

MAKING ITS MARK ON **history**





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OUR VISION

*To be the leader in preparing exceptional health care
professionals who positively impact society.*

OUR MISSION

*The Corporation is formed for the purpose of preparing men
and women for careers in nursing and other health-related
educational programs.*

*Aultman College of Nursing and Health Sciences is a
health-system-affiliated institution of higher learning
committed to meeting the needs of nursing and allied health
students by providing a coherent general and professional
educational experience to prepare individuals for service and
leadership roles.*

Values

**In support of its mission, the Aultman College of
Nursing and Health Sciences values:**

- Integration of general and professional studies as a basis for successful career preparation
- Correlation of theory and experiential learning as companion elements in adult learning and behavior
- Cultivation of excellence in teaching, scholarship and service as primary responsibilities of faculty
- Promotion of compassion, service and respect as intrinsic values of our organizational and academic culture
- Promotion of accountability within the academic and clinical environment
- Integration of critical thinking within the context of professionally competent behaviors
- Promotion of the understanding of issues of diversity in the men and women we educate and the community served



MESSAGE

from the Board of Directors



Dear Friends of Aultman College of Nursing and Health Sciences:

On behalf of the Aultman College board of directors, it is my great privilege to share with you in this annual report the events, undertakings and accomplishments of the 2007-2008 academic year. We are pleased to report another banner year for Aultman College and its students. Our physical facilities continue to support a strong educational program where students learn, grow

and succeed to become promising professional health care graduates. Having graduated two more classes this past year, we proudly sent another 67 nursing professionals into our community workforce.

Building on last year's successful initiation of the 1892 Scholarship Fundraising Campaign, we moved forward in our endowment efforts with the Aultman College Alumni Association's creation and installment of the Aultman College Giving Tree.

Building on last year's successful initiation of the 1892 Scholarship Fundraising Campaign, we moved forward in our endowment efforts with the Aultman College Alumni Association's creation and installment of the Aultman College Giving Tree. Proudly displayed in the main hall of the college, students, staff and visitors are treated to a permanent monument, sharing our appreciation of the college's most generous donors.

It is indeed a pleasure to be a part of the wonderful community volunteerism from our students and staff, who gave more than 2,000 hours of their personal time during this report year to assist our community in various ways. We understand the critically important nature of connecting with the community and, as such, we instituted a position within the college dedicated to strengthening our ties to our neighbors and friends in all levels of education.

The board of directors of Aultman College of Nursing and Health Sciences offers sincere thanks to our administrative, professional and teaching staff, students and community partners for their continued support and dedication to the future of health care in this and surrounding communities.

Sincerely,

Patricia A. Grischow, M.B.A.

Chairperson

Aultman College of Nursing and Health Sciences Board of Directors

MESSAGE

from the President

Dear Aultman College Friends:

Aultman College continues to make its mark on history as new goals are set and realized again and again. The achievement of initial accreditation of the nursing program by the National League for Nursing Accrediting Commission was an important component in the growth of the college. However, this significant accomplishment was only one of the many benchmarks and goals we set for ourselves and our students during academic year 2007-2008.



Many critical initiatives continue to progress. The Aultman College of Nursing and Health Sciences Annual Report for 2007-2008 provides highlights of these initiatives and accomplishments, which are the result of the dedication, enthusiasm and commitment of the board of directors, students, employees, alumni, community members and administrators.

Moving forward with considerable momentum and enthusiasm, Aultman College is an institution of higher learning with vast promise for the future and great strength in its supporters and friends.

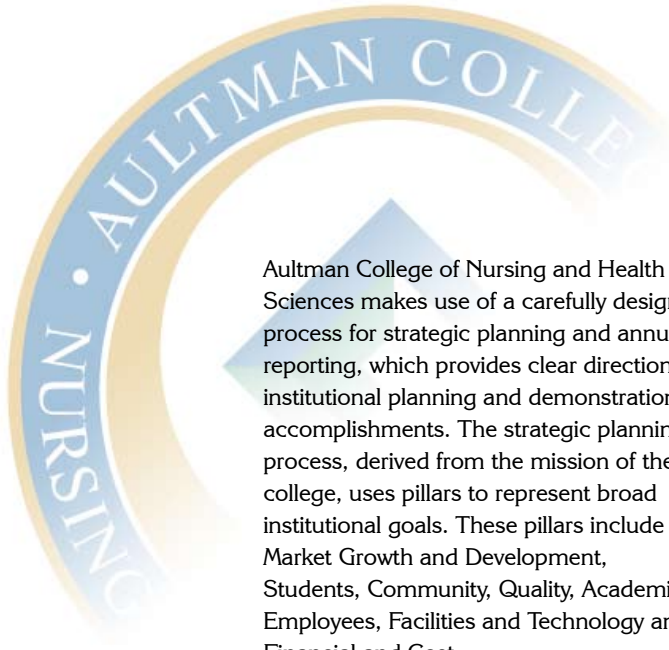
Our future – and that of our students – is what we make it. Therefore, we are making our mark on history through the establishment and accomplishment of lofty goals. We have enjoyed great success with our initiatives, and we will continue to set high standards for our educational programs and community initiatives. It's what has become expected from Aultman College.

Sincerely,

A handwritten signature in cursive script that reads 'Rebecca Crowl'.

Rebecca J. Crowl, M.S.N., N.E.A.-B.C.
President
Aultman College of Nursing and Health Sciences

Aultman College continues to make its mark on history as new goals are set and realized again and again.



Aultman College of Nursing and Health Sciences makes use of a carefully designed process for strategic planning and annual reporting, which provides clear direction for institutional planning and demonstration of accomplishments. The strategic planning process, derived from the mission of the college, uses pillars to represent broad institutional goals. These pillars include Market Growth and Development, Students, Community, Quality, Academics, Employees, Facilities and Technology and Financial and Cost.

Aultman College of Nursing and Health Sciences Pillars



Pillar 1: Market Growth and Development

The workforce plan, initially developed with Aultman Hospital during the 2006-2007 academic year, continues to guide the college's recruitment efforts to sustain and expand the availability of competent health care professionals for the future. Our students, with an average age of 26 years, come to our educational institution from 14 area counties.

Total enrollment in the college increased from 94 students in the spring of 2006 to 199 students in the spring of 2007 to 217 students in the spring of 2008. These enrollment figures represent an overall increase of 144 percent from the initial reporting period.

A rolling admissions process, begun during this academic year, provided a means for the college to be more responsive to applicants' inquiries and better prepared to make enrollment and academic planning decisions. In addition, the service and culture of our educational environment for the student population were enhanced by the implementation of our college diversity plan during the 2007-2008 academic year.

Another initiative for future training programs involved the orientation of Aultman Pediatrics and Kent State University Pediatric Faculty to the pediatric simulator (PediSim) in the college's Simulation Lab.

Other market-focused programs included:

- Aultman College hosted potential applicants from the Canton City High Schools' Scholar Program during hospital clinical shadowing and Simulation Lab experiences.
- The college continued to regularly host Aultman Academy students: juniors and seniors from seven area high schools who are interested in health care careers. This program is now in its fifth year.
- The college employed and developed a summer intern program to introduce interested and promising college-aged individuals to higher education and health care employment opportunities. This past year proved to be very successful as our summer intern has recently been hired by Aultman Health Foundation to work in the human resources department.

Pillar 2: Students



During the 2007-2008 academic year, significant gains were made in the area of student-focused strategies. The student life environment gained exposure and heightened relevance within Aultman College through the hiring of a full-time student life coordinator. Student events and opportunities, based on student interest and input, have been enhanced with the implementation of a monthly event calendar. By means of this calendar, posted on bulletin boards and the optimized student portal and Web site, students received up-to-date communications and were invited to participate in a variety of student Lunch-and-Learn events and themed socials, along with fitness and self-defense classes. Through the student life coordinator's office, Student Senate participation has increased. The new Aultman College Student Nurses' Association was developed and initiated, complete with organizational bylaws and student officers. In addition, an association for Men in Nursing was formed along with Student-to-Student Mentorship and Student Ambassador processes.

Based on student input and interest, several new services are now available to Aultman College students. Limited on-site parking is offered to students on a semester-to-semester basis. Summer nursing courses in Nursing Skills Lab II (Course NRS 210) and Professional Role Development (Course NRS 260) were offered to students during the summer of 2008. In addition, health insurance was made available to students and their families through the highly rated AultCare insurance company.

The crowning achievement of any educational institution is the success of its students. Aultman College graduated two additional student cohorts during the 2007-2008 academic year with a total of 67 graduates.



Pillar 3: Community

The college intensified its commitment to the community through a variety of initiatives during the academic year. A new, director-level position was developed for campus, community and public affairs. This new college division provided the springboard for community linkages with K-12 school districts, including college representation on county committees such as “Education Designs for the 21st Century” and the “Massillon DREAM Project.” Consultation has been provided to two school districts where curriculum development has begun on innovative, high-school-based pre-nursing coursework.

Aultman College, in conjunction with Canton Local Schools, offered a weeklong science camp in July 2008 for Canton Local students in grades 3-8. Morning and afternoon sessions included inquiry-based activities that encouraged students to have fun learning while investigating scientific concepts. Aultman College administration, faculty and staff – along with Canton Local teachers – staffed the camp, which was free of charge to students. A Sam’s Club grant obtained by Aultman College was secured to help defray costs of the camp.

Aultman College students and employees donated more than 2,000 hours to community service this academic year, making a positive impact on individuals and local organizations. Some of these volunteer services included:

- Meals on Wheels of Stark & Wayne Counties
- Rotary International

- Adopt-A-Need
- Hammer & Nails
- Habitat for Humanity
- Safety First (Aultman’s bike safety program for Stark County first-grade students)
- Neighborhood Clean-up Day
- Emergency Preparedness Staged Event
- Family Christmas Adoption
- Juvenile Diabetes Research Foundation Walk
- American Heart Association Walk
- National Association for Mental Illness Walk
- Ohio Reads

Also, Aultman College developed and initiated a service contract with the Aultman Hospital Volunteer Services Department to provide students with additional community service opportunities.

Aultman College has provided value to the community as a degree-granting college through its strengthened alumni relationships. To that end, Alumni Association bylaws were developed and finalized – and the Alumni Advisory Council was established. This association has hosted educational offerings and social events for students throughout the year, which serve to create an early and lasting bond between students, alumni and the college.

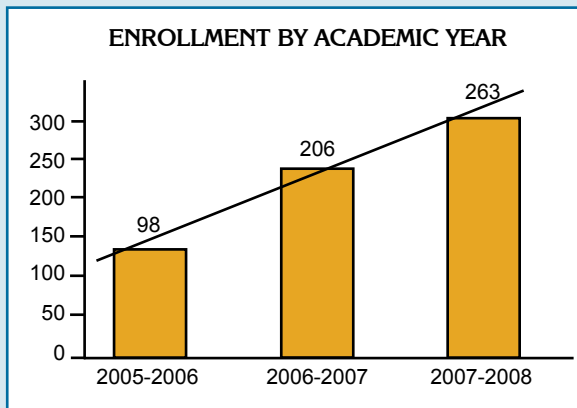
Pillar 4: Quality

During the 2007-2008 academic year, our institutional assessment plan took on a new emphasis. We redirected activities to reflect constituent involvement, support the college's planning processes and provide evidence of our institutional effectiveness. Aligned with the strategic pillars of the college, areas of focus to evaluate institutional effectiveness included:

1. Accessibility
2. Affordability
3. Inclusiveness (college constituent engagement and satisfaction)
4. Accountability and Integrity
5. Student Success
6. Community Engagement

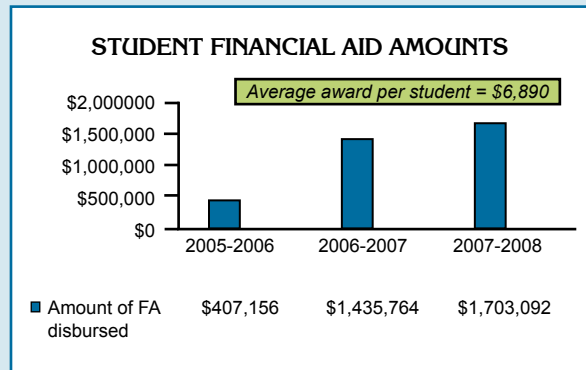
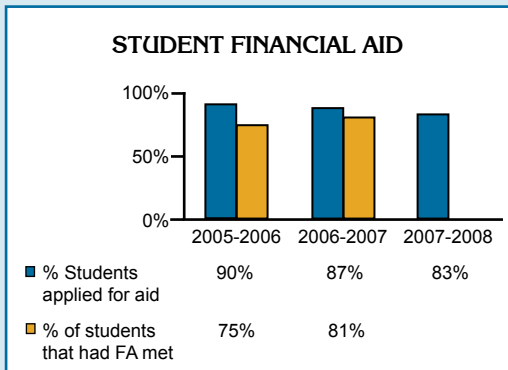
Each of the following statements and/or graphs is representative of institutional effectiveness of Aultman College of Nursing and Health Sciences.

Accessibility — How available the college is to men and women for accessing a health care career – e.g., nursing



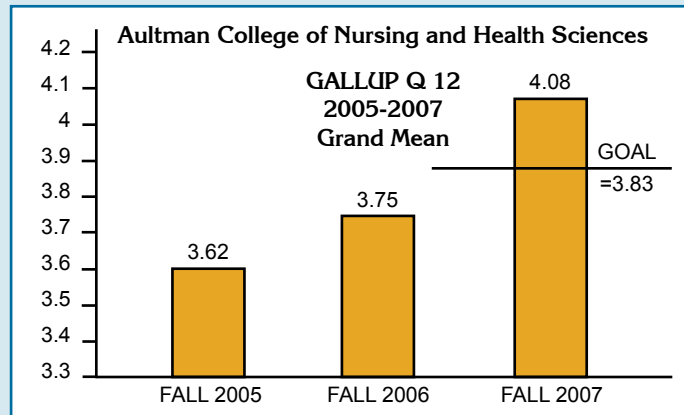
- Average age = 26 years (range from 18-57 years)
- Males represent 15-17%, increasing each year
- Non-traditional students at 65%
- Diversity at 5.5% and slowly increasing each year
- 13% are second-degree students
- Full-time students 35%; part-time students 65%

Affordability — Institutional efficiency and productivity measured by cost

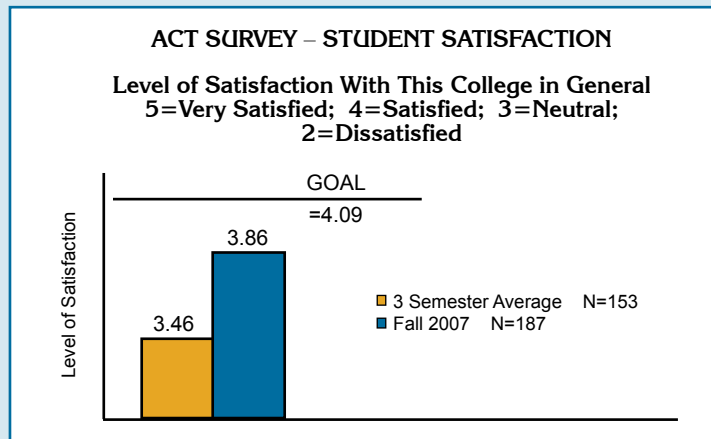


- Total financial aid awards for 2007-2008 exceeded \$1.7 million
- Types of financial aid awarded:
 - Federal Grants – PELL, Academic Competitiveness Grant (ACG)
 - Federal Loans – Federal Stafford Loans, Parent Loan for Undergraduate Students (PLUS)

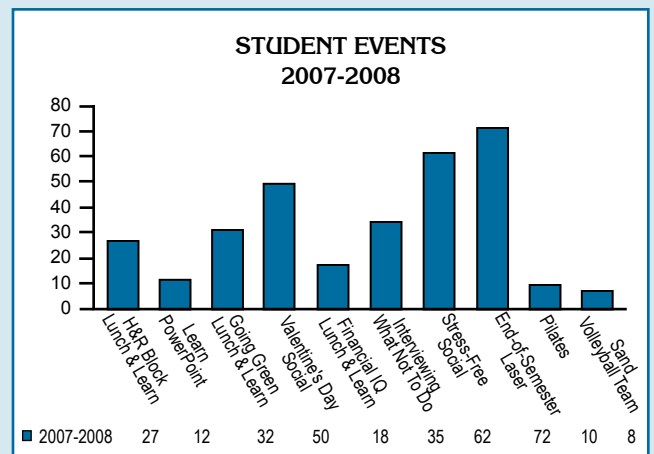
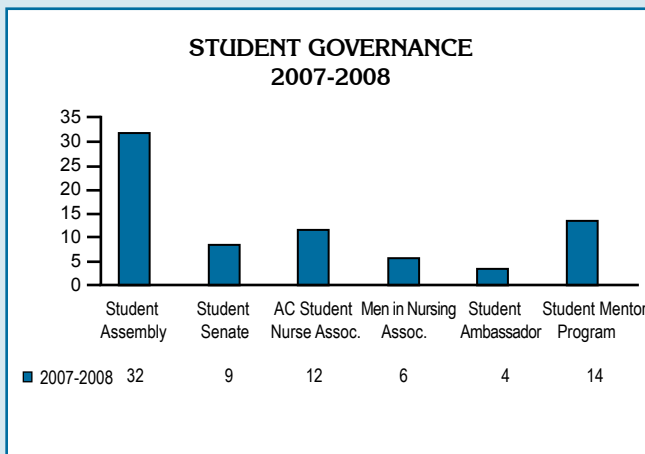
- State Grants – Ohio Institutional Grant (OIG), Ohio College Opportunity Grant (OCOG)
- State Loans – Nurse Education Assistance Loan Program (NEALP)
- Institutional Funds and Scholarships
- 1892 Scholarship Campaign – offers two student scholarships



- Overall Gallup Employee Engagement with Aultman College as a place to work
 - College Employee Retention Rate: 97% overall



Student Engagement: The 2007-2008 academic year has seen an increase in student participation with student governance as well as collegiate civic and social activities.

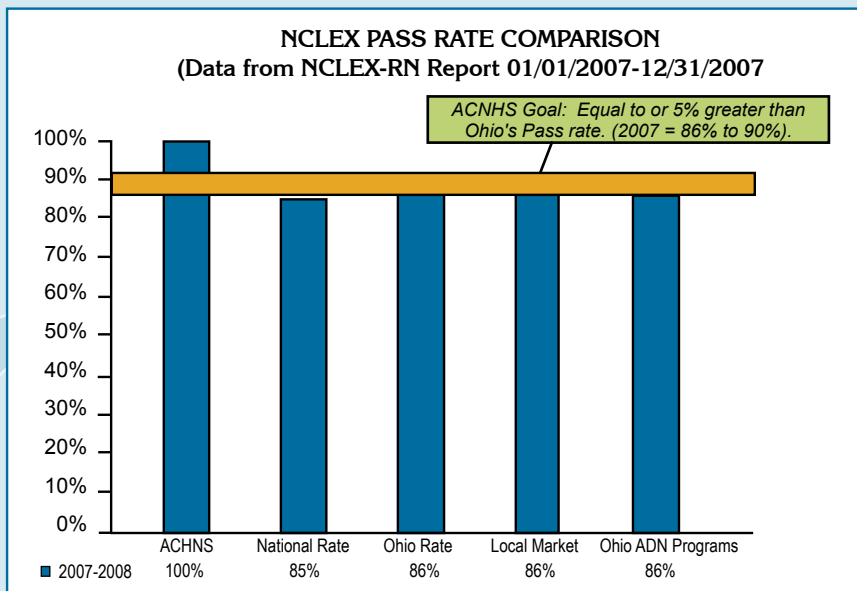


Accountability and Integrity

- Aultman College of Nursing and Health Sciences (ACNHS) was incorporated by the state of Ohio as of February 2004
- ACNHS authorized by the Ohio Board of Regents (OBR) to confer an Associate of Science Degree in Nursing. Possess a certificate of authorization effective January 2005-December 2011
- Granted Initial Candidacy Status (the first step toward accreditation) from the North Central Association of the Higher Learning Commission as of Feb. 6, 2007 through the spring of 2009
- Division of Nursing awarded Ohio Board of Nursing approval May 2007-May 2012
- Division of Nursing awarded National League for Nursing Accreditation Fall 2007-Fall 2012
- Financial audits found in full compliance

Student Success

- 2007 Retention Rate 92.4%
- Two graduations – 67 total graduates

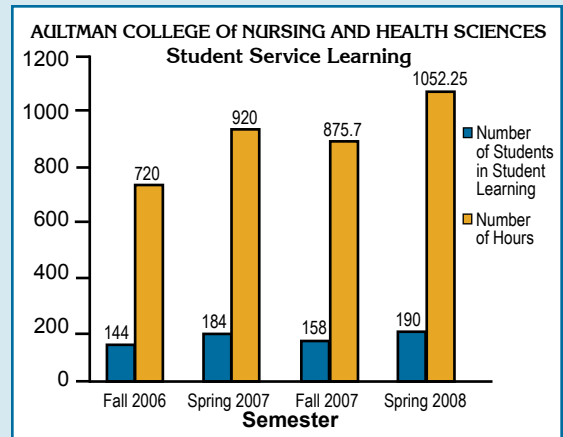
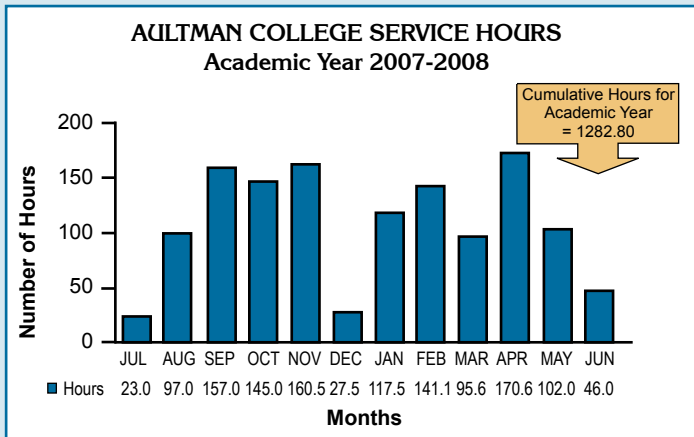


- 2007 Employment Rate – 100% within six months of graduation



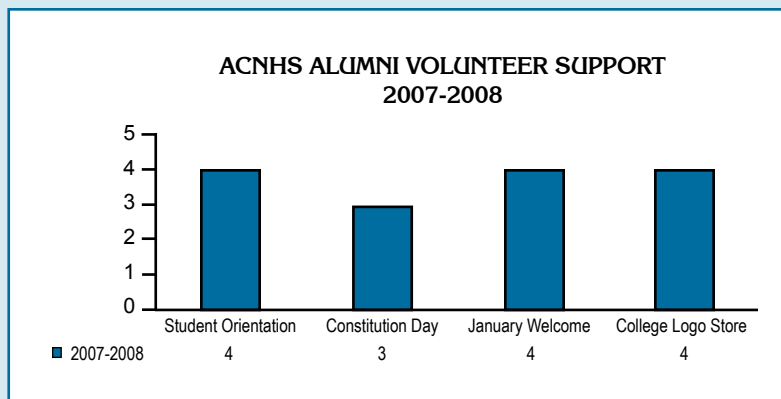
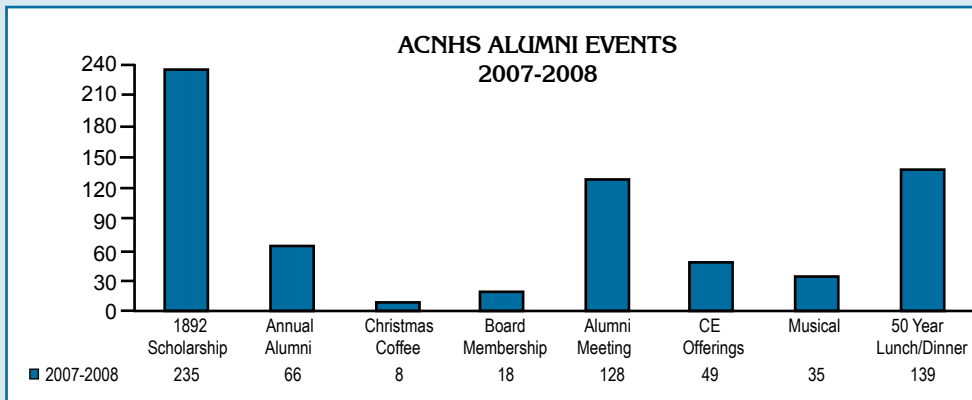
Community Engagement

- Increased fund development by 17% through the 1892 Scholarship Campaign and increased total scholarships by 33% (from 9 to 12)
- Service Hours
- College Employee Hours



Alumni Engagement – The Aultman College Alumni Association

- Alumni Participation Sponsored Events



Pillar 5: Academics

The most truly newsworthy academic notation for the 2007-2008 academic year was the addition of an assistant professor of chemistry to the Aultman College teaching staff. This step marked the first of many future steps in the formation of the college's on-site science department and subsequent general education courses. This singular but key appointment has served to initiate concrete discussions and plans to begin writing coursework in chemistry, microbiology, anatomy, physiology and mathematics.

ACADEMIC ACCOMPLISHMENTS for 2007-2008

Division of General Education

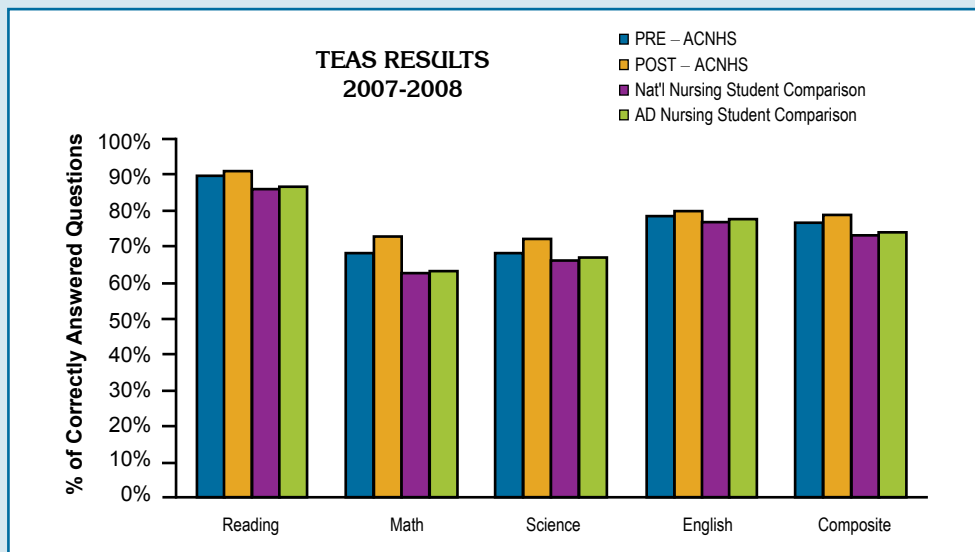
Aultman College instituted a new Division of General Education. The division supported student life offerings of academics outside the classroom by providing content and teaching on Lunch-and-Learn topics such as "going green," learning PowerPoint and honing presentation skills. The division offered employee enrichment with MS Excel

"Learning to Graph" courses and a diversity discussion group, which was held in conjunction with the Diversity Task Force.

In addition, the division began planning for the transition of offering general education courses on the Aultman College campus. Initial course offerings will include mathematics; anatomy and physiology; general, organic and biochemistry; and microbiology. This includes design of the Aultman Education Center third-floor shell space.

The Aultman College Division of General Education began consolidating learning outcomes and student achievements in critical thinking skills, community intentions/involvement and essential academic skills such as reading, mathematics, science and English.

Approximately 2,000 credit hours of general education coursework were taken in 2007-2008. The division also offered on-site chemistry and math tutoring, and more than 50 students benefited from the additional help.



Division of Nursing

In the 2007-2008 academic year, Aultman College hired a new director of the Division of Nursing. The college graduated 25 students in December 2007 and 42 students in May 2008.

According to Assessment Technologies Institute, Inc., Aultman College students rank above national and

associate degree nursing student comparison groups in the following content areas: fundamentals of nursing, leadership, maternal/newborn nursing, mental health, children, pharmacology and comprehensive NCLEX predictors. This shows good learning outcomes for Aultman College students.

Pillar 6: Employees

Aultman College employees continue to contribute dedicated service and scholarship as part of their commitment to the institution and our students.

The implementation of the Aultman College Leadership Development Group provides for the anticipatory growth and administrative maturity in institutional management. Evaluation of institutional needs created the development of a long-range hiring plan, which was immediately implemented through the development of job descriptions and recruitment of several key professional staff in the areas of academic administrative secretary, college bookstore manager, communications specialist, financial analyst, registrar and student life coordinator.

Further, an adjunct faculty recruitment and orientation process was developed and implemented to ensure the smooth transition of clinically competent and qualified individuals into the academic setting and role responsibilities.

Additionally, the college is pleased to report that our annual Gallup employee engagement survey results showed a grand mean score improvement from the 38th to the 63rd percentile.

Other Aultman College staff accomplishments include three employees earning their master's degrees and two employees currently enrolled in doctoral programs. Faculty members have been actively involved in presenting at national conferences and have been published in nationally recognized journals.

This academic year, six faculty were approved through the Rank and Promotion Committee to be promoted to assistant professor in 2008-2009. In addition, the college has secured a Ph.D. chemistry assistant professor who began the transition of general education into the college.

Pillar 7: Facilities and Technology

Aultman College students continued to enjoy a full range of excellent classroom and common area spaces for the pursuit of knowledge and enjoyment of extracurricular activities. The full complement of personnel and college operations moved into renovated areas directly adjacent to and contiguous with the Aultman Education Center. This final move ensured that all administrative services, key personnel and faculty could be easily accessed by students in a fully functional campus environment.



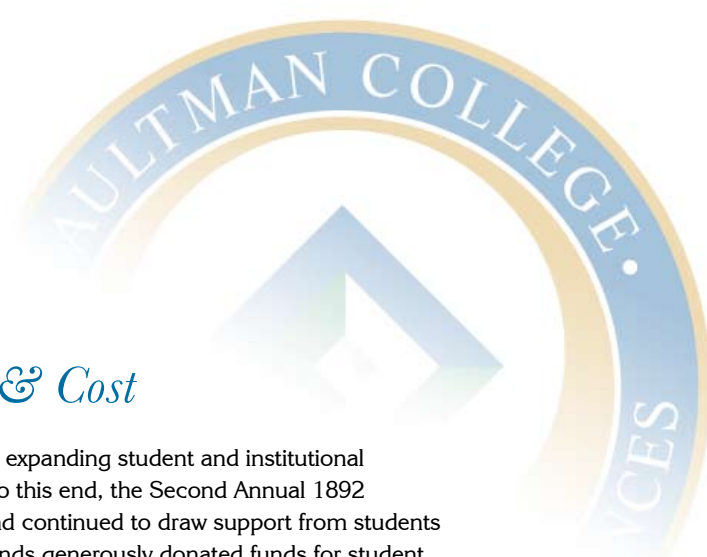
Renovations included space for a college bookstore, which opened during the 2007-2008 period for use by students and other visitors. Located near the college offices, coin-operated lockers were installed to provide temporary security for students' belongings while they attend class or clinical experiences. Also, expanded campus facilities provided revenue-generating on-site student parking.

Further facility expansion planning for general education coursework and student life services was initiated. Building development plans for the Aultman Education Center's third-floor shell space were begun, which will include general education classrooms and labs. Student life spaces for general activities, studying, counseling services and exercise equipment were included as important and needed campus features in discussion planning sessions.

Other facility and technology improvements included:

- Upgrades to the student portal and Aultman College Web site
- The development and implementation of online room scheduling and an online application process
- Computerized grade recording and reporting through the college Comprehensive Academic Management System (CAMS) student database
- Seamless admission-to-registration-to-online-billing process through the CAMS system

The college added weekly evening lab hours and on-site faculty for nursing skills practice and initiated a "Go-Green Campus" with recycling collection.



Pillar 8: Financial & Cost

Our overall financial goal to provide expanding student and institutional financial resources has been met. To this end, the Second Annual 1892 Scholarship Fund Drive was held and continued to draw support from students and college staff, as alumni and friends generously donated funds for student scholarships.

Additionally, the Third Annual Donor Luncheon was held to recognize key individuals who have made significant and lasting contributions to the college in the form of designated gifted and endowed scholarships. During this event, the scholarship donors and recipients met and shared experiences. Aultman College students gave a presentation on "Life at Aultman College" to share what their educational experiences have entailed. Of additional significance was the grant of \$30,000 (\$10,000 over each of three years) gifted to Aultman College by Aultman Hospital to establish the Aultman Hospital Endowed Scholarship Fund.

Restricted funds have increased to approximately \$500,000. For academic year 2007-2008, financial aid monies provided through grants, scholarships and loans totaled more than \$1.7 million.

Aultman College expanded financial services by employing a financial analyst. Enhancements included the development of financial reporting formats that better reflect a collegiate environment, electronic fund transfers to facilitate a more efficient student refund process and online student billing.

Budget planning and reconciliation showed another year of operating expenses at 6.4 percent below budget even while student volume increased from 199 in spring 2007 to 217 in spring 2008.

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Our Generous Donors

Thank you to the following individuals and families for their financial contributions to the Aultman College of Nursing and Health Sciences.

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