I am pleased to share the 2015-2016 Allen College Annual Report. Since its inception in 1925, Allen College has been a critical resource for the citizens of northeast Iowa and beyond. I hope that this report makes clear that the accomplishments of the College stem from the teamwork of its most important assets—faculty, staff and students. Their achievements reaffirm the value and relevance of an Allen College education in the rapidly changing healthcare environment. This report documents a year’s progress in fulfilling the goals of our strategic plan and in fulfilling our mission: “…preparing exceptional healthcare professionals through educational programs of excellence; developing and sustaining a diverse community of learners, faculty, and staff; and promoting community service, scholarship, and lifelong learning.”

During this past year, we

- set a record in the number of students we enrolled—611 in the fall semester—and we expect to exceed that number in 2016-2017;
- admitted 14 highly qualified students in our new master’s degree program in occupational therapy;
- initiated Iowa’s only baccalaureate level dental hygiene program;
- obtained approval to offer our 15 month accelerated pre-licensure BSN program in a hybrid format and to implement a new master’s degree program in health information technology in collaboration with the University of Minnesota;
- begun efforts to gain approval to start a new Doctor of Physical Therapy program;
- launched the quiet phase of a capital campaign to raise funds to provide new scholarships and to provide more space for our growing academic programs; and
- initiated efforts to achieve continuing accreditation from our regional accreditor, the Higher Learning Commission.

With the close of the 2015-2016 academic year, I will have had the honor and privilege of serving as Allen College’s chancellor for eleven years—a time of many interesting challenges and exciting opportunities. It has been my good fortune to serve a community that is dynamic, progressive, and encouraging. Thank you for your support of our efforts to prepare outstanding graduates who have the knowledge, skills, and compassion to make our world a better place.

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

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

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

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

Allen College is committed to
• preparing outstanding healthcare practitioners who are committed to lifelong learning;
• developing and implementing accessible academic programs of excellence that are responsive to the workforce needs of Iowa and the nation;
• recruiting and retaining highly qualified and engaged students, faculty, and staff who represent diverse populations and who embrace diversity, cultural and global awareness, and the inclusion of all its members;
• promoting a commitment by all members of the Allen College community to lives of service; and
• adopting management practices that demonstrate outstanding stewardship of all resources to our constituents.

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

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

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

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

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

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

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

Board of Nursing (IBN), River Point Business Park, 400 SW 8th Street, Des Moines, Iowa 50309-4685, (515) 281-3255 (Bachelor of Science in Nursing and Master of Science in Nursing Programs)
2015-2016

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

Fall 2015 Enrollment: 611
- ASR: 33
- DMS: 10
- MLS: 17
- NMT: 3
- DH: 2
- PH: 7
- MS in OT: 14
- BSN: 298
- MSN: 213
- DNP: 7
- EdD: 7

Degrees Conferred:
- Summer 2015: 77
- Fall 2015: 57
- Spring 2016: 106

Graduate Certification/Licensure Pass Rates-2015:
- ASR: 93%
- DMS SPI: 100%
- DMS ABD: 100%
- DMS OB/GYN: 100%
- MLS: 77%
- NMT: 100%
- BSN: 97%
- MSN: 96%

Alumni: 4,353 (Graduates were counted only once even if they received more than one degree from Allen College.)

Honors:
- Allen College’s Master of Science in Nursing program has been ranked among the nation’s 25 best online nursing programs
- Allen College has been ranked as one of the top 100 nursing schools in the nation
- Allen College’s Institutional Review Board received Federalwide Assurance approval
Year in Review
Our Students

Enrollment Trends

2015 Enrollment by Program
Includes deciding and non-degree seeking. Official counts taken in 2015 fall semester.

Demographics

90% Women
10% Men (1% increase from prior year)

5% Minority
Down from 5.56% in 2014-2015

49% Average Ages 17-22

72% From Northeast Iowa
96% From Iowa
Year in Review
Our Students

Allen College Graduates

The number of students graduating from Allen College remains steady.

Allen College Conferred an Honorary Doctorate on Fran Mueller

At its fall commencement ceremony in December 2016, Allen College conferred the honorary Doctor of Humane Letters degree on Fran Mueller of Waverly, Iowa. The College conferred the degree in recognition of Mrs. Mueller’s contributions to Allen College and Allen Hospital, as well as her service as a humanitarian in fighting world hunger. Amongst her other accomplishments and service, Mrs. Mueller served as a Trustee of the College from its inception in 1989 until 2006.

First-Time Pass Rates for Certification/Licensures

<table>
<thead>
<tr>
<th>Program</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate of Science in Radiography</td>
<td>100%</td>
<td>82%</td>
<td>93%</td>
</tr>
<tr>
<td>Diagnostic Medical Sonography SPI</td>
<td></td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Diagnostic Medical Sonography ABD</td>
<td></td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Diagnostic Medical Sonography OB/GYN</td>
<td></td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Medical Laboratory Science</td>
<td>71%</td>
<td>80%</td>
<td>77%</td>
</tr>
<tr>
<td>Nuclear Medicine Technology</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Bachelor of Science in Nursing</td>
<td>93%</td>
<td>87%</td>
<td>97%</td>
</tr>
<tr>
<td>Master of Science in Nursing</td>
<td>100%</td>
<td>98%</td>
<td>96%</td>
</tr>
</tbody>
</table>
Allen College was led by 82 members of faculty and staff

**56 Faculty**
40 full-time, 16 part-time  
(Includes chancellor & vice chancellor.)

**35% Faculty Doctorally Prepared**

**27 Staff**
23 full-time, 4 part-time

**88% Women**
12% Men
Year in Review
Our Faculty & Staff

Awards/Honors and Research/Publications

PEG BRODIE
♦ Became a certified Quality Matters Master Reviewer.

DR. BRENDA BARNES
♦ Promoted to professor beginning with the 2016-2017 academic year.

DR. LISA BRODERSEN
♦ Received an award from the National League for Nursing that will assist in conducting her PhD dissertation research at Saint Louis University.

MARY BROWN
♦ Honored by the Association of Fundraising Professionals, Northeast Iowa Chapter, for her many years of service to the Greater Cedar Valley community.

GALE CARLSON
♦ Had an article published in the International Leisure Review journal. The title of Gale’s article is: “The application of qualitative research methods in recreation, parks, tourism, and leisure.”

DR. DANA CLASEN
♦ Completed degree requirements for the Doctor of Nursing Practice (DNP) degree from Clarke University

DR. RUSSELLE DEBONIS
♦ Had an article published in the January 2016 issue of the Journal of Nursing Education, titled “Effects of Service-Learning on Graduate Nursing Students: Care and Advocacy for the Impoverished.”

DINA DOWDEN
♦ Completed requirements of the Bachelor of Science degree from the University of Nebraska at Kearney.

DR. JERRY DURHAM
♦ Participated on a president’s panel at a Leadership Iowa meeting at Wartburg College.
♦ Featured speaker at the Jesup Lions Club Honors Banquet honoring high achievement students graduating from Jesup and Don Bosco High Schools.
♦ Received the 2016 Alumni Merit Award from Southeast Missouri State University.

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

DR. CINDY HAHN
♦ Named the OT Certified Community Behavioral Health Centers Ambassador for the State of Iowa by the Iowa OT Association.

JON HENNINGS
♦ Completed training to become a S.A.N.E. (sexual assault nurse examiner).

DR. JACKI JASPERS
♦ Completed degree requirements for the Doctor of Nursing Practice (DNP) degree from Concordia University in Mequon, WI.
♦ Promoted to associate professor beginning with the 2016-2017 academic year.

DR. JENNIFER JASS
♦ Completed requirements for a psychiatric mental health nurse practitioner post-graduate certificate at the University of Wisconsin-Madison and passed the ANCC certification.

DR. NANCY KRAMER
♦ Appointed by Governor Branstad to another three-year term on the Iowa Board of Nursing.
♦ Participated as a site evaluator on a site visit for the Commission on Collegiate Nursing Education (CCNE).

MARGO KREGER
♦ Selected as Iowa’s 2015 Distinguished Occupational Therapist by the Iowa State Occupational Therapy Association.

EVALENE MARTIN
♦ Completed degree requirements for the Master of Science degree in Academic Program Administration and Leadership from Nebraska Methodist College.
♦ Promoted to assistant professor beginning with the 2016-2017 academic year.

DR. JACKIE MEYER
♦ Presented “A Hybrid Option Within a Fully Online MSN Health Policy Course: A Strategy to Offer Face-to-Face or Synchronous Online Sessions for Faculty and Student Engagement,” at AACN’s 2016 Master’s Education Conference.

DR. DOREEN MINGO
♦ Completed degree requirements for the Doctor of Nursing Practice (DNP) degree from Concordia University in Mequon, WI.
♦ Promoted to associate professor beginning with the 2016-2017 academic year.

ASHLEY OLLENDIECK
♦ Completed degree requirements for the Master of Science in Nursing degree from Allen College.
♦ Promoted to assistant professor beginning with the 2016-2017 academic year.
ERIN PETERS
♦ Promoted to associate professor beginning with the 2016-2017 academic year.

DR. DENISE PRALLE
♦ Promoted to professor beginning with the 2016-2017 academic year.
♦ Published an article in the Journal of Community & Public Health Nursing, “Reducing barriers in our communities: Building awareness and understanding.” Another article was accepted for publication in the same journal. The title of the article is “One More Time: The Importance of Student-Faculty Connection.”
♦ Served as guest editor for the Journal of Community and Public Health Nursing.
♦ Received a certificate in Cultural Competence: Latino Populations from the Albany School of Public Health, Albany, NY.

EMILY SCHULDT
♦ Completed degree requirements for the Master of Science in Nursing degree from Allen College.
♦ Promoted to assistant professor beginning with the 2016-2017 academic year.

DR. SARAH STEELE
♦ Achieved Certified Nurse Educator status by successfully completing the certification exam.

MATT STEFFEN
♦ Achieved ExLibris Alma Administrator certification.

DR. RUTH YAN
♦ Achieved ExLibris Alma Administrator certification.

Faculty and Staff Recognition Banquet
Allen College faculty and staff were recognized for their 2015 calendar year accomplishments at Allen College’s 13th Annual Scholarly Recognition banquet in February 2016. The awards were given by members of the Professional Development Committee after each person met certain criteria. Following is a list of the honorees.

Faculty and staff were also recognized for their community service. Service Award recipients for 2015 included the following honorees.

Professor Brown Retires After 40 Years of Service
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.”

Brown has been making a difference at Allen for 40 years working as a full-time educator virtually her entire career. She retired in January 2016. Her expertise and enthusiasm will be missed.
The Allen College Faculty/Staff: A Critical Resource

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

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

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

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

Since 2007
39 faculty & staff attained degrees with financial assistance from Allen College
13 doctoral degrees, 12 master’s degrees, 13 post-master’s certificates and 1 bachelor’s degree

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

- Iowa's 1st District Congressman Rod Blum visited the Allen College campus in February and met with administration, faculty, staff and students. He was also given a tour and demonstration of classroom technology available.

- Celebrated 100% participation by Allen College associates in the For Allen For You capital campaign. Achieving this milestone speaks volumes for the people that work at the College and their dedication and commitment to the success of the College.

- All 17 of the May 2016 graduates of the Associate of Science in Radiography program took the American Registry of Radiologic Technologists (ARRT) certification exam and passed the exam on the first attempt bringing the 2016 first-time pass rate to 100%. One student received a percentile rank of 100 and one student received a percentile rank of 99.

- The Nuclear Medicine Technology Program continued its tradition of graduates achieving 100% pass rate on their certification exam.

Technology/Learning Environment Enhancements

- In a joint venture with our system partners, Trinity College of Nursing and Health Sciences and St. Luke’s College, the Learning Management System for all Allen College courses has changed to Blackboard SAAS+ granting the colleges the ability to have greater customizable control of the Learning Management System as well as allows for further collaborate with the system college partners.

- Allen College has also combined with Trinity College of Nursing and Health Sciences and St. Luke’s College to subscribe to a system wide license with Quality Matters.

- Allen College’s Master of Science in Nursing Program was ranked among the nation’s 25 best online nursing programs, according to OnlineColleges.net.

- Chancellor Durham was asked by UnityPoint Health to guide the four colleges in collaborative efforts. As a result, the four UnityPoint Health college chancellors prepared a Memorandum of Understanding (MOU) that each college’s board approved. The MOU essentially says that the colleges pledge to seek ways to collaborate more fully when appropriate and feasible.

- Allen College has been ranked as one of the top 100 nursing schools in the nation by Nursing Schools Almanac. Data was collected on over 3,200 institutions nationwide, including approximately 1,900 public institutions--community and technical colleges, four-year colleges and universities. Allen College ranked 47th on the list of private nursing schools and as the 12th best nursing school in the plains. For complete rankings and more information, visit nursingschoolsalmanac.com.

Campus Security

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

Histotechnology and Medical Imaging Comprised of CT and MRI
The Allen College Board of Trustees approved proposals for new Bachelor of Health Sciences programs: histotechnology and medical imaging comprised of computed tomography (CT) and magnetic resonance imaging (MRI).

- Graduates of the radiologic technology program could benefit from adding a dual modality of CT and/or MRI to their credentials, which might give them a higher placement within the workforce.
- Allen College administrators are pursuing the necessary approvals to move forward with development of these programs.

Hybrid Pre-licensure BSN Program
The Iowa Board of Nursing (IBN) has approved Allen College’s request to offer the accelerated pre-licensure BSN (ABSN) program in a hybrid format – a combination of online and face-to-face classes.

- As many as 32 students will come to Allen College in the summer of 2017 to start the 15-month program on campus and then complete the rest of the course work online while fulfilling clinical requirements primarily at UnityPoint Health – Des Moines facilities.
- We are happy to partner with four private institutions as well as UNI to help provide students a seamless transition to Allen College to complete the accelerated BSN program. It is also valuable to be a part of UnityPoint Health to accommodate students in this program, which is unique in Iowa.

Master’s Degree in Leadership in Health Information Technology (Nursing Informatics)
The Iowa Board of Nursing approved collaboration between Allen College and the University of Minnesota to offer an online master’s degree in nursing informatics. Because all courses are already offered, no additional resources will be required.

- Students seeking this degree, which also shows demand in the market, will complete all core courses through Allen College and the informatics courses through UMN.
- Students will receive the MSN degree from Allen College and a graduate certificate from UMN.
- The program will start no later than January 2017.

These programs further our efforts in offering educational opportunities to address perceived needs in the healthcare workforce.

Program Enhancements

- The National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) announced that Allen College’s MLS program was reaccredited for 10 years, the maximum duration that may be awarded by NAACLS.

- Allen College’s Institutional Review Board received Federalwide assurance approval by the Office of Human Research Protection (OHRP).
Year in Review
Students Engaged at Allen College

Organizations & Activities Available
- Student Ambassador Program
- Allen Chorus
- Pi Kappa Chapter of Sigma Theta Tau International
- Allen College Student Nurse Association (ASNA)
- Associate of Science in Radiography Organization (ASRO)
- Love Your Melon Crew
- The Heart of a Leader

Allen Chorus
34 Members
The Allen College Chorus is in its seventh year and had the highest number of participants since its inception. Members include students, Allen employees, board members and friends of Allen.

The chorus held their annual holiday concert in December and a spring concert entitled Everybody Rejoice.

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

Pi Kappa Chapter of Sigma Theta Tau International
124 active members
581 inductees (27 in 2016)
- Officially chartered as the Pi Kappa Chapter of the Honor Society of Nursing, Sigma Theta Tau International (STTI) in 2000.
- The vision is to create a global community of nurses who lead in using nursing knowledge, scholarship, service and learning to improve the health of the world’s people.
- There have been 18 induction ceremonies, inducting students, alumni, community leaders, and faculty members.
- The chapter awarded two $500 scholarships to nursing students at Allen College in 2015-2016—one to an undergraduate (BSN) student and one to a graduate (MSN or DNP) student.
- Activities:
  - Hosted a coffee shop for students during finals week.
  - Offered continuing education events for the nurses in the surrounding community.
  - Participated in service opportunities.
  - Provided scholarships to Allen College students who travel abroad to work with underserved populations.

Student Ambassador Program
49 Allen College students participated
30 events
The select group of undergraduate students in the ambassador program participated in 30 events in 2015-2016, including
- campus visit days (prospective students and their families),
- alumni activities, and
- community activities.
Occupational Therapy students visit Des Moines

The Allen College Master of Science in Occupational Therapy faculty and students participated in a Capitol Hill Day in Des Moines in March. Below is an excerpt from the Iowa Occupational Therapy Association March 2016 newsletter that describes the event:

On March 1, 45 OT, COTA’s, OT students, and OTA students embarked on the Capitol in Des Moines for a time to learn, advocate, and network with our legislators and other colleagues. The day was spent learning from our lobbyist, Therese Harms, on the extensive process it takes for an idea to become a bill, to meeting firsthand with legislators from each individual’s district. Many OT participants were able to get on the Senate as well as House of Representative’s floors to meet their legislators. Allen College OT students, as well as Kirkwood Community College OTA students, were highly engaged and represented the profession of OT and our lobbying issues extremely well. The two main issues our OT profession focused on was inclusion of OT’s in the Rural Loan Repayment Program as well as access to OT in all three managed care organizations that will be taking over the Medicaid program April 1. With the extreme shortage of OTs in rural Iowa, with 10 counties not even having one OT, I do believe a few legislators’ eyes were opened and our message will grow and be heard. Inclusion of OT for habilitation as well as rehabilitation for our Medicaid population has been a hard and tenuous process. Submitted by Leanne O’Brien, IOTA President.

Nursing students members of the Iowa Campus Compact (IACC) Civic Ambassadors Network

Kara Bolte and Clair Wadding, students in the Bachelor of Science in Nursing program, were selected to represent Allen College as members of the Iowa Campus Compact (IACC) Civic Ambassadors Network. This network provided them with the opportunity to lead social change on the Allen College campus and in the local community.

IACC convened a team of 20 students representing 12 colleges from across the state and provided them with additional leadership experience to move beyond their campus and make a powerful statewide impact.

As part of their experience, they led an Allen College campus service project during the 2016 spring semester.

ASR students receive award for poster presentation

The 25th Annual Student Educator Seminar was held in Iowa City in April.

Allen College Associate of Science in Radiography (ASR) Level 2 students prepared and entered their scientific posters into competition against other students’ posters from Iowa, Illinois and Minnesota.

Shana Boji and Carly Hoffman, Allen College ASR students, received second place for their poster “Melorheostosis.”

Allen College Medical Laboratory Science Students Recognized

Three Allen College Medical Laboratory Science (MLS) Program students—Felicia Hoerner, Kari Nevermann, and Jorge Rivera—were selected for the American Society for Clinical Pathology (ASCP) National Student Honor Award that recognizes future leaders in the laboratory profession. Students who earn this award must have a minimum GPA of 3.3 on a 4.0 scale and must demonstrate leadership and community service activities.
Year in Review
Students Engaged at Allen College

Allen College Love Your Melon Crew
Love Your Melon was originally founded in 2012, by two men at University of St. Paul in Minnesota who were on a mission to improve the lives of children battling cancer. Initially, the goal was to provide a hat to every child suffering from cancer or other life threatening diseases. In 2014, Love Your Melon began the Campus Crew Program. Currently, there are over 740 different campus crews across the country which have over 11,000 students involved each semester.

After achieving the original goal of donating 45,000 hats to children undergoing cancer treatment, Love Your Melon set a new goal of donating one million dollars to pediatric cancer research and providing immediate support to these children and their families. In 2015, Love Your Melon achieved this goal and through the Campus Crew Program, personally donated 51,264 hats at 705 donation events in 46 states. Currently, every piece of apparel purchased either allows a child battling cancer to receive a hat to keep their melon warm or 50% of the proceeds are donated to the Love Your Melon Partners, Cure Search and Pinky Swear Foundation for cancer research.

In February 2016, Service Honors student, Beth Courtney, worked with her peers to bring Love Your Melon to the Allen College campus! Over 20 students have joined together and created a crew that enjoyed being involved in community-wide activities and projects during the spring semester, such as Kidabaloo, Blackhawk County Relay for Life, and bake sales in the Allen Hospital Cafeteria to raise funds for Love Your Melon.

The Allen College Love Your Melon Crew also had the opportunity to participate in National Superhero Day where local community businesses donated their time and resources to provide a Mickey Mouse themed private pool day for a child who is wheelchair bound and non-verbal.

Within the first two months of creating the Allen College Love Your Melon Crew, the group has sold over 200 hats and has donated more than 10 hats to children and families in the Cedar Valley.

The Heart of a Leader
Allen College understands the importance of developing student leaders and has provided financial support to offer a special two-day leadership training for students. Students who are interested in participating in the leadership class are recommended by faculty and staff or can sign up. A maximum of 16 students is allowed to participate in the class.

The second “Heart of a Leader” (Heart) training was held at Allen College on May 25 and 26. Nine students participated in this two-day experience which is described by Ryan Penneau, Heart facilitator, as “highly experiential and developed for maximum learning to life application. Students will not only learn how to be a confident leader or team, they will practice being one.”

The May Heart graduates are already making a difference on campus where they will engage all students in activities during the back to school lunch in the fall 2016. Allen College will continue to reach out to these students so they have the opportunity to demonstrate their confidence and leadership abilities.

Allen College Annual Report 15 2015-2016 Year in Review
Allen Student Nurses Association (ASNA)

**Fall Semester**
- Officers met to discuss expectations for the upcoming year, set goals, and brainstorm ideas for activities, volunteer projects, and charitable opportunities.
- Held the annual apparel sale.
- Collaborated with Pi Kappa to make fleece blankets for the Salvation Army blanket/coat drive.
- Sponsored two families through the Lowell Elementary holiday “Adopt-a-Family” program. ASNA was able to provide gifts and supplies to two large families with 5-6 family members.
- Purchased and donated gifts for donation to children who are patients at the Child Protection Center.
- Participated at the STEM (Science, Technology, Engineering, and Math) Festival in Waterloo. STEM promotes these fields and provides education to children through a variety of sources. ASNA students demonstrated nursing skills and provided children opportunities to use the equipment and become “nurses.”

**Spring Semester**
- Bought bottled water and volunteered providing that water at a water station during the Relay for Life event.
- Developed a Facebook group for used book exchange/buy back amongst students.
- Coordinated a clothing drive for the Salvation Army.
- New officers were elected for the next academic year.

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

**On Campus Service**
- Encouraged healthy lifestyles and the importance of exercise and stress relief by offering a Fusion Dance Fitness event for AC students following a monthly ASNA committee meeting.

Allen Student Radiography Organization (ASRO)

ASRO set a goal in 2015-2016 to provide community service opportunities for the Associate of Science in Radiography (ASR) students and the following activities were completed.

September: Nineteen ASRO members completed the highway cleanup service project along a two mile stretch of road on highway 63 in Waterloo. The ASRO has adopted this stretch of highway and cleans it twice a year.

September: ASRO officers designed t-shirts to be sold as a fundraiser.

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


February: ASRO sold t-shirts for a fundraiser.

March: Fourteen ASR students attended and participated in the Special Olympics Northeast Iowa Spring Games event at the University of Northern Iowa (UNI) providing 106 community service hours on this day.

April: ASRO students sold t-shirts at the Student/Educator’s seminar. Proceeds from the t-shirt sales went to the Special Olympics.
Year in Review
Community Service & Service Learning

Anne Christensen Doyle CELL

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

Value of Community Service and Service-Learning

Faculty/Staff—$143,770
Increased from $152,648 in 2014-2015

Students—$127,309
Increased from $150,216 in 2014-2015

Community Service Projects

- Community Service Days
  - Salvation Army
  - House of Hope
  - Northeast Iowa Food Bank
  - St. Vincent DePaul
- Waterloo Rotary Reserve Shoebox Project
  - Provided supplies for children of Nicaragua
- Allen College Students/Faculty and Staff Blood Drives
- Partnered with the University of Northern Iowa’s student health center to provide flu shots to UNI faculty and students
- Assisted with flu shot clinics at Allen Hospital
- Assisted with biometric screenings for Allen Hospital employees
- Offered blood pressure screenings during the Hawkeye Farm Show

Student Organization Activities

- Made fleece blankets for the Salvation Army
- Promoted Allen College and nursing sciences at the STEM festival
- Highway clean up
- Assisted with the Special Olympics
- Participated in Merit Badge College for the Boy Scouts
- Hosted a Halloween party for the Head Start program
- Provided gifts and supplies to a family during the holiday season
- Assisted at the ACE-SAP Clinic
Year in Review
Community Service & Service Learning

Course-Related Community Service Projects

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

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

♦ Allen College Engagement-Salvation Army Partnership (ACE-SAP) Free Clinic
- Established in fall of 2008 as a partnership with the local Salvation Army to provide free healthcare for the underserved.
- Unique in that it has a preventive care focus emphasizing full health histories, head-to-toe exams, free cholesterol and glucose screening, education, and referral for other services as necessary.
- The clinic also offers psychiatric care via psychiatric nurse practitioner students in collaboration with Black Hawk-Grundy Mental Health Center and secondary prevention through provision of medications, monitoring supplies, periodic lab fairs, and diabetic foot care.
- The clinic is coordinated by licensed faculty and staffed by nurse practitioner students providing service-learning experiences. Undergraduate nursing and medical lab science students and graduate level occupational therapy students also provide healthcare at the clinic.
- Nurse practitioner students staff the clinic as part of their required service-learning and are supervised by licensed faculty.
- During the 2015-2016 academic year over $102,000 of care was provided to 624 patients in the clinic. Demographics show that less than 4% of patients seen during a student’s regular clinical rotation are uninsured and 23% have Medicaid insurance (and met poverty guidelines), while 40% of patients at the clinic have no insurance with 98% meeting poverty guidelines. Forty eight percent of patients seen were from minority background.
- Student responses to pre- and post-service surveys show a significant increase in intent to volunteer in their community, increased cultural competence, and increased knowledge of healthcare issues and barriers of the underserved.

Service-Learning Honors Program
The CELL honors program in the upper division BSN program focuses on service-learning. Selection of honors students may be competitive with a maximum of 20% of each cohort of upper division students participating. Students complete a service-based community project during their final three semesters of the upper division pre-licensure BSN program as they complete the honors program.

Nine new students entered the honors program in 2015-2016.
Six honors students graduated in May 2016. For their projects, these graduates partnered with:
- Iowa Campus Compact,
- Nashua-Plainfield Elementary School,
- Turkey Valley girls track team,
- Charles City Parks and Recreation Department and
- the JOB Foundation.
Service-Learning In Action

♦ Service Learning Among Vulnerable Populations: Denver
In May, nine Allen College BSN students, accompanied by Allen College faculty members, Shari Cary and Dr. Jacki Jaspers, traveled to Denver, Colorado to engage in community service activities and immerse themselves in an urban culture.

The students
• interacted with and took blood pressure for homeless clients, helped at the sock and foot clinic and prepared and served meals at the St. Paul’s Lutheran Church Street Reach soup kitchen;
• prepared and served dinner and breakfast at the Denver Rescue Mission;
• engaged in a poverty simulation at DenUm (Denver Urban Ministries);
• spoke with a former homeless man;
• lead group activities related to the State of Iowa with clients at the Rocky Mountain MS Center;
• visited the 16th Street Mall;
• stocked food at the Metro Caring food bank;
• learned more about the legalization of marijuana in the state of Colorado and
• engaged in some recreational activities including the Denver Zoo, a Colorado Rockies game and St. Mary’s Glacier.

♦ Allen College Students Provide Care in Dominican Republic
In May, 11 Allen College students, accompanied by Allen College faculty members Gale Carlson and Dr. Jackie Meyer, traveled to the Dominican Republic (DR) to perform service work. (The Dominican Republic in the West Indies occupies the eastern two-thirds of the island of Hispaniola, which it shares with Haiti and has a population of almost nine million citizens.) The students were enrolled in a three credit nursing elective course “Service Learning Among Vulnerable Populations.”

The students
• spent two days in a Women's and Children's hospital in Santo Domingo, in neonatal, triage, surgery, and labor/delivery areas;
• worked with Dominican physicians to facilitate community clinics on three separate days (one in a rice factory in Pimentel and two at the Guanin Center) and
• raised funds and collected donated items (over 20 suitcases of supplies) prior to the trip using the donated funds primarily to purchase medications in the DR for use at the clinics.

Students gained invaluable experience as they were immersed in the culture of the Dominican Republic and participated in activities grounded in the community.
Allen Service-Learning Programs Connect Coursework to Community

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

AC:315 partnered with Junior Achievement to teach the Junior Achievement curriculum exposing students to business skills and career development at the following schools in the Waterloo Community School district.

- Blessed Maria Assunta Pallotta Middle School
- Burger Middle School
- Central Middle School
- George Washington Carver Academy
- Hoover Middle School
- Irving Elementary
- Lincoln Elementary
- Lowell Elementary
- Walter Cunningham School for Excellence

Students participated in the Reading Buddy Program at Walter Cunningham School for Excellence working with elementary students having difficulty reading or with other learning activities in the classroom.

The AC 315 class of fall 2015 and spring 2016 continued the partnership with George Washington Carver Academy to collect Hy-Vee receipts. The total count of receipts added up to $88,877. The Carver Academy will receive a check from Hy-Vee based on a percentage of the collected receipts to buy school supplies as rewards for the students who demonstrate academic achievement and good character behaviors.

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

<table>
<thead>
<tr>
<th></th>
<th>Hours</th>
<th>Value of Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>6,233</td>
<td>$87,262</td>
</tr>
<tr>
<td>Faculty</td>
<td>733</td>
<td>$28,660</td>
</tr>
<tr>
<td>Clients Impacted</td>
<td>6,966</td>
<td></td>
</tr>
</tbody>
</table>

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

Community Benefit Hours for Allen College

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

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

2015: $325,343  
2014: $260,183
Summer Nurse Camp

40 high school students enrolled in 2015
38 graduated in 2015

Dr. Doreen Mingo coordinated Allen College’s summer nurse camps. In the summer of 2016 Allen College started its fifth nurse camp enrolling 40 high school students from 9th through 12th grades. Nurse camp is a six-week summer session that introduces a diverse group of local high school students to healthcare careers. This camp is one of Allen College’s pipeline programs to reach high schools and interest them in nursing and allied health care careers.

The camp involves
- classroom participation,
- observation and hands-on experiences (i.e. putting on scrubs and go through surgery and sterile processing),
- tours of every unit of Allen Hospital and other healthcare facilities learning what directors, nurse managers, and staff do and why they do what they do; and
- sessions with Allen College experts in admissions, financial aid, education where students learn about academic preparation, admissions, financial aid and paying for college with scholarships, grants, loans, part-time work, and how their investment in a college education has a tremendous financial return.

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

The first three nurse camps were funded by grants from the Federal Health Resources and Services Administration. The 2015 camp was funded in part by a Telligen Community Initiative Award. The 2016 Summer Nurse Camp was funded by Allen College.

Continuing Education

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

424 CEU Programs
351 programs in 2014-2015

4,018 Participants
3,090 participants in 2014-2015
2016 Alumni Hall of Fame Inductees

The Allen College Distinguished Alumni Hall of Fame is a prestigious honor reserved for those that are committed to making significant contributions to not only Allen College, but to the healthcare profession, education, and to their communities.

Allen College is honored to induct alumna Connie Miller from the Class of 1966 and longtime Allen College faculty member Mavis TeSlaa, Assistant Professor Emerita, posthumously.

For a complete list of Distinguished Alumni Hall of Fame Inductees or to nominate someone, visit www.allencollege.edu/alumni-hall-of-fame.

A Year in Review—2015-2016

A variety of events, reunions and fundraisers were offered from the Allen College Student Life/Alumni Affairs program.

- Graduation celebrations for the graduates
- Fundraisers: annual craft and bake sale, Donate to Educate and annual plant sale
- Coordinated alumni and friends group excursions to performances at the Gallagher-Bluedorn Performing Arts center and at the Civic Center of Des Moines
- Alumni reunion
- Alumni travel program

Total Alumni—4,353 total graduates from Allen programs. Graduates were counted only once even if they received more than one degree from Allen.

Alumni Association Advisory Board Members

- Catherine Boesen ’90 & ’14
- Craig Bus Kohl ’01
- Deb Caughron ’76
- Dana Clasen ’95
- Janice Fitkin ’75
- Christa Glaser ’12
- Jacki Jaspers ’94 & ’08
- Brittney Jungren ’12
- Deb Lodge ’04 & ’10
- Kim Lodge ’88 & ’04
- Dr. Lisa Maher ’06
- Cristina Ortiz ’95, ’12
- Abbie Schrader ’05 & ’09
- Dana Wedeking ’80, ’06, ’10
- Dr. Anna Weepie ’97
- Dr. Jerry Durham, Chancellor, Allen College
- Allison Jensen, Alumni Affairs Coordinator
- Denise Hanson, Director of Business & Administrative Services, Allen College
- Dr. Joanna Ramsden-Meier, Dean of Student Services, Allen College
- Dr. Jared Seliger, Associate Chancellor and Health Sciences Faculty Representative, Allen College
- Dee Vandeveentger, Chief Development Officer, UnityPoint Health – Allen Foundation

Alumni Travel Program

Canadian Rockies
May 28-June 5

Alumni, donors and friends enjoyed scenic guided tours through Vancouver, Jasper, Lake Louise, Banff and Calgary.

6th Annual Donate to Educate
March 3

More than $14,000 was raised for Allen College student scholarships featuring dollhouses crafted by former Allen Hospital CEO, Larry Pugh. (pictured with his wife Virginia)
**Year in Review**

**Financial**

**REVENUE:**

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition &amp; Fees</td>
<td>$9,654,073</td>
<td>$9,064,989</td>
</tr>
<tr>
<td>Grant Revenue</td>
<td>28,739</td>
<td>203,027</td>
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<tr>
<td>Other</td>
<td>32,210</td>
<td>41,008</td>
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<tr>
<td>Contributions</td>
<td>406,388</td>
<td>406,522</td>
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<tr>
<td>Interest</td>
<td>427</td>
<td>211</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$10,121,838</strong></td>
<td><strong>$9,715,757</strong></td>
</tr>
</tbody>
</table>

- College Pass Through Reimbursement (per 2014 Medicare Cost Report): $249,054
- Hospital Contribution: $1,000,369
- **Total Support** $11,371,261

**EXPENSES:**

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
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<tbody>
<tr>
<td>Salaries &amp; Wages</td>
<td>$5,382,502</td>
<td>$4,956,040</td>
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<tr>
<td>Employee Benefits</td>
<td>1,273,528</td>
<td>1,212,356</td>
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<td>Purchased Services</td>
<td>417,776</td>
<td>367,530</td>
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<tr>
<td>Supplies</td>
<td>245,897</td>
<td>241,923</td>
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<tr>
<td>Meetings &amp; Travel</td>
<td>126,073</td>
<td>99,997</td>
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<tr>
<td>Alumni Hall Utilities</td>
<td>2,915</td>
<td>5,338</td>
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<tr>
<td>Recruiting &amp; School</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Functions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dues/Books/</td>
<td></td>
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</tr>
<tr>
<td>Subscriptions</td>
<td>299,867</td>
<td>289,849</td>
</tr>
<tr>
<td>Other</td>
<td>39,922</td>
<td>8,435</td>
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<tr>
<td>Federal Matches</td>
<td>7,131</td>
<td>33,648</td>
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<tr>
<td>Scholarships Awarded</td>
<td>522,032</td>
<td>632,594</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$8,461,532</strong></td>
<td><strong>$8,065,939</strong></td>
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</tbody>
</table>

- Overhead Direct: $1,958,090
- Indirect: $951,639

(per 2014 Medicare Cost Report)

**Total Expenses** $11,371,261

- **Other on the pie-chart=meeting & travel, Alumni Hall utilities, federal matches, and other.**

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Allen College Annual Report 23 2015-2016 Year in Review
Foundation Grants
- $16,983 from the Cedar Valley United Way for the ACE-SAP Free Clinic.
- $4,167 from the Iowa-Nebraska Primary Care Association for the ACE-SAP Free Clinic.
- $13,000 from the Community Foundation of Northeast Iowa for the Allen College Rehabilitation Sciences Building

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

New Grant Coordinator for Allen College
Brandon Schipper was hired as a grant coordinator at Allen College with his primary responsibilities to include preparation of proposals and grant applications to federal, state, corporate, and private foundations in support of Allen College programs and priorities. Brandon holds a master’s degree in industrial-organizational psychology from UNI.
Allen College Scholarships & Awards

<table>
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<tr>
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<tbody>
<tr>
<td>Total Awarded</td>
<td>$590,000+</td>
<td>$493,000+</td>
</tr>
<tr>
<td>Donor Scholarships</td>
<td>$244,490</td>
<td>$231,250</td>
</tr>
<tr>
<td></td>
<td>From 121+ donors</td>
<td>From 115+ donors</td>
</tr>
<tr>
<td>Chancellor Scholarships</td>
<td>$345,590</td>
<td>$212,300</td>
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</table>

Allen College is also a Dollars for Scholars matching partner in which the College will award a match scholarship up to $1,000 per student for a maximum total awards match of $10,000. Allen College matched $4,250 in Dollars for Scholars awards in 2015-2016.
Financial aid provides funds to students who otherwise would be unable to pursue a college education. There are many sources of financial aid such as federal and state governments, institutional resources, and various hometown agencies and organizations. Students who officially apply for financial assistance are considered for institutional, state and federal aid programs. Financial assistance comes in several types such as grants, scholarships, loans, and workstudy funds.

Total Aid $9,947,998
Compared to $9,446,817 for 2014-2015
(by source of aid)

- Federal Aid, 71%
- Outside/Misc Aid, 11%
- State Aid, 10%
- Allen Institutional Aid, 8%

618 students received financial assistance

2,127 grants and scholarships awarded to students
(28% of aid was in the form of grants and scholarships)

985 student loans were generated
(72% of aid was in the form of loans)

$21,759 average debt for Allen College—undergraduate students
$30,285 average debt for all colleges attended—undergraduate students
Allen College Board of Trustees

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

Rev. Dr. Steve Ullestad, NE Iowa Synod, Board Chair
Dr. (h.c.) JoAn Headington, Alumna, Class of 1966, Board Secretary/Treasurer
Dr. Linda Allen, Hawkeye Community College
Dr. Darrel Colson, Wartburg College
Dr. Jeffrey Crandall, UnityPoint Health
Pamela Delagardelle, President & CEO, UnityPoint Health – Allen Hospital
Dr. Jerry Durham, Chancellor, Ex-Officio
Dr. Joel Haack, University of Northern Iowa
Beth Hansen, Swisher & Cohrt, P.L.C., Ex-Officio (Beginning January 2016)
Dr. Beverly Smith, Waterloo Community Schools
Jean Trainor, Veridian Credit Union, Ex-Officio (through December 2015)
Dr. Edith Waldstein, Wartburg College

College Administration

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

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