



Sigma Theta Tau
International
Honor Society of Nursing

Spring 2023 VOLUME 23, Number 1

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RHO CONTACT INFORMATION:

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Chapter Website (School of
Nursing) [http://
nursing.umich.edu/rho-chapter](http://nursing.umich.edu/rho-chapter)

Facebook: Sigma-RhoChapter

Instagram: @sigmarhchapter

Chapter Web page The Circle:
<http://rho.sigmanursing.org>

Rho Chapter

University of Michigan
Chartered 1957

www.nursing.umich.edu/info/current-students/clubs-organizations/sigma-theta-tau



Sofia Abrams-Rivera	Samantha Ellen Demasi	Jeneen Hasan Krayem	David Ryamukuru	Colleen Elizabeth Verla
Taylor Aleo	Omosede Falconer	Montana Rose Kyle	Hannah Vander Schaaf	Kira Viverette
Emily Kate Azhari	Yuanxin Fan	Amy Lee	Isabel Scherer	Anna Clare Weaver
Caroline Back	Emma Elizabeth Fordree	Angelin Lee	Ryann Schurman	Kayla Grace Williams
Marissa Bains	Grace Foster	Janet Seoyoon Lee	Megan Seranko	Kayla Annette Wilson
Haley Barnett	Anjie Garcia	Sarah Levin	Mary Clare Shay	Anon Wilson
Elise Brice	Ella Claire Gerdes	Samantha Luke	Elise Sikora	L aShawnda McLean
Ella Bricker	Marissa Ghannam	William McKinley	Hannah Slawson	
Claudia Bringle	Elise Girardot	Maria-Graziella Muscat	Madelyn Snow	
Linnea Brunvand	Diana Goldansky	Emma Rose Norman	Olivia Snyder	
Mackenzie Calichman	Chelsey Guevara	Miracle Nwachukwu	Jung Yoen Son	
Bree Carlen Baker	Jessica Yann-Hsin Hsu	Kathleen O'Neill	Jolene Soriano	
Olivia Carpenter	Kayla Jacobson	Emma Pont	Kaitlyn Marie St. Amour	
Rebecca Clark	Mia Jakubik	Madalyn Bryn Poupard	Brooke Star	
Molly Clifford	Taylor James	Jessica Nicole Pratt	Abigail Straayer	
Caitlin Cole	Erica Jeffery	Sierra Randle	Amanda Arzadon Sutherby	
Sarah Collinson	Adrianna Junior-Robins	Gloria Ravuri	Madelyn Szczechowski	
Kaia Constantinides	Rosa Juusela	Mia Luistro Rodriguez	Michelle Torralba	
Hailie Charlene Curry	Sieun Kim	Abigail Rubin	Marie Jeanne Tuyisenge	
Courtney R. Dalton	Isabella Shirley Kogon	Caitlin Claveria Gines	Marissa Valade	

SPRING INDUCTION AND AWARDS CEREMONY MARCH 26, 2023

We were thrilled to be back at the Michigan League to celebrate our new inductees and awardees after several years of limited ceremonies. Among our 70 inductees were three Ketefian grant recipients. Thanks to the generosity of Dr. Shake Ketefian, Rho supports membership dues for students from low income countries. This year's recipients are: Marie Jeanne Tuyisenge, David Ryamukuru, and Eva Tabarani. Chapter President, Julia Morrissey, led the formal ceremony. Outlining the lifelong benefits of Sigma membership and giving an overview of Rho Chapter's accomplishments in the past year.

A special thank you to School of Nursing Associate Dean for Undergraduate Studies, Dr. Dana Tschannen, who gave remarks on behalf of the School of Nursing. And another thank you to Dr. Nancy May, Chief Nursing Executive for Michigan Medicine who welcomed the inductees and awardees on behalf of Nursing at Michigan. Dr. May has been an excellent supporter of Sigma Rho Chapter. Rho Faculty Counselor Linda DiClemente did an outstanding job of new member recruitment this year. Our wonderful Awards Chairperson, Julie Buser, stepped in to lead the selection of awards recipients. The ceremony details were planned and carried out by President Julia Morrissey and Vice President Deb Lee. Thank you to both of them for stepping in to this important role. As always, Rho Chapter's outstanding administrative support person, Mary deBardeleben assisted with the many details regarding induction and the ceremony. Thank you, Mary!



*Two of our Ketefian grant recipients:
David Ryamukuru (left) Marie Jeanne Tuyisenge (right)*

CONGRATULATIONS TO RHO CHAPTER EXCELLENCE IN NURSING AWARD WINNERS



Sigma Rho Excellence Award Winners along with Vice President Deb Lee (left end) and President Julia Morrissey (right end). Award-ees left to right: Olivia Halabicky, Winni Chen, Kari Szczechowski, Barbara Medvec, Not pictured: Francene Lundy and Chelsea Moore

This year's six awards recipients represent the best in nursing practice, education, and leadership. Congratulations to these nurses and future nurses:

EXCELLENCE IN LEADERSHIP

Barbara Medvec, DNP, RN, NEA-BC

Dr. Medvec held executive nursing leadership positions and leadership positions in health systems. She consistently leads with excellence and zeal in patient care, advancement of the nursing profession and development of the next generation of nurse leaders. Dr. Medvec has also demonstrated leadership within state and national professional organizations. She models Nightingale's transformational leadership. In her current role as an educator in the graduate and undergraduate programs at the University of Michigan School of Nursing, she prepares the next generation of nurse leaders through teaching and mentorship where she developed new and innovative courses to educate nurse leaders for the future.

EXCELLENCE IN MENTORSHIP

Kari Szczechowski, DNP, RN, PCCN-K

As a mentor, Dr. Szczechowski consistently promotes and expands the development of nurses to achieve advanced degrees and demonstrate nursing excellence. She has supported and mentored multiple colleagues through their Master's and DNP programs. She has been a consistent voice of nursing alumni within the School of Nursing through her actions to promote and develop others in clinical nursing. As a faculty coach in the Nursing Executive Fellows Academy (NEFA) between Michigan Medicine and the School of Nursing, Kari consistently works with cohort fellows through mentoring and developing their skills in leading through change management and excellence.

RISING STAR

Olivia Halabicky, PhD, RN

Olivia Halabicky is a Postdoctoral Fellow in the Environmental Toxicology and Epidemiology Program. Dr. Halabicky has a unique interdisciplinary perspective, bridging nursing and environmental health, along with an exceptional commitment to pursue training and scholarship opportunities. In addition to her seeking her own professional growth opportunities, she provides outstanding mentorship to future nurse and public health researchers.

DISTINGUISHED SERVICE:

Francene Lundy, MSA, BSN, RN, NE-BC

Ms. Lundy recently retired after 47 year career in general surgery and nursing administration. She advanced to her current role as Associate Chief Nursing Officer of the Surgical Nursing Services in the Adult hospital at Michigan Medicine. Throughout her career she demonstrated expertise in the areas of leadership, mentoring, facilitating, and professional development. Ms. Lundy has participated in many institutional initiatives to advance nursing practice at Michigan, instilling "Lean Transformation" into patient care operations to provide a high level of care while minimizing waste which leads to lower cost. mentoring, facilitating, and professional development. Her focus is on improving patient care through interdisciplinary communication among physicians and nurses. She has been invited to speak to a wide variety of audiences on topics such as trust building, emotional intelligence, Lean tools, and effective communication.

STUDENT LEADERSHIP

Winni Chen, BSN

Winni Chen is a member of the UM School of Nursing BSN class of 2023. She is one of two Sigma Rho Chapter Student Leader Interns. She has demonstrated leadership throughout her student experience as the University of Michigan Student Nurse's Association Vice President, a Nursing Extern at Children's Hospital of Philadelphia, Nurse Aide at 5A Ortho/Trauma at Michigan Medicine, and a Peer Mentor for Health Science Scholars Program. Winni conducted an excellent service project for Rho Chapter, collecting over XXX to benefit Mott Children's Hospital Family Life Program

DRICKAMER STUDENT MENTORSHIP AWARDS

Chelsea Moore, MSN, APRN, CPNP-PC

Ms. Moore is a Ph.D. pre-candidate at the University of Michigan School of Nursing. She is an exceptionally accomplished PhD student, and an active member of the nursing/PhD community, U of M at large, and multiple professional organizations. Prior to her time in the PhD program, Chelsea worked as a pediatric registered nurse and nurse practitioner across a variety of specialties, spanning critical care to primary care. In these clinical roles, Chelsea served as a formal preceptor for many nursing students, newly graduated and transitioning nurses.

PRESIDENT'S COLUMN



*Julia Morrissey, MSN, RN, NE-BC,
President, Rho Chapter*

By Julia Morrissey, MSN, RN, NE-BC, President, Rho Chapter

My first year as Rho Chapter president is nearly complete and I am so proud of what we have accomplished. Our activities are all directed by Sigma's mission of promoting scholarship, leadership, and service. Rho Chapter supported scholarship through participation in conferences highlighting nursing research and evidence-based practice at the UM

School of Nursing and Michigan Medicine. We also provided grants for scholarly projects by Rho members. Rho continued to promote professional development in our nursing community and for our students through programs on Implicit Bias, planning for graduate school, and interviewing tips for the first nursing job. I am grateful for all the work that Membership Involvement chair, Diane Ferguson, did to organize and present these sessions. We continued to support the annual IPN Leadership Conference in January and the critical care specialty conference, Stitching Evidence into Practice, in February. And thanks to work by our Student Leader Interns, Winni Chen, and Emily Hesse, Rho partnered with the School of Nursing and Student Nurses Association to hold a very successful book and toy drive to benefit Mott Hospital.

I'm very excited about our new Mentor on Demand program. Over twenty of our Rho members have offered to provide short-term advice or experiences to other members and School of Nursing students. Already, some of our mentors have served as speakers at Rho events and provided career advice. Read more about this program on page 5. We hope that these activities help you to see the value of continuing your membership in Rho Chapter. Please take advantage of Sigma's resources. You receive emails from Sigma and Rho Chapter about programs, grants, and news updates—don't just delete them or put them aside. Take a look at what Sigma offers you. Each year, you receive an email from Sigma when it is time to renew. Please make sure to continue your Rho Chapter membership—dues average only \$9 per month. Yet your dues enable our chapter to provide substantial support for nursing students and the continuing education of our members. Go to page 6 to view the long list of members who received support for their Sigma membership and scholarly work and appreciate the all of the good that your dues provide. If you can make a small additional contribution to Rho Chapter, I am most grateful. Together we can do much good for our members and our nursing community. Thank you!

RHO CHAPTER OFFICERS 2022-2023

President: Julia Morrissey, MSN, RN, NE-BC
(julmorri@umich.edu)

Vice-President: Deb Lee, PhD, FNP, ACNP-BC
(webdeb@umich.edu)

Treasurer: Cristina Holmes, DNP, RN, AGACNP-BC, CCRN
(wojackc@umich.edu)

Secretary: Stephanie Colton, DNP, RN, AGACNP-BC
(stco@umich.edu)

Faculty Counselor: Linda DiClemente, DNP, RN
(Imdiclem@umich.edu)

Faculty Counselor-Elect: Laura Prochnow, DNP, RN, CHSE
(lprochn@umich.edu)

Student Leader Interns: Winni Chen, SN4
(winnic@umich.edu) and Emily Hesse, SN4
(emhesse@umich.edu)

COMMITTEES

Governance Committee (Membership & Bylaws)

Chair: Susie McDevitt, DNP, ACNP-BC
(smcd@med.umich.edu)

Member: Deb Price, DNP, RN (debprice@umich.edu)

Member: Tammy Ross, MSN, RN, OCN (trossrn@umich.edu)

Leadership Succession Committee

Chair: Heather Jones, DNP, APRN, AGPCNP-C
(hejones@umich.edu)

Member: Melissa Bathish, PhD, RN, CPNP-PC
(mbathish@umich.edu)

Member: Jeri Antilla, Ph.D., MSN-Ed., RNC-OB
(jantilla@umich.edu)

Excellence in Nursing Awards Committee

Chair: Julie Buser, PhD, RN, CPNP-PC (jbuser@umich.edu)

Member: Dana Tschannen, PhD, RN (djvs@umich.edu)

Publicity/Communications Committee

Chair: Ann Kruszewski, PhD, RN, (annkrusz@umich.edu)

Social Media: Joyce Lee, BSN, RN (joyslee@umich.edu)

Student Social Media: Isabelle Goodrich SN4
(izgoody@umich.edu)

Research/Special Projects Committee

Chair: Marge Calarco, PhD, RN (mcalarco@umich.edu)

Member: Jen Riske, DNP, RN, OCN (jcriske@umich.edu)

Membership Involvement Committee

Chair: Diane Ferguson, MS, RN, AGPCNP-BC
(difergus@umich.edu)

Member: Joyce Lee, BSN, RN (joyslee@umich.edu)

HOW TO CONTACT SIGMA NURSING:

Do you need help renewing your membership or transferring your membership to Rho?

Contact Sigma Nursing member services:

Email: memserv@sigmanursing.org

Phone: 888-634-7575

SIGMA website: www.sigmanursing.org

SCHOOL OF NURSING RESEARCH DAY 2023: RESEARCH AND PRACTICE IN HEALTHCARE POST-2020



This year's research day, held April 3 and 4 2023, focused the COVID-19 pandemic's effect on research, clinical practice, and scholarship. Presentations were held in a hybrid format: plenary talks were given in person, research presentations were delivered over Zoom. The Suzanne H. Brouse Lecture keynote address was presented by Marianne Udow-Phillips, MHSA, from the School of Public Health and Ford Public Policy School Health Policy and Management. She is also Senior Advisor, Center for Health and Research Transformation where her focus is strategic consulting and mentorship to advance social justice, improve population health and strengthen the effectiveness of public health and mental health systems. Day two featured a plenary session by Abdul El-Sayed, MD, DPhil, faculty member at the Ford Public Policy School, who focused on how politics, media, culture, and science interact to shape our health. Rho Chapter was honored to continue its annual support for the School of Nursing's Research Day. Congratulations to all Rho Chapter members who presented posters, and special congratulations to Jung Yoen Son who received an award for the best PhD poster and Meredith Smith who received the Faculty/Post-doctoral/Alumni poster award.

NURSING AT MICHIGAN POSTER DAY May 8 & 9, 2023



Trisha Drossman receives the People's Choice award winner from Nancy May

Rho Chapter was pleased to support the annual Nursing at Michigan poster days for their first live event in three years! Over 30 posters were on display representing nursing scholarship in the categories of evidence-based practice, research, and quality improvement. Awards were offered in these categories, along with a

first time presenter award and the People's Choice Award. This award, which is voted on by conference attendees, was once again sponsored by Rho Chapter. Congratulations to this year's People's Choice winners, Trisha Drossman, Serena Hartman, and Margaret Fast for their poster, "Orientation Pathway." Their project described a program to alleviate staffing shortages by creating a specialized orientation to help less experienced new hires safely transition to the PACU. Their unit will receive a donation from Rho Chapter to their unit education fund. Congratulations also to Rho member, Jennifer Dammeyer. Her co-authored poster, A Sticky Situation: Decreasing CLABSI's in the Medical Intensive Care Unit by Increasing Central Line Dressing Adhesion" won the Evidence-Based Practice award.

RHO CHAPTER COMMUNITY SERVICE EVENT: MOTT TOY & BOOK DRIVE



Student Leader Interns Emily Hesse and Winni Chen delivering donations to Mott

The C.S. Mott Children's Hospital Child and Family Life program was overwhelmed with the generosity of our members. Our Rho Student Leader interns collected 4 large boxes of donations at the School of Nursing. Mott Child and Family Life identified many more donations sent directly to them. The Child and Family life program meets the emotional, developmental, and cultural needs of children and their families through services such as procedure preparation, medical

play and support, activity centers and school programs. Heightened infection control practices have greatly increased the need for new toys and books at Mott because items cannot be shared between patients. This project was led by our wonderful Rho Student Leader interns, Emily Hesse and Winni Chen who organized the project and managed partnerships with the UM Student Nurses Association and School of Nursing Culture Champions. They handled publicity, collecting donations, and delivering donations to Mott. Thank you to both of these interns (now both proud BSN graduates!).

RHO CHAPTER INITIATES MENTOR ON DEMAND PROGRAM



An exciting new program, "Mentor on Demand," helps Rho members connect with each other around career related questions. There is

so much experience among our Rho members that can be shared with others. The Mentor on Demand program is for short term advice and experiences rather than long-term experience. Our list of mentors includes new graduates, graduate students, staff nurses, travel nurses, advanced practice nurses, administrators, and educators. Their clinical backgrounds include adult and pediatric acute and primary care, mental health, community health, and global health. The Mentor List can be found on our Rho web page on The Circle: <https://rho.sigmanursing.org/home> Just log in with your email and member #, click on "Resources" and look for the Mentor on Demand Resource List document. The mentors are ready for your career questions.

RHO CHAPTER ELECTION RESULTS

Congratulations to our recently elected officers. Thank you for serving your chapter and welcome to the Rho leadership team.

President Elect (2023-2024): Jen Riske

Secretary (2023-2025): Kelly Shakoor

Leadership Succession Member 2023-2025: LaToya Brown

Awards Committee Member 2023-2025: Josh Lidtke-

O'Callaghan

Membership Involvement Chair (2023-2025): Joyce Lee

Membership Involvement Member (2023-2025): Amy Buckenmeyer

CONGRATULATIONS TO RHO CHAPTER GRANT RECIPIENTS

Rho supports many grant programs to benefit our members. Here is a list of members who received support for Sigma membership and scholarly work this year. Thank you to all Rho members—your dues made all of this good work possible.

Sigma Dues Support (for financially needy students who cannot afford member dues)

Wilson, Sieun Kin, Adrianna Junior-Robin, Anjie Garcia, and Rachel Ahn

Ketefian Fund (Sigma dues support for students from low income countries):

Marie Jeanne Tuyisenge, David Ryamukuru, Eva Tabarani

Professional Development grant (to attend conferences or other professional development activities)

Joyce Lee, Deb Lee

Global Health Initiative (for projects to advance global health)

Erica Jeffery

Research and evidence-Based Practice Projects (funds to conduct scholarly projects)

Abby Kreager, Chelsea Moore, Thea Senger-Carenter, Melissa Banthish

Project Dissemination Grant: (support for conference attendance to present scholarly work)

Rhonda Schoville, Florence Johnson, Kelly Shakoor

SIGMA SOCIAL HOUR: HOW TO REDUCE IMPLICIT BIAS FOR BETTER EQUITY OUTCOMES



Dr. Rushika Patel

Thank you to Membership Engagement Chair, Diane Ferguson and her committee for organizing a very successful Sigma Social Hour focused on implicit bias. This LARA-compliant program was offered in a hybrid format with many attendees both live and virtual. Dr. Rushika Patel, UM School of Nursing Chief Health and Academic Equity Officer, gave an outstanding presentation that outlined examples of bias with many engaging

activities that demonstrated how all of us engage in bias. She gave many examples of how unrecognized bias affects the quality of healthcare.

SIGMA REGION 10 RESEARCH CONFERENCE: VOICE OF THE VULNERABLE March 24-25, 2023

After several years of postponements due to COVID, Region 10 held its research conference featuring posters and presentations of scholarly work by Sigma members in Michigan, Ohio, and Ontario. Rho Chapter was well-represented among the presenters at the conference as shown in the photos. Nicole



Nicole Figueroa



Terri Voepel-Lewis

and Well Being at Michigan Medicine gave a plenary address, "Moving Forward After Challenges," focused on promoting resilience following the pandemic. Terri Voepel-Lewis, PhD, RN, FAAN, gave the other plenary address, "Reconsidering Pain Management 2023." Among other Rho Chapter presenters were Susan Wintermeyer Pingel, Deborah Price, Linda DiClemente, Penny Riley and Dana Tschannen for their project, "Thinking, Feeling, Behaving: Using the MIND-BODYSTRONG Intervention to improve nurse wellbeing." A special thanks to Dorothy Nagle who served on the planning committee and handled CE credit applications for the event. Rho Chapter also provided financial support for the event.

Congratulations to all of the presenters and planners. The next Region 10 conference will be held in 2024.



Deb Price, Linda DiClemente, Sue Wintermeyer-Pingel, Nicole Figueroa

CONGRATULATIONS RHO CHAPTER GRADUATES!!



Proud graduates show off their Sigma honor cords on the steps of Hill Auditorium



Nadia Charania, Teacher of the Year 2023

The April 29 School of Nursing commencement was a banner event for Rho chapter. Featured speakers included Rho members, doctoral student representative, Florence Johnson, and BSN student representative Rachel Ahn. We are so proud that Professor Nadia Charania was honored with the Teacher of the Year award at Commencement. Congratulations to all Rho Chapter members who participated in the spring commencement.

RHO CHAPTER GRANTS AVAILABLE



Rho provides funds for members' scholarly work and to continue education, pursue specialty certifications, travel to conferences and engage in international projects that benefit the health of global communities. These grants are all part of Rho Chapter's efforts to increase member benefits. Consider applying for current grants (rolling deadlines, apply at any time):

- Research and Evidence-Based Practice grant to support scholarly projects
- Project Dissemination (Travel) Grant to support travel to present scholarly work
- Professional Development Grant to support activities such as conference attendance, preparing for professional certification, etc.
- Honored Elders Grant—To support membership dues for long-time Rho members who wish to maintain Rho Chapter affiliation
 - Ketefian Fund to support membership dues for Rho members from low and middle income countries
- Global Health Initiative Grant to support projects that advance health of local and global communities

Visit the Rho web page for information on applying for these grants: <https://nursing.umich.edu/about/nursing-michigan/sigma-rho-chapter/chapter-grants>

RESEARCH AND EVIDENCE-BASED PRACTICE PROJECTS GRANTS:

Grants up to \$1000 are available to Rho members. Total grant funds awarded by Rho Chapter are limited, so apply early! Application deadline is September 30, 2023. Visit our website at www.nursing.umich.edu/rho-chapter. Click on "Research and Evidence-based Practice Grants" for more information and the application form.

RHO CHAPTER EVENTS

-Rho chapter events are found on our Rho web page, Facebook and Instagram pages. The Rho web page is found at: www.nursing.umich.edu/rho-chapter. If you use social media, it's easy to get updates about Rho events. Follow us on Facebook and Instagram: @sigmarhochapter

SIGMA NURSING EVENTS:

The 34th International Nursing Research Congress: Connect Nursing Globally Through Research and Evidence Dissemination, July 20-23, 2023, Abu Dhabi, UAE.

Join Sigma to connect and engage with over 800 nurse researchers, students, clinicians, and leaders who are focused on evidence-based research. Can't make it to Abu Dhabi? Join virtually from August 2-4, 2023!. Registration available by June 21 at: <https://sigmanursing.org/congress>

46th Biennial Convention: Be Bold! November 11-15, 2023 (San Antonio, Texas) or November 28-30, 2023 (Virtual). Join more than 2,000 Sigma members and global leaders in nursing as we come together to celebrate our heritage over the last 100 years, build upon our successes, and embrace the 2021-2023 organizational call to action: "Be Bold." Registration available at: <https://sigmanursing.org/convention>



DON'T MISS IMPORTANT CHAPTER NEWS--UPDATE YOUR EMAIL ADDRESS WITH SIGMA:

Rho Chapter compiles email addresses from the Sigma database. We use the Sigma database for sending the Chapter newsletter, information about upcoming events, and photos from recent events. Be sure that your email address is up to date in your Sigma member profile. Contact Membership Services to update your information: 888-634-7575 (toll free).

Publication information:

Rho Newsletter, supported by member dues, is published twice per year: Fall and Spring. We welcome your comments and news about Sigma Rho members' activities.

Send your contributions via email by the 15th of April and November, to:

Ann Kruszewski PhD, RN
annkrusz@umich.edu

Thanks!

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University of Michigan
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NOMINATE A COLLEAGUE FOR NURSE LEADER MEMBERSHIP
Rho Chapter, Sigma Theta Tau International

Do you know a RN leader who deserves membership in Sigma? The Nurse Leader membership category is for RNs with at least a Bachelors degree who have demonstrated leadership, creative work, support for professional standards and commitment to scholarly nursing. See the Rho Chapter web site for more information www.nursing.umich.edu/rho-chapter and click on the "Become a Member" link. Look for "Nurse Leader" membership category. Prospective members will be contacted by the Faculty Counselor to submit an application and a CV.

NOMINEE:

Name: _____

Address: (street address, city, state, zip) _____

Email Address: _____ Mobile Phone: _____

NOMINATED BY:

Rho Chapter Member Name: _____

Address: (street address, city, state, zip) _____

Email Address : _____ Phone: _____

Please return completed form **by September 15** to Rho Chapter Faculty Counselor: Linda DiClemente

By Mail:

Mary deBardeleben (attn: Linda DiClemente)
Michigan Medicine Nursing Professional Development
300 North Ingalls , Suite 6B12
Ann Arbor, MI 48109-5436

By FAX: Call 734-764-5316

By Email: imdiclem@umich.edu