



Calendar

December:

- tDPT 18 Semester 2: Mod 2
- tOTD 14 Semester 2: Mod 2
- **RMUoHP CLOSED: 12/24-31**

January:

- **RMUoHP CLOSED: 1/1-1/3**
- AT 4 Semester 3: Mod 2
- HPW 3 Semester 7: Mod 2
- ECS Prep 7
- DNP 9 Semester 2: Mod 2
- OS 4 Semester 3: Mod 2

February:

- Basic ENMG Training 10: Session 2
- DNP 10 Semester 1: Mod 2
- APTA Combined Sections Meeting

March:

- Clinical Electro 6 Semester 7: Mod 2
- 21st Annual ENMG Symposium

Campus Contacts

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admissions@rmuohp.edu

Finance Office

financeoffice@rmuohp.edu

Institutional Review Board

irb@rmuohp.edu

Marketing

info@rmuohp.edu

Medical Library

librarian@rmuohp.edu

Registrar

registrar@rmuohp.edu

Join the RMUoHP Facebook group!

- Post your testimonial!
- Reunite with other students and alumni!
- Keep up-to-date with University news and events!

Season's greetings from RMUoHP

As we reflect upon the achievements of the University, faculty, students, alumni, and staff, it is overwhelmingly difficult to acknowledge in one short article the achievements of those associated with RMUoHP during 2009. However, it is with great gratitude that we acknowledge the labors of our associates who filled the pages of these quarterly newsletters with their publications and presentations and brought pride to the University through scholarly activity.

This year, we've celebrated the conversion of five Doctor of Science (DSc) programs to the Doctor of Philosophy (PhD). This included Nursing, Health Promotion and Wellness, Orthopaedic and Sports Science, Pediatric Science, and Athletic Training. Professional development courses were offered in electro-neuromyography and evidence-based practice while electives in aging were added to the transitional Doctor of Physical Therapy (DPT) and transitional Doctor of Occupational Therapy (OTD) degree programs.

During 2009, RMUoHP received approval from the NWCCU to host the site visit for initial accreditation in October 2010 and the entry-level Doctor of Physical Therapy program also underwent its first CAPTE site visit. Both of these milestones occurred during RMUoHP's 10th anniversary celebration year and brought fond remembrance of the University's progress since opening in 1999. In its continuous efforts to support students, RMUoHP added new options for student loans and a learning management system, WebStudy. During 2009 and to support future growth, the University also added staff and faculty positions as well as expanded its facilities.

As RMUoHP continues to grow, we are particularly thankful to those who have sacrificed to fulfill the University's mission. To our students, alumni, faculty, and friends we wish happy and safe holidays and a fulfilling 2010!

Dr. Richard P. Nielsen
RMUoHP President

CAPTE conducts site visit at RMUoHP

On October 19-20, 2009, the Commission on Accreditation in Physical Therapy Education (CAPTE) conducted an on-site visit at RMUoHP to assess the University's developing Doctor of Physical Therapy (DPT) program. Dr. Robert Sellin, director of the DPT program, stated, "The CAPTE site visit was a very positive and constructive meeting and we await the results." The DPT program is currently in the Applicant for Candidacy (AFC) phase of accreditation. The AFC was completed and sent to CAPTE on August 27th of this year. CAPTE

pronounced the AFC "bona fide" on September 1, 2009. RMUoHP will find out in January 2010 if it has gained Candidate for Accreditation status.

The DPT program is scheduled to start in May of 2010, contingent upon gaining candidacy. The program will be the first residential program for the University, and the second residential DPT program in the state of Utah. Applications are currently being accepted for the inaugural class.

Student and Alumni Notices

Graduate Student Council (GSC) and Alumni Board members needed: If you're interested in serving, email jegbert@rmuohp.edu! Also, anyone may also reach the GSC at gsc@rmuohp.edu or the Alumni Board at alumniboard@rmuohp.edu.

Testimonials wanted: Because student and alumni referrals are a primary source of RMUoHP's students, the University would like to add to the testimonials used on the website and in marketing. If you're willing to provide a testimonial, email jegbert@rmuohp.edu.

Registrar update: RMUoHP Registrar, Gretel Cosman, will be on maternity leave for the month of January. Students should contact the assistant registrar, Jan Reese, at jreese@rmuohp.edu for assistance.

New housing option available: Silver Mountain Suites (41 East 400 South, Provo; 801.372.0481); \$50-60/night; approximately 1.8 miles from campus. This complex includes short-term options for students who would prefer residential-style living. Each unit includes several bedrooms (each with private bathroom), living room, and full kitchen. Laundry services are also available on site. This complex may be a good option for students who wish to stay in the same unit, share car rental, or simply enjoy cooking at home! Shuttle service is available.

Need information on student healthcare or looking to provide healthcare for your employees? Visit the Current Students > Student Services > [Healthcare and Emergency Services](#) link of the RMUoHP website!

Need some help with time management? Visit the Current Students > Student Services > [Tips and FAQs](#) link of the RMUoHP website!

Regional accreditation update

RMUoHP is preparing its first draft of the self-study report in preparation for the October 27 – 29, 2010 NWCCU site evaluation for initial accreditation. While the report will be submitted to NWCCU in late summer 2010, University constituents and the public will be invited, prior to the site visit, to send comments to NWCCU.

Students have recently participated in the 2009 Student Satisfaction Inventory and 2004 and 2006 alumni will be participating in an alumni survey this month. All University constituents will continue to be actively involved in the University's assessment processes. Students and other University community members will continue ongoing participation in the University's assessment. Because surveys are an integral part of the assessment process, all University community members are encouraged to respond to survey links as quickly as possible.

Sustainability at RMUoHP: e-Handouts

One of RMUoHP's Core Values is sustainability, which is defined as operating with respect for the natural environment. In a recent survey, students provided suggestions on how the University may become more sustainable. Included in these suggestions was use of fewer hard-copy handouts. **As such, beginning January 2010, the University will no longer be printing paper handouts for students.** All handouts will be provided to the students electronically (via WebStudy, email, etc.). In addition, RMUoHP has also added extra recycling bins throughout the University. By committing to these changes, we are doing our part in respecting the natural environment. We thank you for your understanding and participation in upholding our Core Values and welcome any other suggestions that will limit our carbon footprint.

Entry-level DPT Program Update

In late November and following the site visit (as described on page one), RMUoHP's entry-level Doctor of Physical Therapy (DPT) program received the written report of the CAPTE site visit. RMUoHP's written response to CAPTE was compiled by Dr. Larry Banks, Dr. Robert Sellin, Dr. Jeff Lau, and Krystal Downs and mailed to CAPTE on November 30. The program consultant, Dr. Ray Patterson, also provided valuable input to RMUoHP's CAPTE response and his experience and insight were much appreciated. RMUoHP felt there were no surprises in CAPTE's written report and the University now awaits the official results of the site visit. CAPTE will decide in late January regarding RMUoHP's request for candidacy status. If granted candidacy status, the University will begin admitting students into the DPT program. There are already dozens of applicants who have started the application process.

The DPT program invites any clinicians who have not already signed their facility up to be a clinical site to consider taking RMUoHP's DPT students in the future. For information on being a clinical instructor, contact Dr. Bob Sellin (rsellin@rmuohp.edu, Program Director), Dr. Jeff Lau (jlau@rmuohp.edu, Director of Clinical Education), or Krystal Downs (dpt@rmuohp.edu, Administrative Assistant). The department may also be reached at 801.734.6846.

Institutional Effectiveness update: SSI results

As part of RMUoHP's systematic institutional assessment process, in October 2009 the University administered the annual Student Satisfaction Inventory (SSI), which is used to assess student perception regarding the University's alignment with its mission and core values, student academic experience, and general student satisfaction across University functions, programs, and services. Of a potential 296 students, 192 students (64.86%) completed the entire survey. Summary data was provided to administrators, graduate program directors, the Graduate Student Council, and is posted on the Institutional Effectiveness page of the RMUoHP website. Each Graduate Program Director additionally received a comprehensive programmatic summary. RMUoHP is very pleased with both the participation in the survey as well as in the results, which are highlighted below. It should be noted that a majority of items included a rater response using a five-point scale (5 = strongly agree).

- **Core Values.** All Core Values averaged 4.3 or above, with scholarship, integrity, and leadership averaging greater than 4.5.
- **University mission and support.** All items were rated at 4.28 or above, with ratings above 4.5 for communication within the admissions process, access to policy and procedural information, access to campus- and community-related information, and hotel recommendations. The statement "My degree program adequately supports the University's current mission, to educate current and future healthcare professionals for outcomes-oriented, evidence-based practice" received a 4.72 average response. This strong agreement demonstrates alignment between the University's degree programs and mission.
- **Learning experience.** Of the 10 items, only two fell below 4.5 - learning resources and career-related advising. Both of these items, however, show improvement from the 2008 SSI.
- **Academic and financial.** Registrar reliability and program value rated above 4.5, while electronic library resources fell below 4.0. The 2009 score for library resources was, however, .43 greater than the 2008 score, which demonstrates a significant improvement in this area.
- **Overall satisfaction.** RMUoHP students were asked about their overall satisfaction with RMUoHP in a simple yes or no question. The response was overwhelmingly "yes" at 97.9%. RMUoHP also measured the likelihood of RMUoHP students in referring the University to a friend, family member, or colleague. On the 1-10 scale, with 10 representing "absolutely will recommend," the average response was 8.95.
- **Open-ended Questions.** Students were asked to comment on two open-ended questions. The first question, which received 57 responses, requested students to comment on any of their prior negative responses. For this item, two themes emerged which emphasized library holdings and timeliness of faculty feedback, grading, and communication. The second question, which received 66 responses, asked students to include any recommendations for the University which the student perceives may increase overall student satisfaction. These comments proved consistent with the first question whereby students perceive more timeliness of faculty feedback, grading, and communication as the most important activity which can increase student satisfaction. Increasing library holdings and expanding the library/literature searching orientation are also recommended along with communication-related themes of increasing contact with faculty during module 1 of each semester as well as dedicated time with GPDs. The two open-ended questions provided both general positive affirmations of the University and consistent recommendations.

Focus Feature: RMUoHP's New Trustees

RMUoHP is pleased to welcome to its Board of Trustees three new members: Dr. Roger Hite, Dr. Ray Patterson, and Dr. Rogan Taylor. Regarding the new Trustees, Dr. Virginia Nieland (Chair, RMUoHP Board of Trustees) commented, "RMUoHP has been extremely fortunate to attract energetic and talented staff and faculty as well as former and new members of its Board of Trustees. With the addition of our new members we have broadened the expertise and talents that have been brought to our group. I look forward to 2010 with excitement for the challenges which lay ahead and the united effort with which the Board, administration and all staff will address them."



Roger W. Hite, PhD

Dr. Hite is a retired hospital administrator who received his PhD degree in Communications from the University of Oregon in 1971. He taught a variety of communications courses at Idaho State University in Pocatello, Idaho and at the University of California, Davis before entering the field of healthcare administration in 1975 as Director of Organizational Development at Mercy Hospital in Sacramento, CA. After serving as the Director of Planning and Corporate Vice President of Business Development with the Mercy Organization, Dr. Hite assumed the position of Executive Vice President and Chief Operating Officer for Dominican Hospital in Santa Cruz where he spent the final twenty years of his career before retiring in 2005. During his years at Dominican, Dr. Hite was active in the national quality improvement movement. For six years he served on the Board of Examiners for the Congressionally-sponsored Malcolm Baldrige National Quality Award (MBNQA) program. He was part of the demonstration pilot project that led to the adoption of the MBNQA quality improvement criteria for health care and educational institutions. He authored several professional articles and book chapters on re-engineering health care. Dr. Hite now resides in Eugene, Oregon, where he devotes his time to community work and writing. He is on the Board of Directors of Catholic Community Services of Lane County. He is a prolific writer of fiction and non-fiction, and has authored over twenty books, many of which are currently available on Amazon.com. When asked about the opportunity to join the Board of Trustees at RMUoHP, Dr. Hite said, "It allows me to share my thirty years of healthcare business/administrative experience and re-enter the academic world that was my first career as a university professor. I relish the opportunity to help expand and grow a viable educational business that provides its customers with a high quality, valuable academic credential that will help graduates prosper in their careers."



Ray M. Patterson, PT, EdD

Dr. Patterson is a retired physical therapist educator who resides in Gulf Breeze, Florida. He received his physical therapy certificate from Hermann Hospital in Houston, TX; holds the Bachelor and Master of Science degree from the University of Southern Mississippi (Hattiesburg); earned his Doctor of Education degree from the University of Tennessee; and, has completed post-doctoral studies at the State University of New York in Buffalo. After several years in private practice, Dr. Patterson began his academic career as Assistant Director of the University of Tennessee Physical Therapy Program in Memphis. He has initiated physical therapy education programs at the bachelor's, master's, doctoral and transitional doctoral levels in Duluth (College of St. Scholastica), San Antonio (University of Texas), Tallahassee (Florida A&M University), St. Augustine (University of St. Augustine for Health Sciences), and Chatham College (Pittsburgh). Internationally, he was the consultant to universities in the Netherlands to help them achieve CAPTE accreditation for their programs. He also directed the Physical Therapist Assistant program at Pensacola Junior College, and achieved full re-accreditation for it. In addition, Dr. Patterson has been a leader in state and national professional association work, having served in numerous capacities during his career. Since retirement, Dr. Patterson continues to be active as a consultant in program and institutional accreditation in the United States and abroad. Dr. Patterson was asked about his appointment to the Board of Trustees and stated, "Being a member of the Board of Trustees for Rocky Mountain University of Health Professions is an exciting opportunity because I have the opportunity to be a part of a developing institution that has a great deal to offer to members of the health professions."



Rogan Taylor, PT, DPT

Dr. Rogan Taylor is a physical therapist in private practice in Provo, Utah. He attended Brigham Young University and studied pre-physical therapy, where he earned his Bachelor's degree in 1981. Dr. Taylor attended the US Army-Baylor Physical Therapy program in San Antonio, Texas and completed his Master's degree in 1982. He served as a captain in the army as a physical therapist in Ft. Lewis, Washington and Scoville Barracks, Hawaii from 1982 to 1987. After leaving the army, he began his private practice physical therapy clinic in Provo - Spine, Orthopedic & Sports Physical Therapy. His training and experience while working as an Army Physical Therapist afforded him many opportunities to study at advanced continuing education courses and train in renowned medical facilities. His main expertise is the evaluation and treatment of spinal disorders and all orthopedic injuries. In 2007, Dr. Taylor finished his doctorate degree in physical therapy through Rocky Mountain University of Health Professions. He finds great satisfaction and happiness in seeing his patients recover and has a special interest in nutrition and wellness. His other interests include skiing, cycling and his love for photography (www.yourlifeimages.com). He is ASTYM certified. Dr. Taylor is married and has five children. Regarding his roll on the Board of Trustees, Dr. Taylor commented that serving as a member of the Board of Trustees for Rocky Mountain University of Health Professions "...will give me an opportunity to contribute to the advancement of physical therapy education from the perspectives of an RMU graduate, a business owner, a physical therapist and an investor in the school."

Library Services update

While 2009 has marked exciting improvements in RMUoHP's library services, 2010 looks to continue this trend as we assess the library's effectiveness, modify holdings, and implement new ideas. We are pleased to welcome in January our new medical librarian, Joy Harriman! Harriman comes to us with a wealth of experience and we are excited to have her as part of the team. Additionally, Krista Atkinson completed her master's degree in library science and will continue serving in the library as an assistant librarian.

To help in your continuing research endeavors, we'd like to remind you of some key searching tips:

- Use MedlinePlus and the MeSH database (Medical Subject Headings) to find additional terms for your search subject.
- Search for each term individually, *then* combine searches in the Search History box or using the Boolean terms AND, OR, or NOT.
- Search within each database (PubMed, Ovid, and EBSCO) for the most complete research on your topic.
- Click on Full Text and/or Free Full Text icons in PubMed to see if free full text is available, in addition to LinkOut links to Ovid and EBSCO.

Ordering articles through PubMed

Once you've used these tips to find the article citations you're looking for, you still may not have access to them in free full text. In these cases, send the full article citation directly to the medical library staff without having to re-type them:

1. Go to the Abstract page of the article you want in full text. Look for a blue hyperlink "Send to:" in the upper right corner, and click on it.
2. Select "E-mail" from the box that opens up. Enter our email address, articlerequests@rmuohp.edu, in the first box.
3. Add your contact information (name, email and phone) in the "Additional text" box below. Click the "E-mail" button. The article citation will be sent directly to us.
4. Or, alternatively, you can select "Order" from the "Send To" list instead. This will take you to the brief LoansomeDoc registration. Use the Library ID UTUIHI. You will be able to send us article requests *and* see when we've received them and sent them back to you!

IRB corner

Darcy L. Hammar, IRB Manager

Practice-based research raises unique issues for the researcher and the IRB. Issues that can arise when conducting research in any practice-based setting are a consequence of the researcher sometimes having a dual role as researcher and research participant and of having to involve his or her patients as well as facility staff in the research. It can be difficult to determine who is the research subject, who needs to provide consent, and how to ensure confidentiality.

Who is the Research Subject?

In practice-based research settings, research typically involves a practice change and so frequently involves a change in clinician behavior or seeks to address patient issues or both.

Who Needs to Provide Consent?

Usually when researchers are conducting research in practice-based settings, they must rely on medical directors or practice leaders for permission to approach care providers, staff or patients and to implement the practice change. This permission alone may not meet the legal and ethical requirements of consent in some cases.

- *Exempt Research* - Retrospective chart reviews may be conducted without informed consent, as long as identifying information is not recorded, either directly or through identifiers linked to the patients.
- *Waiver of Consent* - Researchers may ask the IRB to waive consent for medical record reviews that are not exempt, as long as all four requirements to waive consent have been met. However, if the study involves protected health information, a waiver of HIPAA authorization will be required. Even though not legally required, it may be ethically desirable to get permission from patients to use their information in research. Given that some patients may object to the use of their information in research, notifying them prior to commencing treatment that the records of all patients being treated by the provider may be used in research may help avoid this problem.

- *Voluntary Consent* - personal and professional relationships within a practice setting may create a coercive atmosphere, so care should be taken to maintain the voluntary nature of the consent process. For example, to avoid making staff feel as if they cannot refuse the request from their employer to participate in a study, indirect recruitment methods, such as flyers, letters, or e-mails should be used, instead of having supervisors conduct the recruitment.

Similarly, patients may also feel pressured if they are asked to participate in a study by their treatment provider. If possible, therefore, someone from the practice other than the treatment provider should approach patients for recruitment purposes. In that same vein, regardless of whether staff or patients are taking part in a study, when questionnaires are involved, the respondents should always be given the option of turning in a blank questionnaire.

How to Ensure Confidentiality

Research in primary care practice settings also gives rise to special issues of confidentiality, potentially affecting both patients and staff. For instance, when employing office staff to conduct chart reviews, there is a greater likelihood that staff may know the patients personally. Similarly, medical records reviews or interviews that are parts of studies could show a failure to follow appropriate practice guidelines. To try to avoid these issues causing a breach of confidentiality efforts should be made to keep raw data away from researchers and when multiple research sites are involved by coding research sites so that they cannot be identified.

Special thanks to IRB Chair, Roberto L. Veloso, JD for his article summary of Wolf L, Walden JF, Lo B, "Human Subjects Issues and IRB Review in Practice-Based Research", *Annals of Family Medicine*, vol.3, supp. 1, May/June 2005. (Available at: http://www.annfam.org/cgi/reprint/3/suppl_1/s30) on which this article is based.

Spotlights!

RMUoHP congratulates the students, alumni, faculty, and other RMUoHP affiliates on their professional achievements included in this edition of Spotlights!

The following DSc or PhD students successfully defended their dissertations:

- Ruth Agee (Pediatric Science)
- Karen Bentzel (Hand Rehabilitation)
- Joann Gallichio (Neurology)
- Herb Karpatkin (Neurology)

The following papers, textbooks, and book chapters have recently been published:

- Imwalle LE, **Myer GD**, Ford KR, **Hewett TE**. Relationship between hip and knee kinematics in athletic women during cutting maneuvers: A possible link to noncontact anterior cruciate ligament injury and prevention. *J Strength Cond Res*. 2009;23:2223-2230.
- **Myer GD**, Quatman CE, Khoury J, Wall EJ, **Hewett TE**. Youth versus adult "weightlifting" injuries presenting to United States Emergency rooms: Accidental versus nonaccidental injury mechanisms. *J Strength Cond Res*. 2009;23:2054-2060.
- Quatman CE, **Myer GD**, Khoury J, Wall EJ, **Hewett TE**. Sex differences in "weightlifting" injuries presenting to United States emergency rooms. *J Strength Cond Res*. 2009;23:2061-2067.
- **Stratton M**, **McPoil TG**, **Cornwall TW**, Patrick K. Use of low-frequency electrical stimulation for the treatment of plantar fasciitis. *J Am Podiatr Med Assoc*. 2009;99:481-488.
- **Williams, DA**, **Roush JR**, **Davies GJ**, **Ellenbecker TS**, **Rauh MJ**. Alternative methods for measuring scapular muscles protraction and retraction maximal isometric forces. *N Am J Sport Phys Ther*. 2009;4:200-209.
- **Rauh MJ**, Macera CA. Athletics. In *Epidemiology of Injury in Olympic Sports*, Caine DJ, Harmer PA, Schiff MA (editors). The Encyclopedia of Sports

Medicine – An IOC Medical Commission Publication; Blackwell Publishing Ltd., Oxford, UK, 2010.

- **Plisky PJ**, Gorman P, **Kiesel K**, Butler R, **Underwood F**, Elkins B. The reliability of an instrumented device for measuring components of the Star Excursion Balance Test. *NAJSPT*. 2009;4(2):92-99.
- **Dr. Mitch Rauh**, Director of Research, was recently promoted to full professor at RMUoHP.
- **Krista Atkinson**, assistant librarian, successfully completed her master's degree in library science.
- **Jackie Alexander** is presenting her poster on *Project Ankle-Brachial Index* at the Society for Vascular Nursing Convention in April 2010.
- **Dr. Jane Sweeney** was featured in a pediatric physical therapy podcast, which may be accessed at http://www.scienceaudio.net/pedpt/200911/pedpt_200911.mp3 (4:53-10:17).
- **Amy S. Deutsch** was selected to serve on the Oncology Nursing Society's new Evidence-based Change Project Team and also presented on the topic *EBP: Roles, Barriers, & Barrier Breakers* at the December conference (<http://onsopcontent.ons.org/Education/ebp/index.shtml>).
- **Dr. Stacey Pfenning** spoke at the North Dakota Nurses' Association conference regarding the journal club, which led to the creation of a statewide *Online Journal Club for Nurses*. Pfenning also gave a podium presentation at the ANCC Magnet Conference in October 2009 on the same topic, which Pfenning published in *Advance for Nurses*. Her article on *Journal Clubs and EBP: A closer look at the how these clubs can help bridge the gap between research and practice* is available at http://nursing.advanceweb.com/Article/Journal_Clubs-EBP.aspx?prg=27.
- **Dr. Phillip Plisky** and **Dr. Kyle Kiesel** presented with their colleague two posters at the International Conference of Movement Dysfunction:
 - Butler RJ, **Kiesel KB**, Gorman PP, **Plisky PJ**. Does age affect Star Excursion Balance Test scores over the course of one year?
 - **Kiesel KB**, Butler RJ, **Plisky PJ**. Fundamental Movement Dysfunction as Measured by the Functional Movement Screen Shifts the Probability of Predicting a Musculoskeletal Injury in Firefighters.

- **Drs. Plisky, Kiesel, Rauh** and their colleagues also presented two posters at the American College of Sports Medicine annual meeting:
 - Butler RJ, Elkins B, **Kiesel KB**, **Plisky PJ**. Gender differences in Functional Movement Screen and Y-Balance Test scores in middle school aged children. *Med Sci Sports Exer* 2009; 40(5 S), 1950.
 - McFelea JM, **Plisky PJ**, **Kiesel KB**, Gorman PP, **Rauh MJ**, Butler RJ. Comparison of single and multi-sport athletes' performance on the Y Balance Test. *Med Sci Sports Exer* 2009; 40(5 S), 1849.
- **Dr. Dena Galler** presented her DNP capstone project at the American College of Nurse Practitioners' Annual Clinical Conference in October.

Diversity Tips: Behavioral Strategies¹

- **Practice active listening.** Turn up your listening dial across generational differences. Listen for clear expressions of different values or outlooks than you have. Seek to understand the individual better by listening carefully to what they say (or don't say).
- **Show Respect.** Most generations have felt they don't get the respect they deserve. Using [communication] strategies, you can show coworkers that you do respect them, their background, and their outlook on life-- and build powerful relationships as a result.

¹Quoted from City of Scottsdale AZ. (2009). *Diversity Tips*. Retrieved December 15, from <http://www.scottsdaleaz.gov/HR/diversity/diversitytips.asp>.

Did you know...

WebStudy

tutorial and technical support are available from the [Student Services link of the RMUoHP website?](#)

"Nothing is as real as a dream. The world can change around you, but your dream will not. Responsibilities need not erase it. Duties need not obscure it. Because the dream is within you, no one can take it away."

– Tom Clancy