Allen College has secured a Nursing Workforce Diversity (NWD) grant totaling $984,559 over three years from the U.S. Department of Health and Human Services – Health Resources and Services Administration (HRSA). Allen College secured one of only 11 grants awarded this year to programs across the country.

The Allen College NWD Project will assist students historically underrepresented in the nursing profession and those from disadvantaged backgrounds, including racial and ethnic minorities. The project will help provide them the skills, knowledge and resources to successfully enroll in and graduate from a Bachelor of Science in Nursing (BSN) program, pass the National Council Licensure Examination for Registered Nurses (NCLEX-RN) examination, and enter the professional nursing workforce or pursue advanced degrees in nursing.

The project will further strengthen the cultural competency of the Allen College community of faculty, staff, students and partners in order to remove institutional barriers that jeopardize the success of prospective and current underrepresented, disadvantaged and minority students. The project period began July 1 and ends June 30, 2014.

Assistant professor and director of Allen College’s Office of Diversity Services, Doreen Mingo, will serve as project director, and Chancellor Jerry Durham will be co-director.

“We are so encouraged and very proud to be in the select group of colleges to receive HRSA funding,” Mingo said. “It truly recognizes the efforts of the Allen College Office of Diversity Services under Dr. Durham’s leadership.”

Those efforts are making a tangible difference. Allen College’s minority enrollment has tripled since the Office of Diversity Services opened in 2008.

“We are the healthcare educators in this region. I can’t think of a better investment in the Cedar Valley,” Rolinger said.

The widespread support of Allen College’s growth is an investment in the future well-being of the many communities we serve, Rolinger said.

To date, $4.4 million has been given or pledged to the project. Winter Hall is scheduled to open for students in August 2012. If you’d like to donate to the Allen College building fund, contact the Allen Foundation at 319-235-3960 or email rolingmd@ihls.org. Or donate online at www.allenhospital.org/foundation.
Allen College explores new programs

During the recent economic downturn, the healthcare industry has been a bright spot from a jobs perspective. According to the federal Bureau of Labor Statistics, from the start of the downturn in December 2007, until September 2010, healthcare grew by 720,000 jobs, while all other industries lost nearly 8.5 million jobs. Moreover, the need for more workers in healthcare is likely to increase as a result of healthcare reform, projected retirements of current healthcare workers, and an increasing demand for healthcare, especially among the elderly. Labor experts project that healthcare will generate 3.2 million new jobs through 2018, more than any other industry. Half of the 20 fastest-growing occupations are healthcare-related. In addition, healthcare wages are projected to increase 22 percent through 2018, compared with 11 percent for all industries.

In response to the growing needs in the healthcare industry, in recent years Allen College has implemented three new health science programs; two new pre-licensure tracks in the Bachelor of Science in Nursing (BSN) program; four new nurse practitioner programs; and a doctoral nursing program.

But we are not finished. We are currently exploring the need to implement several new programs that will address healthcare needs in Iowa. These programs will be unique or one of only a few in the state. They will also provide graduates to work in areas of healthcare that are projected to grow in future years.

Planning new academic programs involves considerable assessment, coalition building and investment of resources—with no guarantee of success. While we recognize these formidable challenges, our core mission to produce highly competent healthcare professionals compels us to move forward with these efforts.

While we will need to gain various approvals for these new programs, we hope to implement at least some of these new undergraduate and graduate-level programs in 2013 and 2014. Our new building, Winter Hall, is slated to open next August and will provide space for these new programs’ faculty and students. In addition, some or all of these new programs will be delivered through distance education technologies which increasingly appeal to both traditional and nontraditional learners. We will keep you updated on these pages as we move forward in this exciting phase of our development.

“Half of the 20 fastest-growing occupations are healthcare-related. In addition, healthcare wages are projected to increase 22 percent through 2018, compared with 11 percent for all industries.”

Diversity grant continued from page 1

more reflective of Iowa’s ethnic minority population,” Durham said. According to 2010 U.S. Census Bureau data, white persons comprise 91.3 percent of Iowa’s population.

Recent statistics show ethnic minorities represent only 16.8 percent of registered nurses in the U.S., compared to 35 percent of the country’s population as a whole.

Allen’s three-year diversity programming for the project period will include:
• An institution-wide diversity initiative
• Educational outreach to 2,400 school-age students and Licensed Practical Nurses (LPNs)
• Structured pre-entry preparation programs for 75 high school students and 32 LPNs
• A student stipend/scholarship program providing 230 participant awards
• A structured retention program serving 123 enrolled BSN students

Many of these programs were already in place, but the grant allows Allen College to expand and accelerate its activities. A team—including a retention coordinator, a financial aid coordinator, the vice chancellor of academic affairs and others—is working to help Mingo and Durham implement the many components of the NWD Project.

Durham said the summer educational component, for which the College will hire math and science teachers, is a new project funded fully by the grant.

“We’ll be working with area schools to select students to participate in the program,” Durham said. “The idea is to strengthen the students’ academic skills in order to prepare them for nursing school.”

New student stipends are another program uniquely possible thanks to the grant. They’re especially beneficial to some students in the new LPN to Bachelor of Science in Nursing (BSN) program.

“Some of these students are economically and educationally disadvantaged and are working full- or part-time,” Durham said. “This grant will provide a stipend to help them.”

Securing a grant of this kind in this part of the country is rare, Durham said.

“Because Iowa is not a very diverse state, there have been very few of these federal grants that have come to Iowa,” he said. “This is a wonderful accomplishment for our college and for the communities we serve.”

In Remembrance

Barbara Gerberding Baum
March 4, 2011
Allen School of Nursing Class of 1959

Winona Fehl
March 8, 2011
Friend of Allen College

Dean Kerns
May 30, 2011
Scholarship Donor

Angelica L. Hereid Ellanson
June 12, 2011
Allen College Class of 1996

Ruth Cunningham
July 3, 2011
Allen School of Nursing Class of 1976
and Allen Foundation Board member
A love of volunteerism, four generations deep

Gracious, compassionate and admirably humble. These terms describe Winona Fehl, a 20-year Allen Hospital volunteer with intergenerational ties to the school of nursing. When she passed away last spring, her children, Dean Fehl and Jean Russell, established a scholarship in honor of their mother.

Starting in her 70s, Winona worked until her death at the age of 90. Stopping at nothing, she drove from La Porte City in her 80s. During her last few years, no longer able to drive, she carpooled to ensure she could volunteer.

“She was so responsible. You would have thought she was making a million dollars at that job,” said her daughter, Jean Russell. “They counted on her.”

Small in stature at 5 feet 4 inches tall, and no more than 120 pounds, Winona had white hair, incessant energy and a love for both Allen Hospital and the staff who works there. “It was always about the people she worked with and the nurses,” Jean said. “For her, it was a love of the relationships, and she enjoyed getting to know all the volunteers.”

And the staff loved getting to know her. In 2010, at the age of 89, Winona became ill with ovarian cancer just before her 90th birthday, which ended her volunteerism at Allen Hospital. Her fellow volunteers not only attended her birthday celebration but called her and sent cards of encouragement. “She hated that she felt she couldn’t do it anymore. This scholarship is a way for her to continue on,” Jean said.

Winona’s family history with Allen is part of a four-generation story that began during the Great Depression, when her father, Edward W. Jesse Sr., contributed to Allen Hospital to help it stay afloat. Lovingly nicknamed “E.W.,” his fundraising efforts added up to nearly $50,000—which today would be equal to almost $650,000 dollars.

Four of Winona’s close relatives are Allen College graduates. Her sister, Margaret Jesse Brust, graduated in 1956. Ramona K. Jesse, her niece, followed in 1962. Jean received her diploma in 1966. And Winona’s granddaughter, Alissa Fehl Schmitz, graduated in 1998 and currently works in the intensive care unit at Allen Hospital.

Small in stature at 5 feet 4 inches tall, and no more than 120 pounds, Winona had white hair, incessant energy and a love for both Allen Hospital and the staff who works there. “It was always about the people she worked with and the nurses,” Jean said. “For her, it was a love of the relationships, and she enjoyed getting to know all the volunteers.”

Only Iowa school to receive RWJF grant

Allen College re-awarded scholarships through Robert Wood Johnson Foundation

Allen College is one of 52 schools of nursing across the U.S. and the only school in Iowa to receive a grant from the Robert Wood Johnson Foundation New Careers in Nursing Scholarship Program (NCIN).

Allen College will receive $50,000 for the 2012-2013 academic year to fund students of diverse backgrounds in its Accelerated Bachelor of Science in Nursing (BSN) program. The College also received the grant in 2009, which has led to heightened enrollment.

“The initial grant led to an increase in underrepresented students in Allen’s Accelerated BSN program,” said Dr. Kendra Williams-Perez, professor and dean of the school of nursing. “It also allowed us an opportunity to carefully examine, create and develop mentoring and leadership activities for all BSN students.”

The NCIN Scholarship Program was launched in 2008 by the Robert Wood Johnson Foundation (RWJF) and the American Association of Colleges of Nursing (AACN) to address the national nursing shortage, develop a diverse professional nursing workforce and fuel the pipeline of nurse faculty and leaders.

Created in response to a growing need for nurses in Iowa and across the nation, Allen College’s accelerated nursing program is designed for career changers who already hold a bachelor’s degree in another field, or outstanding students who have completed specified college coursework.

“We are extremely pleased to receive this grant again this year,” said Allen College Chancellor Dr. Jerry Durham. “It will aid us in our continuing efforts to attract an even more diverse student population by making our accelerated nursing program an option for a greater number of students.”

Five scholarships of $10,000 each will be awarded to five students entering the accelerated nursing program during the 2012-2013 academic year. To date, the NCIN program has awarded five Allen College scholarships and continues to develop culturally-competent health professionals and future leaders of the profession. The recipients of scholarships from this round of funding will be chosen in the spring 2012 semester.

“We are extremely pleased to receive this grant again this year. It will aid us in our continuing efforts to attract an even more diverse student population by making our accelerated nursing program an option for a greater number of students.”

–Allen College Chancellor Dr. Jerry Durham
Allen College scholarships/awards

Thank you to the individuals and organizations that established scholarships/awards for Allen College students through the Allen Foundation. Almost $185,000 was awarded for the 2011-2012 academic year. This is up from more than $131,000 the prior year. Allen College also awarded more than $240,000 in institutional scholarships. Awards for 2011-2012 increased from $86,250 in 2010-2011.

The following scholarships/awards were awarded for the 2011-2012 academic year.

### Chancellor’s Scholarship
- Adonye Afonya
- Emily Albrecht
- Melinda Altman
- Amber Anderstrom
- Lydia Bagby
- Jene’ Beck
- Tabetha Berns
- Brenda Berry
- Jill Blanshan
- Megan Brincks
- Ashley Brown
- Alexander Buhrrow
- Sydney Burtness
- Kristine Butler
- Jennifer Condon
- Nichole Cornelius
- Jodie Dreessen
- Chelsey Durby
- Kelly Duschner
- Amanda Dushek
- Samantha Dusheck
- Rubena Elahi
- Heather Evans
- Matthew Faust
- Alison Feddersen
- Michele Ferguson
- Keely Flack

### Chancellor’s Award
- Nichole Francis
- Jeannie Franklin
- JaLeen Freiberg
- Mackenzie Fullerton
- Joy Gibson
- Chelsea Goers
- Kasondra Greer
- Brittany Groeneveld
- Jeffrey Guse
- Brandy Hagedon
- Amanda Hansen
- Laura Harkie
- Michaela Haugland
- Lisa Hayes
- Mogga Henry
- LuAnna Herdric
- Roseanne Hixenbaugh
- Kathleen Holden
- Lauren Hollan
- Audrey Holland
- Danielle Hollinrake
- Mitchell Holtzworth
- Kindra Hook
- Susan Hubbard
- Breanne Huber
- Mary Jane Hughes
- Lauren Hutchins
- Anna Jackson
- Vicki Jensen
- Michael Johnson
- Nicole Johnson
- Brittny Junge
- Jolene Kaplan
- Anna Keith
- Rebekah Keller
- Heidi Kenney
- Sara King
- Spencer Kleitsch
- Paula Lamphier
- Tasha Landers-Opperman
- Julie Leary
- Summer Lenth
- Brittany Lind
- Lauren Lindeman
- Emily Lindberg
- Denise Lympus
- Cassie Maguire
- Christopher Mangin
- Kathleen Marlow
- Courtney Mayo
- Holly McClintock
- Hannah McDowell
- Kevin McGraw
- Lacey McGrath
- Ashley McIlrath
- Katherine McWilliams
- Tara Mescher
- Kir Millard
- Laura Miller
- Kallie Moeller
- Holly Mohr
- Amy Nervig
- Meredith Olson
- Melissa Oltman
- Ann Oltrogge
- Leah Oppermann
- David Palmer
- Hannah Pearson
- Jessica Perry
- Angela Peter
- Shawn Plunkett
- Shelly Pratt
- Saja Puthiyottil
- Michaela Reischmann
- Kelly Renshaw
- Jaime Robbins
- Mindy Roberts
- Shanqueshia Robinson
- Samantha Rolphs
- Megan Rosel
- Deborah Rosol
- Maggie Rummells
- Andrew Rusksy
- Elvis Saibic
- Kelley Sahr
- Heather Schachterle
- Ilison Schaefer
- Tracey Schlangen
- Keri Schoolman
- Megan Schriver
- Kelly Schug
- Rayanna Scott
- Nicole Smith
- Sherica Smith
- Kristin Sommerfeldt
- Beverly Sparkman
- Stephanie Stanfield
- Melony Stoddard
- Mary Jo Stromberg
- Jordan Struve
- Jamie Swiggum
- Kaitlin Theis
- Kylie Thomas
- Jessica Thompson
- Nathan Thurman
- Tasha Tonne
- Ana Valencia
- Hilary VanSoelen
- Tom Veiseth
- Krista Vlazny
- Whitney Voss
- Huichuan Wang
- Kylie Wayne
- Amber Weber
- Brittany Weis
- Jenny West
- Abbie White
- Karissa Whitman
- Kristen Winter
- Joshua Woodhouse
- Whitney Wubbens
- Geoffrey Zung

### Allen College
- Kaitlin Theis
- Jamie Swiggum
- Mary Jo Stromberg
- Stephanie Stanfield
- Beverly Sparkman
- Roseanne Hixenbaugh
- Kaitlin Theis
- Jamie Swiggum
- Mary Jo Stromberg
- Stephanie Stanfield
- Beverly Sparkman
- Roseanne Hixenbaugh
- Kaitlin Theis
- Jamie Swiggum

### Allen Class of 1957 Scholarship
- Audrey Salow

### Association Scholarship
- Morgan Peters

### Auxiliary Scholarship
- Mildy Roberts

### BSN Program Scholarship
- Summer Lenth

### Afghan Scholarship
- Jeffrey Guse

### Afghan Class of 1957 Scholarship
- Kaitlin Theis

### Allen Memorial Hospital
- Whitney Wubbens

### Allen Surgical
- Kelly Schug

### Allen Lab Endowed Scholarship
- Kelly Schug

### Allen Class of 1950 Nursing Scholarship
- Morgan Peters

### Afghani Scholarship
- Abbie White

### Afghani Class of 1950 Nursing Scholarship
- Abbie White

### Army Scholarship
- Summer Lenth

### Association Scholarship
- Morgan Peters

### Auxiliary Scholarship
- Mildy Roberts

### BSN Program Scholarship
- Summer Lenth
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<tr>
<th>Scholarship Name</th>
<th>Recipient(s)</th>
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<td>Barbara Fulcher Memorial Scholarship</td>
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<td>Erma Burk Memorial Scholarship</td>
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| Frederick “Bud” Dell Memoria...
BRENDA BARNES Appointed as the Collaborative Member Representative on the American Society for Clinical Laboratory Science (ASCLS) Membership Committee. ASCLS is a national organization that serves as the voice of all clinical laboratory professionals, creating a vision for the advancement of the clinical laboratory practice field, and advocating the value and the role of the profession ensuring safe, effective, efficient, equitable and patient-centered healthcare.

PEG BROADIE Accepted to be an item writer for the National Council Licensure Examination for Registered Nurses (NCLEX).

MARY BROWN, DENISE PRALLE, DR. ANNA WEEPIE Presented a poster at the Association of Community Health Educators conference in Chicago in June 2011. The poster was titled, “Cultural Diversity: Promoting Student Insight.”

DR. RUSSELLE DEBONIS Promoted to associate professor at Allen College beginning with the 2011-2012 academic year.


ADIKA KUDUMOVIC Promoted to associate professor at Allen College beginning with the 2011-2012 academic year. Successfully completed requirements for the post-master’s Adult Nurse Practitioner certificate program at Allen College. Passed the certification exam to become an adult nurse practitioner. Successfully achieved Certified Nurse Educator status.

DENISE PRALLE Promoted to associate professor at Allen College beginning with the 2011-2012 academic year. Reviewed a journal article for The Journal of Health Care for the Poor and Underserved in April.

MAVIS TESLAA Became a certified Master Trainer for A Matter of Balance—a program designed to help older adults with the fear of falling.

LINDSAY VOGEL Became a certified Master Trainer for A Matter of Balance—a program designed to help older adults with the fear of falling.

DR. DIANE YOUNG Reviewed/revised content and supporting materials for Elsevier. Participated as a grant reviewer for the Health Resources and Services Administration (HRSA).

Allen College nurses receive Great Nurses recognition

Suzanne Bellinger and Jacque Leutzinger, assistant professors, Dr. Anna Weepie, associate professor, and Dr. Kendra Williams-Perez, professor, were named to the list of 2011 100 Great Iowa Nurses. They were recognized at a special celebration in Des Moines in May. The annual celebration recognizes outstanding nurses whose courage, competence and commitment to patients and the nursing profession stand out above all others.
Ashley Figanbaum was home for Thanksgiving when she realized what she wanted to result from her studies at Allen College: she wanted to make a difference to somebody.

Figanbaum decided to give back to her native community of Tripoli, IA, by establishing a program for fifth and sixth graders called TgMaD, or Tripoli Girls Making a Difference. The program is helping about 15 young girls work to develop a better sense of positive self-confidence, self-esteem and positive body image, while instilling the importance of teamwork.

Figanbaum’s advocacy with youth has earned her the honor of being one of 135 recipients of the Campus Compact’s 2011 Newman Civic Fellow Award, which is awarded to student leaders committed to creating lasting change in communities spanning the country, through civic and social responsibility. Campus Compact is a national coalition of more than 1,100 college and university presidents making an impact in communities where they live, learn and serve.

“Winning this award is a great honor,” Figanbaum said. “It means to me that my work is being recognized and it drives me to continue because people do notice, and somewhere I am making a difference. That is what this award is all about, making a difference and inspiring people as you go.”

Figanbaum was named Miss Tripoli in 2007, and feels TgMaD is an excellent way to hold up her end of the crown. “Tripoli is my hometown, and I felt the need to give back to the community that I grew up in.”

Figanbaum is a senior nursing student and plans to graduate in May 2012. She hopes to stay in the area and work as a nurse for a couple of years, eventually returning to complete a master’s degree in education.

Allen College submitted three community service projects for award consideration. They include the Partnering with Junior Achievement through Learning and Serving; the ACE-SAP (Allen Community Engagement-Salvation Army Program) Free Clinic; and the Matter of Balance Program for the Aging Adult affiliated with Hawkeye Valley Area Agency on Aging.

The Honor Roll award is administered by The Corporation for National and Community Service (CNCS) and is the highest federal recognition a college or university can receive for its commitment to volunteering, service-learning and civic engagement.

“It’s our responsibility to give back as healthcare professionals in the community, and we ensure every student knows that.”

–Mary Brown, associate professor
The Allen College Engagement and Salvation Army Partnership (ACE-SAP) hit the road last April with its first free rural clinic. The Oelwein, IA, event was such a success, ACE-SAP plans to continue offering mobile services.

“It was obvious the need in the area was great, and the patients were grateful,” said Dr. Ruselle DeBonis, Allen College assistant professor and Master of Science in Nursing program clinical coordinator. Dr. DeBonis is ACE-SAP’s coordinator as well.

“With the need continues, we plan to continue offering free clinics in Oelwein twice a year, and this fall we hope to provide a free clinic in Charles City.”

The free clinic, a partnership with the College’s Center for Engagement Learning and Leadership (CELL), is a volunteer-based medical clinic staffed by students. In Oelwein, six students in Allen College’s nurse practitioner program volunteered, and they were assisted by Palmer Public Health nurses. They provided services such as a full physicals, cholesterol and blood sugar screenings, health referrals and immunizations.

Going mobile with their services was a decision based on need. DeBonis said county health rankings in 2011 listed Fayette County 61st in health outcomes out of Iowa’s 99 counties. County health rankings also showed that 13 percent of adults are uninsured, eight percent are unemployed, and the county overall is at a high poverty level. At the mobile clinic in Oelwein, 67 percent of patients were uninsured, and 94 percent met federal poverty guidelines.

“There is not only a great need for free healthcare services in urban areas, but also in rural areas where transportation issues are amplified. Chronic illness is the biggest healthcare issue…our goal is to screen for these problems and refer patients if needed,” said DeBonis.

The first mobile clinic was highly successful. According to DeBonis, they saw 36 patients, checked 13 cholesterol and glucose levels, provided 17 prescription medications, and provided nine referrals.

The experience also proved to be beneficial for those who volunteered. For family nurse practitioner student Camille Elliot, it was eye-opening.

“There are so many people who are less fortunate and unable to seek adequate healthcare due to finances or other burdens, such as transportation. Assisting these individuals was a very rewarding experience,” Elliot said.

Three Allen College faculty members and 18 students journeyed to Chicago last May on a service-learning field trip. The group spent four days visiting various community service groups and interacting with people of need.

The first day was spent working with Heartland Alliance, where students helped organize a garage sale for refugees and immigrants by bagging items, and helped them complete employment applications for Target stores.

Marisa Dennis, a second-year student, was touched by the impact one simple act of generosity can have.

“I think the small things in life mean the most to people,” Dennis said. “The fact that we took the time to show that we cared really made these people happy, I look forward to doing more service-learning activities.”

The highlight of the trip was working at Humboldt Park Social Services, where students had the opportunity to serve in a soup kitchen. They prepared meals, socialized with guests and cleaned up afterward.

“The most rewarding experience to me was serving the homeless at Humboldt Park Social Services,” said Mallory Adams, a fourth-year student in the bachelor of science in nursing (BSN) program. “We were doing something so little, but they appreciated it a lot. I could tell that I had made a difference.”

Adams plans to take what she has learned to the job field. “This experience has impacted how I plan to give patient care.”

“It was an eye-opening opportunity for the students,” said associate professor Dr. Anna Weepie, who accompanied the students on the trip. “We were able to see many different things in Chicago that we are unable to experience in rural Iowa. However, many of the underlying issues of poverty and limitations of accessing care are the same.”

ACE-SAP brings free clinic to rural areas
Since the founding of the Office of Diversity Services (ODS) at Allen College in 2008, the number of minority students has tripled—representing a record 6.5 percent of the total student body this fall.

ODS director and Allen College assistant professor Doreen Mingo is, in a word, thrilled.

“Wow,” she said. “When I think about that, I’m just blown away.”

The recently awarded Nursing Workforce Diversity (NWD) grant will allow the ODS to further develop the variety of programs already in place to recruit and retain students from populations underrepresented in nursing (see page 1).

Mingo is excited about the opportunities the NWD grant will afford in terms of further outreach to high school students. Retention is also a facet of the NWD program and the ODS efforts in general.

“Evidenced-based practice shows we should have a two-pronged approach in place in terms of recruitment and retention, but retention for our diverse students is actually better than for our general population,” Mingo said. “Still, we want students to know that if they need these services, they’re available to them.”

She credits the success of the ODS to the integration of all of its approaches and an institutional commitment to these students.

“When we talk about historically underrepresented people in nursing, the literature shows they often lack role models or peers who encourage them to consider the profession of nursing,” Mingo said. “They’re not aware that nurses work in a variety of settings including community health, hospice, home health, schools, mental health and many more. We work to build knowledge of what this profession has to offer.”

They also are uninformed about which courses they need to take to prepare for a career in nursing and resources available to help them pay for college. The ODS builds this knowledge as well.

While efforts have been limited to Waterloo, Mingo said she plans to extend outreach to Cedar Rapids, Des Moines and possibly Sioux City.

“We just try to encourage more minority populations, men, and other disadvantaged students who are historically underrepresented to think about the nursing profession and have a better understanding of the opportunities available in the field,” Mingo said.

The first Iowa chapter of the American Assembly of Men in Nursing (AAMN) launched at Allen College this fall. The organization advocates for male nurse issues and men’s health, and the chapter was created jointly with the University of Iowa College of Nursing.

“Nationally, men are 10-12 percent of registered nurse (RN) students,” said Chancellor Jerry Durham, who worked with University of Iowa College of Nursing faculty to establish the chapter. “Men represent about 6.88 percent of Allen College students this fall, so our RN student population is only about half of what it’s expected to be.”

The AAMN chapter will officially be recognized at the organization’s national meeting in Lexington, KY, this fall. Locally, it will continue to host meetings and events like the Men in Nursing dinners and speakers it started last year. Durham said they’re recruiting members from all over eastern Iowa—both women and men.
Allen College’s 2011 spring commencement ceremony was held on Friday, May 6, at the Nazareth Lutheran Church in Cedar Falls. The College awarded the associate of science in radiography (ASR) degree to 16 students; the bachelor of health science degree to four students majoring in nuclear medicine technology; the bachelor of science in nursing (BSN) degree to 53 students (including nine RN to BSN students); and the master of science in nursing (MSN) degree to 36 students. One of the MSN graduates was the first graduate from the new adult nurse practitioner track.

U.S. Rep. Bruce Braley of Iowa gave the commencement address. Braley was first elected to the U.S. House of Representatives in November 2006, and was re-elected to a second term in November 2008. Prior to serving in the House of Representatives, he worked in Waterloo as an attorney for 23 years.

Congratulations to the following spring graduates!

**Associate of Science in Radiography**
Brittney Anderson
Maria Bruner
Taylor Bunn
Janel Burkle
Kayla Clark
Stacey Erickson
Janel Burkle
Taylor Bunn
Brittney Anderson

**Bachelor of Health Sciences – Nuclear Medicine Technology**
Dustin Griffin
Jennifer Pollak
Marva McClay
Michele Meyers
Katie Reth
Katie Sacquitne
Mattea Scharf
Katie Thompson
Lindsey Scheibel

**Bachelor of Science in Nursing**
Gloria Bottelman
Kirstin Brainard
Jennifer Brustkern
Kelly Carolan

**Master of Science in Nursing**
Debra Anderson
Michelle Anderson
Shanna Anderson
Holly Arciniega
Kathy Bell-Mahler
Taffy Benson
Jenna Berendzen

*Congratulations to all graduates!*
Summer commencement ceremony

Allen College’s 2011 summer commencement ceremony was held on Friday, August 12, at the Nazareth Lutheran Church in Cedar Falls. The College awarded the bachelor of health science degree to seven students majoring in medical lab science; the bachelor of science in nursing (BSN) degree to 29 students; and the master of science in nursing degree to four students.

Reverend Abraham L. Funchess, Jr., pastor of Jubilee United Methodist Church, and director, Waterloo Commission on Human Rights, gave the commencement address.

Congratulations to the following summer graduates!

Bachelor of Health Sciences – Medical Laboratory Science
Kacie Flaherty
Jennaca Fox
Michelle Green#
Kanen Hudson
Holly Milbach
Katherine Teske*
Michelle Green#
Kanen Hudson
Holly Milbach
Katherine Teske*
Michelle Green#

Bachelor of Science in Nursing
Jene Beck#
Stephanie Berndt#
Jill Blanshan**

Master of Science in Nursing
Tracy Elliott
Ann Overton
Jacquelyn Williams
Susan Wilson

ACADEMIC HONORS
*Summa Cum Laude (3.9 GPA or above)
**Magna Cum Laude (3.71-3.89 GPA)
#Cum Laude (3.5-3.7 GPA)

2011 graduates’ awards and honors

The following graduates received awards and honors during spring and summer graduation activities.

PRESIDENTIAL AWARDS
Each year Presidential Awards are given for excellence in academics to students in the Associate of Science in Radiography and the Bachelor of Science in Nursing programs who are graduating with the highest cumulative grade points.

Associate of Science in Radiography program recipient: Brittney Andersen
Bachelor of Science in Nursing program recipient: Gladys Oyaide, RN, and Eliaina Toenjes

JANE E. HASEK EXCELLENCE IN NURSING AWARD
For each graduation, the nursing faculty of Allen College select 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 was named in recognition of the first chancellor of Allen College, Dr. Jane Hasek, for her visionary leadership in the establishment of the College. The 2011 recipients of the Jane E. Hasek, Excellence in Nursing Award were Emily Stark and Nathan Burger.

DR. JOHN F. MAUGHAN HONORARY AWARD
The Dr. John F. Maughan Honorary Award was established in 2000 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 2011 recipient was Brittney Andersen.

ALLEN COLLEGE SERVICE AWARD
Selection of the Allen College Service Award is made by the Allen College faculty for students who have provided outstanding service to the College and as ambassadors in the community, and demonstrated a strong commitment to the core values espoused in the College philosophy. Recipients of the 2011 Allen College Service Awards were:

Associate of Science in Radiography program recipients: Maria Bruner
Bachelor of Science in Nursing program recipients: Karrie McCabe and Stacy Huck

ALLEN COLLEGE SPIRIT AWARD
Selection of the Allen College Spirit Award is made by the Allen College nursing faculty to honor the student’s commitment to military service. The recipient has indicated a plan to enter Active Military Service, National Guard or Reserve. The recipient of the 2011 Allen College Spirit Award was Drew Hingtgen.
Names: Elizabeth and Beverly Sparkman
Program: Elizabeth – Bachelor of Science in Nursing (BSN) and Family Nurse Practitioner
        Beverly – Bachelor of Science in Nursing (BSN) and Acute Care Nurse Practitioner Program
Graduation Date: Elizabeth – August 2012
               Beverly – May 2012
Hometown: Danver, IA

About Elizabeth and Beverly:
At the age of 47, Elizabeth considers herself a nontraditional student. She graduated from Wartburg College in Waverly, IA, in 2009 and has eight children ranging in age from 12-25. She believes that having a family and a passion to serve are what brought her to this profession.

“I can be empathetic to families and parents because I have so many children myself,” Elizabeth said. “I like serving people, and that’s what I feel this profession is all about.”

Her daughter Beverly, who has been a respiratory therapist for three years, shares the same passion to serve and to take an active part in the care of her patients.

“I want to have more responsibility for the patients I’m caring for and have more authority over their care,” Beverly said. She has served on mission trips to Nicaragua and Thailand and also has a 4-year-old daughter named Wazeland.

A mother-daughter duo at college can be a rare occurrence. For the Sparkmans, it has been a unique blessing.

“It’s nice to be going through it with somebody you’re close to and you love,” Beverly said.

New part-time options to earn BSN
To accommodate more potential students, Allen College frequently changes or adds program offerings. The new Licensed Practical Nurse-Bachelor of Science in Nursing (LPN-BSN) evening and weekend program and the new Accelerated Part-Time (APT) BSN programs provide students with ways to earn their BSN degree at times that are convenient for their lifestyles.

The LPN-BSN program offers LPNs the opportunity to work during the day and still go to school in the evening and on weekends to earn their BSN. Students in this program need 67 credit hours to graduate, and take 15 classes over the course of seven semesters to satisfy 47 of those hours. The remaining 20 hours come from validation credit. The program is structured so that students can take two courses toward the beginning of the program that fulfill those 20 hours. The two courses are the LPN-BSN Bridge and Health Assessment for the LPN.

The program officially began in the fall of 2011, and it was successful in attracting students. Eleven students participated in the optional course offered in the summer of 2011, and 18 LPNs are enrolled in the fall 2011 semester.

The APT BSN program is another way for people who want to earn their BSN degree to do so at their own convenience. It is primarily for working adults who desire a career as a Registered Nurse (RN), but are unable to enter into the traditional daytime program because of work.

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“Many potential students have life obligations that make attending a full-time program difficult, if not impossible,” said Dr. Kendra Williams-Perez, dean of the school of nursing. “Allen College’s new APT program will provide an additional option that may be very appealing to those with life obligations.”

The program is geared toward two different groups of potential students. The first is people who have earned a bachelor’s degree in a field other than nursing. The second is those who have completed at least 64 academic credits of prescribed coursework.

This program will take two calendar years to complete. It is six consecutive semesters, including two summer sessions. Classes will be in the evenings and on the weekends, including clinical study courses. Instructional courses will be offered in a hybrid or blended format to encourage independent learning and to make it easier for students who need a flexible learning format.

Upon graduation, APT students are eligible to take the National Council Licensure Examination for Registered Nurses (NCLEX-RN). Passing this examination leads to licensure as an RN.

The APT BSN program will be submitted for necessary approvals this fall.

Name: Shawn Plunkett
Program: Bachelor of Science in Nursing (BSN)
Graduation Date: December 2013
Hometown: Maxwell, IA

About Shawn:
Shawn began his college career as a hospital administration major at University of Northern Iowa (UNI). He job-shadowed a surgeon while attending UNI and began thinking about a career in nursing.

In 2011, Shawn studied abroad in South Africa through UNI. While there, he volunteered with organizations that helped children in the area. He played with kids in foster care and helped with a Bible-school program for children to play, learn and have a decent meal. “These were extreme poverty areas and a lot of the time it was the only meal that child would have for the day,” Shawn said. His experience in South Africa gave him perspective and opened Shawn’s eyes to the extreme diversity nurses encounter.

Shawn began at Allen College in the fall and after graduation in December 2013, he would like to continue his education to become a nurse anesthetist and travel to culturally diverse areas to work. Shawn is also excited about being part of the rising number of male nurses and hopes to see men become much less of a minority in the nursing field in the future.

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Due to the hard work of the staff and students at Allen College, the Medical Lab Science (MLS) program received initial accreditation from the National Accrediting Agency of Clinical Laboratory Sciences (NAACLS). And, the Commission on Collegiate Nursing Education (CCNE) has renewed the accreditation of the Bachelor of Science in Nursing (BSN) and Master of Science in Nursing (MSN) programs.

The accreditation of the MLS program has been a goal the students and faculty have been working toward for two years. The NAACLS visited the campus in September 2010 to complete the final step of the accreditation process. In March, the NAACLS granted the MLS program a five-year accreditation, lasting until 2016. The second class of MLS students graduated in August 2011.

The MLS program offers students an opportunity to work in a unique area of healthcare. “Students attracted to this profession want to help people, but not necessarily in a hands-on role,” said MLS director, Brenda Barnes. “For example, many potential laboratory professionals prefer science and performing testing procedures over patient contact.” The online delivery of this program is also attractive to those who need to fit in school at their convenience.

The BSN and MSN programs also renewed their accreditations this year. Both programs have been CCNE accredited since April 2006, and were up for renewal in June 2011. The CCNE granted the maximum accreditation extensions of 10 years in April 2011, expiring on June 30, 2021, with the next onsite review in 2020.

Although this accreditation process is completely voluntary, the faculty and staff of the programs believe it is very important and beneficial to the students.

“The accreditation process holds us accountable to our communities of interest – the nursing profession, consumers, employers, students – and informs the public that Allen College is meeting the accreditation standards,” said Dr. Kendra Williams-Perez, dean of the school of nursing.

“The accreditation process also fosters continuing improvement in our nursing programs, and thereby in professional practice.”

Graduating from an accredited program allows students to go on to other accredited institutions for advanced studies, like master’s and doctoral programs. It also makes students more employable.

“Employers prefer to hire practitioners from accredited programs because they have been educated under nationally established standards for nursing education,” Williams-Perez said.

When it comes to healthcare careers, simply passing classes and earning a degrees isn’t usually enough to qualify graduates for the workforce. They must also, in most cases, pass certification exams. The good news for Allen College graduates is that their chances of doing so are very high.

In 2010, Allen College achieved the following pass rates:
- Undergraduate nursing: 97.87 percent
- Graduate nursing: 92 percent
- Radiography: 100 percent
- Nuclear medicine technology: 100 percent

The state pass rate for the National Council Licensure Examination for Registered Nurses (NCLEX-RN) for 2010 was 83.96 percent—significantly lower than Allen College’s undergraduate nursing pass rate.

Such success can be attributed to a variety of factors, said Jared Seliger, assistant professor and director of the Nuclear Medicine Technology (NMT) program.

“I think it’s a combination of a lot of things—a strong program and really good clinical sites that help facilitate learning. And, it’s reflective of the mission and goal of the College that we’re graduating students who can go out and contribute to the healthcare community.”

High pass rates are not unusual for Allen College. The certification exam pass rate for graduate nursing has been at 100 percent for a decade. And radiography students have achieved a 100-percent pass rate on the American Registry of Radiologic Technologists (ARRT) Certification Exam since 2006, said Dr. Peggy Fortsch, dean, School of Health Sciences, radiography program director and professor.

“Our students pass because the curriculum and the faculty continue to facilitate students with the information, resources, guidance and experience they need to be successful,” Fortsch said.

But what contributes most to such successful pass rates are the students themselves.

“I think our students are very self-motivated and they’re willing to do the work,” Fortsch said. “Hard work is an essential part of every Allen College program.”

“Students with a willingness to put in the hard work are rewarded with success in our programs,” Seliger said.
DNP program launches

After years of researching, planning and preparing, the first six students in Allen College’s new Doctor of Nursing Practice (DNP) program began this fall.

“Allen College is excited to launch the DNP program,” said Dr. Kendra Williams-Perez, dean of the school of nursing. “We have spent much time and effort developing and preparing this new program and we’re finally progressing to the first semester of course offerings.”

Last August, Allen College received final approval from its regional accreditation agency, the Higher Learning Commission, to offer its first doctoral degree program. Two more students are currently in the applications process, Williams-Perez said. “Meeting with prospective students during the application process has been exciting as well,” she said. “We are beginning to see how the development and implementation of this program will lead to continued growth.”

For now, enrollment in the program is limited to nurses who already hold a master’s degree in nursing and are certified as advanced registered nurse practitioners. Students will complete the 33-credit program in 24 months through part-time online study. The program also includes intensive, face-to-face interaction with faculty at least three times during the program; practicum courses; and completion of a capstone project prior to graduation.

The College plans to admit nurses with bachelor’s degrees to the DNP program beginning in 2015. The American Association of Colleges of Nursing (AACN) has recommended that the DNP serve as the standard educational credential for entry into advanced practice nursing by the year 2015.

In the last five years, nursing has moved steadily toward this goal. According to the AACN, the number of schools offering DNP degrees has increased from 20 programs in 2006 to 153 programs in 2010. Enrollment in the programs increased by 35 percent last year for a total of more than 7,000 students nationwide. Another 106 programs are in the planning stages.

“According the AACN, employers are quickly recognizing the unique contribution these expert nurses are making in the practice arena, and the demand for DNP-prepared nurses continues to grow,” Williams-Perez said.

The AACN’s recommendation isn’t the only reason the College developed the DNP program. “Offering this new program is also based on the growing complexity of the healthcare system, the increased demand for services, the increased complexity of technology and the expansion of scientific knowledge,” said Williams-Perez.

Allen supplies mobile clinic at air show

When the first air show in 30 years hit the skies over Waterloo, no one had to worry about safety, thanks to a joint effort from Allen College, Allen Hospital and the Waterloo Fire Department.

The show, sponsored by the Waterloo Kiwanis Club, was held at the Waterloo Regional Airport on August 27 and 28. In the air, it featured the U.S. Air Force’s Thunderbirds along with various other aircrafts and displays. On the ground, a mobile clinic, borrowed from Des Moines University, was staffed by three Allen registered nurses.

“We were there to provide emergency first aid and to identify any major problems that would require transfer to a hospital,” said Chancellor Jerry Durham, a member of Kiwanis. He not only arranged for the use of the clinic; he was also one of the three RNs who staffed it.

“We cooperated with the Waterloo Fire Department, which had an ambulance and EMTs on site,” Durham said.

Allen College celebrates with reunion dinner

On Friday, April 1, alumni and friends gathered at Park Place Event Centre in Cedar Falls, IA, for a dinner and celebration honoring the class of 1961 and others.

Earlier that day, alumni dedicated Allen College’s first time capsule. The time capsule will be sealed with the completion of Winter Hall.
ALUMNI SPOTLIGHT–JENNIFER LIGHTBODY

Taking healthcare one patient at a time

Healthcare has changed immeasurably since Jennifer Lightbody finished the medical technologist program at Allen Hospital in 1975. But what hasn’t changed is the need for healthcare professionals working to ensure quality patient care for all individuals.

As executive director at People’s Community Health Clinic (PCHC) in Waterloo, Iowa, Lightbody doesn’t get the daily, one-on-one patient contact she did when she was a medical technologist at Allen Hospital, but her focus is still on improving healthcare for every patient.

“I am an advocate for the underserved,” said Lightbody. “For those facing barriers to getting care due to lack of financial resources, cultural differences, language, too few providers or other factors.”

PCHC is a nonprofit healthcare organization focused on serving individual patients as well as the community. While Lightbody spends plenty of time overseeing the operations and finances of the clinic, she spends much of her time doing advocacy work.

“A significant portion of my time is spent educating the general public, policy makers and elected officials about the work of People’s Community Health Clinic in providing affordable, compassionate, high-quality healthcare for all,” Lightbody said.

Lightbody’s passion for providing quality healthcare for everyone was enhanced by her education in Allen Hospital’s med-tech program. “My experience at Allen impressed upon me the impact one individual can have on a patient’s life.”

Class scholarship challenge

Take the lead from Maria, Jennifer and Rhonda

The Allen College Alumni Association is challenging classes. As each class raises $5,000, the Allen Foundation will match it with funds donated from the Carlton and Thelma Winter and Milton Hall estates to create $10,000 fund balances. These funds will be endowed and annual scholarships will be awarded to Allen College students.

Allen College associate professor Maria Metcalf and United Medial Park nurse manager Jennifer Goos, class of 1992, have contributed the first half of their class gift. They both serve on the Allen College Alumni Board and have witnessed the need for scholarships firsthand.

“I have noticed that more and more students are receiving less financial assistance from their parents, and the majority of the expenses are on them directly,” Metcalf said. “They are working one and sometimes two jobs just to help pay for tuition, books and living expenses.”

Rhonda Cue, associate professor at Allen College, graduated from the School of Nursing in 1996, received her BSN in 1999 and earned a family nurse practitioner certificate in 2010. She contributed half of the class of 1996 gift on her own.

“I chose to donate because I believe that a quality nursing education is the basis for quality patient care,” said Cue, who is an associate professor at Allen College. “I also support the need for nurses to advance their education in order to meet the continuing changes and challenges in healthcare.”

To meet the challenge and contribute to your class gift, contact Kristin at 319-226-2016 or teigtk2@ihs.org.

Alumni & friends Paris & Italy tour

Dr. Jerry Durham and his wife Kathy are hosting an Allen College-sponsored trip to Paris and Italy. Allen College alumni, Allen Hospital associates and friends of Allen College are invited to set forth on an 11-day tour beginning May 12, 2012, in Paris and ending in Florence, Italy.

The tour includes a variety of sightseeing including the Notre Dame Cathedral, the Leaning Tower of Pisa, Claude Monet’s home, museums, gardens and a monument dedicated to Florence Nightingale, the “Mother of Modern Nursing.” The tour, coordinated by Allen College’s Kristin Teig Torres, is sure to be the trip of a lifetime. For details and reservations, contact Kristin at 319-226-2016 or teigtk2@ihs.org.
You can help shape the future of Allen College and Allen Hospital 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 the Allen Foundation to find out how you can make a difference, or donate online at www.allenhospital.org/foundation.

Dr. Jerry D. Durham  Matt Rolinger
Chancellor   Senior Director
Allen College  Allen Foundation
319-226-2015  319-274-6712
durhamjd@ihs.org  rolingmd@ihs.org

Visit us online at www.allencollege.edu.

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JoAn Headington ’66
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Christina Ortiz ’95
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Zoe Schaefer ’83 & ’06
Gil Schultz ’87
Sandi Thurm ’68
Dana Wedeking ’80 & ’06
Anna Weepie ’97
Miranda Weiss ’07
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Chancellor, Allen College
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Jared Seliger,
Health Sciences Faculty Rep.
Kristin Teig Torres,
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All transcript requests may be submitted in writing and mailed to:
Allen College
Attn: Transcripts
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Waterloo, IA 50703

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48-Hour Business Service - $6.00
Faxing Service - $13.00
Student Copy - $6.00
Please include the year you graduated, your name at graduation, the address where the transcript should be mailed and the transcript fee, payable to Allen College.

For a copy of the transcript request form, please visit our website at www.AllenCollege.edu. Use the page search menu to find the form. Direct any questions to Enrollment Management by calling 319-226-2000 or by e-mailing allencollegeadmissions@ihs.org.

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2011 Calendar of Events
Saturday, Oct. 29  Allen College Alumni & Friends at My Fair Lady– 2 p.m. matinee
Gallagher-Bluedorn Performing Arts Center
University of Northern Iowa, Cedar Falls, IA

Early November  Fall Alumni Association Phone-a-thon

Thursday, Dec. 8  Allen Chorus Concert, 7 p.m. in McBride Auditorium on the Allen College campus. Admission is free and open to the public.

Friday, Dec. 16  Allen College Fall Commencement
3 p.m., Nazareth Lutheran Church, Cedar Falls, IA

May 11-21, 2012  Tour Paris & Italy with Allen College Alumni & Friends hosted by Dr. Jerry Durham