreditation@apta.org is necessary for eligibility to sit for the licensure examination, which is required in all states.

National Accrediting Agency for Clinical Laboratory Sciences (NAACLS), 5600 N. River Rd., Suite 720, Rosemont, IL 60018-5119, (847) 939-3597 (Medical Laboratory Science Program)

Effective November 3, 2020, the Allen College Doctor of Physical Therapy Program was granted Candidate for Accreditation status by CAPTE.

Commission on Accreditation of Allied Health Education Programs (CAAHEP), 1361 Park Street, Clearwater, FL 33756, (727) 210-2350 (Diagnostic Medical Sonography Program)

Candidate for Accreditation is an accreditation status of affiliation with the CAPTE that indicates the program may matriculate students in technical/professional courses. Achievement of Candidate for Accreditation status does not assure that the program will be granted Initial Accreditation.

In 2023, the program will be eligible to apply for full accreditation status prior to the first cohort graduating.

Allen College

EDUCATING FUTURE DIFFERENCE MAKERS

Allen College offers educational healthcare programs of excellence to a diverse community while instilling the values of service, inclusion and lifelong learning.

