Annual Report
2014-2015
I am pleased to share the 2014-2015 Allen College Annual Report, which celebrates our students’ and faculty members’ achievements, highlights our programs and opportunities, and provides an overarching picture of Allen College throughout the last academic year.

This is an amazing and challenging time for higher education. As a first generation college student, I have always understood the power of higher education to transform individuals, families, and communities. But higher education today is being confronted by challenges that threaten the very existence of some colleges and universities. These include questions about the value of a college degree, that is, the return on investment, accompanied by a growing public concern about the cost and affordability of higher education; fierce competition for students at a time when the pool of traditional students is declining; changes in the very character of higher education by the Internet and technology; greater calls by government regulators and accreditors for colleges and universities to be accountable for a range of outcomes; and a call by employers for college graduates who are well prepared to enter the workforce as the economy improves, to list only a few of these challenges.

In light of these challenges, institutions like Allen College must be both innovative and nimble in anticipating and responding to changes in the environment—both the higher education environment and the healthcare environment. It is incumbent upon the Trustees and leaders of our institution to embrace innovation to ensure our students receive the kind of education that will prepare them for practice in a dynamic environment where “The only thing that is constant is change,” to quote the Greek philosopher Heraclitus. Allen College has a proud history, as this report illustrates, of providing education to its students that is both contemporary and relevant to societal and professional needs.

On behalf of our faculty, staff, students, alumni and Board of Trustees, I thank the many donors, health care professionals, and others who have supported our mission—“to prepare exceptional healthcare providers through programs of excellence” -- throughout the past year. While we are celebrating more than ninety years of educating nurses and other health care providers for the Cedar Valley, Iowa and beyond, we are also preparing for the future because, as President Kennedy said, “Change is the law of life. And those who look only to the past or present are certain to miss the future.”

Jerry D. Durham
PhD, RN, FAAN
Mission
Allen College is committed to preparing exceptional healthcare professionals through educational programs of excellence, to developing and sustaining a diverse community of learners, faculty, and staff; and to promoting community service, scholarship, and lifelong learning.

Vision
Allen College will be:
• known for quality graduates and exceptional education experiences;
• built on a model of collaborative partnerships; and
• a highly accessible enterprise providing both on-campus and virtual education.

Core Values
Caring - We listen and respond to individual and community needs with compassion and respect.
Community - Allen College is a member of a diverse community. As stewards we work together to make a difference to one another and to all we serve.
Integrity - We create trust and good will through honesty, accountability, and ethical conduct.
Learning - We facilitate the acquisition of knowledge through study, creativity, experience and application. We encourage a commitment to lifelong learning.
Quality - We are committed to excellence in academics, community service and creative change. We strive toward quality outcomes that are mutually beneficial.

Strategic Plan Goals 2015-2019
In November 2014, the Allen College Board of Trustees approved a five year strategic plan, which included input from the Board, faculty and staff.

Allen College is committed to
• preparing outstanding healthcare practitioners who are committed to lifelong learning;
• developing and implementing accessible academic programs of excellence that are responsive to the workforce needs of Iowa and the nation;
• 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;
• Promoting a commitment by all members of the Allen College community to lives of service; and
• adopting management practices that demonstrate outstanding stewardship of all resources to our constituents.

Accreditation & Approval
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

Commission on Collegiate Nursing Education (CCNE), One Dupont Circle, NW, Suite 530, Washington, DC 20036-1120, (202) 887-6791 (Bachelor of Science in Nursing, Master of Science in Nursing and Doctor of Nursing Practice 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)

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)

Joint Review Committee on Educational Programs in Nuclear Medicine Technology (JRCNMT), 2000 W. Danforth Rd., Ste. 130, #203, Edmond, OK 73003, (405) 285-0546 (Nuclear Medicine Technology Program)

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

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)

Candidacy Status by the Accreditation Council (ACOTE) of the American Occupational Therapy Association (AOTA), 4720 Montgomery Lane, Suite 200, Bethesda, MD 20814-3449, (301) 652-AOTA, www.acoteonline.org (Master of Science in Occupational Therapy program).
2014-2015

Academic Programs:
- Associate of Science in Radiography (ASR)
- Bachelor of Health Sciences (BHS)
  - Diagnostic Medical Sonography* (DMS)
  - Medical Laboratory Sciences (MLS)
  - Nuclear Medicine Technology* (NMT)
- Public Health (PH)
  *Includes certificate option
- Bachelor of Science in Nursing (BSN)
- Pre-licensure Tracks
  - 5-semester, upper division
  - 15-month accelerated option (summer start)
- Post-licensure Tracks
  - RN-BSN option
- Master of Science in Nursing (MSN)
  - Leadership (Administration) Track
  - Health (Nursing) Education Track
  - Community/Public Health Nursing
- Nurse Practitioner Tracks:
  - Family
  - Adult-Gerontology Acute Care
  - Adult-Gerontology Primary Care
  - Family Psychiatric Mental Health
- Doctor of Nursing Practice (DNP)
- Doctor of Education in Health Professions Education (EdD-HPE)

Fall 2014 Enrollment: 575
- ASR: 32
- DMS: 13
- MLS: 21
- NMT: 3
- PH: 1
- BSN: 308
- MSN: 186
- DNP: 5
- EdD: 5

Degrees Conferred:
- Summer 2014: 76
- Fall 2014: 55
- Spring 2015: 121

Graduate Certification/Licensure Pass Rates-2014:
- ASR: 82%
- DMS SPI: 100%
- DMS ABD: 100%
- MLS: 80%
- NMT: 100%
- BSN: 87.4%
- MSN: 97.6%

Alumni: 3,530 (Graduates were counted only once even if they received more than one degree from Allen College.)

Honors:
- BestOnlineColleges.org has listed Allen College as one of the nation’s best online nursing programs.
- Named to the President’s Higher Education Community Service Honor Roll with Distinction.
Year in Review
Our Students

Enrollment Trends

2014 Enrollment by Program
Includes deciding and non-degree seeking.
Official counts taken in 2014 fall semester.

Demographics

91% Women
9% Men (2% increase from prior year)

5.56% Minority
Up from 4.14% in 2013-2014

51% Average Ages 17-22

69% From Northeast Iowa
96% From Iowa
Year in Review

Our Students

Allen College Graduates

The number of students graduating from Allen College remains steady.

First-Time Pass Rates for Certification/Licensures

<table>
<thead>
<tr>
<th>Program</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate of Science in Radiography</td>
<td>100%</td>
<td>100%</td>
<td>82%</td>
</tr>
<tr>
<td>Diagnostic Medical Sonography SPI</td>
<td></td>
<td></td>
<td>100%</td>
</tr>
<tr>
<td>Diagnostic Medical Sonography ABD</td>
<td></td>
<td></td>
<td>100%</td>
</tr>
<tr>
<td>Medical Laboratory Science</td>
<td>57.10%</td>
<td>71.40%</td>
<td>80%</td>
</tr>
<tr>
<td>Nuclear Medicine Technology</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Bachelor of Science in Nursing</td>
<td>96.15%</td>
<td>92.66%</td>
<td>87.4%</td>
</tr>
<tr>
<td>Master of Science in Nursing</td>
<td>97.40%</td>
<td>100%</td>
<td>97.6%</td>
</tr>
</tbody>
</table>
Allen College was led by 82 members of faculty and staff

55 Faculty
35 full-time, 20 part-time
(Includes chancellor & vice chancellor.)

29% Faculty Doctorally Prepared

27 Staff
23 full-time, 4 part-time

89% Women
11% Men
Awards/Honors and Research/Publications

**DR. DEANN AMBROSON**

**DR. ANDREA ADDINGTON**
- Selected for the MEDICC-APHA (Medical Education Cooperation with Cuba – American Public Health Association) educational exchange, "Health and Health Equity in Cuba."

**DR. BRENDA BARNES**
- Contributed a chapter on immunohematology to a textbook titled Medical Laboratory Science Examination Review. This textbook is intended to help individuals prepare for laboratory science certification exams.

**DR. LISA BRODERSEN**
- Appointed to the Higher Learning Commission peer Review Corp.

**DR. RUSELLE DEBONIS**
- Promoted to professor beginning with the 2015-2016 academic year.
- Recognized at the National Organization of Nurse Practitioner Faculties (NONPF) conference with an "Outstanding Poster Award" for her poster titled, "Care of the Impoverished: Are Your Student Prepared to Care for This Special Population."

**DR. PEGGY FORTSCH**
- Chaired a site visit team to review an Illinois college radiography program for the Joint Review Committee on Education in Radiologic Technology (JRCERT).

**KAY FROEHNER**
- Named to the 100 Great Iowa Nurses for 2015.

**DENISE HANSON**
- Completed degree requirements for the MBA from the University of Northern Iowa.

**DR. NANCY KRAMER**
- Inducted into the National League for Nursing’s Academy of Nursing Education, with the credential of "Fellow." Dr. Kramer joins the academy’s 202 fellows representing nursing schools and programs throughout the United States.
- Participated as a site evaluator on a Higher Learning Commission (HLC) site visit to a college in Kansas.
- Participated as a site reviewer for the Commission on Collegiate Nursing Education (CCNE) to a college in New Jersey and one in Vermont.
- Contributed three chapters to the second edition of the textbook, Maternal-Child Nursing Care (Ward, S. & Hisley, S.), published by F.A. Davis in June 2015. Dr. Kramer’s chapters are (1) Caring for the Child with a Respiratory Condition; (2) Caring for the Child with a Gastrointestinal Condition; and (2) Caring for the Child with an Endocrinological or Metabolic Condition. The first edition of the book, to which Dr. Kramer also contributed a chapter, was an AJN Book-of-the-Year Award winner.

**MARGO KREGER**
- Named the representative for the state of Iowa to the national occupational therapy organizations (American Occupational Therapy Association) Representative Assembly. As the Iowa delegate, she will be the voice of the occupational therapy practitioners in the state of Iowa in decisions regarding the profession.
- Selected work on a task force developing an evaluation to be used in level I fieldwork by the Commission on Education for the American Occupational Therapy Association.

**DR. JACKIE MEYER**
- Passed the examination to be designated as a Certified Nurse Educator.
- Selected as a reviewer for the Advancing the Science of Nursing Award (Nursing Education Section) for the Midwest Nursing Research Society.

**MICHIELE MURPHY**

**MOLLY QUINN**
- Completed degree requirements for the Master of Science in Education degree from Walden University.
- Promoted to director of admissions.

**DR. JOANNA RAMSDEN-MEIER**
- Completed degree requirements for the Doctor of Education (EdD) degree from Walden University.
- Promoted to dean of student services.

**DR. JARED SELIGER**
- Completed degree requirements for the PhD from Iowa State University.

**GINA TENGE**
- Promoted to assistant professor beginning with the 2015-2016 academic year.

**DR. ANNA WEEPIE**
- Appointed to the R.J. McElroy Endowed Chair for Interdisciplinary Studies.
- Wrote and revised the test bank for a textbook – Stahope and Lancaster, Public Health Nursing (9th ed.) that will be published in fall 2015.
Faculty and Staff Recognition Banquet

Allen College faculty and staff were recognized for their 2014 calendar year accomplishments at Allen College’s 12th Annual Scholarly Recognition banquet in February 2015. The awards were given by members of the Professional Development Committee after each person met certain criteria. Following is a list of the honorees.

<table>
<thead>
<tr>
<th>Faculty Name</th>
<th>Staff Name</th>
<th>Faculty Name</th>
<th>Staff Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Andrea Addington</td>
<td>Dr. Ruselle DeBonis</td>
<td>Denise Hanson</td>
<td>Cristina Ortiz</td>
</tr>
<tr>
<td>Dr. DeAnn Ambroson</td>
<td>Dina Dowden</td>
<td>Teresa Isaacson</td>
<td>Erin Peters</td>
</tr>
<tr>
<td>Teresa Anderson</td>
<td>Katie Duline</td>
<td>Jaclyn Jaspers</td>
<td>Dr. Denise Pralle</td>
</tr>
<tr>
<td>Dr. Brenda Barnes</td>
<td>Dr. Jerry Durham</td>
<td>Dr. Nancy Kramer</td>
<td>Molly Quinn</td>
</tr>
<tr>
<td>Suzanne Bellinger</td>
<td>Tonya Enright</td>
<td>JoEllen Kubik</td>
<td>Dr. Jared Seliger</td>
</tr>
<tr>
<td>Peggy Broadie</td>
<td>Dr. Peggy Fortsch</td>
<td>Margo Kreger</td>
<td>Dr. Anna Weepie</td>
</tr>
<tr>
<td>Dr. Lisa Brodersen</td>
<td>Shawn Froelich</td>
<td>Dr. Jackie Meyer</td>
<td>Dr. Kendra Williams-Perez</td>
</tr>
<tr>
<td>Mary Brown</td>
<td>Dr. Cindy Hahn</td>
<td>Doreen Mingo</td>
<td>Dr. Diane Young</td>
</tr>
</tbody>
</table>

Faculty and staff were also recognized for their community service. Service Award recipients for 2014 included the following honorees.

<table>
<thead>
<tr>
<th>Faculty Name</th>
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<th>Staff Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teresa Anderson</td>
<td>Dr. Ruselle DeBonis</td>
<td>Dr. Denise Pralle</td>
<td>Darlene Shipp</td>
</tr>
<tr>
<td>Kathie Aswegan</td>
<td>Dr. Jerry Durham</td>
<td>Mary Kay Frost</td>
<td>Dr. Sarah Steele</td>
</tr>
<tr>
<td>Dr. Lisa Brodersen</td>
<td>Mary Kay Frost</td>
<td>Dr. Nancy Kramer</td>
<td>Dr. Anna Weepie</td>
</tr>
<tr>
<td>Mary Brown</td>
<td>Dr. Nancy Kramer</td>
<td>Cristina Ortiz</td>
<td>Dr. Kendra Williams-Perez</td>
</tr>
<tr>
<td>Gale Carlson</td>
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</tbody>
</table>

Professors Seible & Shipp Retire After Combined 95 Years of Service

Few people can claim a relationship with an educational institution for nearly half a century. Nor can many trace their ties back 45 full years. But Barb Seible and Darlene Shipp, two of Allen College’s esteemed assistant professors, remember the school in the 1960s and 1970s.

Both of these faculty members retired in June summer after service to Allen College, the Allen Memorial Hospital School of Nursing and Allen Hospital. Between these two dedicated faculty members, they have served students and patients as registered nurses for 95 years. Both have been mentors and role models for our students and new faculty for decades, so they have earned a well-deserved retirement. Barb and Darlene, we thank you for your outstanding service and wish you all the best for your retirement.

Allen College Celebrates its Silver Anniversary

Allen College celebrated its 25th anniversary as a degree-granting institution on November 6. The evening included a social hour, dinner and music for distinguished guests as well as remarks from Founding Chancellor Dr. Jane Hasek and current Chancellor Dr. Jerry Durham.

Allen College’s predecessor institution, the Allen Memorial Hospital School of Nursing, was established in 1925 and operated until the Depression. The School of Nursing reopened during World War II and operated continuously until Allen College was established as a degree-granting institution in 1989.
The Allen College Faculty/Staff: A Critical Resource

Allen College provides financial and other forms of support for faculty and professional staff to continue their formal education. A well-qualified cadre of faculty is critical to the College’s success. Allen College has taken a number of steps to recruit and retain excellent faculty, including:

- Providing financial support for faculty to continue their formal education.
- Providing sabbatical leaves to support faculty with special projects and degree completion. To date, two faculty members have been awarded sabbatical leaves.
- Assisting faculty with repayment of educational loans. Reducing tuition by 50% for adjunct and part-time faculty enrolled in Allen College's graduate nursing program.
- Paying for the costs associated with the pursuit of certification.
- Conducting a yearly analysis of salaries and benefits to ensure that they remain competitive.
- Supporting faculty travel and participation in conferences.

As Allen College grows, we will explore other actions we can take to ensure that Allen College builds on its legacy of excellence by recruiting and retaining outstanding faculty.

Allen College continues to support faculty/staff financially for their education

34 faculty & staff attained degrees with financial assistance from Allen College
10 doctoral degrees, 11 master's degrees, 12 post-master's certificates and 1 bachelor's degree

17 faculty & staff are enrolled in educational programs and receive financial assistance from Allen College
11 doctoral degrees, 3 master's degrees, 3 post-master's certificate
Celebrated

Allen College celebrated its 25th Anniversary in September 2014 as a degree-granting institution. Allen College’s predecessor institution, the Allen Memorial Hospital School of Nursing, was established in 1925 and operated until the Depression. The School of Nursing reopened during World War II and operated continuously until Allen College was established as a degree-granting institution in 1989.

- Allen College received a Telligen Community Initiative (TCI) grant for $49,511 to help fund the Allen College Nurse Camp project.
- Allen College was named to the President’s Higher Education Community Service Honor with Distinction for the fourth time in five years.
- Allen College’s RN-BSN program was ranked among the nation’s 25 best online nursing programs by BestOnlineColleges.org. BestOnlineColleges.org is a pioneer in online educational resources for students.
- The Allen Student Radiography Organization (ASRO) received the Group Governor’s Volunteer Award by the Iowa Department of Transportation for outstanding commitment and service.
- DNP student, Jennifer Condon, was selected for a podium presentation of her project, Screening for Lung Cancer: The New Standard for Preventive Care, at the American Association of Nurse Practitioners National Conference.
- Radiography students’ poster presentations placed first, second and third at the Northeast District of the Iowa Society Radiologic Technologists meeting.

New Programs

- The Dental Hygiene Completion Program will offer courses for the first time in August of 2015. The Bachelor of Health Sciences Dental Hygiene degree completion program is an online program that offers dental hygienists the opportunity to further their education.
- The Master of Science in Occupational Therapy Program will offer courses for the first time in August 2015. Program content supports the student in learning to critically reason, effectively judge the current evidence, and develop quality skills necessary for delivering occupation-based, client-centered care that is culturally appropriate and respectful. Fieldwork experiences are scheduled in each semester of the program to build the student’s direct services skills and assure that they are well versed in the foundational operations of a variety of practice settings. Additional outreach service experiences are designed to help the student develop advocacy, management, and leadership, and skills for use in a variety of practice settings.
- Physical Therapy Program. Allen College leaders worked with a consultant to determine the feasibility of adding a Doctor of Physical Therapy (DPT) Program. The Allen College Board of Trustees reviewed the proposed program at their June meeting and gave approval to College leaders to continue with development of the program and to seek the state, regional and specialized approvals needed to implement the program. Invision Architecture is preparing a preliminary design for a building that will house the DPT and occupational therapy programs.

Technology/Learning Environment Enhancements

- The Associate of Science in Radiography program was re-accredited for eight years, the maximum duration, by the Joint Review Committee on Education in Radiologic Technology (JRCERT).
- The Iowa Board of Nursing granted full approval to the Allen College Doctor of Nursing Practice (DNP) degree program for a period of six years.
- The Accreditation Council for Occupational Therapy Education (ACOTE) granted the Allen College Occupational Therapy Master’s Program candidacy status.

Visiting Scholars

- In April, all Allen College faculty and staff participated in a Title IX and ADA training presented by attorneys Hayley Hanson and Kami Petitgoue.
Organizations & Activities Available

- Student Ambassador Program
- Allen Chorus
- Pi Kappa Chapter of Sigma Theta Tau International
- Allen College Student Nurse Association (ASNA)
- Associate of Science in Radiography Organization (ASRO)

Student Ambassador Program
The Allen College student ambassador program is comprised of a select group of undergraduates dedicated to promoting the College. These students represent Allen to prospective students and their families, alumni and other stakeholders present on campus, as well as community members at select activities. Not only do they assist with College events, but they provide campus tours while sharing their individual backgrounds and goals with visitors. Ambassadors add a personal component to recruiting and alumni efforts.

During the 2014-2015 academic year, 50 students from the health sciences and undergraduate nursing programs assisted with nearly 30 events sponsored by Allen College.

Allen Chorus
The Allen College Chorus finished another year of performances with a holiday concert in December and a spring concert entitled Rhythm of Life.

The Chorus also performed at the College’s commencement ceremonies.

Pi Kappa Chapter of Sigma Theta Tau International
The college honor society was officially chartered as the Pi Kappa Chapter of the Honor Society of Nursing, Sigma Theta Tau International (STTI) in 2000. The vision of STTI 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.

Thirty-eight new members were inducted in April 2015. There have been seventeen induction ceremonies, inducting a total of 554 students, alumni, community leaders, and faculty members. The Pi Kappa Chapter currently has 132 active members.

The chapter awards two $500 scholarships each year to nursing students at Allen College—one to an undergraduate (BSN) student and one to a graduate (MSN or DNP) student.

Among other activities, Pi Kappa hosts a coffee shop for students during finals week in December, offers continuing education events for the nurses in the surrounding community, and provides financial support to the college’s students who travel abroad to work with underserved populations.

Campus Security
Federal law requires reporting criminal offenses and fire safety incidents which occur on campus. Crime and fire safety statistics are published in the student handbook and on the Allen College website at www.allencollege.edu, and a full copy of our most recent campus security report may also be found on our website. Allen College utilizes an emergency notification system, which will give the College an easy, immediate and consistent way to reach our campus community (students, faculty, and staff) in the event of an emergency.

In an effort to create a more secure campus, Allen College added badge access for students, faculty and staff in spring 2015. As a result, the main entrance at Winter Hall is open for visitors and those without a badge. The remaining external campus entrances to Gerard Hall and Barrett Forum are accessible with an active Allen ID badge.
Allen Student Nurses Association (ASNA)
A Year in Review
Fall Semester
- Officers met to discuss expectations for the upcoming year, set goals, and brainstorm ideas for activities, volunteer projects, and charitable opportunities.
- Held the annual apparel sale.
- Collaborated with Pi Kappa to make fleece blankets for the Salvation Army blanket/coat drive.
- Sponsored one family, in collaboration with Pi Kappa, through the Lowell Elementary holiday “Adopt-a-Family” program. With the additional support from Pi Kappa, they were able to provide gifts and supplies to a family with more members.
- Participated at the STEM (Science, Technology, Engineering, and Math) Festival in Waterloo. STEM promotes these fields and provides education to children through a variety of sources. ASNA students demonstrated nursing skills and provided children opportunities to use the equipment and become “nurses.”

Spring Semester
- New officers were elected for the next academic year.
- Held an apparel and equipment sale.

Donations
- Allen College Service Mission Trip to the Dominican Republic.
- Blankets/coats/hats/ mittens to the Salvation Army.

On Campus Service
- Held a personal safety/defense in-service instructed by a University of Northern Iowa Police Officer.

Allen Student Radiography Organization (ASRO)
The ASRO officers set three main goals for the 2014-2015 school year.
- The first goal was to plan a community service project for each month of the year.
- The second goal was to focus on getting more student involvement from both ASR classes.
- The third goal was to choose community service opportunities that focused more on donating time than money; to make a more personal experience for everyone involved.

August: Officers Lindy Williams and Bethany Bolson visited the Level 1 classroom to welcome new students and give them a small care package of student essentials and a list of survival tips for their first year of radiography school. It was important to make them feel welcome and aware of the volunteer opportunities that ASRO would be planning.

September: ASRO officers designed t-shirts to be sold as a fundraiser. It was decided that profit from these shirt sales would be donated to the American Cancer Society at the Relay for Life event at UNI in April 2015.

October: Four ASRO members completed the Highway Cleanup, a two mile stretch of road on highway 63 in Waterloo. The ASRO has adopted this stretch of highway and cleans it twice a year.

November: Twelve students volunteered at North Star Community Services working with the mentally challenged adults. This was a good experience to gain knowledge working with this population of people.

December: Seven ASRO members sold apparel in the Allen College student center.

February: A canned goods drive was held at Allen College. The canned goods were donated to the Northeast Iowa Food Bank. The four ASRO officers collected the canned goods and took them to the Food Bank.

March: Four ASRO members volunteered at the North Crest nursing home. Easter baskets were made for the residents’ rooms. As the geriatric population is growing, students felt it a very valuable experience to interact with in this environment.

April: Five students participated in the UNI Relay for Life. A rehydration water station was set up for participants and cancer awareness t-shirts were sold. Proceeds from the shirt sales were presented to the American Cancer Society Relay for Life 2015. Six students also participated in the spring highway clean-up project.

The ASR program received a letter from the office of Governor Terry Branstad awarding ASRO the Group Governor’s Volunteer Award by the Iowa Department of Transportation for outstanding commitment and service. A special recognition ceremony was held in June at the UNI Gallagher Bluedorn Performing Arts Center in Cedar Falls. Radiography faculty and students attended this event.

Sue Robinson (ASRO advisor), Julianna Leo, Governor Terry Branstad, Anna Bachman, Katie Morrison and Luke Baxter
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—$152,648
Increased from $145,618 in 2013-2014

Students—$150,216
Increased from $112,117 in 2013-2014

Community Service Projects

- Community Service Days
  - Allen Hospital
  - Salvation Army
  - House of Hope
  - Food Bank
  - St. Vincent DePaul
  - Carver Academy
- Waterloo Rotary Reserve Shoebox Project
  - Provided supplies for children of Nicaragua
- Allen College Students/Faculty and Staff Blood Drives

- Partnered with UNI student health to provide flu shots on the UNI campus
- Assisted with flu shot clinics at Allen Hospital
- Assisted with biometric screenings for Allen Hospital employees
- Student Organization Activities
  - Highway clean up
  - Rotary Reserve Shoebox Project
  - Volunteered to work with mentally challenged adults at North Star Community Services
  - Provided gifts and supplies to a family during the holiday season

Anne Christensen Doyle CELL Staff

Dr. Anna Wehling Weepie
Professor
CELL Service-Learning Coordinator

Mary Brown
Associate Professor
McElroy Endowed Chair
CELL Advisor

Mary Kay Frost
Education Secretary
CELL Secretary

Coordinator

Advisory Board

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.
Course-Related Community Service Projects

- Salvation Army
  Conducted a bi-weekly blood pressure screening clinic during their free lunch program. The majority of clients served were underinsured or uninsured or had difficulties with health care access.
  Total clients impacted: 1,056

- Waterloo Parochial School Health
  Allen College provided school health screenings to 10 parochial school sites in the Waterloo area. These students would not be screened without the partnership between Allen College and the area public schools.

- Allen College Engagement-Salvation Army Partnership (ACE-SAP) Free Clinic
  The ACE-SAP Free Clinic was established in fall of 2008 as a partnership with the local Salvation Army to provide free healthcare for the underserved. It is unique in that it has a preventive care focus emphasizing full health histories, head-to-toe exams, free cholesterol and glucose screening, education, and referral for other services as necessary. Nurse practitioner students staff the clinic as part of their required service-learning and are supervised by licensed faculty. During the 2013-2014 academic year over $150,000 of care was provided to 1,196 patients in the clinic. Demographics show that less than 3% of patients seen during a student’s regular clinical rotation would be classified as underserved, while 65% of patients seen at the free clinic have no insurance with 97% meeting poverty guidelines. This clinical experience gives future NPs a clearer understanding of the issues faced by these vulnerable patients. Student responses to pre- and post-service surveys show a significant increase in intent to volunteer in their community, increased cultural competence, and increased knowledge of healthcare issues and barriers of the underserved.
  Since its inception, the clinic has broadened its focus and now offers psychiatric care via psychiatric nurse practitioner students in collaboration with Black Hawk-Grundy Mental Health Center and secondary prevention through provision of medications, monitoring supplies, periodic lab fairs, and diabetic foot care. The clinic is coordinated by faculty and provides service-learning in experiences not only for graduate nursing students but also for undergraduate nursing and medical lab science students.

Service-Learning In Action

- Allen College Mission Trip to Jamaica
  In February, a group of four students, Allen College nursing professor Dr. Jackie Meyer and many other volunteers traveled to Jamaica. A total of 59 participants spent seven days working with the poor. Examples of assistance given included taking vital signs, weights, blood sugar checks; intake histories; assisting with procedures such as dressing changes, ear irrigations, etc.; and educating patients on their medication. During the trip, the group saw 1,544 medical patients and 219 dental patients. They also filled 4,692 prescriptions and performed ten surgical procedures.
Service-Learning In Action

- **Service Learning Among Vulnerable Populations: Denver**

A group of seven students and two nursing professors (Kay Froehner and Jacki Jaspers) traveled to the “mile high city” of Denver. The nursing students were enrolled in a three-credit nursing course, Service Learning Among Vulnerable Populations, focusing on urban poverty and homelessness. They arrived at Warburg College’s West campus in Denver for their week-long service learning adventure in the greater Denver downtown area.

The trip was rich with experiences related to the homeless population. They spent a very insightful day with the Denver Urban Mission, a non-profit organization that works with Denver’s homeless community. Activities included a homeless simulation, a walking tour of the ‘five points area’ where the majority of the homeless population resides in Denver, and a tour of a free medical clinic that serves this population. Students also had the opportunity to prepare and serve a meal for over 300 homeless people with the Denver Rescue Mission which offers food, shelter, and a very structured life skills program to help homeless men and women get off the streets and back into the workforce. Students and professors alike were humbled and amazed by the resilience and fortitude of the staff of the Rescue Mission and those they served.

The faculty summarized the trip by commenting “Our experience in Denver and our time spent at Wartburg West was educational and valuable, encouraging our future nursing professionals to gain new perspectives on the diverse world which they will care for in the future.”

- **Allen College Students Provide Care in Dominican Republic**

In May, nine Allen College students, accompanied by Allen College faculty member Dr. Denise Pralle, traveled to the Dominican Republic to provide care at the Guinan Center in rural La Piedra. (The Dominican Republic in the West Indies occupies the eastern two-thirds of the island of Hispaniola, which it shares with Haiti and has a population of almost nine million citizens.) The students were enrolled in a three-credit senior-level course “Service Learning Among Vulnerable Populations.” The students assisted with clinics and made home visits taking blood pressures; pulse rates; assessing lungs and ear, nose, throat; and giving immunizations. During one clinic they also completed oral screenings, dental extractions and cleanings. Two days were also spent touring and shadowing a public mother-baby hospital in Santo Domingo. During these two days, students shadow/assist local nurses and doctors with prenatal teaching, labor and delivery, post-partum care, and emergency care.

The students also donated $1,200 worth of medications needed for those seeking care during the clinics and for the dispensary at the Guinan Center.

- **MSN Mission Course in Haiti**

In November, seven Allen College students, accompanied by three community nurses and faculty member Dr. Ruselle DeBonis went to a remote village in the central plateau of Haiti for a week-long medical mission. This service-learning course provided an overview of tropical health care and treatment in 3rd world countries. During their stay in Haiti the group completed 301 health assessments on children participating in local feeding programs and applied tooth varnish to 200 children. During 2½ days of clinic time, students saw 264 patients, made 44 referrals and scheduled 51 follow up visits. Medications for the clinic were purchased with funds that were raised by students and the College.
Allen Service-Learning Programs Connect Coursework to Community

Service-learning is an important reason to look to Allen College. These real-life experiences provide a unique link between coursework and the community. The lasting effect is an understanding of the value of community service as part of a rewarding healthcare career. The required course AC: 315 Learning and Serving for undergraduate BSN nursing students was taught during fall and spring semesters in 2014-2015.

AC:315 partnered with Junior Achievement at Kingsley, Irving, Lou Henry, Lowell, Kittrell, Becker, Poyner, Walter Cunningham, Highland and Lincoln elementary schools where they exposed the children to important life concepts. Allen College students taught elementary school students throughout the Waterloo Community School district and middle school students at Carver Washington School utilizing the JA curriculum. Students learned about local careers, balancing checkbooks and the flow of money through city, taxes, and entrepreneurial ventures.

The Reading Buddy Program at Walter Cunningham working with elementary students having difficulty reading or with other learning activities in the classroom. Students worked with elementary students individually while incorporating math games and writing. Activities improved literacy rated, fluency and student one-on-one interaction.

The AC 315 class of fall 2014 and spring 2015 semesters continued the partnership with Carver Academy to collect Hy-Vee receipts. The total count of receipts added up to $80,177.98. The Carver Academy will receive a check from Hy-Vee based on a percentage of the collected receipts to buy school supplies as rewards for the students who demonstrate academic achievement and good character behaviors.

Several other Allen College classes incorporate a community component into the syllabi.

Service & Learning Honors Program

The CELL honors program in the upper division BSN program, focuses on service-learning. Students interested in participating in the honors program submitted an essay describing their previous, current, and future interest in service. Selection of honors students was competitive with a maximum of 20% of each cohort participating. Students complete a service-based community project during their final three semesters of the BSN program as they complete the honors program.

<table>
<thead>
<tr>
<th></th>
<th>Hours</th>
<th>$Value of Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>8,048</td>
<td>$111,713</td>
</tr>
<tr>
<td>Faculty</td>
<td>1,187</td>
<td>$ 46,055</td>
</tr>
<tr>
<td>Clients Impacted</td>
<td>8,524</td>
<td></td>
</tr>
</tbody>
</table>

*Value of hours is based on the average hourly rate for SNT and Faculty.

Community Benefit Hours for Allen College

Community benefit hours represent service hours provided by administration, faculty and staff in addressing needs in the community. Examples of the types of activities included in these hours include: serving on community agency boards as a representative of Allen College, organizing and coordinating clinics to meet underserved clients and health screenings for area parochial schools.

Community Benefits value reported for Allen College by UnityPoint Health—Waterloo (Allen Health System):

2014: $260,183  2013: $367,734
Nurse Camp

Doreen Mingo coordinated Allen College’s fourth nurse camp in 2015. Nurse camp is a six-week summer session that introduces a diverse group of local high school students to healthcare careers. This camp is one of Allen College’s pipelines to high schools.

The camp involves classroom participation, observation and hands-on experiences. Participants toured every unit of Allen Hospital. For example, they put on scrubs and went through surgery and sterile processing. Allen directors, nurse managers, staff and providers showed the camp participants what they do. They talk with the participants about why they do what they do. They also toured other healthcare facilities in the area.

Camp participants want to go to college and Allen College experts in admissions, financial aid and other areas talk to them about how to make it happen. Participants learned about academic preparation, admissions, financial aid and paying for college with scholarships, grants, loans, part-time work, etc. Participants also learned about how their investment in a college education has a tremendous financial return.

“I just love to see how nurse camp lifts these kids up,” says Doreen. “It’s amazing to see them take it all in and watch their eyes light up when they begin to realize they can do this too. Nurse camp shows kids they can be something special.”

The first three nurses camps were funded by grants from the Federal Health Resources and Services Administration. The 2015 camp was funded in part by a Telligen Community Initiative Award.

Continuing Education

As a approved continuing education (CEU) provider by the Iowa Board of Nursing, Allen College assisted nurses and other professionals in maintaining licensure and certification.

351 CEU Programs

3,652 Participants
Year in Review
Alumni

Barb Seible Inducted Into Alumni Hall of Fame
Barb Seible, one of Allen College’s esteemed assistant professors, has an unwavering commitment to this institution. Barb has made significant contributions to nursing and nursing education over her impressive 45-year career.

Barb has made significant contributions to nursing and demonstrated community service both within Allen and the community.

Hundreds of nurses today are working in part thanks to her support and commitment.

Total Alumni—3,530 total graduates from Allen programs. Graduates were counted only once even if they received more than one degree from Allen.

Alumni Association Advisory Board Members
Craig Buskohl, ’01
Deb Caughron ’76
Dana Claesen ’95
Christa Glaser ’12
Jacki Jaspers ’94 & ’08
Deb Lodge ’04 & ’10
Kim Lodge ’88 & ’04
Dr. Lisa Maher ’06
Cristina Ortiz ’95 & ’12
Abbie Schrader ’05 & ’09
Miranda Seliger ’07
Dana Wedeking ’80, ’06, & ’10
Dr. Anna Weepie ’97
Dr. Jerry Durham, Chancellor, Allen College
Allison Jensen, Student Life/Alumni Affairs Coordinator
Dr. Joanna Ramsden-Meier, Dean of Student Services
Dr. Jared Seliger, Director of the NMT Program and Health Sciences Faculty Rep.
Dee Vande Venter, Ex Officio, Allen Foundation

A Year in Review—2014-2015
A variety of events, reunions and fundraisers were offered from the Allen College Student Life/Alumni Affairs program.

The American Nurse movie screening with free CEU’s to Allen Associates—August 28
Allen College
Alumni Reception-Cedar Valley Area—September 11
Alumni & Friends Attend Phantom of the Opera—September 21
Civic Center of Des Moines (reception followed)
Annual Allen College Alumni Association Craft & Bake Sale—September 25
Alumni Reception-Rochester Area—October 31
Alumni Fall BBQ Fundraiser; proceeds benefited alumni scholarships—November 3
Graduation Party for December Graduates Hosted by the Alumni Association—December 18
Alumni & Friends Attend Sister Act—February 8
Gallagher-Bluedorn Performing Arts Center, University of Northern Iowa (reception followed)
Donate to Educator Fundraiser—February 28
Winter Hall, Allen College
Dinner, live entertainment and silent/live auction raising money for student scholarships
Annual Plant Sale Fundraiser—May 7
Graduation Party for May Graduates Hosted by the Alumni Association—May 7
Allen College Commencement & Reunion Dinner—May 8
Classes of 1990 and 1965 were honored, tours of the College and Hospital were given following brunch. Following commencement, alums were invited to dinner and program in the evening in Winter Hall.
**Year in Review Financial**

### Revenue

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition &amp; Fees</td>
<td>$8,734,995</td>
<td>$9,064,989</td>
</tr>
<tr>
<td>Grant Revenue</td>
<td>386,438</td>
<td>203,027</td>
</tr>
<tr>
<td>Other</td>
<td>13,337</td>
<td>41,008</td>
</tr>
<tr>
<td>Contributions</td>
<td>420,996</td>
<td>406,522</td>
</tr>
<tr>
<td>Interest</td>
<td>54</td>
<td>211</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$9,555,820</strong></td>
<td><strong>$9,715,757</strong></td>
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</table>

College Pass Through Reimbursement
(per 2014 Medicare Cost Report)

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>College Pass Through Reimbursement</td>
<td>212,118</td>
<td>339,420</td>
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</tbody>
</table>

Hospital Contribution

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital Contribution</td>
<td>298,320</td>
<td>659,666</td>
</tr>
</tbody>
</table>

**Total Support**

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Support</strong></td>
<td><strong>$10,066,258</strong></td>
<td><strong>$10,714,843</strong></td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries &amp; Wages</td>
<td>$4,505,598</td>
<td>$4,505,598</td>
</tr>
<tr>
<td>Employee Benefits</td>
<td>1,062,747</td>
<td>1,212,356</td>
</tr>
<tr>
<td>Purchased Services</td>
<td>461,517</td>
<td>367,530</td>
</tr>
<tr>
<td>Supplies</td>
<td>236,297</td>
<td>241,923</td>
</tr>
<tr>
<td>Meetings &amp; Travel</td>
<td>114,787</td>
<td>99,997</td>
</tr>
<tr>
<td>Alumni Hall Utilities</td>
<td>6,074</td>
<td>5,338</td>
</tr>
<tr>
<td>Recruiting &amp; School Functions</td>
<td>171,026</td>
<td>218,229</td>
</tr>
<tr>
<td>Dues/Books/Subscriptions</td>
<td>256,168</td>
<td>289,849</td>
</tr>
<tr>
<td>Other</td>
<td>54,579</td>
<td>8,435</td>
</tr>
<tr>
<td>Federal Matches</td>
<td>13,741</td>
<td>33,648</td>
</tr>
<tr>
<td>Scholarships Awarded</td>
<td>723,750</td>
<td>632,594</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$7,606,282</strong></td>
<td><strong>$8,065,939</strong></td>
</tr>
</tbody>
</table>

**Overhead**

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct</td>
<td>1,471,237</td>
<td>1,469,504</td>
</tr>
<tr>
<td>Indirect</td>
<td>988,739</td>
<td>1,179,400</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$10,066,258</strong></td>
<td><strong>$10,714,843</strong></td>
</tr>
</tbody>
</table>

*Other on the pie-chart=meeting & travel, Alumni Hall utilities, federal matches, and other.*
### Foundation Grants
- $24,414 from the Cedar Valley United Way for the ACE-SAP Free Clinic.
- $3,400 from the Iowa-Nebraska Primary Care Association for the ACE-SAP Free Clinic.
- $49,511 from Telligen Community Initiative for Summer Nurse Camp.

### Federal Grants
The College received federal grants from the Health Resources and Services Administration (HRSA) of the Department of Health and Human Services (HHS) which provides funds to support graduate students preparing for careers as nurse educators and to support the Nursing Workforce Diversity program.

#### Federal Grants

<table>
<thead>
<tr>
<th>Year</th>
<th>Nursing Workforce Diversity</th>
<th>Advanced Nurse Education</th>
<th>Disadvantaged Students</th>
<th>Nurse Traineeships</th>
<th>Nurse Faculty Loan Program</th>
<th>FWS/FSEOG Match Waiver</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-2016</td>
<td>15,000</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>79,991</td>
<td>11,374</td>
</tr>
<tr>
<td>2014-2015</td>
<td>347,901</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>75,000</td>
<td>0</td>
</tr>
<tr>
<td>2012-2013</td>
<td>309,168</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>51,806</td>
<td>0</td>
</tr>
<tr>
<td>2011-2012</td>
<td>312,490</td>
<td>264,080</td>
<td>31,278</td>
<td>54,002</td>
<td>17,733</td>
<td>0</td>
</tr>
<tr>
<td>2010-2011</td>
<td>0</td>
<td>291,074</td>
<td>35,625</td>
<td>32,619</td>
<td>51,711</td>
<td>0</td>
</tr>
</tbody>
</table>
Allen College received a grant from the Robert Wood Johnson Foundation (RWJF) New Careers in Nursing Scholarship Program (NCIN) and awarded $50,000 in scholarships in 2014-2015.

Allen College is also a Dollars for Scholars matching partner in which the College will award a match scholarship up to $1,000 per student for a maximum total awards match of $10,000. Allen College matched $2,150 in Dollars for Scholars awards in 2014-2015.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Awarded</td>
<td>$493,000+</td>
<td>$550,000+</td>
</tr>
<tr>
<td>Donor Scholarships</td>
<td>$231,250</td>
<td>$193,600</td>
</tr>
<tr>
<td></td>
<td>From 115+ donors</td>
<td>From 110+ donors</td>
</tr>
<tr>
<td>Chancellor Scholarships</td>
<td>$212,300</td>
<td>$281,300</td>
</tr>
<tr>
<td>Scholarships From Foundation Grants</td>
<td>$50,000</td>
<td>$75,000</td>
</tr>
</tbody>
</table>
Financial aid provides funds to students who otherwise would be unable to pursue a college education. There are many sources of financial aid such as federal and state governments, institutional resources, and various hometown agencies and organizations. Students who officially apply for financial assistance are considered for institutional, state and federal aid programs. Financial assistance comes in several types such as grants, scholarships, loans, and workstudy funds.

**Total Aid $9,446,817**
Compared to $10,399,838 for 2013-2014
(by source of aid)

- **Federal Aid** 71%
- **State Aid** 11%
- **Outside/Misc. Aid** 12%
- **Institutional Aid** 6%

**608 students received financial assistance**

**1,757 grants and scholarships awarded to students**
(28% of aid was in the form of grants and scholarships)

**969 student loans were generated**
(71% of aid was in the form of loans)

**$21,358 average debt for Allen College—undergraduate students**
**$34,852 average debt for Allen College and transfer colleges—undergraduate students**

**1.6% average default rate**
(13.7% is the national average)
Allen College Board of Trustees

The members of the Board of Trustees represent a wide range of occupational areas and geographic locations. They are responsible for the general management and control of the business and affairs of the corporation.

Rev. Dr. Steve Ullestad, NE Iowa Synod, Board Chair
Dr. (h.c.) JoAn Headington, Alumna, Class of 1966, Board Secretary/Treasurer
Dr. Linda Allen, Hawkeye Community College
Dr. Darrel Colson, Wartburg College
Dr. Jeffrey Crandall, UnityPoint Health
Pamela Delagardelle, President & CEO, Allen Memorial Hospital
Dr. Jerry Durham, Chancellor, Ex-Officio
Dr. Joel Haack, University of Northern Iowa
Dr. Beverly Smith, Waterloo Community Schools
Jean Trainor, Veridian Credit Union, Ex-Officio
Dr. Edith Waldstein, Wartburg College

College Administration

Dr. Jerry Durham ............................................................................................... Chancellor
Dr. Peggy Fortsch ............................................................................................ Dean, School of Health Sciences
Denise Hanson .................................................................................................. Director, Business & Administrative Services
Dr. Nancy Kramer .......................................................................................... Vice Chancellor of Academic Affairs
Dr. Joanna Ramsden-Meier ............................................................................ Dean, Student Services
Dr. Kendra Williams-Perez ............................................................................ Dean, School of Nursing
Your healthcare future begins at Allen College

Allen College is committed to preparing exceptional healthcare professionals through educational programs of excellence, to developing and sustaining a diverse community of learners, faculty, and staff; and to promoting community service, scholarship, and lifelong learning.