



Sigma Theta Tau International  
Honor Society of Nursing®

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# 44<sup>TH</sup> BIENNIAL CONVENTION

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# Understanding STTI's Membership Eligibility Criteria



# Faculty Disclosure

Faculty Name: Sabrina Collins-Christie

Conflicts of Interest: None

Employer: Sigma Theta Tau International

Sponsorship/Commercial Support: None

Faculty Name: Janell Jackson

Conflicts of Interest: None

Employer: Sigma Theta Tau International

Sponsorship/Commercial Support: None



This session is not eligible for  
continuing nursing education credits







# Creating relationships EARLY

- How are candidates learning about your chapter **before** they are eligible to be inducted?
  - Hosted Recruitment Events for students and nurse leaders
  - Visits with high school or early college students
  - Nurses Week
- Who at the chapter is managing that process?
- Find resources in the Society Pride & Awareness Recruitment Kit (SPARK) in the All Chapter Officers Workgroup in The Circle



# What do the bylaws say about induction?

“Select and induct eligible members a minimum of one time annually.”



# Step 1: Determine Eligible Candidates

1. Students in Basic Programs (Undergraduate)
2. Students in Graduate Programs
3. Nurse Leaders





# Undergraduate Students

- Have completed ½ of the nursing curriculum
- Have a cumulative GPA of 3.0 or higher
- Rank in the upper 35th percentile of the graduating class
- Meet the expectation of academic integrity
- *Registered Nurse Students must have also completed 12 credit hours at their current school*



# Graduate Students

- Have completed  $\frac{1}{4}$  of the nursing curriculum
- Have a cumulative GPA of 3.5 or higher
- Meet the expectation of academic integrity

\*Students in graduate programs who are registered nurses, legally recognized to practice in their country and have a minimum of a baccalaureate degree or the equivalent in any field, shall be eligible to be considered as a Nurse Leader at any point in the program.



- Does your university have a tough course load?
- Are there students approaching you, wondering how they could be inducted, even though they missed one of the criteria to be invited?
- Ever wish you could just make an exception to one of the criteria so you can invite additional candidates?

***If you answered “yes” to any of these questions – we have a solution for you!***



# Exception Clauses

- Purpose: Extend membership to **additional** students who otherwise would not be considered. Cannot use the clauses to further restrict the criteria or make it more difficult to join. (We want to induct as many interested individuals as possible!)
- Decision to apply a specific exception is determined by the Governance Committee
- Document your decision so exceptions clauses are considered for future inductions (Students talk to each other!)



# Exception Clauses – Undergraduate

## Choose 1

1. Academic Achievement – You may invite an additional 10% of students that have a cumulative grade point average below 3.0 or an equivalent of this measure but have a nursing major grade point average of 3.0 or higher or the equivalent of this measure.
2. High Academic Achievement – Chapters that have a cohort of high achieving students may admit all students with a grade point average of 3.5 and above on a 4.0 grading scale or the equivalent of this measure, regardless of the number (percentage) in that given cohort.
  - **You must still check that the top 35% of the class is a high achieving cohort before applying this exception.**
3. Class Rank – You may invite an additional 10% of students that have a grade point average or equivalent measure that is below that of the upper 35%.
4. Curriculum – You may invite an additional 10% of students that fall slightly short of completing at least one-half of the required curriculum.



# Exception Clauses – Graduate

## Choose 1

1. Academic Achievement – You may invite an additional 10% of students who have a cumulative grade point average just below the 3.5 requirement.
2. Curriculum – You may invite an additional 10% of students who lack a few credits from completing  $\frac{1}{4}$  of the nursing curriculum.





# Nurse Leaders

- Legally recognized to practice nursing in their country
- Has a minimum of a baccalaureate degree or the equivalent in any field
- Demonstrates achievement in nursing in at least one of these categories:
  - Scholarship
  - Leadership
  - Service or practice



# Achievement in Nursing examples

- Scholarship

- Receiving a research grant.
- Conducting research and disseminating findings.
- Mentoring of junior nurse researchers.

- Leadership

- Mentoring others to help prepare them for leadership positions.
- Engaging in healthcare policy development or advocacy work.
- Being recognized by an organization for providing exemplary leadership.

- Service or Practice

- Working with an organization that does global outreach/relief.
- Facilitating the work of a homeless health clinic.
- Developing a nurse residency program.



# Nurse Leaders

- Should be recruited by the chapter.
- If they have no chapter contact, nurse leader candidates can apply on the STTI website.
  - Forwarded to the chapter, who has 30 days to review
    - If approved: the chapter can induct the individual
    - If declined: The chapter must provide rationale of which criteria the leader did not meet (which will be provided to the candidate)
    - No response: Sent to the International Review Committee for review
- Can be inducted at any time throughout the year.



Learn more about Nurse Leader  
Recruitment at the chapter leader session  
tomorrow at 9:30 a.m.

Resources are also available in the  
All Chapter Officers Workgroup



# Clarifications

- Class rank, nursing curriculum, and cumulative GPA determined by the university. Look to the university for guidance related to academic integrity issues.
- Candidate names should not be sent to or approved by members of the chapter.
- Your chapter cannot change the membership criteria in your chapter bylaws.
- Candidates have one year to accept the invitation.
- Your chapter is allowed to induct students who attend a university that does not have an STTI chapter. The candidate need to demonstrate that they meet the criteria. (This is meant for 1 or 2 students, not the entire program.)



# Step 2: Reach out to eligible candidates

- Use the email to set the tone and expectations:
  - Why is it exciting to be a member of your chapter?
  - What will they look forward to if they accept and become a member?
  - When can they expect the invitation?
  - What is the cost and the benefit of joining?
  - Direct them to the website to learn more about other (non-chapter) benefits





Greetings,

We are pleased to notify you that you are eligible to join [Chapter Name] of the Honor Society of Nursing, Sigma Theta Tau International (STTI). STTI is a professional nursing organization that advances leadership and scholarship in practice, education, and research to enhance the health of all people. You have earned an invitation because of your academic excellence and leadership potential.

You will receive a formal email invitation within one week. The invitation will include details regarding the application process and the US \$99.50 induction/membership fee. To ensure that your invitation is delivered, add [nursingsociety@stti.org](mailto:nursingsociety@stti.org) to your address book.

We will celebrate your induction during an upcoming ceremony. If you accept membership, please indicate your attendance at that time. [If you are having a ceremony, place those details here.]

STTI provides a limited number of financial subsidies for those experiencing financial hardship. Learn more about the Edith Anderson Membership Subsidy online at [www.nursingsociety.org/membership](http://www.nursingsociety.org/membership). [If your chapter has its own subsidy, you can include that information here, instead.]

Once again, on behalf of the leadership of [Chapter Name] Chapter, we congratulate you on your excellence and hope that you will join us in STTI membership. Please contact either of us with questions.

Sincerely,  
[Chapter Leader Name]



# Step 3: Set up your induction in the Online Induction System and issue invitations

- Set up the type of induction that meets the needs of your candidates:
  - Ceremony  
Standard in-person event. Chapters will receive certificates for each candidate the week before.
  - Virtual Ceremony  
Great for chapters with a wide geographic location of members. Candidates receive their certificates to their home address.
  - No Ceremony  
Works well in instances where candidates (especially nurse leaders) are ready to be active members. You can recognize these candidates in some other way, such as at your next meeting, in a newsletter, etc. Candidates receive their certificates to their home address.



Tour the system tomorrow at the chapter leader session at 1:15 p.m.

Online Induction System webcasts and resources also available in All Chapter Officers Workgroup





# Group Activity

Split up into small groups (2-4 people). Using the information on your handout as a reference, decide if you could induct each candidate, and how (i.e., would you need to use one of the exceptions?).



# Candidate 1

“I am an undergraduate student with a 3.45 GPA. I’ve completed 75% of the nursing curriculum and rank in the top 35% of my class. Will I be receiving an invitation to join?”





## Candidate 2

“I am an undergraduate student with a 3.75 GPA. I’ve completed 80% of the nursing curriculum, but I do not rank in the top 35% of my class, as they all have a 4.0 GPA! How could I be invited to join?”



## Candidate 3

“I am a brand new graduate student, so I haven’t completed any of the nursing courses. My bachelor’s degree is in communications, but I am recognized to practice nursing in my country and can show achievement in nursing. Can I be invited to join?”



## Candidate 4

“I am an undergraduate student who attends a university 20 miles away. We don't have an STTI chapter. Could I be inducted into your chapter?”



# Questions?

