

Member Growth and Development: Promoting Transformational Leadership through a New Member Scholarship Program

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Chi Eta Chapter

Chapter History

- MidAmerica Nazarene University (MNU) Honor Society of Nursing - Established 2012
- Chi Eta Chapter of Sigma Theta Tau International Honor Society of Nursing - Chartered 2014
- Founding officers mentored the chapter's first treasurer, a graduate nurse in the traditional Bachelor of Science in Nursing program
- Recognized the need for a formal program to:
 - Support professional, *scholarly* growth
 - Provide for *leadership* development
 - Engage members in *service* to the profession

Scholarship Program

- Application Criteria
 - New Member
 - Essay - 300-500 words describing a:
 - commitment and involvement with Chi Eta to meet Sigma's mission, vision, and values
 - plan to serve Chi Eta in a leadership role
 - Attend 75% of planning, meetings, events related to their role
- Reviewed and awarded by Executive Board
- Awardee announced at biannual induction ceremony and presented with a certificate
- Tracked by Leadership Succession Committee
- Membership renewal reimbursed by Treasurer after service commitment fulfilled
- Spring 2016 to Spring 2018: Five scholarships (Three met criteria, one did not meet criteria; One is active in the fulfillment period)
- Three members currently serving (One current scholarship; Two with continued service following scholarship)
- Serve in a specific chapter role
 - Governance Committee Chair
 - Governance Committee Member
 - Leadership Succession Committee Member
 - Communication Liaison with Chapter Secretary

Transformational Leadership

- Scholarship recipients, as new members, are:
 - either new to nursing or embarking on a new role within the profession
 - in positions to influence tremendous change within nursing
- Mentored within chapter and professional nursing roles and skills are transferable to professional nursing practice
 - Communication
 - Organization
 - Professionalism
 - Cultivate ethical responsibility
 - Engage in service with others
 - Utilize evidence based practice
- Enact change within the chapter and with those who they interact with as registered nurses
 - Advocate in a variety of nursing specialties and healthcare settings
 - Emphasize the value of a global contribution to nursing
 - Lead in various circumstances throughout nursing careers
- Supports chapter responsibilities as a Sigma Chapter per the International and Chapter Bylaws (Sigma, 2018b; Sigma Chapter, 2018)
 - Purposes of the society as outlined in the International Bylaws (Sigma, 2018b)
 - Responsibilities of officers, committees, and task forces as outlined in the Chapter Bylaws (Sigma Chapter, 2018)
- Individualized, trusting relationships are developed. Engages a transformational leadership approach where nurses are enabled and empowered in their chapter roles, and they continue to grow as nursing leaders throughout their careers (Hood, 2018).
 - Actions → Personal Character Development → Habits → → Leadership Habits → Impact Nursing Practice Effectiveness (Hood, 2018, p. 469)
- Chapter serves as a transformational leader at the levels of the chapter and nursing profession to function as a:
 - "...role model, influencer, and enabler to promote change" (Kearney-Nunnery, 2016, p. 169).

Experiences

"The exposure of new nurses to Sigma could change their professional careers, and the lives of others. Sigma demonstrates the highest levels of scholarship and advancement in nursing practice; it shows new RNs that scholarship continues beyond nursing school and is fully applicable at the bedside. It is wonderful that Chi Eta has been able to sponsor some new members."

Karen D. Wiegman, PhD, RN
Dean, School of Nursing, MNU, Olathe, KS
Treasurer, Chi Eta

"Being a member of Chi Eta was a great experience in working with the community and creating a fellowship with my nursing peers. I gained support in school and my professional career as well as life long friends to support me throughout my nursing career. I would encourage all nurses to join and become a stronger voice together."

Anita Walkingstick, BSN, RN
Staff Nurse, Mayo Clinic, Scottsdale, AZ

"I'm glad I went for the scholarship; it put me with the right people to see what the future may hold for me as an RN. The responsibility was NOT too much for a first-year RN and I had plenty of help. I highly recommend any pursuit of leadership or committee roles to individuals looking to turn small steps into thinking BIG. -No regrets here."

Lawrence Settles, BSN, RN
Staff Nurse, Truman Medical Center, Kansas City, MO
Governance Committee Chair, Chi Eta

Implications

- Program Aim:
 - To support member skill development related to "...scholarship, leadership, and service" (Sigma, 2018a, para. 1)
- Within the chapter and nursing profession:
 - Leadership promoted
 - Lifelong learning embraced
- Application of this program to Sigma's global society of nursing
 - Develop similar programs
 - Focus on new and renewing members
 - Engage members as mentors
 - Expand scholarship opportunities
 - Collaborate regionally, nationally, internationally
 - Transform leadership relationships
 - Stimulate influential leadership in the nursing profession to impact global healthcare

References

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