Professor Mary Brown set to retire in December

A lot has changed over the four decades that Mary Brown has been educating nursing students at Allen College — and the Allen Memorial Hospital School of Nursing before that.

One theme, however, has remained constant for Brown.

“No matter what, your patients and the families will always remember how you make them feel,” Brown said. “You can be the best clinician, but if you leave someone with a bad feeling, that’s what they are going to remember.”

Technology, not surprisingly, is the biggest change. Brown recalls the days before IV pumps arrived.

“You had to calculate a drip rate, manually,” she said. “You had to stand there and count drips.”

After working as a nurse for nearly two years, Brown was hired through the Allen School of Nursing in the summer of 1975, working on what was then the urology floor. She started teaching that fall.

“I saw an ad for faculty and it was something I knew I wanted to try someday, so I just applied,” Brown said. “I never dreamed of them hiring me.”

When she began at the Allen Memorial Hospital School of Nursing, students lived on three floors of a residence hall and most were required to live on campus.

Brown has worn many hats during her tenure at the Allen School of Nursing, and then at Allen College, which opened in 1989. That has included teaching a variety of classes, serving as curriculum coordinator, and director of the school of nursing for two years. When Allen College was created, all faculty from the school of nursing were required to apply. When hired into the college, Brown left the role of director and came on as an associate professor. Since 1996 until this fall, she served as the R.J. McElroy Endowed Chair for Interdisciplinary Studies. She’s also involved in the service honors program.

“I’ve taught about everything there was to teach, to be honest,” she said.

Dr. Nancy Kramer, Allen College’s Vice Chancellor for Academic Affairs has worked with Brown for more than 30 years.

“She was a tremendous mentor when I was a new faculty member,” Kramer said. “She has a strong passion for what she does and for the community.”
Message from the Chancellor

Is Accreditation Still Relevant

While the dictum caveat emptor (“let the buyer beware”) is a challenge to students and families selecting a college, increasingly caveat venditor (“let the seller beware”) is a challenge to colleges and universities. Today colleges and universities are more and more being required to provide evidence that they offer a high quality education with outcomes that are useful to the student and society.

Accreditation has historically been a tool that serves as a means to evaluate the quality of an academic institution and its academic programs. But accreditation is now being criticized for not doing enough to measure quality, value, and outcomes. For example, on October 5 of this year, the Wall Street Journal (WSJ), described by the Council for Higher Education Accreditation (CHEA) as “one of the most influential newspapers in the country and throughout the world,” characterized accreditation as a “cartel,” a "racket" and accreditors as “busybodies.”

The editorial went on the say “Nothing but the accreditor’s up or down verdict is available to the public, but we know it’s harder to flunk than a sex-education course.” In a November 8 article in the same newspaper, the writers concluded that changes to accreditation, including the U.S. Department of Education’s plan to implement a rating system for colleges and universities, have been defeated in Congress by lobbyists for higher education. These influential lobbyists, according to this WSJ article, have “killed efforts to tighten rules for accrediting schools, defeated a proposed requirement to divulge more information about graduation rates and eliminated funding for state agencies that could have closed bad schools.”

Continued on page 5

In Remembrance

Janice (Sherman) Olsen
Allen Memorial Hospital School of Nursing Class of 1966
March 28, 2014

Helen Hoffer
Allen Memorial Hospital School of Nursing Class of 1952
April 11, 2015

Reverend Homer Larsen
Former Trustee on the Allen College Board of Trustees May 17, 2015

Dr. John Moes
Friend of Allen College June 22, 2015

Sedg Scammon
Allen College Class of 1977 June 24, 2015

Dotta Lorenz
Allen Memorial Hospital School of Nursing Class of 1945 July 8, 2015

Dr. Ralph Hadlund
Scholarship Donor August 25, 2015

Bill Strouse
Scholarship Donor October 26, 2015

Professor Mary Brown set to retire in December—continued

Brown has been a full-time educator for virtually her entire career at Allen, switching to teaching classes part time just a few years ago. One of the classes she’s teaching is titled Learning and Serving.

“The Allen mission for grads is to go out and serve, not just be nurses,” she said. “Giving back to the community in some way is equally important, that’s what this course is all about.”

Brown earned her B.S.N. from the University of Iowa in 1974; her M.A.E. from the University of Northern Iowa in 1988, and her M.A. in Nursing from UI in 1994.

She’s always enjoyed teaching first-year students and seeing “the light bulbs go on” as they experienced their growth. For the last few years, she has been teaching at the senior level.

“I’ve truly loved being an educator,” she said.

Kramer noted that Brown is adept at developing relationships in the community and seeking out opportunities for disadvantaged populations.

“She is always very positive when working with faculty, students and clients,” Kramer said. “She always has a smile and she always made people feel good about the experience.”

Even after retirement, Brown will have plenty of advice for prospective nurses.

“What I still want to see is the passion,” she said. “Choose nursing and enter the specialty that you are passionate about. Passion is caring. And look outside the box; there is more than one way to do things.”

Brown, and her husband Rocky, decided it was time for a little more flexibility. They farm outside of the La Porte City area.

“I’ll miss the students, I love what I do,” she said. “And I’ve worked with some of the best people. That really makes a difference.”

Brown has been making a difference at Allen for 40 years.

“There’s not another Mary,” Kramer said. “We will miss her expertise and enthusiasm.”
Dee Vandeventer, CFRE, Joins UnityPoint Health – Allen Foundation

Dee has a 30-year track record of raising funds for Iowa institutions. As Director of Annual Giving and Special Gifts for UNI from 1985-1995, she established multiple giving programs, nearly tripled unrestricted giving and supervised 200 volunteers for the university’s $25 million capital campaign.

Dee then went on to help found ME&V in 1996. She served ME&V as president from 1996 – 2007 and remained a partner through April 2014, when ME&V merged to become Amperage. Allen was ME&V’s first client. Dee has worked directly with us for 17 years. She knows what makes Allen so special. And of course Dee helped direct Promises to Keep, the Allen Foundation campaign that raised $17 million for Allen Hospital and Allen College.

As the chief development officer of the Allen Foundation, Dee brings both insider experience and fresh eyes and energy.

Meet the Foundation Staff

In addition to Dee, the Foundation includes five staff members.

Joyce Coil serves as the Foundation’s first dedicated hospice fundraiser. Joyce brings years of volunteer experience and community involvement to the team. Since her March 16 arrival she has already initiated a new program, G.I.F.T.—Giving It Forward Together—for UnityPoint Hospice. This fund will be used to provide for special end of life requests/needs to fulfill wish lists.

Kim French is the senior administrative assistant for Allen Foundation. Although new to the Foundation in January of 2015, Kim has been with Allen Hospital for 23 years, previously working in Surgery, Ambulatory Surgery, and Health Information Management. Kim is known as the “Director of First Impressions” in the Foundation office. She looks forward to serving you in the future!

Mike Lind joined the foundation in March 2015 as development director. Mike comes from the local Big Brothers Big Sisters affiliate, having led this organization and its fundraising efforts as the executive director. Prior to his work with the mentoring organization, Mike served as the director of development for the Northeast Iowa Food Bank. In addition to overseeing marketing and annual fundraising for the organization, he was instrumental in the success of a $7 million Capital Campaign to build a new food bank warehouse facility.

Mike Lind and his young family have been longtime patients of UnityPoint Health – Allen Hospital and are proud to call this institutional their healthcare provider of choice.

Allison Jensen joined UnityPoint Health – Waterloo in April 2014 after graduating from Central College where she worked with alumni development while on campus. She wears a few hats for Allen College and Allen Foundation as the student life and alumni affairs coordinator. Allison works closely with the Allen College Alumni Association Advisory Board, whose members are always striving to increase funds for student scholarships.

With degrees in social work and urban planning, Mary Kunkle has 10-plus years’ experience seeking grants. She served as director of grants and development research for Wartburg College from 2005 to 2010. She then joined Allen Foundation where she pursues grants for Allen College, Allen Hospital, and other entities under the UnityPoint Health – Waterloo umbrella. Mary has achieved an 85% success rate at Allen, securing $5.7 million.

Dee and the Allen Foundation staff will lead Allen Foundation to new growth in 2016.

Thinking about Estate Planning?

The Allen Foundation offers complimentary assistance sessions each month in a one-on-one or small group setting.

Dr. Eddie Thompson, long-time Allen Foundation partner and founder of Thompson & Associates, has helped many Allen employees, board members, volunteers, alumni and other supporters through the estate planning process.

This free service ensures that you reduce/eliminate estate taxes so you can leave more to your loved ones and charitable organizations. Thompson and Associates does not sell any products and partners with local tax professionals to implement plans to your wishes. Even if you already have a plan in place, Eddie Thompson can offer a “second look” or help with updates and changes.

To find out more or to schedule your confidential appointment, please contact the Allen Foundation at (319) 235-3960 or email michael.lind@unitypoint.org.
Allen College Recognizes Scholarship Donors

Donors and organizations that established scholarships/awards for Allen College students through Allen Foundation were recognized at receptions in September and October. Allen College awarded almost $245,000 in donor scholarships for the 2015-16 academic year. In addition, Allen College also awarded more than $345,500 in institutional scholarships and awards.

Allen College Institution Funded Scholarships/Awards

- Allen College Chancellor’s Awards
- Allen College Chancellor’s Scholarships
- Allen College Chorus Scholarships

Donor/Organization Funded Scholarships

- Allen Alumni Association Scholarships
- Allen Memorial Hospital Auxiliary Scholarships
- Winter/Hall Class Scholarships (matching scholarships):
  - Class of 1959 Scholarship
  - Class of 1962 Scholarship
  - Class of 1966 Scholarship
  - Class of 1967 Scholarship
  - Class of 1968 Scholarship
  - Class of 1971 Scholarship
  - Class of 1972 Scholarship
  - Class of 1974 Scholarship
  - Class of 1980 Scholarship
  - Class of 1992 Scholarship
  - Class of 1995 Scholarship
- Allen College Afghan Scholarship
- Allen Class of 1957 Scholarship
- Allen Lab Endowed Scholarship
- Allen Memorial Hospital School of Nursing Class of 1950 Nursing Scholarship
- Helen & Richard Anderson Endowed Scholarship
- Betty J. Atkins Memorial Scholarship
- BSN Program Scholarship
- Robert Bailey, M.D. and Robert Morrison, M.D. Scholarship
- Keith M. & Dorothea W. Baskins Scholarship
- Community Foundation - Keith M. & Dorothea W. Baskins Scholarship
- Cathryn Schrubbe Bliss Memorial Scholarship
- Patricia Boeck Memorial Scholarship
- Cynthia Bohm Memorial Scholarship
- Agnes Essman Brody Memorial Scholarship
- Dona Buhr Memorial Scholarship
- Erma Burk Memorial Scholarship
- Kent & Carol Charley Scholarship
- Marjorie K. Cochran Scholarship
- James D. Collins, M.D. Memorial Endowed Scholarship
- Community Foundation -- Opportunity Scholarship
- Colwell Family Scholarship
- **Holgar & Wilma Dall Endowed Nursing Scholarship
- Adele Whitenack Davis Scholarship
- Frederick “Bud” Dell Endowed Memorial Scholarship
- **Lloyd R. Dilley and Donald L. Dilley Memorial Endowed Scholarship
- Durham-Feitmeyer Family Scholarship
- Rose Earnest Scholarship
- Community Foundation - Enderlein Family Scholarship
- Fairley Scholarship
- Ida and Laura Fleming Scholarship
- Community Foundation - Fleming Sisters Scholarship
- **Judy & Jim Fogdall Endowed Scholarship
- Carol D. Hadlund Scholarship
- Community Foundation - Ralph L. Hadlund, MD Scholarship
- Mary Hahn Rix Nursing Scholarship
- **Halloran Family Endowed Scholarship
- **Community Foundation - David and Dianne Happel Family Scholarship
- Jim & Shirley Harvey Scholarship
- Jane E. Hasek Endowed Scholarship
- Philip R. Hastings, M.D. Memorial Scholarship
- JoAn Headington Endowed Scholarship
- Health, Helping & Healing Scholarship (given by Marietta & Wayne Sargeant)
- Patricia Hennings Scholarship
- Dr. James Jeffries and Roseann Jeffries Memorial Endowed Scholarship
- Dr. Raja & Susan Junaid Endowed Nursing Scholarship
- Bill and Jane Kerbey Scholarship
- Linda Klinger Memorial Endowed Scholarship
- Marcie Knudson Memorial Scholarship
- Dr. Rolf F. Kruse Endowed Scholarship
- La Societe des 40 Hommes et 8 Chevaux -- Voiture Locale 631 -- Bremer/Butler County Scholarship
- Oscar Lanich, M.D., Scholarship
- Quinter D. Lichty Endowed Scholarship
- Wayne Lichty Memorial Endowed Scholarship
- Virginia Henniges McBride Scholarship
- Helen & Joseph Melichar Scholarship
- Mended Hearts Scholarship
- Minone Messersmith Sturdevant Memorial Scholarship
- Maxine and Robert Morrison, M.D. Scholarship
- **Dr. Vishwanath Nagale Endowed Scholarship
- Nauss Nursing Endowed Scholarship
- Nauss Nursing Endowed Scholarship in Memory of Maria Rosenau Nauss
- Marlys Nelson Nursing Scholarship
- Gladys Neubauer Trust Scholarship
- Joan Nohre Scholarship
- Leana B. Nyland Memorial Endowed Scholarship
- OB/Peds Scholarship
- E. James O’Connor Memorial Scholarship
- Olesen Family Scholarship
- Ostrander Memorial Scholarship
- Linda C. Parrott Endowed Scholarship
- Debra Peyton Memorial Scholarship
- Vernon H. Plager, M.D. Memorial Scholarship

More than $590,000 awarded in scholarships and awards.
Allen College Scholarship Donors (continued)

- Joan Poe Memorial Scholarship
- Larry and Virginia Pugh Scholarship for Leadership
- Community Foundation-Leo C. Puhl & Arlene J. Reed Puhl Nursing Scholarship
- Tim & Renee Rasmussen Family Scholarship
- Vera Reineking Nursing Scholarship
- F. Harold Reuling, M.D. Memorial Scholarship
- Donald F. Reynolds Mem. Scholarship
- **Rolinger Family Endowed Scholarship**
- Debra Kerns Seegers Memorial Scholarship
- David Seible Memorial Scholarship
- Vivian Shane Scholarship
- Bob Sieglaff Scholarship
- Sigma Theta Tau International Pi Kappa Chapter 392 Scholarship
- Andrew Smith, MD Scholarship
- Ron & Betty Steege Endowed Scholarship
- Shirley Strouse Mem. Scholarship
- Heinz S. Jacobi Surgical Nursing Scholarship
- Alberta Thomas Memorial Scholarship
- E&M Thoms Scholarship
- Lynn Thornberry Memorial Scholarship
- Virginia Turner Memorial Scholarship
- Rose Unger Memorial Scholarship
- Mary Eileen Voss Nursing Scholarship
- Zora R. Walters Endowed Scholarship
- Charles A. Waterbury, M.D. Memorial Scholarship
- Lyle & Elsie Watters Endowed Scholarship
- Community Foundation - Waterloo Rotary Youth Activity/Fred Adams Endowment Scholarship
- Thomas H. Williams Scholarship
- Lewis L. Zager, M.D., Memorial Scholarship

**1st Time Awards in 2015-2016**

The following scholarships were established in 2015 and will be awarded once they have matured.

- Edward W. Jesse Estate Scholarship Endowed Fund
- Matt and Hilda Kalainoff Endowed Memorial Scholarship
- Stan & Rose Lorenz Endowed Scholarship
- Ken and Mavis TeSlaa Nursing Education Endowed Scholarship
- M. Sue Waschek Baldwin Endowment Scholarship in Medical Lab Science

Featured Donor—Elsie Kehe

Allen College is honored to receive a scholarship from **Elsie Kehe** through an estate gift.

Elsie worked in the laundry department at Allen Hospital for 39 1/2 years. During that time she carefully set aside funds to make gifts to her family and to three health care organizations in the Cedar Valley Area. Elsie was very careful with her money and rarely spent any on herself. Those of us benefitting from her generosity wish to honor her thoughtfulness and caring.

Her thoughtfulness will have an impact on an Allen College student in the future as an award will be made from the scholarship fund once it has matured.

Message from the Chancellor (continued)

Supporters of the current regional and specialty accreditors have often taken the position that greater influence and control by the U.S. Department of Education would represent an unacceptable level of federal intrusion into this country's higher education system.

They further hold that voluntary accreditation has much strength and has provided significant value to students and the public. In other words, "if it ain't broke, don't fix it."

But as calls for change in accreditation have mounted over the past five years, accreditors appear to be coming to the realization that accreditation will have to take on new roles to protect the public from poor performers in the higher education community and to ensure the quality of education that has become increasingly expensive and out of reach for many students and their families.

Allen College leaders and faculty have embraced regional and specialized accreditation as one, but not the only, means by which current and future students can judge the quality of our institution and our programs.

The College is fully accredited by its regional accreditor, the Higher Learning Commission, the largest of the six regional accreditors. All of Allen College's programs that lead to licensure or certification of graduates are nationally accredited.

In addition, we make available in the admissions section on our Web page a great deal of compliance and consumer information that current and future students can use to reach conclusions about the quality of our college and programs.

We are proud of our commitment to excellence in our efforts to educate the next generation of outstanding healthcare providers and want our future students to have the kind of information they need to judge the quality of work we do and the outcomes we produce.

As accreditation evolves to take on a greater role in protecting consumers and ensuring the quality of higher education, Allen College will continue to support voluntary accreditation as one means by which students can judge the quality of our institution and programs.
Faculty and Staff

Allen College Welcomes New Faculty and Staff

**Alisha Engel**, assistant professor, worked at UnityPoint Health – Allen Hospital as nurse manager for the ICU prior to coming to Allen College. Alisha is looking forward to seeing nursing from a different perspective by going back to where it starts and sharing her passion for patient care with her students.

**Suzanne Gettman**, assistant professor, returned to Allen College after working full-time as a nurse practitioner at UnityPoint Clinics. She has previous experience in school nursing, ER, ICU nursing management and public health nursing. She is looking forward to working with students again in addition to working as a nurse practitioner. She missed working with students and enjoys seeing them develop into competent health care providers.

**Abigail Nieman**, assistant professor, has previous experience working as an RN at UnityPoint Health – Allen Hospital in multiple units but primarily ICU from 2002-2012. She was the director of nursing at ABCM corporation and an RN at Grundy Hospital. Abby looks forward to engaging with students and helping shape and guide the next generation of nurses.

**Shawn Plunkett**, instructor, also works on the mental health unit at UnityPoint Health – Allen Hospital and is a full-time student in the Allen College family psychiatric mental health nurse practitioner program. Prior to working at Allen College, Shawn worked for Pathways Behavioral Services. He is looking forward to working with students in the clinical setting and advancing their nursing skills through direct patient contact.

**Robert Winterscheid**, custodial maintenance, has 27 years in custodial maintenance including owning his own company and working in security. What he enjoys most about Allen College is that there is a person always around the corner willing to help if needed.

Administrative Appointments

**Dr. Jared Seliger** has been appointed to the position of associate chancellor of Allen College. Dr. Seliger joined Allen College’s School of Health Sciences faculty in July of 2008 as Director of the College’s Nuclear Medicine Technology program. Since joining the faculty, Dr. Seliger has been involved in accreditation activities at both the program and institutional levels. He currently chairs the Health Sciences Curriculum Committee and the Institution Review Board. In his role as associate chancellor, Dr. Seliger will work closely with the chancellor and other members of the College’s leadership team in a variety of areas, including strategic planning, budgeting, new program development, policy/procedures development, compliance issues, and quality improvement.

**Dr. Joanna Ramsden-Meier** has been appointed to the position of Dean of Student Services of Allen College. Dr. Ramsden-Meier joined Allen College in November 1998 as the Financial Aid Assistant. Since joining the Allen College staff, Dr. Ramsden-Meier has held the positions of Registrar (1999-2004) and Director of Student Services (2004-2015). Dr. Ramsden-Meier has been involved in accreditation activities at the institutional level and directs the Student Services department, which includes marketing, recruitment, admissions, retention, registration and student life. Since 2012, she has directed international students, which includes regulatory obligations between Allen College and the Department of Homeland Security as well as serves as the advisor and advocate for students who are studying at Allen College from abroad. Dr. Ramsden-Meier will continue to be a part of the leadership team, working closely with the leadership team on budget, enrollment management, policies and procedures. She also serves as the campus’s Title IX coordinator.
Faculty/Staff Accomplishments

Dr. Ruselle DeBonis, associate professor of nursing, was 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 Students Prepared to Care for This Special Population.”

Dr. Peggy Fortsch, dean of the School of Health Sciences, chaired a site visit team of a Kentucky radiography program for the Joint Review Committee on Education in Radiologic Technology (JRCERT) in February.

Dr. Cindy Hahn, occupational therapy program director and associate professor, and Margo Kreger, academic fieldwork coordinator, presented a poster entitled, “Applying the Model of Human Occupation in the Development of Consistent Ethical Behavior,” at the UNI Ethics in Higher Education Conference in September.

Dr. Jackie Meyer, Dr. Lisa Brodersen, Seth Vickers and Dana Wedeking also presented, “An Interprofessional Approach to Plagiarism Prevention,” at the same conference.

Jon Hennings, assistant professor, completed the 40 hour training to become a S.A.N.E (sexual assault nurse examiner) in January.


Dr. Nancy Kramer, vice chancellor of academic affairs, has been 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.

She also contributed three chapters to the second edition of the textbook, Maternal-Child Nursing Care (Ward, S. & Hisley, S.). The book was 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 (3) 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, fieldwork coordinator and assistant professor, was named the representative for the state of Iowa to the national occupational therapy organization’s (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.

She was chosen to 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.

Margo has been a role model and mentor for many area practitioners and continues to demonstrate her leadership in practice.

She was also recently chosen as Iowa’s 2015 Distinguished Occupational Therapist by the Iowa State Occupational Therapy Association.

Dr. Jackie Meyer, professor, achieved Certified Nurse Educator status by successfully completing the certification exam. Dr. Meyer presented "Part-time Baccalaureate Clinical Nursing Faculty: What Keeps Them Engaged, Committed, and Satisfied?" at the Midwest Nursing Research Society Annual Research Conference in Indianapolis in April. Dr. Meyer was also a reviewer for the 2015 American Association of Colleges of Nursing (AACN) Faculty Teaching Awards (June 2015).

Doreen Mingo, assistant professor, was selected by the East High Women of Tomorrow to be recognized at “A Night To Remember” event at East High School for being a positive role model and advocate for the youth of our community for the 2014-2015 academic year.

Michele Murphy, instructor, co-authored the Skull chapter (with John P. Lampignano, the textbook author) for the new ninth edition Textbook of Radiographic Positioning and Related Anatomy.

Dr. Joanna-Ramsden Meier, dean of student services, completed degree requirements for the Doctor of Education (EdD) degree from Walden University. Dr. Ramsden-Meier’s dissertation is entitled “Evaluating retention strategies for at-risk undergraduate nursing students.”

Dr. Jared Seliger, associate chancellor and director of the nuclear medicine technology program and associate professor, completed degree requirements for the PhD from Iowa State University. Dr. Seliger’s doctoral dissertation is “The role of professional development in adjunct nursing faculty identity salience.”

Dr. Sarah Steele, associate professor, achieved Certified Nurse Educator status by successfully completing the certification exam.

Dr. Anna Weepie, professor, was appointed to the R.J. McElroy Endowed Chair for Inter-Disciplinary Studies. This position is being vacation by Mary Brown, associate professor, who is retiring in December. Dr. Weepie’s areas of expertise are community health nursing, leadership, and service-learning. She led the initiative to develop the Center for Engagement, Learning, and Leadership (CELL) at Allen College as part of her doctoral work from 2007-2009. Dr. Weepie also wrote and revised the test bank for a textbook – Stanhope and Lancaster, Public Health Nursing (9th ed.) that will be published in fall 2015.
Allen College Adjunct Faculty: An Integral Role in Educating Students

Allen College is blessed to have practicing healthcare professionals work for the College in an adjunct faculty role to help educate students in both the classroom and clinical settings.

In the 2015 fall semester, Allen College employed 28 adjunct faculty members in the nursing undergraduate and graduate programs and in the nuclear medicine technology and medical laboratory science programs. Together, these adjunct faculty will teach more than 60 credit hours of coursework in the fall semester.

Allen College’s adjunct faculty hold at least a bachelor’s degree in nursing or a health sciences field and several have earned one or more graduate degrees. Adjunct faculty are compensated according to their previous college-level teaching experience and their academic credentials. The typical Allen College adjunct faculty member works in another healthcare-related job full or part-time or has retired from that job and wants to stay professionally engaged. Several of Allen College’s adjunct faculty members are also enrolled in a graduate program at Allen College or another institution. The adjunct faculty members are critically important to the teaching mission of Allen College. Students also greatly value those adjunct faculty who are currently engaged in clinical practice and can bring a “real world” perspective to the classroom and clinical setting.

Community: The Anne Christensen Doyle Center for Engagement, Learning & Leadership (CELL)

ACE-SAP Free Clinic

The Allen College Engagement-Salvation Army Partnership (ACE-SAP) Free Clinic is starting two new programs this fall.

Nurse Practitioner students at the clinic will be offering an evidence-based program to help address the issue of obesity in the underserved population. Conflicting messages in the media, lack of availability of healthy foods and safe areas for activity contribute to the problem of obesity.

The New Leaf program is geared toward the issues in this population. Incentives such as a “veggie voucher” to help with costs of fresh produce and a healthy cookbook for persons on a low budget will be offered to encourage participation. This will not only benefit patients but students will learn diet and exercise counseling skills.

ACE-SAP is also offering Occupational Therapy services this fall. Patients with pain, functional or mobility problems will be able to receive therapy on a weekly basis. The OT students are not required to serve at the clinic this fall since the OT program just began; however, in future semesters the clinic will be a community service site. The clinic will continue to be a clinical site for Medical Lab Science students who provide laboratory services to the patients and for BSN students who also assist in the clinic.
Allen College Students Participate in Mission Trips

Allen College Students Provide Care in Dominican Republic

Nine nursing students and one nursing faculty traveled to the Dominican Republic in May for the Service Learning among Vulnerable Populations course. While in the Dominican Republic, students and faculty assisted in four health clinics (one in Santo Domingo and three in rural communities outside the city of Santo Domingo) as well as spending two days making home visits and assisting with ‘mobile’ clinics in La Piedra (a very rural community one hour from the city).

At least 2 doctors were present at each clinic and students assisted by taking blood pressures; pulse rates; assessing lungs and ear, nose, and throat; giving immunizations; and dispensing medications.

Two clinics were conducted solely for pediatric clients while the other two clinics were for clients of all age groups.

During one clinic in Bati, the Allen College group was also joined by 13 dentists from the Dominican Health Department.

Over the 10 day period, 725 children and adults were seen at these clinics and home visits.

Service Learning Among Vulnerable Populations: Wartburg West in Denver, Colorado

Faculty members Kay Froehner and Jacki Jaspers accompanied seven students (photo to left) to Wartburg West in Denver, Colorado in May for a seven-day mission trip, where these students focused on the nursing care of vulnerable populations.

While in Colorado the students were able to spend time with the Denver Rescue Mission and Denver Urban Ministries where they prepared and served the patrons of the shelter as well as participated in group activities that educated the students about poverty and services available to assist those in need. The group provided free blood pressures and health education for several individuals while serving at a local church. The group also spent time working at the Rocky Mountain MS shelter participating in therapy and group sessions.

This life changing experience was beneficial in teaching our students the importance of acknowledging every human life and seeking to understand the challenges of the homeless population and the working poor.
Allen College Service Day

Thirty-two students, staff, and faculty volunteered during the Allen College Service Day on October 5.

Waterloo agencies that were served included House of Hope, The Northeast Iowa Food Bank, Salvation Army and St. Vincent De Paul.

The group sorted, cleaned, organized, and tagged merchandise and all had a good time doing so.

The Service Day included Allen College occupational therapy students who used the opportunity to get to know Waterloo organizations while completing a course assignment during their service.

The next service day is scheduled for March 2016.

Department News

School of Nursing

Accreditation Status
In March the Iowa Board of Nursing granted full approval to the Allen College Doctor of Nursing Practice (DNP) program for a period of six years, the maximum allowed.

RN-BSN Program Ranked High Among Online Programs
Allen College’s RN to BSN program has been ranked among the nation’s 25 best online programs, according to BestCollege.Com.

BestCollege.Com determines which colleges are ranked “through the use of student surveys, faculty surveys, independent research, ranking systems and the input of highly credible and authoritative sources…”

The institutions on the BestCollege list offer an RN to BSN program that has either fully online or hybrid program options.

BestCollege.Com also uses each institution’s official acceptance, admissions, retention and graduation rates to determine those RN to BSN programs that are selected for the list.

BestCollege’s complete review of the Top Online RN to BSN Programs of 2015 can be found at http://www.bestcolleges.com/features/best-online-rn-to-bsn-programs/
School of Health Sciences

Associate of Science in Radiography Program Updates

Governor’s Volunteer Award
The Allen College Radiography Program/Associate of Science in Radiography Organization (ASRO) received 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. Radiography faculty and students attended this event and received the award from Governor Branstad.

New Clinical Site
The Buchanan County Health Center, located in Independence, has been approved by The Joint Review Committee on Education in Radiologic Technology (JRCERT) as a recognized clinical setting for the Associate of Science in Radiology program. Students began clinical rotation at this site in the 2015 fall semester.

Julie Till, R.T. (R), (M), Katie Perry, R.T. (R)(CT)(BD) and Kaitlyn Philippson R.T. (R) are the clinical instructors for this site.

Nuclear Medicine Technology Program Prepares for Reaccreditation
The Nuclear Medicine Technology (NMT) program is in the midst of reaccreditation from the Joint Review Committee on Educational Programs in Nuclear Medicine Technology (JRCNMT). Allen’s NMT program was awarded initial accreditation in 2011, effective for three years.

A mid-cycle accreditation report was submitted to the JRCNMT in 2014 and the accreditation was extended two additional years. The reaccreditation process consists of completing a self-study, due to be submitted by February 1, 2016.

A site visit will occur sometime during the 2016 spring semester and the final accreditation decision will be decided at the JRCNMT board meeting in October 2016.

Master of Science in Occupational Therapy Updates

Accreditation Status
Allen College was granted Candidacy Status from the Accreditation Council for Occupational Therapy Education (ACOTE).

As a result of this action, Allen College admitted its first class of 14 students into the Occupational Therapy Master’s Program according to the approved timeline in August 2015 and will proceed to the Pre-accreditation Review step of the accreditation process. Occupational therapy faculty are working on the Self Study due in December.

The Occupational Therapy Master’s Program at Allen College will be included on the American Occupational Therapy Association’s list of programs that are holding Candidacy Status and are eligible to admit students.

Congratulations to Dr. Cindy Hahn, Occupational Therapy Program director, and to Margo Kreger, Academic Fieldwork Coordinator, for their leadership in advancing our Master of Science in Occupational Therapy program to this critical point in its development.

Student News
The Occupational Therapy (OT) Program has been very active over the last few months. All OT students attended the UNI Ethics Conference this fall and every OT student has been busy volunteering in some capacity for the college, OT organizations, or community.

Students have been busy developing their own student OT organization (SOTA) and are already doing projects with a nearby day care facility and a local boy scout troop.

Every student has become a member in the state and national OT organizations. Additionally, OT faculty and students will be manning a booth at the Cedar Valley Family STEM Festival in November.

Our 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.
Graduation Ceremonies

Spring Commencement Ceremony

Allen College’s spring commencement was held on May 8. Allen College conferred 120 degrees, including 14 Associate of Science in Radiography degrees, 5 Bachelor of Health Sciences degrees, 57 Bachelor of Science in Nursing degrees, and 44 Master of Science in Nursing degrees.

The commencement speaker was Dr. Daniel Pesut, Professor of Nursing in the Nursing Population Health and Systems Cooperative Unit of the School of Nursing at the University of Minnesota and director of the Katharine J. Densford International Center for Nursing Leadership. He holds the Katherine R. and C. Walton Lillehei Chair in Nursing Leadership.

Dr. Pesut is a popular author, speaker, coach and consultant, and is known for his ability to inspire and help people access and develop creative ideas and design innovative solutions to challenging problems. He is internationally known for his work in nursing education - creative-teaching learning methods; self-regulation of health status, clinical reasoning, futures thinking, executive coaching and leadership development in the health professions.

Summer Commencement Ceremony

Allen College awarded 76 degrees at its commencement ceremony on August 14, including 16 Bachelor of Health Sciences degrees, 55 Bachelor of Science in Nursing degrees, 3 Master of Science in Nursing degrees, and 2 Doctor of Nursing Practice degrees.

The speaker for Allen College’s summer commencement was Sarah Brown. Sarah is the vice president of operations of UnityPoint Clinic. Sarah began her nursing career as a staff nurse in Allen Hospital’s intensive care unit. Since then she has held a number of other leadership positions at Allen including director of population health and continuum strategy, program director of inpatient rehabilitation and house supervisor. Sara has also served as an adjunct instructor at Allen College.

Graduation Awards & Honors

The following graduates were recognized for their awards and honors during spring and summer graduation activities.

Jane E. Hasek Excellence in Nursing Award
The nursing faculty of Allen College selects the graduate who best incorporates the values and beliefs of the mission and philosophy of Allen College in his/her professional and personal life. This award has been named in recognition of the first Chancellor of Allen College, Dr. Jane Hasek, for her visionary leadership in the establishment of the College. The recipient was Kheeley Orvis.

Allen College Service Award
Selection of the Allen College Service Award is made by the Allen College faculty. The Allen College faculty nominate a student who has provided outstanding service to the College and as an ambassador in the community, demonstrated a strong commitment to the core values espoused in the College philosophy. Recipient of the Allen College Service Awards was Meredith Roethler.

National Student Honor Award
The American Society for Clinical Pathology (ASCP) established the National Student Honor Award to recognize students in the laboratory profession who demonstrate academic excellence and a commitment to community service and leadership activities. Through this award, ASCP acknowledges future laboratory professionals and makes others aware of the contributions of laboratorians. The 2015 recipients of this award were Angelina Coronado and Jared Lu.

Dr. John F. Maughan Honorary Award
The Dr. John F. Maughan Honorary Award was established by the Cedar Valley Medical Specialists Radiologists and is presented annually to a radiography graduate in honor of Dr. John F. Maughan. Dr. Maughan was Medical Advisor of the radiography program from 1984-1996 providing guidance and leadership. He served as a role model for others as an outstanding clinical practitioner and demonstrated characteristics that reflect the highest professional radiological standards. The recipient is selected based on characteristics of excellence as demonstrated by leadership, characteristics that reflect the highest professional radiography standards, and academic excellence. The 2015 recipient was Joshua Malli.
SPRING GRADUATES:

Associate of Science in Radiography
Bethany Bolson#
Brandi Clark#
Julie DeSloover
Emily Fineran#
Brittany Gaul
Mackaela Kane
Joshua Malli#
Ashley Martin
Sydney Schmakede
Madison Wagaman
Lindy Williams**

Bachelor of Health Sciences—Diagnostic Medical Sonography
JaLeen Freiberg*
Heather Kohlmeyer*
Katherine Lehman**
Kami Pirillo#
Jillian Wulf*

Bachelor of Science in Nursing
Christopher Adams
Angela Ames, RN
Hollie Berryman
Jenna Blazek
Bailey Bone#
Megan Brodahl
Amanda Callahan**
Heidi Christopher
Angel Decker, RN
Cali Duggan
Terri Elliott, RN#
Anna Frost**
Shannon Gallagher
Kelsey Glaser
Bethany Hall**
Alexandra Hamerlinck
Amanda Higgins, RN#
Valerie Hileman, RN**
Emilee Hillyer#
Jeanette Hoover, RN**
Katie Hoover, RN**
Melissa Jones
Molly Kennedy
Melissa Koeping**
Carly Krambeer*
Alexandria Larson
Sophie Lija#
Nicole Main
Kourtney Marlow, RN#
Nancy McCrear Kurtz, RN**
Tara McElroy, RN
Claire Morris
Faith Nolte*
Rachel Osweiler
Sanela Pehlic
Kelsey Pestka
Kayla Promes*
Meredith Roethler**
Halie Ruff
Jessica Schwickerath**
Stephanie Smith, RN
Kristin Sperflsage
Brittany Staude
Lyseyn Sunstrom
Catherine Vercillo
Sarah Wainwright*
Courtney Wirtz
Kadie Woltemath**
Brite Woodruff
Renée Wright**

Master of Science in Nursing
Staci Becker
Kristin Beermann
Jenna Boley
Katie Broshuis
Sara Butler
Joshua Curphy
Angela DeVries
Alexandria Doyle
Donna Duncan
April Ehler
Monica Foxen
Amy Freeman
Kristen Grapp
Rhian Grnewold
Heidi Harms
Anne Hazen
Erica Henricks
Courtney Hoelscher
Bianca Hogge
Elizabeth Hoy
Shanelle Kahrs
Mary Jo Kavalier
Courtney Klein
Rebecca Krambeer
Lisa Mahoney
Katie Maybanks
Hiram McFarland
Carmen Mundt
Christine O’Hern
Aubrie O’Rourke
Emily Rockafellow
Carly Roskop
Chassidy Ruby
Kelley Sahr
Kiley Schroeder
Elizabeth Sparkman
Mattie Thompson
Amy Thurm
Kiley Schroeder
Elizabeth Sparkman
Mattie Thompson
Amy Thurm

SUMMER GRADUATES:

Bachelor of Health Sciences—Medical Laboratory Science
Angelina Coronado**
Hayley Dobson
Joseph Horrigan**
Maher Khankan
Jared Lu**
Alexzandra Mehmen
Mackenzie Moore
Matthew Pajtas
Rose Szczurek
Donovan Weidler

Bachelor of Health Sciences—Nuclear Medicine Technology
Samantha Grant*
Lauren Hei#

Bachelor of Science in Nursing
Maurine Ackerman
Marcine Bean, RN
Kourtnee Bleile#
Samantha Brant#
Jada Chambers*
Megan Donohue*
Sonya Dunn, RN*
Laura Goodman**
Morgan Gritzner
Holly Heims*
Paige Hektoen**
Naida Helgeland, RN
Patrick Higgins
Lauren Hills, RN#

Master of Science in Nursing
Michelle Donohue
Sarah Thomas
Jacqueline Ward
Chelsey Zitelman

Doctor of Nursing Practice
Jennifer Condon
Barbara Pappas
*Summa Cum Laude (3.9 GPA or above)
**Magna Cum Laude (3.71-3.89 GPA)
#Cum Laude (3.5-3.7 GPA)

Allen College Implements Sexual Misconduct Reporting Programs

Today, there is a greater focus on the issue of sexual assault on campuses nationwide, and there are more programs and guidelines than ever before to address it.

The increased scrutiny was prompted by well-publicized crimes, including the Penn State University scandal, which broke in 2011, in which a former assistant football coach was convicted of multiple counts of sexual abuse. Also under the microscope were the actions of several university officials in terms of whether they met ethical, moral and legal obligations in reporting any suspected abuse.

Dr. Joanna Ramsden-Meier, dean of student services at Allen College, said the pendulum has swung from one end of the extreme to the other after that particular scandal.

“In instances like that, there were alleged cover-ups,” she said. “Now colleges have to be very transparent.”

Continued on page 14.
Allen College Implements Sexual Misconduct Reporting Programs—continued

Protections under Title IX, which initially prohibited sex discrimination in education, now also cover sexual violence against students. Title IX compels colleges and universities to resolve reports of sexual misconduct, whether or not an alleged victim reports the incident to the police. In cases where a college fails to address cases promptly, the U.S. Department of Education can declare that the school has created a hostile learning environment.

Under Title IX, the term “sexual misconduct” is an umbrella term covering sex discrimination, sexual harassment and sexual violence.

“Training is a requirement we have to have in place this year,” Ramsden-Meier said.

Having a designated Title IX coordinator is also a requirement. Ramsden-Meier is that person. She is also one of three people on campus who are designated as investigators.

There are also transparency rules under the Clery Act, which requires colleges and universities that participate in federal financial aid programs to keep and disclose information about crime on or near their campuses.

“We have almost no crime,” Ramsden-Meier said. “In most years, we have had no crimes to report.”

In that respect, Allen College is very different from the large universities. There are approximately 600 Allen College students and only a maximum of 16 live on campus. The premise, however, is the same – encouraging a culture that deals with instances of sexual misconduct quickly and fairly.

Faculty members are mandatory reporters, and all have received face-to-face training with Allen’s corporate legal team. All college employees have a duty to report sexual misconduct to the Title IX coordinator when they receive a report of such conduct, witness such conduct or otherwise obtain information about such conduct. An employee not reporting as required may be disciplined up to and including termination.

Should someone report an incident to Ramsden-Meier, she would make contact with the student, letting that student know that a violation has been reported.

“The student can sit down and find out what rights she or he has,” Ramsden-Meier said. “If the student chooses not to proceed, I let the student know that the case is considered closed.”

To date, nothing that would prompt an investigation has made it to Ramsden-Meier.

Students received information about the program this fall as they returned to classes. They were directed to complete an online presentation – about an hour-long process – which included the various definitions of sexual misconduct. In addition, they received an explanation of their rights as students, as far as when an investigation needs to occur through Allen College.

There are also steps in place to support sexual assault victims. The Allen Counseling Center, which is part of Allen Hospital, provides free and unlimited use of counseling services to victims.

“One of the main focuses, when we do have a student in need, is to get them connected with resources,” Ramsden-Meier said.

As the new policies become part of the culture on campus, Ramsden-Meier predicts Allen College students and faculty will be able to discuss the issues in an open environment.

“I believe that’s just the nature of our students and the college,” she said. “They’re all in healthcare in some way. When it comes to the sensitivity of things like this, I believe they will encourage each other to report things that need to be reported.”

Allen College is continuing to develop strategies in accordance with the new guidelines and is currently working on an online reporting system.

In the meantime, Ramsden-Meier has some simple advice for any mandatory reporter:

“When in doubt, report,” she said.

Alumni News

Allen College Goes to the Big Apple!

Allen College alumni and friends enjoyed a trip to exciting New York City during summer 2015. Guests were invited to see 3 wonderful Broadway shows, the Tony Awards, as well as several days of sightseeing.

For more information about the Allen College travel program, contact Allison Jensen at (319) 226-2016 or Allison.Jensen@allencollege.edu.
Alumni News

Have you taken the Class Gift challenge?

Thanks to gifts from the estates of Milton Hall and Thelma and Carlton Winter, contributions from Allen College class members from 1959 through the present will be matched dollar for dollar up to $5,000 per class. This will fully endow the scholarship at $10,000, and Allen College students will then be awarded a scholarship from these classes.

Find current class gift totals online at www.allencollege.edu. Click on “Alumni” and then “Class Donations.”

Congratulations to the following classes for reaching their $5,000 fundraising goal:

Class of 1959
Class of 1960
Class of 1962
Class of 1964
Class of 1965
Class of 1966
Class of 1967
Class of 1968
Class of 1969
Class of 1971
Class of 1972

Class of 1973
Class of 1974
Class of 1976
Class of 1978
Class of 1980
Class of 1982
Class of 1992
Class of 1995
Class of 1996
Class of 1997

To donate to your class scholarship, visit www.allencollege.edu/donate. Or, you may send donations for your class gift to Allen Foundation, 1825 Logan Ave., Waterloo, IA 50703. The check may be made payable to Allen Foundation and reference the class gift and the year on your donation.

Allen College Alumni Association Advisory Board

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Allen College is collecting archive photos for a pictoral history book. If you have any historical pictures of the college with captions, please contact Allison.Jensen@allencollege.edu or (319) 226-2016.

Barb Seible Named to Distinguished Alumni

Barb Seible, one of Allen College’s esteemed assistant professors emerita, has an unwavering commitment to this institution. Barb has made significant contributions to nursing and nursing education over her impressive 45 year career. Her nursing education continued long after she received her RN diploma from Allen in 1970. In 1984, she received a BSN degree and later earned her MSN degree in 1991- both from the University of Dubuque.

“Her commitment is shown by unlimited time spent teaching and role modeling to students in this setting. Barb has been steadfast in guiding many registered nurses in returning to college to pursue a baccalaureate degree. Many of those nurses would not have continued pursuit of their BSN without Barb’s compassion and leadership,” says Dr. Nancy Kramer, Allen College’s vice chancellor for academic affairs.

In 2009 Barb was selected as a recipient of the Iowa 100 Great Nurses. This honor certainly represented her dedication and service to nursing and nursing education over the years. In 2008 she published an article in the journal OR Nurses, titled “Nursing Students You Need!” She has also been active in several nursing organizations over the years, including the Association of Operating Room Nurses, RNFA Specialty Assembly, Allen College Alumni Association, and the Pi Kappa Chapter of Sigma Theta Tau Nursing Honor Society. Barb has also maintained her certification as a certified operating room nurse.

Please join Allen College in thanking Barb Seible for decades of service to the college and to the nursing profession. Hundreds of nurses today are working, in part, thanks to her support and commitment. Although she retired this year, her impressive career, contributions, and lessons will surely live on for years to come.

Tour the Canadian Rockies

The Allen College Alumni Association invites you to join us by train through the Canadian Rockies!

May 25 - June 5, 2016

Please contact Allison.Jensen@allencollege.edu or (319) 226-2016 for more information
You can help

Shape the future of Allen College by donating to Allen College. Your generous donations will help finance special projects to enhance the quality of our education and the realm of our services. Contact Allen College or Allen Foundation to find out how you can make a difference, or donate online at www.allencollege.edu and click on Donate.

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