



# DMACC

## STRATEGIC PLANNING BOOK

2019-2025

# STRATEGIC PLAN

---

## Board of Directors

Kevin Halterman, Board President . . . . .	District 4
Felix Gallagher, Board Vice President . . . . .	District 8
Chaz Allen . . . . .	District 5
Fred Greiner . . . . .	District 2
Angela Jackson . . . . .	District 9
Cheryl Langston . . . . .	District 1
Denny Presnall . . . . .	District 6
Trish Roberts . . . . .	District 3
Madelyn Tursi . . . . .	District 7

## Institutional Leadership

Robert Denson, B.S., M.S., J.D. . . . .	President & CEO
Janel Alleyne, B.A., M.S., Ph.D. . . . .	Dean of Students
Sharon Bittner, B.S., M.S.. . . . .	Dean, Learning & Support Services
Kristin Brookover, B.S., M.S., Ph.D. . . . .	Vice President of Student Affairs
Mark Clark, B.A . . . . .	Executive Director, Information Solutions
Kyle Collins, B.A., M.Ed., Ph.D. . . . .	Assoc. Vice President, Academic Affairs
Kim Didier, B.A., M.P.A. . . . .	Executive Director, Business Resources
Amanda Easton, B.S., M.Ed. . . . .	Executive Director, Human Resources
Albert Farr, B.S., M.A., Ph.D. . . . .	Dean, Academic Success
Jenny Foster, B.A., M.A., Ph.D. . . . .	Executive Academic Dean
Randy Gabriel, B.A., M.Ed. . . . .	Director, Career Advantage
Allen Goben, B.S, M.S., Ed.D. . . . .	Executive Campus Dean
Michael Hoffman, B.A., M.A. . . . .	Associate Vice President, Community Outreach & Continuing Education
MD Isley, B.A., M.S. . . . .	Vice President, Academic Affairs
Todd Jones, B.A., M.P.A. . . . .	Director, Marketing & Public Relations
Deborah Kepple-Mamros, B.A., M.A., Ed.D. . . . .	Executive Director, Institutional Effectiveness
Bill LaTour, B.A., M.S. . . . .	Vice President, Operations
Joel Lundstrom, B.A., M.A., Ph.D.. . . . .	Executive Academic Dean, Distance Learning
Jeanie McCarville-Kerber, B.S., M.P.H., D.B.A. . . . .	Executive Academic Dean
Drew Nelson, B.A., M.A., Ph.D. . . . .	Executive Academic Dean
Bill Peters, B.A., M.A. . . . .	Executive Campus Dean
Anne Power, B.B.A., M.B.A., Ph.D. . . . .	Executive Academic Dean
Daniel Ryan, B.S., M.B.A. . . . .	Executive Director, Strategic Communications and Marketing
Erin Lee-Schneider, B.A., J.D. . . . .	Dean, Student Success & Urban Student Development
Scott Schultz, B.A., M.S. . . . .	Executive Academic Dean
Erica Spiller, B.A., M.A., M.S. . . . .	Vice President, Student Affairs
James Stick, B.A., M.A. . . . .	Executive Academic Dean
Ben Voaklander, B.A. . . . .	Controller
Jen Wollesen, B.A., M.A. . . . .	Executive Campus Dean
Abby Zegers, B.A., M.S. . . . .	Executive Dean, Regional Operations
Vacant . . . . .	Executive Director, Foundation



Dear DMACC Community,

For 59 years, DMACC has proudly served our community with a steadfast commitment to student success and community empowerment. Work began in 2019 to build a new strategic plan for the college. In 2022, the Board of Directors adopted the plan grounded in our Mission to “change lives and empower communities.” This plan was shaped through valuable input from our students, faculty, staff, alumni, industry leaders, educational partners, and the community. Their insights and shared aspirations have guided us, creating a clear and ambitious roadmap for the future we envision. That plan received Board approval for updates in 2024 and thus became known as the Changing Lives, Empowering Communities Strategic Plan.

**The Strategic Plan focuses on five core goals that continue to drive our progress:**

- 1. Change lives by improving student success with Guided Pathways.*
- 2. Leverage resources to create a diverse and inclusive community in which all people are valued and supported.*
- 3. Provide quality and excellence in all areas across the district.*
- 4. Educate, support, and provide resources to develop skills and talent for a competitive workforce.*
- 5. Foster partnerships in and with the communities we serve.*

This document represents the culmination of the Strategic Plan that stretched from 2021 through the end of 2025, and highlights the impact of our collective efforts.

We are proud of the meaningful progress we have achieved across the district. Building on this momentum, DMACC remains committed to advancing opportunities for our students and creating lasting value for the communities we serve – now and into the future.

Sincerely,  
Rob Denson  
DMACC President & CEO

## MISSION

- » DMACC provides quality, affordable, student-centered education and training to empower our diverse communities and to serve as a catalyst for economic development.

## VISION

- » DMACC’s vision is to improve the quality of life for our students, support our communities, and cultivate a prosperous Iowa.

## VALUES

- » **Accessible Learning:** DMACC provides accessible and affordable life-long learning opportunities.
- » **Diversity & Inclusion:** DMACC embraces the differences of individuals, champions mutual respect, and provides enriching environments for growth and understanding.
- » **Quality & Excellence:** DMACC delivers high-quality instruction and services utilizing standards of excellence, ethics, and professionalism.
- » **Service:** DMACC educates, supports, and provides resources to develop skills and talent for a competitive workforce.
- » **Engagement:** DMACC fosters partnerships in and with the businesses and communities we serve.



# DMACC will change lives by improving student success with Guided Pathways

I loved this class and the discussions we had. The environment you provided was safe and I love that everyone felt safe sharing and feeling heard. Thank you so much!

—Student



## Initiatives related to Goal 1 include:

- » Implemented two pilot programs, one in math and one in English, that are currently assessing Essential Learning Outcomes (ELOs) across the curriculum
- » Increased the percentage of students earning 15+ credit hours in their first semester and 30+ in their first year
- » Boosted credit hour completion for part-time students
- » Enhanced proficiency in Essential Learning Outcomes by pathway

DMACC reorganized academic programming into 10 pathways overseen by 6 academic deans which led to better understanding, more effective program delivery, and greater efficiency for students and operational components.

This model allows undecided students to explore academic and career options within structured pathways, minimizing lost time, credits, and financial resources. It emphasizes:

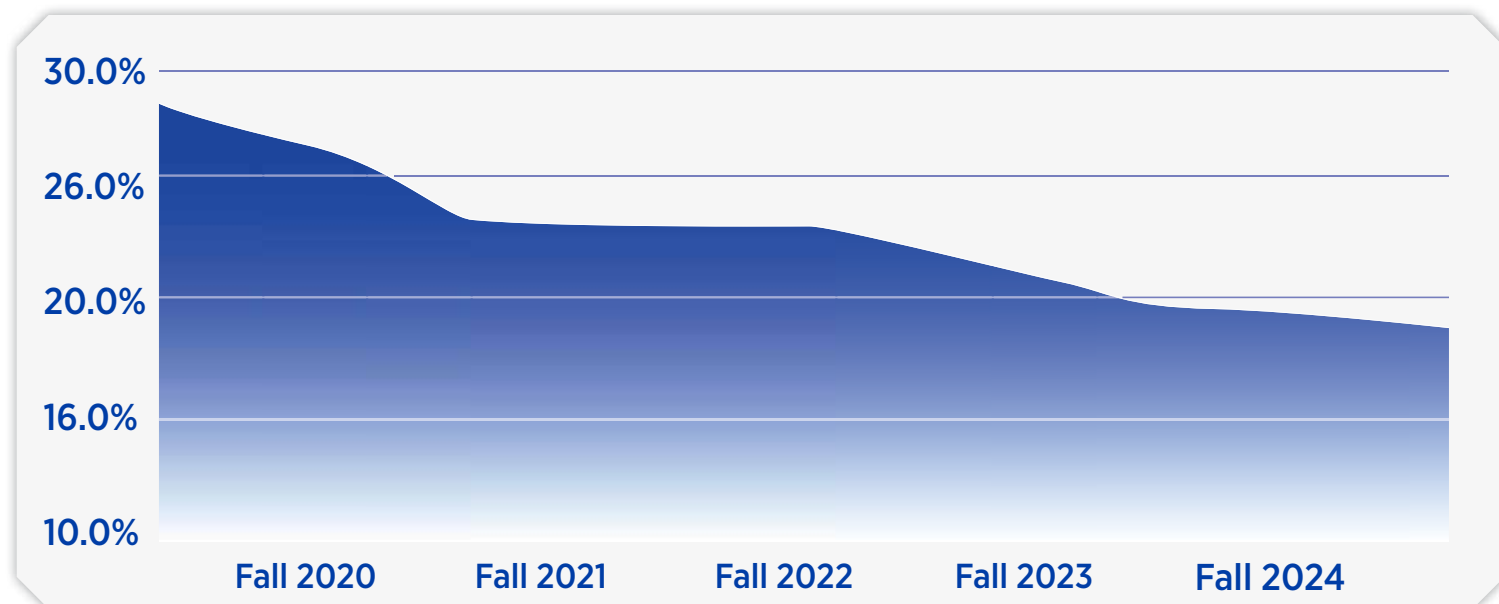
- » Career exploration and planning
- » Transfer readiness
- » Community-building through success teams and support systems



## Successes include:

- » Introduced two-Year academic course schedules which allowed students at branch campuses, to know what courses will be offered in the future
- » Streamlined organizational structure
- » Information Systems team improved operational efficiency and campus management by implementing all changes needed to support Guided Pathways
- » West Campus conducted partner high school visits to eight area high schools, to improve pathways for more students to enter DMACC
- » Enhanced student understanding of academic options
- » Student Affairs staff by pathway – enrollment advisors, academic advisors, and pathway navigators
- » Created pathway success teams
- » Aligned student orientation by pathway

## DECREASED DFW RATES



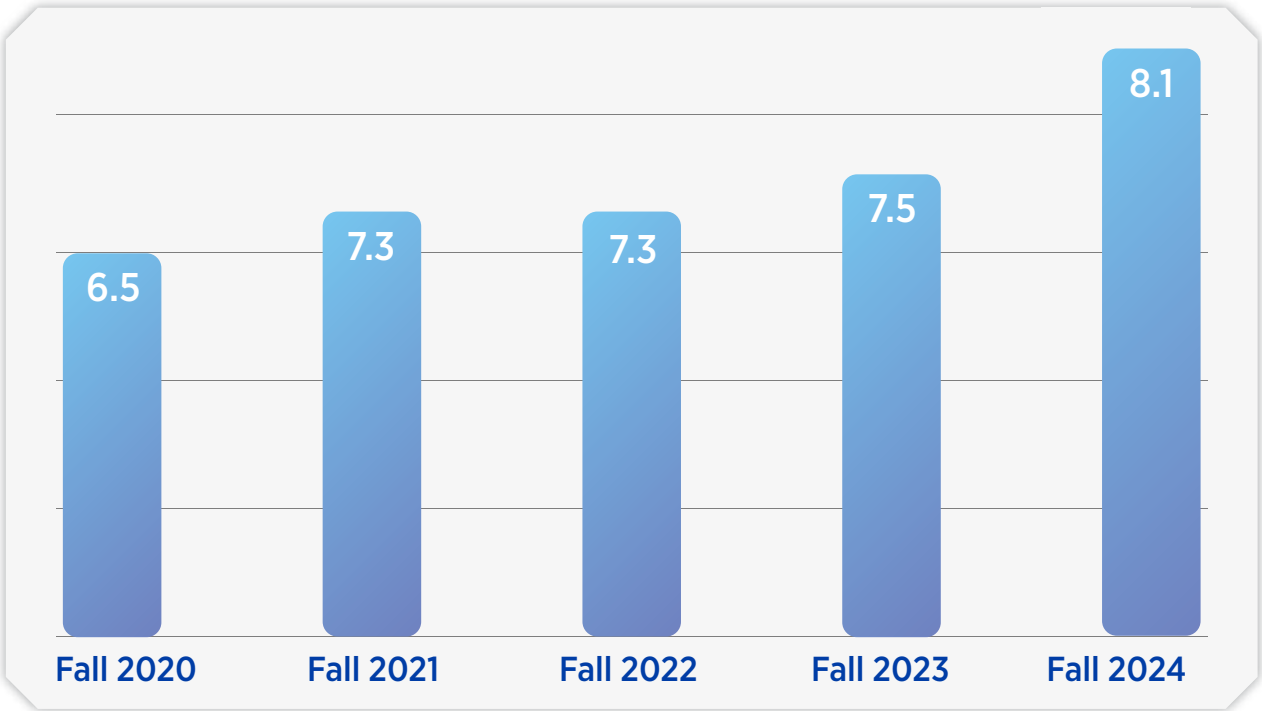
Implementation of guided pathways with reduction of DFW rates (students that earned a D, F, or Withdraw)



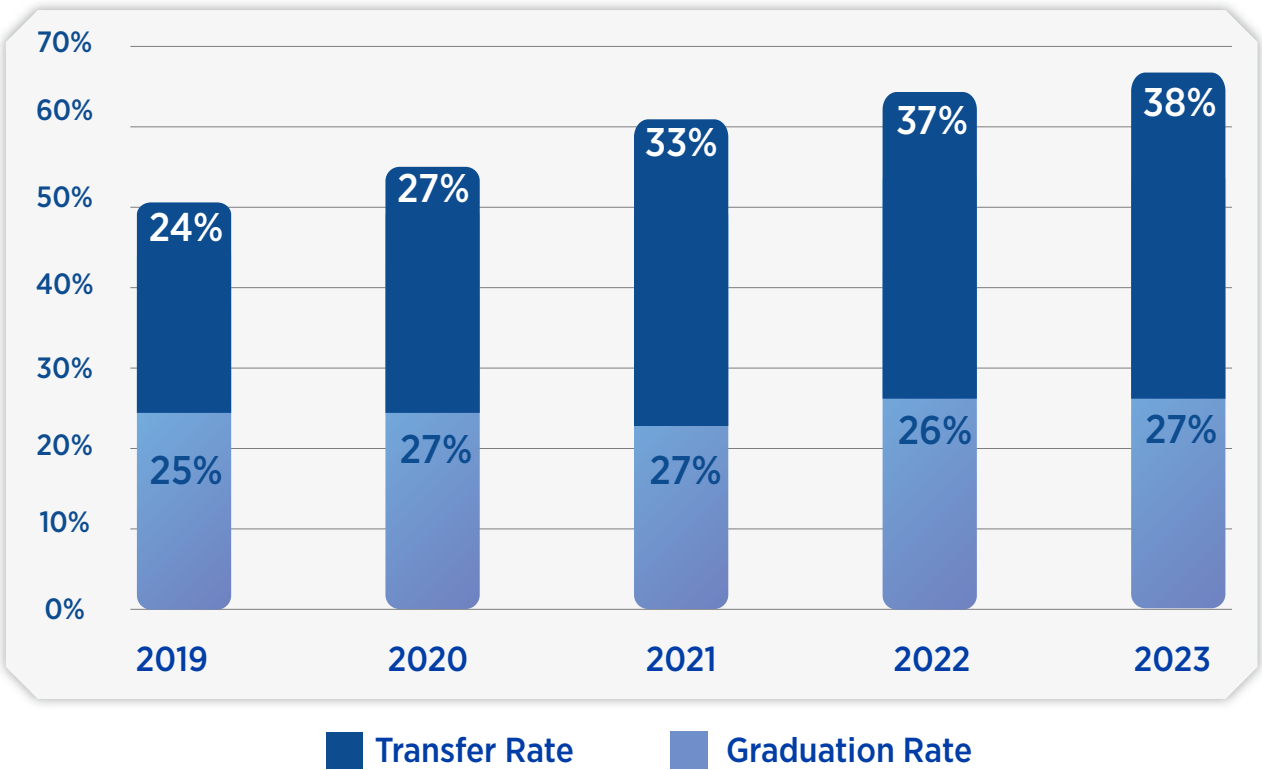
This class made me start to explore ecology as a career. Something I have never considered but always been passionate about.

—Biology 145 Student

# AVERAGE EARNED CREDITS PER TERM (ALL DEGREE-SEEKING STUDENTS)



# GRADUATION AND TRANSFER RATES



	Graduation Rate	Transfer Rate	Success Rate
2019	25.0%	24%	49.0%
2020	27.0%	27%	54.0%
2021	27.0%	33%	60.0%
2022	26.0%	37%	63.0%
2023	27.0%	38%	65.0%



## STRATEGIC PLAN: GOAL 2

### RESOURCES AND COMMUNITY

**DMACC will leverage resources to create a diverse and inclusive community in which all people are valued and supported, and will celebrate the similarities and differences among us. In doing so, DMACC aims to prepare its community to live, learn, and work together in a global society.**

### Workforce Diversity

DMACC is committed to ensuring that the composition of its faculty and staff reflects human diversity, aligning with its mission, vision, and values. This includes hiring and retaining highly skilled employees who mirror the diversity of the student population.

“

I received my High School Diploma and my Associate's Degree from DMACC with Honors at the same time. I attend the University of Iowa and anticipate majoring in African-American studies and social work for three years before eventually enrolling in law school. Joint enrollment provides a realistic college workload while in high school. It's a great transition period. It definitely helped me prepare for college.

— Georgia Page, Roosevelt High School,  
DMACC Graduate



”

### Inclusive Educational Programs

DMACC is building and implementing educational programs that recognize human and cultural diversity. These programs aim to equip students with lifelong skills to thrive in a multicultural world.

### Student Success Across All Groups

The college sets ambitious yet attainable goals to improve student retention, persistence, and completion across all student groups. These goals are tailored to DMACC's mission and the needs of its diverse student body.





## Respectful Campus Climate

The institution fosters a climate of respect among students, faculty, staff, and administrators from a wide range of backgrounds, ideas, and perspectives.

- » College Council was created as part of a shared governance. Membership is elected from faculty, staff, and students with representation designed to be broad and inclusive of various departments, locations, pathways, and classifications.
- » Food pantries are a vital resource for students at DMACC, offering free, nutritious food to those facing food insecurity. Pantries are found on the Ankeny, Urban, and Boone campus

## The Boone Campus Food Pantry

The Boone Campus Food Pantry is one of the most well-utilized services alongside counseling and nursing, reflecting its importance in supporting student well-being.



DMACC was named to the Military Times “Best for Vets” College Rankings: 244th nationally, and one of only seven Iowa colleges on the list.

The Military and Veterans Resource Committee at DMACC is a newly formed initiative aimed at enhancing support for veteran students, faculty, and staff. A student-centered fair and roundtable discussion was held and provided the opportunity for participants to relate their military experiences to their academic journey.

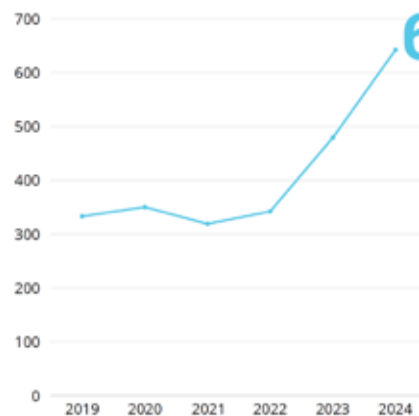
## STRATEGIC PLAN: GOAL 2

### RESOURCES AND COMMUNITY

DMACC removes student barriers through **comprehensive support services, programs, and online learning.**

- » DMACC's participation in the Federal College Work-Student program supports on-campus student employment.
- » The Career Center helps students with career exploration, resumes, interview preparation, and job searches.
- » DMACC provides free mental health counseling to help students.

### ONLINE CLASSES - ED2GO (2019-2024)



**950+**  
CLASSES OFFERED

**↑ 29.08%**  
YEAR OVER YEAR

**2,465**  
TOTAL ENROLLMENTS



- » TRIO-Student Support Services program provides comprehensive, individualized support to students from populations historically underrepresented in higher education.



- » Toolkits have been developed in Canvas EDGE to provide faculty support and information in Disability Services.
- » As part of the new Facilities Master Plan, DMACC assessed facilities to determine inclusivity for those with disabilities, breastfeeding mothers, and people who desire gender-neutral restrooms, and worked to meet these needs.



# International Opportunities

## Study Abroad in London

DMACC's London study abroad program nurtures a multi-faceted level of student growth. It fosters camaraderie among students while deepening their global understanding. As a faculty member you see students develop confidence that comes from being supported yet independent. Students are immersed in a city with rich history and culture; living in local British homes and taking classes where some of the world's best museums are their classroom

**-Kate Burrell Rice, Professor of Psychology,  
Public & Community Service**



## Study Abroad in Belize

The combination of academics and travel allows students to engage in robust learning by immersion and reflection. Belize is chosen due to its location in Central America, diversity of geography, and accessibility.



## Dental Hygiene Exchange

Since 1985, the partnership with Yamanashi, Japan has allowed the exchange of information about the dental hygiene/dental profession in Iowa and Japan, and provides students with unique cultural experiences.



## French Chef Exchange

2025 marks the 40th anniversary of the Iowa Culinary Institute's French Chef Exchange with l'Association des Cuisiniers de la Loire, a chef association based around Des Moines' sister city, St. Etienne, in the Loire region of France. Every spring, selected graduates of the DMACC Iowa Culinary Institute have a full scholarship opportunity to visit France and participate in individual culinary internships. Every winter, chefs from the St. Etienne region come to DMACC and demonstrate techniques of French cuisine to ICI's culinary arts students. ICI students have the opportunity to prepare and serve 7-8 course dinners paired with wines from around world.

## DMACC will provide quality and excellence in all areas across the district.

Strategic Goal 3 is centered on institutional excellence—ensuring that DMACC delivers high-quality services, programs, and operations across all campuses and departments. It emphasizes being a top-tier employer, enhancing student outcomes, and maintaining operational integrity.

The goal is broken down into six specific objectives:

“

My instructor works hard to bring subject enrichment material and events to the course well beyond basic requirements. His personal knowledge from real world career experience and efforts he makes in building rapport with each student make a huge difference for the better and really dissolve any difference between online and in person classroom learning. I am keeping course materials for further use in my career. What I learned in this course really challenged my beliefs and expanded the knowledge I employ to form beliefs.

—Criminal Justice Student

”

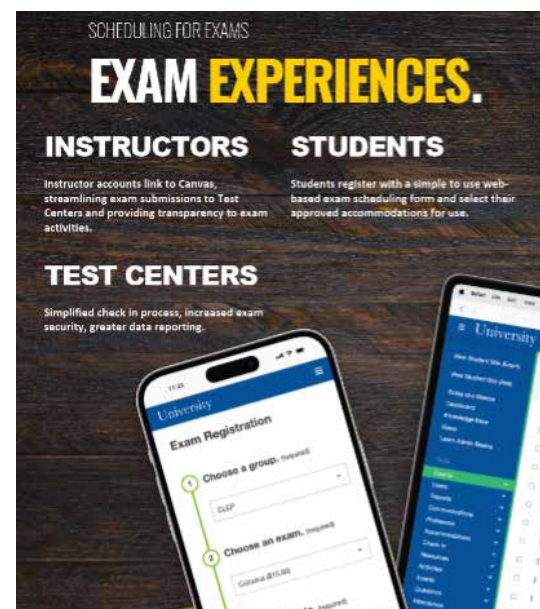
### 1. Preferred Employer

Continue to be a preferred employer in the region, where employees are fully equipped to perform their job responsibilities at high levels.

The DMACC Quality Faculty Plan (QFP) is a cornerstone initiative that showcases the college's commitment to academic excellence and continuous improvement. QFP empowers local oversight of faculty quality and provides a proactive approach to faculty development, including the rollout of a new TIU reporting system to better track professional learning. These enhancements ensure faculty are equipped with the latest research and best practices, reinforcing DMACC's reputation for delivering high-quality education and fostering a culture of innovation and rigor.

**2. Enhanced student exam scheduling experience at DMACC with RegisterBlast.** Streamlines exam scheduling through Canvas, allowing students to easily view available tests and request accommodations approved by the Disability Services Office.

It simplifies the check-in process across all nine Testing Centers and ensures a consistent, efficient testing experience. With improved access to data, the system also supports smarter decisions that benefit students, such as optimizing staffing and open hours.





“

I hold office hours in the cafeteria during lunchtime when students are there and encourage them to come by. I meet with students outside of office hours if they cannot come to office hours but would like to meet in person.

—Faculty

”

### 3. Scholarship & Program Growth

Expand funding for scholarships and enhance facilities and academic programs through the DMACC Foundation.

From FY21- FY25 the Foundation disbursed \$19,391,500 to the College for programming, scholarships, and capital projects.

### 4. Data-Informed Culture

Foster a culture of decision-making grounded in data and institutional analysis.

DMACC implemented Edify, which is a warehouse that provides a centralized and structured environment that makes it easier to define data elements and ensure standardization. This, in turn, promotes confidence in the reports, promoting data-informed decisions.

A financial sustainability dashboard was developed in Edify, making DMACC the first community college in the U.S. to complete such a project. Adding charts and dashboards as part of the college's strategic updates improves clarity and engagement.

DMACC online and in-person learning increased the number of sections and reduced the waitlist for programs.

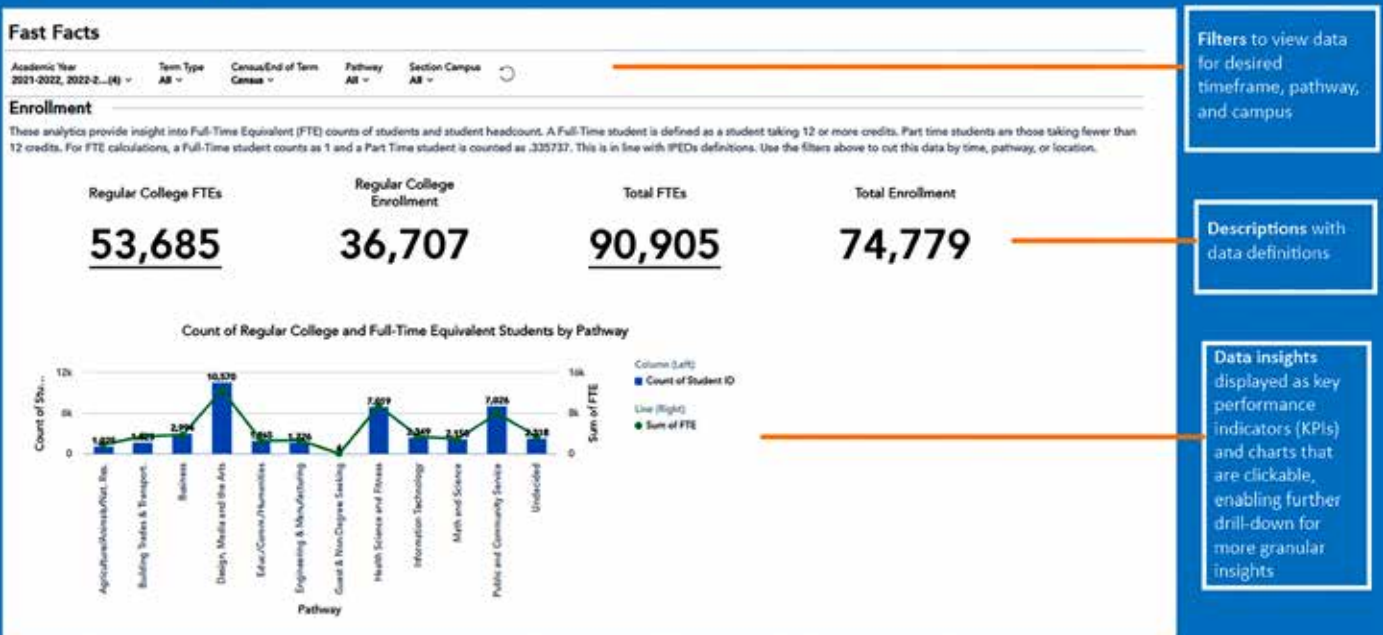
## Of the HIGH SCHOOLS

DMACC has consistently served over the past

**5 YEARS** 84% of them expanded access to DMACC dual enrollment for their students.



## Quick Snapshot of DMACC for Each Academic Year





## 5. Financial Integrity

Ensure sound fiscal management to support stakeholder needs and long-term sustainability.

By implementing Emburse, a cloud-based expense management system, DMACC cut costs while streamlining expense approvals. The Business Office reduced spending by limiting P card holders, eliminating excess institution-issued cell phones, and switching to a per diem meal stipend, all of which contributed to more efficient operations and substantial financial savings.

**Select Valid Expense Type**

 OFFICE EXPENSES	 MAINTENANCE (PCARD)	 FOOD / MEALS	 TICKETS / ENTERTAINMENT	 OTHER MATERIALS/SUPPLIES	 AIR TRAVEL
 GROUND TRANSPORTATION	 HOTEL	 AWARDS / GIFTS	 PROFESSIONAL DEVELOPMENT	 MARKETING	 BOONE ATHLETICS
 ICCAC	 RENTALS	 EQUIPMENT	 COMMUNICATIONS	 ACCREDITATION FEES	 DONATIONS / SPONSORSHIPS
 ACCIDENTAL PERSONAL	 ITEMIZATION	 OTHER COMPANY SERVICES	 MISCELLANEOUS	 GRANTS	 CHEMICALS





DMACC transformed a former county care facility into a thriving college farm lab—an innovative space where production meets conservation. Today, the DMACC Farm stands as a living classroom, demonstrating cutting-edge agricultural practices while nurturing environmental responsibility.

## 6. Operational Excellence

DMACC has strengthened internal communication, district operations, and facilities planning.

As a direct result of our strategic plan to ensure we are well-equipped for future challenges and opportunities, DMACC created roles such as the Strategic Communications Director and Vice President of Operations. We're working to ensuring greater efficiency, accountability, and strategic alignment, positioning the college to respond proactively to challenges while fostering a culture of excellence and innovation.

Departments within the college were asked to submit Balanced Scorecard summaries to track progress and align with strategic goals while allowing successes to be celebrated.



## STRATEGIC PLAN: GOAL 4

### WORKFORCE READINESS AND ECONOMIC ALIGNMENT

**DMACC will educate, support, and provide resources to develop skills and talent for a competitive workforce. To meet this challenge, DMACC will improve its financial stewardship and economic development efforts.**

Goal 4 is centered on workforce readiness and economic alignment. It emphasizes DMACC's commitment to:



**Educate and support students** with the skills needed in today's labor market.

In spring 2025, DMACC approved an Artificial Intelligence Program which will equip students with the skills and knowledge necessary to compete in the rapidly evolving field of artificial intelligence (AI).

DMACC is the first college or university in Iowa to partner with Intel to offer an AI (Artificial Intelligence)-focused program, and is in the National Applied AI Consortium (NAAIC) Mentorship Program.

**The Fashion AAS program is designed with input from industry professionals in apparel and interior design,** ensuring students gain practical, marketable skills that lead to employment in areas like fashion management, marketing, merchandising, and design.





**Improve financial stewardship**, ensuring that investments in education are sustainable and impactful.

Program Vitality is a central part of the community college mission to align resources in response to community needs. The Program Vitality study verifies program offerings are relevant and monitors the continued viability of academic programs using data that includes enrollment, completion, labor market demand, program expenses, and relevance to the institutional mission and community need. The Program Vitality process has been completed twice.

**Strengthen economic development**, particularly through partnerships and program alignment with high-demand industries.

Through the Community Project Funding, a \$1 million investment for new infrastructure at the DMACC Transportation Institute Education Center was secured. Including this amount, the DMACC Foundation raised \$4.5 million for the Center.

- » This state-of-the-art, 8,600-sq.-ft. facility was designed to meet the growing demand for skilled truck drivers and transportation professionals. Highlights include:
- » Three new classrooms
- » Student study space
- » Two-story inspection bay
- » 12-acre concrete driving course where students master their CDL backing skills and the motorcycle training program



Iowa businesses are facing supply chain issues and one of the main contributors is a lack of employees who hold a commercial driver's license. Programs, like what will be offered at the DMACC Transportation Institute Education Center, opens doors for Iowans to good-paying jobs. This is a key investment to boost the workforce in Iowa and support our economy.

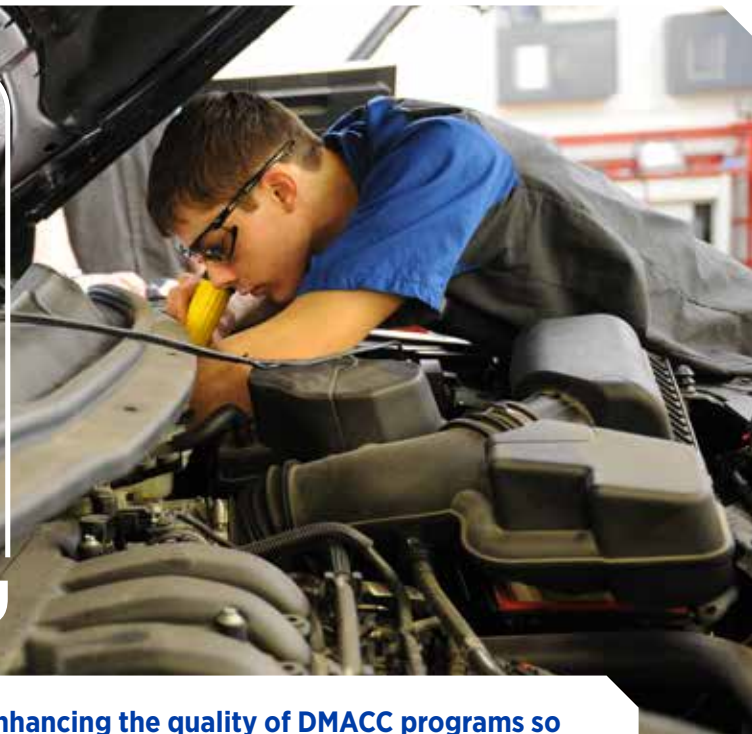
**-Faculty**



This goal is operationalized through objectives such as **using data-informed processes** to identify labor market needs and revise or develop programs accordingly.

DMACC's Competency-Based Education (CBE) initiative in Industrial Maintenance is part of a broader effort to align education with workforce needs. The program is designed to offer flexibility for students with diverse life circumstances, Support both credit and non-credit pathways and integrate technical skills like PLC programming, robotics, and process controls.

A major milestone was the \$5 million grant from the U.S. Department of Labor, awarded to DMACC in partnership with Indian Hills and Hawkeye Community Colleges. This funding supports expansion of CBE programs in industrial maintenance and wind technology, hiring additional staff to ensure program successes, and enhancing equity and access for students.



Our DMACC Automotive program advisory committee made the following recommendations: Automotive Program Advisory Committee made recommendations to move to one text book instead of several textbooks. This resulted in cost savings of about \$1,067 to students and recommendations were also made to modify the tool list and remove Society of Automotive Engineers (SAE) tools from the required list to optional list. This resulted in a \$500 savings to students.

—Faculty

**Each advisory committee is charged with enhancing the quality of DMACC programs so that our graduates will succeed after college. We have 60 CTE programs with Advisory Committees and more than 900 committee members.**

DMACC advisory committees, particularly the Career & Technical Advisory Board, support student readiness by ensuring that curriculum and program offerings align with current workforce demands. Composed of industry experts, these committees provide essential insights that help bridge the gap between classroom instruction and the practical skills employers require.

**When speaking about College Council:**

It's almost as if the college itself is inviting you to participate in your education and how you are receiving it...just because you get to have a little bit of insight and an opinion.

—Student

Goal 4 is tightly integrated with other institutional goals, such as:


**Capital campaign alignment is noted in the DMACC Foundation Strategic Plan Summary.** Fundraising efforts are directed toward initiatives that support Goal 4’s workforce development mission.

**DMACC emphasizes the importance of shared governance**, involving faculty, staff, administration, and others in decision-making processes that impact the institution. This approach ensures that different groups contribute according to their expertise and responsibilities. DMACC developed a Shared Governance Committee and has more than a dozen with a rotation of membership. A Shared Governance handbook was created along with College Council, a representative body of faculty, staff, and students tasked with helping facilitate shared governance.

WTA  
PROGRAM

HEALTHCARE | BUSINESS/IT  
SKILLED TRADES | TRANSPORTATION

Free short-term training for in-demand careers. In 2025 we had:



357



STUDENTS  
ENROLLED

89%

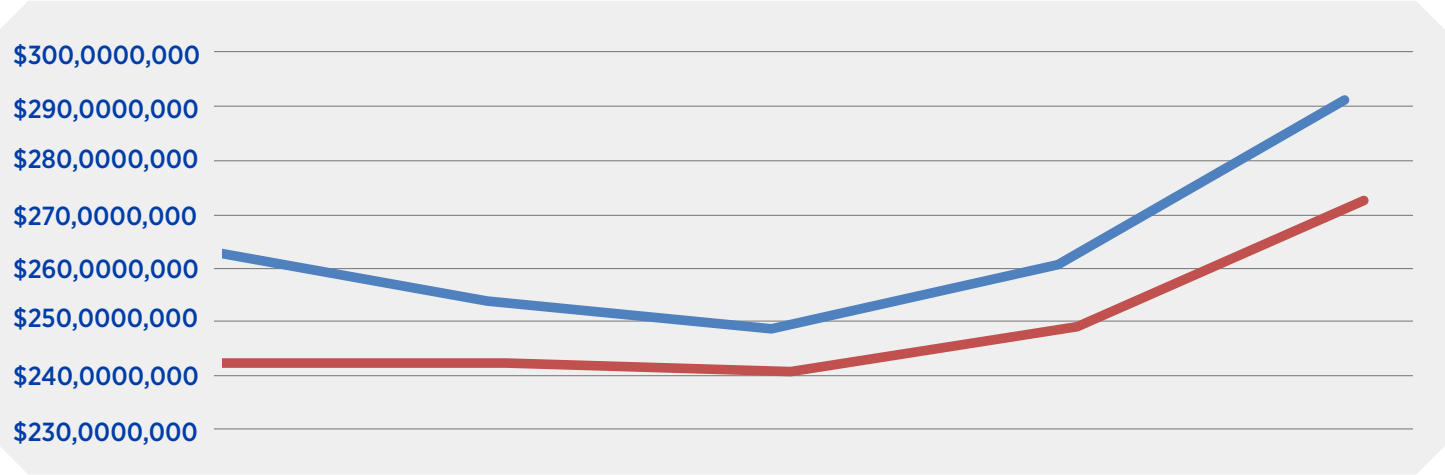
COMPLETION  
RATE

77%

EMPLOYMENT  
RATE



FINANCIAL OVERVIEW– REVENUE AND EXPENSES BY FISCAL YEAR



Fiscal Year	21	22	23	24	25
Total Revenue	\$268,509,068	\$261,441,179	\$257,488,754	\$266,372,266	\$289,865,805
Total Expense	\$252,462,290	\$252,618,749	\$251,254,389	\$257,720,288	\$275,423,106

TOTAL REVENUE

TOTAL EXPENSE

DMACC STRATEGIC PLANNING :: 19



The new **DMACC Dental Facility** will be a major upgrade to the existing infrastructure and is designed to increase the Dental Hygiene Program capacity by 25%, while maintaining small class sizes and strong student-to-instructor ratios.

It will be a 26,000-square-foot building located on the Ankeny campus, replacing the current 8,000-square-foot facility. Features include: Simulation labs, classrooms, a student lounge, sterilization and radiology suites, and a public dental clinic serving patients across Central Iowa.



Delta Dental awarded a \$250,000 grant to help build the new dental building.



The new gym (constructed in 2020) and multi-purpose area has been named Fareway Fieldhouse thanks to a \$250,000 donation from Fareway Stores, Inc., which is headquartered in Boone.

The impact that the DMACC Boone Campus Student Activity Center/Fareway Fieldhouse has had in terms of recruitment for both our student athletes as well as our traditional students has been astronomical.

—BJ McGinn, DMACC Athletic Director

**The Fareway Fieldhouse** is part of the DMACC Boone Campus Student Activity Center, a \$6.5 million facility.

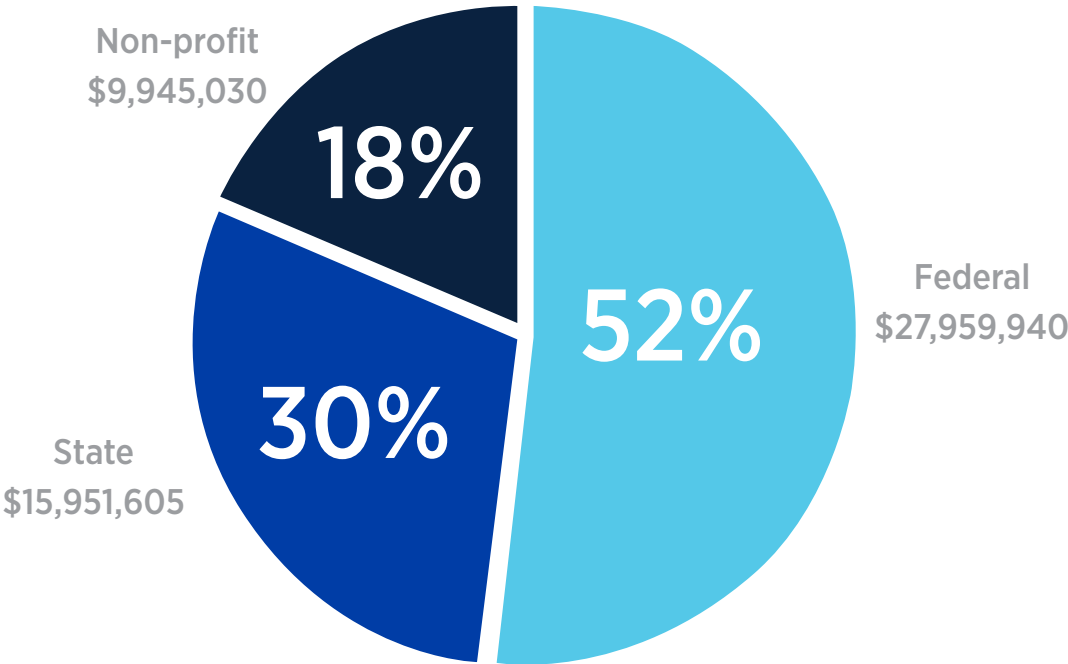
It includes two basketball/volleyball courts, baseball/softball batting cages, a state-of-the-art weight room, a sports medicine lab and an indoor golf performance center.





**In FY24, DMACC received 44 grants totaling \$11.8 million dollars, which was the second-highest year for DMACC.**

**\$53,856,575 IN GRANTS RECEIVED FROM 2021-2025**



## **DMACC will foster partnerships in and with the communities we serve.**

Goal 5 emphasizes DMACC's commitment to building meaningful, mission-aligned partnerships that enhance educational access, community engagement, and social impact. The goal is structured around key objectives:

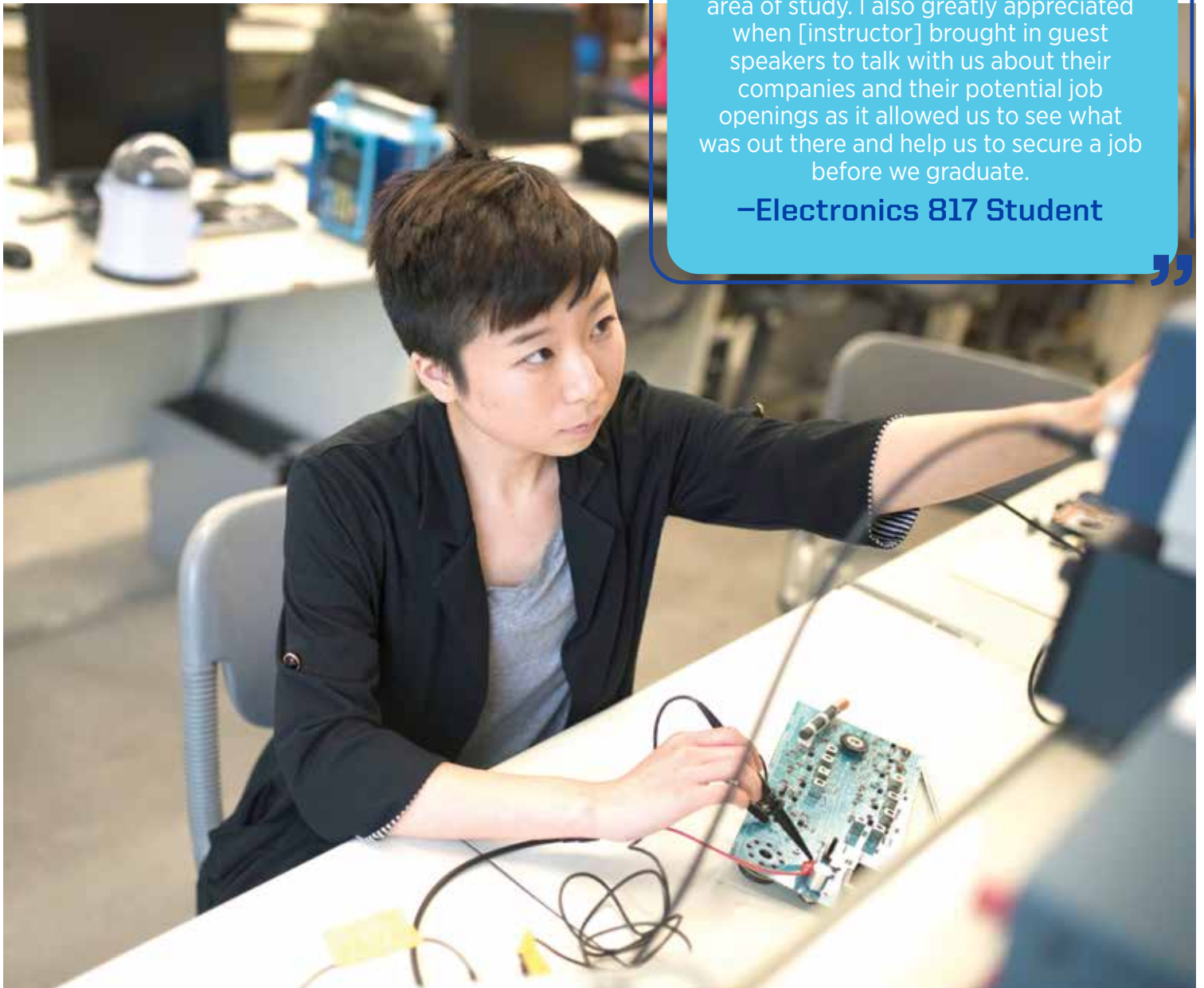
**Align outreach with DMACC's mission** to guide community engagement efforts.

“

The class is very interesting and very informative as it is very relevant to our area of study. I also greatly appreciated when [instructor] brought in guest speakers to talk with us about their companies and their potential job openings as it allowed us to see what was out there and help us to secure a job before we graduate.

**—Electronics 817 Student**

”





**A new Student Life and STEM Center was constructed at the Urban Campus** which includes office space for UNI and supports the degree pathways partnership.

This unique partnership between DMACC and UNI empowers students to earn a full four-year degree without ever leaving the DMACC Urban campus, eliminating the disruption and cost of relocating. This seamless academic journey in one familiar location offers students consistent support systems, stronger community ties, and fewer barriers to graduation—key ingredients for long-term success.



Fall 2025—UNI Accounting in Des Moines.



Fall 2023—UNI Accounting in Des Moines.



NJCAA named DMACC's Halle Hagberg to the 2025 NJCAA Division II Women's Golf All-American Team.

**The Women's Golf National Championship was hosted at the Boone Campus,** with strong DMACC representation and community engagement.

**Partner with community organizations** to create mutually beneficial outcomes.

"Nurses are essential to our health care system and play a critical role in patient care and outcomes," said Dr. Jeanie McCarville-Kerber, Executive Academic Dean of Health & Public Services at DMACC. "DMACC is proud to work together with ISU in preparing the next generation of nurses."



DMACC and Iowa State University have launched a 3+1 nursing articulation agreement, allowing DMACC nursing graduates to earn a Bachelor of Science in Nursing (BSN) from ISU in just one additional year. This program is designed to help meet the growing demand for nurses in Iowa and supports students who wish to continue working while pursuing further education.



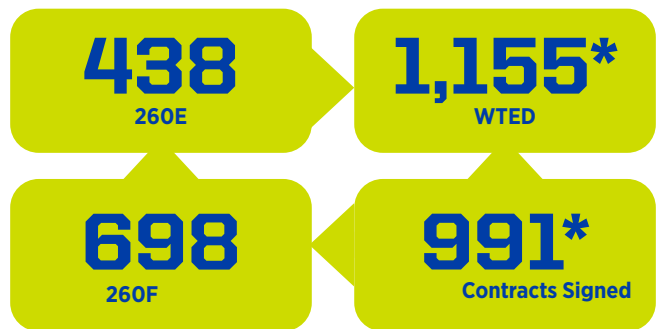
**DMACC Business Resources (DBR)** provides a range of skills training, talent development, and business consulting.

DMACC offers three state-funded workforce programs: the New Jobs Training Program (260E) for businesses creating new jobs, the Jobs Training Program (260F) for upskilling existing employees, and the Workforce Training and Economic Development Program (WTED) for training employees at all levels across businesses of any size or stage.

#### BY THE NUMBERS



#### FY 2025 DMACC TRAINED INDIVIDUALS



*\*Could include duplicates as participants are able to be trained in multiple sessions.*

**Goldman Sachs 10,000 Small Businesses** provides tools and professional support to help small businesses take their business to the next level. In the fall of 2025, the 14th cohort was initiated, inviting 28 new businesses to join 364 Iowa alumni who have already completed this program.



**SINCE COMING TO IOWA IN 2019, GOLDMAN SACHS HAS BECOME A THRIVING PROGRAM THAT CONTINUES TO SUPPORT IOWA'S SMALL BUSINESSES.**



**95%**  
Graduation Rate

**101**  
Iowa Towns

**66**  
Counties

**364**  
Alumni

**59%**  
Women-Owned Businesses



**Centralize outreach resources** to improve tracking and collaboration.

A centralized resource for community outreach and partnership has been established by Institutional Effectiveness in collaboration with the DMACC Foundation, Continuing Education and DBR. Called a Business Contact Resource Management (CRM) system, the new resource will be available to use by college leaders to see all of our partnerships and stakeholders in the community.

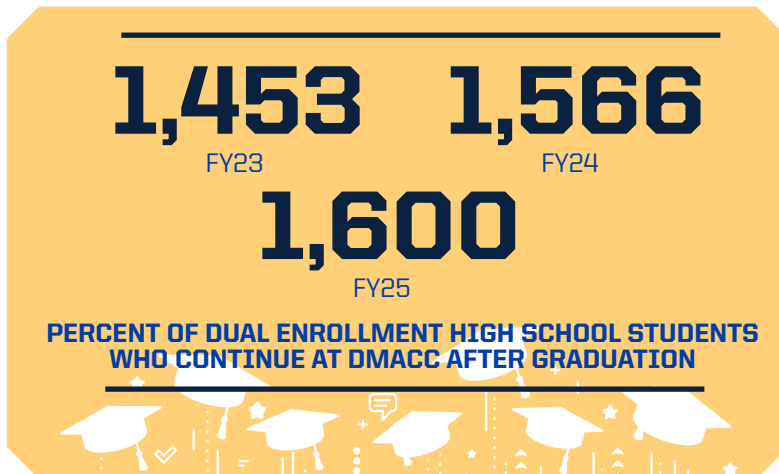
The DACUM process (Developing a Curriculum) brings together DMACC academic programs, employers, and the program advisory boards to reshape curriculum to meet the needs of the workforce. Welding was the first program to go through the DACUM process in 2021. Since then, four programs—Industrial Tech, Welding, Auto Collision, and Robotics—have been through DACUM.



**Strengthen ties with local school districts** to create seamless student pathways.

The iJAG (Iowa Jobs for America's Graduates) and DMACC partnership is a concurrent enrollment program for high school students provides students with free college credit and exposure to higher education, preparing them for post-secondary education and future careers.

For the graduating class of 2025, Avenue Scholars continues to outperform their peers, with 81 students entering the workforce, starting an apprenticeship or heading to college or the military.



**Collaborate with social service organizations** to support underserved populations.

West Campus runs a Data Center Academy in partnership with Microsoft and West Des Moines Human Services. This tuition-free program trains individuals—especially those who have used social services like food pantries or emergency financial assistance—for careers in the growing datacenter industry.



Departments such as **DMACC Business Resources (DBR), Institutional Effectiveness, the DMACC Foundation, Career Advantage, and Continuing Education** are leading various aspects of developing partnerships to advance shared missions.

The Polk County Board of Supervisors announced a \$1 million grant for the creation of a new Health Care Workforce Collaborative in Central Iowa. The funds will have a direct impact on recruiting and retaining a vibrant health care workforce in Central Iowa. The initial funding is for community outreach and staffing of the Polk County Health Care Workforce Collaborative. Partners include Des Moines Area Community College (DMACC), Grand View University, Des Moines University (DMU), Mercy College of Health, Broadlawns, MercyOne and UnityPoint Health-Des Moines.



**The Electrical Utility Technology program has a partnership with IAMU (Iowa Association for Municipal Utilities)** which allows DMACC to use their facilities, including their outdoor climbing lab, for class.

The cost of building and maintaining an outdoor climbing lab would be cost prohibitive, so utilizing IAMU space gives students access to a high quality experience at a low institutional cost.

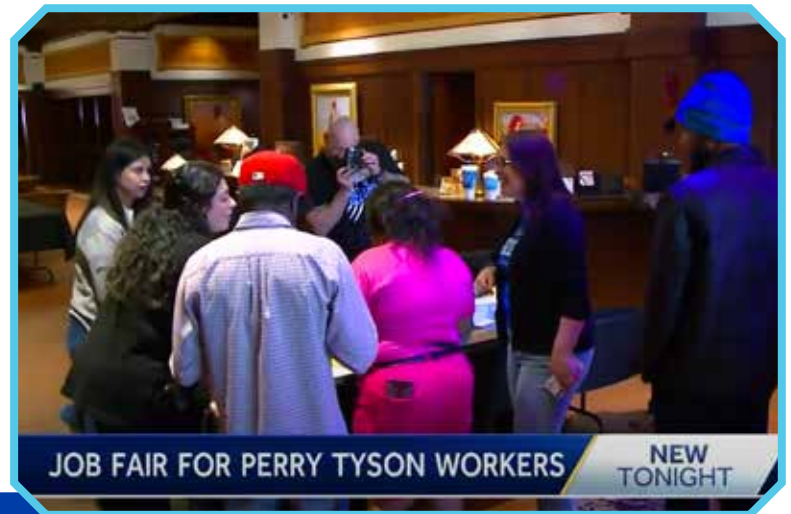
In 2023, **DMACC partnered with TalentSprint to develop a Techwise Program.** This 18-month technology career training program, backed by Google, provides students with programming skills needed to help them thrive in the growing technology industry.

DMACC was the first community college asked to partner with this program, and we are proud to see 50+ students benefit from this 18-month long program over the last few years.





**In response to the July 2024 Tyson plant closure in Perry**, which displaced more than 1,300 workers, DMACC swiftly partnered with local organizations to support the affected community by hosting job fairs, coordinating a Benefits Center, and offering targeted training programs.



These efforts connected hundreds of individuals to employment opportunities, helped families access essential services like unemployment benefits and housing support, and provided training in high-demand fields such as CNA, CDL, and digital literacy. DMACC's actions exemplified its mission to empower communities, drive economic development, and expand educational access during a time of urgent need.



**DMACC has partnered with the Des Moines Fire Department since Spring 2014.** To date: 183 EMTs trained, 142 paramedics trained, and \$950,000 in revenue generated over 11 years.

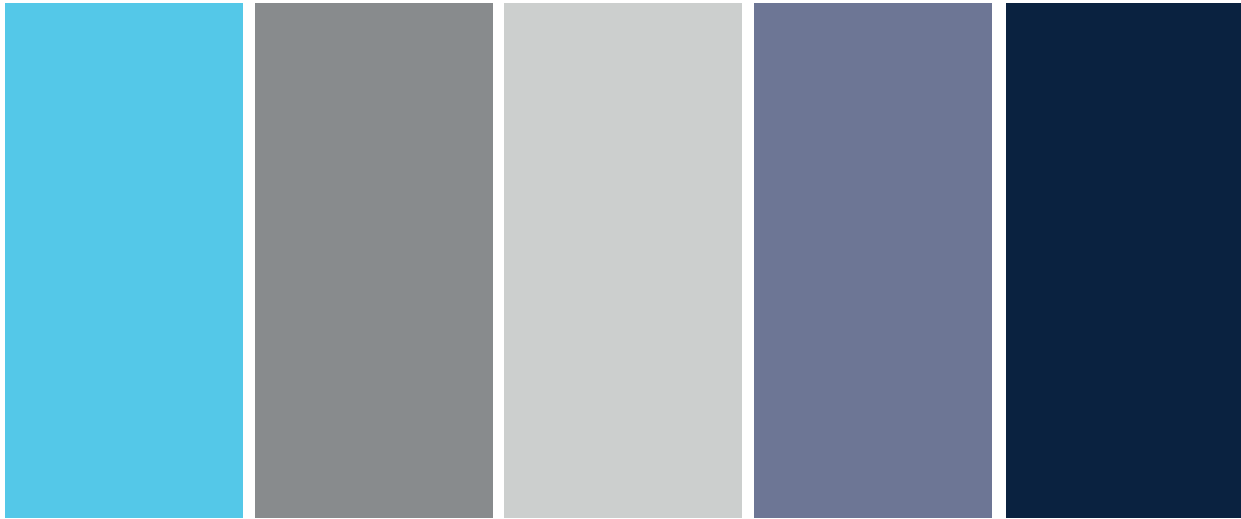
A "DocOps Day" with UnityPoint Health helped Emergency Medicine Residents understand pre-hospital care.





# MISSION

DMACC PROVIDES QUALITY, AFFORDABLE, STUDENT-CENTERED EDUCATION AND TRAINING TO EMPOWER OUR DIVERSE COMMUNITIES AND TO SERVE AS A CATALYST FOR ECONOMIC DEVELOPMENT.



DMACC IS ENTERING ITS NEXT CHAPTER WITH A CLEAR, INCLUSIVE FRAMEWORK GUIDED BY STRATEGIC PILLARS TO SHAPE ANNUAL PLANS AND EMPOWER EVERY AREA OF THE COLLEGE TO CONTRIBUTE MEANINGFULLY TO OUR SHARED MISSION.



**Ankeny Campus**  
2006 S. Ankeny Blvd.  
Ankeny, IA 50023-3993  
515-964-6200

**Boone Campus**  
1125 Hancock Drive  
Boone, IA 50036-5399  
515-432-7203

**Carroll Campus**  
906 N. Grant Road  
Carroll, IA 51401-2525  
712-792-1755

**Newton Campus**  
600 N. 2nd Avenue W.  
Newton, IA 50208-3049  
641-791-3622

**Urban/Des Moines Campus**  
1100 7th Street  
Des Moines, IA 50314-2597  
515-244-4226

**West Des Moines Campus**  
5959 Grand Avenue  
W. Des Moines, IA 50266-5302  
515-633-2407

DMACC at Perry Vankirk Career Academy | DMACC Career Academy, Hunziker Center, Ames | DMACC Transportation Institute  
Evelyn K. Davis Center for Working Families | DMACC Center for Career & Professional Development at Southridge | DMACC Capitol Center