



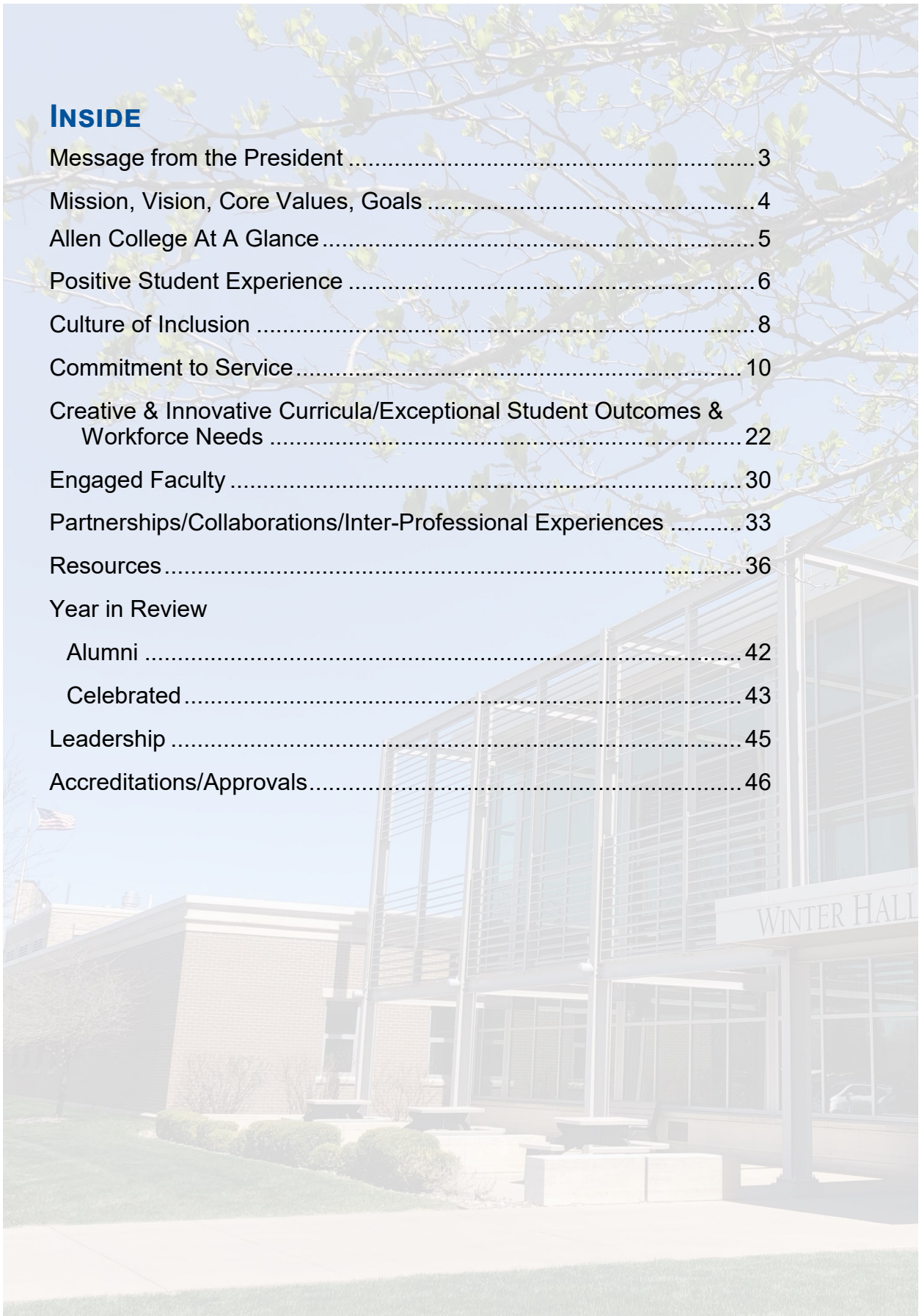
# Allen College Annual Report 2023-2024



Allen College  
UnityPoint Health

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# From the President



Dear Allen College Community –

I am very proud to share with you the 2023-2024 Allen College Annual Report. As a sports fan, hockey in particular, it dawned on me that Allen College and Wayne Gretzky have something in common. The number 99. Wayne Gretzky, arguably the greatest hockey player of all time who transformed his sport, wore the number 99 throughout his career and had his number retired by the National Hockey League. Allen College is in its 99<sup>th</sup> year of existence as a healthcare education entity with our roots tracing back to the diploma school of nursing which began in 1925. Allen College has transformed healthcare education over 99 years, and we continue to evolve as an educational institution to meet the needs of today's students. Particularly, in the last year we have launched several initiatives to make Allen College a destination for students wishing to pursue healthcare education. This report highlights many of those initiatives but I want to focus on a few right now.

The School of Nursing underwent a curricular transformation of both the accelerated and traditional Bachelor of Science in Nursing (BSN) programs. The accelerated BSN curriculum was renovated to be a 12-month, 3-semester program and the traditional BSN program was redesigned to a 4-semester curriculum. These changes were enacted to provide more opportunities for BSN students to choose Allen College to help them meet their educational goals without sacrificing the quality education for which we are known and recognized.

The Doctor of Physical Therapy (DPT) program achieved a significant milestone in 2023 when the program was awarded “accredited” status by the Commission on Accreditation in Physical Therapy Education (CAPTE). Earning CAPTE accreditation was the final step in the development of the DPT program and it allows us to move from the developing program phase to establishing our program into one of the highest performing DPT programs in the Midwest.

Saving the best accomplishment for last, in 2023, Allen College was recognized by ModernThink™, and shared by *The Chronicle of Higher Education*, as a Great College to Work For with an Honor Roll distinction! I could not think of a more fitting way for our faculty and staff to be recognized for their incredible passion and dedication in helping our students fulfill their potential and achieve their academic goals. This recognition directly reflects how special the people are who work at Allen College and their work is highlighted throughout this Annual Report. As you read through this report, I hope you share the same sense of pride that I have by the amazing work that is performed here and how Allen College graduates are making a difference in the healthcare profession!

**Dr. Jared Seliger**

President, Allen College

# TRANSFORMING THE EDUCATIONAL EXPERIENCE; SUSTAINING SUCCESS



## Mission

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

## 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 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.

# At a Glance

## Academic Programs:

### School of Health Sciences

- Associate of Science in Radiography
- Bachelor of Health Sciences
  - Diagnostic Medical Sonography\*
  - Medical Imaging\* (CT and MRI Tracks)
  - Medical Laboratory Sciences
  - Public Health (includes population health minor)
- 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
  - Pre-licensure Tracks
    - 4-semester, two-year upper division
    - 3-semester, one-year accelerated
- Graduate Nursing (MSN, PGC, BSN-DNP, post-graduate, DNP)
  - Master of Science in Nursing and Doctor of Nursing Practice
    - Leadership in Health Care Delivery (Administration) Track
    - Nurse Practitioner Tracks:
      - Family
      - Acute Care Pediatric
      - Adult-Gerontology Acute Care
      - Psychiatric Mental Health

## Our Students:

**469** enrolled



#### Health Sciences

ASR:	35
BSH-DMS:	15
BHS-MLS:	13
BSH-MI:	5
BSH-PH:	7
MS in OT:	39
DPT:	21
EdD:	3
	<b>138</b>

#### Nursing

BSN:	184
MSN:	93
BSN-DNP:	35
DNP:	10
PGC:	9
	<b>331</b>

**94%**

Come from  
Iowa

65% from  
Northeast  
Iowa

**57%**

remain in  
Iowa



**205**

Degrees conferred

**94%**

Weighted graduate  
certification/licensure  
pass rates-all programs

# Student Experience

Foster a positive student experience

## Ambassador Program



Ambassador executive team:  
Emma DeWitt (vice president),  
Devin Lagow (president), Ophelia  
Weah (secretary)

In 2023-2024, 43 students from the traditional and accelerated undergraduate nursing, radiography and occupational therapy programs participated as Allen College student ambassadors.

Their service totaled more than 650 hours to more than 1,300 individuals. Examples of their activities included:

### College events:

- Orientations
- Commencement ceremonies
- Campus green initiatives

- Donor receptions
- Committee representations

### Community service:

- Health Con
- Recycling efforts
- Highway clean-ups
- Community trick or treating
- UNI Pack the Dome
- Boys & Girls Club
- UNI Special Olympics
- STEM fair

### Recruitment events:

- "A Day in the Life"
- Campus tours
- Campus visit days

- Counselor visit days
- Social media platform posting
- Health Careers Night Out
- Rural Counselor Day

### Student Activities:

- LGBTQ+ Pride activities
- Peer mentoring
- Blood drive volunteering
- Assisting with success workshops
- Greenhouse tours and visits
- Seasonal social activities
- Outdoor hiking events

# Student Experience

## Nursing Christian Fellowship (NCF)

The mission of NCF is for nursing students and faculty to be encouraged, equipped and empowered:

- Encouraged to grow in faith in the context of nursing school
- Equipped to integrate faith with nursing through Bible study and spiritual care resources
- Empowered to share your faith with other nursing students and faculty

Led by faculty advisor, Suzanne Gettman, the NCF met six times. The group enjoyed the fellowship of other Allen nursing students with social activities, Bible study meetings and community service.

The Bible study series was “Nursing with Strength that Endures,” and the group explored the concept of Evangelism in patient care and related ethical considerations.

Community service activities included decorating Christmas and Valentines Day cookies and delivering them to various organizations including hospital units, women’s/ men’s shelters, fire stations and area nursing homes to spread cheer and God’s love.



## The Allen Exchange

Offered again during the 2023-2024 academic year, the Allen Exchange continued to provide support to students.

This year the Exchange offered items such as food, school supplies, textbooks, bags, scrubs and other clothing. The Exchange is open 24/7 in the Barrett Forum Computer Lab.

Everything at the Allen Exchange was free to students thanks to donations.

# Inclusion

Create and sustain a culture of inclusion

## Diversity & Inclusion Activities

As part of the College's inclusivity efforts, the Diversity and Inclusion (DI) Committee facilitated or collaborated with several departments to provide several activities throughout the year.

### Educational presentation for faculty and staff

Faculty and staff had an opportunity in May to attend a presentation by Patrick Ford, Onyx Project. He discussed his lived experience as a minority healthcare worker, his outreach non-profit to minorities in Des Moines and his experience in the healthcare system after a cerebrovascular accident.

### Engage in partnerships with other DEI organizations

- Liaisons from the Allen College DEI Committee and UnityPoint Health – Waterloo DEI Committee attended respective meetings to increase collaboration.
- Communication with CommUNITY groups was established.

### Plan and host community event focusing on family-friendly activities for awareness and diversity

Allen College hosted a trick or treating event for the local community.



Monthly social where students learned about the Chinese culture

### Volunteer opportunities for various community/UnityPoint Health activities

- Coordinated volunteer opportunities.
- Blue Crew Events
  - CommUNITY groups

### Demonstrate support of diverse populations

Featured diverse faculty/staff on a DEI spotlight (printed flyers, digital screens)

### Increase a sense of belonging of students

- DEI awareness items such as stickers and banners were purchased for students to show support for our diverse communities.
- Held monthly socials in the library featuring diverse cultures (pictured above).
- Added a "DEI Corner" in the monthly student flyer.
- Established a DEI bulletin board.

### Expand DEI on website to reach potential students and faculty geographically further away

Highlighted DEI activities and shared resources available.



# Culture of Inclusion

## Cultural Fair

In April, the first-year occupational therapy students showcased their deepened understanding of cultural humility through a vibrant cultural fair.

Drawing from their cultural class, they passionately shared insights into diverse cultural groups residing in the Cedar Valley and explored how these identities shape healthcare experiences. Their presentations illuminated the profound influence of cultural backgrounds on healthcare practices, fostering a richer appreciation for cultural competence among future healthcare professionals.



This event celebrated diversity and underscored the importance of embracing cultural humility in delivering inclusive and effective healthcare services.

## Summer Health Careers Camp

The 2024 Summer Health Careers Camp was held from June 24-28. Fourteen 9th-12th grade students participated in the weeklong camp, led by Dr. Anna Weepie, Assistant Dean of Nursing and Kara Howard, Program Director, Radiography and Medical Imaging Programs.

This camp offered students opportunities to explore healthcare careers, participate in hands-on activities and interact with healthcare professionals and students.

Community Memorial Hospital in Sumner and Buchanan County Health Center in Independence provided job shadowing opportunities to all students. Campers participated in health careers exploration at UnityPoint Health – Allen Hospital. Additional experiences provided include suicide prevention training and college readiness activities including talking with the financial aid team and recruiters from Allen College, Hawkeye Community College and Wartburg College.



# Service

Foster a community committed to service



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

## Value of Community Service and Service-Learning

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

**Faculty/Staff—\$127,630**  
2,930 hours

**Students—\$97,574**  
5,720 hours



# Service

## CELL-Sponsored Community Service Projects



Allen College faculty, staff and students spent Martin Luther King, Jr. Day participating in a day a service to honor the legacy of Dr. King by volunteering at the Northeast Iowa Food Bank's (NEIFB) "Pack the Dome" event. More than 1,500 volunteers packaged over 60,000 backpacks to support children in the community.



Painted at the House of Hope.



Rang the bell for the Salvation Army's Red Kettle Campaign.



Volunteered at the Special Olympics.



Cleaned up the Cedar Valley Trails.



Served lunch at the Salvation Army.

# Service

## Student Professional Organizations

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

**Mission:**

Develop nurse leaders anywhere to improve healthcare everywhere.

**Vision:**

To connect and empower nurse leaders transforming global healthcare.

**Strategic Goal:**

Foster a community committed to service, including underserved populations and lifelong learning.

**Academic Goal:**

Promote a commitment by all members of the Allen College community to lives of service.

**A Year in Review:**

- The chapter donated two \$500 scholarships to Allen College for one undergraduate and one graduate nursing student
- The chapter donated \$114 to Sigma Chapter Giving Club
- 41 students, in both the undergraduate and graduate programs, were inducted
- Members donated and handed out snacks for students during fall semester finals week
- The chapter partnered with ASNA to make blankets and donated to the Salvation Army and the Allen Child Protection Center



Pictured above: Pi Kappa Chapter president Jennifer Coleman (center) with scholarship recipients Kahleen Wadding-Frisch (left) and Stephanie Penning (right)

Pictured to the left: Blankets donated to the Salvation Army

# Service

## Student Professional Organizations

### Allen Student Radiography Organization (ASRO)



ASRO met monthly to plan fundraising and community service activities.

#### Fundraising:

ASRO sold apparel, held two bake sales and sold holiday gift items through Boons Supply. The proceeds were used to help offset the cost of hotel rooms and gas for students to attend the Iowa

Society of Radiologic Technologists (ISRT) Student Educators Meeting in Des Moines. This meeting provides an opportunity to the radiography students to attend lectures and take a mock board exam to prepare for the exam they will take upon graduation.

#### Volunteer Activities & Donations:

- Continued the program's tradition of cleaning up a two-mile stretch of Highway 63 through the Adopt-A-Highway program.
- Sponsored a toy drive for the Cedar Valley Toys-for-Tots program.
- Made holiday cards for Northcrest Specialty Care residents.
- Donated several boxes of gloves, masks and other personal protective equipment to ACE-SAP.



### Allen Student Nurses Association (ASNA)

ASNA met monthly during fall and spring, planned fundraising events and participated in a variety of service activities.

#### Fundraising:

- Sold over \$2,300 in apparel.

#### Volunteer Activities & Donations:

- Made and donated 12 blankets to the Child Protection Center.
- Made 600 "Boo Bags" which included three pieces of candy and a Halloween card and delivered to Lou Henry Elementary School.
- Participated in Allen College's trick or treat community event.

- Made eight hygiene kits and donated to the Child Protection Center.
- Made 15 baking kits and donated to the House of Hope.
- Made seven winter kits (gloves, hats, hot cocoa mix, shampoo, body wash, toothpaste and toothbrushes) and donated to the ACE-SAP Clinic.
- Made 90 Valentine's Day cards and delivered to Friendship Village and New Aldea.
- Prepared a soup dinner and stocked shelves at the foodbank.
- Hosted speakers on the topic of organ donation.

# Service

## Student Professional Organizations

### Allen Student Occupational Therapy Association (SOTA)



During 2023-2024, the SOTA held several social events and participated in a variety of activities related to community service, professional development, fundraising and promotion of occupational therapy (OT).

#### Fundraising:

SOTA partnered with Monster Cookies & More and sold t-shirts to raise funds for SOTA benevolence and projects.

#### Donations:

- \$200 to Retrieving Freedom
- \$200 to Panther Academy for Water Safety (PAWS)
- \$125 to Boys & Girls Clubs of the Cedar Valley



SOTA donated funds to Panther Academy for Water Safety (PAWS). Dr. Katie Jo Funk (OT faculty, left) presented the check to Raine Kramer.

#### Volunteer activities:

- Miracle League
- North Star
- Walk to End Alzheimer's
- Allen College Trunk or Treat Halloween Event
- Salvation Army
- Boys and Girls Club
- Special Olympics
- Habitat for Humanity-Pizza Ranch Give Back Night

#### Professional development:

(hosted several speakers)

- Cohort 4 OT alumna and a PT co-worker presented on job opportunities at Child Serve
- Cohort 6 OT alumna presented on being an entry-level OT practitioner
- OT from the Veteran's Administration in Des Moines presented on OT services provided/available to Veterans and job opportunities with the V.A.
- A current Allen College OT student presented on her job role and volunteer opportunities with the UNI Spectrum Project
- Cohort 1 OT alumnus presented on entrepreneurship in OT

#### Recognitions:

- Attained Gold Level Membership status through the American Occupational Therapy Association which was highlighted in an issue of *OT Practice* and at the AOTA Inspire Conference in Orlando.

Follow the Allen College SOTA on social media.

Facebook: Allen College Student Occupational Therapy Association

Instagram: @allencollegeot



OT students brought Santa and Mrs. Claus to North Star and prepared goodie bags and spent time visiting the residents.

# Service

## Service Honors Program



The BSN CELL Honors program focuses on service-learning and is open to traditional pre-licensure BSN students who want to give back to the community through service and volunteering. Participating in this program fulfills their nursing elective.

Semester	2023 Fall	2024 Spring
# Students participated	13	11
Total # Hours	195	165
Hours/Student	15	15

During both semesters, the students partnered with local community agencies to complete service hours, but students worked on a different type of project each semester. Some students chose to complete their hours individually while others chose to work in small groups.

Through these experiences, students learned more about a variety of organizations which service the community as well as had the opportunity to provide needed assistance to these agencies.

Some of the local agencies/events where the students completed service hours:

- 2023 Tim Petersen Memorial Ride & Drive
- Beyond Pink 5K
- Caleb Thorson Memorial 5K Run/Walk
- Cedar Bend Humane Society
- Cedar Falls Salute to Women
- Cedar Valley STEM Festival
- Chelsey's Dream Foundation
- Crestwood High School
- Des Moines East High School
- Don Bosco High School
- Feed My Starving Children
- FIT Courts
- Hawkeye Farm Show
- Iowa DECA State Conference
- Lily Ferguson Daycare (Tri-County HeadStart)
- Majors in Minutes Fair (UNI)
- Nazareth Lutheran Church
- Northeast Iowa Food Bank
- North Scott High School
- Orchard Hill Church
- Pack the Dome
- Special Olympics
- Walnut Ridge Baptist Church
- Waterloo Salvation Army

# Service

## Course-Related Community Service



### Boy Scouts

OT students hosted a disabilities awareness event through their Contemporary Service Delivery and Community Outreach course. The students planned and organized a program for scouts and their leaders.

The participants learned myths and truths about persons with disabilities and discussed ways to advocate for and include others. They participated in hands-on activities to explore accessibility and learn about equipment that promotes participation for all individuals.

The scouts also learned about healthcare careers and each participant earned a disability awareness merit badge.



### Cedar Falls Schools preschool and special education classrooms

OT students visited Cedar Falls Schools preschool and special education classrooms as part of their OT in the school's coursework.

The routine of the classroom and varying teaching approaches were observed. The students were able to play and interact while completing their visits.



### Northeast Iowa Food Bank and the House of Hope Women's Shelter

As part of their Health and Wellness class OT students volunteered at the Northeast Iowa Food Bank and the House of Hope Women's Shelter.

Through these experiences, they gained profound insights into the impact of socioeconomic status on occupational participation and occupational deprivation. They learned firsthand how economic circumstances can restrict individuals' ability to engage in meaningful daily activities and access essential resources.

By interacting with clients, they observed the challenges marginalized populations face and the role occupational therapy can play in promoting health and well-being. These experiences underscored the importance of addressing social determinants of health in therapeutic interventions, emphasizing the need for inclusive and accessible services to enhance individuals' quality of life.

The students not only applied their academic knowledge in practical settings but also developed empathy and understanding that will shape their future practice as compassionate OT's.





# Service

## Course-Related Community Service



### Mission Nursing in Guatemala

In May, nine undergraduate nursing students and 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, Cedar Falls, in partnership with Adonai International Ministries (AIM).

Prior to the trip students prepared in the classroom by learning about poverty, short-term missions and their impact. Students researched and presented on topics related to Guatemala.

While in country, students had the opportunity to immerse themselves in the Latin and Mayan population through providing nursing care. The students were partnered with AIM nurses from Canilla and the surrounding communities. Students were able to care for various populations including

pre-natal, pediatrics, general adult patients and chronic adult patients. They assisted with various health examinations and about half the students spent time in one of the local elementary schools teaching biblical related content with interactive activities.

Dr. Nieman states she feels blessed to continue to be able to take students to Guatemala each year. "The interest in this trip has increased immensely over the past couple years. We have a waiting list now for those students who want to have this experience. This is an amazing problem to have; it is showing me that more and more students have a heart for missions as well as have a heart for those who live in poverty. I am proud of our students for taking that step outside of their comfort zone to learn more about others and ultimately themselves in the process."

# Service

## Course-Related Community Service

### Allen College Engagement-Salvation Army Partnership (ACE-SAP) Free Clinic

Established in 2008 as a partnership with the Waterloo Salvation Army to provide free healthcare for the underserved, currently the only free clinic in the Cedar Valley. **Celebrating 15 years of service.**

The ONLY free clinic in Iowa that is run by NURSES.



#### Services

- **Preventive care focus:** Provided full health histories, head-to-toe exams, laboratory testing and screening fairs, dental screening exams, education and referral for other services as necessary. Secondary prevention is provided through the provision of medication, monitoring supplies, durable medical equipment and patient education.
- **Social determinant screening:** Screened all clients and made referrals to community resources. In 2023, the clinic administrator received over 30 requests from social workers, case managers, counselors, shelters and community organizations to assist individual patients/clients with affordability of their health care needs. The clinic was able to provide many patients/clients with medical equipment that they could not afford such as diabetic glucose testing kits, wound dressing supplies, nutritional supplements, incontinency briefs, hygiene supplies, catheters, ostomy supplies, shower chairs, walkers, crutches, wheelchairs, canes, splints, and toilet risers. The clinic has also assisted clients with providing them with gas cards/bus passes to allow them to be able to attend medical appointments and providing them with medications they cannot afford.
- **Sexually transmitted infection (STI) testing:** Through a partnership with the Allen Women's Health Clinic, the ACE-SAP Free Clinic will become a satellite clinic to their Community Based Screening Site (CBSS) with the Iowa Department of Public Health for STI testing and counseling. Logistics of the partnership are being worked through but once implemented, this would allow patients who present to the ACE-SAP Clinic to be screened for risk factors of sexually transmitted infections and offered on-site testing and counseling, rather than referring patients to an alternative site. Black Hawk County has one of the highest rates of sexually transmitted infections in the state making this a public health issue. This partnership will benefit the Allen College NP students who will gain experience screening and counseling patients regarding sexually transmitted infections.
- **Medical dental program:** Provided medical dental screening exams and fluoride treatments on-site. Referred patients with additional dental needs; 17 patients were referred to Hawkeye Community College Dental Clinic to receive free dental cleanings and several of these patients received additional dental services such as fillings and x-rays. One patient was referred to IMOM for dental services and the clinic partnered with a local area dentist to refer 16 patients for urgent/emergent dental care and an additional 3 patients to the University of Iowa College of Dentistry for extensive dental services. All patients referred for dental care received vouchers from the ACE-SAP clinic so there were no associated costs for the patients.  
  
Dental care remains a high need area in the community and untreated dental issues is commonly recognized as contributing to other significant medical problems such as heart disease, diabetes and poorer pregnancy and

# Service

## Course-Related Community Service

### ACE-SAP Free Clinic – continued

surgical outcomes. Evidence now recommends dental assessments as part of overall health assessments in primary care.

- **Occupational therapy (at satellite site):** Established in 2022, the satellite ACE-SAP Clinic at Allen College provided occupational therapy.

#### Staffing

- **Clinic Coordination:** Coordinated by licensed nurse practitioner faculty
- **Staffing:**
  - Allen College Nurse practitioner students
  - Allen College Bachelor of Science in Nursing students
  - Allen College licensed occupational therapists (OT) and Masters of Science in Occupational Therapy students (at the OT satellite clinic)
  - University of Iowa Pharmacy residents
  - UNI Sports Medicine students
  - Referrals made to dental hygiene assistant students, supervised by Hawkeye Community College faculty

#### Clinic Documentation Upgrade

- Conversion of documentation to electronic records continued. This will benefit patient confidentiality, improve medicate security and enhance record keeping and statistical data retrieval.
- Electronic record system provided by the Free Clinics of Iowa at no charge to the patients which allows greater transportability of medical records from visits to ACE-SAP.
- BSN students reviewed and updated some of the written patient teaching materials to make sure the content was accurate, easy to understand and written at a 4<sup>th</sup>-6<sup>th</sup> grade level as well as visually appropriate for commonly discussed patient education topics such as diabetic diet, heart disease, GERD, STIs and CHF. The students also added Spanish versions of the materials to assist with educational efforts.

#### 2023 Stats

<b>599</b> Patients received care	<b>93%</b> Met 200% of poverty guidelines	<b>35%</b> Had no insurance	<b>50%</b> Patients were minority
<b>201</b> Individuals provided labs at no charge	<b>110</b> Vaccinations & TB tests administered	<b>6,813</b> Medication doses dispensed	<b>666</b> Prescriptions handled
<b>215</b> Community referrals	<b>99%</b> Patient satisfaction	<b>92%</b> Had a better understanding of their health	<b>24%</b> Intend to make positive health changes



### ACE-SAP Clinic satellite clinic offers occupational therapy services

The Allen College Occupational Therapy (OT) program once again partnered with the ACE-SAP Clinic to provide a satellite clinic in Allen College's McElroy Hall for occupational therapy. OT faculty Dr. Sue Hoey and Dr. Katie Jo Funk had the ability to serve clients offering unique observation and learning opportunities for the OT students.

# Service

## Anne's Orchard

A box of plums was harvested from Anne's Orchard and donated to the Salvation Army Kitchen. Despite less than ideal weather for the growing season, the orchard still produced approximately ten bushels of apples that were donated to Prairie Parkway for the Harvest and Cider Festival in October.



## Health Con

Allen College hosted Health Con on September 12 for members of the community. Several activities were held across campus with the goal of providing members from our community the opportunity to come to our campus and learn more about Allen College.

Activities included:

- Apple picking
- Waterloo fire and police departments visit
- Medical laboratory science program—blood typing and microscope activities
- Public health program—activity about public health and its importance
- Radiography program—mock x-ray demonstrations, bone viewing, human skeleton viewing
- Undergraduate nursing program—nursing demonstrations, promoted summer health camp
- Occupational therapy program—adaptive equipment demonstration and activities
- Vendor hall including: Black Hawk County Health Department, ACE-SAP Clinic, UPAH Recruitment, Cardiology & Stroke, Allen Women's Health, Blackhawk Grundy Mental Health, People's Clinic, Allen College, Waterloo Public Library, Rehab Therapy, Nutrition, Medical Equipment Store, Beyond Pink, Valley Park Family Dental
- Free dinner



## Continuing Education

Allen College is an approved provider of continuing education for nurses by the Iowa Board of Nursing. Allen College offers CEU programs that may assist nurses meet continuing education requirements to maintain licensure and certification. As the provider the college collaborates with UnityPoint Health – Allen Hospital to approve CEU credit for their continuing educational programs.

**36 CEU Programs-2023**  
46 programs in 2022

*Some programs were offered multiple times but only counted once*

**1,267 Participants-2023**  
1,038 participants in 2022

# Service

## Cedar Valley STEM Festival

An Allen College faculty member and BSN students interacted with Cedar Valley youth and their families at the STEM festival to educate them about nursing as a health care careers.

Hands-on experiences included using a pulse oximeter, doppler and stethoscope; and they were able to learn about the human body and how it works using a virtual reality simulated t-shirt.



## UNI Flu Shots

Under the supervision of Allen College faculty, 17 Allen College BSN students administered 300 influenza vaccines to UNI faculty and students. Data from this event is listed in the table at the end of the report.

## Blood Drive

Two blood drives were held at Allen College. The fall blood drive collected 12 units of blood from 11 donors for a total impact of 36 lives sustained/saved. The spring blood drive collected 11 units of blood from 10 donors for a total impact of 33 lives sustained/saved.

## Hawkeye Farm Show

A BSN student and faculty member performed blood pressure screening for 25 community members at the Hawkeye Farm Show.

## Focus on Diabetes

ACE-SAP Clinic faculty and NP students participated in the Focus On Diabetes Community Event where they provided education on Diabetes prevention and management and performed free screening A1C testing and dental screening exam/fluoride treatments to participants.



# Creative & Innovative Curricula

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.

## Exceptional Student Outcomes Pass Rates for Certification/Licensures – 2023

**100%**  
**ASR**

National Average: 84%

**100%**  
**DMS**

National Average: 61-74%  
\*Includes SPI, ABD & OB/GYN exams

**100%**  
**CT & MRI**

National Average: NA  
\*2022 results; 2023 not available

**80%**  
**MLS**

National Average: 65-69%  
\*Includes AMT & BOC exams

**93%**  
**BSN**

National Average: 89%

**100%**  
**PT**

National Average: 96%

**95%**  
**ARNP**

National Average: NA

**100%**  
**OT**

National Average: 94%

# Meet Workforce Needs



## Graduates

### School of Health Sciences (49)

- 13 Associate of Science in Radiography
- 19 Bachelor of Health Sciences
- 12 Master of Science in Occupational Therapy
- 5 Doctor of Physical Therapy

### School of Nursing (156)

- 111 Bachelor of Science in Nursing
  - 4 Post-Graduate Certificates in Nursing
  - 32 Master of Science in Nursing\*
  - 9 Doctor of Nursing Practice\*
- \*7 with a Rural and Underserved Emphasis*

**Employment** is self reported by graduates.

2022-2023

91% of graduates reported

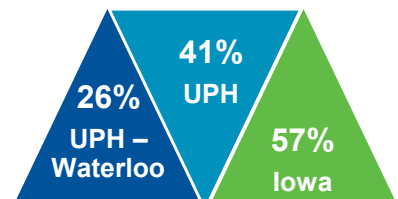
99% reported employment, not currently seeking employment or continuing education

26% employed at UnityPoint Health – Waterloo

41% employed at a UnityPoint Health Affiliate

57% employed in Iowa

*\*Some graduates may be included in multiple categories*



# Creative & Innovative Curricula

## New technology utilized in the Allen College simulation center

Nursing education has continued to support learning opportunities in a simulated environment where students can get hands on experience and immediate faculty feedback to assist in enhancing the clinical judgement in our future nursing workforce.

At Allen College, all nursing students in the undergraduate and graduate nursing programs come into the simulation center for learning opportunities every semester. Part of the learning that happens in the simulation center requires technology for viewing and reviewing simulation scenarios that students complete.

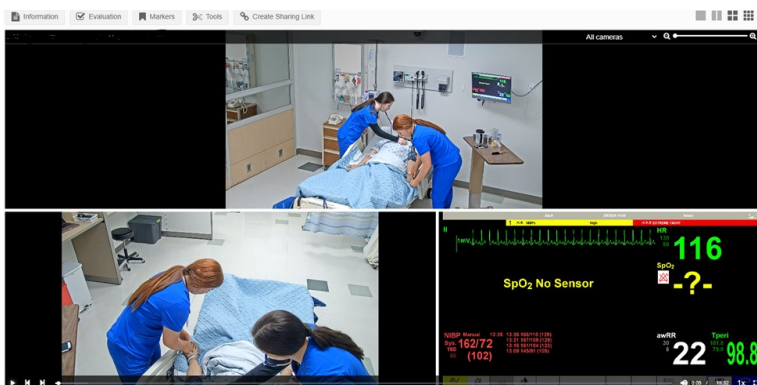
In January, the new audiovisual system was installed in the simulation rooms. Intelligent Video Solutions with the Video Audio Learning Tool (VALT) system has allowed for better viewing of the simulations for students who were not physically in the space while peers were working with the “patient.” This system has also provided the opportunity for all simulations to be saved for viewing at a later time, if needed.

The International Nursing Association of Clinical and Simulation Learning (INACSL) best practice standards of simulation does encourage that all simulations should be recorded, especially if any type of evaluation is occurring with the student’s interactions with the patient.

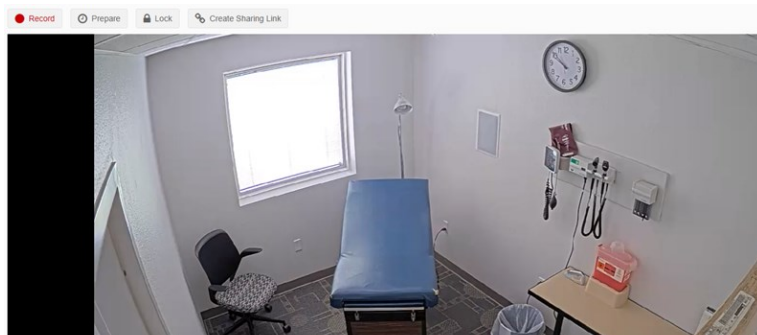
Not only has the installed system worked very well for the simulation experiences, but the College also purchased a ROAM cart. The ROAM cart is a mobile unit faculty can take anywhere that is on the UnityPoint network and can record simulations happening in any of the various environments. For example, if faculty wanted to simulate a person in cardiac arrest in the student center at Allen College, faculty would set the roam cart up in that space and have the same recording capabilities as if they were in the simulation center. This mobile access has been used to accommodate some of the interprofessional simulation experiences that students participate in with various healthcare profession students in other lab spaces on Allen College’s campus.

All of the technology for this audiovisual system is run by simulation faculty during the sessions in the control room of the simulation center. Faculty were trained on how to use the software and the features to provide the best video capture to aid in the reviewing of the simulation session.

Since the VALT system installation in January 2024, more than 140 hours of simulation experiences has been recorded. The support for the installation of this new AV system is much appreciated.



A pair of BSN students completing an assessment on their patient. The recording software enables faculty to capture multiple angles of the care provided, along with a close look at what the patient’s vital signs are doing during the time of care. Faculty can zoom the camera in as close as needed to be able to see if the students are performing a skill correctly or giving the correct amount of medication.



The view from the camera that is set up to capture the simulated clinic room for graduate nursing students during their simulation sessions.



# Creative & Innovative Curricula

Engaged faculty design creative and innovative course curricula

## First cohort graduated from the 12-month accelerated BSN program



While the curriculum is condensed, it is not less.

The culture of Allen College supports students success in this compressed delivery model.



The BSN accelerated track curriculum transitioned from 15 or 16 months to 12 months beginning with the cohort entering May 2023.

After completing a minimum of 70 general education and pre-requisites required credit hours, these students began the rigorous path to a BSN, completing an additional 54 nursing credit hours. This involved an expected weekly time commitment of 60-70 hours of class, lab, clinical and studying.

One graduate commented, while she was “terrified, and she knew it would be difficult, she had already completed a 4-year degree and wanted a fast-track to getting my nursing degree.” A common misconception is that it’s 12 months, something must be left out. But that is not the case. While the curriculum is condensed, it is not less. The culture of the Allen College supports student success in this compressed delivery model.

## Occupational Therapy live lab experiences

OT students had the unique opportunity to complete a live lab evaluation experience as part of their fall pediatric coursework.

OT students completed an evaluation on community volunteers that included conducting an interview with the caregiver and interacting with the children to assess development and other skills and potential completion of a standardized assessment.

An OT student commented, “After this experience, I felt more ready and prepared for what I may see on fieldwork. At one point I thought, wow, I really can do this!”



# Creative & Innovative Curricula

## Clinical Excellence through Interprofessional Collaboration

### Interprofessional OSCE

In April, faculty from the Allen College nurse practitioner (NP) program and the occupational therapy (OT) program collaborated to provide inter-professional Objective Standardized Clinical Exams (OSCEs) for students in their final semester of coursework. The OSCEs utilize standardized patients in a simulated setting to assess students' clinical skills and clinical reasoning.

First-year OT students were provided with case histories and acted as standardized patients. NP students completed an evaluation of the standardized patient while the second year OT students observed.

The OT student then received a "referral" from the NP student 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.

The team then debriefed and discussed the experience and their respective roles in the primary care setting. Student responses following the OSCEs were very positive.



One student stated, "I was able to gain a lot of confidence from this experience!" Another expressed, "I learned what the collaboration process looks like, and I gained so much from this experience."

### Interprofessional experience for occupational therapy, physical therapy and speech language pathology students

Many students reported their biggest take-away from the experience was learning that working together can result in better outcomes for patients and can lower healthcare costs.

In March 2024, students and faculty from the Allen College Master of Science in Occupational Therapy and Doctor of Physical Therapy programs met with students and faculty from the University of Northern Iowa Speech-Language Pathology Program for a virtual interprofessional educational (IPE) experience.

Students worked collaboratively on a case study, shared information about their respective professions/programs and had discussions about how they can work collaboratively in practice.

Students from the various programs commented they enjoyed learning firsthand about another healthcare discipline.

# Creative & Innovative Curricula

Delivering an education that produces exceptional students



## DEU 10 Year Anniversary

During the fall semester Allen College School of Nursing BSN program celebrated the 10-year anniversary of using the dedicated education unit (DEU) model of clinical education with UnityPoint Health – Allen Hospital.

Rita Borrett, RN, Allen Hospital nurse manager and Dr. Sarah Steele, Allen College professor, traveled to Portland, Oregon to learn more about the concept before setting up the DEU.

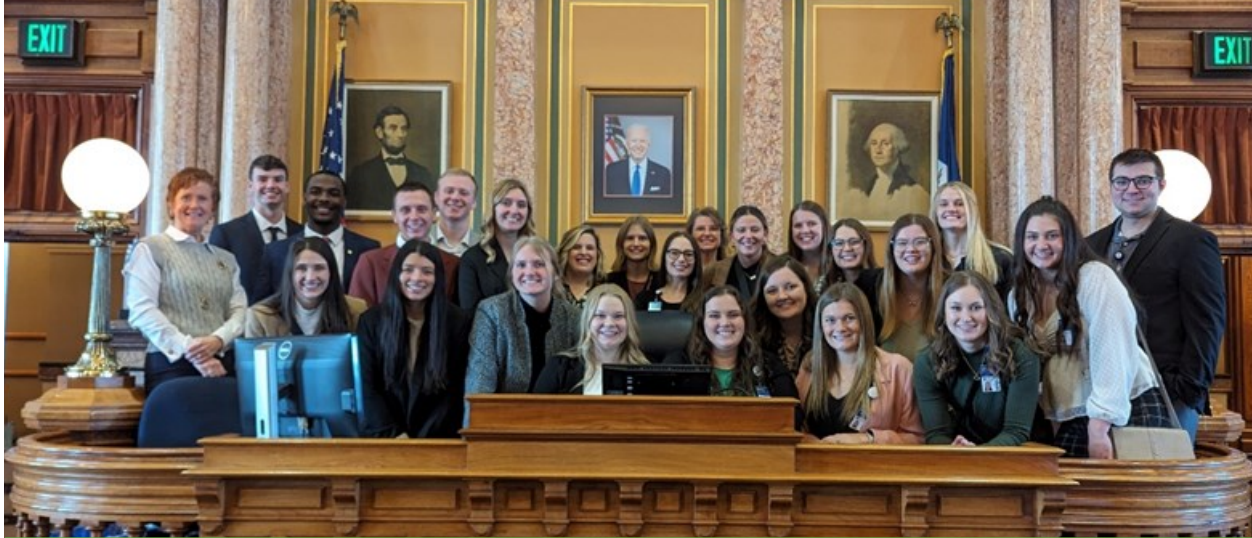
The DEU is a clinical learning model designated to deliver more targeted learning opportunities and enhance student nurses learning capacity. It provides students with greater opportunities to develop their skills and build their professional nursing identity (Williams, et al., 2021).

This innovative approach began on 4 Surgical and has since expanded to the other medical-surgical units at Allen Hospital. Staff nurses serve as clinical instructors for two students, Allen College faculty provide support on each clinical day and students participate in consecutive days of clinical for entire shifts.

The model has led to accomplishment of goals for both partners. While countless Allen College BSN students have experienced an immersive clinical experience, increased collaboration with health care providers and applied theory to real-world practice, Allen Hospital has been able to address the nursing shortage through enhanced recruitment and retention and address the perceived practice gap and lack of student readiness for professional practice.

# Creative & Innovative Curricula

Delivering an education that produces exceptional students



**OT students attended Hill Day** at the Iowa capitol building in February to advocate for local AEA services and the occupational therapy licensure board. The students were able to meet with local representatives for both the Senate and House. Students were also able to collaborate with OT students from other programs. It was a great experience to advocate for the OT profession.



*"I highly encourage other students to get involved with Spectrum Project and other community organizations. It has been extremely beneficial to put my knowledge to use and give back to the community all while preparing me for my future fieldwork and employment!"*

## **OT student named head of support staff for UNI Spectrum Project 2024**

In spring 2024, **MS in OT student Alexis Cooley** earned the position of head of support staff for Spectrum Project at the University of Northern Iowa (UNI).

Alexis began her journey to this position in 2019 when she was a "buddy" volunteer in this program. Alexis shared, "I loved my buddy experience so much that I wanted to hop back in to be a graduate student support staff."

Spectrum Project is partnered with UNI, and it connects volunteer college students to children of all abilities. These pairs come every Saturday and work in the areas of music, dance, art and drama. They work on these areas to put on a performance at the end of the season.

Alexis brought a unique side to her role with her growing occupational therapy lens and developing skills. Watching our students go above and beyond to serve their community and utilize the skills that they are learning is exactly what Allen College occupational therapy is all about.

We are so proud of Alexis! Opportunities such as this expand possibilities of future collaborations to serve children in our area.

# Creative & Innovative Curricula

Delivering an education that produces exceptional students

## Radiography student posters place at seminar

Level 2 ASR students attended the Iowa Society of Radiologic Technologists (ISRT) Student Educator Seminar in Des Moines in April. All students submitted a professional poster at the seminar.

Of the three posters that placed for a cash prize, two Allen College ASR posters were selected. Brianna Jordan earned 2<sup>nd</sup> place for her poster on Gossypibomas. Marra Fitzgerald and Jenna Hauser earned 3<sup>rd</sup> place for their poster on Lower Extremity Fractures.



## ASR Student Accepted to Leadership Development Program

Georgie Schuerer, an ASR May 2024 graduate, was selected into the American Society of Radiologic Technologists (ASRT) Student Leadership Development Program (SLDP). This is a three-year program that

offers students an opportunity to learn about the ASRT, receive expanded opportunities for professional growth and development and network with medical imaging and radiation therapy professionals.

## New RN-DNP Track

The School of Nursing has implemented a new graduate nursing degree for students seeking advanced education with the opportunity to pursue a Doctor of Nursing Practice (DNP) degree directly from associate degree (ADN) or diploma nursing preparation. Admitted students will be required to complete the necessary pre-requisites and articulation credits, in addition to the first 27 credit hours of the program of study, at which point 124 total credits will have been completed and the BSN degree will be awarded. Students will be classified as graduate students upon admission, allowing students to simultaneously take courses that meet requirements of the BSN and the DNP degrees.

The RN-DNP track will contain two new courses which will serve as a bridge from the associate degree or diploma in nursing to graduate education. In addition, these two courses, in combination with a portfolio, will allow students to demonstrate the entry-level competencies of *The*

*Essentials* (AACN, 2021). The bridge, or transition, courses must be completed during the first two semesters of enrollment.

The proposed timeline is a fall 2024 start date. Students may be admitted and enroll both fall and spring terms. Concomitantly, with implementation of the RN to DNP track of the DNP program, the RN to BSN track of the BSN program has been discontinued. RN-BSN programs throughout the state are facing decreasing enrollment. According to the American Association of Colleges of Nursing (AACN, 2023), nationwide RN to BSN enrollment declined for the fourth consecutive year, with enrollment decreasing by 19.9% in 2022. Enrollment in the Allen College RN to BSN program has remained low over the past four years with an average enrollment of 507 students. Of those seeking enrollment in Allen College's RN to BSN program, the majority have a goal to continue with graduate education to become an advanced practice registered nurse. The new RN to DNP option will meet this need.

# Engaged Faculty



Allen College was led by 86 members of faculty and staff

## 29 Staff

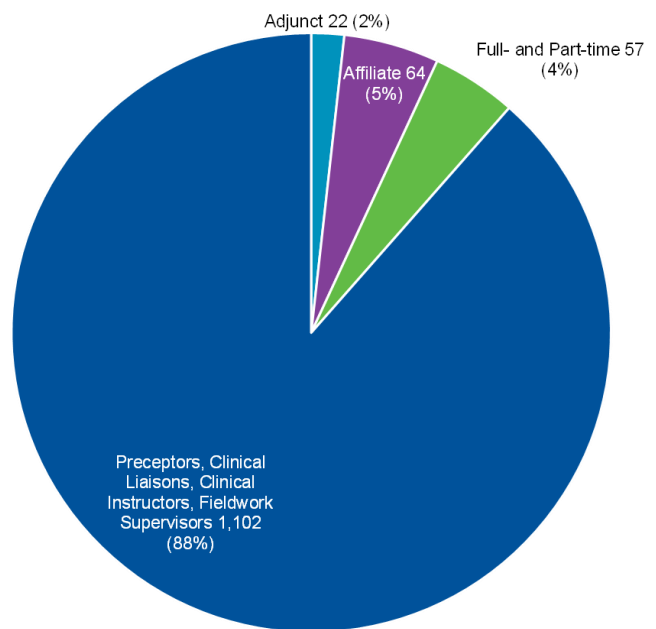
27 full-time, 2 part-time

## 57 Faculty

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

## 37 (65%) Faculty Doctorally Prepared

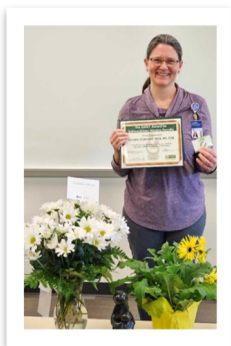
**22 (77%) Nursing Faculty Certified**  
14 are National League for Nursing (NLN) Certified Nurse Educators



# Engaged Faculty

## DAISY Award for nursing faculty

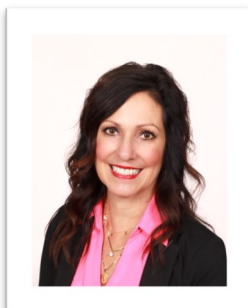
The School of Nursing faculty and staff surprised **Jennifer Coleman**, assistant professor, during class on April 24, and presented her with the DAISY Award for Faculty.



Jennifer’s nominators had this to say about her, “Jennifer is a nurse who is dedicated to the success and well-being of students, she has compassion for both academic and personal goals, she comes to class each day with a positive attitude that lights up a room, she goes out of her way to make learning fun, she is phenomenal professor.”

Jennifer 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.

## Kristen Jasper becomes a CNE



Kristen Jasper completed and passed the National League for Nursing (NLN) Certified Nurse Educator (CNE) exam.

Kris joins 22 other nursing faculty who are currently certified. This equates to 77% of Allen College nursing faculty who are certified, including 14 faculty who are Certified Nurse Educators.

Congratulations Kris, on this tremendous accomplishment!

## Peg Broadie retires after nearly 33 years of service



Dr. Kendra Williams-Perez, School of Nursing Dean; Peg Broadie; Dr. Jared Seliger, President

Congratulations to Peg Broadie on a successful career at Allen College and UnityPoint Health – Waterloo.

Peg retired at the end of the spring semester after nearly 33 years of service to UnityPoint Health – Waterloo; almost 20 of those years were in service to Allen College.

Throughout her career, Peg was a consummate professional and was dedicated to ensuring all students fulfilled their potential and reached their ultimate success.

Peg was thanked at a retirement reception for her dedication to Allen College and everything she did to contribute to Allen College’s accomplishments.

# Engaged Faculty

## Financial support for faculty/staff in their educational pursuits – 2023 educational support totaled \$33,376

### Faculty

#### Education Level

Doctoral=37 (65%)

Master's=17 (30%)

Bachelor's=3 (5%)

### Faculty & Staff

#### Enrolled in Programs

Doctoral=2

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.

#### 3 faculty received rank promotions for the 2023-2024 academic year.

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

#### 8 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.

### Faculty and Staff Recognition of Scholarly Accomplishments and Service for 2023

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

Scholarly Recognitions—15 Service Recognitions—18

Congratulations to the honorees.

#### Scholarly Recognitions

Dr. Brenda Barnes

Don Bishop

Dr. Lisa Brodersen

Dr. Rus DeBonis

Dr. Susan Hoey

Dr. Erica Kiernan

Dr. Abigail Nieman

Dr. Ashley Ollendieck

Dr. Cristina Ortiz

Dr. Kate Reiter

Dr. Jared Seliger

Gina Tenge

Dr. Chris Wiedman

Dr. Kendra Williams-Perez

Dr. Adam Yoder

#### Service Recognitions

(those who provided at least 60 hours of service to the community in 2023)

Peg Broadie

Dr. Lisa Brodersen

Dr. Rus DeBonis

Dina Dowden

Dr. Alisha Engel

Dr. Shawn Froelich

Suzanne Gettman

Rhonda Gilbert

Christa Glaser

Dr. Susan Hoey

Kara Howard

Lisa Jurgensen

Dr. Abby Nieman

Dr. Ashley Ollendieck

Dr. Joanna Ramsden-Meier

Dr. Allison Stone

Dr. Anna Weepie

Dr. Chris Wiedman



# Partnerships & Collaboration

Leverage existing and new partnerships and collaboration opportunities

## ALS caregiver learning lab



Amyotrophic lateral sclerosis (ALS), also called Lou Gehrig's Disease, is a fatal and devastating illness for which it is difficult to cope.

**Through a community partnership** with the ALS Association Iowa Chapter and a collaboration with the University of Northern Iowa Speech and Language Pathology program, Allen College occupational therapy

(OT) students developed hands-on learning opportunities for patients and caregivers struggling with the effects of ALS.

Families engaged in various educational stations such as safe transfers, power wheelchair basics, high-tech communication, caring for themselves as caregivers and adaptive equipment for daily living tasks.

This student-led interprofessional hands-on learning was beneficial for caregivers, patients and students. Students reported increased comfort levels with caregiver education and demonstrated improved clinical reasoning, which prepares them to provide empathetic and client-centered care.

## Graduate therapy programs collaborate in Turks and Caicos

In August of 2024 the Allen College Occupational and Physical Therapy programs partnered with the Department of Education in Turks and Caicos, Therapy Abroad (<https://www.therapyabroad.org/>) and the University of Northern Iowa Speech and Language Pathology program to provide a camp for children with disabilities in Turks and Caicos. The clinic was located on the island of Grand Turks, where both faculty and students were met with amazing support for the camp from the Turks and Caicos government.

Allen OT faculty, Dr. Denise Dermody and PT faculty, Dr. Erica Kiernan assisted in establishing the provision of OT/PT services embedded into the camp using interdisciplinary consultation in collaboration with each other and speech therapy faculty and staff.

Allen College students had the ability to serve these children with disabilities which offered valuable multi-cultural, experiential learning opportunities to develop many vital skills including clinical decision-making, problem-solving, consultation, collaboration, interdisciplinary communication and cultural humility.



Dr. Dermody (right) with OT students



Dr. Kiernan (center) with PT students

# Partnerships & Collaboration



## Collaboration for Adaptive Aquatic Therapy and Safety (CAATS)

The CAATS program was developed with the leadership of UNI's Panther Academy for Water Safety (PAWS) in partnership with Allen College OT students, UNI speech and language pathology (SLP) students and local Cedar Falls special education classrooms.

Integrated as part of pediatric didactic work, Allen OT students and UNI SLP students are paired with a child to provide intervention within an aquatic setting weekly. Students can develop interprofessional skills while gaining hands-on experience with the pediatric population. Feedback from children's teachers and paraeducators was overwhelmingly positive.

An OT student stated, "This opportunity has been beyond beneficial in providing me a strong foundation for pediatric experiences to come. I love that I could make these connections with kids and other professionals while enrolled at Allen College. The hands-on opportunities are amazing!"

## Allen College continues to collaborate with rural health centers to offer events to high school students

In year two of the rural grant, Allen College continued to tap into existing partnerships with Community Memorial Hospital (CMH) in Sumner and Buchanan County Health Center (BCHC) in Independence to offer hands-on learning opportunities for rural high school students to learn more about careers in healthcare. A new partnership was created with MercyOne in New Hampton.

CMH in Sumner hosted three events in the 2023-2024 academic year. At these events high school students had opportunities to participate in hands-on learning in therapy, nursing, surgery, imaging and lab.

BCHC hosted their first Health Careers Club in conjunction with Allen College in spring 2024. This event allowed students to go through sessions in stop the bleed, interosseous, radiology, lab and physical therapy. Allen College partnered up with Northeast Iowa Community College (NICC) to offer a similar event at MercyOne in New Hampton offering students hands-on learning sessions in nursing, physical therapy and radiology.

These hands-on experiences also led students to making connections with staff at the hospitals, which in some cases, led to job shadows and further career exploration.



## Mentoring – Women in Healthcare Organization

Allen College faculty and students collaborated with the Women in Healthcare Organization from UNI. Allen College students assisted with mentoring UNI students who have an interest in various health care professions.

# Partnerships & Collaboration

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## Community college partnerships fuel public health program

Every student enrolled at Allen College transfers in from another college. For example, nursing students take three years of general education and prerequisites at a partner college like Wartburg or Coe, then finish their studies at Allen. But the public health degree is a little different.

“We have students coming in after they graduate with an associate degree in a health field like dental hygiene or radiography, but we also have students who have only finished their general education courses,” said Dr. Whitaker, public health program director.

Starting in 2019, Allen College started an agreement with Hawkeye Community College’s dental hygiene program to take students on their waitlist into the public health degree. This allowed students who would have otherwise been out of college to take the public health curriculum at Allen College during their waitlisted year, then attend the dental hygiene program. Once they finish their dental hygiene courses, then student has enough credits to graduate with both degrees.

Since the program began five years ago, about half of the students in the public health degree have been referred from the partnership with Hawkeye Community College. Its success has led to an additional partnership with Indian Hills Community College, whose former director completed her bachelor’s degree through the Allen College public health program. And now this idea of using the program to keep students engaged in the gap year is hitting closer to home.

This fall, Allen College will be offering the option of attending the public health degree to radiography students who are waiting to get into the program.

“I think it creates an amazing opportunity,” said Kara Howard, director of radiography and medical imaging. “Having a bachelor’s degree along with the technical skills of a radiographer will allow these students to move into leadership positions much more quickly.”

It is not just students in gap years that keep the program going. The program was originally conceived as a completion degree for health professionals and has stayed true to that mission. Recently, three students have used the public health degree to transition from their associate degree to graduate degrees.

Among those, Brayden Biermann completed his associate in physical therapy assisting at Hawkeye Community College, used the public health degree to get to a bachelor’s degree, and then graduated in the first cohort of the Allen College Physical Therapy program in December 2023. Dr. Biermann now practices in rural Northeast Iowa.



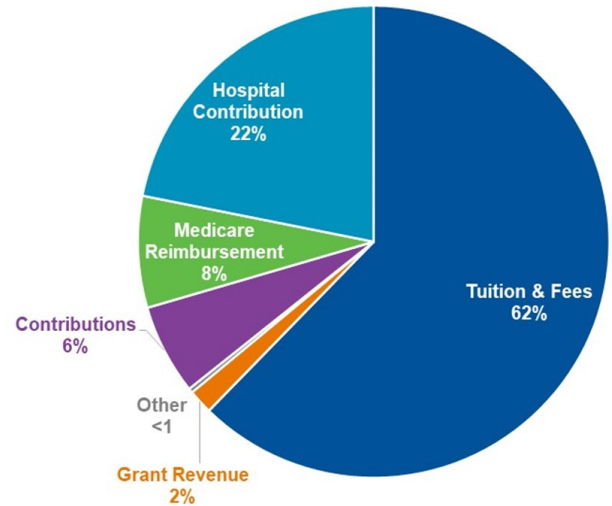
Dr. Brayden Biermann  
Classes of '23 & '19

# Resources

Align resources to ensure operational sustainability & student success

Revenue	2022	2023
Tuition & Fees	\$10,630,474	\$10,156,343
Grant Revenue	190,850	273,311
Other	88,537	50,262
Contributions	1,061,317	1,008,840
<b>Total Revenue</b>	<b>\$11,971,178</b>	<b>\$11,488,756</b>
College Pass Through Reimbursement*	1,098,499	1,245,739
Hospital Contribution	2,671,751	3,564,608
<b>Total Support</b>	<b>\$15,741,428</b>	<b>\$16,299,103</b>

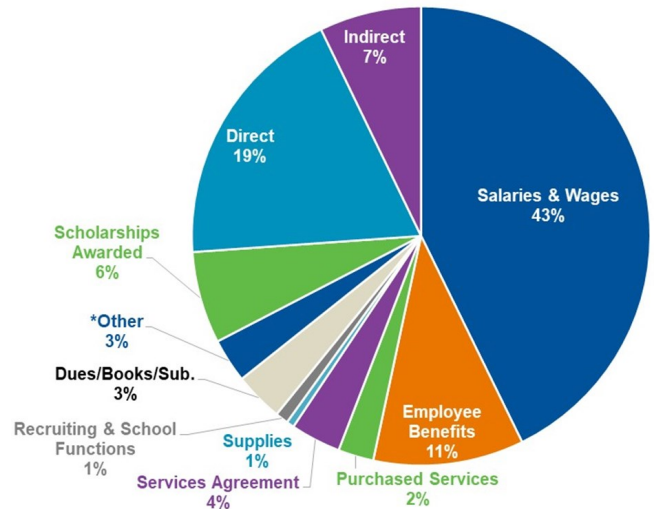
## 2023 Revenue



\*Per 2022 and 2023 Medicare Cost Report

Expenses	2022	2023
Salaries & Wages	\$6,807,202	\$6,965,794
Employee Benefits	1,642,909	1,731,009
Purchased Services	377,031	408,972
Service Agreement	550,000	577,500
Supplies	85,631	88,393
Meetings & Travel	32,603	51,992
Building Occupancy, Repairs	395,256	374,369
Recruiting & School Functions	140,572	147,529
Dues/Books/Subscriptions	499,388	562,481
Other	31,960	53,789
Federal Matches	8,700	25,257
Scholarships Awarded	1,294,667	1,055,028
<b>Total</b>	<b>\$11,865,919</b>	<b>\$12,042,113</b>
<b>Overhead</b>		
Direct*	2,783,645	3,084,751
Indirect*	1,091,864	1,172,239
<b>Total Expenses</b>	<b>\$15,741,428</b>	<b>\$16,299,103</b>

## 2023 Expenses



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

\*Per 2022 and 2023 Medicare Cost Report

**\$15,950,068**  
**Endowment**  
 (12/31/2023)

The majority of the endowment balance (87%) is in scholarship funds. The other 13% is designated for capital, educational and operational use. Approximately \$11 million of the endowed funds are permanently restricted.

# Resources

Align resources to ensure operational sustainability & student success

## Grant Funding—\$156,900

Allen Foundation secures grant funding for a variety of Allen College capital and academic projects as well as campus and community-based programs. The dollars raised enhance student education and help meet critical healthcare needs in our community.

The following 2023-2024 grant applications received funding:

- Iowa Department of Public Health, Psychiatric Mental Health Nurse Practitioner student recruitment (year 3 of 4 ) ..... \$100,000
- Cedar Valley United Way, ACE-SAP Free Clinic ..... \$27,000
- Community Foundation of Northeast Iowa, ACE-SAP Free Clinic ..... \$15,000
- Max & Helen Guernsey Charitable Foundation, ACE-SAP Free Clinic ..... \$5,000
- Waterloo Community Foundation, ACE-SAP Free Clinic (dental services) ..... \$5,000
- Free Clinics of Iowa, ACE-SAP Free Clinic ..... \$3,500
- Walmart Community Grants (Store #1496), ACE-SAP Free Clinic ..... \$1,400

## ACE-SAP Clinic Receives Grant for Dental Services

The Allen College Engagement – Salvation Army Partnership (ACE-SAP) Free Clinic was awarded a \$5,000 grant from the Waterloo Community Foundation in November 2023. This funding is dedicated to helping uninsured, low-income clients receive dental care.

ACE-SAP partners with Hawkeye Community College’s Dental Hygiene program for low-cost dental cleanings and the University of Iowa College of Dentistry for more in-depth treatment needs. Local dentists, including Dr. David Bottke (pictured with Clinic Director and faculty Sue Gettman), provide care for clients with urgent/emergent needs such as fillings and extractions. All care is provided at no cost to clients. Thanks to this funding, three clients received dental exams and cleanings, and six clients received more in-depth dental services during the first half of 2024. Grant funding runs through the end of the year allowing ACE-SAP to provide dental services for more clients in the coming months.



Dr. Bottke, dentist who provides dental care and Suzanne Gettman, clinic director & faculty

In 2021, ACE-SAP leadership identified dental care as a particularly urgent need for their clients. Most lacked dental insurance and access to providers to care for this vital component of their overall health. In

response, dental partnerships were formed to accommodate dental referrals for clients. According to the Iowa Department of Health and Human Services, oral health is a silent epidemic. Despite being one of the most prevalent diseases in the U.S., it frequently does not receive the attention it deserves. ACE-SAP thanks the Waterloo Community Foundation for helping us address this critical need in our community.

## Rural Grant—Year One in Review

- **19 events** attended which led to a total of 4,184 rural students who were directly served by grant services
- **91% retention** rate of rural students
- **19 students received scholarship funding** (\$6,600 per student)
- **58 partnerships** formed in rural communities with high schools, hospitals and area education agencies
- **Hosted two Counselor Visit Days** to bring high school counselors to Allen College to learn more about the grant and the college as a whole

# Resources

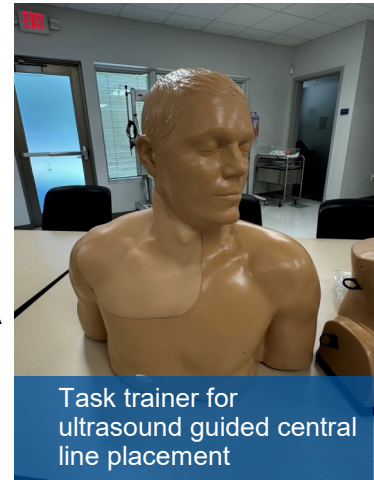
Align resources to ensure operational sustainability & student success

## Campus Improvements

- In response to student feedback for more study areas on campus, the Musgrave Study Room was transitioned from offices to three individual private study spaces for students.
- Concrete repairs were made to the McElroy Hall patio where students enjoy lunch breaks and outside activities. This update was also in response to student satisfaction surveys.

- **Nursing Skills Lab/Simulation Improvements**

- Three task trainer models were purchased for the acute care gerontology nurse practitioner track. These include an ultrasound guided central line insertion model, epidural and lumbar puncture model and a chest tube insertion model.
- New AV equipment was installed in the simulation center that allows for better recording and viewing of simulation experiences. A ROAM cart was also purchased and this cart allows simulations to take place anywhere on campus. It is essentially a mobile AV system that will provide faculty the option to run simulations outside of the simulation center.
- A pediatric manikin, the size of a 5-7 year old, was purchased for use in the pediatric course. This pediatric manikin has the most technology out of our simulator “family” in which he can turn his head to look at the person talking, cry actual tears and be hooked up to any real hospital grade equipment for training. Students will begin using this simulator in the fall, but training has already started with the faculty that will be running the simulator hands, feet, internal organs and male and female anatomy.

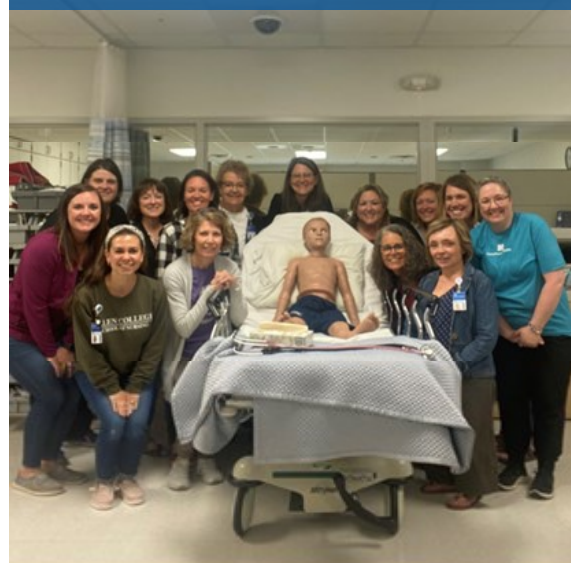


## Resources – Rural Peer Mentors

As part of the Rural Grant, five student rural peer mentors were hired during year one of the rural grant.

- One mentor had the opportunity to mentor a new nursing student one-on-one.
- All of the mentors had the opportunity to assist with welcoming prospective and new rural students to campus through Campus Visit Day, Day in the Life and Orientation.
- Two of the mentors assisted with events promoting careers in healthcare to rural high school students at rural hospitals.

## Nursing faculty training on the pediatric manikin



# Resources

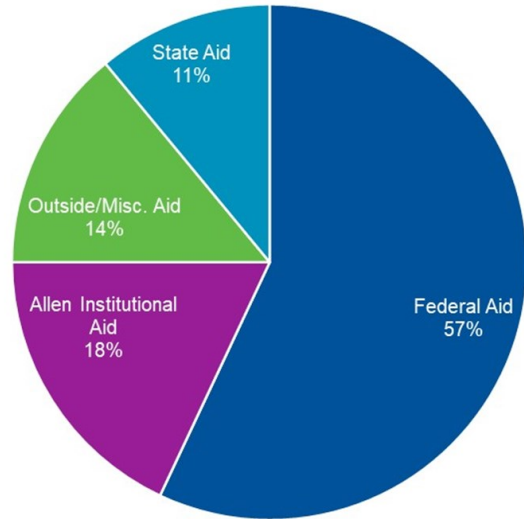
Align resources to ensure operational sustainability & student success

## Student Financial Aid

Financial assistance programs are essential for providing funds to students that qualify. Some of these students would be unable to pursue a college education without this assistance.

A variety of financial assistance opportunities are available to Allen College students such as federal, state and institutional aid as well as hometown agencies and organizations.

**\$8,564,786 in Total Student Aid**  
(by source aid)



**510 students received financial assistance**

**1,044 grants and scholarships awarded totaling \$3,362,487**  
(39% of aid in the form of grants and scholarships)

**573 student loans generated totaling \$5,069,378**  
(59% of aid in the form of loans - does not include Parent PLUS loans)

**% of aid from grants & scholarships INCREASED | % of aid from loans DECREASED**

## Average Debt for Allen College Graduates

(students who graduated in August and December 2023 and May 2024)

**\$24,028 undergraduate**  
(\$21,429 last year)

**\$58,496 graduate**  
(51,434 last year)

**149 students borrowed**  
101 undergraduate/48 graduate

**56 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.

- Allen College worked through the implementation of a new student information system to better serve students through the entirety of the 2023-2024 academic year and successfully went live with the new system for summer 2024.
- The Student Financial Services team attended many online trainings, webinars, virtual conferences and read through extensive materials to stay up to date on the 2024-2025 FAFSA Simplification Act changes that impacted the entire 2024-2025 federal aid system. The financial aid cycle for the 2024-2025 year began in October 2023. Financial aid staff are usually working with two academic years at a time.

# Resources

Align resources to ensure operational sustainability & student success

## Collaborations with UnityPoint Health colleges

The three UnityPoint Health Colleges (Allen College, St. Luke's College and Trinity College of Nursing & Health Sciences) collaborated on several projects during the 2023-2024 academic year.

**New SIS:** For the past several years, the three Colleges have been in the planning phases of implementing a new student information system (SIS) from the vendor Anthology. The new SIS was implemented during the 2023-2024 academic year and manages all aspects of student records including admissions materials, grades, transcripts and financial aid. All three colleges share a SIS coordinator who oversees the operations of the system. This

collaborative project would not have been possible without the contributions of each campus.

**New Website:** The three UnityPoint Health colleges also collaborated on new websites for each campus. A common design template was selected for all three colleges with each campus adding their specific content.

The new website design is intended to help create consistency and brand awareness for the colleges and is ADA compliant. Like the SIS project, the new websites would not have been possible without the participation of all three campuses.

## Collaboration on the Legacy Program

UnityPoint Health – Allen Hospital, in partnership with Allen College and the UnityPoint Health – Allen Foundation launched the Allen Legacy Program (ALP) in 2020 to provide a financial incentive for Bachelor of Science in Nursing (BSN) students in exchange for a two-year employment commitment to work at Allen Hospital after graduation and successfully obtaining a Registered Nurse (RN) credential.

The ALP was developed to address a growing workforce shortage in nursing that was exacerbated by the recent global health pandemic.

The ability to provide BSN students up to \$20,000 over the course of their final two semesters of education provides significant financial support and gives the ALP participants an opportunity to graduate with smaller, if any, student loan debt.

The funding is provided through a combination of philanthropic donations



Five of the eight May 2024 Legacy graduates

provided to the Allen Foundation and also part of the operating budget of Allen Hospital.

The growth of the program has been steadily increasing from a total of 9 BSN students participating in 2022 to 30 BSN students in 2024. As of July 1, 2024, a total of 72 Allen College students and graduates have either been hired or pre-hired at Allen Hospital. The ALP has awarded over \$1.3 million dollars of tuition support to program participants.

The ALP is truly a collaborative partnership that has resulted in many of Allen College's best and brightest graduates working in and making positive contributions to the Cedar Valley community.



# Resources

Align resources to ensure operational sustainability & student success

## Student Impact

### Allen College Institutional Scholarships

\$699,480 Total Scholarships Awarded	276 Recipients	\$2,534 Average Scholarship Award
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Totals include only institutional scholarships awarded through the Allen College

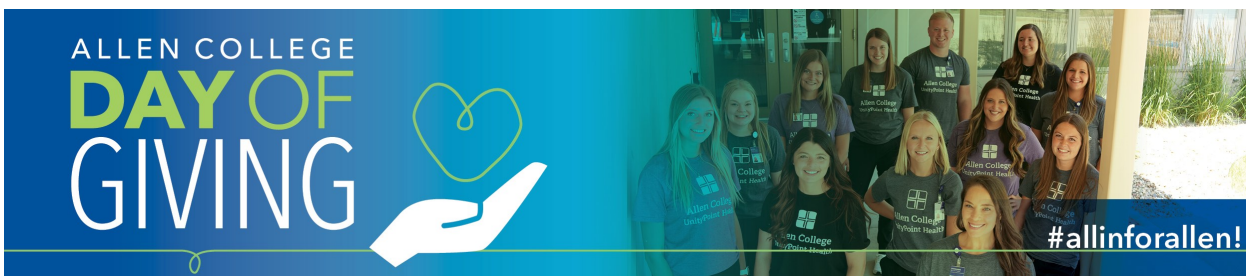
### Scholarship Dinner

Allen College and Allen Foundation hosted the annual scholarship dinner in September for nearly 170 donors and their recipients. The event included dinner and a brief program with updates from President Jared Seliger and Mike Lind, Executive Director of UnityPoint Health—Allen Foundation..

## Donor Engagement

\$626,487 Donations (cash, pledges, stock/property)	692 Gifts	172 Donor Funded Scholarships
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Thanks to the generous donations of friends of Allen College, alumni, faculty staff and other supporters, Allen College's scholarship program continues to grow. In addition to scholarships, these donations also support the Allen Exchange, facilities improvements, etc.



## Over \$21,000 raised

Donations to the annual Allen College Day of Giving help provide the gift of education for students. In 2023, through a new You Matter Award, the Day of Giving provided financial assistance for tuition and fees to reduce some of the financial barriers of attending Allen College.

You Matter Awards are distributed at the financial aid team's discretion for students' extreme financial situations and are designated for tuition and fees.

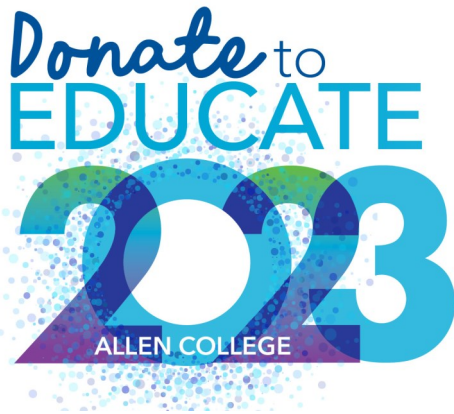
The event was held on August 29 and raised over \$21,000! President Seliger sponsored the President's Power Hour match. Thank you to JoAn Headington ('66) and Dee and Dave Vandeventer for their matching gift challenges and to all who donated during the Day of Giving.

*"I am an Allen College scholarship recipient who is highly grateful for the variety of scholarships offered to all Allen College students. Receiving these scholarships has allowed me not to worry about all the costs of school and instead focus on learning and creating lifelong memories."*

Walker Even  
Allen OT student

# Alumni

Living Alumni: 5,820



## More than \$26,000 raised

The Allen College Alumni Association hosted their 14th annual Donate to Educate scholarship benefit. Over \$26,000 was raised during the weeklong event which included the popular online silent auction and raffle. Proceeds for this large fundraiser will assist with scholarships for our healthcare students as well as Allen College campus enhancements.

The online event featured silent auction items and a raffle.

In addition, nearly \$6,000 was raised during the spring and fall plant sales.

The Alumni Association contributed \$24,000 to the Allen College scholarship program by supporting 12 students with a \$2,000 scholarship each.

## Allen Alumni Reunion

The annual alumni reunion was held on April 6 at Allen College.

Approximately 50 guests attended the event which honored the class of 1974 and 1984.



Top: Class of 1974  
Right: Class of 1984



## 2024 Distinguished Allen Alumni Award

Debbie Caughron '76 was inducted to the 2024 Allen College Distinguished Alumni Hall of Fame during the college reunion this past April. She joins many other distinguished alumni who are committed to making significant contributions to healthcare, education and within their communities.

Debbie has held many leadership roles and advocated for healthcare education, specifically for occupational health, public health and school nurses. She played a pivotal role in organizing Allen College's largest scholarship fundraiser, Donate to Educate. In 2021, she established the Debbie Brand Caughron Endowed Scholarship at Allen College, designated for a nursing student with a minimum GPA of 3.25.

# A Year in Review

Celebrated

## Allen College Earned Spot on Prestigious 2023 Great Colleges to Work For Honor Roll

Allen College is one of the best colleges in the nation to work for, according to a recent nationwide survey that measured specific best practices and policies.

Allen College is one of 42 institutions named to the Honor Roll for achievements within their enrollment size category. In all, the Great Colleges to Work For® program recognized 72 institutions for exceptional metrics in the following categories:

- Job satisfaction and support
- Compensation and benefits
- Professional development
- Supervisor/department chair effectiveness
- Confidence in senior leadership
- Mission and pride
- Faculty and staff wellbeing
- Faculty experience
- Shared governance
- Diversity, equity and inclusion

Allen College was recognized in 8 out of the 10 categories.

“Everything we do comes back to the opportunities we provide for students, and this recognition illustrates that our faculty and staff is engaged, committed and empowered to offer the highest quality of education,” said Allen College President Jared Seliger. “This is a prestigious honor, and we are very 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](http://GreatCollegesProgram.com) and [GreatCollegesList.com](http://GreatCollegesList.com). ModernThink, a strategic human capital consulting firm, administered the survey and analyzed the results.



## ACE-SAP 15th Anniversary

The ACE-SAP clinic celebrated its 15-year anniversary on October 1. The clinic opened in 2008 under the leadership of Dr. Rus DeBonis, and the Clinic continues to thrive and serve members of our community and our students. Sue Gettman is currently the ACE-SAP Clinic Director and Dr. DeBonis is still involved in operating the clinic.

# A Year in Review

Celebrated

## Doctor of Physical Therapy program receives accreditation by CAPTE

Allen College's Doctor of Physical Therapy (DPT) Program was granted accreditation status by the Commission on Accreditation in Physical Therapy Education (CAPTE) on October 31, 2023. Graduates are now eligible to sit for the National Physical Therapy Exam (NPTE) for physical therapists. Successful completion of the NPTE is required for licensure in all 50 states.

Allen College's inaugural class of DPT students enrolled in the spring of 2021 and graduated with the Doctor of Physical Therapy (DPT) degree on December 2023.

"We are proud of this accomplishment and are confident in our mission of graduating skillful, knowledgeable, ethical and professional physical therapists," remarked Dr. Eric Arguello, DPT Program Director. "The first graduates were highly successful in clinical education and will be contributing to meeting the needs of patients in the areas of musculoskeletal, neuromuscular, pediatric, and acute care."

The three-year, hybrid program is the first of its kind in Iowa. The program combines didactic online education that students can complete from anywhere and hands-on lab immersions at Allen College's campus in the newly constructed physical therapy lab which includes the Van G. Miller Anatomy lab. Additionally, students complete clinical experiences at sites across Iowa and U.S.

"I am so proud of the professionalism, dedication and determination of our DPT program faculty and staff to develop the program and earn accreditation," said President, Dr. Jared Seliger. "The end result is Allen College can provide highly qualified and competent physical therapists who serve a crucial role in healthcare organizations across the country."

## Trustee Dr. JoAn Headington recognized

Dr. Headington reached her term limit and concluded 10 years of service as a trustee on December 31, 2023.

In that time, she oversaw multiple initiatives including the addition of new academic programs, expansion and updates to the college's infrastructure, increases in enrollment and increases in the scholarship endowment.

To honor Dr. Headington's dedication and commitment to Allen College, the board of trustees voted to bestow emeritus trustee status during the March 2024 meeting.



## New Board officers and trustees began terms in 2024



D. Vandeventer



Dr. W. Johnson



Dr. J. Ritland

The Allen College Board of Trustees appointed Dee Vandeventer as its new chair succeeding Dr. JoAn Headington who had served as chair the previous six years.

The Board of Trustees appointed Dr. Wilfred Johnson as secretary/treasurer.

Dr. Julie Ritland was appointed as a trustee. Dr. Ritland taught at Allen College for 16 years. She is currently practicing as a nurse practitioner in a PRN position with the Allen Child Protection Center in Waterloo.

All trustee appointments were effective January 1, 2024.

# Our Leadership

## Allen College Board of Trustees

Jenni Friedly, President, UnityPoint Health – Waterloo

Dr. (h.c.) JoAn Headington, Board Chair and Alumna, Allen Memorial Hospital School of Nursing Class of 1966 (term ended December 31, 2023)

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 (term began January 2023)

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 (term began January 2023)

Dr. Julie Ritland, nurse practitioner (term began January 2024)

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

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## 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

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Alteration and/or unauthorized use prohibited.

**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](http://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](mailto: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)**, 1361 Park Street, Clearwater, FL 33756, (727) 210-2350 (Diagnostic Medical Sonography Program)



# 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.

