I am pleased to share the 2018-2019 Allen College Annual Report. This annual report showcases examples of the commitment of our dedicated and accomplished leaders, faculty/staff and our students in achieving our mission of education, diversity, service, scholarship and lifelong learning.

Throughout 2019, Allen College is engaging in a comprehensive strategic planning process that will serve as the College’s roadmap for 2020-2024. Allen College is on a five year cycle of developing and navigating through strategic plans.

The current plan entitled “Honoring our Legacy, Building our Future” was developed in 2014 and has guided us to tremendous outcomes over the last five years.

- We have prepared outstanding healthcare practitioners as evident by our enrollment, graduation and certification pass rate scores.
- We have developed academic programs of excellence responsive to the needs of Iowa and the nation by opening the Master of Science in Occupational Therapy program and developing the soon-to-be open Doctor of Physical Therapy Program.
- We have promoted a commitment to lives of service for all members of the Allen College community by strengthening our involvement in the community through service learning.

Even though Allen College has demonstrated sustained success, our institution must continually evolve to remain a thriving, sustainable entity. Our 2020-2024 strategic plan will be the culmination of a year-long process that included input from all members of the campus community.

As President, my primary responsibility is to lead the campus so we all are delivering the outcomes necessary to ensure our continued growth and success. While it certainly can be challenging, our success is completely obtainable due to the great team we have assembled at Allen College.

Allen College is so fortunate to be blessed with team members who are completely dedicated to fulfilling the mission of our institution. Being surrounded by such a great team will ensure that Allen College will continue to be a pillar of health sciences and nursing education.

We continue to monitor and document our successes in achieving the five key goals of our 2015-2019 Strategic Plan, including several that are highlighted in this report.

I would like to thank the faculty, students, staff, alumni, parents, donors and friends for their ongoing commitment and their dedication to and support of the values that have made Allen College what it is today. Thank you to those who care deeply about Allen College and are committed to our continuing success.
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), 655 K Street NW, Suite 750, Washington, DC 20001, (202) 887-6791 (Bachelor of Science in Nursing, Master of Science in Nursing, Doctor of Nursing Practice Programs and Post-Graduate APRN Certificate)

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)

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

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)

Campus Security
Crime and fire safety statistics are available on the Allen College website at www.allencollege.edu.

Allen College utilizes an emergency notification system, which gives the College an easy, immediate and consistent way to reach our campus community (students, faculty, and staff) in the event of an emergency.
2018-2019

Academic Programs:
• Associate of Science in Radiography (ASR)
• Bachelor of Health Sciences (BHS)
  • Diagnostic Medical Sonography* (DMS)
  • Medical Imaging* (MI) | CT or MRI Tracks
  • Medical Laboratory Sciences (MLS)
  • Public Health (includes population health minor)
  * (PH)
  *Includes certificate option
• Bachelor of Science in Nursing (BSN)
  • Pre-licensure Tracks
    • 5-semester, traditional
    • 15-month accelerated option (summer start)
    • 15-month accelerated hybrid 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
  • Leadership in Health Information Technology
• Nurse Practitioner Tracks:
  • Family
  • Acute Care Pediatric
  • Adult-Gerontology Acute Care
  • Family Psychiatric Mental Health
• Master of Science in Occupational Therapy (MS in OT)
• Doctor of Nursing Practice (DNP)
  • BSN to DNP
  • Post Graduate DNP
• Doctor of Education in Health Professions Education (EdD-HPE)

Faculty: 42 full-time, 16 part-time

Fall 2018 Enrollment: 661
  • ASR: 26
  • DMS: 16
  • MLS: 14
  • MI: 4
  • PH: 3
  • MS in OT: 64
  • BSN: 274
  • MSN: 238
  • DNP: 8
  • EdD: 10

Degrees Conferred:
  Summer 2018: 40
  Fall 2018: 104
  Spring 2019: 128

Graduate Certification/Licensure Pass Rates-2018:
  • ASR: 100%
  • DMS SPI: 100%
  • DMS ABD: 100%
  • DMS OB/GYN: 75%
  • MLS: 89%
  • MS in OT: 100%
  • BSN: 99%
  • MSN: 86%

Living Alumni: 4,889
(This represents the total living alumni. Graduates were counted only once even if they received more than one degree from Allen College.)
Fast Facts
Our Students

Enrollment Trends
Official counts calculated in fall semester.

Allen College Enrollment

<table>
<thead>
<tr>
<th>Year</th>
<th>Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>620</td>
</tr>
<tr>
<td>2017</td>
<td>622</td>
</tr>
<tr>
<td>2018</td>
<td>661</td>
</tr>
</tbody>
</table>

Enrollment grew slightly greater than 6% last year.

Undergraduate vs. Graduate

- Graduate: 48% (320)
- Undergraduate: 52% (341)

Graduate programs have seen a 112% enrollment growth since 2010.

Schools

- School of Nursing: 79% (529)
- School of Health Sciences: 21% (141)

The School of Health Sciences has seen a 188% enrollment growth since 2010.
Fast Facts
Our Students

Demographics

90% Women (595)
10% Men (66)

7.7% (51) Minority
Includes 4 international students

Average Ages
• Undergraduate—24
• Graduate—33

68% From Northeast Iowa
92% From Iowa
Prepare outstanding healthcare practitioners
Our Students

Pass Rates for Certification/Licensures

<table>
<thead>
<tr>
<th>Certification (ASR)</th>
<th>Certification SPI (DMS)</th>
<th>Certification ABD (DMS)</th>
<th>Certification OB/GYN (DMS)</th>
<th>Certification (MLS)</th>
<th>Certification (MS in OT)</th>
<th>NCLEX (BSN)</th>
<th>Certification (MSN)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>91%</td>
<td>100%</td>
<td>98%</td>
<td>88%</td>
</tr>
<tr>
<td>2018 Nat'l Avg</td>
<td>89%</td>
<td>65%</td>
<td>77%</td>
<td>74%</td>
<td>*</td>
<td>88%</td>
<td>*</td>
</tr>
<tr>
<td>2018</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>75%</td>
<td>89%</td>
<td>100%</td>
<td>99%</td>
</tr>
</tbody>
</table>

*Data not available.

True to the mission of preparing exceptional healthcare professionals through educational programs of excellence, Allen College graduates continue to meet or exceed the state and national average pass rates.
Allen Student Occupational Therapy Association (SOTA)

- All OT students continue to be active members of their state and national organizations. The program received Golden Membership recognition from the American Occupational Therapy Association the last three years for consistent participation of the OT students.
- Students collected donations for children in Nicaragua, the local National Alliance for the Mental Ill (NAMI) office, the Allen Student Nurse Association (ASNA) clothing drive and purchased adaptive gaming equipment for children in Iowa City.
- Students volunteered at the Special Olympics, Up with Families, a state assistive technology convention, the Steve Husome’s Adaptive Golf Clinic, the Humane Society and the Boys and Girls Club.
- In April the students worked at a fundraiser for the Steve Husome Organization and donated $400 to the fund.
- Students participated in the Pink Ribbon Walk and the Stars and Stripes.
- Student research projects, supported by the OT faculty, were accepted for presentation at the state and national conferences.
- All four terminal project posters completed by the 2nd year students were accepted for presentation at the Iowa State OT conference.
- Three of the students’ terminal projects were accepted for presentation at the National OT Conference in New Orleans.

SOTA created an Instagram account this summer to advocate for the OT profession.
- Students spent time at the Northeast Iowa Foodbank and helped cook and serve pancakes for the New Aldaya Pancake Breakfast.
- Raised funds to purchase adaptive gaming devices for the Children’s Hospital in Iowa City.
- Arranged for Rehab Visions to present a Lunch and Learn for OT students who are focused on building skills to work in a rural context.

Allen Student Radiography Organization (ASRO)

- Participated in highway clean up during fall and spring semesters as part of the Adopt-A-Highway program.
- Designed and sold t-shirts at clinical sites and at the 2-day Student/Educator Seminar in Iowa City. The proceeds went towards an ASR Level 2 student scholarship.
- Delivered baked goods to the local fire stations, Boys and Girls Club and the Allen Radiology department.
Allen Student Nurses Association (ASNA)

**Activities**
- Monthly meetings during fall and spring semesters.
- Volunteered weekly at the Northeast Iowa Foodbank.
- The officers managed the Medical Trade/Buy/Sell Facebook page to help students sell or trade their books, equipment or scrubs to other Allen College students.
- Fundraising apparel sale.
- Decorated Allen College at Christmas.
- Had a booth at a student luncheon.

**Service/Community/Philanthropy**
- Salvation Army coat/supply drive.
- Alzheimer’s Walk in September.
- Highway cleanup.
- Donated $365 to a dance marathon.
- Made blankets with Pi Kappa for the Salvation Army and House of Hope.
- Adopt a Family program at Lowell Elementary (adopted 4 families).
- Adopt a Veteran program: donated $100 plus outside donations.
- Made 20 homemade Valentine’s Day cards for NorthCrest Nursing Home residents.
- Baked cookies and delivered to police and firefighters in the Cedar Valley.
- Participated and donated $350 to the Out of the Darkness Walk.
- Operated an educational booth on April 15 for the Donate for Life Month (helped people sign up to be donors).
- Donated $350 for a professional development speaker on April 26.
- Donated $50 for a Service Honors project.

Pi Kappa Chapter of Sigma Theta Tau International (STTI) (Nursing Honor Society) | Chartered 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.
- Three BSN and 21 MSN students were inducted in fall of 2018.
- The chapter **awarded two $500 scholarships** to one undergraduate and one graduate nursing student at Allen College in 2018-2019.
- The chapter hosted a variety of activities in 2018-2019, including a coffee shop for students during finals week, continuing education events for nurses in the surrounding community and service opportunities such as Shop AmazonSmile, Cedar Valley Heart Walk, donating to Future Global Initiatives, along with ASNA made blankets and care packages for the Salvation Army and donated to House of Hope.
- **Recognized for the STTI President’s Call to Action to Catalyze and Collaborate this year.**
Allen College is helping fill the need for acute pediatric care with a master’s degree and post-graduate certificate for Acute Care Pediatric Nurse Practitioner (ACPNP), beginning in 2019-20.

ACPNPs diagnose and treat acutely, critically and/or chronically ill children, from newborn to age 21. They counsel and care for children, coordinate interdisciplinary care and referrals and assist children and their families through treatment milestones and difficult life-cycle moments.

An ACPNP may work in a variety of clinical settings: hospitals, pediatric intensive care units, pediatric emergency departments and subspecialty clinics.

Development of Allen College’s ACPNP track followed a 2017 recommendation by the Iowa Board of Nursing, which encouraged Allen College to implement post-graduate certificates in acute care tracks. These certifications prepare nurse practitioners to better meet healthcare needs in the clinical settings where they practice.

The American Association of Critical-Care Nurses has noted that acute care nurse practitioners are needed primarily for pediatric and adult-gerontology patients.

With the addition of the acute pediatric care track, Allen College can fully prepare its nurse practitioner graduates to meet a broad spectrum of healthcare needs. This is especially important as current trends in healthcare delivery are affecting patient care.

Dr. Kendra Williams-Perez, Dean of the School of Nursing, explains with a real-world example:

“We have adult-gerontology acute care nurse practitioners who may be hired in emergency departments, but they’re not prepared to see children. If they’re working in a rural setting, that means two providers must be on hand,” she said. And that can be difficult in small, rural clinical settings.

Dr. Williams-Perez also stated the college expects some adult-gerontology acute care nurse practitioners to come back for a second certification in acute pediatric care, so they can meet the healthcare needs of both patient populations.

“Allen College is poised to meet healthcare delivery needs in the Cedar Valley, as well as the region, in this additional arena of delivery,” Dr. Williams-Perez said.

The Iowa Board of Nursing approved the ACPNP track at its January 2019 meeting, and Allen College named Dr. April Schmitz as lead faculty for the track.

Dr. Schmitz also works as an ACPNP in pediatric intensive care at the University of Iowa Stead Family Children’s Hospital. She earned her doctorate of nursing practice at the University of Iowa and her ACPNP master’s at Rush University.

ACPNP track details:
- Begins 2019-20 academic year.
- Graduates earn a Master of Science in Nursing degree or a post-graduate certification.
- Individualized plan of study.
- Graduates are prepared for certification with Pediatric Nursing Certification Board.

First Cohort of Students Begin Medical Imaging (CT & MRI) Program
- This program offers a Bachelor of Health Sciences degree or certificate options in Computed Tomography (CT) and Magnetic Resonance Imaging (MRI). The first cohort of four BHS-MI students started in fall of 2018 and graduated in August 2019.

Doctor of Physical Therapy Program
- Two additional faculty started in the fall of 2019 and will assist with course development. This brings the total faculty for the program to five.
- The program is pursuing a site visit by the Commission on Accreditation in Physical Therapy Education (CAPTE) in January 2020.
- If approved by CAPTE, the first cohort of students will begin in 2020.
- Renovations are being made to unoccupied space at UnityPoint Health – Allen Hospital, which will be used for classrooms and offices.

Two Health Sciences Programs Close: NMT & DH
Due to low enrollments, Allen College made the decision to suspend admissions to the Dental Hygiene (DH) and Nuclear Medicine Technology (NMT) programs in 2018. The results of data regarding workforce needs and student interest showed low need and low interest. The decision was made to discontinue both programs.
Recruit & retain highly qualified students

Our Students

8th Annual Summer Nurse and Health Careers Camp
28 high school students participated in 2019

Dr. Doreen Mingo coordinated Allen College’s six-week summer nurse camp, which ran from June 10—July 19, 2019.

The camp introduced students from 9th through 12th grade to opportunities for nursing and health sciences careers, which may encourage and provide a pathway for potential students to consider a program at Allen College.

Students were able to practice giving injections, bandaging wounds, looking at blood cells under microscopes, learning how to test human specimens, viewing ultrasound and radiologic images, recuperation techniques to aid in activities of daily living, what a public health campaign is, and how it works to improve health outcomes.

Professionals from various careers in the healthcare setting presented to the group Mondays through Thursdays and on Fridays the group visited various local healthcare facilities. The students toured every department at Allen Hospital to learn how all kinds of health care professionals work together for the best outcome for patients and families.

Additionally, the campers worked on their math and science skills, learned about applying and paying for college, etc.

To date, the Allen College camp has enrolled 291 students.

“Increasing passion for nursing and healthcare and bringing pipeline programs to the community are considered some of my greatest achievements while at Allen College," says Dr. Mingo, who is leaving the college after the summer semester to pursue an exciting new journey.

Thank you to Dr. Doreen Mingo for her coordination and leadership of the camp.

“A Day in the Life”

A Day in the Life is a campus visit experience directed toward high school students exploring healthcare career paths.

Nursing, radiography, diagnostic medical sonography, medical laboratory science, public health and occupational therapy are featured as a part of the visit. Respective faculty and current students guide hands-on activities for a first-hand look into a variety healthcare careers.

In the 2018-2019 academic year, the Admissions office hosted more than 300 students. Moving forward into the 2019-2020 academic year, the Admissions office will continue efforts to reach both middle school and high school students and exploring ways to offer this visit opportunity to college students.
Allen College was led by 88 members of faculty and staff

30 Staff
27 full-time, 3 part-time

58 Faculty
42 full-time, 16 part-time
(Includes president & provost)

59% Faculty Doctorally Prepared

90% Women

10% Ethnic Minority

Recruit & retain highly qualified faculty/staff
Our Leaders, Faculty & Staff
Awards/Honors and Research/Publications

Suzanne Bellinger presented at the Trends in Trauma conference speaking on Emergency Care of the Pregnant and Postpartum Patient in October 2018.

Dr. Lisa Brodersen passed the National League for Nursing’s Certified Nurse Educator examination on January 4, 2019.

Dr. Lisa Brodersen and Dana Wedeking presented a poster at the National League for Nursing Education Summit in Chicago, IL in September 2018. The poster was entitled Longitudinal Study of Male Friendliness in an Undergraduate Nursing Program.

Dr. Gale Carlson was promoted to the rank of professor beginning in the 2019-2020 academic year.

Dr. Dana Clasen was appointed director of the DNP program for the Allen College School of Nursing.

Molly Cordes completed requirements for a Master of Business Administration degree from Upper Iowa University.

Dr. Ruselle DeBonis was appointed the R.J. McElroy Professorship through the 2021-2022 academic year. Dr. DeBonis also gave a podium presentation at the Lena Nelson Conference in Cedar Rapids. The presentation was entitled “Poverty Initiative: Improving Care of a Population at Risk.”

Dr. Denise Dermody was appointed director of Allen College’s occupational therapy program and promoted to the rank of associate professor beginning in the 2019-2020 academic year. Dr. Dermody was elected to the position of Representative Assembly (RA) Representative – Iowa of the American Occupational Therapy Association (AOTA).

Dr. Dermody presented posters at the American Occupational Therapy Association 2019 National Conference in New Orleans entitled “Learn to Flip, Flip to Learn” and “Special Education Teachers’ Perceptions of Implementing Alternative Seating Options in Special Education Programs.” She also gave an oral presentation at the Iowa Area Education Agency OT/PT Leadership meeting entitled “Fine Motor Skills in School-Based Occupational Therapy.”

Brad Diesburg completed requirements for a Master of Science degree in Information Systems from the University of Maryland – Baltimore County.

Dina Dowden completed requirements for a Master of Business Administration degree from Upper Iowa University.

Dr. Alisha Engel completed requirements for a Doctor of Nursing Practice (DNP) degree from Graceland University. Dr. Engel was also promoted to the rank of associate professor beginning in the 2019-2020 academic year.

Dr. Michele Friedman achieved Quality Matters certification for her course.

Dr. Angela Fritz McHone was appointed academic fieldwork coordinator for the MS in OT program. She also completed requirements for a post-professional Doctor of Occupational Therapy (OTD) degree from Rocky Mountain University of Health Professions.

Shawn Froelich was a test bank author and reviewer for MediaLab Exam Simulator for Microbiology. Shawn was also promoted to the rank of associate professor beginning in the 2019-2020 academic year.

Denise Hanson was selected to become a member of the Higher Learning Commission (HLC) Peer Corps as a reviewer.

Dr. Susan Hoey completed requirements for a Doctor of Occupational Therapy degree from Mount Mary University.

Dr. LeeAnn Hoodjer completed requirements for a Doctor of Nursing Practice (DNP) degree from Rush University. Dr. Hoodjer passed the certification exam for psychiatric mental health nurse practitioner (PMHNP-BC). Dr. Hoodjer was also promoted to the rank of associate professor beginning in the 2019-2020 academic year.

Dr. Jacki Jaspers presented a poster at the Doctor of Nursing Practice 2018 National Conference in Palm Springs, California. The presentation was entitled “Sustaining the DNP Project: Beginning with the End in Mind.”

Dr. Jennifer Jass presented “The Role of the PMHNP in Mental Health” to UNI counseling students.

Dr. Margo Kreger completed requirements for a Doctor of Education (EdD) degree in Health Professions Education from Allen College.

Dr. Kreger was also selected to sit on the representative assembly (RA) ad hoc committee as well as the agenda committee for the American Occupational Therapy Association to explore the information related to entry level points for Occupational Therapists and Occupational Therapy Assistants.

Dr. Doreen Mingo was nominated to receive a 2019 YWCA Women of Persimmon award. Nominees were honored at a luncheon April 11.

Dr. Abigail Nieman completed requirements for the Doctor of Nursing Practice degree from Allen College. Dr. Nieman was also promoted to the rank of associate professor beginning in the 2019-2020 academic year.
Dr. Ashley Ollendieck successfully completed the exam for Certified Nurse Educators (CNE). Dr. Ollendieck was also promoted to the rank of associate professor beginning in the 2019-2020 academic year.

Dr. Cristina Ortiz was appointed director of the MSN program for the Allen College School of Nursing. Dr. Ortiz also achieved Quality Matters certification for her course. Dr. Ortiz was also promoted to the rank of associate professor beginning in the 2019-2020 academic year.

Dr. Kate Reiter had a manuscript accepted to be published in the Journal of Occupational Therapy Education. The manuscript was entitled “Enhancing Professionalism Among OT Students: The Culture of Professionalism.” Dr. Reiter also presented a poster at the Iowa Occupational Therapy Association Conference titled “Occupational Therapy Student Perspectives of Professionalism Across Education Levels in Iowa.” Dr. Reiter and two MS in OT graduates presented the same poster at the 2019 American Occupational Therapy Association Annual Conference in New Orleans in April.

Dr. Emily Schultd successfully completed the exam for Certified Nurse Educators (CNE). Dr. Schultd was also promoted to the rank of associate professor beginning in the 2019-2020 academic year.

Dr. Jared Seliger had a manuscript accepted for publication in the Journal of Nuclear Medicine Technology. The title of the manuscript is “Using Professional Development Opportunities to Advance Your Nuclear Medicine Career.”

Dr. Sarah Steele was promoted to the rank of professor beginning in the 2019-2020 academic year.

Dr. Jeremy Whitaker was elected president-elect to the Board of the Iowa Public Health Association. He will hold the president-elect position for two years before transitioning to the presidency for two years.

Dr. Kendra Williams-Perez was nominated for a UnityPoint Health FOCUS Luminary Award for her leadership of the School of Nursing and championing excellence as demonstrated by certification pass rates and exceeding accreditation standards.

Faculty and Staff Recognition Banquet

The 16th annual faculty and staff service and scholarly recognition banquet was held on March 7. The evening was a celebration of all of the scholarly accomplishments and service performed by our faculty and staff in 2018. A total of 29 team members were honored for a scholarly accomplishment and 24 team members received a service recognition. Congratulations to the honorees.

**Scholarly Recognitions**

- Teresa Anderson
- Dr. Brenda Barnes
- Dr. Suzanne Bellinger
- Dr. Lisa Brodersen
- Dr. Dana Clasen
- Molly Cordes
- Dr. Rus DeBonis
- Dina Dowden
- Dr. Alisha Engel
- Dr. Peggy Fortsch
- Dr. Angela Fritz Mchone
- Shawn Froelich
- Kara Howard
- Dr. Jacki Jaspers
- Dr. Jennifer Jass
- Dr. Margo Kreger
- Faith Kruse
- Dr. Ashley Ollendieck
- Dr. Cristina Ortiz
- Dr. Denise Pralle
- Dr. Kate Reiter
- Dr. Emily Schultd
- Dr. Jared Seliger
- Dr. Allison Stone
- Seth Vickers
- Dana Wedeking
- Dr. Anna Weepie
- Dr. Jeremy Whitaker
- Dr. Kendra Williams-Perez

**Service Award Recipients**

- DeAnn Ambroson
- Teresa Anderson
- Kathi Bower
- Gabi Boysen
- Peg Broadie
- Dr. Lisa Brodersen
- Dr. Gale Carlson
- Dr. Rus DeBonis
- Dina Dowden
- Dr. Michele Friedman
- Rhonda Gilbert
- Kristal Graves
- Dr. Susan Hoey
- Dr. Nancy Kramer
- Dr. Margo Kreger
- Dr. Abby Nieman
- Dr. Ashley Ollendieck
- Dr. Denise Pralle
- Dr. Emily Schultd
- Dr. Allison Stone
- Dr. Anna Weepie
- Amy Weston
- Dr. Jeremy Whitaker
- Dr. Kendra Williams-Perez
Allen College continues to support faculty/staff financially for their education

Faculty
Education Level
- Doctoral=34 (59%)
- Master’s=22 (38%)
- Bachelor’s=2 (3%)

Faculty & Staff
Enrolled in Programs
- Doctoral=4
- Master’s=2
- Post-Master’s=1
- Bachelor’s=1

- Allen College supports faculty and staff in their pursuit of graduate degrees. The college met its long-term goal to have at least 50% of the faculty doctorally prepared.
- Tuition support is adjusted annually to meet the needs of the college. Tuition support for faculty and staff decreased in 2018 due to having a lower number of faculty and staff enrolled in higher education.
- Two faculty received rank promotions for the 2018-2019 academic year. Faculty promotion opportunities are available commensurate with education, years of service at Allen and teaching experience.
- Adjunct faculty and preceptors were offered tuition credit for taking Allen College classes. Six adjunct faculty and one preceptor utilized this benefit in 2018-2019.

Educational Support

<table>
<thead>
<tr>
<th>Year</th>
<th>Educational Support-Faculty/Staff</th>
<th>Faculty Tuition Credit (AC Courses)</th>
<th>Total Education Support by College</th>
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<tr>
<td>2016</td>
<td>$61,370</td>
<td>$18,507</td>
<td>$79,877</td>
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<tr>
<td>2017</td>
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<td>2018</td>
<td>$59,651</td>
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</tr>
</tbody>
</table>
Provost Nancy Kramer Retired

Allen was a significant part of Dr. Nancy Kramer’s life for the past 50 years until her retirement on September 1, 2018. Dr. Kramer devoted her entire professional career to helping patients and educating future healthcare professionals about the challenges that they may face.

If it were not for an opportunity that was presented to her, she may not have had such a noteworthy impact on Allen College.

“I never wanted to be an educator or administrator, I wanted to be a clinical nurse,” said Kramer, who has earned the credentials EdD, CPNP, PMHS, CNE, ARNP and ANEF. “The leadership team at Allen College showed me the opportunity. When doors are opened, you need to give it a try. I’m glad I did because I realized I loved being an educator and administrator.”

Throughout her five decades at Allen Hospital and Allen College, Dr. Kramer worked on various clinical units, e.g., mental health, intensive care unit, and pediatrics, and has taught various classes at the bachelor’s, master’s and doctoral levels. She has served on the Pediatric Nursing Certification Board item review committee and as a peer evaluator for the National League for Nursing Accrediting Commission, the Commission on Collegiate Nursing Education (CCNE) and the Higher Learning Commission (HLC). She also serves as a team leader for CCNE accreditation site visits. Dr. Kramer is serving her second 3-year term as a governor appointee to the Iowa Board of Nursing. Kramer has written several chapters for textbooks and in 2015, she was inducted into the National League for Nursing’s Academy of Nursing Education, with the credential of “Fellow.”

Allen College President, Dr. Jared Seliger, worked alongside Kramer.

“Nancy is extremely knowledgeable in curriculum development and has done the preliminary curriculum plan for every program we have started in the last eight years,” said Seliger. “This has been a huge advantage for us because when we bring on new faculty, the framework for the curriculum has already been developed.”

“Nancy’s legacy will also be her passion for the nursing profession,” said Seliger. “She has dedicated her life to serving others through her role as a nurse, nurse educator and college administrator.”

Loch Appointed as Provost

Allen College welcomed Robert “Bob” Loch, PhD, MBA who was hired to serve as provost/chief academic officer on June 10.

Dr. Loch has nine years of experience as a program director and faculty for an accredited nuclear medicine technology program and almost five years as a dean of allied health programs at an institution affiliated with a health system. He also has held roles as a manager of a student success center and an academic advisor.

Dr. Loch most recently served as dean of the School of Allied Health at Mercy College of Health Sciences in Des Moines. During his tenure there, Dr. Loch gained a wide range of teaching, advising, leadership and administrative experience.

Dr. Loch’s position is unique because not only does he serve as provost of Allen College, he is also fulfilling the same role at St. Luke’s College in Sioux City, Iowa. St. Luke’s is also a UnityPoint Health affiliated organization and the leadership from both institutions collaborated to develop this dual role. Because of his previous experience working at an educational institution affiliated with a health system, Dr. Loch states that he is very comfortable here at Allen and St. Luke’s.

Dr. Loch holds a doctorate degree in education from Iowa State University, a masters degree in business administration from Drake University and a bachelor’s degree from St. Cloud State University in Minnesota in nuclear medicine technology.

Dr. Loch also serves on the Board of Directors for a certifying body for nuclear medicine technology and as a peer reviewer and site evaluator for a program accrediting body and the Higher Learning Commission. “I find that these activities help keep me up to date with current issues and trends in education, and specifically in healthcare education,” says Dr. Loch.

“While I still have much to learn, I already feel ‘at home.’ I am excited for the opportunities that this unique position provides. As the provost and chief academic officer of Allen and St. Luke’s Colleges, I can already envision the synergies between the campuses and see the amazing potential to play to the strengths of each campus,” stated Dr. Loch.
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—$195,364
4,307 hours

Students—$151,938
9,550 hours

Allen College Impact on the Community—$347,302

Allen College’s impact on the community is a compilation of faculty, staff and students’ institutional, service-learning and personal community service hours.

Examples of the types of activities:

- Provide educational sessions for children at an after-school program.
- Organization and coordinate clinics to meet the needs of underserved clients.
- Develop educational brochures for use by a Public Health Department.
- Work with families who attend English as a second language (ESL) classes teaching first-aid.
Community Service Projects

♦ Community Service Days Sites:
  ♦ Americans for Independent Living
  ♦ Hartman Reserve
  ♦ Salvation Army
  ♦ UnityPoint Health – Allen Hospital
  ♦ Northeast Iowa Food Bank
  ♦ Love, Inc.
  ♦ House of Hope

♦ Assisted with recycling initiative.
♦ Delivered cookies to area firefighters and the Boys and Girls Club.
♦ Assisted with animal care at the Humane Society.
♦ Hosted parties for children with cancer.
♦ Held bake sales.
♦ Hosted an Angel Tree event.
♦ Participated in the highway clean-up program.
♦ Conducted canned food and supply drives.
♦ Painted at a House of Hope site during Fall Service Days.
♦ Made fleece blankets for distribution to needy families.
♦ Collected coats, hats and mittens for an area program.
♦ Stocked shelves, distributed food and provided office assistance at the Northeast Iowa Food Bank.
♦ Provided flu shot assistance.
♦ Provided supplies for and filled shoeboxes for the Waterloo Rotary Reserve Shoebox project.
♦ Helped with serving a free community meal.
♦ Participated in a Boy Scout Merit Badge Training.
Course-Related Community Service Projects

Some of the course-related services provided included:

- Provided health information to mental health clients
- Led educational seminars at the YWCA
- Taught Junior Achievement curriculum in area schools
- Completed teaching projects with a variety of clients
- Assisted non-English speaking elementary students with math
- Provided office assistance
- Provided information to community members seeking assistance with housing, clothing food and other needs
- Made and delivered encouragement cards to elementary students
- Participated in a dance marathon
- Collected Hy-Vee receipts for George Washington Carver Academy to support their school supplies program
- Participated in the Reading Buddies Program
- Developed a student-focused yoga program
- Provided pet care at the Humane Society
- Developed educational sessions for kids in an after-school program
- Assisted with a pancake breakfast at an area nursing home
- Conducted blood pressure screenings at a local grocery store and at the Hawkeye Farm Show
- Assisted with clothing sorting at Americans for Independent Living site
- Assisted with Special Olympics
- Participated in the NorthStar cookie walk

The following services were provided as part of a Service-Learning course.

- **Tri-County Head Start**
  Students assessed the classroom, ages of the students, learning styles of the students and the classroom teacher. They provided learning activities which included hand washing, fire safety and dental hygiene. Students reflected on this experience by writing a reflective paper and discussing what they learned with their peers.

- **STEM Fair**
  MLS students completed a project where they organized, promoted and offered an activity related to laboratory services by conducting a STEM fair for 8th graders. Students used their teaching skills and were able to contribute positively to the community.

- **Parochial School Screenings**
  Students in the nursing program provided school health screenings for 300 students in the Waterloo area. These students would not be screened without the partnership between Allen College and the area schools.

- **ALS Caregiver Training**
  Occupational therapy students conducted an ALS Caregiver Training day. They provided a variety of stations where family and patients could learn more about different aspects of caring for an ALS patient. Nursing students and faculty helped with one station.

- **Blood Pressure Screenings**
  Allen College provided blood pressure screenings at a local agency site. These screenings were conducted on a bi-weekly basis. The population served were mostly underinsured or uninsured persons. Students screened 382 people during the past year.
Course-Related Community Service Projects (continued)

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.
- The preventive care focus emphasizes full health histories, head-to-toe exams, free cholesterol and glucose screening, education and referral for other services as necessary.
- Psychiatric care offered via psychiatric nurse practitioner students in collaboration with Black Hawk-Grundy Mental Health Center and secondary prevention through the provision of medication, monitoring supplies, periodic lab fairs, diabetic foot care and patient education. All clients are screened for social determinant needs and referrals are made to appropriate resources.
- The clinic is coordinated by licensed faculty and staffed by nurse practitioner students providing service-learning experiences. Undergraduate nursing students, pharmacy residents (from University of Iowa) and Sports Medicine students (from UNI) also provide health care at the clinic.
- During the 2018-2019 academic year, care was provided to 662 patients in the clinic.
- More than 96.5% of patients met 200% of poverty guidelines.
- Student responses to pre-and post-service survey 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.

Allen Service-Learning Programs

Connect Coursework to Community

Service-learning is an important reason to look to Allen College. Several Allen College classes incorporate a community component into the syllabi.

These real-life experiences provide a unique link between coursework and the community. The lasting effect is an understanding of the value of community service as part of a rewarding healthcare career.

Allen College recognizes our Community Service Partners

- ACE-SAP Clinic
- Bremer County Public Health
- Care Initiatives—North Crest
- Friendship Village
- House of Hope
- Iowa State Extension
- Junior Achievement
- Love INC
- Salvation Army
- Tri County Head Start
- Walter Cunningham School of Excellence
- Worth County Extension
- UnityPoint Health – Child Development Center
- YWCA
Service Learning in New Orleans

In May, 14 Allen College BSN students and faculty Dr. Alisha Engel and Dr. Dana Clasen traveled to New Orleans for a service learning opportunity.

The purpose of this trip was to enhance the education of nursing students with experiential learning that results in increased care for underserved, diverse and high-risk populations.

The focus was on support of the homeless population in New Orleans. Students were given the unique opportunity to serve various organizations with the mission of caring for and supporting vulnerable populations.

Students volunteered at four non-profit organizations. Their responsibilities included delivering food to poverty-stricken neighborhoods, cleaning and organizing a second-hand store used by first-time home owners, cleaning and painting a shelter for young men and women ages 16-22 and filling food orders used by food banks and emergency support across the southern United States.

The impact of their work reaches thousands of people seeking food and safe shelter in the New Orleans area.
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 pre-licensure BSN program through completing the honors courses.

Three pre-licensure BSN students graduated from the Service Learning Honors program during 2018-2019.

♦ Tracey Guthrie participated in several service activities to fulfill the requirements of the program. She worked with Alternatives Crisis and Prevention Center, Guiding Star Cedar Valley and Love INC. Tracey stated, “The Service Honors Program at Allen College was an amazing and fulfilling experience. I was able to work with organizations that partner with the community in meeting the needs of those who are struggling. The organizations embraced me and allowed me to participate in their work in a very meaningful way.”

♦ Hannah Hunchis had the opportunity to work with the Worth County Extension to plan the plantings on the County Fairgrounds. This project spanned three semesters.

♦ Stacey Hackenmiller developed a yoga program for the Allen College campus. She used her experience with yoga to implement yoga sessions that appealed to the Allen College student body.

Continuing Education

Allen College is an approved provider of continuing education for nurses by the Iowa Board of Nursing. As an approved continuing education (CEU) provider, Allen College assists nurses in maintaining licensure and certification. Numerous offerings were provided throughout the year.

60 CEU Programs-2018
86 programs in 2017

2,513 Participants-2018
2,007 participants in 2017
Promote commitment to lives of service
Community Service & Service Learning

SoDA Program
Dr. Rus DeBonis, professor for the School of Nursing, developed a Social Determinants Advocate (SoDA) Volunteers program, which was piloted in two clinics and will be expanded to others.

The program was created to address barriers to healthy living that often effect low income persons. Issues commonly identified are the ability to afford medications, healthy food and transportation. These barriers have been shown to have a great impact on people’s health outcomes. SoDAs assist patients, who have identified these issues, to navigate the system and connect with services.

After the first five months of the program volunteers in these clinics:
- Received 96 referrals
- Identified 169 needs
- 42% of the issues resolved
- 18% of the issues are improving

SoDA volunteers generally serve in the clinic once a week (for 3-4 hours) and find the work rewarding.

The 2019 alumni reunion weekend was kicked off with presentations by some of our very own Allen graduates. The Allen College Alumni Association hosted speakers and CEU credits on campus for students and alumni.

Speakers included Dr. Erin Martin, CRNA, DNP who presented on her path to and career as a nurse anesthetist; Thomas Davis, CRNA, MAE on “How to get the right job and keep it,” and an alumni panel on advanced nursing roles which included Sarah Brown ’07, Jeff Guse ’12 and ’14, Amber Heller ’12, Autumn Larsen ’13, Dr. Erin Martin ’99, Kelly Scheffert ’18, and Thomas Davis ’73.

Several members of the Student Financial Services & Business Office participated in a service day activity on April 12. The team cleaned up trash and debris at Black Hawk Park.

Staff picked apples from Anne’s Orchard (behind Winter Hall) and donated them to the Northeast Iowa Food Bank.

An OT student demonstrates an adaptive eating utensil for the ALS Caregiver Learning Lab.

Occupational therapy students hosted a Disabilities Awareness Merit Badge event for the Boy Scouts.
Promote commitment to lives of service
Our Students

Love Your Melon Crew
30 Members

Love Your Melon is an organization supporting the fight against childhood cancer. The American based apparel brand focuses on raising awareness for childhood cancer by selling a variety of beanies, hats, mittens, socks, scarfs, pillows/blankets and other clothing/home items. The BEST part is that 50% of all profits are given back for cancer research!

All throughout the United States, colleges have formed groups called Love Your Melon Crews to show their support and raise awareness. An Allen College alum brought Love Your Melon to Allen College in 2015. Since then, Allen’s Love Your Melon Crew has continued to grow and has competed right next to big universities. Since being established, Allen’s Love Your Melon Crew has organized and participated in multiple events:

- Participated in the “Be the Match” Campaign
- Volunteered around the community (animal shelter, food bank)
- Threw a science-themed Superhero party for a young boy who was battling cancer and princess parties for two young girls also battling cancer
- Served suppers in Iowa City
- Crew pictures, bonding and giveaways for the college/community throughout the semester

Follow Allen College’s Love Your Melon Crew’s continued journey on Facebook at ‘Allen College Love Your Melon Crew’ or on Instagram at @AllenCollegeLYM.

Student Ambassador Program
33 Allen College students participated

- Ambassadors assist at a variety of events on campus and serve on committees: visit days, student orientation, alumni events and fundraisers, graduation ceremonies, curriculum meetings and more.
- The ambassadors completed more than 660 combined hours of service to Allen College.
- Students selected for the ambassador program are required to volunteer a minimum of 10 hours per semester and complete Heart of a Leader training.
- Heart of a Leader training is described 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.”
- Ambassadors use the skills learned in Heart training to create a team atmosphere and use their enthusiasm to speak to groups of prospective students and parents about the extraordinary culture of Allen College.
## REVENUE:

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<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
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<tbody>
<tr>
<td>Tuition &amp; Fees</td>
<td>$11,793,986</td>
<td>$10,903,170</td>
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<tr>
<td>Other</td>
<td>28,142</td>
<td>87,039</td>
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<td>Contributions</td>
<td>573,467</td>
<td>415,337</td>
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<td>Interest</td>
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<td>462</td>
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<td><strong>Total Revenue</strong></td>
<td><strong>$12,395,595</strong></td>
<td><strong>$11,406,008</strong></td>
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College Pass Through
Reimbursement
(per 2018 Medicare Cost Report)

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<tr>
<th></th>
<th>2018</th>
<th>2017</th>
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<td>444,045</td>
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Hospital Contribution

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<tr>
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<td>1,248,935</td>
<td>1,297,708</td>
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**Total Support**

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<th>2017</th>
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<tr>
<td></td>
<td><strong>$14,088,575</strong></td>
<td><strong>$12,795,203</strong></td>
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## EXPENSES:

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<th>2017</th>
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<tbody>
<tr>
<td>Salaries &amp; Wages</td>
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<td>Employee Benefits</td>
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<td>Purchased Services</td>
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<td>Service Agreement</td>
<td>290,000</td>
<td>——</td>
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<tr>
<td>Supplies</td>
<td>125,091</td>
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<td>Meetings &amp; Travel</td>
<td>88,788</td>
<td>136,153</td>
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<td>Building Occupancy,</td>
<td>384,589</td>
<td>53,829</td>
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<tr>
<td>Repairs</td>
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<td></td>
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<tr>
<td>Recruiting &amp; School</td>
<td></td>
<td></td>
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<tr>
<td>Functions</td>
<td>191,500</td>
<td>251,503</td>
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<tr>
<td>Dues/Books/Subscriptions</td>
<td>371,078</td>
<td>334,401</td>
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<tr>
<td>Other</td>
<td>63,549</td>
<td>29,463</td>
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<td>Federal Matches</td>
<td>23,315</td>
<td>48,980</td>
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<td>Scholarships Awarded</td>
<td>830,925</td>
<td>690,338</td>
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<td><strong>Total</strong></td>
<td><strong>$10,605,411</strong></td>
<td><strong>$9,510,775</strong></td>
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Overhead

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<tr>
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<th>2018</th>
<th>2017</th>
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<tr>
<td>Direct</td>
<td>2,509,685</td>
<td>2,505,164</td>
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<tr>
<td>Indirect</td>
<td>973,479</td>
<td>779,264</td>
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<tr>
<td>(per 2018 Medicare Cost Report)</td>
<td></td>
<td></td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$14,088,575</strong></td>
<td><strong>$12,795,203</strong></td>
</tr>
</tbody>
</table>

## 2018 Revenue

- Tuition & Fees: 84%
- Contributions: 4%
- Hospital Contribution: 9%
- Other: 0%

## 2018 Expenses

- Salaries & Wages: 45%
- Dues/Books/Subscriptions: 6%
- Scholarships Awarded: 6%
- Recruiting & School Functions: 3%
- Service Agreement: 2%
- Purchased Services: 3%
- Employee Benefits: 10%
- Other: 4%
- Direct: 18%
- Indirect: 7%
- Repairs: 18%
- Other: 4%

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

**Allen College Endowment—$11,338,602**

The Allen College endowment funds totaled $11,338,602 as of September 30, 2018. The majority of the endowment balance is in scholarship funds, which totals more than $9 million; the remaining is capital, educational and operational funds. More than $7 million is permanently restricted.
## Foundation Grants—$108,000+

The following 2018-2019 grant applications received funding.

- Cedar Valley United Way for the ACE-SAP Free Clinic $20,000
- Community Foundation of Northeast Iowa for the ACE-SAP Free Clinic $16,150
- Gertrude E. Skelly Charitable Foundation for Scholarships for BSN students $15,000 (Preference to students who attended Summer Nurse & Health Careers Camp as high schoolers.)
- National Library of Medicine, National Institutes of Health through the University of Iowa’s National Network of Libraries of Medicine office for the Greater Midwest Region for Barrett Library’s Iowa Public Health Research Center $11,516
- Title III and V Eligibility (Federal Work Study/Federal Supplemental Educational Opportunity Grant Match Waiver) $11,374
- Max & Helen Guernsey Charitable Foundation for Summer Nurse & Health Careers Camp $10,000
- Iowa Department of Natural Resources, Solid Waste Alternatives Program for Pass on Plastics Recycling & Reduction Campaign $7,691
- Wells Fargo for Summer Nurse & Health Careers Camp $6,000
- Cedar Valley United Way for Summer Nurse & Health Careers Camp $5,000
- ACT Corporate Giving for Summer Nurse & Health Careers Camp $3,150
- Free Clinics of Iowa for the ACE-SAP Free Clinic $3,000

## Recycling & Reduction Grant

In spring 2019, Allen College received a Pass on Plastics Recycling and Reduction Grant from the Iowa Department of Natural Resources Solid Waste Alternatives Program (SWAP). The grant funds activities and education that are aimed at reducing the amount of landfilled plastic waste that Allen College produces.

As part of Allen’s commitment to provide service hours related to recycling, students, faculty and staff volunteered at Waste Trac’s Spring Drop-Off in Waterloo on April 13. During the event, 60 volunteers from throughout the community unloaded chemical and electronic waste from more than 800 vehicles.

Allen College is also set to take part in Waste Trac’s Fall Drop-Off on Saturday, September 21, 2019 in Cedar Falls. More details on the event and accepted materials can be found here: https://wastetrac.org/fall-drop-off-event/.
Financial aid and scholarships provide 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.

686 (82%) students received financial assistance

$840,500 Allen College institutional scholarships and awards were awarded
(298 students received scholarships; 8 students received Dollars for Scholars matching scholarships totaling $7,500)

1,190 grants and scholarships awarded to students totaling $3,258,983
(27% of aid was in the form of grants and scholarships)

960 student loans were generated totaling $8,681,184
(72% of aid was in the form of loans)

Average Debt
$22,113 average debt for Allen College—undergraduate students
$59,926 average debt for all colleges attended—graduate students
(224 of the August 2018, December 2018 and May 2019 graduates borrowed: 91 graduate students and 133 undergraduate students; 51 graduates did not borrow while at Allen College)

Students may have debt from other colleges attended; however, that amount is unknown to Allen College and not included with the figures.
Demonstrate outstanding stewardship of resources
Facilities & Physical Resources

2018-2019 Improvements

- Completed a sidewalk between McElroy Hall and Gerard Hall to address a student safety concern
- Installed a sidewalk between McElroy Hall and Alumni Hall
- Installed an Ultrasound Phantom and Parks ultrasound machine in the sonography lab
- Updated simulation equipment SimAnne and the nursing skills lab (this project included a SimAnne, side tables, and window shades)
- Upgraded the Harmon Skills and Skarlis Classrooms to enhance the learning environment for the students by removing the wall between the labs and installing new flooring, AV equipment, beds and overbeds, table and chairs, wall units and patient privacy curtains
- Updated the Medical Lab Science lab in Alumni Hall by installing new flooring, counter space and chairs
- Increased storage in the nursing skills lab by renovating closet shelving
- Installed digital equipment in the ASR Imaging Lab
- Replaced the chairs in the radiography imaging lab
- AV equipment upgraded in the Baskins & McBride Classrooms
- Added two digital information screens to the Winter Hall Atrium
- Installed LED lighting in the Gerard Hall and Barrett Forum public areas such as hallways, bathrooms and stairwell which should decrease utility costs
- The Allen Auxiliary pledged a donation for the purchase of a SimNewB mannequin, which will help improve neonatal learning objectives for our students
- Added picnic tables to the outdoor seating area by McElroy Hall
- Installed new projectors in the Phelps and Marquart Classrooms
- Installed three water filling stations (2 in McElroy Hall and one in Gerard Hall)
Allen College Graduates

Allen College held three commencement ceremonies in 2018-2019 in August and December 2018 and May 2019 conferring 272 degrees:

- 12 Associate of Science in Radiography
- 24 Bachelor of Health Sciences
- 129 Bachelor of Science in Nursing
- 82 Master of Science in Nursing
- 18 Master of Science in Occupational Therapy
- 2 Doctor of Education
- 5 Doctor of Nursing Practice


On August 10, 2018, upon the recommendations of faculty and the Allen College Board of Trustees, Allen College bestowed the honorary doctoral degree upon Dr. Roy Ventullo in recognition of his instrumental role in defining the 3+1 accelerated nursing collaboration between Wartburg College and Allen College beginning with its inception in 2007.

Number of Graduates by School/College

![Bar Chart]

- School of Health Sciences
  - 2016-2017: 43
  - 2017-2018: 58
  - 2018-2019: 56

- School of Nursing
  - 2016-2017: 245
  - 2017-2018: 196
  - 2018-2019: 216

- Allen College
  - 2016-2017: 288
  - 2017-2018: 254
  - 2018-2019: 272
2019 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.

In April, the Allen Alumni Association proudly inducted two new members in the Allen College Distinguished Alumni Hall of Fame.

Verona Zelle, Class of 1952
Verona (Orth) Zelle graduated from Allen Memorial School of Nursing in 1952. Her classmates remember her as a brilliant student and noted that she was at the top of the class. Verona was a registered nurse at Allen Hospital beginning in the late 1960s and worked for 30 years in the recovery room. She eventually became the recovery room supervisor, and per a classmate, Verona was always the “very best nurse she could be.” Verona did wonderful work throughout her career and touched the lives of many during her long-standing calling as a nurse before retiring in 1995. Verona was an active member of the Allen College Alumni Advisory Board for several years in the early 2000s. She worked to help plan events and raise funds for the Alumni Association. She is a dedicated alumna of Allen College and has always supported the College’s many projects and initiatives. Her husband of 65 years, Edgar, served as pastor at Good Shepherd Lutheran Church in Waterloo for 30 years. They are still extremely active in their local Waverly church, St. Paul’s Lutheran. Their family includes four children, nine grandchildren and seven great-grandchildren.

Thomas S. Davis, Class of 1973
Thomas Davis is originally from Des Moines, IA. He graduated from Allen Memorial School of Nursing in 1973 and went on to serve in the United States Air Force and retired with the rank of LT Col. He was trained by the Air Force to be a Certified Registered Nurse Anesthetist and received the Agatha Hodgins Award for Excellence upon his graduation. In addition, he received a bachelor’s degree from the University of Northern Iowa, a master’s degree in nurse anesthesia education from Gonzaga University and is currently in the process of earning a DNAP from Midwestern University in Arizona. Following his time in the Air Force, Tom was a faculty member of the University of Kansas for five years, and while there he developed and implemented the nation’s first distance education program for nurse anesthesia. Utilizing his experience both personally and in the military, he served as Chief Nurse Anesthetist at two major organizations, including Johns Hopkins in Baltimore, MA.

Tom currently is focused on leadership development for nurses, including nurse anesthetists. He writes a weekly leadership blog and published a book – Leader Reader 1, Authentic Lessons in Leadership. He conducts workshops and webinars that teach values-based leadership skills to those interested in creating a preferred workplace. Tom maintains a busy speaking schedule. Tom is an active member of his community and believes that true healthcare reform begins with individual fitness. He leads by example and participates in activities such as marathon running, triathlons, hiking and cycling. He plans to one day ride coast to coast.

For a complete listing of Distinguished Alumni Hall of Fame Inductees, please visit www.allencollege.edu/alumni-hall-of-fame.

Annual Day of Giving
On August 22, 2018, Allen College held its first ever Day of Giving. Alumnus Ginny McBride ’62 and her husband Mike made a generous matching gift of $50,000 toward a new simulation manikin in honor of Dr. Jerry Durham’s retirement from Allen College.

In total, over $28,000 was raised and thanks to the match, every dollar had double the impact. The Day of Giving brought the Allen community together around a cause, and there were several small challenges throughout the day to encourage friends and alumni of the College to get involved. Thanks to many, the simulation program at Allen College will continue to grow and better prepare exceptional healthcare students.

9th Annual Donate to Educate

The Allen College Alumni Association thanks the many generous sponsors, attendees, donors and volunteers who provided their time and talents to help raise funds and support student scholarships. Donate to Educate raised over $22,000 and every dollar is an investment in the students of Allen College.

Alumnus Jeff Guse, ARNP was the emcee and The SingPins a cappella group provided entertainment. The evening included 45 silent auction items and a raffle drawing.
First BSN White Coat Ceremony

In January 2019 the Allen College School of Nursing conducted its first ever White Coat Ceremony for 53 BSN students from the class of accelerated BSN students who will graduate December 2019 and the traditional BSN students who will graduate in December 2020.

Though White Coat Ceremonies have been conducted by medical schools for more than 20 years, the American Association of Colleges of Nursing has recently coordinated an effort to offer similar events at nursing schools.

During the ceremony the students were presented their white coat and pins, recited an oath, listened to an address by Patrick Colwell, BSN, RN, 2002 alumnus of Allen College and celebrated at a reception with their guests.

Ceremonies will be held each semester for BSN students who are entering the first clinical nursing course, NU:335 Fundamentals of Clinical Nursing.

The Arnold P. Gold Foundation is responsible for creating the first white coat ceremony and very generously provided pins for our students.

Higher Learning Commission (HLC) Grants Re-accreditation

The Higher Learning Commission (HLC) Institution Actions Council took action at their July 2018 meeting to continue HLC’s accreditation of Allen College for 10 years with the next reaffirmation of accreditation occurring in 2027-2028.

Allen College is approved to remain in the HLC’s Open Pathway. This is the best possible outcome.

ASR Program Received Affirmation of 8 Year Accreditation

The Associate of Science in Radiography (ASR) Program was notified by the Joint Review Committee on Educational Programs in Radiologic Technology (JRCERT) that they recommend maintenance of accreditation for a period of eight years from the last on-site visit which was in 2014.

The JRCERT requires a mid-cycle report and based upon Allen College’s mid-cycle report, the JRCERT affirmed the 8 year accreditation period granted in 2014. The next on-site review by the JRCERT will occur in 2022.

DMS Program Received Continued Accreditation

The Commission on Accreditation of Allied Health Education Programs (CAAHEP) voted on September 21, 2018 to award continuing accreditation for five years to Allen College’s Diagnostic Medical Sonography (DMS) program.

The peer review conducted by the Joint Review Committee on Education in Diagnostic Medical Sonography (JRC-DMS) and CAAHEP’s Board of Directors recognizes the program’s substantial compliance with the nationally established accreditation Standards.

The next comprehensive evaluation of the program is scheduled to occur no later than 2023.

Continued CCNE Accreditation

The School of Nursing received continued Commission on Collegiate Nursing Education (CCNE) accreditation for all of the nursing programs through June 30, 2029, the maximum length of accreditation allowed.

“CCNE serves the public interest by assessing and identifying programs that engage in effective educational practices. Accreditation by CCNE is an indication of confidence in the ability of the parent institution to offer a program of quality, deserving of public approbation” (www.aacnnursing.org/CCNE).
Alumni Reunion—Celebrated the 50 Year Class (Class of 1969)

The Allen College Alumni Association hosted its annual Alumni Reunion celebration in April. The class of 1969 was honored for their 50 year anniversary of graduating from Allen College (was operating as the Allen School of Nursing at the time of graduation).

Allen Chorus Celebrated Its 10th Year

34 Members

- The Allen College Chorus concluded its tenth year.
- Members included students, UnityPoint Health – Waterloo team members, board members and friends of Allen.
- The chorus held their annual holiday concert in December and a spring concert entitled “Sweet Sounds of Music” and performed at commencement ceremonies.
- Allen College is grateful for chorus director Jo Capoccioni who retired after five years.

Strategic Planning

The current strategic plan ends in 2019 and the College has many successes to celebrate because of the plan.

The College embarked on strategic planning for 2020-2024 with the Board of Trustees holding a retreat to begin the process in March. Faculty and staff followed up with a work session in May. The process will continue through the fall of 2019 with a formal plan adopted by the Board of Trustees before the end of 2019.

Recognized by CashCourse

Allen College was one of CashCourse’s top five schools (second).

The recognition was for being a campus that champions financial literacy for the students. CashCourse provides free online financial education courses through instructor assignments or self-study. The program is intended to help students take control of their financial futures.

Occupational Therapy Program Recognized

Allen College received Gold Level Membership recognition at the American Occupational Therapy Association (AOTA) national conference for having 100% student membership.
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.

Dr. Linda Allen, Hawkeye Community College, Board Secretary/Treasurer beginning January 2018
Dr. Nafissa Cisse Egbuonye, Director, Black Hawk County Health Department (term began January 2018)
Dr. Darrel Colson, Wartburg College
Dr. Jeffrey Crandall, UnityPoint Health
Pamela Delagardelle, President & CEO, UnityPoint Health – Waterloo Region
Dr. Joel Haack, University of Northern Iowa
Dr. (h.c.) JoAn Headington, Alumna, Class of 1966, Board Secretary/Treasurer through December 2017, Board Chair
Kathy McCoy, Businesswoman (term began January 2019)
Dr. Jared Seliger, President, Ex-Officio
Dee Vandeventer, Businesswoman

College Administration

Dr. Jared Seliger .............................................................................................................. President
Dr. Peggy Fortsch ........................................................................................................... Dean, School of Health Sciences
Rhonda Gilbert .............................................................................................................. Assistant to the President
Denise Hanson ............................................................................................................ Executive Director, Business & Finance
Dr. Bob Loch ................................................................................................................ Provost
Dr. Joanna Ramsden-Meier ......................................................................................... Dean, Enrollment Management
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.