

Annual Report 2024-2025



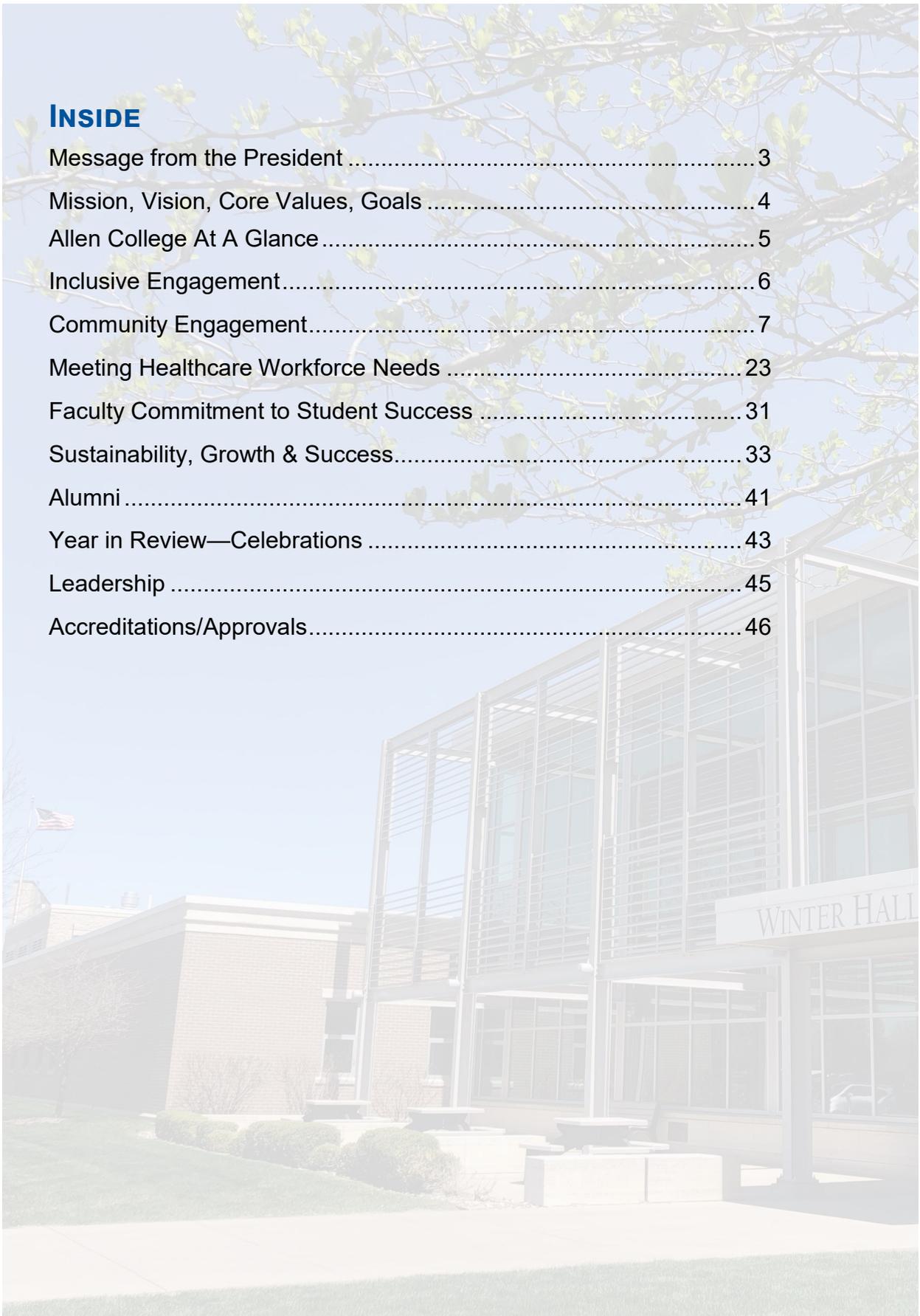
A CENTURY OF LEARNING.
A VISION FOR TOMORROW.



Allen College
UnityPoint Health

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From the President



Dear Allen College Community –

It is with great pride and gratitude that I present the 2024–2025 Allen College Annual Report—highlighting the remarkable achievements of our faculty, staff, and students. This year has been one of celebration and reflection as we honored our 100-year legacy in healthcare education and looked ahead to a bold and innovative future.

In 2025, Allen College marked its centennial anniversary, tracing its roots back to the founding of a hospital-based nursing program alongside Allen Hospital in 1925. As we celebrated this historic milestone, we also launched a new strategic plan: “**Redefining Healthcare Education: Embracing Emerging Technologies.**” This plan reaffirms our commitment to academic excellence, innovation, and preparing graduates to meet the evolving demands of the healthcare workforce.

A key driver of this strategic vision is the rapid integration of technology in healthcare. From artificial intelligence to automation, these advancements are reshaping the industry—and Allen College is committed to equipping our students with the skills and knowledge to thrive in this dynamic environment.

Among the many highlights of the year, I’m proud to share that Allen College admitted the final cohort of students into the Master of Science in Occupational Therapy program in fall 2024. This marks a significant transition as we welcome the first cohort of the **Doctor of Occupational Therapy** program in fall 2025—an important step in advancing our academic offerings and meeting professional standards.

We also celebrated the legacy of Dr. Ruselle DeBonis, who founded the Allen College Engagement–Salvation Army Partnership (ACE-SAP) Free Medical Clinic in 2008. Following her retirement in 2022, the clinic was renamed in 2025 to honor her vision and service. Now known as the **Allen College DeBonis Free Medical Clinic**, it continues to serve our community under the leadership of Suzanne Gettman, carrying forward a tradition of compassionate care and experiential learning.

As you explore the pages of this report, you will find stories of innovation, resilience, and impact—each one a testament to the dedication of our Allen College community. I extend my sincere thanks for your continued support. Together, we are shaping the future of healthcare education and making a lasting difference in the lives of our students and those they serve.

Dr. Jared Seliger
President

Redefining Healthcare Education; Embracing Emerging Technologies



Mission

Allen College excels at providing healthcare education.

Vision

Allen College is a Leading Institution to **Enrich Healthcare**.

Allen College is a **community of experts** who use **innovation and technology** to teach students pursuing **healthcare careers** to become **exceptional professionals** who are dedicated to **improving the lives** of those they will serve. Allen College will be recognized as a premier healthcare college where students want to learn, healthcare educators choose to teach, employers seek graduates and donors channel support.

Core Values

Allen College has built a foundation of quality and excellence by embracing five pillars of success:

- **Service:** All Allen College leaders, faculty, staff and students participate in service or service-learning opportunities.
- **Integrity:** Allen College leaders, faculty, staff and students act ethically with transparency and prioritize doing the right thing.
- **Diversity:** Allen College is an institution that creates equal opportunities for individuals to feel valued and respected for their unique contributions.
- **Innovation and Technology:** Allen College advances curricular innovation by developing programs highly sought after by students and leveraging technological advances to ensure curricular success.
- **Quality:** Allen College graduates' certification/licensure pass rates are among the highest in the nation compared to similar educational programs.

Our Strategic Goals 2025-2029

1. **Meet healthcare workforce needs.** Allen College will continue to meet the healthcare workforce needs by graduating exceptionally educated and emotionally prepared individuals to make a lasting impact on the healthcare industry.
2. **Embrace innovation, technology and lifelong learning.** Allen College will work to expand its reach and impact on nursing and health sciences graduate education by embracing emerging technologies that disrupt traditional pedagogical models and student support services.
3. **Engage with and impact the communities it serves.** Allen College will continue to engage with organizations to provide opportunities for faculty, staff and students that will deepen the engagement and impact on the communities it serves, and the College will have recognition in the community for the service provided.
4. **Provide faculty and staff opportunities for scholarly and societal endeavors.** Allen College will allocate institutional resources as well as pursue grant and donor support to provide faculty and staff the resources to support scholarly endeavors.
5. **Promote an open and inclusive learning environment.** Allen College will revolutionize opportunities for faculty, staff and students who have diverse backgrounds and experiences to learn and thrive in an environment that is open and inclusive.
6. **Make fiscal decisions for sustainability, growth and organizational success.** Allen College leaders will focus on making sound fiscal decisions aimed at increasing revenues and managing expenses for financial sustainability, growth and organizational success.

At a Glance

Academic Programs:

School of Health Sciences

- Associate of Science in Radiography
- Bachelor of Health Sciences
 - Diagnostic Medical Sonography
 - Diagnostic Cardiac Sonography
 - Medical Imaging* (CT and MRI Tracks)
 - Medical Laboratory Sciences
 - Public Health
- Master of Science in Occupational Therapy
- Doctor of Physical Therapy
- Doctor of Education in Health Professions Education

*Includes certificate option

School of Nursing

- Bachelor of Science in Nursing
 - 2-year (4 semesters) traditional track
 - 1-year (3 semesters) accelerated track
 - 2-year (6 semesters) hybrid track
- Graduate Nursing (MSN, PGC, RN-DNP, BSN-DNP, post-graduate DNP)
 - Master of Science in Nursing and Doctor of Nursing Practice Tracks
 - Leadership in Health Care Delivery (Administration) Track
 - Nurse Practitioner Tracks:
 - Family
 - Acute Care Pediatric
 - Adult-Gerontology Acute Care
 - Psychiatric Mental Health

Our Students:

483 enrolled



Health Sciences

ASR:	45
BSH-DMS:	15
BSH-DCS:	5
BHS-MLS:	19
BSH-MI:	4
BSH-PH:	8
MS in OT:	45
DPT:	16
EdD:	3
	<hr/>
	160

Nursing

BSN:	165
MSN:	99
PGC:	9
DNP:	38
DNP post-grad:	12
	<hr/>
	323

93%

Come from
Iowa

69% from
Northeast
Iowa

59%

remain in
Iowa



206

Degrees conferred

96%

Weighted graduate
certification/licensure
pass rates-all programs

Inclusion

Creating and sustaining an open and inclusive culture

Fostering Belonging Through Inclusive Engagement

The Allen College Diversity and Inclusion Committee led a full year of impactful programming to support a sense of belonging among students, faculty, staff and the broader community. Highlights include:

Community Outreach

- Financial support for the **Freedom Bus Tour**, which transported community members to historic civil rights sites in the Southern U.S.
- Hosting the **Teddy Bear Clinic** for 41 local children to promote comfort and education around health care.

Student-Centered Events

Cultural socials celebrated **diverse holidays and heritage months**, including:

- MLK Jr., Day
- Chinese Lantern Festival
- Greek & Irish Heritage
- Autism Awareness Month
- Native American Heritage Month

Prospective Student Engagement

Events such as **Day in the Life experiences**, collaboration with the **Waterloo Youth City Council** and a **Historical Tour of Waterloo** helped foster inclusion and cultural awareness among future students.

These initiatives reflect Allen College's ongoing commitment to creating a welcoming, inclusive environment where diversity is celebrated and community connections are strengthened.



Monthly cultural socials

Honoring Heritage: "Who We Are" History Exhibit

As part of UnityPoint Health – Waterloo's commitment to cultural awareness and community engagement, Allen Hospital partnered with the Grout Museum to host the **"Who We Are: Bosnians in the Cedar Valley"** exhibit at UnityPoint Health – Allen Hospital.



This powerful display highlighted the journey of Bosnian refugees who resettled in Iowa following the 1990s Bosnian War, bringing with them a rich cultural legacy that continues to shape the Cedar Valley.

Community Engagement

Extending Our Mission Beyond Campus

the
CELL

Anne Christensen Doyle
Center for Engagement, Learning & Leadership



The CELL honors our late colleague, Anne Christiansen Doyle, who passed away on September 1, 2012, while serving as the College's international admissions counselor. It recognizes her dedication and impactful work.

Value of Community Service and Service-Learning

Our faculty and staff value service to others, which is demonstrated through curricular and co-curricular service activities.

Faculty/Staff—\$157,492
3,436 hours

Students—\$101,387
5,830 hours



Mission Nursing in
Guatemala

Impacting the Communities We Serve

Extending Our Mission Beyond Campus

CELL-Sponsored Activities



SUPPLY & WINTER DRIVES FOR THE DEBONIS CLINIC



SERVICE EVENTS

- Serve meals at Salvation Army
- Volunteer at Food Bank
- Coordinate supply and winter clothing drive for DeBonis Free Clinic
- Set up apartment at House of Hope
- Ring bell for Salvation Army's Red Kettle campaign
- Pack food at UNI's Pack the Dome event on Martin Luther King, Jr. Day of Service
- Help at Special Olympics at UNI
- Clean a trail near Allen College



VOLUNTEER PARTNERSHIPS

- Cedar Valley Trails
- House of Hope
- Northeast Iowa Food Bank
- Salvation Army
- University of Northern Iowa

LARGE-SCALE EVENTS



Pack the Dome



Special Olympics

STATISTICS

Volunteers

51

STUDENTS

48

FACULTY/STAFF

Hours Served

66

STUDENTS

85

FACULTY/STAFF

Impacting the Communities We Serve

Extending Our Mission Beyond Campus

CELL-Sponsored Community Service Projects



“Pack the Dome” on Martin Luther King, Jr. Day benefiting the Northeast Iowa Food Bank’s (NEIFB) backpack program for children in the community – 1,550 volunteers | 75,736+ bags of food



Special Olympics



Salvation Army's Red Kettle Campaign



Salvation Army meal program



Cedar Valley Trails clean-up



Salvation Army meal program

Impacting the Communities We Serve

Extending Our Mission Beyond Campus

Service Honors Program

Empowering Future Nurses Through Service-Learning



AC316 Service Honors Program

The **CELL Service Honors Program** is a unique opportunity for traditional pre-licensure BSN students at Allen College to integrate **community service** into their academic journey. Over the course of **three semesters**, students fulfill their nursing elective requirement while making meaningful contributions to local organizations.

Each semester, participants complete a **minimum of 15 service hours**, collaborating with community agencies either independently or in

small groups. Some students choose to return to the same organization each term, while others explore new service opportunities.

Student Reflections

Through this program, students not only serve others—they also discover more about themselves, their values and their future roles in healthcare. The AC316 Service Honors Program continues to be a cornerstone of experiential learning at Allen College.



Community Connections

Students volunteered with a diverse range of organizations, gaining insight into community needs and developing their roles as compassionate healthcare professionals.

Examples of Partner Agencies

- All in Mentoring
- ASNA, Trick or Treat Event
- Allen College, Teddy Bear Clinic
- Bartels Lutheran Retirement Community
- Beyond Pink, Pink Ribbon Run
- Candeo Church
- Cedar Bend Humane Society
- Cedar Falls Business and Professional Women
- Cedar Valley Boys and Girls Club
- Cedar Valley Taekwondo, Family YMCA of Black Hawk County
- Chelsey's Dream Foundation
- Crestwood Schools Booster Club
- DECA organization at the state of Iowa level
- Guiding Star Women's Clinic
- Hawkeye Farm Show
- House of Hope
- Iowa National Guard, Family Readiness Group
- Iowa Special Olympics
- Iowa Sports Supply
- New Opportunities
- Northeast Iowa Food Bank
- Planet Fitness
- Shop with a Cop
- STEM Festival
- University of Northern Iowa, Flu Shot Clinic
- Waverly Public Library
- West Central Schools Booster Club

Statistics

Students
36

Total Hours
540

Impacting the Communities We Serve

Extending Our Mission Beyond Campus

Mission Nursing in Guatemala



In May 2025, nine undergraduate nursing students and two faculty members—Dr. Abby Nieman and Sue Gettman, ARNP—embarked on a transformative journey to **Canillá, Guatemala** as part of the NU445J: *Mission Nursing* course. This immersive experience was made possible through a partnership with Prairie Lakes Church and Adonai International Ministries (AIM).

Learning Before Serving

Throughout the spring semester, students met regularly to prepare for the trip. Their studies focused on:

- Poverty and global health disparities
- Short-term missions and ethical engagement
- The Guatemalan healthcare system
- Cultural awareness of Latin and Mayan communities

Hands-On Global Health Experience

While in Guatemala, students worked alongside local AIM nurses to provide care in:

- Prenatal, pediatric, and adult clinics
- Chronic care and general health screenings

- Two outreach clinics in remote mountain communities

They assisted with **vital signs, ultrasounds, heart and lung assessments, ear and skin exams** and even participated in **surgical procedures**. Students also visited local schools, offering health education and spiritual encouragement.

“We spent the week caring for others in clinics and left deeply cared for ourselves.”

— Dr. Abby Nieman

Faith in Action

The trip was not only a clinical experience but also a spiritual journey. **Students heard powerful testimonies from AIM missionaries—including an Allen College BSN alumna**—and reflected on how their faith intersected with their calling as nurses.

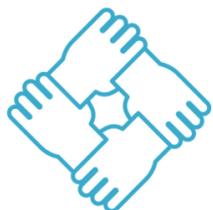
Growing Demand, Growing Impact

Due to overwhelming interest, a **second trip** was scheduled for **July 2025**, allowing even more students to participate in this life-changing opportunity.

Impacting the Communities We Serve

Extending Our Mission Beyond Campus

BSN Community & Public Health Nursing (NU:450)



6
Community
Partners



8
Service
Projects



3
Counties
Served



100+
Volunteer
Hours

NU450 students partnered with local agencies to complete key informant interviews, identify priority needs and implement service-learning projects that addressed those needs. These experiences deepened students' understanding of public health while making a tangible impact in the Cedar Valley.

PROJECTS



House of Hope

- Social determinants questionnaire
- Resource guide



Tri-County Head Start

- Prenatal & breastfeeding education materials



Black Hawk County Public Health

- STD prevention flyer
- Health brochures



DeBonis Free Clinic

- Supply closet organization
- Awareness display



Food Insecurity Directory

- 24-page guide for 3 counties



Northeast Iowa Food Bank

- Student volunteering

Impacting the Communities We Serve

Extending Our Mission Beyond Campus



Generation Buddies: Connecting Generations Through Play

As part of the Allen College MS in OT community course, Allen College students launched a heartwarming initiative called Generation Buddies, bringing together children from Cedar Valley Kids Daycare and residents of Care Initiatives.

Through coordinated games and activities, OT graduate students facilitated meaningful interactions that promoted social connection, joy and mutual learning across generations. This hands-on experience allowed students to develop interprofessional and therapeutic skills while making a lasting impact in the community.

Programs like Generation Buddies exemplify how community course initiatives foster inclusive, experiential learning that benefits both students and the populations they serve.



Friendship Village & Bridges

Allen College BSN students in the aging adult course were paired with older adults at Bridges and Friendship Village. Over the course of eight weeks each semester, students conducted weekly assessments and delivered targeted patient education focused on specific body systems. These meaningful interactions fostered intergenerational learning, strengthened communication skills and supported the health and well-being of older adults in our community.

Focus on Diabetes Community Event

Allen College nurse practitioner students and faculty participated in the **Focus on Diabetes** community event, delivering impactful health services to attendees. Students:

- provided education on diabetes prevention and management,

- conducted free A1c screenings and
- performed dental exams with fluoride treatments.

This hands-on experience not only supported community health but also reinforced clinical skills in a real-world setting.

Educational Development & Research Techniques

Seventeen Medical Laboratory Science (MLS) students applied classroom knowledge to real-world challenges through individualized service-learning projects. Each student partnered with a community organization or addressed a public health need by developing educational tools, training resources or advocacy materials related to laboratory science. Project highlights included:

- Community presentation on diabetes awareness
- Handwashing education featured on a community center website
- Specimen labeling resources for small hospitals
- Career presentations for high school and college students
- Flyers promoting diabetes testing
- Health-focused social media content for rural hospitals
- Professional development poster on specimen labeling
- Child-friendly phlebotomy collection guide
- Presentation on interprofessional communication in healthcare

These projects empowered students to promote public health, enhance laboratory visibility and support community education through innovative, student-led initiatives.

Impacting the Communities We Serve

Extending Our Mission Beyond Campus

Allen College DeBonis Free Medical Clinic

Established in 2008 as a partnership with the Waterloo Salvation Army providing free healthcare for the underserved, **it's the only nurse-led free clinic in Iowa.**

(Pictured to the right: Suzanne Gettman, clinic director; Dr. Jared Seliger, Allen College president and Dr. Rus Debonis, retired clinic director)

Clinic Renaming & Legacy

In January 2025, the Allen College Engagement-Salvation Army Partnership (ACE-SAP) Free Clinic was officially renamed the **Allen College DeBonis Free Medical Clinic** in honor of Dr. Ruselle DeBonis, who founded and led the clinic for 16 years. The announcement, made by President Jared Seliger, recognized Dr. DeBonis's lasting impact as she retired in June 2025.

The renaming strengthens the clinic's identity and visibility within the community and Allen College.

Clinic Funding, Staffing & Unique Student Learning Environment

The clinic continues to rely on donations and grants. Loss of funding from a local foundation prompted a reevaluation of services, including discontinuation of pre-employment drug screenings for financial sustainability.

At the DeBonis Clinic, Allen College students benefit from a truly unique clinical learning environment. Working alongside experienced faculty, students gain hands-on experience with diverse patient populations in a setting that encourages thoughtful, unhurried care.

Faculty not only model best practices but also provide direct mentorship—observing, guiding, and supporting students throughout their educational journey. This immersive experience fosters clinical confidence, compassion, and professional growth in ways few institutions can match.

Few institutions offer such a rich, immersive clinical setting—where education, service and mentorship intersect so powerfully.

The DeBonis Clinic is:

- The **only nurse-led, college-operated free clinic** in Iowa
- The **longest continually operating** free clinic in the Cedar Valley
- A hub for **preventative care**, including:



- Full health histories and exams
- Free lab testing, dental screenings, fluoride applications
- Medication, equipment and chronic care management
- Social determinant screening and referrals

Staffed by:

- Nurse practitioner (NP) faculty (Allen College)
- NP and BSN students (Allen College)
- Pharmacy residents (University of Iowa)
- Sports medicine students (UNI)
- OT students and faculty (Allen College)
- Dental hygiene students (Hawkeye Community College)

Expanding Access, Deepening Impact

The DeBonis Clinic continues to evolve in response to the growing and complex needs of the community. This year, the clinic expanded its focus in several key areas—dental care, STI screening, health education, outreach and infrastructure improvements—while remaining committed to its mission of accessible, compassionate care.

Addressing Dental Health Disparities

Dental care remains one of the most pressing unmet needs in the community. Untreated dental issues are linked to serious health conditions such as heart disease, diabetes and poor pregnancy outcomes. In 2024–2025, the clinic provided:

- **On-site dental screenings and fluoride treatments** to all patients
57 patients received fluoride applications
- **16 Referrals for advanced care** to either Hawkeye Community College Dental Clinic, to local dentists for urgent care or to the University of Iowa College of Dentistry

Impacting the Communities We Serve

Extending Our Mission Beyond Campus

DeBonis Free Medical Clinic – continued

All referrals were supported with **clinic-issued vouchers**, ensuring no cost to patients

Sexually Transmitted Infection (STI) Screening & Community-Based Expansion

The clinic is working toward becoming a **Community-Based Screening Site (CBSS)** in partnership with **Allen Women’s Health Center**, allowing on-site STI testing and counseling.

Empowering Through Health Education

Recognizing the role of education in behavior change, the clinic identified the **Med South Lifestyle Program**—a research-based, culturally sensitive and literacy-appropriate health education model.

This year:

- **3 NP faculty members** completed training in the program
- Plans are underway to adapt it into a **modular, computer-based format** for patient use in the clinic

Community Outreach & Health Fairs

The clinic actively participated in **four major health fairs**, reaching vulnerable populations with screenings and education such as blood pressure, diabetes screening, dental assessments, fluoride applications, prevention and screening education, etc.:

- **Homeless Outreach Event** (Waterloo Lincoln Park)
- **French Health Fair** (Living Stone Church)

- **Focus on Diabetes Event** (Waterloo Center for the Arts)
- **Salute to Women’s Event** (Diamond Event Center)

Services included blood pressure checks, A1c screenings, dental assessments, fluoride applications and health education.

Satellite Occupational Therapy Clinic

Master of Science in Occupational Therapy faculty, Dr. Katie Jo Funk, and the students evaluated and treated pediatric clients in the spring semester at the OT satellite clinic location in McElroy Hall on the Allen College campus.

A Trusted Community Resource

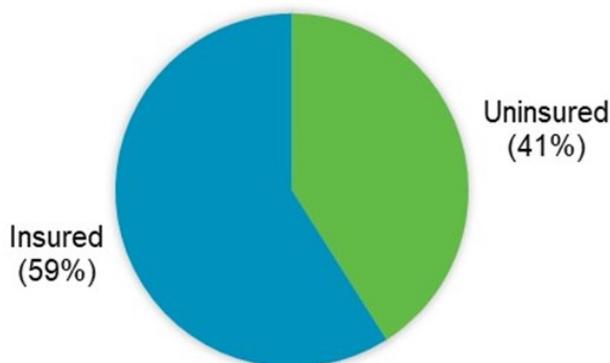
In 2024, the clinic director received **over 30 direct referrals** from social workers, case managers and community organizations. The clinic responded by providing:

- **Medical equipment and supplies** (e.g., diabetic kits, wound care, hygiene items, DME)
- **Transportation support** (gas cards, bus passes)
- **Urgent medication assistance** to bridge care gaps post-hospital discharge

These efforts help reduce hospital readmissions, shorten inpatient stays and ensure continuity of care for the most vulnerable.

2024 DeBonis Clinic Impact Snapshot

- **789** patient visits in 2024 (up from 599 in 2023)
- **95%** of patients met 200% poverty guidelines
- **50%+** were minority patients
- **262** lab services provided
- **153** vaccinations/TB screenings
- **741** prescriptions filled
- **12,840** medication doses dispensed
- **293** community referrals
- **14** insurance assistance referrals
- **99%** patient satisfaction
- **91%** improved health understanding
- **16%** intend to make positive health changes



All DeBonis Clinic services are free to the patients; insurance is never billed.

Impacting the Communities We Serve

Extending Our Mission Beyond Campus



Summer Health Careers Camp

Engaging With and Impacting the Communities Served

From June 16–20, Allen College hosted its annual Summer Health Careers Camp, welcoming **20 high school students** for a week of immersive exploration into healthcare professions. This initiative reflects our ongoing commitment to community engagement and workforce development.

Camp highlights included:

- **Job shadowing** with healthcare professionals
- **Career exploration** across nursing and health sciences
- **College preparation** workshops and guidance

Students participated in hands-on activities simulating real-world healthcare scenarios and built meaningful connections with faculty, professionals and peers. These experiences sparked curiosity, deepened understanding and inspired future career paths in healthcare.

The 2025 camp successfully fostered learning, engagement and aspiration—helping shape the next generation of healthcare leaders.

A very special thanks goes out to the Iowa National Guard unit based in Waterloo for hosting the camp participants. A medic in the Guard, who is a registered nurse, presented on healthcare careers for those serving in the military.

Impacting the Communities We Serve

Extending Our Mission Beyond Campus

Inspiring Future Healthcare Professionals at the STEM Fair

Four BSN students and two Allen College faculty members engaged with youth and families from across the Cedar Valley at the STEM Fair hosted at *The W* on the Wartburg College campus.

Participants explored nursing as a healthcare career through interactive, hands-on activities, including the use of pulse oximeters, Dopplers, stethoscopes, and a virtual reality simulated t-shirt to learn about the human body.

With approximately **850 community members** in attendance, this event showcased Allen College's commitment to **early outreach**, **health education** and **inspiring the next generation** of healthcare professionals.



UNI Flu Shot Clinic

Under the guidance of four Allen College faculty, 18 BSN students administered **300 influenza vaccines** to University of Northern Iowa faculty and students.

Cedar Valley Kids

MS in OT students volunteered for the Halloween Trick or Treating event providing craft activities and engagement.



Blood Drives

Two on-campus blood drives were held.

- 19 donors (including 6 first-time donors)
- 20 units of blood
- Impacting up to 42 lives

Anne's Orchard

The campus orchard yielded a modest harvest of plums and apples. Most of the produce was donated to Prairie Parkway for their annual Harvest and Cider Festival in October, continuing our tradition of giving back to the community.



Hawkeye Farm Show

Ten BSN students and two faculty members provided **blood pressure screenings for over 50 attendees** at the Hawkeye Farm Show, promoting cardiovascular awareness and community engagement.



Engaged Student Organizations

Empowering Through Service, Leadership and Learning

Allen College Student Ambassadors: Making a Difference



In the 2024–2025 academic year, **34 dedicated students** from our undergraduate nursing, radiography and occupational therapy programs proudly served as Allen College Student Ambassadors.

Ambassadors participate in the Heart of a Leader training.

Together, they contributed **over 565 hours of service**, reaching more than **1,300 individuals** through a wide range of impactful activities.

Where They Made an Impact

College Events:

- New student orientations
- Commencement ceremonies
- Campus green initiatives
- Alumni receptions
- Committee representation

Community Service:

- Health camp panels
- Blood drive
- Trick-or-Treating event
- UNI Pack the Dome
- AEA interactive nursing
- Teddy Bear Clinic

Recruitment Events:

- “A Day in the Life” experiences
- Campus tours
- Campus visit days
- Social media content creation

Student Activities:

- Peer mentoring
- Campus clean-ups
- Midterm massages
- Pumpkin painting
- Holiday tree decorating
- Flower planting
- Spring egg hunt
- Rock painting

These ambassadors not only represented Allen College with pride but also helped foster a welcoming, engaged and service-oriented campus culture.

Teddy Bear Clinic: A Heartwarming, Hands-On Experience

Organized by the Allen College Student Ambassadors Special Events Committee, the **Teddy Bear Clinic** brought together students and faculty from undergraduate nursing, radiography and occupational therapy to create a memorable, educational experience for **41 children** and their favorite stuffed animals.

Participants checked in, received a head-to-toe assessment from nursing students, experienced a mock x-ray scan and engaged in calming activities led by occupational therapy students—all designed to ease anxiety about medical visits.

This collaborative event showcased the power of **interdisciplinary learning** and community engagement, while helping young children feel more comfortable in healthcare settings.



Engaged Student Organizations

Empowering Through Service, Leadership and Learning

Allen Student Radiography Organization (ASRO)



ASRO continued its strong tradition of service and outreach, demonstrating a deep commitment to both environmental stewardship and community involvement.

Highway Cleanup Initiative

ASRO upheld its annual highway cleanup tradition with two successful events.

These efforts reflect ASRO's ongoing dedication to maintaining a cleaner, greener environment.

Spreading Joy and Giving Back

ASRO students also brought warmth and generosity to the community through several heartfelt initiatives:

- **Holiday cheer** was delivered to residents of **Hillcrest Living in Sumner**, through handmade holiday cards.

- A **Toys-for-Tots drive** was hosted on campus, collecting toys to brighten the holidays for children in need.

Campus and Community Involvement

ASRO members actively represented Allen College and the radiography program at numerous events, including:

- A Day in the Life
- UNI Women in Healthcare
- Cedar Falls CAPS events
- Pack the Dome at the University of Northern Iowa

These engagements provided valuable opportunities for students to promote their profession, connect with future healthcare leaders and strengthen communities.

Engaged Student Organizations

Empowering Through Service, Leadership and Learning

Allen Student Nurses Association (ASNA)

ASNA continued its mission of service, leadership and community engagement. Monthly meetings held on the Allen College campus throughout the fall and spring semesters became hubs for both planning and action—blending service initiatives with a renewed focus on student well-being and self-care.

To support their outreach efforts, ASNA members organized apparel fundraisers, with proceeds directly benefiting their chosen service projects.

Service in Action

ASNA students made a meaningful difference through a wide range of volunteer activities and donations, including:

- Made and donated **blankets** to the Salvation Army and Child Protection Center
- Participated in Allen College’s **trunk or treat** community event
- Made **84 “Boo Bags”** for residents at Bridges Senior Living Facility
- Decorated **cookies** for Waterloo Fire and EMS
- **Adopted-A-Family** at Lowell Elementary at Christmas

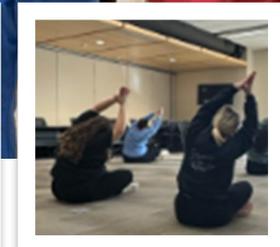
- Created **Valentine’s Day cards and bracelets** and provided **hand massages and fingernail painting** for residents at NorthCrest Specialty Care
- Created a **“Toy Tote”** for children visiting the Allen Emergency Department
- Hosted a **guest speaker** from the Allen Child Protection Center, sharing insights on child advocacy and care

Caring for the Caregivers

Recognizing the importance of balance, ASNA also prioritized self-care opportunities for its members—fostering a supportive environment where future nurses could recharge, reflect and grow both personally and professionally by offering:

- JoyWheel cycling night
- Yoga session

The ASNA’s commitment to service and student wellness exemplifies the spirit of Allen College—where compassion, leadership, and community come together to create lasting impact.



Engaged Student Organizations

Empowering Through Service, Leadership and Learning

Allen Student Occupational Therapy Association (SOTA)



The Allen College SOTA chapter demonstrated its commitment to **community service, professional development, fundraising** and the **promotion of occupational therapy (OT)**. Their efforts reflected the values of compassion, advocacy and excellence in healthcare.

Community Impact

Volunteer Activities:

- Special Olympics
- North Star Holiday Party
- Walk to End Alzheimer's
- Allen College Trunk or Treat
- Teddy Bear Clinic
- Arbor Day campus cleanup

Donations

- \$230 to the North Star Holiday Party
- \$150 to the Cedar Bend Humane Society



Service to Allen College

OT student advocates played a vital role in:

- OT interview days
- "A Day in the Life" events
- Mentorship for current and prospective OT students

Fundraising Initiatives

- Monster Cookies & More
- OT apparel sales

Professional Development Highlights

SOTA hosted several guest speakers to broaden students' perspectives on OT careers and innovations:

- **XRHealth:** Use of virtual reality technology in healthcare
- **University of Nebraska Medical Center:** Munroe-Meyer Pediatric Fellowship Program
- **Dr. Becky Ehretsman** (President of Wartburg College and an occupational therapist): Utilizing OT skill set in various professional roles
- **MS in OT Student:** Volunteer opportunities with the *UNI Spectrum Project*

National Recognition

The Allen College SOTA chapter achieved **Gold Level Membership** status through the American Occupational Therapy Association (AOTA) for 2024–2025.

This prestigious honor was featured in *OT Practice* and celebrated at the AOTA Inspire Conference in Philadelphia, PA.

Stay Connected

Follow SOTA's journey and achievements:

Facebook: *Allen College Student Occupational Therapy Association*

Instagram: @allencollegeot

Professional Growth Through Involvement

Engaging With and Impacting the Communities We Serve

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

EMPOWERING NURSE LEADERS

Vision: *To connect and empower nurse leaders transforming global healthcare.*

The Pi Kappa Chapter of Sigma Theta Tau International continued its legacy of leadership, scholarship and service throughout the 2024–2025 academic year—celebrating milestones, supporting students and giving back to the community.

Investing in Future Nurse Leaders

- Awarded **two \$500 scholarships** to Allen College students:
 - Riley Glew (BSN)
 - Heidi Prose (MSN)
- Voted to **increase scholarships to \$600** each for the 2025–2026 academic year
- Honored with **Gerard Circle recognition** from the Allen Foundation for **25 years of giving**

Chapter Recognition & Giving

- Celebrated 25 years as the Pi Kappa Chapter of Sigma Theta Tau
- Recognized by Sigma for 25 years of chapter excellence
- Donated \$94 to the Sigma Chapter Giving Club

Engagement & Induction

- **32 nursing students** (undergraduate and graduate) were inducted during fall and spring ceremonies
- Members volunteered at:
 - Flo Jo's Finals Week Snack Table
 - Halloween Community Event (October 2024)

These events fostered connection, encouragement and visibility for the chapter on campus and in the community.



Pi Kappa Chapter president Jennifer Coleman (center) with scholarship recipients Riley Glew (left) and Heidi Prose (right)



The Pi Kappa Chapter continues to embody the spirit of Sigma—supporting nurse leaders, advancing scholarship and making a lasting impact.

Meet Healthcare Workforce Needs



Graduates

School of Health Sciences (80)

- 21 Associate of Science in Radiography
- 35 Bachelor of Health Sciences
- 16 Master of Science in Occupational Therapy
- 8 Doctor of Physical Therapy

School of Nursing (146)

- 95 Bachelor of Science in Nursing
- 5 Post-Graduate Certificates in Nursing
- 38 Master of Science in Nursing (includes one student receiving a DNP at the same time)*
- 8 Doctor of Nursing Practice*

**11 with a Rural and Underserved Emphasis*

Employment is self reported by graduates.

2023-2024

71% of graduates reported

98% reported employment, not currently seeking employment or continuing education

28% employed at UnityPoint Health – Waterloo

45% employed at a UnityPoint Health Affiliate

85% employed in Iowa

**Some graduates may be included in multiple categories*



Meet Healthcare Workforce Needs

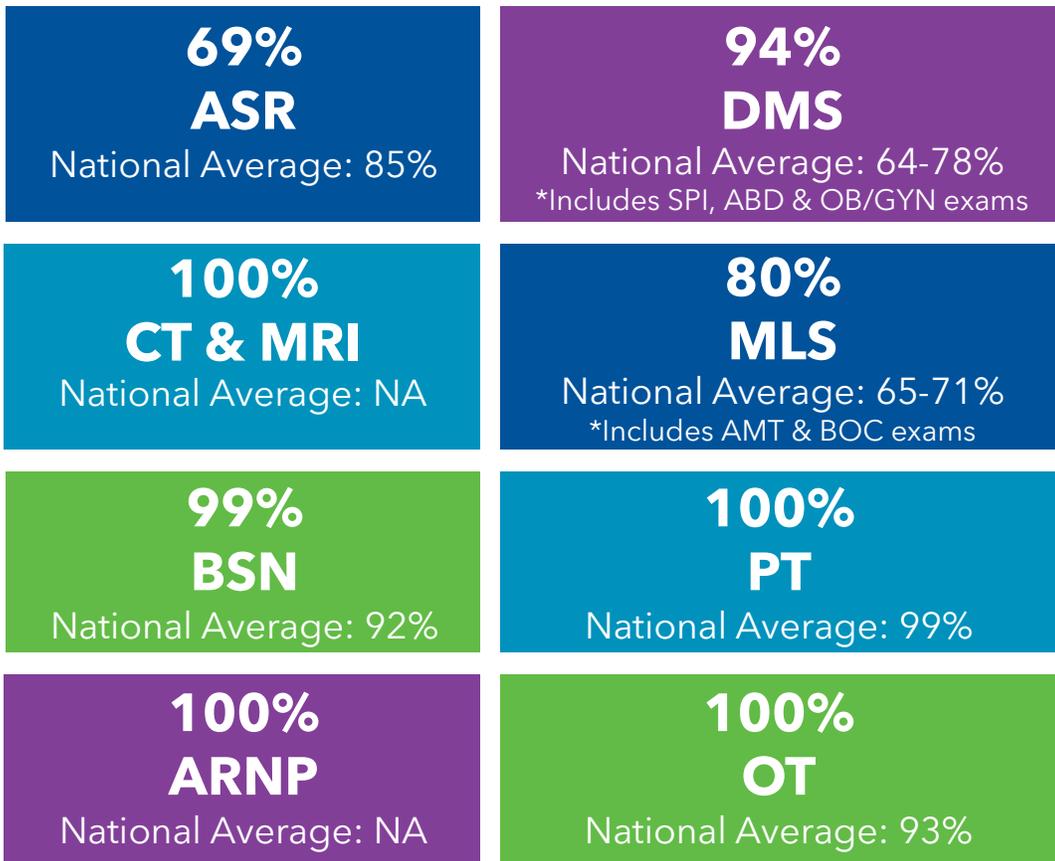
Graduating Exceptional Students



True to our mission of preparing exceptional healthcare professionals, Allen College faculty continue to embrace **innovative teaching strategies** and evolving technologies to deliver high-quality education.

This commitment is reflected in our students' **licensure exam pass rates**, which consistently **meet or exceed state and national averages**—a testament to the strength of our academic programs and the impact of donor-supported resources.

Excellence in Education, Reflected in Results Pass Rates for Certification/Licensures – 2024



Meet Healthcare Workforce Needs

Embracing Innovation and Technology While Educating the Workforce of the Future

Building the Future of Learning: Simulation Expansion at Allen College

Simulation remains a cornerstone of nursing education at Allen College, and 2024–2025 marked a year of exciting growth and innovation.

Key Highlights:

- **New Pediatric High-Fidelity Manikin**

Thanks to a generous community donation, Allen College acquired an advanced pediatric manikin, enhancing our ability to deliver realistic, hands-on pediatric simulations. Features such as crying, head movement and facial expressions have significantly enriched student learning.

For the first time, UnityPoint Health – Allen Hospital pediatric nurses also utilized this technology for monthly staff development.

- **Exploring Virtual Reality (VR) Simulation**

This year, nursing faculty began trialing VR technology for potential future use in the simulation lab. Using immersive headsets and software will allow students to engage in complex clinical decision-making scenarios.

- **Simulation Center Expansion**

Planning is underway for a major **\$3 million** expansion of the Simulation Center, adding almost **7,000 square feet** to McElroy Hall. The new space will include:

- 4 medical-surgical rooms
- Debriefing and clinic rooms
- A nurses' station with medication and utility rooms
- Collaborative learning areas

Groundbreaking is anticipated in early fall 2025, with architectural planning, stakeholder input and funding strategies already in motion.

This expansion reflects our commitment to preparing students for the complexities of modern healthcare through cutting-edge, experiential learning.



Pediatric High-Fidelity Manikin

Exploring Innovation in Practice

Allen College MS in Occupational Therapy students attended the VGM Heartland Conference Exhibit Hall, where they engaged with a wide range of adaptive equipment and emerging technologies shaping the future of rehabilitation care.



This hands-on experience offered students a valuable opportunity to network with industry leaders, explore cutting-edge tools and deepen their understanding of how innovation enhances patient outcomes—reinforcing Allen College's commitment to forward-thinking, experiential learning.

Meet Healthcare Workforce Needs

Expanding Academic Pathways to Meet Evolving Workforce Demands

Expanding Access to Nursing Education

Hybrid BSN Option Launches Fall 2025

To meet the evolving needs of Iowa's nursing workforce, Allen College is launching a **Hybrid Bachelor of Science in Nursing (BSN) option** in fall 2025. Designed for working professionals, this flexible, part-time track blends online coursework with in-person clinical experiences—some of which may be arranged near the student's location.

Approved by the Iowa Board of Nursing in October 2024, the program spans **six semesters** and mirrors the accelerated BSN curriculum, offering **124 total credit hours**, including **54 in nursing**. Students will complete both **synchronous and asynchronous online learning**, along with required clinical hours.

This innovative option supports students balancing work and family responsibilities while helping to respond to a growing national demand for BSN-prepared nurses. According to the AACN and Bureau of Labor Statistics, over 193,000 RN openings are projected annually through 2032, with 72% of employers strongly preferring BSN graduates.

Eight students from across Iowa have already enrolled in the inaugural cohort, ready to begin their journey toward professional nursing at Allen College.

Flexible pathways. Stronger workforce. Brighter futures.

Launching the Cardiac Sonography Program

Addressing a Critical Workforce Shortage

In fall 2024, Allen College proudly launched its **Cardiac Sonography (Echocardiography) Program**, a strategic initiative aimed at meeting the growing demand for skilled cardiac imaging professionals. This new offering reflects the College's commitment to preparing students for high-need roles in healthcare.

According to the U.S. Bureau of Labor Statistics, the job outlook for cardiac sonographers is projected to grow faster than average, with over 14,700 new positions expected in the next decade. Zippia reports more than 10,472 active job openings nationwide, underscoring the urgency of workforce development in this field.

The Diagnostic Cardiac Sonography (DCS) program spans five semesters:

- Semesters 1–2: Didactic and lab instruction on campus
- Semesters 3–5: Supervised clinical training at approved sites

The inaugural cohort of five students began in fall 2024 and will graduate in spring 2026.

Equipping students. Expanding access. Strengthening care.

Advancing Occupational Therapy Education

Transitioning to a Doctor of Occupational Therapy (OTD) Program

Allen College has transitioned its Occupational Therapy program from a master's to an OTD degree, aligning with national standards and elevating the program to match peer institutions. This move enhances the visibility and value of the

program while preparing graduates to be clinical leaders, scholars and advocates in the field.

The OTD program is designed to develop professionals who are committed to service, scholarship and lifelong learning. With a strong emphasis on **evidence-based, client-centered care**, the curriculum equips students to meet the needs of diverse populations and make a lasting impact in the communities they serve.

Empowering future occupational therapists to lead, innovate and transform lives.

Meet Healthcare Workforce Needs

Delivering an Education That Produces Exceptional Students

Innovative Pathways and Hybrid Learning Expand DPT

The **hybrid format** of Allen College's Doctor of Physical Therapy (DPT) program continues to attract students locally and nationwide—students from California, New York, Ohio, Texas and Washington—by offering **virtual lectures** paired with **on-campus immersive labs**. This flexible model allows students to remain rooted in their communities while engaging in meaningful, high-quality learning experiences that reflect Allen College's values on a national scale.

To further support student success, the DPT program has introduced **expedited admission pathways** for:

- Student-athletes
- Honors and scholars program participants

In-house collaboration is also driving innovation, including:

- A **PTA-to-DPT pathway** through Allen's undergraduate **Public Health program**
- A **DPT-to-EdD transfer pathway**, helping graduates pursue terminal degrees and address the **national DPT faculty shortage**

These initiatives reflect Allen College's commitment to **flexible, forward-thinking education** that meets the evolving needs of students and the healthcare workforce.



On-campus immersive lab

DNP Students Debut Final Projects in Interactive Poster Format

In a shift toward more engaging academic experiences, Doctor of Nursing Practice (DNP) students presented their final scholarly projects in a **new poster presentation format**. Replacing traditional podium-style PowerPoint defenses, this approach fostered **interactive, one-on-one discussions** with faculty, staff, peers and guests.

Displayed in a dedicated session, the posters showcased **evidence-based innovations and leadership initiatives**, allowing students to explain their work, answer questions and receive real-time feedback. Faculty praised the format for promoting collaboration and mirroring professional dissemination practices.

This transition reflects Allen College's commitment to **continuous improvement** and preparing nurse leaders for impactful, real-world engagement.

Congratulations to our DNP students for their outstanding contributions to advancing nursing practice!



Meet Healthcare Workforce Needs

Advancing Learning Through Innovation



DEC Clinical Site

Innovative Clinical Training: The DEC Model in Action

Allen College continues its strong partnership with UnityPoint Health – Allen Hospital, UnityPoint Clinics and other Iowa-based clinics through the Dedicated Education Clinical (DEC) model.

Since its launch in spring 2016, the DEC program has grown to include **12 clinical sites across the Cedar Valley**, supporting graduate nursing students in the Family, Psychiatric Mental Health and Adult-Gerontological Acute Care Nurse Practitioner tracks.

DEC Clinical Rotation Outcomes:

- Consistent student-preceptor engagement, enhancing satisfaction
- Smoother transition to practice for students
- Strengthened community involvement for preceptors and sites
- Expanded student networking for future clinical and career opportunities
- Improved practitioner recruitment for participating clinics

STATISTICS



12
DEC Sites



29
Graduate Nursing
Students Supported

Meet Healthcare Workforce Needs

Strengthening Interprofessional Collaboration

Clinical Excellence through Interprofessional Collaboration



Allen College continues to expand the commitment to Interprofessional Education (IPE) through meaningful partnerships with Allen College's physical therapy (PT) and occupational therapy (OT) programs and the University of Northern Iowa speech-language pathology (SLP) program.

Last summer, the first face-to-face half-day IPE activity brought together first-year PT, OT and SLP students for collaborative learning. Students explored how their professions intersect in real-

world rehabilitation settings, building teamwork and communication skills essential to patient-centered care. This was the first of a series of IPE opportunities that will occur throughout the students' education.

New in 2025, the program will welcome physical therapy assistant and occupational therapy assistant students from Hawkeye College, further enriching the interprofessional experience and expanding the reach of this impactful initiative.

Interprofessional Learning in Action

Allen College **DPT and MS in OT students** participated in a dynamic **Live Lab event**, working alongside community volunteers to conduct mock evaluations in a collaborative, hands-on setting.

This interprofessional experience fostered teamwork, clinical reasoning and communication across disciplines—reinforcing the importance of partnership in delivering holistic, patient-centered care.



Meet Healthcare Workforce Needs

Delivering an Education That Produces Exceptional Students



MS in OT students presented their research



BSN Student Honored with ROSE Award



In December 2024, **Avery Krapfl** (fourth from left), a BSN student at Allen College, received the **ROSE Award** at UnityPoint Health – Allen Hospital—an honor recognizing patient care technicians and student nurse technicians who demonstrate clinical excellence, compassionate care and outstanding service.

Avery, who works on 4-Medical, was nominated twice by patients' families for her **kindness, strong work ethic, positivity and teamwork**. Her recognition reflects the caliber of Allen College students and the impact they make in clinical settings even before graduation.

Honoring Excellence in Nursing Education: DAISY Award for Faculty



On April 28, 2025, **Kay Froehner** was surprised during class with the **DAISY Award for Extraordinary Nurse Educators**, recognizing her outstanding dedication to students and passion for mental health. Her nominators praised her for her compassion, mentorship and lasting impact:

“Kay truly cares about each student. Her guidance has shaped who I am as a future nurse.”

Kay received the **Healer’s Touch sculpture**, hand-carved by artists of the Shona Tribe in Zimbabwe, symbolizing the deep connection between educators and their students.

Several other faculty members were also honored with nominations, including: Dr. Gabi Boysen, Jennifer Coleman, Dr. Michele Friedman, Christa Glaser, Dr. Abby Nieman, Dr. Sarah Steele, Dr. Allison Stone, Holly Benning and Joy Wilcox.

This recognition reflects Allen College’s commitment to celebrating faculty excellence and fostering a supportive, inclusive learning environment—made possible in part through donor-funded initiatives.

Faculty Commitment to Student Success



Allen College was led by 87 members of faculty and staff

29 Staff

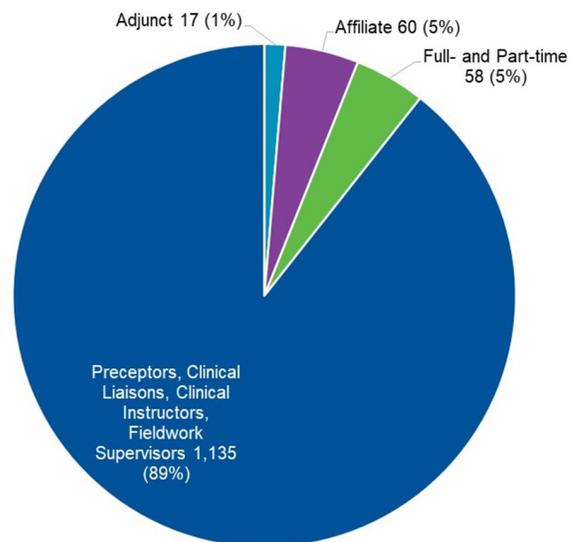
27 full-time, 2 part-time

58 Faculty

46 full-time, 12 part-time
(Includes president & academic deans)

38 (66%) Faculty Doctorally Prepared

24 (80%) Nursing Faculty Certified
13 are National League for Nursing (NLN)
Certified Nurse Educators



Faculty Commitment to Student Success

Financial support for faculty/staff in their educational pursuits – 2024 educational support totaled \$43,729

Faculty

Education Level

Doctoral=38 (65%)
 Master's=16 (28%)
 Bachelor's=4 (7%)

Faculty & Staff

Enrolled in Programs

Doctoral=4
 Master's=2

Goal of 50% doctorally prepared faculty exceeded.

Many accrediting bodies require doctorally prepared faculty or a specified percent of doctorally prepared faculty.

8 faculty received rank promotions for the 2024-2025 academic year.

Faculty promotion opportunities are commensurate with education, years of service at Allen and teaching experience.

7 adjunct faculty and preceptors received tuition credit.

As a benefit for their contributions to Allen College, adjunct faculty and preceptors were offered tuition credit for taking Allen College classes.

Commitment to Lifelong Learning

Allen College faculty demonstrate a strong commitment to academic excellence and professional growth by actively pursuing advanced degrees, specialty certifications, and ongoing development. Their dedication to lifelong learning ensures students benefit from current knowledge, innovative teaching and a dynamic, evidence-based educational environment.

Faculty and Staff Recognition of Scholarly Accomplishments and Service for 2024

Faculty and staff were honored for their scholarly accomplishments and service.

Congratulations to the honorees.

Scholarly Recognitions (17)

Dr. Brenda Barnes
 Dr. Lisa Brodersen
 Dr. Dana Clasen
 Dr. Shawn Froelich
 Dr. Katie Funk
 Suzanne Gettman
 Denise Hanson
 Dr. Susan Hoey
 Heather Locasha
 Dr. Erica Kiernan
 Dr. Alexis Ortiz
 Dr. Dawn Osborne
 Dr. Kate Reiter
 Dr. Jared Seliger
 Dr. Carissa Stoddard
 Gina Tenge
 Dr. Kendra Williams-Perez

Service Recognitions (14)

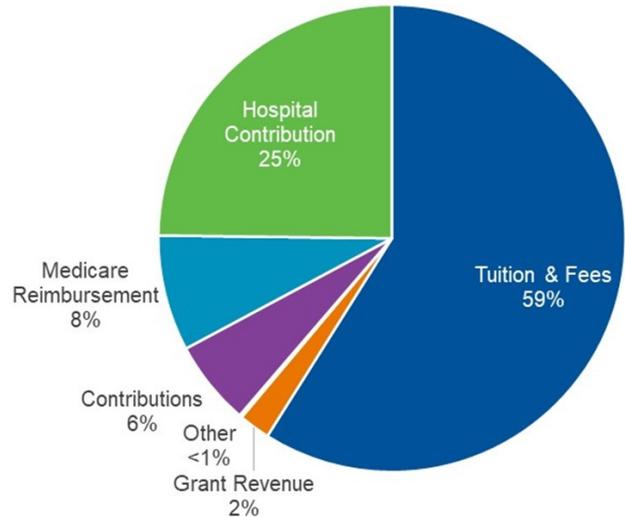
Dr. Lisa Brodersen
 Dr. Ruselle DeBonis
 Dina Dowden
 Dr. Alisha Engel
 Suzanne Gettman
 Rhonda Gilbert
 Christa Glaser
 Kristen Jasper
 Dr. Ashley Ollendieck
 Dr. Dawn Osborne
 Dr. Joanna Ramsden-Meier
 Dr. Allison Stone
 Dr. Anna Wehling Weepie
 Dr. Christopher Wiedman
 (provided at least 60 hours of service to the community)

Sustainability, Growth & Success

Revenue	2024	2023
Tuition & Fees	\$10,045,172	\$10,156,343
Grant Revenue	370,809	273,311
Other	31,480	50,262
Contributions	1,001,137	1,008,840
Total Revenue	\$11,448,598	\$11,488,756
College Medicare Pass Through Reimbursement*	1,365,183	1,245,739
Hospital Contribution	4,226,279	3,564,608
Total Support	\$17,040,060	\$16,299,103

*Per 2023 and 2024 Medicare Cost Report

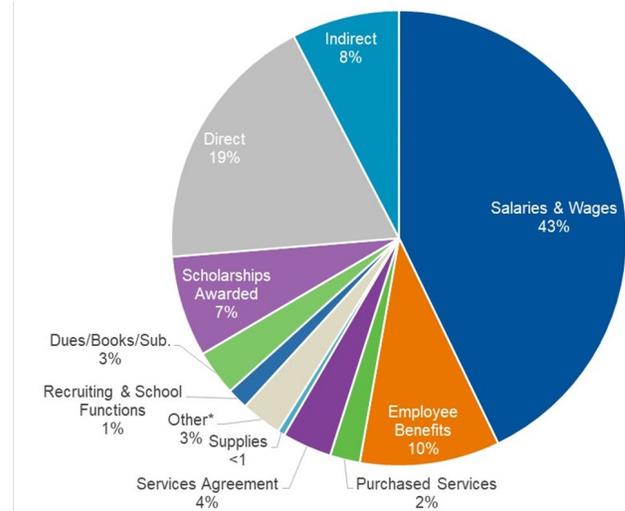
2024 Revenue



Expenses	2024	2023
Salaries & Wages	\$7,298,401	\$6,965,794
Employee Benefits	1,693,641	1,731,009
Purchased Services	361,551	408,972
Service Agreement	600,000	577,500
Supplies	85,922	88,393
Meetings & Travel	39,346	51,992
Building Occupancy, Repairs	413,966	374,369
Recruiting & School Functions	255,624	147,529
Dues/Books/Subscriptions	549,417	562,481
Other	11,327	53,789
Federal Matches	28,505	25,257
Scholarships Awarded	1,222,241	1,055,028
Total	\$12,559,941	\$12,042,113
Overhead		
Direct*	3,176,957	3,084,751
Indirect*	1,303,162	1,172,239
Total Expenses	\$17,040,060	\$16,299,103

*Per 2023 and 2024 Medicare Cost Report

2024 Expenses



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

\$18,037,233

Endowment

(12/31/2024)

The majority of the endowment balance (85%) is in scholarship funds. The other 15% is designated for capital, educational and operational use. Approximately \$11 million of the endowed funds are permanently restricted.

Sustainability, Growth and Success

Grant Funding—\$1,633,597

The Allen Foundation secures grant funding to support capital improvements, academic initiatives and community-based programs at Allen College. These contributions directly enhance student learning and help address critical healthcare needs in the region.

The following 2024-2025 grant applications received funding:

- The Van G. Miller Family Charitable Foundation, simulation lab capital project \$1,000,000
- Pauline R. Barrett Charitable Foundation, simulation lab capital project \$500,000
- Iowa Department of Health and Human Services, Psychiatric Mental Health Nurse Practitioner student recruitment (year 4 of 4) \$100,000
- Cedar Valley United Way, DeBonis Free Medical Clinic \$24,847
- Max & Helen Guernsey Charitable Foundation, DeBonis Free Medical Clinic \$5,000
- Free Clinics of Iowa, DeBonis Free Medical Clinic \$3,750

\$3 Million in Funding Secured for Simulation Lab Expansion

Thanks to the generosity of grant funders and individual donors, Allen College successfully reached its initial \$3 million fundraising goal to expand the Simulation Lab—an essential step in preparing students for real-world clinical practice. Of that total, **\$1.5 million** was secured through competitive grants, underscoring strong external support for this transformative project.

Construction is expected to begin in late 2025, with completion anticipated in early 2027. The expanded Simulation Lab, located in McElroy Hall, will grow from 1,100 to almost 7,000 square feet, dramatically increasing capacity and capability.

Key Features of the New Simulation Lab:

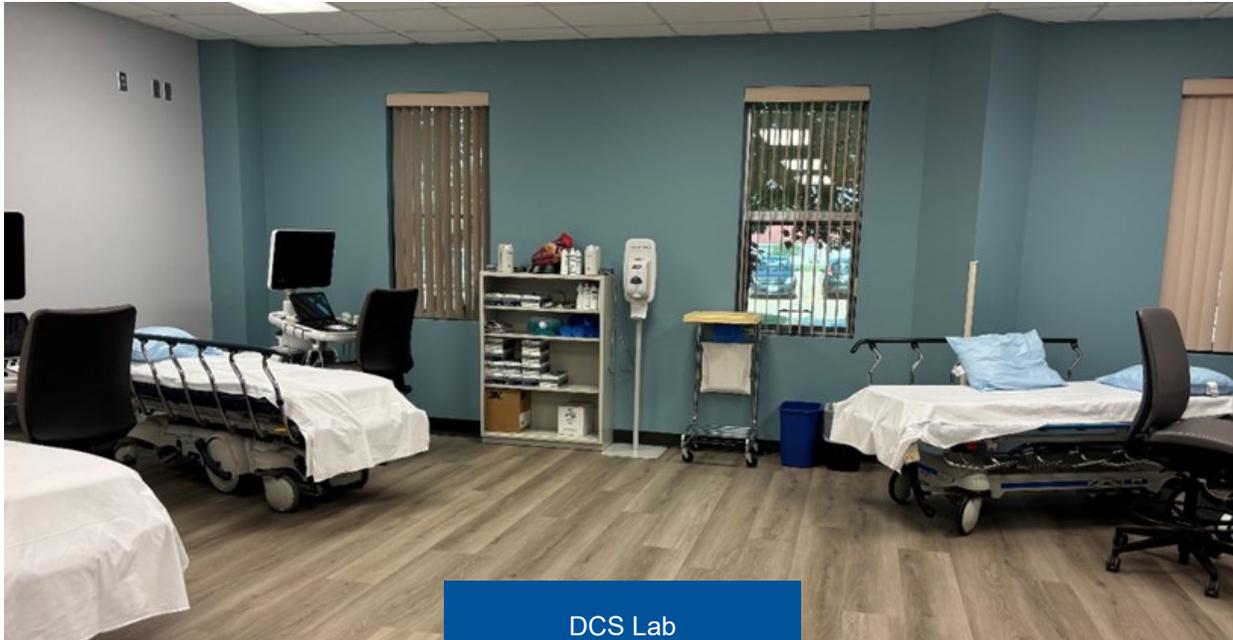
- Accommodates up to five classes (40 students) simultaneously (up from one class of 8 students)
- Includes medical-surgical rooms, debriefing spaces, clinic rooms and collaborative learning areas
- Supports interprofessional education with students from nursing, radiology, lab sciences, physical therapy and more

Led by **Dr. Ashley Ollendieck**, a certified healthcare simulation educator, the lab will feature high-fidelity manikins that simulate real patient responses—allowing students to practice critical skills such as IV insertion, catheterization, intubation and CPR in a safe, realistic environment.

This expansion not only enhances student learning but also honors the vision of our donors and partners who believe in the power of simulation to shape exceptional healthcare professionals.

Sustainability, Growth and Success

Aligning Resources to Ensure Operational Sustainability & Student Success



Campus Improvements

- **Diagnostic Cardiac Sonography Lab Launch:**

- The former first floor faculty office space in Gerard Hall was successfully transformed into a state-of-the-art Diagnostic Cardiac Sonography (DCS) lab. This exciting development marks a significant milestone as the **inaugural DCS student cohort** began in August 2024.

- Three cardiac ultrasound units were installed to enhance hands-on learning.
- **Instructional Technology Upgrade:** A new microphone system featuring eight portable units was installed to support dynamic teaching and collaboration across face-to-face, hybrid and online formats.

Fostering Partnerships & Collaboration

Expanding Financial Aid Support Through UnityPoint Health Partnerships

Extending financial aid services to support radiologic technology students in Cedar Rapids and Des Moines

In alignment with our ongoing commitment to collaborative growth, Allen College continued to

provide financial aid processing support for Mercy/St. Luke's Radiography (Cedar Rapids) students.

Building on this foundation, services were expanded in spring 2025 to include the UnityPoint Health – Des Moines Radiologic Technology program. These efforts reflect our dedication to supporting partner institutions and advancing access to healthcare education across the region.

Sustainability, Growth and Success

Fostering Partnerships to Support Organization Excellence and Student Success



CAATS: Collaboration for Adaptive Aquatic Therapy and Safety

The CAATS program, led by PAWS (UNI's Panther Academy for Water Safety) brings together Allen College MS in OT students, UNI Speech-Language Pathology students and Cedar Falls Special Education classrooms to deliver meaningful, hands-on pediatric

interventions.

Each fall, students are paired with a child to provide six weeks of aquatic therapy, integrated into pediatric coursework. **New this year**, students also participated in **six weeks of land-based classroom interactions**, further enriching their clinical experience.

This interprofessional initiative fosters collaboration, builds clinical confidence and supports children in

engaging, therapeutic environments. Feedback from educators has been overwhelmingly positive, and students are equally inspired.

"This opportunity has been beyond beneficial... I love that I could make these connections with kids and other professionals while enrolled here at Allen College. The hand-on opportunities are amazing!"
— OT Student

Advancing Financial Leadership Collaboration Across UnityPoint Health Colleges

In September 2024, Denise Hanson, Allen College CFO, was appointed Executive Director of Finance for the UnityPoint Health Colleges, serving Allen College (Waterloo, IA), St. Luke's College (Sioux City, IA) and Trinity College of Nursing and Health Sciences (Rock Island, IL). In this system-wide role, she leads strategic financial initiatives and promotes collaboration across institutions to enhance operational efficiency and student success.

Key accomplishments and ongoing initiatives in 2024–2025 included:

- **Inter-College Collaboration:** Strengthened shared services, a unified approach and strategic planning through regular engagement with college presidents and coordination with the billing and financial aid teams.

- **Anthology Reach CRM Implementation:** Oversaw the launch of Anthology Reach Customer Relationship Management (CRM) in June 2025 to support streamlined recruitment and retention efforts across all colleges.
- **Collaborative Growth Initiatives:** Advanced efforts to explore shared academic programs, joint grant opportunities and coordinated marketing to expand visibility and impact.
- **Unified Job Architecture and HR Design:** Contributed to the creation of a system-wide job architecture to align roles, responsibilities and compensation—strengthening HR design and supporting talent development.
- **Strategic Vision for Clinical Site Expansion:** Collaborated with academic and clinical leaders to increase clinical placements within UnityPoint Health to meet rising student demand and enrich experiential learning.
- **Library Expense Optimization:** Initiated a review of library expenditures to identify cost-saving opportunities while maintaining the high level of service for students, faculty and affiliated hospitals.

These efforts reflect a unified commitment to innovation and excellence in health sciences education, positioning UnityPoint Health Colleges for continued growth and success.

Sustainability, Growth and Success

Empowering Rural Students—Building Healthier Communities

Strengthening Rural Pathways to Healthcare

Federal Rural Grant Drives Awareness and Opportunity

Funded by the U.S. Department of Health and Human Services, the **3-year Rural Grant at Allen College** is focused on increasing awareness of healthcare careers and Allen College programs in surrounding rural communities. These areas often lack access to healthcare experiences and exposure, making this initiative especially impactful.

Through targeted outreach, student support services and financial assistance, the grant helps remove barriers for rural students—making the transition into healthcare education more accessible. The goal: to inspire and equip future healthcare professionals from rural areas, ultimately strengthening the local healthcare workforce. Over the past three years, the grant has:

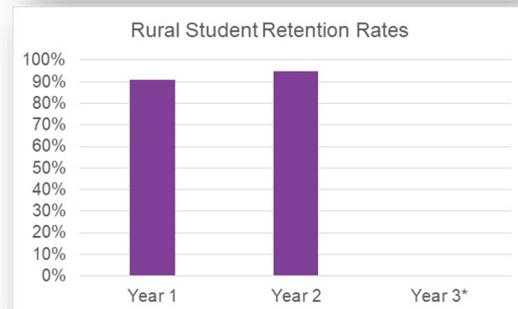
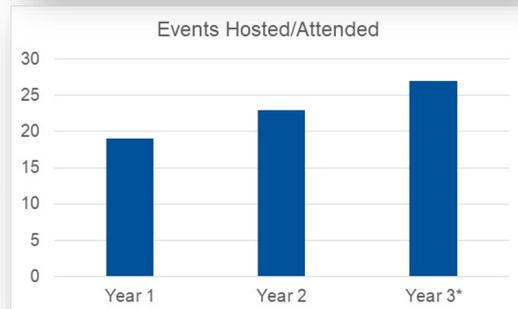
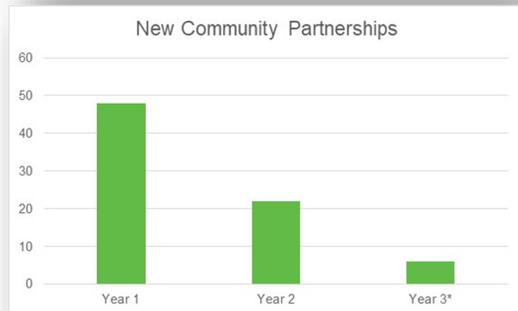
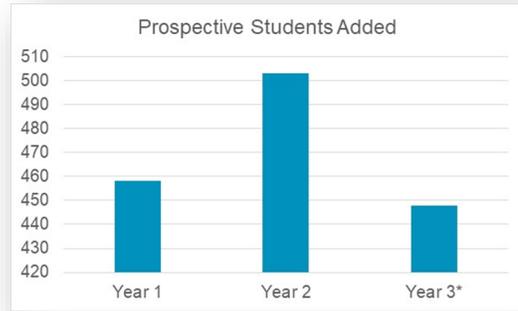
- Engaged over **1,000 prospective** Allen College students
- Hosted or attended **69 outreach events** such as health careers clubs at rural hospitals for high school students and career/college fairs.
- Established **76 new community partnerships** with high schools, hospitals and area education agencies
- Maintained an Allen College **rural student retention rate above 90%**
- **62 rural students received \$359,700** in rural grants towards their Allen College tuition

The grant is geographically confined, so there was a decline in new partnerships, as many have already been established. In Year Three, the focus shifted to building relationships with high school science and health departments to bring Allen College directly into classrooms.

Despite a leadership transition in late 2024, the program continues to thrive under new Community Outreach Coordinator **Macy Wright**.



Health Careers Club Activities



*Year 3 is in progress and ends Sept. 2025
Year = October-September

Sustainability, Growth and Success

Supporting Students Through Financial Assistance

Financial assistance plays a vital role in helping Allen College students pursue their education—many of whom would be unable to attend college without it.

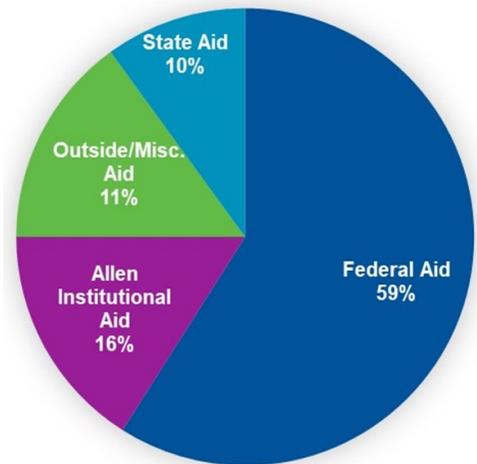
A wide range of support is available, including **federal, state, institutional aid** and funding from **local agencies and community organizations**. These resources not only reduce financial barriers but also empower students to focus on their academic and professional goals.

527 (83%) students received financial assistance

1,073 grants and scholarships awarded totaling \$3,356,833
(38% of aid in the form of grants and scholarships)

560 student loans generated totaling \$5,539,900
(62% of aid in the form of loans – including Parent PLUS loans)

\$8,896,733 in Total Student Aid
(by source aid)



Average Debt for Allen College Graduates

(students who graduated in August and December 2024 and May 2025)

\$19,352 undergraduate
(\$23,009 last year)

\$55,920 graduate
(\$58,496 last year)

163 students borrowed
111 undergraduate/52 graduate

53 students did not borrow

* Graduates may have debt from other colleges attended; however, that amount is unknown to Allen College and not included with the figures.

Advancing Student Financial Access Amid Change

The 2024–2025 academic year brought significant changes to financial aid processes, including a nationwide overhaul of the Federal Student Aid system and the implementation of a new student information system at Allen College. Despite these challenges, the College successfully increased enrollment and the number of students utilizing financial aid.

- Notably, the **average student debt decreased** for both undergraduate and graduate students—reflecting our commitment to affordability and access.

These efforts underscore the importance of donor and grant support in helping students navigate financial pathways to a healthcare education.

Sustainability, Growth and Success

Building a Stronger Future by Growing Scholarships and Supporting Students

Investing in the Future of Nursing

Allen Legacy Program Supports Students and Strengthens the Workforce

Legacy Impact Snapshot (2020-2025)

KEY METRICS



\$1.5M+
in funding awarded



83
BSN students supported



94%
Fulfillment rate of work commitments



Up to \$20,000
In support for each student who qualifies

ALLEN LEGACY PROGRAM HIGHLIGHTS

- Launched in 2020 to address nursing workforce shortages at UnityPoint Health – Allen Hospital
- Two-year employment commitment as an RN at Allen Hospital post-graduation
- Funded through donations and Allen Hospital operations
- Collaborative initiative between Allen Hospital, the Allen Foundation and Allen College

LEGACY CONNECTION

- Honors Henry B. Allen's 1925 founding gift
- Supports Allen Hospital's 100-year tradition of care.

Allen College Institutional Scholarships

Student Impact (2024-2025)

Thanks to the continued generosity of Allen College alumni, faculty, staff and friends, our scholarship program has experienced meaningful growth—providing vital financial assistance that supports student success.

\$777,000

Total Scholarships Awarded

\$2,795

Average Award

278

Recipients

160

Donor Funded Scholarships

Sustainability, Growth and Success

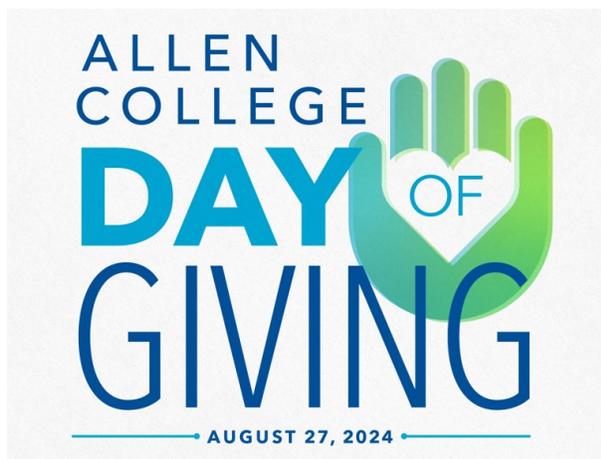
Strengthening Our Future Through Purposeful Giving and Donor Engagement

Donor Engagement

\$1.8 Million
Donations
(cash, pledges, stock/property)

589
Gifts

Donor contributions are making a lasting impact across campus. These gifts support key initiatives such as campus improvements/expansions, scholarships, the Allen Exchange and other strategic priorities that enrich the student experience and contribute to the long-term sustainability and growth of the institution.



Donors Go #ALLinforAllen

Day of Giving Raised Over \$25,000 for Student Success

On August 27, the Allen College community came together for the annual **Day of Giving**, raising more than **\$25,000** to support vital programs like the **Simulation Program** and the **Allen Legacy Program**.

Alumni and friends went #ALLinforAllen with generous contributions, including matching gifts from Debbie Caughron '76, Gil Schultz '87, Dr. Dianne Schultz '84 and Allen College President Dr. Jared Seliger.

These funds will help expand simulation space, offering students high-quality, hands-on training in realistic clinical scenarios. They also continue to strengthen the **Allen Legacy Program**, which keeps Allen College graduates in the UnityPoint Health – Allen Hospital system and supports the local healthcare workforce. Since its inception, the program has awarded over **\$1.5 million** and achieved a **94% retention rate** among participants.

"The Allen Legacy Program has done so much for me," shares Ben Ogle, Allen College alum and ICU nurse at Allen Hospital. "Without it, I would have doubled my student loans and may not have had the opportunity to serve my community. I'm thankful every day."

Stories like Ben's reflect the lasting impact of donor support. To learn more about giving opportunities, contact the Allen Foundation at **(319) 235-3960**.

Alumni

Living Alumni: 5,800+

2025 Distinguished Allen Alumni Award

Alumni Spotlight: Honoring Lifelong Impact: Terri Anderson '79 & Julie Westin '80

Allen College proudly celebrates two outstanding alumni whose careers exemplify dedication to healthcare, education and community service. *Their stories reflect the enduring impact of Allen College alumni—leaders in healthcare and champions of community.*



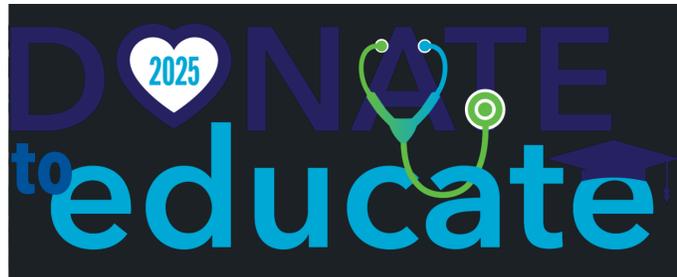
Terri Anderson '79 has devoted her life to nursing and education, beginning her career at Schoitz Memorial Hospital and later joining Allen Hospital in 1983. After earning her BSN and MSN from Allen College, she became a passionate educator and mentor. Terri's

legacy continues through her daughters—both Allen College graduates—and her extensive volunteer work, including service on the Allen College Alumni Board and as a Gerard Circle member.



Julie Westin '80 dedicated 43 years to Allen Laboratory, retiring in 2023 as Microbiology Supervisor. She mentored countless students, improved lab operations and contributed to statewide

research. Julie remains an active supporter of Allen College through the Alumni Board, the Allen Foundation and numerous community organizations, embodying a spirit of leadership and generosity.



A Record-Breaking Year for Donate to Education

\$33,000 Raised for Student Scholarships

The 15th annual Donate to Educate scholarship benefit, hosted by the Allen College Alumni Association and Allen Foundation in February 2025, was a resounding success—raising over **\$33,000** through sponsorships, an online silent auction and individual donations.

Special thanks to **Rick and Debbie Morris** and **Kimball & Beecher** for their standout auction contributions. A little friendly competition added to the fun, with pediatric teams at **North Crossing** and **Prairie Parkway** winning the basket challenge by earning the highest percentage of their basket's value.

Donor generosity helps Allen College invest in the future of healthcare by providing scholarships and essential resources to our students—tomorrow's caregivers.

The Alumni Association hosts **Donate to Educate** and other fundraising events throughout the year to support scholarships, campus enhancements and critical equipment.

Alumni

Building a Stronger Future Through Alumni Engagement and Support

Alumni Giving Back: Supporting the Next Generation

The Allen Alumni Association continues to make a meaningful impact on student success through generous financial support.

In the 2024–2025 school year, the Association contributed **\$30,000** to Allen College for the Alumni Association Scholarship to assist students in achieving their educational goals. This support provided \$2,000 awards to 15 alumni pursuing graduate nursing degrees and \$1,000 awards to two relatives of alumni attending Allen College.

Allen College is deeply grateful for the ongoing commitment of our alumni, whose generosity helps reduce financial barriers and empowers

Alumni Fundraising Highlights

Throughout the year, the Allen College Alumni Association led several successful fundraising initiatives to support student programs and engagement:

- **Fall Plant Sale (September 2024):** Partnering with Corner Market & Greenhouse in Oelwein, the fall sale raised **\$3,341.26**, offering mums, pumpkins and seasonal décor.
- **Kendra Scott “Shine Bright Do Good” Event (February 2025):** A pop-up jewelry sale at Allen Hospital and online campaign raised **\$802**, with 20% of proceeds benefiting Allen College students.
- **Spring Plant Sale (May 2025):** Continuing the partnership with Corner Market & Greenhouse, the spring sale brought in **\$3,389.26**, featuring patio pots, hanging baskets, herbs and more.

These events not only raised funds but also strengthened alumni engagement and community support for Allen College students.

Celebrating Connections: 2025 Allen Alumni Reunion

On April 26, 2025, Allen College welcomed alumni back to campus for the annual Alumni Reunion, held in Winter Hall. Sixty-six attendees gathered to reconnect, reminisce and celebrate shared history. Many participated in guided tours of the College and Allen Hospital, engaged in meaningful conversations with fellow alumni, and explored a special display of historic items curated for the College’s 100-year celebration.



The event honored Alumni Hall of Fame recipients and featured remarks from Dr. Kendra Williams-Perez, Dean of the Allen College School of Nursing, who shared recent highlights and growth across the institution. Alumni speakers included Karen Knoll Clifton and Sharon Houdek Svoboda from the Class of 1975, Nancy Rigel who reflected on her experience in the first LPN Challenge program and Kay Verink representing the final Medical Technology class of 1985.

A commemorative video narrated by Founding Chancellor Jane Hasek highlighted the transition from the Diploma Program to the BSN Program, featuring reflections from Peggy Weidman, the last diploma graduate, and Traci Hewitt, a member of the first BSN class. Chancellor Emeritus Jerry Durham also shared insights on the expansion of academic programs built upon that foundational shift.

It was a memorable day of reconnection, reflection, and celebration. We invite all alumni to join us this fall as we continue honoring 100 years of Allen College history.

A Year in Review

Allen College Named to 2024 Great Colleges to Work For Back-to-Back Recognition with Honor Roll Distinction

For the second consecutive year, Allen College has been recognized as a **Great College to Work For** by *ModernThink®* and *The Chronicle of Higher Education*. This prestigious honor reflects the dedication, collaboration, and excellence of our faculty and staff in creating a supportive and student-centered environment.

Based on survey responses from spring 2024, Allen College earned **Honor Roll** status—achieving distinction in **7 out of 10 categories** evaluated:

- Job Satisfaction & Support
- Compensation & Benefits
- Professional Development
- Confidence in Senior Leadership
- Faculty and Staff Well-being
- Shared Governance
- Faculty Experience

Allen College is proud to be the only institution in Iowa to receive this recognition in 2024.

“Everything we do centers on opportunities we create for students. This recognition reflects the deep engagement, commitment and empowerment of our faculty and staff to deliver the highest quality education,” said Allen College President Jared Seliger. “It’s a prestigious honor, and we are incredibly proud.”



The Great Colleges to Work For program is one of the largest and most respected workplace-recognition programs in the country.

For more information and to view all current and previous recognized institutions, visit GreatCollegesProgram.com and GreatCollegesList.com. ModernThink, a strategic human capital consulting firm, administered the survey and analyzed the results.

Excellence in education starts with an exceptional workplace.

A Vision for the Future

2025-2029 Strategic Plan Approved

After a year of thoughtful planning, collaboration, and engagement with faculty, staff, students, board members and community stakeholders, the Allen College Board of Trustees approved the 2025–2029 Strategic Plan at its November 6 meeting.

The new plan introduced updated mission, vision and values statements, along with a series of strategic tactics designed to ensure the long-term success and sustainability of Allen College.

This forward-looking roadmap reflects our continued commitment to academic excellence, innovation and community impact.

Rooted in tradition. Focused on the future.

Allen College & Trilix Earn Gold Award-Winning Digital Campaign Recognized by Aster Awards

Allen College, in partnership with Trilix, received **Gold (First Place)** honors in the **2024 Aster Awards** for excellence in healthcare marketing. The winning digital advertising campaign—featuring the designs “*Major in Making a Difference*” and “*Begin Your Healthcare Career*”—earned top recognition in the Academic Medical Center category.

This achievement highlights the creativity and impact of Allen College’s outreach efforts. Special congratulations to Dr. Ramsden-Meier and the UnityPoint Health Marketing team for their outstanding work in bringing this campaign to life.

A Year in Review

Celebrating Achievements, Honoring Traditions and Embracing the Future

Celebrating 100 Years of Excellence

In February 1925, Allen Memorial Hospital and the Allen Memorial Hospital School of Nursing opened their doors—laying the foundation for what would become Allen College. A century later, we proudly celebrate **100 years of advancing healthcare education** and service to our community.

To mark this historic milestone, a series of commemorative events are planned throughout the year. One highlight took place in June during the My Waterloo Days parade, where a strong showing of 184 UnityPoint Health – Waterloo team members and their families formed a vibrant sea of blue, leading the parade entries.

The UnityPoint Health team featured a festive cake float, symbolizing Allen Hospital's centennial and honoring a legacy of care, learning and community impact.

A Century of Learning. A Vision for Tomorrow.



Honoring a Legacy of Leadership

Dr. Jane Hasek Inducted into Business Hall of Fame

Congratulations to Dr. Jane Hasek, founding Chancellor of Allen College, on her induction into the **Junior Achievement of Eastern Iowa's Business Hall of Fame**. The ceremony, held on October 10, brought together family, friends, and colleagues to celebrate this well-deserved honor.

Dr. Hasek's visionary leadership and unwavering commitment to healthcare education laid the foundation for Allen College's success. Her courage and dedication continue to inspire generations of students, faculty and healthcare professionals.

Allen College would not exist without Dr. Hasek's bold vision—and we are forever grateful.

Our Leadership

Allen College Board of Trustees

Jenni Friedly, President, UnityPoint Health – Waterloo

Dr. Todd Holcomb, President, Hawkeye Community College

Dr. Wilfred Johnson, Board Secretary/Treasurer and Retired Director of University of Northern Iowa Center for Urban Education and Classic Upward Bound

Dr. Debora Johnson-Ross, Vice President of Academic Affairs and Dean of Faculty, Wartburg College

Kathy McCoy, Businesswoman

Maynard Murch, Alumnus, Allen Memorial Hospital School of Medical Technology Class of 1974, retired laboratory director for UnityPoint Health – Allen Hospital

Dr. Julie Ritland, nurse practitioner

Gil Schultz, Alumnus, Allen Memorial Hospital School of Nursing Class of 1987, retired manager from John Deere

Dr. Jared Seliger, President, Ex-Officio

Dee Vandeventer, Board Chair and Businesswoman

Allen College Executive 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. 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)

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)

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, Master of Science in Nursing and Doctor of Nursing Practice and Post-Graduate Certificate Programs)

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

Commission on Accreditation in Physical Therapy Education (CAPTE), 3030 Potomac Ave., Suite 100, Alexandria, Virginia 22305-3085; phone: (703) 706-3245; email: accreditation@apta.org (Doctor of Physical Therapy 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)

Graduation from a physical therapist education program accredited by the CAPTE is necessary for eligibility to sit for the licensure examination, which is required in all states.

Commission on Accreditation of Allied Health Education Programs (CAAHEP), 25400 US Highway 19 North, Suite 158, Clearwater, FL 33763, (727) 210-2350 (Diagnostic Medical Sonography Program)

ROOTED IN TRADITION.
REACHING TOWARD TOMORROW.



EDUCATING FOR GENERATIONS



Allen College
UnityPoint Health



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