A Cornerstone of Chapter Excellence
Epsilon Omicron, Harding University
Searcy, Arkansas
As members of Sigma Theta Tau International, you have been entrusted with the power to significantly shape the profession and health care through promulgation of the mission of the Society. Chosen for your demonstrated superior scholastic achievement, academic integrity and professional leadership potential, the Society empowers you to join with thousands of other nurse scholars worldwide to make a difference for nursing and the peoples' health.

Seldom do we think of ourselves in terms of being scholars, leaders and pathfinders. Most of us are involved in our day to day professional activities, chipping away at this entity called health care. We are frequently so busy managing, that we lose sight of the ideals of our efforts. We forget to reflect on our acknowledged ability and power to change things. When we do pause to consider our achievements, generally we recognize that we have worked hard, have enjoyed the accolades granted us, but seldom consider carefully what the accolades mean and where they may lead. Frequently we view these honors as recognition of the culmination of something achieved, rather than the beginning of what lies ahead. Induction into Sigma Theta Tau is an accolade, one that celebrates achievement, as well as one that marks the beginning of a scholarly nursing career; a career with potential for leadership. The welcoming into the Society empowers the member to pursue excellence in nursing as a scholar and leader.

Acceptance of this empowerment makes the person accountable for meeting their responsibilities in keeping their promise to serve the common good, and the answers for how to enact this empowerment originate within the individual. Empowering means control and choice over life and actions are given to the individual. The individual is also trusted to serve and act for the common good of the entity which empowers. Acceptance of this empowerment makes the person accountable for meeting their responsibilities in keeping their promise to serve the common good, and the answers for how to enact this empowerment originate within the individual. Partnerships are formed when choice and control are offered, accepted and shared in exchange for a mutual promise. (Block, 1993)

Upon induction, the Society entrusts to you the choice and control to pursue its goals through membership. In accepting membership, the individual assumes accountability for keeping the promise to serve and act for the common good of the Society in its efforts to improve health through nursing scholarship. Membership empowers you to enact the ideals of the profession and to embody the values of the Society. As members you can develop, disseminate and use your scholarship to impact on practice, education and leadership through multiple programs and services, in various chapter, regional, national and international venues. In accepting this partnership with the Society, members become a part of a worldwide network of scholars dedicated to advancing health through nursing knowledge.

Building the scientific base of nursing requires the service, the participation and the contribution of all nurse scholars. As the builders of this professional foundation, Society members need to choose, take control and be accountable for their promise to serve the common good. There are numerous ways to enact your empowered membership. Attending chapter or regional meetings, offering your services as an officer or committee member, reading and using Society publications and nursing research in practice, presenting research posters, publishing scholarly works, seeking research grants and opportunities or networking with other nurse scholars are just a few. It is simply a matter of choice, control and commitment to exercise the belief that the answer to being empowered scholars lies within each of us.

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Invitation to Submit Names For ‘95 Ballot

The Nominating Committee invites you to submit names for consideration for Sigma Theta Tau International’s 1995 ballot. All elected positions are for a two-year term. These include:
- President-Elect;
- Vice President;
- Secretary;
- Treasurer;
- Director (6);
- Regional Chapter Coordinating Committee Chair;
- Regional Chapter Coordinators (one per region);
- Research Committee (7 members); and
- Nominating Committee (7 members).

These positions will be voted on by the House of Delegates at the Biennial Convention in Detroit Michigan, November 4, 1995.

Names may be submitted for review by the Nominating Committee in preparation of the ballot. All names submitted are considered by Nominating Committee. Forms are available from headquarters and must be returned by February 15, 1995.
Servant Leadership

By Fay L. Bower, RN, DNSc, FAAN, President

Sigma Theta Tau International is a very large and successful organization. There are many reasons for its success, but an important one is the participation of the members in the 346 chapters throughout the world. This issue of Reflections is devoted to discussions about the chapters of Sigma Theta Tau. In keeping with this theme, my comments in this issue will also be about the chapters.

I have been the president of two chapters as well as the vice president, faculty counselor, treasurer, and research chair of another. I know the commitment, energy and effort it takes to keep a chapter alive and well. Until recently I hadn’t really thought much about the kind of leadership it takes to be successful as an officer in a voluntary organization. However, I now know exactly what it takes; and I want to share that knowledge with you.

Much has been written about leadership. In fact, a review of the literature indicates there are many theories and an abundance of suggestions about how to manage, motivate, direct, reward, and lead others. However, until I learned about servant leadership, I hadn’t thought about the leader being a servant. I now know that servant leadership is what I was doing and is an excellent way for providing direction for a group that is composed of volunteers. It is ideal for working with chapter members and for keeping them involved and actively pursuing the goals of the chapter.

Servant leadership, a concept promoted by Robert Greenleaf and the title of his book, is best described in Greenleaf’s words. “It begins with the natural feeling that one wants to serve, to serve first. The conscious choice brings one to aspire to lead....The difference manifests itself in the care taken by the servant, first to make sure that other people’s highest priority needs are being served. The best test, and difficult to administer is, do those served grow as persons? Do they, while being served become healthier, wiser, freer, more autonomous, more likely themselves to become servants” (Greenleaf, 1991, p. 13)?

In general, few people like the idea of being a servant. In fact, nurses have worked hard over the last twenty years to shed the servant role. The dictionary defines servant as “...a person bound to the bidding of the master; the one that works for another; one subject to the direction of another” (Webster, 1990). How then can the servant be the leader? According to Greenleaf, it is this very aspect of doing another’s bidding, of working for the goals of another that makes the person (the servant) the servant leader.

Being a servant leader means one must be willing to devote time, energy, talent and interest to help another succeed. It means the leader must be ready and able to provide resources (material and human) for another so the tasks/goals can be accomplished. It means listening, understanding and guiding, not telling, delegating or doing for others.

Greenleaf tells a story in his book about where he got the idea for servant leadership. A story by Herman Hesse entitled “Journey to the East” inspired him. The central figure of the story is Leo who accompanies a band of men on a mystical journey. Leo is the servant; he does menial chores, but he also sustains the group with his spirit and song. He is a person of extraordinary presence. All goes well until Leo disappears. The groups then fall into disarray and the journey is abandoned. Much later, after many years of wandering, the narrator finds Leo and is taken into the Order that sponsored the journey. There he discovers Leo, whom he had known only as his servant, was in fact the titular head of the Order, its guiding spirit, a great and noble leader. Greenleaf points out that “to me this story clearly says that the great leader is seen as the servant first, and that simple fact is the key to greatness” (Greenleaf, 1991, p. 7).

Many chapter officers are like Leo; they do the menial tasks and are there to help when needed. They are the glue that holds things together because of their enthusiasm, commitment, and willingness to roll up their sleeves and pitch in. Their presence is everywhere and it is infective. Those who work with them are also hard workers.

This brings me to the second aspect of servant leadership, the role of chapter officers as mentors to others as servant leaders. A good role model is necessary if others are to become servant leaders. I remember my earlier experiences in chapter activity. I was excited about seeing the chapter prosper. It was a new chapter, and we wanted it to succeed. I found I was giving more and more of my time to chapter activities, and I was losing it. We won awards and we were proud of our accomplishments. The officers worked as hard as the rest of us, and before long I realized how I was beginning to be like them. I had learned from servant leaders.

If I was to describe the leadership style of a servant leader, I would probably say it is participatory but not in the usual sense. The literature states that participatory leadership is when the leader involves others in the decisions that affect them; the leader encourages group consensus. Decisions are not top down but bottom up. The servant leader also involves others but the emphasis is on the leader being involved; the leader facilitates the work of others by being personally involved. Like Leo in the story by Hesse, the servant leaders are servants first, leaders next. They lead by serving others.

There is another aspect of servant leadership and that has to do with reward. Unlike most leadership models the servant leader does not receive praise for personal accomplishment. Rewards are contingent on others accomplishments. This deference to other’s success over personal reward is hard for some people to accept. From our early years we learn to compete, to perform in ways that please others. We love the feeling of importance that attention provides; being singled out as someone who has made it is satisfying. Having to subjugate personal reward for another person’s accomplishments is hard for those caught up in personal victories and accolades. It is particularly hard to subjugate personal reward for the success made by others, when the effort has been extreme.

As Greenleaf points out, the servant leader is servant first and because of this is able to accept the success of those served. The rewards come with the development of others. And because of this
A major focus of the Board of Directors over this past year has been to enact and operationalize the policy governance structure initiated in the past biennium. Believing first that the Board's primary responsibility is to serve the common good of the Society and the membership, the Board of Directors adopted an abiding philosophy and goals for its operations and established a biennial program of work. Confirming the belief in continuity of leadership, the Board adopted an aggregate board evaluation tool which provides a framework for assessing Board activities and providing recommendations for future boards. In addition, the Board provided direction to the leaders of the Society's standing committees and task forces in fulfilling the mission of the organization. Each of the chairs, in collaboration with their committee or task force membership, have established biennial goals and implementation plans. Work is in progress to address these plans, with some goals being completed while others are scheduled for implementation in the second year of the biennium.

Other priorities of the Board have been to oversee the transition of the Executive Officer position and to enact the related governance units. The two new corporate entities, the Sigma Theta Tau International Foundation and Sigma Theta Tau International Building Corporation, have been established with their respective boards holding their first meeting in October 1994. A collaborative working relationship with the new Executive Officer has proven valuable to this transition in leadership.

At the annual meeting of the Society, the Board of Directors, chairs of standing committees and task forces and Sigma Theta Tau International editors convened to report and discuss the activities of the first year of the 1993-95 biennium. Highlights of Board of Directors activities and actions at this meeting were:

- Met with strategic planning consultant to discuss the Actions for the 1990s in order to bring it forward into the next decade.
- Met with consultant to discuss a strategic plan for a long-range approach to development and fund raising.
- Met with auditors and accepted the '93-94 audit.
- Received committee and task force reports and discussed how programs and activities relate to the mission of the Society and the Actions for the 90s.
- Accepted reports from Sigma Theta Tau Foundation and Sigma Theta Tau Building Corporation.
- Approved use of survey questions in conjunction with chapter annual reports in order to better serve the membership.
- Approved nine honor society applications, one charter amendment application and one chapter at-large application for evaluation visits.
- Approved aggregate evaluation tool for Board of Directors.

Additional actions taken by the Board of Directors during the first year of the '93-95 biennium included:

- Accepted and approved revised governance resource manual.
- Approved amended fiscal year 1995 budget based on actions of the House of Delegates at the 32nd biennial convention.
- Approved appointment of Honorary Member Development Task Force to examine this category of membership.
- Approved recommendations from Research Committee on:

  - recipients of Sigma Theta Tau International sponsored small grants
  - recipient of jointly sponsored ANF/STTI research grant
  - recipient of Mead Johnson Nutritionals Perinatal Research Grant
  - establishment of Sigma Theta Tau International jointly sponsored grants with Emergency Nurses Association and American Association of Diabetes Educators
  - establishment of a corporate sponsored research grant from Glaxo
  - establishment of Research Dissemination Award at regional assemblies
- Approved and accepted oversight for evaluation of editors of Society's scholarly publications.
- Approved and participated in Archon Awards presentation in Washington D.C. to Dr. Jonas Salk, Dr. Leighton Claff, Elizabeth Dole, Marian Wright Edelman, Dr. David Hamburg and Dr. C. Everett Koop.
- Approved funding for ARISTA II conference for fall 1995.
- Approved charter amendments for Gamma Phi Chapter (University of Hawaii) and the Nursing Honor Society at Hawaii Pacific University and for Omega Chapter (DePauw University) and the Nursing Honor Society at Marian College.
- Approved chartering of Xi Omicron Chapter in Sydney, Australia following action taken by the House of Delegates and the 32nd biennial convention.

A full report detailing activities of the board committees, standing committees, task forces, related governance units and staff is available at the headquarters in Indianapolis. The 1993-94 Annual Report summarizing all activities and actions is being prepared for mailing to all chapter officers in late December.
Three Chapters: Stories of Success

By Julie Goldsmith

In rural Arkansas, near the Ozark Mountain foothills, a Sigma Theta Tau chapter thrives on civic partnerships. In a Canadian city, another chapter stands on the nation's health reform hearth and sweeps in new ideas for a healthy populace.

In the largest U.S. city, where a crowd can be a lonely place, a chapter spawns new nursing projects and, as a by-product, collegial friendships too.

Three exemplary chapters. Three different places and outlooks. Yet, they honor a common quest for nursing excellence that imbues 3/6 Sigma Theta Tau International chapters in five nations.

The Society's highest tribute, the Founders Award, was given to Epsilon Omicron chapter at Harding University in Searcy, Arkansas in 1993. Standing before 1,500 world nursing leaders at the 32nd Sigma Theta Tau International Biennial Convention, Epsilon Omicron President Cathleen Shultz, RN, EdD, accepted the award on behalf of 103 active members' achievements.

Searcy, Arkansas

"Searcy has a real influx of town and gowns' relationships," said Dr. Shultz, Dean of Harding University's School of Nursing. One of those important relationships has derived from its interactions with Epsilon Omicron members. Searcy, a quiet, quaint community with 16,000 residents, has experienced an increased quality in health care ever since it began welcoming nursing scholars. The university, a principal player in the town's success with its 3,000 students, occupies 200 acres and 46 buildings on the eastside of Searcy's downtown. It is an undergraduate, private institution affiliated with the church of Christ.

Harding opened a School of Nursing in 1975 with a dean and two faculty members. Dr. Shultz joined the faculty the next year.

"When I first moved here," Dr. Shultz said, "Searcy primarily employed L.P.N.s and hospital diploma graduates. We (Searcy Hospitals) have moved to predominantly employing associate degree and baccalaureate degree clinical specialists, and nurse practitioners."

In 1982, the Harding University School of Nursing had established its reputation for nursing scholarship, and Epsilon Omicron received a Sigma Theta Tau International charter. When the chapter sponsors a program, it opens its doors to all the nurses in the community. In the past few years, three Sigma Theta Tau International Presidents and one board member have been a part of chapter events, which are often co-sponsored with the Searcy hospitals.

President Fay Bower helped start Epsilon Omicron's statewide nursing workshops. International Board of Director Dr. Suzanne Blanchett addressed issues in the publication of nursing knowledge and professional involvement. Dr. Angela McBride, Past President, has discussed nursing leadership and clinical uses of nursing research. Dr. Lucie Kelly, Past President, helped build camaraderie in Searcy's health care community with her visionary ideas for all nurses.

"The hospitals have built their nursing promotions (for job) opportunities around involvement in professional activities," Dr. Shultz said. Epsilon Omicron has regularly invited Sigma Theta Tau International's Distinguished Lecturers for programs presentations. Dr. Shultz has seen a progressive difference in the education level of nurses in the community.

"For the last 12 years, our belief, as a group, has been to bring in people who are well known in nursing. They have mentored the faculty here, as well as addressed all levels of nursing. By having their assistance, we have provided a broad knowledge base for nursing in this community...That rarely happens in small communities," Dr. Shultz said.

The chapter regularly sponsors a tri-chapter nursing research conference with Kappa Rho at University of Central Arkansas, and Eta Theta at Arkansas State University.

"It's three rural universities working together to maximize resources. We're sensitive to the fact that we are all small and have limited resources, but we can do it. We've worked out a real partnership," Dr. Shultz said.

Currently, one-half of Epsilon Omicron's active members are employed in the Searcy community, with Harding honor students and...
faculty completing the profile. The two local hospitals support the chapter by advertising programs and providing sponsorships and participation. Since it was chartered, Epsilon Omicron's main goal was, in fact, to branch out into the community. In 1993, for instance, the chapter sponsored a senior citizen's health exposition with the White County Nursing Alliance. More than 500 seniors attended.

Having taken a survey, the chapter learned that their members' highest priority was their professional development. Because the chapter meets those needs, and the Searcy residents benefit, the activity level has been high.

"I think that there is no bigger sense of reward than watching people grow and assisting them...I think sometimes that we, as nurses, get frustrated, when we don't see a lot of change within two years. Winning the Founder's Award, for example, was not just a two year accomplishment. It was 1976 to the present.

"If people could step back and take a longer view of a situation, they would know that you build on each other's accomplishments, and the recognition goes to the total group," Dr. Schultz said.

Epsilon Omicron's sphere of influence affects patients beyond rural Searcy. Drawing upon nursing's theologic heritage to serve humankind, the school conducts numerous nursing projects throughout the world. Taking their scientific nursing practices abroad, members of Epsilon Omicron have participated in, or led, the school's health missions in crisis-ridden communities of Haiti, Honduras, Nigeria, Tanzania and the Ukraine.

Edmonton, Alberta, Canada

The University of Alberta's Mu Sigma chapter is poised to affect the scope of care provided by Canada's national health insurance programs. Nursing research and scholarship, the top priorities of the chapter, have emerged—sometimes with surprising popularity—to help Canadian's improve their health.

Mu Sigma, the third Canadian chapter to be inducted into Sigma Theta Tau International, received its charter in 1992. Only one year prior to that, the University of Alberta began the first nursing doctorate program in Canada, including students already enrolled in specially designed curriculum. Up until that time, Canadians had to leave their country to obtain a nursing doctorate.

Or, by special request, a Canadian institution agreed to design a nursing doctorate to meet a singular need.

With 30,000 students, the University of Alberta is the second largest employer in Edmonton, Alberta, a commercial and industrial jewel with 800,000 residents. This publicly supported university is one of the leading research institutions in Canada. The first graduate of the University of Alberta's nursing doctorate program, Dr. Joan Bottorff, is a Mu Sigma member who won the Sigma Theta Tau International Dissertation Award at the Region One Assembly in Denver, Colorado in 1992. She later placed fourth in Sigma Theta Tau's international dissertation competition.

"We have emphasized international nursing from the beginning," said Dr. Janet Ross Kerr, Mu Sigma Past President. "We have quite a number of people who have worked in Third World nations, and other areas of the world."

The chapter's international focus has brought a steady flow of new ideas and interchanges that benefit the science community and the patients they serve. Mu Sigma's annual spring Margaret Scott Wright Research Day, co-sponsored with the faculty, brought 600 nurses to a 500-seat auditorium in 1994. Keynote speakers have been from Scotland and England.
“We encourage clinical nurses in the Canadian health agencies to present their nursing projects as well,” Dr. Kerr said. Nursing students and veteran researchers participate in the program. An annual fall International Research Day brought 200 nurses who made presentations specific to other nations. The climate of scientific and scholarly inquiry serves the Canadian people well. “Developing the scientific base in nursing has been done in conjunction with developing doctoral nursing education in Canada,” said Dr. Joanne Olson, a Sigma Theta Tau International Board of Director and a Mu Sigma member.

“Many hospitals are converting into community health centers. This new direction in the Canadian health system has presented a strong place for nursing’s knowledge of health promotion. The government has expressed interest in what nursing may contribute to a reformed health system,” Dr. Olson said.

Until recently, Mu Sigma was the only chapter in Western Canada’s British Columbia, Saskatchewan and Alberta provinces. In Alberta alone, there are some 24,000 registered nurses. Opening the meetings to all nurses, has played a major part in Mu Sigma’s goal to broaden Canada’s scientific base. The successes of the chapter, particularly in the first year, buoyed the spirits of the members. They wanted to sustain an international outlook, which became an imperative. Mu Sigma set out, and achieved, the election of one of its members to the Sigma Theta Tau International Board of Directors.

In 1993, Dr. Olson was the first Canadian member, and the first person outside of the U.S., ever elected to the international board. She previously served as president of Iota Omicron, the first Canadian chapter of Sigma Theta Tau at the University of Western Ontario in London, Ontario. She was also a founding member.

New York City

Mu Upsilon at the City University of New York’s College of Staten Island was chartered in 1992. There are 12,500 students at this public college, located on 204 acres of woodlands and lawns in one of New York City’s five boroughs.

Past President Dr. Judy Carlson-Catalano said, “The chapter meets both the professional and social needs of its members.” Currently 80 percent of the members are actively involved in the chapter’s programs, and 100 percent of the new inductees are on a committee. Dr. Carlson-Catalano believes the success of the scholarly programs is due to inviting nationally reputed keynote speakers and featuring diverse topics.

Therapeutic touch, physical assessment, and self-defense are a few of Mu Upsilon’s recent programs, which, like the Arkansas and Canadian chapters, have been opened to the public. The open programming concept has escalated the chapter’s visibility.

“It’s very good, because people get to know us, and know what we are doing as nurses,” said Marsha Flashburg, Mu Upsilon Heritage Committee Chairperson. The chapter sustains a tremendous level of enthusiasm, marked not only by the scholarly enclaves, but by continually serving the community. In 1993, the chapter sponsored a health fair at the Staten Island Mall in 1993.

Because Mu Upsilon has been particularly adept at business—it has managed to turn most of its activities into fund raisers—the members quickly accrued a research fund in the first year. The fund has been augmented with successive social events, such as a mystery dinner, a holiday shopping excursion and dinner-business meetings. Professional and social friendships have sprung from the chapter’s commitment to advancing nursing science.

“I’ve met people I never would have known, because I wasn’t in nursing class with them, or with them at work,” Ms. Flashburg said.
Members gather after the chartering of the University of Western Sydney's Xi Omicron chapter in Australia. From left to right, back row: Sigma Theta Tau International President Fay L. Bower; Mavis Bickerton, Professor and Dean, Faculty of Health, Humanities and Social Ecology Social Ecology, Hawkesbury campus; Xi Omicron Vice President Sylvia Shepherd, Macarthur campus; Xi Omicron Vice President of Division of Nursing; Xi Omicron Treasurer Elizabeth Walker, Nepean campus; Sigma Theta Tau International Executive Officer Nancy Dickenson-Hazard; Helen Ledwidge, Associate Professor and Dean, Faculty of Health Studies, Nepean campus; middle row: Xi Omicron Vice President Jan Smith, Hawkesbury campus; Academic Counselor Hiebertina Noordhuis, Hawkesbury campus; Academic Counselor Cecily Hengstberger-Sims, Macarthur campus; Xi Omicron President Caroline Wright, Hawkesbury campus; front row: Xi Omicron President-Elect Suzanne Bilbe-Taylor, Nepean campus; Xi Omicron Vice President Annette Walker, Nepean campus; Xi Omicron Archive Secretary Sharon Bourgeois, Macarthur campus. Academic Counselor Raewyn Samuel from the Nepean campus is not pictured.

Australian Nurses Move Sciences Forward

Pursuing A Community of Science Scholars

By Caroline M. Wright, RN, CM, DNE, DipTeach, MA, PhD, FRNNA
President, Xi Omicron Chapter, University of Western Sydney, New South Wales, Australia

On July 13, 1994, nursing at the University of Western Sydney participated in the making of nursing history in Australia. The occasion was the chartering of Sigma Theta Tau's Xi Omicron chapter. Sigma Theta Tau International President Fay Bower and Executive Officer Nancy Dickenson-Hazard officiated the chartering. More than 450 guests shared the occasion with us, as we inducted 193 Australian nurses. On behalf of Xi Omicron, I accepted gifts from 25 chapters and more than 50 congratulatory letters from around the world, including Australian and U.S. governmental dignitaries. The aim of the Xi Omicron chapter is to develop a community of nursing scholars in Western Sydney who will impact the health of the Western Sydney population. When less than a day old, Xi Omicron hosted its first international nursing conference, "Nursing Research: The Challenge of Communication," at our Hawkesbury campus on July 14-15. The conference, attended by nurses from the United States, Sweden, New Zealand, Canada and Australia, was well received. Nurses at the University of Western Sydney demonstrated that nursing science flourishes when a collaborative and collegial environment can be provided.

I did not know about Sigma Theta Tau until my 1990 visit to the U.S. during a sabbatical leave. I first heard about Sigma Theta Tau from Professor Connie Vance at the College of New Rochelle. I then experienced a research day at the University of Alabama in Birmingham, Alabama, during a visit with Professor Rachel Booth. The Sigma Theta Tau nurses interacted in an open and nurturing way about research studies. I saw this as truly collegial. So, I wanted to establish this same collegial structure in Australia, where nurses could grow and work productively together.

Australia's move of nursing education away from hospital-based education and into the tertiary sector (higher education) in 1985 in New South Wales, and the recent development of doctoral education for nurses, meant the environment was right for the development of an honor society for nurses here. From my perspective, local societies are extremely important to nursing in Australia due to our expansive geography and the long distances we have had to travel to pursue scholarly activities. Now we are providing this locally.

Pursuing Excellence for Patient Care

By Suzanne Bilbe-Taylor, RN, RM, GradCertBioethics, BA, MThScEd, MCN
President-Elect, Xi Omicron Chapter, University of Western Sydney, New South Wales, Australia

Becoming the first Australian chapter of Sigma Theta Tau International, in itself, is significant progress in Australian nursing. I see the Xi Omicron chapter as a partner with the Royal College of Nursing, Australia, and the New South Wales College of Nursing in fostering the development of nursing, a task that no professional nurse can take lightly when planning for the future.

The Australian chapter is the realization of a vision for nursing in the Greater Western Sydney area. Xi Omicron will help to mentor, nurture and encourage members, who will, in turn, encourage others in the work place. The penultimate goal of the chapter, I believe, is to support nurses in the pursuit of excellence in order to provide excellence in patient care.

I have realized that much can be accomplished when collaborating on research and engaging in scholarship. They say that no man is an island. That is especially true for Australia and its nursing population. The University of Western Sydney is located in the largest population area of Australia. Inroads into nursing research in this demographic area will help lead health into the year 2,000.

Already, the three campuses have developed a common ground for the articulation of scholarship and research, which benefits all faculties, academics, students and nurses in the community at large. Becoming members of Sigma Theta Tau demonstrates that we have achieved excellence as scholars and are willing to share this with the wider community and serve as mentors on collaborative projects.
Chapters Are The Cornerstone

By Ruth Tucker, RNC, PhD, Chair, Regional Chapter Coordinating Committee, and Nell J. Watts, RN, MSN, FAAN, Retired Executive Officer, Sigma Theta Tau International

A Salute to Chapters

The chapters are the cornerstone, the indispensable and fundamental basis, of the organization.

We, as an organization, are approaching a 75th anniversary. This is a time for proudly acknowledging our chapter's past accomplishments, for enthusiastically sharing the present, and energetically moving into the future. This issue is a salute to you as individual chapters, for enthusiastically sharing the present, while others have more limitations. Some are faced with the challenge of networking over long distances electronically and in multiple languages. Chapter activities run the gamut from commitments to community health care to interdisciplinary projects among professionals in many fields. Each chapter supports the mission of Sigma Theta Tau International in a unique way.

Chapter Leaders

Establish Sigma Theta Tau

In the beginning (1922) there was Alpha at Indiana University. Now 72 years later with 346 chapters, the newest chapter is Xi Omicron in Australia. During those early years, in the 1920s, six Indiana University nursing students dreamed of developing a Greek nursing honor society. Their original mission was "conceived and dedicated as an educational force, standing for the best in nursing, encouragement for future nursing leaders, and excellence in the preparation of leaders for the future." (1922)

When the students drafted their goals, rituals, and member qualifications for a local organization, they met with Mrs. Ethel Palmer Clark, the director of the school, and presented their initial proposal. Mrs. Clark approved their intent and advised them to expand the structure for a society that would grow to other collegiate schools. Following Mrs. Clark's advice, the students developed Articles of Incorporation and Bylaws that would allow for additional chapters and began to correspond with other university nursing programs to invite their interest.

Five years later, Beta, the second chapter, was established at Washington University, St. Louis in 1927, and the third, Gamma chapter at the Iowa State University, in 1929. (Beta chapter was later discontinued when the school of nursing closed.)

Chapters Convene

First National Convention

All 22 of the national conventions that convened through 1973 were hosted by, arranged for, and implemented by local chapters in the area of the convention. Since 1974, headquarters staff assumed many convention responsibilities.

The three original chapters convened the first national convention at Indiana University in Indianapolis in 1929. St. Louis was the site for the second convention and in 1934 the third met at Iowa State University. Dorothy Ford Buschman, a nursing alumnus of Indiana University, had served as advisor to the development of Alpha chapter and became the first president of the national organization which was cited the "National Chapter." The national governing group became the "National Council" and was composed of five officers. Five officers continued to govern at the national governing council level for fifty years until two additional officers were added in 1979. The Society made other significant name changes through the years to reflect membership growth and participation. By 1985, the Society added an English word to its three-word Greek name, and the organization became known as "Sigma Theta Tau International, Incorporated."

In 1991 the title of the governing body was changed from a Governing Council to the Sigma Theta Tau International, Incorporated Board of Directors and total membership was increased to eleven. Chapters were governed by elected chapter executive councils until 1993, when the titles of their governing bodies changed to a chapter board of directors. The changes reflected corporate responsibilities commensurate with current boards of directors of not-for-profit institutions.

National Structure Provides Services To Chapters

In 1973, delegates (104) from 56 chapters met in Indianapolis to celebrate the Society's 50th anniversary. The convention events included a tour of two offices provided for the first national headquarters in the new Indiana University School of Nursing building, the campus site of the founding chapter. Five of the original founders attended and celebrated the first fifty years.

Following a 1973 study of the future needs of the organization, a new national committee was added to the 1974 bylaws to join the previous nominating, research and bylaws committees. This Educational Development Committee was
added to promote educational programs through chapters in geographical regions of the country. With the availability of office space in 1974 for its headquarters, the National Council employed Nell J. Watts of Alpha chapter as the first executive. The headquarters was charged with providing administrative and support services for chapters, national officers and committees, and for developing national activities.

**Educational Development Committee Promotes Programs**

The Educational Development Committee (EDC) convened in 1974 and initiated plans to promote educational programs in the chapters and regions. The five committee members and executive officer recommended dividing the U.S. into five geographical regions to allow EDC members to promote chapter programming and cooperation in their region. The regions were Western, Plains, Northeastern, Southern and Great Lakes. The EDC also supported convention programs to promote leader development for chapter members. The first regional chapter program, a writer's seminar, convened in Burlingame, California, in 1979 with the EDC regional member as Chair. This successful seminar was popular with chapters and was repeated more than 30 times in the next seven years. The nursing scholar's successful ability to write about scientific developments significantly broadened the base of knowledge and literature.

To assist in developing chapters and promoting chapter fraternity, groups petitioning to be granted charters were invited to attend the 1977 Washington D.C. Convention for the first time. Starting in 1979 in Seattle, honor societies were invited to each convention to present their petitions to the House of Delegates to establish chapters at their respective schools in the succeeding year.

By 1979, it was evident that future growth would exceed the capabilities of the governing structure. Since the headquarters opened and the first EDC committee was appointed, there was more than a 600 percent increase in the growth of chapters. Two officers were added to the National Council: the President-Elect and the Third Vice-President, an office with responsibilities that included serving as chair of the EDC. During the 1979 - 1981 biennium, a redistribution of the Southern and Northeastern Regions was pilot-tested to increase the number of regions from five to seven. Regional titles were changed from geographical terms to numerical terms. The committee continued to expand its mission to assist chapters with leader and program development.

Since 1980, chapters have cooperated through regions numbered 1 through 7. The EDC established regional identities, and the committee name was changed to the “Regional Chapter Coordinating Committee” (RCCC) in 1981.

**Regional Activities**

The first regional assembly meetings were held in five regions in 1982 and 1983. The RCCC members recommended that the regional meetings be held between conventions to provide for more national-chapter cooperation and programming, and for leader development. Since 1984, regional assemblies have been held in each of the seven regions between the biennial convention meetings. The international presidents have attended and keynoted each assembly during their terms in office.

During the 1980s, nurses outside the U.S. expressed interest in joining Sigma Theta Tau and initiated interest in chartering chapters in their homelands. In preparation for becoming incorporated as an international organization, the National Council deleted the word “national” from its name, changing the name of its governing structure to “Governing Council.” The Society legally became incorporated as Sigma Theta Tau International in 1985, before chartering outside the U.S. took place.

In 1985, as chapter growth continued, the RCCC and Governing Council recommended the regions expand to eight. The House of Delegates did not approve this expansion. Instead, Regional Committees were initiated in 1987 as a means to assist and support each Regional Coordinator. The committee members participated in each region with the elected coordinator as chair. Regional Committee members now assume responsibilities for promoting awards, communication, programs and mentoring in each region.

A 1991 International Bylaws change became effective in 1993 and deleted the office of Third Vice President, providing for the first election of a Chair of the RCCC, in addition to the election of the seven Regional Coordinators.

**Chapter Growth and Development**

Supported through the chapters, the members’ quest for nursing excellence continue to be the Society’s primary and scholarly focus. All chapters are started as honor societies at qualified colleges and universities by nurse leaders. These leaders are almost always Sigma Theta Tau members of existing chapters. The leaders organize an eligible group and work together for a minimum of two years to meet chartering requirements. The dedication of members and other nurse achievers to promote nursing excellence through chapter development currently allows approximately 25,000 new members to be inducted each biennium.

**Sigma Theta Tau Expands To Many Nations**

The first chapter was chartered outside the U.S. in 1988 and the eighth in 1994. In the years following World War II, collegiate education for nursing began to expand, and so did Sigma Theta Tau chapters. The increased interest in collegiate nursing and nursing research outside the U.S. provided the structure for chapter development in Canada, South Korea, Taiwan and Australia.

**Chapter Growth from 1922-94**

Currently there are 346 active chapters in 393 universities and colleges. Chapters encompassing more than one school of nursing (chapters at-large) involve 48 universities and colleges. Four chapters were chartered in schools of nursing that later closed. In the past six years, chapters have expanded to four nations outside of the U.S. [11]
Plan now to join your nursing colleagues for the
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Look for more information in the next issue of Reflections!
Chapters Encompass Five Nations

By Beth Baldwin Tigges, RN, PhD, CS, PNP, Region 1 Coordinator

All Sigma Theta Tau International regions have something unique about them, characteristics that help shape chapter and regional activities to support nursing excellence. In Region One, the unique aspects are influenced by the geography.

This region covers six time zones, three continents, and five different countries: Australia, Canada, South Korea, Taiwan and the United States. It includes Los Angeles, California the second largest U.S. city, and the largest concentration of “frontier” lands (six people or less per square mile). These features—in particular the rural facet, geographic spread and international ties—help shape how Region One chapters respond to the members’ professional needs. Nursing leadership through the chapters has enabled nursing excellence to influence the respective national and the collective international health arenas.

Certain strategies of membership involvement have worked well, even when a chapter’s membership is spread across hundreds of square miles. Delta Chi-At-Large at the Intercollegiate Center of Nursing Education and Gonzaga University in Spokane, Washington, serves a membership spread across the largely rural, eastern half of Washington state. Chapter business is often conducted by teleconference, enabling members from different parts of the state to participate in chapter leadership. Delta Chi-At-Large has established membership recognition committees for three key population centers throughout its region to ensure that members’ accomplishments are recognized regardless of their geographic location. The chapter provides travel scholarships for members in rural areas to travel to Spokane for the annual fall meeting. And once a year, the chapter rents time on the university’s interactive television system to broadcast its annual spring program throughout the state.

Jeanine Niemoller, President of Alpha Pi chapter at the University of Wyoming in Laramie, Wyoming, the only chapter in the state, noted that Sigma Theta Tau activities often provide “opportunities of a lifetime,” particularly for members in rural areas, where professional networking can be difficult due to the large geographic distances.

In addition to providing opportunities for rural nurses, the chapters provide key linkages for nurses in the international community. Chapter presidents enhance their professional networking by participating in bi-annual regional president conference calls. They keep in close contact through the use of e-mail and FAX machines. Alpha Gamma at San Jose State University in San Jose, California, has been inducting nursing students from Saipan in Micronesia into its chapter. The students are enrolled in San Jose State University’s Pacific Island Program. Its faculty, many of whom are Alpha Gamma members, travel to Saipan and other locations in the Pacific Islands to teach nursing. Iota Sigma at Azusa Pacific University in Azusa, California recently inducted two nurses who direct schools of nursing in Russia.

At some point in the future the Russian nurse educators would like to organize a nursing honor society to support nursing scholarship in their homeland. In the past several years, when international turmoil curtailed critical information and necessary knowledge to nurses, Beta Psi at Oregon Health Sciences University in Portland, Oregon, donated hundreds of textbooks to some nursing schools in crisis nations.

These examples are but a few of the innovative strategies implemented by Region One chapters. All of the examples illustrate how, despite unique geographic challenges, Sigma Theta Tau chapters and members are spreading nursing science to the communities and regions of the world.

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Involvement in Sigma Theta Tau at the chapter and regional levels expands personal and professional opportunities and growth. Leadership within Sigma Theta Tau International chapters enables nursing to affect changes in the delivery of care. Nurses provide a unique perspective on the health care delivery system. Our constant presence in a variety of settings places us in contact with individuals who reap the benefits of a sophisticated health service system, as well as those individuals seriously compromised by a system's inadequacies and inefficiencies.

Nursing's commitment to consumer needs is well documented in the amount and type of nursing research being carried out by members of Sigma Theta Tau International. Nursing's research agenda is on patient centered health care needs, concentrating on the outcomes of the nursing care. These outcomes focus on the patient's quality of life as well as the symptom management. Nurses are researching methods to deliver competent but cost efficient care. Many nurse researchers are Sigma Theta Tau International members, and many currently sit on the interdisciplinary panels developing clinical practice guidelines for the prevention of pressure ulcers, control of postoperative and cancer pain, and management of incontinence, to name a few. The United States Public Health Service has been one of the most visible and prominent organizations to rely on nursing leadership and research in its interdisciplinary panels. Publications from its Agency for Health Care Policy and Research, not only improve the standards of care, but these documents are in the public domain and patients are knowledgeable of, and request, these services. The beneficiaries of this research are the family, the health care delivery system, and the health care professions.

Involvement at the chapter and regional level of Sigma Theta Tau International is a method for networking with nursing leaders and researchers. We work together for the advancement of our profession. In addition, we have a common bond as Sigma Theta Tau International members. With this bond we nurture, guide, and support our organization and each other. From this bond we receive the gifts of friendship, knowledge, and excellence in practice, education, and research. We are then able to take these gifts and "give back" to our community, our profession, and Sigma Theta Tau International.

Chapter level involvement in Sigma Theta Tau can provide career enhancing opportunities to members which may be unavailable in the workplace, providing them with new and diverse skills that may enhance their work in the community. For most of us, our profession is a life-long project. When we view it as such, we quickly realize that it changes over time.

We change, our circumstances change and our work itself changes as it is influenced by developments in technology and scientific knowledge. John Kotter studied businesses and found that leadership was a significant in their success (The Leadership Factor, 1988). He went on to explore what these successful businesses did right to develop leaders. His book, Corporate Culture and Performance (1992), describes strategies for businesses to foster leadership development by shaping career experiences.

He believes that many of the characteristics of a good leader can be developed with experience or a successful career path. And secondly, that creating a culture of leadership involves, among other things, the broad development of individuals at all levels. He noted that often people have a narrowness of ability and career experience which undermines their efforts to develop visions and strategies and to elicit cooperation and motivation.

As we become more specialized in our work, the need to participate in broadening experiences becomes more vital. Our activities at work are determined by a variety of factors that are not always under our control. Chapter involvement, on the other hand, may be undertaken as our personal and professional lives allow. Chapter involvement provides the welcomed attribute of choice. We can choose when and what we want to learn about, determine how much risk we want to take, assess how and what we want to learn, and schedule how much time to contribute. Not so in the workplace.

In addition, the goals of Sigma Theta Tau differ from most workplace goals and extend a broader view of the profession itself. Chapter involvement provides many opportunities to experience the culture of leadership that Kotter describes. Each successful, broadening experience, however seemingly unrelated at the time, eventually comes together, and into focus for us.

Just to name a few of these opportunities, the chapter may provide experience in planning and monitoring a budget, and practice at long-term strategic planning. Serving on committees or as an officer, imparts experience in learning to work with and motivate a variety of people. One can practice and improve interpersonal leadership skills. In addition, through chapter involvement, members who are beginning their careers will meet nursing experts who may become a role model. Chapters provide an "energizing watering hole," restoring creative energy and recognizing hard work.

Establishing a track record is very important to overall career success according to Kotter, and the experiences which add up to a successful track record can certainly be gained from outside the workplace.
Using electronic resources at the chapter level provides an effective communication tool that can be both cost saving and fun. Coupled with the declining initial costs for hardware and software, many chapters have turned to electronic solutions to advance the organizational planning efforts. There are many different ways this can be accomplished.

Electronic Mail

Electronic mail is a popular communication strategy that can be used between (or among) individuals or groups. For example, individual messages may be sent from Regional Committee Coordinator Chair Ruth Tucker to each of us as regional coordinators, or she can send one message to the entire group. Group mailing lists that are frequently used can be saved and retrieved for later mailings.

As a member of the International Library Committee, I keep the e-mail addresses of each committee member in my group mailing list. Recently, I sent everyone in the group a copy of a file that contained Internet resources for health professionals. As a group we are also able to add comments to working drafts of documents. Regionally, I often contact individual presidents of chapters via electronic mail and have cut the regional phone bill substantially. Of course, the drawback is that the presidents must have an electronic mail address with a mechanism for accessing that account on a routine basis. Originally, I had hoped to have electronic communication for the entire region, but found that all the chapters aren’t quite there yet!

Regular Mailings

Regular mailings are frequently used by chapter leaders who generally use word processing to communicate with chapter members. Either a standard format is used along with labels provided by headquarters, or two files are merged (one with the names and addresses of members and the other with the letter) to provide that individual style. Many of the chapters have also resorted to desktop publishing packages to make chapter newsletters more professional looking. At the very least, the advanced features of most word processing packages have now allowed for column and table features that are more pleasing to the eye.

Bulletin Boards

Bulletin boards have become another common electronic feature. This form of communication allows common users to post information either anonymously or by identifying via e-mail address. For example, chapter support has been provided for a group of patients with AIDS to communicate with each other this way. A former patient of mine who has cerebral palsy spends hours at his keyboard communicating with other disabled persons and would welcome any support chapters might provide. Posting regional events with important chapter programs has long been a dream of mine so that we do not duplicate the many quality programs the chapters all provide.

Graphics Presentations

Graphics presentations can be shown via computer for either chapter displays or individual research presentations. These presentations can be developed to run either independently in a booth setting or advanced by the user or presenter while providing a verbal description. Most of these packages also allow the user to make the images into 35 mm slides if that type of presentation is more feasible. Images, such as the crest or headquarters building, may be shared with chapter members so that presentations have a standard professional look.

Record Keeping

Record keeping functions are certainly appreciated by chapter leaders as well. With all the required forms, there has been much discussion about providing them in electronic format for the leaders to simply fill in and submit in file format. The electronic form of the chapter bylaws is the best example of this. As Regional Coordinator, I use a spreadsheet package to collate information from all my chapter’s annual reports in order to provide an overall picture of the region and provide some guidance to chapter leaders as to where their chapter data lies within Region 4. Word processing helps me to keep the standard reporting format required from me quarterly so that I do not re-enter the headings every time.

Providing Equipment

Providing equipment has been entertained by some chapters to implement outreach to members. Portable computers can be circulated to chapter leaders who require it, or available to chapter members for checking out to prepare and present at professional meetings. Chapters might consider making these computers available to local libraries when not in use, with the necessary hardware/software to access the Virginia Henderson International Nursing Library and the Online Journal of Knowledge Synthesis in Nursing. Programs on both these subjects are being planned by many chapters, with either “live” on-line (via a data connection back to Indianapolis) or in “stand-alone” demonstration format. Additional resources for nurses are also available on the Internet and are popular program topics.

Further support for the Virginia Henderson Library and the Online Journal of Knowledge Synthesis in Nursing have been provided by chapters that have given gift subscriptions to their local libraries. In addition, many of the local research committees have taken on the task of making certain that its members have completed the information needed for them to be included in the electronic database of nurse researchers, making a comprehensive Knowledge Registry possible.

There will always be something new when it comes to technology. Our task is to see how it will help us in our work for Sigma Theta Tau, which means we will all try new things together! Enjoy your new electronic journeys.
Chapters and International Efforts Think Locally and Globally

By Carol Picard, RN, Region 5 Coordinator

Sigma Theta Tau International has continued to foster the development of international chapters with the leadership of President Fay Bower and President-Elect Melanie Dreher, chair of the International Chapters Development Task Force. Chapters have been generating excitement as members consider the needs of nursing throughout the world.

Region Five, with seven eastern United States, has many members involved in scholarly international pursuits. Kappa Tau at the University of Vermont in Burlington, Vermont, supported two members who recently travelled to Yugoslav, Russia. Members of Eta Iota at the University of New Hampshire in Durham, New Hampshire, travelled to St. Petersburg, Russia last summer. They have invited their Russian colleagues to join them at chapter functions on the New Hampshire campus in spring.

In support of the development of a Russian chapter in Moscow, Epsilon Beta at Fitchburg State College in Fitchburg, Massachusetts, has established a special nursing projects fund to support scholarly efforts of nurses at Moscow Medical Academy. The chapter has inducted the dean of the Moscow program into its chapter. In June 1995, Epsilon Beta will co-sponsor a nursing conference in Moscow with the Moscow Medical Academy's Department of Nursing to celebrate the graduation of the first university-prepared nurses in Russia. The chapter is also involved in supporting a student exchange project in which student members are corresponding with students at the Moscow Academy. Members are also involved in developing a text for Russian nursing students who use English as a second language, enlisting inductees to work on tape recorded dialogue to accompany the materials.

Community Service: Building The New Social Pathway

By Ruth Ann Miller, RN, PhD, Region 6 Coordinator

The ultimate goal of Sigma Theta Tau International is to improve the health care of people worldwide. One of the many populations in need of health care improvement is local community members whose health and health care are affected by social ills: poverty, homelessness, alcohol and drug abuse, affordable housing, underemployment, unemployment, mental illness, crime and illiteracy. To adequately address the complex health and social problems, the new social pathway to community service is needed: collaboration and coordination of effort from health, social, political and economic arenas (Ferguson, 1993). Region Six is helping to build that pathway.

Comprised of 62 chapters in the Mid-Atlantic and Southern geographic regions within the United States, Region Six, with the requisite ingredients, continues to contribute to the ultimate goal of Sigma Theta Tau. As a vehicle for communication among local chapters and conservation of human and financial resources in program implementation, each chapter is associated with one of the six districts (each with a facilitator) according to geographic location within Region Six. Armed with abundant strength and talent, a stellar record of leadership and scholarly activities, more than 18,500 active members, 10 nursing doctoral programs, and 12 nursing research centers, Region Six members and chapters are making a difference in community services.

Eta Xi at Gannon University in Erie, Pennsylvania, provided an exemplary educational program to give insight into available local community services and to raise the level of awareness of health professionals and the general public regarding the growing concern of the homeless population. Dr. Juanita Kirkland-Hunter spoke on "Evaluation: The Key to Success for Homeless Projects" followed by a panel.
Since the late 1970s, several consortiums of Sigma Theta Tau chapters have been established in various regions. Most consortiums formed to facilitate chapters needing to combine financial and personal resources to sponsor an assembly or conference. One consortium reports that its impetus was a common concern among chapters to increase membership involvement. Initial successes of these mutual endeavors encouraged chapters to maintain a bond following accomplishment of its original goals.

Currently, most consortiums in Region Seven consist of all chapters located within a state or a specified geographical area. Each chapter designates one or more representatives to attend consortium meetings.

Consortiums differ in their governance structures. Some consortiums have written guidelines outlining membership and operation; others function under flexible guidelines. Consortia offer many benefits for its member chapters. Most consortiums sponsor a research conference and report that these collaborative efforts result in successful and well attended research conferences. Each chapter assumes some responsibility for the conference and shares in the financial success of the conference. Another benefit recognized by consortiums is improved visibility of Sigma Theta Tau in the community. One consortium supports a keynote speaker at its state nurses association meeting annually. These chapters believe its support increases Sigma Theta Tau visibility in the nursing community.

Chapter leaders recognize the benefits of a consortium in providing a forum for face-to-face meetings. While recognizing individual chapter diversity, consortiums can facilitate pooling of limited chapter resources, sharing ideas and preventing unnecessary duplication of services. Consortia provide opportunity for leadership within the structure of the consortium but also support its members who seek international offices. Another benefit of consortiums is a forum for recognition of achievement. During consortium meetings, chapters and chapter members recognize excellence within their members. The consortium serves as a catalyst to encourage these individuals to submit award applications.

In October 1992, a phone conference was initiated by Sigma Theta Tau International headquarters to discuss how consortiums are currently functioning. A document entitled *Guidelines for Establishing a Consortium of Sigma Theta Tau Chapters* was drafted following this meeting. This document is available by contacting international headquarters.

Consortiums of Sigma Theta Tau chapters initially formed out of a mutual need. However, many have transcended beyond the initial intent to become catalysts to promote the goals of Sigma Theta Tau International. They promote leadership, recognize excellence and encourage collaboration between chapters. Consortia provide chapters with a forum to share ideas and resources.
Preparing Chapter Leaders for the 1990s and Beyond

Chapter Leadership Intern Program

By Christine J. Brugler, RN, MSN, Region 4 Mentoring Chair

The Chapter Leadership Intern Program is an exciting program designed to prepare chapter members for future leadership roles. The program is modeled after the Leadership Extern Program, which was developed by Beth C. Vaughan-Wrobel, Past President, Sigma Theta Tau International. Guidelines for the Intern Program, created by the 1991-1993 Regional Chapter Coordinating Committee (RCCC) were included in the January 1993 mailing to chapter officers.

Program Implementation - "Simple and Do-able"

Joan Riley, chair of the 1991 - 1993 RCCC, envisioned the Chapter Leadership Intern Program as "simple and do-able." Indeed, the seven Intern Programs referred to in this article are successful and diverse, because the chapters have been able to adapt the program to meet unique situations.

Three other chapters, Theta Zeta at Bloomsburg University in Bloomsburg, Pennsylvania, Gamma Xi at University of Arkansas for Medical Sciences Campus at Little Rock, Arkansas, and Beta Omicron at Medical College of Georgia in Augusta, Georgia, were in the process of implementing Intern Programs this past fall.

As chapters make the commitment of time, energy, and finances to support the Intern Program, officers need to tailor the guidelines to meet chapter needs. Identification of eligible members, number of interns per chapter, frequency and timing of the intern application process, and length of the intern's tenure are just some of the items that allow for a variety of program combinations.

Leadership Program Yields Multiple Experiences

A dynamic aspect of this innovative program is the ability of chapters to nurture and prepare members for leadership roles. First and foremost, interns have wonderful opportunities to be mentored by chapter leaders. During mentoring relationships, interns may develop new leadership knowledge and extend their professional relationships by attending board and committee meetings, chapter programs and events, and international activities, such as the Regional Assembly.

Also, the interns may become involved with a particular project. The project might be developed by the intern or in response to an identified challenge presented by the Board. For instance, Beta Omicron planned to identify a few of its challenges as part of the application and asked applicants to develop a proposal to meet one of the challenges.

The Leadership Intern - Creative, Dynamic, Resourceful

A chapter's interns come from a variety of backgrounds to learn and develop leadership skills, and further the goals of Sigma Theta Tau. It is inspiring to discover the numerous successes the interns and chapters are cultivating.

While being mentored by the executive board of Mu Phi at Kennesaw State College at Marietta, Georgia, Theresa Ricson, a 1994 BSN graduate, is chairing the its Heritage Committee. Iota Gamma's intern at Spalding University in Louisville, Kentucky, Charlotte Gornaley, a graduate student, selected the chapter's vice president as a mentor. Her project involves working closely with the University's Alumni Association and Financial Aid Departments to find inactive chapter members.

Lorraine Hamm, a graduate faculty member and an Intern with Zeta Rho of Mississippi University for Women in Columbus, Mississippi, developed a project from a suggestion by the former president of Zeta Rho. Her "Image Maker" project is designed for Zeta Rho to collaborate with area businesses to recognize outstanding nurses.

Lisa Davis, who was a senior nursing student during her 1993 - 1994 internship with Delta Xi at Kent State University in Kent, Ohio, developed and presented an enlightening program about Sigma Theta Tau for the university's freshmen nursing students. Current interns, Dawn Higgins and Ann Ward, are working on membership involvement projects.

Senior student interns at Kappa Iota at Madonna University in Livonia, Michigan, were designated as liaisons between the chapter and nursing student body. Past intern, Marcia Berg and current intern Kathy Willis, have kept the bulletin board up to date regarding Kappa Iota activities and have also included chapter information in the students' "Monday Memo," which comes from the Dean's office. They take on other projects for the chapter.

Interns at Iota Xi at Florida Atlantic University in Boca Raton, Florida, have diverse interests. Doctoral student Marian Turkel is working with the president in a variety of projects. Beverly David, a graduate student is being mentored by the president-elect and together, they are working on the development of guiding policies and procedures for the chapter. As a result of his positive first year of the intern tenure, staff nurse and recent graduate Maurice Medvedeff decided to run for the office of treasurer. He is now busy in that important chapter leadership role. Sandra Ripper-Brown, a senior nursing student at the start of her internship, has served as co-editor for Iota Xi's newsletter.

Iota Mu at Texas Tech University Health Sciences Center in Lubbock, Texas, inducted interns Cynthia Garcia and Cindy Kastler, who are co-chairing subcommittees for the chapter's 1995 Research Conference. They will work closely with the mentorship committee. In addition, the chapter president asked them to evaluate Iota Mu, using the Self-Study Criteria, believing that this evaluation, along with the Board's evaluation, will bring forth valuable, comprehensive chapter information.

Through the Leadership Intern Program, chapters develop leaders, one of the primary goals of Sigma Theta Tau. Lisa Davis, an Intern at Delta Xi said, "When I first started in Sigma Theta Tau, I was a cocoon. Then, I had the pleasure of being a Delta Xi Leadership Intern. I was mentored by First Vice President Jeri Shaffer. Through Jeri's leadership, mentoring, and friendship, I grew from that cocoon to a butterfly with outstretched wings. I am now ready to flourish with Sigma Theta Tau."
The leadership role in any organization provides a dynamic opportunity to contribute to the growth of others. A leader accepts this challenge and is not content until power is given away (Ehrant, 1990). The most satisfying power for a leader is the chance to help others empower themselves (Wall, Solum, & Sobol, 1992). The art of leadership combines skilled craftsmanship, technical expertise, theoretical knowledge, and effective communication. It is an interactive process; it demands input from both the leader and the followers (Ehrant, 1900).

Sigma Theta Tau has always been committed to leadership development. Multiple programs have been developed to involve, mentor, recognize and reward members. One such program is the Leadership Extern Program. The purpose of this program is to prepare members for leadership roles in nursing and voluntary associations. It provides a formal mechanism to develop the leadership potential of selected members. Members who are eligible for the Leadership Extern Program should meet the following criteria:

1. Hold active membership status;
2. Be emerging or developing a leadership career;
3. Have served in a leadership role within a chapter;
4. Have participated in activities on a local or regional level.

Sigma Theta Tau members who apply for the Leadership Extern Program are expressing a desire to enhance their leadership skills. Being selected as a leadership extern is an honor, but demands personal involvement and requires professional commitment. Each extern formulates specific goals to be achieved through the experience. These goals are reflective of the individual’s professional interest and personal needs.

They may involve themselves with the international organization in a variety of ways. For example they will:

- Attend meetings of the Sigma Theta Tau International Board of Directors, learn about the roles of board members, international and regional committees, and international headquarter’s management.
- Participate in the regional assemblies or the biennial convention.
- Share in the governance of Sigma Theta Tau through involvement on international and regional committees.
- Network with international nursing leaders.

The experience provided through Sigma Theta Tau International can be augmented by additional learning opportunities that may include some activities as conducting an in-depth literature review on leadership, attending conferences on leadership development and seeking opportunities to actively engage in leadership responsibilities. Leadership development is a lifetime commitment requiring constant self-awareness, renewal and growth. “Leadership is a quality that has momentum. The more it is exercised, the more it can be employed. People who want to increase their ability to lead need to start leading...As they then put that power to use in creating a purpose, promoting values, developing a system, and building motivation, they will find that the ability to lead is enhanced by the act of leading” (Lynch, 1988, p.26).

During the biennium, externs begin to critique and challenge their leadership skills. The two years in which an individual is involved in the Leadership Extern Program are dedicated to the enhancement of personal leadership and professional development.

Leaders are well known for their vision. Visionary leaders are those who develop clear goals toward achieving their dreams, who communicate effectively, and inspire others to participate in their dreams (Wall, Solum & Sobol, 1992). To be a visionary, a potential Leadership Extern might choose a proactive approach. A proactive individual exercises the freedom of choice, accepts the responsibility to make things happen, takes the initiative and inspires others. Goals are mutually set, plans agreed upon, actions initiated, and commitments met (Covey, 1989). Usually, an organization’s most dedicated members become its most successful leaders. Sigma Theta Tau houses a family of leaders. These leaders constantly promote change and are committed to serving other members. Leaders in Sigma Theta Tau International have demonstrated the ability to direct the present and shape the future. As mentors, they created the paths for the leadership externs to follow in their journey of leadership development and professional growth.

References:
25 Honor Societies Chartered

Sigma Theta Tau International chartered 25 new chapters last spring, raising the total number of chapters to 346, representing 393 colleges and universities in five nations - Australia, Canada, South Korea, Taiwan and the United States.

The chartering ceremony is an auspicious occasion. Each ceremony marks a landmark milestone for the honor societies that have spent many years striving to reach their goal of membership in the Society. The formal ceremonies, officiated by a Sigma Theta Tau International representative, include presentation of the charter and coat-of-arms, induction of members and installation of the new chapter officers.

Following are reports from the charterings:

**AUSTRALIA**

Xi Omicron, encompassing the University of Western Sydney's three campuses at Hawkesbury, Nepean and Macarthur, in New South Wales, Australia, inducted 200 nursing leaders on July 13, 1994. Caroline Wright, RN, PhD, CM, FRCNA (Fellow of the Royal College of Nursing Australia) was installed as president. On July 14-15, 1994, Xi Omicron held a research conference, "Nursing Research: The Challenge of Communication," at the Hawkesbury campus in Richmond, New South Wales. The keynote speakers were Connie Vance from the College of New Rochelle in the U.S., and Jeanne Madison from the University of New England in Armidale, Australia.

**CANADA**

Xi Eta chapter at the University of British Columbia at Vancouver, Canada, held its chartering ceremony on April 29, 1994. Xi Eta is the fourth Canadian chapter to receive a Sigma Theta Tau International charter. The honor society officers wore academic robes at the chartering, continuing the tradition set by the honor society. The Canadian tradition of the procession being lead by a bagpiper and drum was also included in the ceremony. Anna Marie Hughes, RN, EdD, was named President.

Xi Lambda chapter at the University of Manitoba in Winnipeg, Manitoba, Canada was chartered on May 15, 1994. Joan Drosdowski was installed as president and 174 members were inducted.

**UNITED STATES**

**Arizona**

Nu Upsilon at Grand Canyon University in Phoenix, Ariz., held its chartering ceremony on April 7, 1994. Nu Upsilon chapter inducted 84 members and installed Pamela K. Randolph as President.

**California**

Nu Psi chapter of San Francisco State University at San Francisco, Calif., was chartered on April 9, 1994. A total of 206 members were inducted as part of the ceremony, and Marilyn Verhey was installed as Nu Psi President.

Xi Epsilon chapter at California State University-Bakersfield in Bakersfield, Calif., was chartered on April 22, 1994. May Jo Kasselman was installed as President.

Xi Theta chapter at California State University at Dominguez Hills, Calif., was chartered on April 30, 1994. Bonnie Jones was installed as president and 288 members were inducted.

**Illinois**

The Nu Pi chapter was chartered at Sangamon State University in Springfield, Ill., on March 25, 1994. Joan Ortmann was installed as President and 175 members were inducted.

**Indiana**

Nu Omicron-At-Large, encompassing Bethel College in Mishawaka, Ind., Goshen College in Goshen, Ind., and St. Mary's College in Notre Dame, Ind., held its chartering ceremony on April 15, 1994. Xi Eta chapter at California State University at San Francisco, Calif., was chartered on April 9, 1994. A total of 206 members were inducted as part of the ceremony, and Marilyn Verhey was installed as Nu Psi President.
Missouri

Nu Chi chapter at University of Missouri-St. Louis in St. Louis, Mo. was chartered on April 9, 1994. Elizabeth Diener was installed as President and 184 members were inducted.

Nebraska

Nu Rho-At-Large, encompassing Nebraska Wesleyan University and Union College in Lincoln, Neb., inducted 124 new members on March 27, 1994. Debra Border was installed as President. Sigma Theta Tau International President Fay Bower presented the coat-of-arms to Marilyn McArthur, Chair of the Division of Nursing at Union College, and Patricia Morin, Chair of the Department of Nursing at Nebraska Wesleyan University.

North Carolina

Nu Omega chapter at the University of North Carolina at Wilmington, N.C., was chartered on April 9, 1994. Adrienne Jackson was installed as President and 108 members were inducted.

Ohio

Xi Xi at Youngstown State University in Youngstown, Ohio, was chartered on June 5, 1994. Diane Bateman McDougal was named President and 170 members were inducted.

Oregon

Xi Mu at Linfield College Good Samaritan School of Nursing in Portland, Ore., was chartered on May 19, 1994. Xi Mu President Kathy Laws accepted the charter.

Pennsylvania

Nu Sigma was chartered at Waynesburg College in Waynesburg, Pa., on April 7, 1994. Barbara Rickard was installed as President, and 103 members were inducted into the new chapter.

Xi Beta chapter was chartered at East Stroudsburg University at East Stroudsburg, Pa., on April 23, 1994. Ninety-one members were inducted into the new chapter.

Xi Gamma chapter at the Marywood College of Nursing in Scranton, Pa., was chartered on April 17, 1994. The ceremony included the induction of 117 new members.

Xi Delta at West Chester University at West Chester, Pa., was chartered April 17, 1994. Nearly 150 nurse leaders were inducted as part of the ceremony.

Tennessee

Nu Phi chapter at Austin Peay State University in Clarksville, Tennessee was chartered on April 8, 1994. Cathy Webb was installed as President and 117 members were inducted.

Xi Alpha chapter at Middle Tennessee State University in Murfreesboro, Tenn., was chartered on April 10, 1994. Jean Hastings was installed as President and 102 members were inducted.

Texas

Xi Iota chapter at Midwestern State University in Wichita Falls, Texas was chartered on May 4, 1994. Charline Vardeman was installed as President and 166 members were inducted.
1994 Archon Awards
Are Phenomenal Success

By Lucie S. Kelly, RN, PhD, FAAN

"That which we have in common... is that we are healers. We are trying to make whole that which has come apart." Dr. Jonas Salk, internationally renowned hero who discovered the cure for polio in the mid-1950s, recently made the above comment as he paid tribute to his fellow Archon Award recipients in a videotaped acceptance of the prestigious Sigma Theta Tau International honor. According to Dr. Salk, "Nurses remind us that we are dealing with people. We are dealing with human beings and we must do so in ways that are caring..."

Present to accept their Archon Award at the September 27th ceremony at The Library of Congress were Dr. Leighton E. Cluff, former president of The Robert Wood Johnson Foundation and current VA Distinguished Physician and Professor of Medicine at the University of Florida; Elizabeth Dole, president of the American Red Cross; Marian Wright Edelman, president of the Children's Defense Fund; and, Dr. David A. Hamburg, president of the Carnegie Corporation of New York.

Dr. C. Everett Koop, former U. S. Surgeon General, was represented by Dr. Fay Abdellah, former Deputy Surgeon General of the Public Health Service, Sigma Theta Tau Research Fellow Emeritus and Acting Dean of the Graduate School of Nursing of the Uniformed Services University of Health Sciences.

Approximately 130 distinguished health, business, governmental, foundation and civic leaders attended the event. Luci Baines Johnson, honorary member, presented the awards. Sr. Rosemary Donley, executive vice president of The Catholic University of America president, and Dr. Fay L. Bower, president of Sigma Theta Tau International, and Vernice D. Ferguson, chair of the Friends of the Library, participated in the program.

Crown Cork & Seal Company, Inc., of Philadelphia, and Dr Pepper/Seven-Up Companies, Inc., of Dallas generously supported the awards reception. Their contributions are warmly appreciated.

Special guests included Nancy Dickinson-Hazard, Sigma Theta Tau executive officer; Nell J. Watts, former executive officer; Dr. Lucie S. Kelly, past president and chair, Development Committee; Dr. Billye Brown, past president; Drs. Elizabeth Carnegie and Patricia Thompson, members, Sigma Theta Tau Board of Directors; Betty Thomas, former Sigma Theta Tau treasurer; Mrs. Joan K. Stout, member and president of the Hugoton Foundation; Lorraine Rudowski of George Mason College of Nursing accompanied by Dr. Natalia Maltseva of the Ministry of Health of Russia; John Dill of Mosby Publishing Company; Ruth Watson Lubic of the Maternity Center Association; Dr. Mary Wakefield, chief of staff for Senator Kent Conrad; and, Congresswoman Eddie Bernice Johnson.

Special thanks go to Kappa Chapter leaders Dr. Helene Clark, Richard Essick, Dr. Rosemarie Satyshur and Sr. Maria Salerno for their kind assistance with the management of the event.
Dr. Jonas Salk

Founding Director, The Salk Institute for Biological Studies, and creator of the influenza and poliomyelitis vaccines.

Dr. David A. Hamburg

President, Carnegie Corporation of New York.

Marian Wright Edelman

President, Children's Defense Fund.

Elizabeth Dole

President, America Red Cross.

Dr. Leighton E. Cluff

Former President, Robert Wood Johnson Foundation, and V.A. Distinguished Physician and Professor of Medicine, University of Florida.

Dr. C. Everett Koop

Former U.S. Surgeon General, Senior Scholar, C. Everett Koop Institute at Dartmouth College.
From left: Pauline Seitz, Senior Program Officer at the Robert Wood Johnson Foundation; Archon Award Recipient Dr. Leighton E. Cluff, former President of Robert Wood Johnson Foundation; Mrs. Nell J. Watts, retired Society Executive Officer; and Billye J. Brown, past Society President.

From left: Nancy Dickenson-Hazard, Executive Officer, Sigma Theta Tau International; Faye G. Abdellah, Rear Admiral (Ret.) former Deputy Surgeon General of the U.S. Public Health Service; U.S. Rep. Eddie Bernice Johnson, D-Texas; Luci Baines Johnson, host for the Archon Awards Ceremony, philanthropist and daughter of President Lyndon B. Johnson.

Above: Dr. Elizabeth Carnegie, member, Sigma Theta Tau International Board of Directors is pictured with LTC Patrick A. Wesley, of the Army Nurse Corps.

Lotus Development Corporation Supports Nursing

The Lotus Development Corporation of Cambridge, MA, has generously contributed licenses enabling 10 employees of Sigma Theta Tau International to use Lotus 123. This gift represents a $3,500 savings for the society and enhances the ability of staff members to accomplish their goals.

New Virginia Henderson Fellow Announced

John D. Benson of Legacy Fine Jewelry Company, Inc., a long-time associate of Sigma Theta Tau International (see back cover), has been named a Virginia Henderson Fellow in recognition of his extraordinary commitment to the society. Mr. Benson has pledged $60,000 to establish an endowment fund providing for research and development projects of the Virginia Henderson International Nursing Library. According to Mr. Benson, "It will be exciting for me to watch the library evolve into a major nursing resource on the 'information superhighway.'"
Korean Nurses
Access Online Library

The 40-member nursing faculty of the School of Nursing helped to celebrate the 40th Anniversary of the Catholic University School of Medicine in Seoul, Korea by sponsoring a two-day nursing informatics conference in May 1994. Topics ranged from the science of nursing informatics and clinical information systems to a demonstration of the Sigma Theta Tau International Online Journal of Knowledge Synthesis for Nursing. Enthusiasm for nursing informatics drew approximately 200 nurses from several nursing schools to the workshop.

Dr. Graves’ translator was Dr. Hyeoun-Ae Park. They were former colleagues at the University of Minnesota Graduate Program in Health Information Sciences. Dr. Park, who teaches nursing informatics and statistics at Seoul National University, provided the Internet address which made it possible to communicate online with the Virginia Henderson Library at Sigma Theta Tau International Headquarters. Transmission of search requests and library responses were under one-half minute.

Scholars’ Colloquia

Sigma Theta Tau International gladly facilitates scholars’ colloquia and provides a meeting place for a nominal charge of $50. Research groups interested in forming a scholars’ colloquia may contact Sigma Theta Tau’s Program Department at (317) 643-8171. Members of the first scholars’ colloquia to meet at Sigma Theta International gathered to discuss “Clinical Judgement and Decision Making in Nursing” in October 1993. The participants were doing research about nurse decision making; however, patient decision making and teaching nursing students decision making were also represented.

The group concluded that in the future they will move away from a presentation and discussion structure, and use a problem solving format that will focus on projects. For the next conference, this group will solicit a set of discussion questions submitted by each researcher, or research group, and those will form the basis for each targeted work session.

Colloquia members all supported having future meetings at the Center for Nursing Scholarship in Indianapolis. The Center, purposely built as a think-tank for nursing scholars, seemed comfortably inviting to the group. With pride, several scholars expressed a commonly held sentiment that the Center seemed to be “our place . . . . It belongs to us.”

Research Donated Archives to Library

The National Nursing Research Development Conference was started at Yale University in 1970. In 1989, on its 20th anniversary, Roma Lee Taunton and Shirley Veith at the University of Kansas Medical Center, conducted an historical survey to collect materials about the conference and the various sites which had sponsored it. Contemporary information was also collected. The materials have floated about, and some were lost, because the conference has functioned without a standing organization as a sponsor.

To preserve the conference’s knowledge, Dr. Rita Snyder-Halpern, RN, PhD, CNA, Associate Professor, Philip Y. Hahn School of Nursing, University of San Diego in San Diego, Calif., has donated the scholarly records to the Virginia Henderson International Nursing Library. The researcher’s materials consist of abstracts, several syllabi, and conference site information for the various sponsors over the years.
An anonymous benefactor bestowed Beta Alpha at Texas Christian University's Harris College of Nursing in Fort Worth, Texas, with a generous $100,000 gift, designated for the chapter's Hogstel Gerontological Research Fund.

The gift marks the largest charitable donation ever given to a Sigma Theta Tau chapter. Mildred Onelle Hogstel, RN, C, PhD, Professor Emeritus of Gerontological Nursing at Texas Christian University, began the Hogstel Research Fund with a $5,000 gift in 1989 to honor her late father. She has made other gifts to the fund since its inception, enabling Beta Alpha members to support scientific inquiry into elder care. She has inspired legions of nurses.

Each year, the Hogstel Research Fund has supported a research symposium and awarded one or two grants for elder research applied to a clinical area.


Dr. Hogstel has been credited with a large part of the chapter's research success. "Dr. Hogstel is a gentle and nurturing mentor. She has been accessible to faculty when they contemplate and formulate research activities and has been creative in her comments on their research ideas," said Dr. Carolyn Spence Cagle, RN, PhD, Beta Alpha Past President.

Chapters invited to give “Gift of Knowledge”

Dear Chapter Leader:

The broad dissemination and utilization of nursing knowledge is a major goal of Sigma Theta Tau International. You and your chapter are cordially invited to contribute the “Gift of Knowledge” by purchasing a subscription for your school, nursing association, or other health-related organizations in which you participate.

Benefits supporting the “Gift of Knowledge” program include:

- Your organization will receive a personal letter from President Fay L. Bower, RN, DNSc, FAAN, citing the significance of your chapter's gift in advancing patient care;
- You will be recognized in Reflections and Chapter Leader EMPHASIS; and
- Your gift will be acknowledged on the login screen each time a representative of your institution or group accesses the Library Databases.

“Gift of Knowledge” Subscription Rates:

- Image: Journal of Nursing Scholarship—$25
- Virginia Henderson Library Databases (including login message)—$90
- The Online Journal of Knowledge Synthesis for Nursing—$250
- Library Databases/Knowledge Synthesis Journal Combined—$320

Thank you for considering this invitation and all that you do to foster nursing excellence and scholarship.

For more information, call (317)634-8171
Grant Recipients Announced

**Sigma Theta Tau International/American Nurses Foundation Grant Recipient Announced**

Although research has shown that there is an association between depression and a decreased ability to function in persons with arthritis, no studies have documented the prevalence of depression in elderly persons with osteo-arthritis or its impact on the quality of life.

Carol E. Blixen, RN, PhD, CS, an Assistant Professor at Frances Payne Bolton School of Nursing at Case Western Reserve University, has been named the 1994 recipient of the Sigma Theta Tau International/American Nurses’ Foundation grant to examine those issues.

The major aim of the research will be to document the prevalence of depression in elders with osteo-arthritis and examine the impact of both arthritis and depression on their quality of life. Since older adults with chronic diseases and depression are at greater risk for nursing home placement and death than their healthier peers, Dr. Blixen believes it is vital for nurses to routinely assess this at-risk population for depression. She seeks to help nurses understand the relationship between arthritis, depression and the quality of life of older adults.

She was awarded $6,000. Her study is entitled “Arthritis and Depression: Quality of Life of Older Adults.” Arthritis is the number one chronic disease in late life and is the primary cause of total incapacity for about one million older adults.

**1994 Mead Johnson Nutritionalis Perinatal Research Grant Recipient**

Judith Noble Halle, RNC, MSN, Perinatal Clinical Nurse Specialist, UCLA Doctoral Student in Nursing and Obstetrics/Physiology Guest Lecturer and TA, has been designated as the 1994 Mead Johnson Nutritionalis Nursing Research Scholar.

She will receive a $10,000 grant for her project to examine the “Prevention of Hypoxic Brain Damage in the Newborn.” The long term purpose of the study is to begin systemic investigation into the mechanisms responsible for brain damage due to perinatal asphyxia, and to determine effective clinically useful therapeutic interventions.

Her specific aim will be to examine the neuroprotective effects of the adenosine-binding enhancer PD 81,273 administered during an hypoxic-ischemic insult in newborn rats. In vivo brain neurochemistry and histochemical analysis will be conducted with the support of the Nicholas Assali Perinatal Research Laboratory, directed by Brian Koos, MD, PhD, Chief of Maternal-Fetal Medicine at the University of California at Los Angeles Medical Center, and the Molecular Biology Muscle Research Laboratory, which is directed by Christine Kasper, RN, PhD, of the University of California at Los Angeles School of Nursing.

For the first time, this research will test an innovative therapeutic intervention which has potential to greatly improve perinatal care.

Two New Grant Opportunities in 1995

**Sigma Theta Tau International/American Association of Diabetes Educators Grant**

A new research grant opportunity will be offered by Sigma Theta Tau International and the American Association of Diabetes Educators to fund investigations related to diabetes education and care.

This $6,000 grant targets qualified nurses to contribute to the enhancement of quality and increase the availability of diabetes education and care. The application deadline is October 16, 1995 and the grant will be funded on January 1, 1996.

The American Association of Diabetes Educators (AADE) was established in 1974 as a national multidisciplinary organization of health professionals. AADE is dedicated to advancing the specialty practice of diabetes education, and to improving the lives of all children and adults diagnosed with diabetes through quality education and care. Their current priority in jointly funding a grant with Sigma Theta Tau International is to target the request for proposals for studies which support the advanced practice role of the diabetes educator in improving health outcomes in patients with diabetes.


**Sigma Theta Tau International/Emergency Nurses Foundation Grant**

Sigma Theta Tau International and the Emergency Nurses Foundation (ENF) are awarding a joint grant of $6,000 for research which will advance the specialized practice of emergency nursing. The grant application deadline is March 1, 1995 and will be funded July 1, 1995.

The ENF is a charitable, not-for-profit, corporation established by the Emergency Nurses Association (ENA) in 1991. The purpose of the Foundation is to enhance the emergency health care services to the public through promotion and support of research and education in emergency care.

All relevant research topics will be considered, although priority will be given to studies which relate to the ENF Research Initiatives. These include but are not limited to: mechanisms to assure effective, efficient, and quality emergency nursing care delivery systems, factors affecting emergency nursing practice, factors affecting health care cost, productivity, and market forces to emergency services, ways to enhance health promotion and injury prevention and mechanisms to assure quality and cost effective educational programs for emergency nursing.

For more information, and to request an application, write: Emergency Nurses Foundation, 216 Higgins Road, Park Ridge, Illinois 60068-5735. Or call, (708) 698-9400, Ext. 3350.
Members on the Move

**Nepal**

Ruth B. Grubesic, Epsilon Epsilon (Bradley U) has worked as a Peace Corps volunteer and nurse educator in Nepal since September 1993. She is currently working as an independent contractor for the Peace Corps, conducting technical training for incoming community health volunteers in Nepal. Ms. Grubesic is also teaching first-year community health nursing at the Tribhuvan University-Pokhara and has also initiated an income-producing project that provides women with sewing and knitting skills.

**Oman**

Virginia M. Mermel, RN, DNSc, Tau (Georgetown U) has been appointed Nursing Education Advisor to the Minister of Health in the Sultanate of Oman. She has worked as a Peace Corps volunteer and nurse educator in Nepal since September 1993. She is currently working as an independent contractor for the Peace Corps, conducting technical training for incoming community health volunteers in Nepal. Ms. Grubesic is also teaching first-year community health nursing at the Tribhuvan University-Pokhara and has also initiated an income-producing project that provides women with sewing and knitting skills.

**Russia**

Ten Sigma Theta Tau members traveled to Russia for a 3-year Nursing Education Reform Project starting in the summer of 1993. Anna Marie Heffner, Anita Rosebrough, Connie Austin, Phyllis Esslinger, Marsha Fowler, Katie Hill, Susan Smith, Sheila Wiebe, Jane Cardea, Iota (Vanderbilt U) and Marsha Flood, Alpha Eta (U of California-San Francisco), began working with 70 leading Russian nurse educators to prepare culturally sensitive instructional modules and develop a nursing philosophy. The curricula introduces a holistic approach to the profession. The project is funded by World Vision International, United States Agency for International Development, and Azusa Pacific University in Azusa, Calif.

**United States California**

Shannon E. Perry, RN, PhD, FAAN, Nu Psi (San Francisco U), was named Interim Director of the San Francisco State University School of Nursing. She had been on the faculty since 1985 and was Vice Chair of the Graduate Program for three years. The previous director, Sarah B. Keating, RN, EdD, CPNP, Nu Psi, was named Interim Associate Dean of San Francisco State University’s newly formed College of Health and Human Services.

Susan M. Tucker, RN, MSN, Nu Xi-At-Large (Holy Names College, California State U at Hayward, Samuel Merritt College), served as a consultant to the Maternal Child Health Division of the Ministry of Health in Bucharest, Romania, in September, 1992. As the Assistant Director of Nursing at Kaiser Permanente Medical Center in Martinez, Calif., Ms. Tucker assessed the existing perinatal practices that contributed to the institutionalization of infants to Romanian orphanages and developed a program of infant feeding and maternal bonding to decrease this practice. Ms. Tucker was also instrumental in establishing the Association of Neonatologists in Romania. She has published several books on the subject and recently completed her masters in nursing administration.

**District of Columbia**

Virginia Trotter Betts, RN, MSN, JD, Iota (Vanderbilt U) was re-elected as president of the American Nurses Association for 1994-1995. Also, on behalf of the American Nurses Foundation, Ms. Betts honored President Clinton last May with a plaque to commemorate the organization’s $40,000 endowed research fund, dedicated to the president’s mother, the late Virginia Kelley, CRNA. An annual Virginia Kelley Scholar will study women’s health issues.

Honorary Member Donna E. Shalala, Secretary of the U.S. Department of Health and Human Services recently appointed the following members to the National Advisory Council for Nursing Research: Cornelia Marie Beck, RN, PhD, FAAN, Gamma Xi (U of Arkansas for Medical Sciences); Geraldene Felton, RN, EdD, FAAN, Gamma (U of Iowa) and Theta Psi (Oakland U), Evelyne Clark Gioiella, RN, PhD, FAAN, Upsilon (New York U) and Alpha Phi (Hunter College of New York).

**Hawaii**

Jane K. Kadahiro, RN, MPH, CDE, Gamma Psi (U of Hawaii) was presented the Outstanding Contribution to Camping and Diabetes Award by the American Diabetes Association for her work with the Annual Diabetes Youth Camp in Hawaii. A founding member of the Hawaii affiliate of ADA, Ms. Kadahiro has served on or chaired every committee of the organization and served as its president. She organized the third International Diabetes Youth Camp in Hawaii in 1993.

**Illinois**

The American Congress of Rehabilitation Medicine elected new officers for 1994. Karen E. Wunch, RN, CRRN, CNA, Gamma Tau (U of California-Los Angeles) was elected First Vice President, and Judith Stanton, RN, MS, Iota Lambda (U of Southern California) was named Secretary.

The American Rehabilitation Nurses 1995 Board of Directors includes: Susan Dean-Barr, RN, CRRN, PhD, Gamma Phi (Rush U) President.
and Marilyn Ter Maat, RN, MSN, C, CRNN, CNA, Eta Kappa (Washburn U) Director-At-Large.

Indiana
Anne S. Black, RN, MSN, Alpha (Indiana U), Chair of the Sigma Theta Tau International Financne Committee, received the Emily Holmquist Lifetime Achievement In Nursing Award in September 1994 from Indiana University School of Nursing for her having provided top leadership for nursing at outstanding hospitals in Indiana and Massachusetts, ... and for being a visionary leader who has set the stage for family-centered health care in the 21st century.

Mariam Martin Pettengill, RN, PhD, Alpha (Indiana U) has been named Dean of the School of Nursing at Indiana University- South Bend. She previously served as executive director of the Midwest Alliance in Nursing and administrator of the Midwest Nursing Research Society in Indianapolis. Her clinical specialty is psychiatric nursing.

Massachusetts
Sara T. Fry, RN, PhD, FAAN, Pi (U of Maryland) has been named the Henry R. Luce Professor of Nursing Ethics at Boston College School of Nursing. Dr. Fry was previously the Associate Professor at the University of Maryland School of Nursing. She had been a Kennedy Fellow in Medical Ethics at Georgetown University and a Visiting Scholar at the Kennedy Institute of Ethics.

DeLois Pittman Wekes, RN, DNSc, Alpha Eta (U of California-San Francisco) has been appointed Associate Dean for the Graduate Programs at Boston College School of Nursing. She was previously Associate Professor at the California-San Francisco School of Nursing. Her research has focused on the needs of chronically ill children and their families.

Michigan
Sheila Behler, RN, MSN, Lambda (Wayne State U), received the 1994 Bon Secours Dedicated Service Award from Bon Secours of Michigan Healthcare System, Inc. She was honored for her work in educating and providing health care to poor women and their children as they undergo treatment for substance abuse.

Nebraska
Beth Furlong, RNC, PhD, Iota Tau (Creighton U), participated in a one-month Fulbright Fellowship program in Jordan-Islamic Culture and Civilization Today. Dr. Furlong is the Coordinator of Community Health/Community Mental Health Nursing at Creighton University.

New Jersey
Lois Snader Kelley, RN, BS, MS, MEd, EdD, Iota Xi (Florida Atlantic) has been named Director of the Farleigh Dickenson University School of Nursing. She was an assistant professor at Florida Atlantic University, a post she held since 1988. Her area of research relates to nursing theory based practice.

New York
Dr. Geraldine Valencia-Go, Delta Zeta (Herbert H. Lehman College) was appointed Chairperson of the Undergraduate Programs at the College of New Rochelle School of Nursing.

North Carolina
Brenda L. Cleary, RN, PhD, CS, Alpha (Indiana U), and Iota Mu (Texas Tech U Health Sciences Center), was appointed Executive Director of the North Carolina Center for Nursing Board of Directors.

Dr. Margaret V. Hargett, Gamma Zeta (U of North Carolina at Greensboro), was selected as one of the Great 100 Registered Nurses in North Carolina for 1994. Dr. Hargett was honored for her use of computer-assisted instruction and interactive video in the UNCG School of Nursing's curriculums.

W. Kaye McDonald, RN, PhD, Lambda (Wayne State U) was named Chair of the Department of Nursing at Wayne State University.

North Dakota
Lonna T. Milburn, RN, PhD, Eta Upsilon (U of North Dakota), presented the paper "Integrating Local Entities Into a Distance Education System" at the International Conference on Distance Education in Russia. Dr. Milburn has traveled extensively in Russia and the Ukraine, presenting health education and family seminars.

Pennsylvania
Suzanne Lego, RN, PhD, CS, FAAN, Alpha Zeta (U of Pittsburgh), received the American Nurses Association Award for her current impact on research and scholarship in psychiatric mental health nursing. She also received the 1994 Rutgers University College of Nursing Outstanding Alumna Award. In addition, Dr. Lego authored the book Fear and AIDS/HIV: Empathy and Communication, published this year by Delmar Publications.

Joan Lynaugh, RN, PhD, FAAN, Xi (U of Pennsylvania), professor and director of the Center for the Study of Nursing History and associate dean and director of graduate studies at the University of Pennsylvania School of Nursing, was named the first recipient of the Agnes Dillon Randolph Award from the Center for Nursing Historical Inquiry at the University of Virginia. Dr. Lynaugh was honored in April 1994, when she presented the Randolph lecture, "No Simple Answers: American Nursing Since 1948."

Ruth McCorkle, RN, PhD, FAAN, Xi (U of Pennsylvania), professor of Oncology and Director of the Center for Serious Illness at the University of Pennsylvania School of Nursing, received the Distinguished Merit Award of the International Society of Nurses in Cancer Care at the society's 8th International Conference in Vancouver, Canada last summer. Dr. McCorkle was acknowledged as a "distinguished nurse scholar, educator and researcher and was cited for her high level of research productivity and commitment as a contributory resource...in cancer nursing."

Tennessee
Marie Ray Knight, RN, MSN, Beta Theta (Wayne State U) was appointed Chief Operating Officer of the Regional Medical Center at Memphis. She was previously the Senior Vice President of Inpatient Operations at the center. Also, she was selected by Healthcare Forum, along with 40 other world health leaders, to serve as a fellow in the second annual Creating Healthier Communities Fellowship Program.

Texas
Davy F. Crockett, RN, CNA, Beta Nu (East Carolina U) was named Diplomate in the American College of Healthcare Executives.

Vermont
Janice Schriefer, RN, MSN, MBA, Kappa Tau (U of Vermont) headed a quality improvement team at the Medical Center Hospital of Vermont and recently won the 1994 USA Today/Rochester Institute of Technology Quality Cup for creating clinical algorithms to reduce charges for managed care contracts and cardiovascular surgery by more than $1 million.
In memoriam

Sigma Theta Tau International expresses sorrow over the deaths of its members.

Carolyn Jeanne Adams, Zeta Pi, University of Texas Health Science Center
Patricia Bartscher, Chi, Minnesota Intercollegiate Nursing Consortium
Olga Bendoroff, Alpha Mu, Case Western University
Charlotte Pickett Emery, Mu, University of Connecticut
Judith Evers, Omicron, Syracuse University
Maxine Conley Finney, Beta Tau, University of Miami
Francine Barna Haggerty, Epsilon Zeta, George Mason University
Pamela Herrriott, Alpha Alpha, University of North Carolina at Chapel Hill

Jean Konrady, Delta Beta, University of South Florida, died Aug. 4, 1994. Ms. Konrady was recognized locally, statewide and nationally for her work in diabetes education. Memorial donations may be made to the Gulf Coast Diabetes Foundation, P.O. Box 31119, Sarasota, Florida, U.S.A., 34232; or to the Fellowship of Believers Church, 3333 12th Street, Sarasota, Florida, U.S.A., 34237.

Patricia P. Kanjorski, Mu Epsilon, Mount Saint Mary College
Wilma Jean Kitchen, Lambda Phi, University of Missouri
Rita C. Kopf, Delta Pi, Russell Sage College
George A. Kunkel, Epsilon Zeta, George Mason University
Vera Mae Lee, Epsilon Theta, University of Texas-Austin
Sibyl Ludke, Kappa, Catholic University of America, Washington, D.C.
Mildred Makin, Theta, Boston University in Boston, Massachusetts
Norma B. Miller, Eta Psi, Western Carolina University

Alice Redland, Epsilon Theta, University of Texas-Austin, died Aug. 25, 1994. She was dedicated to international nursing issues in her work for Sigma Theta Tau International. Ms. Redland was Chair of the Society's International Task Force and the International Affairs Committee from 1987 to 1991. She was Chair of the International Program Committee from 1985 to 1987 and was the Chair of the International Abstract Selection Committee for the 1987 Edinburgh, Scotland International Research Congress.

Patricia Wiley, Gamma Omega, Virginia Commonwealth University/Medical College of Virginia, died May 5, 1994. Ms. Wiley was a pioneer in psychiatric nursing and published works on holistic healing. Memorial donations may be made to the Borick Fund, the Yingling Fund or the Downs Fund through the MCV Foundation, P.O. Box 980234, MCV Station, Richmond, Virginia, U.S.A., 23298.

Sigma Theta Tau International
Call for Abstracts

INFO EXPO! • November 4, 1995 • Westin Renaissance Center Hotel • Detroit

TO SUBMIT AN ABSTRACT:
- Summarize the software demonstration in 300 words including: purpose, intended audience, technical information, and required software to run application.
- Complete the Presenter Biographical Form and Hardware Requirements Form (Call 317-654-8171 to receive a copy).
- Send 3 copies of the abstract and forms to Sigma Theta Tau International: INFO EXPO Advisory Committee, Sigma Theta Tau International, 550 West North Street, Indianapolis, IN 46202, Phone: 317-654-8171 • Fax: 317-654-8188.
- Submission Deadline: June 1, 1995
- Notification Date: August 1, 1995

Theater will be located on the same level as the Ontario Exhibit Hall (level 3) of the Westin Renaissance Center Hotel Detroit and will be open during exhibit hours, 2:00 to 5:00 p.m. on Saturday, November 4. This will afford authors an opportunity to display software during peak traffic hours. INFO EXPO! is an all-day event celebrating nursing's role in learning technologies. INFO EXPO! is also the opening day of Sigma Theta Tau International's 1995 Biennial Convention, scheduled for November 4-8 at the Westin Renaissance Center Hotel in Detroit, Michigan.

SELECTION PROCESS:
Members of the INFO EXPO Advisory Committee will select the presenters. Expenses are the responsibility of the presenter(s) including registration.

Every effort will be made to provide appropriate equipment for selected presenters. Software programs may also be demonstrated on VHS or you may bring your own equipment.

Reflections 30 Winter 1994
ANNOUNCEMENTS

Chapter Conferences

April 21, 1995
Madison, Wis. "Nursing Research: Making a Positive Difference in Health Care" Sponsors: BetaEta Chapter and the University of Wisconsin School of Nursing Contact: LeLaRae Galaworick (608) 262-1179

June 9, 1995
Edwardsville, Ill. "Advancing Clinical Practice Through Nursing Research" Sponsors: EpsilonEta Chapter and Southern Illinois University at Edwardsville School of Nursing Contact: Mary Jenkins or Margaret Beaman (618) 692-3964

International Conferences

March 23-24, 1995
Adelaide, South Australia "Understanding Loss and Managing Change" Sponsor: Royal College of Nursing, Australia (S.A.) Chapter Contact: Margaret Jorgensen, PO Box 7099, Hutt Street, Adelaide, S.A. 5000; Phone (08) 233.2650

University/Association Conferences

Nov. 3-6, 1994
12th Annual Midyear Conference; Milwaukee, Wis.; Sponsor: National Student Nurses’ Association, Inc.; Contact: NNSA (212) 581-2211

Dec. 8-10, 1994
Master’s Education Conference: “Role Differentiation of the Nurse Practitioner and Clinical Nurse Specialist.” San Antonio, Texas; Sponsor: American Association of Colleges of Nursing; Contact: AAN (202) 463-6930

Feb. 16-18, 1995
Southern Nursing Research Society: the Ninth Annual Research Conference: “Health Services Research,” Lexington, KY; Co-sponsors: Southern Nursing Research Society (SNRS) and the University of Kentucky; Contact: Monica Stock (606) 257-3929

Feb. 23-26, 1995
Fourth International Self-Care Deficit Nursing Theory Conference: “New Ideas, Shared Insights;” San Antonio, Texas; Sponsor: University of Missouri-Columbia School of Nursing; Contact: Faye A. Hill (314) 884-4544

Feb. 24-25, 1995
6th Annual Lactation Continuing Education Program: “Breastfeeding in the ’90s: Implications for Practice;” Atlanta, GA; Sponsor: Nell Hodgson Woodruff School of Nursing, Emory University

April 5-8, 1995
Seventh Annual Toward Excellence in Primary Care Conference; Louisville, KY; Sponsor: Kentucky Coalition of Nurse Practitioners and Nurse Midwives; Contact: Kathy Wheeler (606) 875-5712

September 5-7, 1995

Grants, Scholarships, and Fellowships Available

The University of Iowa Center on Aging, in conjunction with the National Institute of Aging, announces its continuation of the National Research Service Award for full-time aging research training for 1995. The Center will award stipends for a portion of tuition, fees and travel to eight pre- and eight post-doctoral trainees. Pre-doctoral trainees may receive up to $10,008, and post-doctoral trainees may receive $19,608 for as many as five years. Trainees must make a full-time commitment to their research training activities. Applicants must have a PhD, MD or DDS degree. Candidates will be considered on their demonstrated commitment to mechanistic, basic or applied research and their understanding of the aging process and the needs of the elderly. Applicants will be expected to develop a joint proposal with a University of Iowa faculty sponsor. Special efforts will be made to recruit minority trainees.

The American Association of Spinal Cord Injury Nurses is currently accepting proposals for its 1995 research grant funding cycle. The association will award $75,000 to a registered nurse conducting research related to nursing care of spinal cord-injured patients.

The Department of Health and Human Services, Division of Nursing, has awarded Creighton University a three-year Advanced Training Grant of $353,295 to be offered to a cardiac rehabilitation nursing major. This is the first nationally funded grant for a specialty major in cardiac rehabilitation nursing. For more information, contact Jean DeMartinis, Program Director and Assistant Professor, at 1-800-544-5071, ext. 2035.

The Oncology Nursing Society and the Oncology Nursing Foundation are accepting proposals for their 1995 research grants and fellowships. Two new awards will be introduced in 1995: the Novice Researcher and Mentorship Grant and the Ethnic Minority Researcher and Mentorship Grant. Special awards are designated for new investigators, ONS Chapter-sponsored projects and nurses working in community-based agencies. Grant funding ranges from $4,250 to $10,000. For further information or application materials, contact the Oncology Nursing Society Research Dept., 501 Holiday Drive, Minneapolis, PA., 15220-2749.

Call for Abstracts

Abstract/Poster deadline: Nov. 1, 1994
"Nursing Research: Making a Positive Difference in Health Care;” April 21, 1995; Madison, Wis.; Sponsor: BetaEta chapter and University of Wisconsin School of Nursing; Contact: LeLaRae Galaworick, MS, RN, (608) 262-1179

Abstract/Poster deadline: Dec. 9, 1994
"Empowerment and Outcome Management;” April 28, 1995; Muncie, Ind.; Sponsors: Beta Beta chapter and Ball State University School of Nursing; Contact: Nagia S. Ali, PhD (317) 285-8998

Abstract deadline: Feb. 1, 1995
"Advancing Clinical Practice Through Nursing Research;” June 9, 1995; Edwardsville, Ill.; Sponsors: EpsilonEta chapter and Southern Illinois University at Edwardsville School of Nursing; Contact: Mary Jenkins or Margaret Beaman, PhD (618) 692-3964

Abstract/Poster deadline: Feb. 1, 1995
"Transcending New Horizons: SCI Nurses in Action;” 12th Annual National Educational Conference; Sept. 5-7, 1995; Las Vegas, Nev.; Sponsor: The American Association of Spinal Cord Injury Nurses; Contact: Lisa L. Pollich (718) 803-3782

Abstract deadline: Feb. 1, 1995
International congress on Hazardous Waste: “Impact on Human and Ecological Health;” June 5-8, 1995; Atlanta, GA.; Sponsor: Agency for Toxic Substances and Disease Registry of the U.S. Dept. of Health and Human Services Public Health Service; Contact: John Andrews, Jr., MD, MPH, (404) 639-0708

Poster deadline: Jan. 1, 1995
“Seventh Annual Toward Excellence in Primary Care;” Louisville, Ky.; April 5-8, 1995; Sponsor: Kentucky Coalition of Nurse Practitioners and Nurse Midwives; Contact: Kathy Wheeler, CFNP, (606) 873-5712

Updates and Corrections

Please include the following information with the fall 1994 Reflections listing of doctoral nursing programs:

Doctoral Nursing Programs Canada (page 15)
Dr. Dorothy Pringle, Dean
University of Toronto
315 Bloor Street
West Toronto, Ontario, Canada M5S 1A3

Dr. Barbara Gooding, Acting Director
McGill University of Montreal
845 Sherbrooke Street
West Montreal, Quebec, Canada H3A 2T5

USA Massachusetts (page 16)
Lillian R. Goodman, RN, EdD, Dean
University of Massachusetts, Worcester
Graduate School of Nursing
55 Lake Avenue North
Worcester, Mass. 01655-0115

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John D. Benson, who has been closely associated with Sigma Theta Tau International and its members for more than 15 years, is the newest Virginia Henderson Fellow. He recently pledged $60,000 for research and development projects of the Virginia Henderson International Nursing Library.

"I'm fascinated by the library's ability to exchange information rapidly. It can process and dispense endless amounts of research data in a short amount of time to anyone who wants to gain knowledge on a specific subject."

A graduate of Purdue University, John is the president of J. D. Benson Companies, which encompasses several jewelry and recognition-related enterprises. He was first introduced to the society in 1979, when he started working with Nell Watts, former executive officer, on producing key pins for members. "It was Nell's objective to never miss the provision of pins for an induction ceremony. Our company's canon is that there is never to be a missed presentation, no matter what it takes, so Nell and I were in complete accord. We've consequently enjoyed a marvelous relationship with Sigma Theta Tau and its leaders over the years."

John contributed the elegant gold, silver and bronze "circle pins" awarded to Knowledge Building Campaign donors, and coordinated the manufacture of the unique etched walnut plaques in the International Center for Nursing Scholarship's Commemorative Wall. His generous support of the building campaign is recognized on a "Pillar of Knowledge" in the library. He is also responsible for the creation of the booklike plaques acknowledging gifts to the 75th Anniversary Campaign in the new Tribute Wall.

"I have the highest regard for Sigma Theta Tau," says this dedicated philanthropist. "And I think the esteem of its members for the society is reflected in their acquisitions of the diamond key pins and honor cords. Most members exhibit an immense degree of pride in their affiliation, as do I. I look forward to continuing to observe the advancement of the electronic library and other scholarly endeavors of the Society."