Introduction/Background

- The Epsilon Chapter recognized the need for mentorship and leadership opportunities for students.
- Epsilon recognized the need to foster positive relationships with new members in the form of mentorship.
- Additionally, Epsilon recognized the need for new nurses to differentiate themselves to potential employers with a leadership in a professional nursing organization being one way to do this.

Aims/Purpose

- Reach undergraduate members and potential members early and often.
- Provide leadership opportunities and mentorship with student undergraduate intern.
- Have an ambassador for potential members so there is a person able to answer potential members questions in person or via email. The undergraduate student internship will be able to help potential members understand benefits of membership.

Implementation

- Epsilon Governance Committee developed an undergraduate student internship policy that included application, explanation of position, and expected time commitment from student and board.
- Epsilon Board of Directors approved policy with minor changes.
- Applications sent to new members entering senior year in the nursing program.
- Epsilon Board of Directors reviewed and voted on new undergraduate student intern.
- Student intern participated in monthly board meetings and chapter events.
- Also developed a binder to guide future student interns in the position.

Lessons Learned

- While the undergraduate student internship program was well thought out, there was no decision before the beginning of the year as to who the student would report to directly. The position was more used as a assistant to each individual on the board. In the future a specific board member will oversee the student intern.
- Specific assignment are needed for the student intern. This was the first year of our undergraduate student internship program, therefore we were designing the position as the year went along. In the future, we will have specific tasks for student intern to allow for the best experience for both parties involved.
- Having a student intern did allow the Epsilon board some insight on what is important to potential members which helped in the recruitment of new members.
- Create a timeline from the beginning of the year for student intern and mentor regarding presentations and/or publications to assure all goals are met for chapter and student intern.

Goals

- Continue undergraduate student internship program.
- Create a more defined undergraduate internship role (for example, responsibilities, tasks, etc.)
- Create a graduate student internship program.
- Develop an undergraduate and graduate student advisory board.
- Create a chapter organizational chart to keep track of roles and responsibilities.