From The President

The 2021-2022 Allen College Annual Report reflects the extraordinary work and dedication by the faculty, staff and students of our institution. Our Team and our students live our values everyday to further our mission of providing an exceptional healthcare education while instilling the values of service, inclusion, diversity and continuous learning.

The preparation of Allen College students to be successful in their careers remains our highest priority. As part of our ongoing strategic plan, the College is aligning resources across our system to ensure student success. This is demonstrated by our work with the UnityPoint Health – Allen Foundation in providing scholarship assistance to Allen College students. For the first time in Allen College’s history, over $1 million dollars was awarded in institutional scholarships. This milestone would not have been possible without the generous donors who believe in our students and are willing to invest in them to be our future healthcare workforce.

In addition to our institutional scholarships, in early 2021 Allen College partnered with the UnityPoint Health – Allen Foundation and UnityPoint Health – Allen Hospital on the Allen Legacy Program. The Allen Legacy Program provides financial assistance to Allen College Bachelor of Science in Nursing students in exchange for a work commitment at UnityPoint Health – Allen Hospital after graduation. Although the Allen Legacy Program is not an Allen College program, the benefits of participating significantly assist Allen College students and provides them opportunities for success both as a student and with employment after graduation.

Allen College also has successfully pursued grant funding to create pipelines for future students and financial support. Allen College was awarded one of the largest grants in the history of the College when the U.S. Department of Education allocated $1.2 million dollars to support a rural student recruitment initiative that also provides grant funding to those students to attend Allen College.

The 2021-2022 Annual Report reflects the ongoing work by our campus community as we strive to achieve the goals of our current Strategic Plan. The results presented in this report would not be possible without the incredible team of faculty, staff and leaders at Allen College. Even though we have shared numerous successes during the 2021-2022, the effort and resolve of our team remains focused on providing an exceptional experience to our students and ensuring the continued success of our institution.

Thank you to the entire campus community, including our students, faculty and staff, alumni, parents, friends and donors who make Allen College the place where students want to pursue their healthcare education!

Jared Seliger, PhD, CNMT
President

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Mission
Allen College offers educational healthcare programs of excellence to a diverse community while instilling the values of service, inclusion and lifelong learning.

Vision
Allen College will be the educational institution
- where students seeking healthcare education want to learn;
- where healthcare educators choose to teach; and
- from where healthcare systems and employers hire graduates as exceptional healthcare professionals.

Core Values
- **Foster Unity**: We are building a community of healthcare professionals who are inclusive, caring and collaborative.
- **Own the Moment**: All members of the Allen College community function with integrity and accountability.
- **Champion Excellence**: We create educational programs that prepare graduates to excel in their healthcare careers.
- **U**: Every person who is a part of Allen College shapes an inclusive culture and identity of the institution.
- **Seize Opportunities**: We will influence our community and professions through service learning, community service and lifelong learning.

Our Strategic Goals 2020-2024
Allen College will:
1. Create a campus community that fosters a positive student experience.
2. Create and sustain a culture of inclusion where people from different cultural backgrounds, abilities and identities are supported and valued in their learning, working, healing and living.
3. Foster a community committed to service, including underserved populations, and lifelong learning.
4. Design course curricula through innovation and creativity by engaged faculty members to deliver an education that produces exceptional student outcomes and meets workforce needs.
5. Leverage existing partnerships and seek out new opportunities for collaboration.
6. Align resources across our organizational system to ensure operational sustainability and student success.

Our Academic Goals 2020-2024
Allen College is committed to:
1. Preparing outstanding healthcare practitioners who are committed to lifelong learning.
2. Developing and implementing accessible academic programs of excellence that are responsive to the workforce needs of Iowa and the nation.
3. 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.
4. Promoting a commitment by all members of the Allen College community to lives of service.
5. Adopting management practices that demonstrate outstanding stewardship of all resources to our constituents.
Allen College At A Glance in 2021-2022

552 students enrolled

Health Sciences
- ASR: 31
- DMS: 14
- MLS: 16
- MI: 2
- PH: 5
- MS in OT: 54
- DPT: 5
- EdD: 5
- 132

Nursing
- BSN: 245
- BSN-DNP: 18
- MSN: 132
- DNP: 11
- PGC: 14
- 420

254 Degrees conferred

97% weighted graduate certification/licensure pass rates—all programs in 2021

91% of our students COME FROM IOWA
(63% from Northeast Iowa)

64% of our students REMAIN IN IOWA
(18% unknown)
2020-2019 data

60 faculty

Academic Programs:

School of Health Sciences
- 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* (PH) (includes population health minor)
- Master of Science in Occupational Therapy (MS in OT)
- Doctor of Physical Therapy (DPT)
- Doctor of Education in Health Professions Education (EdD-HPE)
  - *Includes certificate option

School of Nursing
- Bachelor of Science in Nursing (BSN) - continued
  - Pre-licensure Tracks - continued
    - 16-month accelerated option (fall start)
  - Post-licensure Tracks
    - RN-BSN option
- Graduate Nursing
  - Master of Science in Nursing (MSN)
  - BSN—DNP
  - Post-Graduate Certificate (PGC)
  - Doctor of Nursing Practice (DNP)–Post Graduate
- MSN or BSN-DNP students enroll in one of the available tracks:
  - Leadership in Health Care Delivery (Administration)
  - Nursing Education
  - Community/Public Health Nursing
  - Leadership in Health Information Technology
- Nurse Practitioner Tracks:
  - Family
  - Acute Care Pediatric
  - Adult-Gerontology Acute Care
  - Family Psychiatric Mental Health

Allen College Annual Report 5 2021-2022 Year in Review
Enrollment Trends

Official counts calculated in fall semester.

In fall 2021, enrollment was 552. Allen College offers associates, bachelors, masters and doctoral degrees in health careers, including:

- Healthcare education
- Medical imaging
- Medical laboratory science
- Nursing (both undergraduate and several tracks at the graduate level)
- Occupational therapy
- Physical therapy
- Public health
- Radiography
- Sonography

Although careers in health care are projected to grow more than other professions, colleges of nursing and healthcare are not able to keep up with the demand. According to The U.S. Bureau of Labor Statistics, 2.6 million new jobs in healthcare from 2020 to 2030. Post-pandemic enrollment in colleges and universities has declined, including the enrollment at Allen College. The Enrollment Management team continues to work with faculty and the community for new strategies that create interest in health care. ([https://www.bls.gov/ooh/healthcare/home.htm](https://www.bls.gov/ooh/healthcare/home.htm))
Create a campus community that fosters a POSITIVE STUDENT EXPERIENCE

Ambassador Program

Forty-seven Allen College students served as ambassadors in 2021-2022 acting as leaders and representatives for Allen College through a variety of campus events.

Their service totaled more than 625 hours either assisting or hosting events. Examples of ambassador activities include:

- Alumni Association plant sale
- College Events:
  - Commencement ceremonies
  - Green initiatives
- Community Service:
  - Autism Awareness event
  - Blood drive
  - Food pantry
- Recruitment events:
  - A Day in the Life
  - Campus tours
  - Campus visit days
  - Miscellaneous recruitment events
- Student Activities:
  - Campus egg hunt
  - Midterm rejuvenation breaks
  - Social media challenges

DPT laboratory fully equipped as 1st cohort begins second year clinical courses

Allen College provided state-of-the-art laboratory facilities, equipment and resources for the doctor of physical therapy (DPT) students. In the second year of the curriculum, students begin extensive patient management courses which require practice with equipment and supplies. The program was fortunate to gain access to prosthetics and orthotics resources to enhance learning.

Additionally, the Barrett Library purchased Grant's Dissection Videos, a collection of approximately 80 high-resolution videos, that demonstrates Grant's method of cadaver dissection sequences, as described in Grant's Dissector. The videos show students what they are expected to achieve in DPT 601: Human Anatomy lab, the steps required for each dissection and the information they need to learn for practical exams.
Create a campus community that fosters a POSITIVE STUDENT EXPERIENCE

The Allen Exchange

The Allen Exchange, formerly known as the Food Pantry, is located in the Barrett Forum Computer Lab where students can access items 24/7 using their student IDs. In 2022, the Exchange expanded to include school supplies and wellness items in addition to food, textbooks, bags, scrubs and clothing. The Exchange is supported by donations, both monetary and in-kind.

The Exchange also offers free lunch and snack food items that are available near campus microwaves for students in need of single-meal assistance while on campus.

DPT students attend national meeting

Second year students, Carleigh Konrade and Maddison Shupe, became the first doctor of physical therapy (DPT) students to represent Allen College at the American Physical Therapy Association (APTA) national meeting.

Each year, students and active members of the APTA meet at a Combined Sections Meeting (CSM). The Sections include the various special interest groups within APTA who get together in a combined meeting to learn the latest examination concepts and innovative interventions as well as to discuss professional issues and advocacy.

The conference, with over 9,000 persons attending this year in San Antonio, provided an avenue for the profession to begin to know Allen College students who interacted with a few thousand students from other programs.

Medical Imaging Program expands clinical sites to accommodate students who live throughout the Midwest

Clinical education is an essential component of the Medical Imaging (MI) curriculum. Kara Howard, MI program director, established partnerships with various health systems across the state of Iowa and the Midwest.

With the MI program being fully online, MI faculty can assist those students who wish to complete their clinical rotations in their own community.

Carleigh and Maddison attended education courses on geriatrics and musculoskeletal topics. They networked with leaders in the Student Assembly and visited several hundred exhibitors who displayed equipment, technology and other resources. DPT faculty introduced the students to APTA officers and leaders and to authors of some of their textbooks.
Create and sustain
A CULTURE OF INCLUSION

Summer Nurse and Health Careers Camp

Summer Nurse and Health Careers Camp (SNHCC) was held from June 16 through July 14, 2022. Teresa Culpepper was the SNHCC director and Sharon Porter assisted with the students. Eleven area high school students participated in the camp which provided immersion into several nursing and health sciences disciplines as well as classroom instruction and educational success tips. Faculty from several Allen College programs presented to the students and provided hands-on experiences related to their disciplines.

In 2021, the SNHCC participants were limited in participating in tours of area healthcare facilities due to health and safety protocols, but this year the tours resumed. The students were able to tour UnityPoint Health – Allen Hospital, the Mental Health Institute and Buchanan County Health Center in Independence and MercyOne – Waterloo.

This year the students also spent time at the Waterloo Career Center and Hawkeye Community College, as well as one week on the Wartburg College campus.

SNHCC would not be possible without the generous grants and donations Allen College receives as well as the dedicated volunteers who shared their experiences with the students so they could get a better appreciation of the healthcare profession.
Create and sustain
A CULTURE OF INCLUSION

Nursing Christian Fellowship (NCF)

The Allen College NCF met approximately every two weeks during the academic year for fellowship and Bible Study led by faculty advisor, Suzanne Gettman.

On- and off- campus activities included gathering for fellowship over dinners and around a bonfire.

The Bible study series, selected by student participants, was “Beyond Studying-A Guide to Faith, Life, and Learning for Students in Health-Care Professions” by Huang & Chung.

The group focused on increasing their visibility and communication with nursing students and faculty by having a Facebook page promoting the group, maintaining a bulletin board on campus, adding information to the College website and participating in the Allen College Student Organization Event.

Anti-Racism Book Read

The Allen College Office of Diversity and Inclusion (ODI) hosted a book read during the 2021 fall semester.

A group of faculty and staff read Isabel Wilkerson’s book, Caste: The Origins of our Discontents. The book group met virtually for several weeks to discuss the book and relate it to their personal and professional lives.

This is the second book read conducted over the last year. In fall 2020 Ibram X. Kendi’s book How do be an Antiracist was discussed.

The ODI is exploring future opportunities to have conversations on diversity and inclusion on our campus.

The Student Success Office Hosted LGBTQ+ Events

As part of the College’s inclusivity efforts, the Student Success office hosted several LGBTQ+ events:

- SafeZone Training
- Cedar Valley PrideFest T-shirt Fundraiser
- LGBTQ+ Pride Week
- Social Media Challenge
- Rainbow Pride Community Day
- T-Shirt Tie-Dye Event
- Show Your Pride Event

Freedom Bus Tour

In November 2021 Allen College sponsored the five-day MLK Freedom Bus Tour for members of the Cedar Valley. The tour explored iconic human and civil rights spaces in Memphis, Birmingham, Montgomery and Selma, visiting historical sites and museums that were significant in the fight for human rights in the United States.
Foster a community committed to service, INCLUDING UNDERSERVED AND LIFELONG 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.

Student Organizations

Pi Kappa Chapter of Sigma Theta Tau International (Nursing Honor Society) | Chartered in 2000

The vision of Sigma Theta Tau 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.

Activities included:

- The chapter donated two $500 scholarships to Allen College for one undergraduate and one graduate nursing student.
- 71 students, in both the undergraduate and graduate programs, were inducted.
- Members packed snack packs for students and delivered them to classes during finals week.
- The chapter donated to the Beyond Pink Cedar Valley team to sponsor a CEU event.
- The chapter donated money to students in the Allen Student Nursing Association to put toward the cost of a leadership conference in Salt Lake City, Utah.
- The chapter made blankets to donate to both the Salvation Army and the Allen Child Protection Center.
- The chapter president virtually attended the Sigma Theta Tau Biennium Conference to vote on bylaws and install the new STT President.
Allen Student Radiography Organization (ASRO)

Through bake sales and apparel sales, ASRO raised money to support travel accommodations for ASR Level 2 students to attend the Iowa Society of Radiologic Technologist (ISRT) Annual Student Educators meeting. During the meeting students were given the opportunity to participate in scientific essay and poster exhibits, hear from speakers that reviewed pertinent information about the ARRT Board exam and participated in a mock exam.

Breanna Bond, an ASR student, received a $500 scholarship from the ISRT.

ASRO also continued the program’s tradition of cleaning up a two-mile stretch of Highway 63 and signed a two-year renewal for this Adopt-A-Highway program.

Allen Student Nurses Association (ASNA)

ASNA was active throughout the 2021-2022 academic year with monthly meetings and activities, which included the following:

- Made and donated 16 blankets in collaboration with Pi Kappa, the Allen College chapter of Sigma Theta Tau International to the Salvation Army.
- Held a quarter drive to collect quarters for women to use for laundry at House of Hope.
- Coordinated an apparel sale and used proceeds to support community events and organizations.
- Gave Thanksgiving cards to residents of the Western Home.
- Partnered with Lowell Elementary to participate in the Adopt-a-Family program and purchased Christmas gifts for two families.
- Arranged for guest speakers to present on various topics:
  - Recognizing symptoms of anxiety and provided tools to manage anxiety in young adults.
  - Volunteer opportunities at Habitat for Humanity as well as their community impact.
  - Organ and tissue donation.
  - Made Valentine’s cards for Friendship Village residents.
  - Volunteered at the UNI Dance Marathon.
  - Made a monetary donation to Habitat for Humanity.
- Shared organ and tissue donation information from the Iowa Donor Network with the campus.
- Partnered with River Hills school and participated in shopping for classroom supplies.
- ASNA student leaders attended the National Student Nurse Association Convention in Salt Lake City.
- Volunteered at the Northeast Iowa Foodbank.
Allen Student Occupational Therapy Association (SOTA)

**Mission:** To strive to promote student engagement in the community and to uphold Allen College’s core values to further student development and collaborate with stakeholders.

During 2021-2022, the SOTA participated in a variety of activities related to community service, professional development, fundraising and promotion of occupational therapy.

SOTA partnered with area businesses including Edgewood Meat Locker, Monster Cookies & More, Scratch Cupcakes and Signs & More to raise funds for SOTA benevolence and projects.

**SOTA donations:**
- $500 to House of Hope
- $300 to the ALS Association Iowa Chapter
- $250 to Panther Academy for Water Safety (PAWS), a Cedar Valley based program
- $200, two potato slicers and Christmas party gift bags to North Star Community Services
- A variety of yard style games to Newel Post
- Themed gift basket for auction to the Iowa Occupational Therapy Association (IOTA) with proceeds supporting the IOTA Dorothy Main Scholarship fund which is awarded annually to an occupational therapy and occupational therapy assistant student enrolled in an Iowa based occupational therapy program.

**Activities:**
- Volunteered at North Star and House of Hope
- Harvested fruit from the Allen College orchard
- Hosted guest speakers including Allen College Ambassadors presenting on Heart of a Leader training, a current student who shared their experience about a non-traditional Level II Fieldwork rotation, REAL virtual reality system, and Renae Carrillo who presented on financial aid and student loan information.

**Recognitions:**
- Attained Gold Level Membership status through the American Occupational Therapy Association
- Acknowledged in the September 2021 issue of OT Practice for their donation to the American Occupational Therapy Political Action Committee (AOTPAC)

Follow the Allen College SOTA on social media. Facebook: Allen College Student Occupational Therapy Association Instagram: @allencollegeot
Service-Learning Honors Program

The Bachelor of Science in Nursing (BSN) CELL Honors program focuses on service-learning.

Due to increased interest from the BSN students to participate in the program to fulfill their nursing elective requirement, the cap has been removed to limit participation to a maximum of 20% of each cohort.

During the 2021 fall semester, 15 students participated in the program and 24 students participated in the 2022 spring semester.

In the fall semester, the students individually partnered with a local community agency to complete a project and in the spring semester, the students worked with their peers to engage their cohort in a service project.

Some of the local agencies who the students partnered with during the academic year included:
- Try Pie
- House of Hope
- Cedar Valley Trails
- St. Patrick’s Catholic Church
- Navigators
- Waterloo Trampoline and Tumbling
- Guiding Star
- Northeast Iowa Food Bank
- Orchard Hill Church
- Celebrate Recovery
- George Washington Carver Middle School
- Waterloo Fire Station #3
Course Related Community Service

◆ MEMORY CAFÉ & HARTMAN RESERVE
The master of science in occupational therapy (MS in OT) students volunteered at the Memory Café (pictured to the right), a place for individuals living with dementia and their loved ones to come together for support and fun at Hartman Reserve.

◆ BOY SCOUTS OF AMERICA
MS in OT students partnered with Boy Scouts of America and hosted a Disabilities Awareness Merit Badge event.

Through their Contemporary Service Delivery and Community Outreach course OT students planned and organized a program for 30 scouts and their leaders. The scouts had an opportunity to learn about person first language and through activities explored accessibility, independent living aids and myths/truths about persons with disabilities. They also learned about healthcare careers and discussed ways to advocate for persons with different abilities.

◆ BRIDGES AND FRIENDSHIP VILLAGE
BSN students enrolled in NU:405 Aging Adult were paired with an older adult at Bridges and Friendship Village as part of a service learning project (pictured to the right). They completed assessments and patient education on a particular body system each week for eight weeks.

Over the course of two semesters 58 students participated and 59 residents of Friendship Village and Bridges were paired with these students. Some of the pairs worked on projects together throughout the semester.

Students unanimously recommend this activity to future students with comments such as, “I quickly learned that this experience was also impactful to me…I gained a deeper understanding of the aging population and a deeper appreciation for making connections with individuals despite their age.”
Foster a community committed to service, INCLUDING UNDERSERVED AND LIFELONG LEARNING

Course-Related Community Service

♦ WESTERN HOME
The second-year doctor of physical therapy (DPT) students and DPT faculty Dr. Erica Kiernan (pictured to the right) spent a day of service with the residents at Western Home Communities.

The DPT curriculum includes content on professional and community service and on geriatrics. This service day allowed the students the opportunity to begin to personally engage with aging adults. The Academy of Geriatric Physical Therapy of the American Physical Therapy Association promotes “Aging Well,” and strives to optimize the aging experience with active lifestyle choices, the reduction of anti-ageist perspectives and raising public awareness of the unique knowledge and skills of physical therapists for this population.

Through this partnership on service day, students were challenged to consider their future roles in geriatric physical therapy while learning the interests and goals of residents.

♦ WATERLOO WOMEN’S CENTER FOR CHANGE
MS in OT students presented their Boundless program and lead groups on how to be successful during their transition. “You are not bound to your past—your future is boundless.” (pictured to the right)

♦ ALS ASSOCIATION OF IOWA
MS in OT students collaborated with the ALS Association of Iowa to host a caregiver learning lab. During the event, the Allen College Student Occupational Therapy Association also presented a cash donation to the ALS Association. (pictured to the right)
Foster a community committed to service, INCLUDING UNDERSERVED AND LIFELONG LEARNING

Course-Related Community Service Projects

Allen College Engagement-Salvation Army Partnership (ACE-SAP) Free Clinic
Established in 2008 as a partnership with the local Salvation Army to provide free healthcare for the underserved.

Services
- **Preventive care focus:** emphasized 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.
- **Social determinant screening:** screened all clients and made referrals to appropriate resources.
- **Sexually transmitted disease (STD) testing:** new service offered beginning in spring 2022 by nursing staff from the Black Hawk County Health Department and students are able to sit in on some of the counseling sessions.
- **Medical dental program:** provided needed dental work and preventive dental care.

Clinic Staffing
- 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)
- Sports Medicine students (from UNI)

570 patients received care in the clinic
- More than 94% of patients met 200% of poverty guidelines.
- 49% of these patients were minority
- 38% had no insurance
- Labs were provided to 154 individuals at no charge
- The clinic recorded 97 vaccines given
- 790 prescriptions were handled
- 299 community referrals were made
- Dental care
  - 31 patients provided dental work through the Medical Dental program
  - 42 patients received dental fluoride treatments and 10 patients received free dental cleaning at Hawkeye Community College through vouchers at the clinic
- Patients reported 98% satisfaction with the care provided, 88% reported they understand their health much better after their visit; and 37% report an intention to make positive changes in their health.
Foster a community committed to service, INCLUDING UNDERSERVED AND LIFELONG LEARNING

Community Service

ACE-SAP Free Clinic addresses social determinants and serves as a resource

Social Determinants of health are now recognized as having a major impact on medical outcomes. Determinants include medication affordability, food insecurity, housing instability and transportation issues. These determinants are encountered at significantly higher rates by low-income patients. Over the years, the clinic has developed an extensive list of programs and resources to help address these determinants. Patients are screened for social determinants and students are taught to address them by offering resource lists specific to the patient’s identified needs. This helps students understand the impact of these issues and models a way for them to address them in the future. After their clinic rotation, student surveys show they have a significant increase in their ability to counsel patients about social determinants.

ACE-SAP Free Clinic not only addresses social determinants of health for patients at the clinic, but it is a resource to the hospital, clinics and community as well. Since January the clinic received 14 calls from social workers and care managers to assist patients with affordability of their healthcare. The clinic was able to provide:

- 4 patients with medical equipment that they could not afford (like shower chairs and knee scooter)
- 3 patients with medical supplies (like dressings and Depends)
- 1 patient with gas cards for an appointment in Iowa City
- 6 patients with medications

Commonly, calls are received for patients with a new diagnosis of diabetes who can’t afford their insulin or testing supplies (glucose meter and strips, syringes and lancets). The clinic cannot only assist with enough medication to get them through until their follow-up appointment but can then provide ongoing follow-up if needed.

The clinic organized a Latino Health Fair at Queen of Peace Church in an effort to screen Hispanic patients who are at high risk for diabetes.

Several community agencies partnered with ACE-SAP Free Clinic including the YMCA, YWCA, Care for Yourself Program and Iowa Get Screened, UNI and Iowa State Extension. Several volunteer interpreters assisted at each booth.

Services offered were blood pressures, A1Cs, dental screening, referral for cancer screenings, Covid vaccines, information on English as a second language classes (ESL), fitness classes, gardening and diet counseling.

Sixteen persons participated, which resulted in:

- Referrals to the Latinos Living Well classes offered by Iowa State Exchange, which focus on diet and exercise specifically for the Hispanic community. Through a Delta Dental grant, the clinic was able to sponsor attendance at these classes at no charge and offered gas vouchers for attendance as well.

Continuing Education

Allen College is an approved provider of continuing education for nurses by the Iowa Board of Nursing. Allen College assists nurses in maintaining licensure and certification.

The number of offerings and participants increased significantly in 2021 due to lifting of pandemic.

54 CEU Programs-2021
17 programs in 2020

1,021 Participants-2021
518 participants in 2020
Foster a community committed to service, INCLUDING UNDERSERVED AND LIFELONG LEARNING

Community Service

OT students volunteer at the Memory Cafe at Hartman Reserve.

Anne’s Orchard, located on campus, was harvested by students and staff. 15 boxes of peaches, plums, pears and apples were donated to Try Pie Bakery, a local organization that empowers young women.

Approximately 298 pounds of non-perishable food and supplies were collected for the Northeast Iowa Food Bank.

Students, staff and faculty participated in Back Packin’ the Dome to fill backpacks with non-perishable food for local children.

The Business and Financial Aid offices collected donations for the ACE-SAP clinic.

Trail clean-up of a one-mile stretch in Waterloo, in conjunction with Cedar Valley Trails Partnership.
Foster a community committed to service, INCLUDING UNDERSERVED AND LIFELONG LEARNING

Mission nursing in Guatemala

In May 2022, seven undergraduate students and one faculty member (Dr. Abby Nieman) traveled to Canilla, Guatemala as part of the course NU 445J: Mission Nursing. The trip was organized via Prairie Lakes Church in Cedar Falls in partnership with Adonai International Ministries (AIM).

The students met during the 2022 spring semester to learn about poverty, short term missions and their impact, as well as learning about the Guatemalan healthcare system and the disparities present among both indigenous (Mayan) and Latin populations. During the trip, students provided nursing care which immersed them into the Latin and Mayan populations. The students were partnered with AIM nurses who are from Canilla and the surrounding communities to provide care for various populations including prenatal, pediatrics, general adult patients and chronic adult patients. They were able to assist with vital signs, ultrasounds, heart and lung examinations, ear examinations and surgical biopsies. A couple students were also able to help in an actual surgery in the OR. Clinics were held on site in Canilla as well as in two mountain clinics.

Students were also able to hear the AIM missionaries’ stories and see the impact these missionaries have made in Guatemala over the past 20 years. In addition to missionary testimony, students were able to hear from the nurses themselves about their own past, their path to becoming a nurse and their personal stories related to health care. The students really enjoyed hearing direct testimony from those who live it every day.

Dr. Nieman stated, “showing the students a world outside of their own is an honor. While we certainly didn’t go in with any expectations, we came away with life-long lessons that can be carried forth to patient care in the future. We also took an introspective look about our own thoughts and feelings toward healthcare in a developing country. It can be eye opening, the differences that are noted between care in the U.S. and care in a developing country. It is important for students to see that it is humbling to see nurses work to meet patient needs with what they have versus the abundance we see in U.S. hospitals and clinics.”
Engaged faculty design creative and innovative curricula to produce
EXCEPTIONAL STUDENT OUTCOMES | MEETING WORKFORCE NEEDS

OT students present terminal projects

The Allen College Master of Science in Occupational Therapy second year students presented their faculty-led terminal projects (research and evidence-based) in April at the program’s 5th annual research day. Faculty and students hope to present these projects at occupational therapy conferences at the state and national level in the next year. The projects presented include:

- **The Continuing Education Needs and Preferences of Rural Occupational Therapy Practitioners in Iowa**
  Faculty: Kate Reiter, OTD, MAOT, OTR/L, CLT | Students: Rasmira Bajramovic, Emily Greene, Emily Most, Emma Schafer and Shaye Witte

- **Student Participation and Perception of Hands-on Advocacy in Developing Advocacy Competencies**
  Faculty: Steven Bowen, OTD, OTR/L, CAPS | Students: Sadie Eden, Brianna Feuerbach-Davis, Drew Johnson and Kassidee Steve

- **Caregivers’ Perspectives on Community Access and Resources for Children with Disabilities and the Quality of PAWS Adaptive Programming**
  Faculty: Katie Jo Funk, MOT, OTR/L | Students: Rylee Andresen, Madalyn Germann, Sarah Gielau, Paige Shanno and Isabelle Tynismaa

- **Experiential Learning Through ALS Caregiver Learning Labs: Occupational Therapy Student Outcomes**
  Faculty: Susan Hoey, OTD, MS OTR/L, ATP | Students: Abigail Boeding, Nina Demuth, Jessica Henaughan, Tina Kajtazovic and Hope McDermott | OTS education and observe interprofessional interventions

Student Success office implements new services

The Student Success office enhanced services to students services utilizing a more rigorous note taking system, follow-up system and regular outreach system with the goal of increasing communication with students and helping them connect with resources available to assist them in being successful, such as:

- In-person peer tutoring for pathophysiology, fundamentals of clinical nursing and pharmacology
- Online synchronous and asynchronous tutoring through NetTutor
- Online paper review through NetTutor
- Student workshops available for free through StudentLingo (some workshops offer a chance to win scholarships upon completion)
- Bi-weekly student success tips and contact through Blackboard
- Access to TurnItIn boxes for students to check their papers for plagiarism and citation errors prior to submission
- Weekly events and monthly challenges for students geared towards academic success and stress management
- Easy access and referrals to mental health support through EAP and the Mental Health Walk-in Clinic
- Checklists and handouts geared towards teaching new learning skills, study strategies, and to aid in writing academic papers with APA 7th Edition
- Peer mentoring through the Ambassador Program to assist first term students in their transition to Allen College
- The STARS program which is being piloted for BSN first term students – teaching them learning skills and personal skills for their success at Allen College

The Student Success Coordinator communicated regularly with students being counseled checking on their progress with their goals.
Engaged faculty design creative and innovative curricula to produce EXCEPTIONAL STUDENT OUTCOMES & MEET WORKFORCE NEEDS

True to the mission of preparing exceptional healthcare professionals through educational programs of excellence, Allen College faculty use evolving innovative teaching techniques and learning strategies to provide high quality education to our students. This is reflected in the excellent pass rates that meet or exceed the state and national average pass rates.

Pass Rates for Certification/Licensures

<table>
<thead>
<tr>
<th>Certification</th>
<th>Medical Imaging (CT &amp; MRI)</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>2021</td>
<td>88%</td>
<td>100%</td>
<td>100%</td>
<td>75%</td>
<td>100%</td>
<td>64%</td>
<td>100%</td>
<td>98%</td>
</tr>
<tr>
<td>2021 Nat'l Avg</td>
<td>84%</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>68%</td>
<td>97%</td>
<td>82%</td>
</tr>
<tr>
<td>2020</td>
<td>90%</td>
<td>50%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>60%</td>
<td>100%</td>
<td>98%</td>
</tr>
<tr>
<td>2020 Nat'l Avg</td>
<td>88%</td>
<td>80%</td>
<td>66%</td>
<td>67%</td>
<td>79%</td>
<td>75%</td>
<td>NA</td>
<td>67%</td>
</tr>
</tbody>
</table>

NA indicates data was unavailable at time of publication.
Allen College Graduates

Allen College held three commencement ceremonies in 2021-2022 conferring 254 degrees:

- 17 Associate of Science in Radiography
- 27 Bachelor of Health Sciences
- 122 Bachelor of Science in Nursing
- 62 Master of Science in Nursing
- 23 Master of Science in Occupational Therapy
- 2 Doctor of Education
- 1 Doctor of Nursing Practice

In addition, two honorary degrees, the Doctor of Humane Letters, *honoris causa*, were conferred.

Dr. Nancy Kramer, who also holds emeritus status as nursing faculty and provost, was bestowed the honorary degree August 13, 2021 in recognition of her illustrious career as a nurse, educator and leader. She retired from Allen College in 2018.

Dr. Joel Haack was bestowed the honorary degree on December 17, 2021 in recognition of Dr. Haack’s role in the growth and success of Allen College during his tenure as a member of the Allen College Board of Trustees.

Number of Graduates by School/College

Employment is self reported by students.

- 82% of the students who graduated in 2020-2021 reported employment; 18% did not report.
- 100% of those who reported employment indicated they were employed in a field related to their program of study within six months of graduation.
  - 11% were employed at UnityPoint Health – Waterloo
  - 34% were employed at a UnityPoint Health Affiliate
  - 78% were employed in Iowa

*Placement information for 2021-2022 is not yet available.*
Engaged faculty design creative and innovative curricula to produce EXCEPTIONAL STUDENT OUTCOMES & MEET WORKFORCE NEEDS

Clinical Excellence through Interprofessional Collaboration

Interprofessional Objective Standardized Clinical Exams (OSCEs) in graduate programs

Allen College educators facilitated student interprofessional collaborations and used innovative methods to evaluate outcomes related to those experiences.

In April 2022 students in the Master of Science in Nursing (MSN) – Family Nurse Practitioner track and the Master of Science in Occupational Therapy (MS in OT) program collaborated to provide OSCEs in their final semester of coursework. OSCEs utilize standardized patients in a simulated setting to assess students’ clinical skills and clinical reasoning.

First year MS in OT students were provided with case histories and acted as standardized patients. Student nurse practitioners (NP) and second year occupational therapists (OT) first completed a chart review of a standardized patient. The NP student then completed an evaluation of the standardized patient while the OT student observed. The OT student then received a “referral” from the NP with a brief report of findings and completed an evaluation of the patient while the NP student observed. The students were expected to interact with the “patient” just as they would in a real situation. After completion of the scenarios, students and faculty held a debrief session which included a discussion of what students and faculty learned from the experience.

Faculty and student feedback following this unique experience was overwhelmingly positive. As measured by the Interprofessional Collaborative Competency Attainment Scale, a vast majority of students reported an improvement in their ability to promote interprofessional communication and to work effectively with team members to enhance patient care.

Interprofessional ALS Caregiver Learning Lab: occupational therapy collaborates with speech language pathology

Occupational Therapy students provided education to Iowa families battling amyotrophic lateral sclerosis (ALS), a fatal neurodegenerative disease through a community partnership with the ALS Association Iowa Chapter and a collaboration with University of Northern Iowa speech language pathology program.

Students developed content and prepared hands-on learning opportunities for patients and caregivers attending either virtually or in person. Participants engaged in various educational opportunities such as safe transfers, power wheelchair basics, high tech communication and introduction to adaptive equipment for daily living tasks.

This student led interprofessional hands-on learning opportunity is unique in the state of Iowa and has been found to be beneficial for caregivers, patients and students. Students report increased comfort level with caregiver education and demonstrate improved clinical reasoning, which prepares them to provide client-centered care in a complex healthcare environment.
Engaged faculty design creative and innovative curricula to produce
EXCEPTIONAL STUDENT OUTCOMES & MEET WORKFORCE NEEDS

Clinical Excellence through Interprofessional Collaboration

Radiography and sonography students collaborated to gain insight into other disciplines and to learn from other healthcare professionals and students.

Students in the Diagnostic Medical Sonography (DMS) bachelor’s program demonstrated various ultrasound procedures in the sonography lab for students in the Associate of Science in Radiography (ASR) program. ASR students had the opportunity to do hands-on scanning with the assistance of the DMS students and faculty. DMS students joined the ASR students in class to learn about mammography from a breast imaging specialist.

Radiography and nursing students collaborated during a simulation activity. During the simulation activity, radiography students were paired with nursing students and they were provided a scenario that they simulated together. This simulation activity provided the students with the opportunity to:

- understand the roles of the nurse and radiography technologist in a healthcare setting,
- demonstrate effective communication between the healthcare team and patient,
- demonstrate teamwork in the healthcare setting,
- perform appropriate patient assessments and
- implement patient care that meets quality, safety, and evidence-based standards.

Rural and underserved emphasis

Fourteen nurse practitioner students completed the Rural and Underserved Emphasis this academic year.

This emphasis was established to prepare nurse practitioner students who are increasingly recruited to work in low income and rural areas in recent years. The emphasis is voluntary and requires participating students to attend two 7-hour seminars, in addition to their regular coursework, and they must complete 150 of their clinical hours in rural and/or underserved areas. This year the seminars were made available to preceptors at no charge and eight attended.

There is greater focus on diversity and inclusion due to poorer outcomes in these underserved populations and Allen College is doing its part to address this disparity. Students completed an anonymous survey after each of the seminars. Results showed that students gained significant knowledge regarding healthcare needs of rural and low-income communities and barriers they encounter. They reported that their knowledge of ways to improve health outcomes in these populations increased significantly as well. Student participants strongly agreed that they would like to work in areas where healthcare professionals are under-represented and felt better prepared.
Leverage existing partnerships & seek new opportunities for collaboration

Allen College/Hospital Nursing Collaborative Steering Committee

While the Collaboration Committee between UnityPoint Health – Allen Hospital and Allen College nursing leadership has been in existence for many years, the group was reorganized by Sarah Brown, Vice President/Chief Nursing Officer and Dr. Kendra Williams-Perez, Dean of the School of Nursing, during the 2021-2022 academic year. The new name for the group is the Allen College/Hospital Nursing Collaborative Steering Committee.

The group spent time creating “team agreements” as a strategy for setting clear expectations of how they would work together. In addition, goals for the steering committee were created. The group meets monthly and is committed to being more active in addressing the common goals of the group.

During the past year, a work group was formed to define the ideal clinical experience for nursing students.

The work of this group is ongoing and it has been exciting to see the renewed energy between the hospital and the college.

Doctor of Physical Therapy Program (DPT) offers human anatomy immersion labs at the world-class PASE lab at Saint Louis University

DPT faculty taught the anatomy immersion labs through a partnership with the Practical Anatomy and Surgical Education (PASE) Laboratory at Saint Louis University, a facility to provide realistic learning experiences for healthcare professionals and students.

Students and faculty traveled to Saint Louis for two different weeks of immersion labs with hands-on learning on cadavers and models. The PASE lab provided personnel to manage the lab specifically for the physical therapy education.
Engaged faculty design creative and innovative curricula to produce EXCEPTIONAL STUDENT OUTCOMES & MEET WORKFORCE NEEDS

Allen College was led by 92 members of faculty and staff

32 Staff
30 full-time, 2 part-time

60 Faculty
41 full-time, 19 part-time
(Includes president & provost)

62% Faculty Doctorally Prepared
Courses built on Quality Matters standards

Quality Matters (QM) is a leader in quality assurance for online education and has received national recognition for its peer-based approach and continuous improvement in online education and student learning.

All Allen College courses are built upon program specific templates that incorporate Quality Matters. Use of these templates not only help ensure that best teaching practices are being used, but they also ensure a consistent experience for the students.

For example, a student who is taking multiple courses all within the same program can expect a similar experience in all of those courses as it pertains to how the content, assignments, exams, discussion boards, learning modules and course objectives are presented. It is a goal of Allen College to ensure course consistency, meaning students do not have to waste time searching for items or be subject to a course that is not utilizing best teaching practices.

A QM Certified course ensures all elements within a course serve a purpose and have been carefully selected and designed utilizing best teaching practices and alignment with course objectives, ultimately leading to better student outcomes.

During the 2021-2022 academic year, all Allen College faculty went through QM training. Some instructors achieved Peer Reviewer Status and some received their Teaching Online Certification.

DPT Program implements best practice for online learning (Quality Matters)

After earning Quality Matters QM certification for her course, Dr. Kiernan, associate professor in the Doctor of Physical Therapy (DPT) Program, developed a template to assist all DPT faculty in achieving best practice in online learning.

The Allen DPT Program is 1 of approximately 20 programs and 10% of all accredited DPT programs to offer a hybrid model curriculum, and Dr. Kiernan’s efforts will enhance achievement of the next steps in accreditation for the program.
Faculty continue to advance and grow their education and expertise

**Dr. Eric Arguello**, professor, earned a Graduate Certificate in Business Analytics from the University of Massachusetts Amherst.

**Shari Cary**, assistant professor, achieved certification as a Certified Dementia Specialist through Evergreen Certifications and PESI Continuing Education.

**Dr. Denise Dermody**, associate professor. The American Occupational Therapy Association (AOTA) conferred the title of “Credentialed Leader in Academia” to Dr. Dermody for the successful completion of the 2021-2022 Academic Leadership Institute. This credential is to demonstrate leadership development in higher education through networking opportunities and mentorship experiences.

**Dr. Shawn Froelich**, associate professor, earned a DHSc (Doctor of Health Sciences) degree from the University of Indianapolis.

**Dr. Susan Hoey**, assistant professor, earned the Assistive Technology Professional (ATP) certification by the Rehabilitation Engineering and Assistive Technology Society of North America, (RESNA). An assistive technology professional analyzes the needs of individuals with disabilities, assists in the selection of the appropriate equipment and trains the consumer on how to properly use the specific equipment. The Assistive Technology Professional (ATP) certification recognizes those who have reached an internationally accepted standard of knowledge in assistive technology and who demonstrate a commitment to provide only the highest ethical standards of practice.

**Dr. Erin Peters**, associate professor, earned a Doctor of Education degree in Health Professions Education from Allen College.

**Dr. Carissa Stoddard**, assistant professor, received certification as a Board Certified Clinical Specialist in Pediatric Physical Therapy. This is a 10-year specialty certification which is currently held by only 15% (approximately) of all physical therapists.

Dr. Stoddard was recognized by the American Board of Physical Therapy Specialists (ABPTS) as having demonstrated competency in specialized knowledge and advanced clinical proficiency in pediatrics. She joins only about 11% of all therapists who are ABPTS specialists in all 10 recognized specialty areas. The pediatric specialty area includes patient care of children from birth to age 21 with all possible diagnoses. Pediatric specialists are prepared to evaluate, habilitate, and rehabilitate children who have traumatic, developmental, and systemic disorders. Dr. Stoddard was recognized as the Opening Ceremonies of the APTA Combined Sections Meeting.
Faculty & Staff awards/honors and research/publications

**Dr. Eric Arguello**, professor, co-authored a research poster that was presented at the American Congress of Rehabilitation Medicine's annual conference. It was selected as the Best Scientific Poster in Geriatric Rehabilitation. The poster is entitled, “Tango Together: Effects of Tai Chi Practice on Inflammatory Biomarkers – A Systematic Review.” Dr. Arguello co-authored an abstract submission entitled, “Tai Chi Effects on the Brain as Assessed by Neuroimaging Techniques – a Systematic Review” that was accepted as a poster presentation for the American Physical Therapy Association (APTA) Combined Sections Meeting (CSM) in San Antonio, Texas.

**Dr. Brenda Barnes**, professor, co-authored an article published on the NAACLS News entitled, “From Where We Sit – The Importance of Measurable Objectives.” Dr. Barnes received Quality Matters certification for her course EdD 700.

**Don Bishop**, instructor, is the current Education Chair for the ISRT and is on the Region 5 Committee on Radiologic Technology Advocacy (CRTA) subcommittee.

**Dr. Bryan Bond**, professor, co-authored research presented as a poster presentation entitled, “The Efficacy of Including Dry Needling as a Part of the Physical Therapy Standard of Care to Reduce Pain and Improve Disability for Individuals with Chronic Neck Pain: A Systematic Review” at the American Physical Therapy Association’s (APTA) Kansas Spring Conference. Dr. Bond was invited to speak (live and virtual) at other academic institutions and professional organizations, including Logan University (St. Louis, Missouri), Northeast College of Health Sciences (Seneca Falls, New York), and Rhode Island Chiropractic Society (Middletown, Rhode Island). The presentation topics included, “Evidence-Informed Assessment and Rehabilitation of Musculoskeletal Disorders” and “Role of Spinal Kinematics in Low Back Disorders: Does Lumbar Flexion Matter?”

**Drs. Lisa Brodersen and Ruselle DeBonis**, professors, co-authored an article with Dr. Jackie Meyer entitled, “Use of a Poverty Screening Question to Predict Social Determinants” which was published by The Journal for Nurse Practitioners.

**Dr. Rus DeBonis**, professor, received a 2022 Governor Reynolds Volunteer Service Award for outstanding commitment and service. She was nominated for this award for her work with the Focus on Diabetes event held annual each fall.

**Dr. Denise Dermody**, associate professor, co-authored an article entitled, “Flip to Learn & Learn to Flip in Occupational Therapy” that was published in the October 2021 issue of The Journal of Occupational Therapy Education.

Dr. Dermody received a Service Commendation from the AOTA for her service as the Iowa Representative on the Representative Assembly for 2019-2022.

**Dr. Jennifer Edeker**, associate professor, completed the process for QM certification for NU520 Policy, Organization & Financing of Health Care.

**Dr. Shawn Froelich**, associate professor, presented dissertation results: Exploring Workplace Well-Being in Early-Career Medical Laboratory Scientists for CoLABorate Iowa Clinical Laboratory Conference sponsored by the American Society for Clinical Laboratory Science – Iowa (ASCLS-IA) and the Clinical Laboratory Management Association (CLMA).

**Katie Jo Funk**, assistant professor, presented a research poster entitled, “Rural Caregivers Perspectives of an Occupation Based Coaching Telehealth Intervention to Improve Child Diabetes Management and Quality of Life” at the Nebraska Occupational Therapy Association. This research has also been accepted to the American Diabetes Association for publication.

Katie’s doctoral research entitled, “Occupational Based Coaching Telehealth Intervention to Improve Child Diabetes Management: Rural Caregiver Perceptions” has been accepted for presentation at the American Diabetes Association (ADA) Annual Conference. Katie Jo’s research will also be published as an abstract by the ADA.
Engaged faculty design creative and innovative curricula to produce
EXCEPTIONAL STUDENT OUTCOMES | MEETING WORKFORCE NEEDS

Katie Jo Funk (continued), was selected as an Iowa Hospital Association (IHA) scholarship recipient this year for pursuit of a doctoral degree.

Dr. Susan Hoey, assistant professor, and her Master of Science in Occupational Therapy student research group poster presentation entitled, “Assistive Technology Educational Resources for Home Health Therapists” was accepted for presentation at the Iowa Occupational Therapy Association and for presentation at the American Occupational Therapy Association Inspire Conference in San Antonio, Texas.

Kara Howard, assistant professor, became a board member of the Iowa Society of Radiologic Technologists (ISRT) and currently holds the Member at Large position.

Dr. Erica Kiernan, associate professor, gave a presentation entitled, “The Relationship Between Apathy and Grit as it Relates to Participation in a Community Exercise Program in the Parkinson’s Population” at the American Public Health Association virtual annual conference and at the Movement Disorders Society International Congress virtual annual conference.

Dr. Venita Lovelace-Chandler, professor, co-authored a poster presentation entitled, “100-Year History of Pediatric Physical Therapy: Fulfilling Our Mission” and presented at Academy of Pediatric Physical Therapy virtual annual conference.

Dr. Abby Nieman, associate professor, was the first recipient of the Allen College DAISY Award for Faculty at Allen College.

Dr. Cristina Ortiz, associate professor, published her dissertation research, “Mentoring Experiences of Male Faculty in Nursing Programs.” This research is available in the September-October 2021 issue of Nursing Education Perspectives.

Dr. Kate Reiter, associate professor, and her Master of Science in Occupational Therapy student research group poster presentation entitled, “Occupational Therapist Recommendations for Student Preparation to Practice in a Rural Setting” was accepted for presentation at the Iowa Occupational Therapy Association conference.

Dr. Carissa Stoddard, assistant professor, was awarded a grant from the Texas Woman’s University Graduate School Grant program and a grant from the Texas Physical Therapy Foundation (TPTF) for funding toward her dissertation study entitled, "Use of Y-Balance Test Performance to Predict Musculoskeletal Complaints in Adolescent Dancers."

Dr. Stoddard's manuscript entitled, “Limb Dominance Does Not Affect Y-Balance Test Performance in Non-Athlete Adolescents” was accepted for publication by the International Journal of Sports Physical Therapy.

Additionally, in April of 2022, Dr. Stoddard received the Graduate Council Award for Exceptional, Original Scholarship among all graduate students at Texas Woman’s University where she is completing her PhD in Physical Therapy.

Dr. Chris Wiedman, assistant professor, represented the Allen College DPT program as one of five presenters at a session entitled, “LAMP Leadership ‘Ted-Style’ Talks-Shared Lessons on Leading Within and Leading Others” at the APTA national meeting. Dr. Wiedman spoke about his many years of learning servant leadership at UnityPoint Health before joining the Allen College faculty.

Dr. Adam Yoder, associate professor, presented at the Iowa Physical Therapy State Meeting with two presentations and the second-place award for best poster: “Relationship of Physical Factors and Performance of Female Golfers: A Systematic Review” and “Effectiveness of Dry Needling for Subacromial Pain Syndrome: A Systematic Review.”

Dr. Yoder presented at the Iowa Physical Therapy Southeast District virtual meeting November 11, 2021. His presentation was entitled, “Femoracetabular Impingement Syndrome: An Update.”
Financial support for faculty/staff in their educational pursuits – 2021 educational support totaled $17,002

Faculty
Education Level
- Doctoral=37 (62%)
- Master’s=19 (32%)
- Bachelor’s=4 (6%)

Faculty & Staff
Enrolled in Programs
- Doctoral=5
- Master’s=1

- Many accrediting bodies require doctorally prepared faculty or a specified percent of doctorally prepared faculty. Allen College continues to exceed our goal of having 50% faculty doctorally prepared.
- One faculty received rank promotions for the 2021-2022 academic year. Faculty promotion opportunities are commensurate with education, years of service at Allen and teaching experience.
- Adjunct faculty and preceptors were offered tuition credit for taking Allen College classes; four adjunct faculty utilized this benefit in 2021-2022.

Faculty and Staff Recognition of Scholarly Accomplishments and Service for 2021
Faculty and staff were honored for their scholarly accomplishments and service.

Scholarly Recognitions—27
- Dr. Brenda Barnes
- Dr. Suzanne Bellinger
- Dr. Steve Bowen
- Dr. Lisa Brodersen
- Shari Cary
- Dr. Rus DeBonis
- Dr. Denise Dermody
- Dr. Peggy Fortsch
- Dr. Shawn Froelich
- Dr. Susan Hoey
- Kristen Jasper
- Dr. Jennifer Jass
- Lisa Jurgensen
- Dr. Erica Kiernan
- Dr. Faith Kruse
- Dr. Bob Loch
- Dr. Abigail Nieman
- Dr. Ashley Ollendieck
- Dr. Cristina Ortiz
- Dr. Erin Peters
- Dr. Kate Reiter
- Dr. Jared Seliger
- Dr. Carissa Stoddard
- Gina Tenge
- Dr. Anna Weepie
- Dr. Jeremy Whitaker
- Dr. Kendra Williams-Perez

Service Recognitions—12
- Holly Benning
- Dr. Steve Bowen
- Dr. Lisa Brodersen
- Dina Dowden
- Dr. Jennifer Edeker
- Denise Hanson
- Dr. Susan Hoey
- Dr. Abigail Nieman
- Dr. Ashley Ollendieck
- Sharon Porter
- Dr. Anna Weepie
- Dr. Jeremy Whitaker
Align resources to ensure OPERATIONAL SUSTAINABILITY & STUDENT SUCCESS

### Revenue

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition &amp; Fees</td>
<td>$12,104,106</td>
<td>$11,794,575</td>
</tr>
<tr>
<td>Grant Revenue</td>
<td>$365,400</td>
<td>$1,356,465</td>
</tr>
<tr>
<td>Other</td>
<td>$90,656</td>
<td>$65,184</td>
</tr>
<tr>
<td>Contributions</td>
<td>$590,770</td>
<td>$813,995</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$13,150,932</strong></td>
<td><strong>$14,030,219</strong></td>
</tr>
</tbody>
</table>

*College Pass Through Reimbursement*
- $410,156

*Hospital Contribution*
- $1,784,861

**Total Support**
- $15,345,949

*Per 2020 and 2021 Medicare Cost Report*

### Expenses

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries &amp; Wages</td>
<td>$6,867,298</td>
<td>$7,119,760</td>
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<td>Employee Benefits</td>
<td>$1,552,273</td>
<td>$1,668,242</td>
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<td>Purchased Services</td>
<td>$396,875</td>
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<td>Service Agreement</td>
<td>$380,500</td>
<td>$550,000</td>
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<tr>
<td>Supplies</td>
<td>$88,784</td>
<td>$97,179</td>
</tr>
<tr>
<td>Meetings &amp; Travel</td>
<td>$45,423</td>
<td>$42,208</td>
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<tr>
<td>Building Occupancy, Repairs</td>
<td>$340,501</td>
<td>$440,040</td>
</tr>
<tr>
<td>Recruiting &amp; School Functions</td>
<td>$67,761</td>
<td>$204,273</td>
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<tr>
<td>Dues/Books/Subscriptions</td>
<td>$501,219</td>
<td>$529,846</td>
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<td>Other</td>
<td>$4,989</td>
<td>$13,971</td>
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<tr>
<td>Federal Matches</td>
<td>$1,209,751</td>
<td>$1,887,609</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$11,473,172</strong></td>
<td><strong>$13,001,487</strong></td>
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*Overhead*
- Direct* $2,651,418
- Indirect* $1,221,359
**Total Expenses**
- $15,345,949

*Per 2020 and 2021 Medicare Cost Report*

### Allen College Endowment—$16,513,487

The Allen College endowment funds total as of December 31, 2021, reflected an 11.14% growth from 2020. The majority of the endowment balance (83%) is in scholarship funds. The other 17% are designated for capital, educational and operational use. Approximately $9.8 million of the endowed funds are permanently restricted.
Align resources to ensure
OPERATIONAL SUSTAINABILITY & STUDENT SUCCESS

Grant Funding—$1,675,249
(Increased from $449,183 in 2020-2021)

Allen Foundation works to secure grant funding for a variety of Allen College capital projects as well as campus and community-based programs. The dollars raised bolster the College’s finances, enhance student education and strengthen community connections.

The following 2021-2022 grant applications received funding:

- U.S. Department of Education, Rural Student Recruiting and Retention (total over 3 years)... $1,224,179
- Iowa Department of Public Health, Psychiatric Mental Health Nurse Practitioner student recruitment (total over 4 years) .............................................. $400,000
- Cedar Valley United Way, ACE-SAP Free Clinic ................................................................. $30,070
- Iowa Department of Natural Resources, Recycling and Conservation ........................................ $10,000
- U.S. Department of Education, Title III and V Eligibility .................................................. $6,000
- Cedar Valley United Way, Summer Nurse & Health Careers Camp .................................... $5,000

Six additional grant applications are pending review for potential awards totaling $1.8 million.

New Grant Services Coordinator joins Allen

In September 2021, Allen Foundation and Allen College welcomed Susan Decker as the new Grant Services Coordinator. Susan holds a BA in Communication and a Master of Public Administration, both earned at the University of Nevada Las Vegas.

She comes to us with extensive grant experience and has secured over $20 million in funding from private foundations and government agencies for nonprofit, government and higher education entities.

U.S. Department of Education Rural Postsecondary and Economic Development Grant for more than $1.2 million

Allen College was awarded a three-year, $1,224,179 grant which supports creation of the Rural Student Success Program (RSSP). Program goals include increasing rural student enrollment, retention and completion.

Activities will focus on increasing rural partnerships, community engagement and employment opportunities for graduates. The RSSP also creates a Rural Student Grant to provide financial assistance specifically for rural students.

A Community Outreach Coordinator position will be added to Allen College and serve as a liaison to engage with rural high school students, their support systems, community leaders, rural healthcare employers and institutions of higher education within a 50-mile radius of Waterloo.
Align resources to ensure
OPERATIONAL SUSTAINABILITY & STUDENT SUCCESS

Higher Education Emergency Relief Funds (HEERF) Rounds I, II and III

Since May 2020 Allen College received $1,899,250 over three rounds of relief funding directed to higher education institutions and their students who have been negatively impacted by the COVID-19 pandemic.

- Coronavirus Aid, Relief, and Economic Security (CARES Act) (HEERF I)
- Coronavirus Response and Relief Supplemental Appropriations (CRRSAA Act) (HEERF II)
- American Rescue Plan (ARP Act) (HEERF III)

$918,252

Institutional Expenses

To offset expenses related to COVID-19:

<table>
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<th>Fund Description</th>
<th>Received in 2021-2022</th>
<th>Total Over 3 Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partial graduation refunds to students via student accounts</td>
<td>$0</td>
<td>$29,825</td>
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<tr>
<td>Campus safety and security</td>
<td>$7,453</td>
<td>$37,278</td>
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<tr>
<td>Additional equipment or software</td>
<td>$185,969</td>
<td>$250,494</td>
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<tr>
<td>Proctoring, rental spaces, books and subscriptions</td>
<td>$5,437</td>
<td>$19,150</td>
</tr>
<tr>
<td>Lost revenue for fall 2020</td>
<td>$0</td>
<td>$575,893</td>
</tr>
<tr>
<td>Lost revenue from academic sources</td>
<td>$22,139</td>
<td>$21,139</td>
</tr>
</tbody>
</table>

$980,998

$170,830 paid in 2021-2022
$566,418 paid in 2020-2021
$243,750 paid in 2019-2020

Funds are given directly to students who applied and were qualified

Collaboration between the UnityPoint Health colleges to support sustainability

The UnityPoint Health colleges continue to look for opportunities to collaborate for operational consistency and efficiencies. Some examples of this collaboration are:

- Shared grant project funded by a grant from the Iowa Governor’s (Reynolds) Emergency Education Relief (GEER) Fund – Component 2. Allen College and St. Luke’s College worked together to help support the implementation of Quality Matters, an instructional design tool and certification for online courses on both campuses. The two colleges shared a part-time instructional designer. The grant concluded in spring 2022.

- Upgrading the student information system (SIS) to Anthology and extending the Blackboard (learning management system, LMS) contract. The project, coordinated by UnityPoint Health IT and involving all four UnityPoint Health colleges, kicked off in January 2022 and has an anticipated go-live date of July 2023. The new SIS will provide a much higher level of integration with many of the current software solutions, provide better opportunities to manage the student databases and provide opportunities for the colleges to collaborate to establish best practices.

- Faculty/staff collaborations:
  - Provost shared between Allen College and St. Luke’s College
  - Coordinator of the student information system position shared between Allen College, St. Luke’s College and Trinity College
  - Faculty: 1 nursing and 1 medical laboratory science Allen College faculty are teaching at St. Luke’s College in their respective programs
  - Allen College financial aid staff are assisting Mercy/St. Luke’s in Cedar Rapids with financial aid functions for their radiology technology program.
Facility improvements

- Purchased new clinical female and male pelvic trainers for the nursing program.
- Installed four pods, with a proctoring camera, for additional library testing and student study space.
- As part of the wrap-up of the Gerard Hall renovation project, placed new signage in the Pauline R. Barrett Collaboration Center (pictured to the right) as well as in the Admissions/Financial Aid office suite.
- Made campus updates as part of the higher education emergency relief fund:
  - Installed touchless faucets in the Gerard Hall and Barrett Forum bathrooms.
  - Updated audiovisual (AV) in several classrooms to assist with on campus and virtual learning.
  - Installed a Pan/tilt/zoom (PTZ) camera in Phelps Classroom.
  - Installed 72 inch monitors in the Allen Medical Staff and Mid-American Energy classrooms which provides better access to educational technology regardless of room layout.
  - Installed new control panels to control the AV systems in Phelps, Allen Medical Staff, Mid-American Energy and Gerard Classrooms and in the Alumni Conference Room.
  - Installed a new AV System in the McElroy Board Room.
- Renovated two Gerard Hall bathrooms with new flooring and countertops.
- Purchased new picnic tables and benches for the Barrett Forum, McElroy Hall and Winter Hall patios funded in part by a $10,000 Iowa DNR Pass on Plastics II Grant.

Meeting students needs: test proctoring space and study space

Based upon an increased need to provide additional test proctoring, a fourplex of individual testing pods with a 360 degree camera was installed in the Barrett Library. The project was funded with funds from Allen Foundation.

The pods will also provide students with study space when they aren’t being used for test proctoring. In student surveys, the students identified the need for additional private study spaces on campus, which the new pods address.
The purpose of financial assistance is to provide funds to students that otherwise would be unable to pursue a college education.

Financial assistance is available to Allen College students through a variety of sources such as federal, state and institutional aid as well as hometown agencies and organizations.

579 (85%) students received financial assistance

1,049 grants and scholarships awarded to students totaling $2,966,199
(32% of aid was in the form of grants and scholarships)

694 student loans were generated totaling $5,887,577
(64% of aid was in the form of loans - does not include Parent PLUS loans)

Average Debt
$22,541 average debt for Allen College—undergraduate students ($22,920 last year)
$59,024 average debt for all colleges attended—graduate students ($52,130 last year)
(208 of the August 2021, December 2021 and May 2022 graduates borrowed: 69 graduate students and 139 undergraduate students; 50 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.

The Student Financial Services (SFS) department is pleased that Allen College student’s average debt decreased from the prior year for undergraduate students Allen College works diligently to inform students of their borrowing options and assists students in making the best choice for their personal situation. We continue to carry out practices started in 2019-2020 as described below:

- Students are contacted if they receive a refund check of $1,000 or more and encouraged to return the excess funds to be applied back to their student loans.
- Students are required to complete the financial literacy program “Foundations in Personal Finance” prior to certifying a private education loan for first-time private loan borrowers.
Align resources to ensure
OPERATIONAL SUSTAINABILITY & STUDENT SUCCESS

Allen College Scholarships

Student Impact
Supporters helped Allen College achieve a record level of scholarship awards.

$1,001,018
Total Scholarships Awarded

283
Recipients

$3,537
Average Scholarship Award

Donor Engagement
Thanks to the generous donations of friends of Allen College, alumni, faculty staff and other supporters, Allen College was able to expand the scholarship program and offer more scholarships than ever. In addition to scholarships, these donations also support the Allen Exchange, facilities improvements, etc.

$1,057,418
Donations (cash, pledges, stock/property)

194
Donor Funded Scholarships

737
Gifts
Living Alumni: 5,490

(This represents the total living alumni. Graduates were counted only once even if they received more than one degree from Allen College.)

More than $20,000 raised

The Allen College Alumni Association held their annual scholarship benefit in a digital format where supporters battled it out to submit the highest bid for the silent auction items. In addition, over 600 tickets were sold for the raffle items: YETI cooler and Florida condo trip.

The Alumni Association uses the funds to support Allen College nursing and health sciences students through scholarships.

Over $29,000 raised

The Allen College Day of Giving was held on August 31, 2021 to raise funds for the Allen Legacy program and IMPACT Allen College fund; 110 generous donors contributed. All three matching challenges were met.

Your support means the world. Through the Day of Giving, students like Skyler were supported through the Allen Legacy Program endowment fund. The Allen Legacy Program provides financial assistance to students in the Allen College Bachelor of Science in Nursing (BSN) traditional and accelerated programs and guaranteed employment at Allen Hospital. Upon graduation, successful completion of licensure exams and a work commitment to Allen Hospital, students selected for the Allen Legacy Program may receive up to $20,000 in tuition reimbursement for their final two semesters at Allen College education.

Nurse recruiting and retention remains critical to ensuring access to high quality health care for future generations. Through generous donations, the Allen Legacy Program aims to retain highly skilled healthcare workers in our community to provide exceptional care for patients.

Thank you for going #ALLinforAllen and supporting Allen’s future healthcare heroes!
DPT faculty recognized for advanced clinical proficiency

Dr. Carissa Stoddard was recognized by the American Board of Physical Therapy Specialists (ABPTS) as having demonstrated competency in specialized knowledge and advanced clinical proficiency in pediatrics. She joins only about 11% of all therapists who are ABPTS specialists in all 10 recognized specialty areas. The pediatric specialty area includes patient care of children from birth to age 21 with all possible diagnoses. Pediatric specialists are prepared to evaluate, habilitate, and rehabilitate children who have traumatic, developmental, and systemic disorders. Dr. Stoddard was recognized as the Opening Ceremonies of the APTA Combined Sections Meeting.

In the DPT Program at Allen College, Dr. Stoddard joins other faculty specialists who have advanced credentials in such areas as orthopedics, vestibular rehabilitation, sports, neurology, pediatrics, manual therapy, anatomy, and leadership.

First DAISY Award for Nursing Faculty

The School of Nursing implemented the first DAISY Award for Extraordinary Nursing Faculty at Allen College. The DAISY Foundation, as part of its service to the nursing profession's role in patient care, established the DAISY Faculty Award to provide colleges/schools of nursing a national recognition program that they may use to demonstrate appreciation to their nursing faculty for their commitment and inspirational influence on their students.

In light of the nursing faculty shortage, The DAISY Foundation hopes that this program will contribute to faculty retention by generating a more positive work environment for nursing faculty members in schools that have The DAISY Faculty Award program and will encourage nursing faculty to continue teaching.

In April the first DAISY Award for Faculty was presented to Dr. Abby Nieman, associate professor for the School of Nursing. Dr. Nieman was surprised in class by a group of colleagues and her husband. One of Dr. Nieman’s nominators had this to say, “I have been so lucky to have her as a teacher, mentor, and friend.” Several other faculty members were recognized for being nominated, Dr. Dana Clasen, Dr. Sarah Steele, Dr. Ashley Ollendieck, Dr. Erin Peters, and Dr. Alisha Engel.

Dr. Nieman received a Healer’s Touch sculpture as a symbol of the recognition. Each sculpture is hand carved by artists of the Shona Tribe in Zimbabwe. The DAISY Foundation chose this beautiful design because it sensitively depicts the unique relationship nurses have with their patients, and teachers have with their students.

Governor’s Volunteer Service Award

Dr. Rus DeBonis, professor for the School of Nursing, received the Governor’s Volunteer Service Award on May 31 for outstanding commitment and service for her work with the Focus on Diabetes event held annually each fall. Dr. DeBonis was honored by Iowa Governor Kim Reynolds at the event.

Allen College Annual Report 40 2021-2022 Year in Review
The occupational therapy program celebrated their 5-year anniversary of the first graduating class AND 100% pass rates on licensure exams for all students who graduated from the OT program.

Nursing faculty retire

Gale Carlson and Terri Anderson (pictured to the left) retired from nursing faculty in December 2021. Gale had almost 20 years of service, and Terri had more than 39 years of service to the UnityPoint Health – Waterloo Region. Each of them spent approximately 16 years at Allen College teaching nursing students.

Dr. Ruselle DeBonis (pictured to the right with her husband) retired in May 2022 after 16 years of service to Allen College as a nursing faculty. She established the Allen College Engagement-Salvation Army Partnership (ACE-SAP) Free Clinic in 2008 and continues to oversee its operation to serve the uninsured or underinsured.

Thank you to these dedicated nursing faculty for sharing their expertise with our students and for their many years of service.
Our Leadership

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. Nafissa Cisse Egbuonye, Black Hawk County Health Department (term ended April 1, 2022)
Dr. Darrel Colson, Wartburg College (term ended December 2021)
Dr. Jeffrey Crandall, UnityPoint Health
Pamela Delagardelle, President & CEO, UnityPoint Health – Waterloo Region
Dr. (h.c.) JoAn Headington, Alumna, Class of 1966, Board Chair
Dr. Todd Holcomb, Hawkeye Community College
Dr. Debora Johnson-Ross, Wartburg College (term began January 2022)
Kathy McCoy, Businesswoman
Dr. Jared Seliger, President, Ex-Officio
Dee Vandeventer, Businesswoman, Board Secretary/Treasurer
Dr. Jennifer Waldron, University of Northern Iowa

Allen College Leadership Team
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
Accreditations & Approvals

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

Accreditation Council (ACOTE) of the American Occupational Therapy Association (AOTA), 6116 Executive Blvd., Suite 200, North Bethesda, MD 20852-4929, (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)

Commission on Accreditation in Physical Therapy Education (CAPTE). Graduation from a physical therapist education program accredited by the CAPTE, 3030 Potomac Ave., Suite 100, Alexandria, Virginia 22305-3085; phone: (703) 706-3245; accreditation@apta.org is necessary for eligibility to sit for the licensure examination, which is required in all states.

Effective November 3, 2020, the Allen College Doctor of Physical Therapy Program was granted Candidate for Accreditation status by CAPTE.

Candidate for Accreditation is an accreditation status of affiliation with the CAPTE that indicates the program may matriculate students in technical/professional courses. Achievement of Candidate for Accreditation status does not assure that the program will be granted Initial Accreditation.

In 2023, the program will be eligible to apply for full accreditation status prior to the first cohort graduating.

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 (CAAEHP), 1361 Park Street, Clearwater, FL 33756, (727) 210-2350 (Diagnostic Medical Sonography Program)

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Allen College
EDUCATING FUTURE DIFFERENCE MAKERS

Allen College offers educational healthcare programs of excellence to a diverse community while instilling the values of service, inclusion and lifelong learning.