



Fostering Leadership Through Intern Program

Eta Omega Chapter, Sigma International Nursing Honor Society
Solomont School of Nursing, University of Massachusetts Lowell

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INTRODUCTION

Each year, the Eta Omega Chapter supports 1 to 2 Leadership Interns who support the President and the Chapter in various assigned capacities. The interns are selected from the most recent induction class and serve the year following their graduation from the undergraduate program. The one-year commitment is rewarded with \$250 to offset the costs of their NCLEX exam.

PURPOSE

Selected interns must demonstrate excellent scholarship, have a commitment to service both within the chapter & in outside activities, and have the drive to improve their leadership activities. The program utilizes a constellation mentoring model to develop new members into active leaders and promote chapter sustainability.

APPLICATION

Four short answer questions assessing:

- Involvement in leadership activities
- Leadership qualities
- How being an intern will help develop their potential
- Plans to remain an active member of the chapter

Must supply references and attach current resume.

Helps to prepare entrants for job application process.

SELECTION

- Applications are submitted to the Leadership Succession Committee
- Committee reviews applicants for leadership experience and potential contributions to the chapter
- One or two interns are chosen each year and presented to the Board of Directors for final approval

RESPONSIBILITIES

- Interns are required to attend at least 50% of chapter events or complete a project for the chapter
- Past projects include: creation of a semi-annual newsletter and starting a "Welcome Back" breakfast for nursing students
- Four interns have attended Sigma's Biennial Convention either during tenure or directly after
- Have served as voting delegates

EXPERIENCES OF INTERNS

- Increased insight and confidence entering nursing profession
- Attending conferences allowed them to network with nurses from MA and around the world
- Received recommendations for job searches & graduate school
- Members of the Board have become their mentors and provided references
- Encouraged to join committees and get involved with events in their first jobs
- Have transitioned into officers for the chapter

RECOMMENDATIONS

- Use a systematic application system, fillable PDFs or other online application
- Clearly communicate responsibilities and time commitments
- Set requirement to earn monetary award
- Provide a direct contact on the Board for interns



Eta Omega Chapter

References:

Jones, S.J. (2017). Establishing a nurse mentor program to improve nurse satisfaction and intent to stay. *Journal for Nurses in Professional Development*, 33(2), p. 76 – 78.

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Spiva, L., Hart, P.L., Patrick, S., Waggoner, J., Jackson, C., & Threatt, J.L. (2017). Effectiveness of an evidence-based practice nurse mentor training program. *Worldviews on Evidence-Based Nursing*, 14(3), p. 183 – 191.

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