



Honor Society of Nursing
Sigma Theta Tau
International

Rho Chapter

The University of Michigan
Chartered 1959

Web page: <http://www.nursing.umich.edu/stti>

Fall 2004
Vol. 4, No. 2



The Dean's Perspective

By Ada Sue Hinshaw, Ph.D.
R.N. F.A.A.N.

The University of Michigan School of Nursing, ranked third in the nation, is poised to make a difference by addressing the complexities of the nursing shortage on numerous levels. The School has already responded to a changing demographic for potential students and has created several entry points to the BSN program including:

- The traditional 4-year undergraduate curriculum.
- A "two-plus-two" for students who start at a junior college and transfer to the School of Nursing for their last two years.
- An RN- BSN program for those with an Associate's degree in nursing who complete the Bachelor's requirements in 24 months (working part-time and going to school part-time).
- A Second Career program for those with a Bachelor's degree in another discipline who come to the School of Nursing to earn a BSN in 12 months.

The Second Career program began last year with funding from the Health Resources and Services Administration of the U.S. Department of Health and Human Services. The School of Nursing has funding for 3 years with a cap of 24 students this year, 32 students next year and increasing to 48 students the following year.

The Michigan Board of Nursing approved the accelerated program in July, 2004 specifically for candidates with bachelor's (BA, BS, BGS) or higher advanced degrees in other fields. It is the first of its kind in the State of Michigan and targets the unique didactic needs of adult learners who seek an intense and demanding educational experience. Prerequisites include social sciences as well as clinical sciences.

Our leadership excels in our graduate programs. We offer Master's degrees in 21 specialty areas. Ph.D. programs are available in 4 areas:

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The President's Column

By Norma J. Sarkar MPH,RN
President, Rho Chapter



As new chapter president, I was able to attend the Chapter Leadership Academy in Indianapolis, Indiana on November 4-6. There were 500 chapter officers and board members in attendance from all over the United States and Canada. It was a wonderful opportunity to share ideas and formulate plans for Rho Chapter. There are three areas that we need to focus on to strengthen our chapter. The first focus is Visibility. Each STTI member is encouraged to wear your pin daily. As I did this last week, I was amazed by the number of students, faculty and clinicians who commented. If your pin is not readily available, I would encourage you to visit the STTI website and make that purchase. Making STTI visible in the workplace and the academic setting sends a strong message about the importance of membership in STTI to clinicians, faculty and students.

The second area that is important is Communication. Each member of Rho Chapter is asked to share his or her e-mail address to improve our electronic communication. This newsletter continues to be sent in the mail, but as we all know, technology provides us with an efficient means to communicate with our membership. We want to build a strong electronic community to disseminate information about programs, awards, etc. If you have not provided your e-mail address to us already, please send it to: rhochapter@umich.edu.

The third area of effort is Membership Involvement. Mem-

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2004-2005 *RHO* Chapter Board and Committees

President:

Norma J. Sarkar MPH, RN (nsarkar@umich.edu)

President-Elect:

Currently Vacant

Past President:

Kathleen Gold, MS, RN (ksgold@umich.edu)

Vice President:

Barbara Christy, MSN, MSIS, RN (bchristy@umich.edu)

Corresponding Secretary:

Deborah Brunelle, MS, RN (brunelle@umich.edu)

Recording Secretary:

Mary Webb, RN (mswebb@umich.edu)

Treasurer:

Lisa Falzetta (falzetta@umich.edu)

Faculty Advisor:

Patricia Rutowski, MS, RN (rutowski@umich.edu)

Faculty Advisor-Elect:

Michelle Pardee, MS, APRN-BC, FNP
(milopa@umich.edu)

Research Special Projects Award Committee:

Jane Anderson, PhD, RN (janea@umich.edu)

Excellence in Nursing Awards Committee:

Currently Vacant

Nominating Committee:

Chair: Sue Clemen-Stone (scstone@umich.edu)
Member: Sandra Merkel, MS, RNc
(sandym@umich.edu)
Member: Kimberlee Gretebeck, PhD, RN
(kagreteb@umich.edu)

The Dean's Perspective

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Health Promotion/Risk Reduction, Bio-Behavior, Nursing Systems, and Women's Health. Post-doctoral study is offered in Health Promotion/Risk Reduction, Neurobehavior/Cognition, and Women's Health Disparities.

We are excited to offer this array of entry points into our BSN program and this breadth of graduate study. The School is determined to remain innovative leaders as we work to make an impact on the nursing shortage.

The President's Column

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bers have many responsibilities and limited time, so the old saying that "many hands make light work" has never been truer. Rho Chapter board is committed to identifying more members in service and academia who can assist with short-term responsibilities and strengthen the chapter.

On November 14, I had the privilege of presiding over the induction of 68 new members to Rho Chapter with an audience of about 200. The energy and enthusiasm in the Michigan League Ballroom was amazing. The accomplishments and future goals of these inductees were most impressive. They truly reflected the Leadership, Scholarship, Education and Research that are the foundation of STTI. We also honored nineteen Silver Members, those who have belonged to STTI for 25 years or more. These individuals have demonstrated that membership in STTI is a commitment that continues throughout your nursing career.

As a member of Rho Chapter, please consider completing these simple tasks: 1) Take out that STTI pin and wear it. 2) Make sure that we have your e-mail address; we promise not to abuse the privilege and 3) Consider increasing your involvement in Rho Chapter. As a member of STTI, you were chosen for your achievement in Leadership, Scholarship, Education and/or Research, to be a member of one of the most important nursing professional organizations, be active and take advantage of all that STTI can provide.

Rho Chapter News

Faculty Advisor 's Column: Revision of Rho Chapter Selection Process

By Pat Rutowski, RNC, APRN, BC

The most cherished event for Rho chapter members is the Annual Induction Ceremony. The traditions of this special time for new and older members of the Chapter are imprinted on our memories.



The process that leads to this important event has held its set of traditions. The criteria for admission into Sigma Theta Tau International (STTI) include scholarly and leadership achievement. Choosing appropriate members and verifying their qualifications requires long hours on the part of the Faculty Advisor. This fall, the international organization revised the membership approval procedures using a computerized process, with the goal of streamlining the selection process and facilitating communication between local chapters, membership candidates and Sigma Theta Tau International.

Rho Chapter used the new selection process this fall. The Rho Chapter Faculty Advisor submitted names of eligible candidates to STTI; who then contacted candidates by email and post about their eligibility. As with all new projects, there were some real benefits as well as future challenges.

The Rho Chapter Board has formed a task force to review the chapter's membership selection practices and make recommendations. New candidates have been asked to participate on the task force. Current members are also asked to volunteer for this group. It is anticipated that it will take 2-3 meetings to create recommendations.

STTI has eliminated its requirement for two endorsements and an activity summary of the candidates. Since this process has been time-honored within the Chapter, any changes by Rho Chapter to these requirements will

require careful thought. Contact Norma Sarkar, RN, MPH (nsarkar@umich.edu) by December 30, 2004 if you are interested in participating in the task force to review and revise the membership selection process.

Pat Rutowski, RNC, APRN, BC

Rho Chapter Faculty Counselor, Academic Year 2004-05

VIP Profile

WHAT:

A new online survey of member interests and expertise located on the honor society website, <http://www.nursingsociety.org>.

WHY IS IT IMPORTANT TO CHAPTERS:

- To retain current volunteer groups by asking them to submit their interest profiles
- To recruit new volunteers
- To establish new task forces
- To find expertise within the chapter
- To know more about our chapter members
- To identify interests among the membership

WHO: All Rho Chapter members are encouraged to complete a VIP profile by 12/31/04.

DIRECTIONS:

1. Go to the STTI website: <http://www.nursingsociety.org>
2. Click on "Volunteer Interest Profile" on right side of the home page.
3. Look for "start here" on right side of page, and enter your information.

Rho Newsletter, supported by member dues, is published two times a year: Fall and Winter. **We welcome your comments and news about STT Rho members' activities.** Send your contributions via email or disk by the 15th of March and November, to: Newsletter Editor, Rho Chapter, STTI, c/o Ann Kruszewski, University of Michigan, 400 N. Ingalls, Ann Arbor, MI 48109-0482, (734) 763-9436, <annkrusz@umich.edu>.

Induction Ceremony: November 14, 2004

Rho Chapter proudly added 68 new members on Sunday, November 14, 2004, during its annual induction ceremony at the Michigan League Ballroom. Chapter President, Norma Sarkar, MPH, RN, served as mistress of ceremonies. The Dean of the University of Michigan School of Nursing, Ada Sue Hinshaw, PhD, RN, FAAN, provided congratulations and described the challenges ahead in transforming nursing work environments to maintain patient safety. She described avoiding fatigue in nurses, safe staffing levels, and control over the work environment as contributors to keeping patients safe.



Silver Members

A new tradition is honoring silver members, Rho chapter members with 25 or more years of membership in Sigma Theta Tau. Nineteen silver members were honored at the induction ceremony. Please look over our list of inductees and make a point of offering congratulations and welcome to any new members you know.

A special thank you to Vice-President Barbara Christy, MS, RN, who planned this event and worked tirelessly to make this day special for our inductees and silver members. Additional thanks to Patricia Rutowski, Faculty

Advisor, who spent long hours identifying potential members and leading the membership selection process.



MARK YOUR CALENDARS NOW!!!!

Make plans to attend the
Sigma Theta Tau International
38th Biennial Convention

November 12-16, 2005 Indianapolis, Indiana

Visit <http://www.nursingsociety.org> for more information

Induction Ceremony: November 14, 2004

2004 Rho Chapter Inductees

Community Leaders

Tracey Anderson

Lisa Falzetta

Sigrid Hermon



Masters & Doctoral Students

Chanokruthai Choenarom

Julie Ann Kruse

Kim Deller

Renee McCune

Rochelle Fountain

Martha Merkel

Sondra Kalczynski

Allison Sweet



Senior Nursing Students

Catherine Austria

Mary Lambert

Holly Baier

David Leto

Lindsey Balzhiser

Jane Macaulay

Jennifer Bohl

Anna Magar



Carissa Bonner

Jessica McEntee

James Cahill

Katrina Melonakos

Maureen Cebula

Inder Narula

Pam Clay

Kathryn Organ

Maggie Desir

Mindy Pallas

Beth DeVries

Johanna Phillips

Melissa Donovan

Corrine Quinlan

Sarah Ehlke

Natalie Render

Nicole Grace

John Seeburger

Julie Heringhausen

Suzanne Smith

Moly Herndon

Carolynne Suveng

Valeria Hintz

Ngan My Thai

Katherine Jannausch

Sarah Wachler

Amy Kaplan

Rachel Walts

Jennifer Kinch

Julie Wilner

RN Studies Students

Fonya Atabong

Jennifer Rhodes

Bobby Jo Avery

Monica Rochman

Desiree Conyers

Margaret Secor

Denise Cornish-Zirker

Melissa Smalligan

Nancy Duckworth

Mary Steinke

Anne Maihofer

Denise Travis

Stacy Bilek Ochsenrider

Paula Truax

Kevin Ponder

Natasha Watson

Dennis Powless

Marilyn Yelder



Meet The Rho Chapter Board

New members to Sigma Theta Tau Rho Chapter Board were installed at the first board meeting of the 2004-2005 term. Outgoing president, Kathy Gold, MHSA, RN, presided over the installation of new board members. Assuming their new positions were: Norma Sarkar, MPH, RN, president; Barbara Christy, MS, RN, vice-president; Mary Webb, BSN, RN recording secretary; Patricia Rutowski, MSN, RN, moving from faculty advisor-elect to faculty advisor; and Michelle Pardee, MS, RN, faculty advisor-elect.

Meet your board members, who are proudly serving Rho chapter:

Norma Sarkar, MPH, RN, President

Norma is currently a lecturer at the School of Nursing teaching Community Health Nursing and Leadership & Management to undergraduate nursing students at U of M.

Barbara Christy, MS, RN, Vice-President

Barbara is a lecturer at the School of Nursing, and coordinates the Leadership & Management class as well as the senior internship class, Transition to Nursing Practice.

Deborah Brunelle, MS, RN, APRN-BC, Corresponding Secretary

Deborah is a nurse practitioner in neurosurgery at UMHS. She is also a volunteer at Hope Medical Clinic in Ypsilanti.

Mary Sue Webb, BSN, RN, Recording Secretary

Mary Sue is a Clinical Nurse II at the Briarwood Family Practice Clinic. She provides nursing leadership to the clinic and is involved with projects for development of telephone nursing and evaluation of the electronic patient record.



New Officers Reciting STT Oath

Patricia Rutowski, MSN, RNC, APRN-BC, Faculty Advisor

Pat is a nurse practitioner certified in Adult and Women's Health. She teaches the undergraduate clinical course, Childbearing and Reproductive Health at the School of Nursing, and also a freshman seminar in the College of L.S. & A. She maintains a clinical practice at Hope Medical Clinic in Ypsilanti.

Michelle Pardee, MS, APRN-BC, FNP, Faculty Advisor-elect

Michelle is a certified Family Nurse Practitioner with nine years of experience. She is a lecturer in the School of Nursing and maintains a clinical practice at Ozone House Outreach Clinic.

Lisa Falzetta, MS, RN, Treasurer

Lisa was just inducted into Rho Chapter as a community leader on November 14, and wasted no time becoming involved. She was appointed to the vacant treasurer position at the November 18 board meeting. Lisa is a lecturer in Nursing Business at the School of Nursing, and the Project Coordinator for the GEM-Nursing program, a national online mentoring program for students aged 15 to 21 who are interested in nursing as a career.

UMHS Nursing Featured in "Reflections on Nursing Leadership"

Does nursing run in your family? This question was pondered by Rho chapter member, Stephanie Minerath, MS, RN, who serves as Vice-Chair of the University of Michigan Professional Nurse Council and is



Nursing Traditions in the Merkel Family

staff member of the nurse retention team. The idea was generated as the retention team focused on the need to acknowledge the excellence and value of nurses in the UMHS family. Stephanie sent out an email to the UMHS nursing staff, inviting them to share stories and photos about nursing in their families.

In response, Stephanie received many notes with stories about nursing families, filled with inspiration and pride. Old photos were sent and new photos were taken to be included in the display. Stephanie copied, scanned, compiled, typed, printed and pasted to make a most thoughtful and inspiring display. Some families had a long history of nursing and others were just starting their family legacy.

At the invitation of Dierdra Baggott, RN, Jane Palmer, Sigma Theta Tau Editorial Coordinator and Assistant Editor, came to Ann Arbor in April, 2004 to interview nurses and report on the photo display, "Does Nurs-

ing Run In Your Family?" UMHS nurses joined her for lunch and discussed the display and working at the University of Michigan Health System. Margaret Calarco, PhD, RN, Chief of Nursing Services UMHS, and U of M School of Nursing Dean, Ada Sue Hinshaw, PhD, RN, FAAN, were also present to speak about the important role of nursing and the need to develop work environments that promote retention. Juanita Parry RN, manager of nurse retention explained that this photo display is just one of many activities that focuses on the goals and vision of the nursing department and changing the nursing culture. Ms. Palmer's article, "All in the Family" appeared in the most recent issue of Nursing Reflections (4th Quarter, 2004, Volume 30, Number 4, pp. 28-31).

The display illustrated the history that exists in the university nursing community and the message that nurses acknowledge and value one another. Stephanie Minerath explained that there are thousands of nurses in the UMHS, "but these stories were able to touch and enrich our entire nursing community and reminded all of us how proud we are to be nurses." The nurse retention team believes that the simple acts of connecting, listening and telling stories develop a strong and vibrant nursing community. One person said that "this display was a gift to all, the entire health system." Ann Kaiser RN, nurse manager said that "nursing was a huge part of what my mom was and what she gave me." With a few reminders from Stephanie, I was one of the nurses who submitted photos of the nurses in my family. As I was gathering these photos, I realized the strength of nursing in my family.



This display has spurred me to talk with the nurses in my family and record their thoughts as to why they become nurse and their love of the profession. The article by Jane Palmer provided the opportunity to share this creativity and powerful project with others.

Sandra Merkel, MS, RN
Clinical Nurse Specialist
Pediatric Pain Service, C. S. Mott Children's Hospital

Editor's note: Ms. Merkel's daughter, Martha Merkel, a clinical nurse in the Pediatric Intensive Care Unit at Mott Hospital and a student in U of M's graduate nursing program, was inducted into Rho Chapter this month. Nursing truly does run in her family!

Nominations Needed for Rho Chapter Board Members

It is the time of year to think about our ongoing commitment and contribution to our organization. The Sigma Theta Tau nominating committee is anxious to prepare a ballot that has members from a variety of settings. Thus, the committee is requesting self-nominations and membership recommendations regarding qualified persons to place on the ballot. This year we will be selecting individuals to serve in the positions listed below. Each officer serves a two year term. Indicate, by checking the line in front of the position, those positions for which you would be interested as the 2005 ballot is developed. If you are unable to serve in the upcoming year, we would be happy to receive your nominations for the offices identified:

- ☐ President Elect
- ☐ Corresponding Secretary
- ☐ Treasurer
- ☐ Member, Nominating Committee (two elected annually)
- ☐ Faculty Advisor Elect

Complete the following information if interested in running for a position:

Name _____
Address _____

Email address _____
Phone Home _____ Office _____

I cannot serve at this time but would suggest you consider

_____ for the position of _____.

Please return this form by January 31, 2005 to:

Sue Clemen-Stone
P.O. Box 612
Whitmore Lake, MI 48189

The nominating committee hopes to finalize the ballot by March 2005. Thank you for your assistance. It would be impossible for the organization to remain viable without the assistance of the members. For additional information contact: Susan Clemen-Stone, Chairperson (scstone@umich.edu).

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