University of Southern Indiana

Vol. 12, No. 1 Fall 2002

School of Nursing and Health Professions

Have a need to know?

Health promotion and aging information on school Web sites

Help is just a click away for those who need information about health promotion or healthy aging. Faculty of the School of Nursing and Health Professions have developed Web sites with useful information about each topic.

Katie Valadares has created the health promotion site as part of the Worksite Link to Wellness program which she coordinates. Available but still under construction, the site includes information about exercise, nutrition, smoking, and other topics. It also offers links to local and national resources with helps for people who want to improve their overall health through wellness programs and activities. The Worksite Link to Wellness program was funded by a grant from the Welborn Foundation of Evansville.

The "Center for Healthy Aging" Internet site provides information for older people and their families or caregivers. This site was developed by Dr. Martha B. Sparks, associate professor of nursing and certified as a gerontological clinical specialist. Topics include housing, Alzheimer's, fall prevention, finances, pets, and other pertinent subjects. Links to local and national resources are available. Nursing students will contribute to the site and assist with updating the information and links.

Center for Healthy Aging
http://health1.usi.edu/acadprog/center_health_aging.htm
Worksite Link to Wellness
http://health.usi.edu/linkwellness.htm

Occupational therapy assistant students promote Backback Awareness Day

Elementary students learn to pack it light, wear it right

Students at Corpus Christi School in Evansville know more about how to load and wear their backpacks following a visit by 15 students in the University of Southern Indiana's occupational therapy assistant

(OTA) program.

The OTA students were among occupational therapy professionals and students in 56 cities nationwide who promoted the first annual Backpack Awareness Day organized by the American Occupational Therapy Association (AOTA).

Susan Ahmad, director of the OTA program for the School of Nursing and Health Professions, said that 40 million students in the nation routinely use backpacks. In 2001, more than 7,000 emergency-room visits were related to backpack injuries.

"Injuries to the spine can set up lifelong problems," Ahmad said, "so backpack awareness is important for wellness or injury prevention."

The USI OTA students provided information about proper backpack use to fourth- through sixth-graders. They demonstrated how to pack a backpack with the heaviest items near the back, adjusted straps, advised the use of a waist clip to help distribute

the load, and provided stickers and handouts with more information.

The OTA students also conducted a weigh-in to help the children understand the ideal weight for their back-



Autumn Bullock, a student in the occupational therapy assistant program, helps Matt Coudret, a fifth-grade student at Corpus Christi School calculate the weight of his backpack in relation to his body weight.

pack load. Each child was weighed and then his or her loaded backpack was weighed. The AOTA recommends that the backpack weigh no more than 15 percent of the wearer's body weight.

Corpus Christi is one of five businesses or organizations in the School of Nursing and Health Professions' pilot Worksite Link to Wellness program, made possible by a grant from the Welborn Foundation. Katie Valadares coordinates the program.

Dean's Notes

Charting the school's future

Evaluation and planning are valued and major aspects of our school's development and commitment to educational excellence. During the past year, the School of Nursing and Health Professions Strategic Plan has been reviewed and revised. The revised Plan will be effective January, 2003.

Developed in 1992 and reviewed annually, the Plan continues to provide a blueprint for prioritizing school activities and allocating resources. In addition to the comprehensive Plan for the school, each program has its own strategic plan which guides its efforts and contributes to the overall success of the school's Plan.

Reflecting the priorities that have directed the development of the School of Nursing and Health Professions, the following mission statements in the school's Strategic Plan will continue to provide direction for the future:

- I. Provide creative and innovative undergraduate and graduate health-profession degree and certificate programs that meet professional standards of excellence
- II. Educate health-care professionals to meet state and regional workforce needs of the health-care system
- III. Promote professional development of University faculty, staff, and area health-care practitioners.

- IV. Support excellence in health-care research and practice
- V. Institute a caring atmosphere in which students, faculty, staff, and community health-care providers work together to optimize their personal and professional development



Dr. Nadine Coudret

Each of the mission statements has accompanying objectives, implementation activities, a timetable, and performance measures. Strategic plans for individual programs have comparable components, but provide more detailed information about specific program activities.

Activities planned for 2003 and outlined in the Strategic Plan include the development of a new graduatelevel geriatric nurse practitioner/clinical nurse specialist program and the introduction of a baccalaureate major in nutrition and dietetics.

The process involved in developing and implementing strategic plans for the school and individual programs ensures that the School of Nursing and Health Professions will continue to fulfill its mission of providing service and education to the community.

News

Coudret is finalist for Athena Award

Nadine Coudret, dean of the School of Nursing and Health Professions was one of ten finalists for the 2002 Athena Award, presented by the Metropolitan Evansville Chamber of Commerce.

The award recognizes a community member who has made an outstanding contribution to the support of women in business. Finalists were honored at a luncheon on October 17.

Faculty/staff dinner salutes start of new academic year

The School of Nursing and Health Professions held a back-to-school outing in August for faculty, staff, and their guests at Wolf's Banquet and Convention Center in Henderson, Kentucky. New faculty and staff were introduced.

Student nursing organization provides community service

The Association of Nursing Students will make the holidays brighter for patients at Evansville State Hospital. Linda Evinger, instructor in nursing

and sponsor of the student nursing group, said the organization will provide holiday gifts for hospital patients. The patients will complete a wish list of one large and two small gifts. This is the second year for the project.

Evinger said that last year patients requested a wide variety of gifts, including clothing, tennis shoes, jewelry, cologne, and music cassettes.

The USI Association of Nursing Students is dedicated to community service related to health-care issues. Members participated in the Susan G. Komen Race for the Cure in Septem-

Program Notes

Dental Assisting and Dental Hygiene

State delegates

Dental hygiene students Kris Spilmon and Laura Raasch served as delegate and alternate delegate, respectively, to the Indiana Dental Hygienists' Association meeting in Indianapolis in May.

Interactive demonstrations

Students in the dental hygiene program and the chemistry department joined efforts October 20-26 to celebrate National Dental Hygiene Month and National Chemistry Week. The students conducted interactive demonstrations related to chemistry and its role in oral health for children visiting Washington Square Mall and the Evansville Museum of Arts, Science, and History. They also conducted demonstrations on tooth-whitening materials for the USI community.

Health Services

Second MHA class

The first class of eight students in the graduate-level health administration program has welcomed twenty students beginning their first year. The program is based on a combination of Internet-delivered instruction and occasional weekend sessions on campus.

During their first weekend session, the students participated in orientation and other activities designed to create a community of scholars with strong networking ties.

Graduate nursing students who are specializing in nursing management and leadership are sharing some courses with MHA students. Graduate students from the two fields are combined this semester in a course on individual and group behavior.

Carol Hermes, director of the MHA program, said the students in both programs are bright and creative

and are "just the kind of leaders we need for these turbulent times" in the health-care field.

Nursing

Health screening, volunteers

Nursing students provided cholesterol and blood pressure screening at the Student Health Fair on campus in September. Seventy USI students were tested and given information about nutrition and wellness.

About 15 students from nursing, dental hygiene, and health services volunteered as "victims" September 20 in the disaster drill held at Evansville Regional Airport.

Graduate enrollment

The graduate nursing program has 140 students enrolled in the five specialty tracks including acute care nurse practitioner, clinical nurse specialist, family nurse practitioner, nursing education, and nursing management and leadership.

Occupational Therapy

Sensory garden

Students in the occupational therapy assistant program have developed a sensory garden in an "adopt-a-spot" plot in front of the Wright Administration Building.

After studying adaptive equipment in their coursework, the students designed a project that would allow persons with disabilities to enjoy the act of gardening as well as visits to the completed garden. The bed is raised for accessibility and offers features that stimulate the senses, such as herbs for smell and plants with interesting texture for touch. Students used tools with larger handles or extended reach that persons with arthritis or other limitations might use.

Susan Ahmad, director of the OTA program, said, "Many of our older folks love gardening, and it is also a good way to work with children."

Radiologic and Imaging Sciences

Professional meetings

The radiologic technology students attended the Indiana Society of Radiologic Technology annual fall meeting in Indianapolis on September 17-18. They were accompanied by Charlene Tripp, assistant professor of radiologic technology, and several clinical instructors from the Evansville area.

The students also attended the District VIII meeting of the Indiana Society of Radiologic Technologists held November 6 in Evansville. Robert Hooper, program director for the School of Nursing and Health Professions' respiratory therapy program, was the speaker.

New students in BS program

Ten new students from 10 different states are enrolled through distance education in the BS program in radiologic technology.

Dr. Martin A. Reed, program coordinator for radiologic technology, said these students are registered radiographers or registered radiologic technologists with several years of experience. USI's distance-education program makes it possible for them to enhance their expertise and credentials while continuing to work full time. The program offers four specialty areas: magnetic resonance imaging/computed tomography, ultrasonography, clinical educator, and radiology management.

Respiratory Therapy

Club activities

The Respiratory Care Club includes 16 first-year and five second-

See **Program Notes**, page 4

Students travel to England for comparative study of health care

Twelve students from the School of Nursing and Health Professions learned how the British system of health care compares to care in the United States when they traveled to the United Kingdom for a two-week study in June.

The students and Carol Hermes, director of USI's health services program, were based at Harlaxton College, owned and operated by the University of Evansville.

The UK's National Healthcare System (NHS), established nearly 50 years ago, provides universal health-care coverage and is funded by the taxpayers. Its goal is to provide health care, essentially free at the point of service, for all citizens. Unlike the United States, care is provided regardless of the ability to pay.

Hermes said that most hospitals, clinics, home-care agencies, long-term care agencies, and public health services in the United Kingdom are government owned and operated. The NHS, as the world's third-largest employer, employs almost all the health-care workers in the United Kingdom and controls the numbers of individuals entering such professions, as well as their education preparation.

In Nottingham, the USI students toured Queen's Medical Center, a teaching facility. Hermes said they learned about the recent introduction of computers into nursing units at the center and determined the level of service to be more basic and provide less

I haven't seen the photo yet. Size, shape, and placement may change.

bv

cutline for Harlaxton photo

privacy than nursing care in the United States. They also found that universal coverage leads to longer waiting times. The average waiting time in an emergency room in the United Kingdom is 12-15 hours. Patients may wait for as much as 18 months to receive hip surgery and may be required to travel

2003 Summer Study Abroad

Harlaxton College in Grantham, England June 14-30

The School of Nursing and Health Professions will offer a two-week study program in the summer, 2003. Participants may receive academic credit or continuing education units. For more information, contact:

Dr. Ann White 812/ 465-1173 • awhite@usi.edu Health Professions Center 2087 many miles from their home to a hospital that specializes in the type of care they need.

The students visited other places related to health care, including a hospital museum. They also had time to enjoy as a group a performance of "Phantom of the Opera" in London. Some traveled on their own during a three-day weekend, and many took advantage of other opportunities to experience the culture and heritage of the United Kingdom.

Hermes said the opportunity to travel with the students was the most enjoyable and professionally rewarding experience she has had in her career. Students also praised the firsthand opportunity to observe and learn.

Program Notes

Continued from page 3

year students. Officers are Brittany Ward, president; Wendy Barth and Doneva Townsend, vice presidents; Holly Broshears, secretary; and Rebecca Rose, treasurer. The club participated in the Student Involvement Fair and the Student Wellness Fair in September and is raising funds to travel to Covington, Kentucky, for the annual Region II Respiratory Care convention in April. As a fundraising activity, the

club sponsored a food booth last spring at the first annual campuswide Spring Fest.

Screening exams

Since May, respiratory therapy students have performed pulmonary function tests at five health fairs under the supervision of Tony Schmitt, director of clinical education for the respiratory care program. In addition, the students participated in the Worksite Link to Wellness program by providing pulmonary function

screening exams. The Worksite Link to Wellness program is administered by the School of Nursing and Health Professions with a grant received from Evansville's Welborn Foundation.

The respiratory therapy program has received many requests from churches, schools, and other agencies to provide pulmonary function screenings and recently was invited to participate in a local trial as part of a study conducted by two local pharmacists for the National Heart, Lung, and Blood Institute.

Faculty Notes

Susan G. Ahmad, director of the occupational therapy assistant program, is coauthor of A Guide for the Occupational Therapy Assistant: An Overview and OTA Exam Guide.

Deborah L. Carl, program director for dental hygiene, attended the National Dental Hygiene Directors Conference in Key West in June. She served as chair of the National Dental Hygiene Directors of the American Dental Education Association and presided over the national conference.

Dr. Nadine Coudret, dean of the School of Nursing and Health Professions, presented a workshop on clinical decision-making at Pittsburg State University in Pittsburg, Kansas.

Dr. Barbara Davis, associate professor of nursing, has completed accreditation training to become a program evaluator for the Commission on Collegiate Nursing Education.

The article "The Betty Project: Jump-Starting Clinical Skills in an OTA Curriculum," by Mary M. Edwards, instructor and fieldwork coordinator in occupational therapy, was published in Volume 15, Numbers 1/2 of Occupa - tional Therapy in Health Care.

Robert Hooper, program director for respiratory therapy, is a trustee of the Cumberland Presbyterian Children's Home in Denton, Texas. He chairs the personnel and policy committee.

Dr. Aimee Luebben, professor and program director for occupational therapy, is among 24 occupational and physical therapists invited to participate in a national ethics forum at Creighton University in September, 2003. The forum will lead to a series of publications. Luebben has written ethics chapters in two occupational therapy textbooks.

As 2002 Integra Bank Distinguished Professor for USI, Luebben

presented the lecture "The End of USI" on campus in May. In June she presented "Problem-Based Learning for Assistive Technology Education II" at the annual RESNA (Rehabilitation and Assistive Technology Society of North America) International Conference in Minneapolis. Her paper on the same topic was published this year by RESNA Press in Technology and Disability: Research, Design, Practice, and Policy, edited by Richard Simpson.

The article "Journal Writing: Parameters for Success," by Dr. Aimee Luebben, professor of occupational therapy, and Rick Hobbs, assistant professor of occupational therapy, appeared in Volume 15, Numbers 1/2 of Occupational Therapy in Health Care.

Hobbs is serving as theatre director for Evansville's Reitz High School during the 2002-03 school year.

Dr. Julie McCullough, assistant professor of nutrition, and her husband Steven are the parents of Katherine Ann, born August 30.

Dr. Sheila K. Melander, associate professor of nursing, has been appointed to the public policy work group for the American Association of Critical Care Nurses and to the advance practice work group for the Society of Critical Care Medicine. She is editor of the third edition of *Case Studies in Critical Care Nursing* to be published soon by W.B. Saunders, and will edit chapters for another Saunders publication.

Mayola Rowser, grant project coordinator, received the Ethnic Minority Fellowship Award from the American Nurses Association. Providing an annual stipend to offset tuition and educational expenses, the fellowship is awarded to minority nurses pursuing doctoral degrees in the area of psychiatric/mental health and substance abuse. Rowser is enrolled in the doctoral psychiatric family nurse prac-

titioner program at the University of Tennessee Health Science Center in Memphis.

Tony Schmitt, director of clinical education for the respiratory therapy program, attended a recent seminar in Indianapolis concerning the implications of the Health Information Portability and Accountability Act. The seminar was sponsored by the Indiana State Medical Association. Schmitt has been named to the Alzheimer & Dementia Care Advisory Council for the Brentwood Nursing and Rehabilitation Center in Evansville and serves on the advisory panel for "Without," a drug and alcohol awareness program for high school students at Mater Dei High School in Evansville. His daughter, Jenna, is a Mater Dei student and co-founder of the program.

Dr. Martha Sparks, associate professor of nursing, had two articles published in the 2001 edition of *Medscape Topics in Advanced Nursing*. One article was about preparing for a visit from the Joint Commission on Accreditation of Healthcare Organizations, and the other was on the management of Alzheimer's disease.

Colleen R. Walsh, instructor in nursing, gave a presentation titled "Orthopaedic Trauma" at the Regional Trauma Care Symposium sponsored by the University of South Alabama Medical Center in Mobile, Alabama, on September 10.

An article titled "The Influence of Nurse Case Management on Health Care Outcomes of CHF (Congestive Heart Failure) Patients" by Dr. Ann White, program director for graduate nursing, and 2001 MSN graduates R. Kyle Hodgen, Dawn Ferguson, and Christy Davis was published in the August issue of the *Journal of Care Management*. Hodgen, Ferguson, and Davis were graduate students when the study was completed; White was faculty advisor.

School appointments announced

The School of Nursing and Health Professions has announced the following appointments:

· Nancy Ahrens, graduate student recruiting and advising coordinator, previously worked as a career

consultant at **Career Choices** Inc. She has also had experience as a teacher and counselor. She holds BA and MA degrees from the University of Evansville.









president of Patient Care Services at

has held practice and administrative

cal, and orthopedic nursing. Dugger

earned BS and MS degrees in nursing

Middle Tennessee Medical Center. She

positions in gerontology, medical/surgi-



Ahrens Burger

Dugger

Hoebeke

- Jeri Burger, instructor in nursing, is a doctoral candidate in nursing at St. Louis University, and holds a BA from Augustana College and an MS from the University of Minnesota. She most recently worked as a nursing instructor at the University of Evansville and as a staff nurse at St. Mary's Medical Center in Evansville. She has had additional experience in medical surgical nursing in South Dakota, Minnesota, and Iowa and also has taught at South Dakota State University and Augustana College.
- B. Renee Dugger, instructor in nursing, previously worked as an assistant professor at Middle Tennessee State University and as assistant vice

from the University of Evansville. She is a clinical specialist in gerontology and has post master's graduate credit in nursing.

• Dr. Roberta E. Hoebeke, assistant professor of nursing, was formerly a family nurse practitioner at the University of Wisconsin Hospital and Clinics Women's Health Center. She holds a PhD in nursing from the University of Wisconsin, Madison, an MS in nursing from the University of Wisconsin, Milwaukee, and a BSN from Michigan State University. Her practice experience includes medical surgical nursing, oncology, and cardiac rehabilitation. She has taught in Michigan and Wisconsin.

Honor societies welcome members

The School of Nursing and Health Professions extends congratulations to the following students and 2002 graduates who were inducted into professional honor societies in the spring. Sigma Theta Tau International (Nursing), Graduate students: Kirk Ashburn II, Vickie Bush, Rita English, Kimberly French, Theresa Marcotte, Jeanette Schmidt, Melissa Singer, and

Undergraduate students: Tera Egnew, Lindy Gower, Elizabeth Head, Patricia Hess, Michelle Koressel-Addington, Andrea Miller, Elisabeth Schepers, Melissa Schimmel, Paul St. Laurent, and Rebecca Tanner

Lambda Beta Society (Respiratory Care), Rachel Housman and Jessica Kissinger

Sigma Phi Alpha (Dental Hygiene), Stephanie Gregory and Sarah Siege

Alumni Notes

Rebecca Lantz Patton '99, ASN, is a staff nurse at the Community Hospital of Indianapolis. She is on an extended leave to care for her twins, Nathan and Nora, born March 1, 2002.

Calling all Alumni
We welcome comments from our alumni and friends regarding accomplishments, career activities, and special events in your personal life (marriage and births).

Return form to School of Nursing and Health Professions University of Southern Indiana 8600 University Boulevard Evansville, IN 47712-3593

Name	Your studer	Your student record name	
Degree/Year of graduation	Major	Phone	
Street Address	City	StateZIP	
Current Position	Employer		
Your news			

Community Focus

The School of Nursing and Health Professions is in partnership with the community to improve the quality of health care and the preparation of health-care professionals. These articles illustrate just a few of the ways that the school and community work together for mutual benefit.

School hosts recognized health-care experts for idea exchange, professional development

The School of Nursing and Health Professions is a leader in bringing health professionals to the Tri-State for continuing education and professional development opportunities for healthcare professionals and educators.

More than 100 nurse leaders from service and education attended the Southwestern Nursing Workforce Summit August 8 at the University of Southern Indiana. Indiana legislators and health-care administrators also participated in the program which was designed to bring regional stakeholders together to exchange information and solicit ideas to address the demand for and retention of nurses.

Speakers included Rebecca Rice, deputy director of the national project, Colleagues in Caring, in Washington, D.C., and Nancy Dickenson-Hazard, chief executive of Sigma Theta Tau International nursing honor society.

Other speakers or educators who have been involved in recent campus programs include the following:

- Carol Curtiss, an internationally recognized speaker in oncology care and pain management, made a presentation at the Pain Management Symposium September 26.
- Ernest C. Klein Jr., executive director of the Indiana State Nurses Association, served as faculty for the October 15 program on Nursing Workplace Issues.
- Stephen Merritt, dean of enrollment management at Villanova University, was keynote speaker for the seventh annual Educator Conference on October 23. He is a recognized speaker on Generation Y.
- Larry Dossey, MD, made a presentation on spiritual health and healing November 22. He is an influential advocate of the role of the mind in

health and spirituality in health care and is the author of eight books, including *Healing Words and Healing Beyond the Body.*

Advisory committee offers input for respiratory therapy

Input from the respiratory care advisory committee is an important part of continuous assessment, said Robert W. Hooper, program director for respiratory therapy.

The committee includes individuals from various communities of interest. In addition to Hooper, members are Carolyn Anderson, Deaconess Hospital, chair; Priscilla Campbell and Kenneth Noblett, St. Mary's Medical Center; Dr. Gordon Kelley, USI professor emeritus of health professions; LeeAnn Kipta, health professional; Benny Blackford, HealthSouth Rehabilitation Hospital; Steve Hollowell, Methodist Hospital of Kentucky; Linda Wheeler, consumer; Rebecca Rose, student; Dr. Duane Kuhlenschmidt, medical director (on teaching sabbatical in Australia until December): Dr. Nadine Coudret, dean of the School of

Thank you, donors!

Notable benefactors of the School of Nursing and Health Professions are Drs. Bill and Trudy Mitchell, who established a faculty development fund; LilyBell Day, who provided funds for the Day Learning Resource Center and for pain management education; and Victoria Wertz, who established a faculty enhancement fund. These generous gifts contribute to our excellence.

To contribute to an individual program or activity in the school, call 812/465-1151.

Nursing and Health Professions; and Tony Schmitt, director of clinical education for the USI program.

Health Department provides learning opportunities, internships

The Vanderburgh County Health Department is an important partner for the undergraduate program in health services and the graduate program in health administration.

Students have toured the department and met with its executive director, Sam Elder, who has been with the department for more than 50 years.

Carol Hermes, director of the health services program, said, "This man's memory is an untapped treasure chest of information about the health status and concerns of our community since the end of World War II."

Elder has made presentations to students about public health administration and has presented the school with an historical document on the status of health care in Evansville in 1948. Graduate students will use this document for analysis and study.

Through internships with the health department, undergraduate students have completed assignments as diverse as teaching middle schoolers how to avoid contracting sexually transmitted diseases to monitoring mosquito populations.

Currently, ten students are completing a minor in public health. Several health services students have taken leadership roles in public health after graduation.

Workshop presenter named Holistic Nurse of Year

The American Holistic Nurses' Association has named Vicki Slater 2002 Holistic Nurse of the Year. Since 1998, Slater has taught 158 students in nine Healing Touch Level I workshops co-sponsored by the USI School of Nursing and Health Professions and the Deaconess Resource Center for Healthy Living. Slater lives in Clarksville, Tennessee.

Check your calendar

Nursing and Health Professions Continuing Education

2003 Workshops and Conferences

The Heart of Cardiovascular Nursing, March 6 Healing Touch Levels I and IIB, March 21-23

Dental Continuing Education, April 12

Seventh Annual Research and Health Care Issues Conference, "Research Utilization: The Cornerstone of Collaborative Practice," April 16

Ninth Annual Case Management Conference, May 8 Fifth Annual Advanced Practice Nursing Conference, May 16

Radiology for Dental Auxiliaries, May 16-17

Certificate Programs

Anticoagulation Therapy Management, six weeks, begins January 13, March 24, and June 2 Case Management, six weeks, begins January 27, April 14, and July 7

Health Promotion and Worksite Wellness, 10 weeks, begins January 20 and September 22

Lipid Management, six weeks, begins February 3, April 28, and July 14

Chronic Heart Failure, six weeks, begins February 10, April 21, and June 30

Pain Management, six weeks, begins February 17, May 5, and July 21

Customized Programs

For programs tailored to meet the specific needs of your organization, contact Peggy Graul, Coordinator of Continuing Education School of Nursing and Health Professions University of Southern Indiana pgraul@usi.edu or 812/465-1161

Workshop/conference registration information: 812/464-1989 or 800/467-8600

Certificate information: 877/874-4584 or vkelley@usi.edu

ubə.isu.dhlaəd//:qttd Visit our home page!

812/464-1708 For more information Dr. Nadine Coudret, Dean

University of Southern Indiana

Health Professions School of Nursing and A publication of the



Evansville, IN 47712-3593 8600 University Boulevard

AND HEALTH PROFESSIONS SCHOOL OF NURSING

01401-1



Permit No. 1675 Evansville, IN **DVID** U.S. Postage Non-profit Organization