



Understanding Sigma's Membership Eligibility Criteria

SABRINA COLLINS-CHRISTIE, MEMBERSHIP MANAGER

JANELL JACKSON, MEMBER AND VOLUNTEER SPECIALIST

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Faculty Disclosure

Faculty Name: Sabrina Collins-Christie

Conflict of Interest: None

Employer: Sigma Theta Tau International

Sponsorship/Commercial Support: None

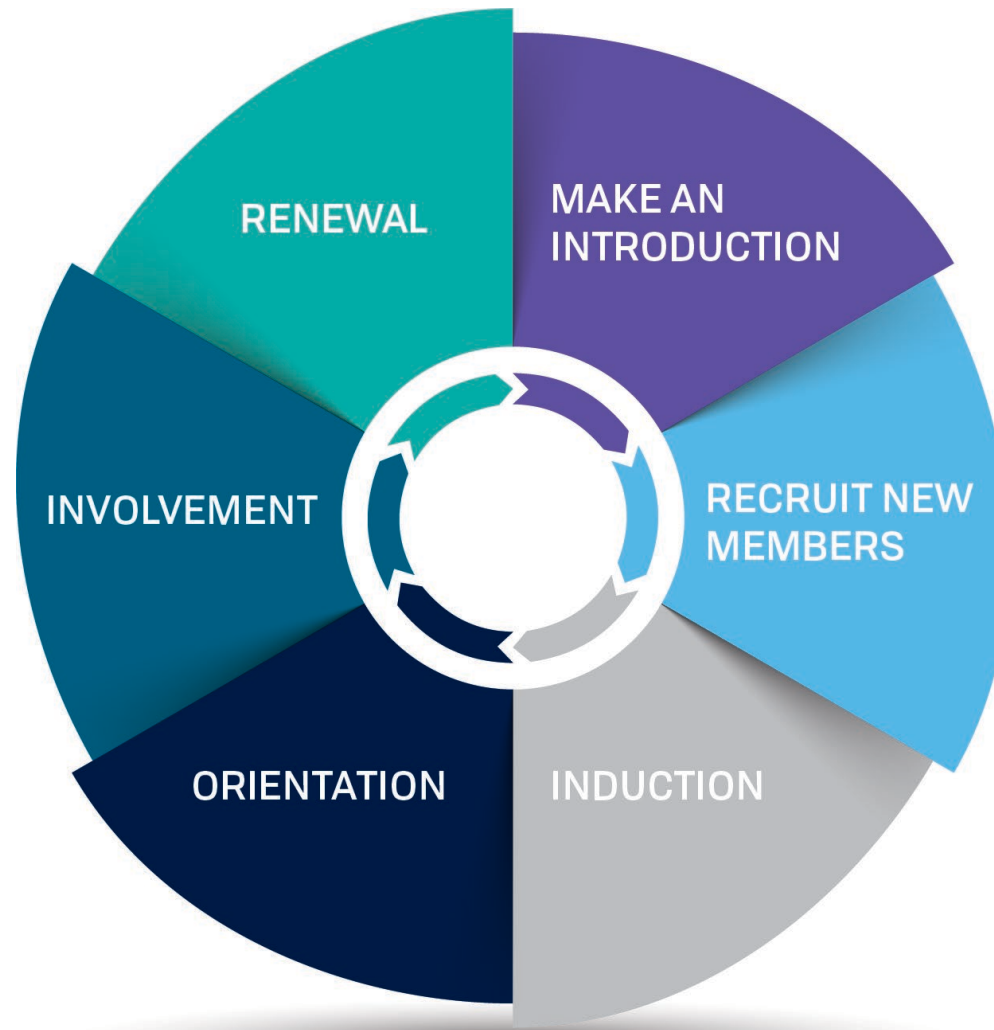
Faculty Name: Janell Jackson

Conflict of Interest: None

Employer: Sigma Theta Tau International

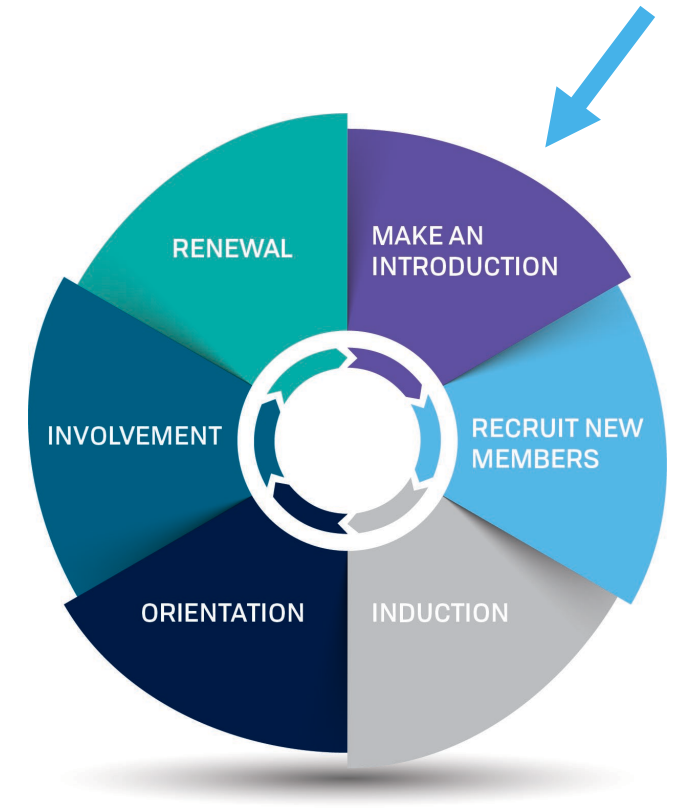
Sponsorship/Commercial Support: None

**This session is not eligible for
continuing nursing education credits.**



Create relationships **EARLY**

- How are candidates learning about your chapter **before** they are eligible to be inducted?
- Who at the chapter is managing that process?
- Find resources in the All Chapter Officers Workgroup on The Circle



What do the bylaws say about induction?

Select and induct eligible candidates a minimum of one time annually.

Identify Eligible Candidates

1. Students in basic programs (undergraduate)
2. Students in graduate programs
3. Nurse leaders



Undergraduate Student Criteria

- 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 Student Criteria

- Have completed ¼ 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 Clause Considerations

- 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

Academic Achievement

Do not have a cumulative GPA of 3.0, but have a nursing major of 3.0 or higher

High Academic Achievement

If your top 35% has a cumulative GPA that is much higher than 3.0, you can invite everyone with GPA of 3.5 or above

Class Rank

Fall below the top 35%

Curriculum

Lack a few credits to complete 50% of the curriculum

Exception Clauses – Graduate

Choose 1

Academic Achievement

Cumulative GPA slightly below 3.5

Curriculum

Lack a few credits to complete
25% of curriculum

Nurse Leader Criteria

- Legally recognized to practice nursing in his/her 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

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 in a specific area or project.

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

Common Nurse Leader Clarifications

- All candidates – even Nurse Leaders – should be recruited by the chapter.
- If they have no chapter contact, nurse leader candidates can apply on the Sigma website.
 - Forwarded to the chapter, with 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
- Nurse leaders can be inducted one at a time, at any time throughout the year.

Additional Eligibility Clarifications

- Class rank, nursing curriculum, and cumulative GPA are 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 can induct students who attend a university that does not have a Sigma chapter. The candidate need to demonstrate that they meet the criteria. (This is meant for 1 or 2 students, not the entire program.)

**What is the most important thing you should do
with eligible candidates?**

Connect with Eligible Candidates

Questions you should address before issuing invitations:

- 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.

A sample letter to send before issuing invitations is available in the All Chapter Officers Workgroup.

Download and customize it for your chapter!

<Insert Chapter Logo>

Congratulations!

We are pleased to notify you that you are being invited to join the [Chapter Greek Name] Chapter of Sigma Theta Tau International Honor Society of Nursing (Sigma), a prestigious and global network of nurses working to change lives and advance healthcare. Joining Sigma will not only help your resume or CV stand out with employers, but Sigma will provide you resources and benefits to help you throughout your career. To learn more about being a member of Sigma, visit www.sigmanursing.org.

You have earned an invitation to join the international honor society of nurses because of your academic excellence and demonstrated leadership potential, and we hope you join to receive the honor and recognition you've worked so hard to earn. You will receive a formal email invitation **within one week**. To ensure that your invitation is delivered, please add sigma@sigmanursing.org to your address book.

Once you receive your invitation, activating your membership is easy. The online form will ask you to confirm your contact information and will collect the **US \$99.50 induction/membership fee**. (Please pay special attention to the name field, as this is exactly how your membership certificate will be printed.)



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 exception clauses?)

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 a Sigma chapter. Could I be inducted into your chapter?"

Questions?

Visit <https://TheCircle.SigmaNursing.org/MyGroups> to access the All Chapter Officers Workgroup.



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