

Understanding STTI's Membership Eligibility

43rd Biennial Convention

Las Vegas, Nevada • 7-11 November 2015



Sigma Theta Tau International
Honor Society of Nursing®

Faculty Disclosure

- Faculty Name: Sabrina Collins-Christie
 - Conflicts of Interest: None
 - Employer: Sigma Theta Tau International
 - Sponsorship/Commercial Support: None
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- Faculty Name: Janell Jackson
 - Conflicts of Interest: None
 - Employer: Sigma Theta Tau International
 - Sponsorship/Commercial Support: None



**This session is not eligible for
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Objectives

- Understand the basic criteria for inducting students and nurse leaders
- Learn the exception clauses for inviting additional students
- Discover best practices in inviting and inducting new members





Need help with recruitment? Download and utilize SPARK
(Society Pride & Awareness Recruitment Kit)

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What do the bylaws say about induction?

“Select and induct eligible members a minimum of one time annually.”



Determine Eligible Candidates

1. Undergraduate students
2. Graduate students
3. Nurse Leader



Undergraduate Students

- Have completed ½ of the nursing curriculum
- Have a cumulative GPA of 3.0 or higher
- Rank in the upper 35th percentile of the graduating class
- Meet the expectation of academic integrity
- *Registered Nurse Students must have also completed 12 credit hours at their current school*



Graduate Students

- Have completed 1/4 of the nursing curriculum
- Have a cumulative GPA of 3.5 or higher
- Meet the expectation of academic integrity

*Students in graduate programs who are registered nurses, legally recognized to practice in their country and have a minimum of a baccalaureate degree or the equivalent in any field, shall be eligible to be considered as a Nurse Leader at any point in the program.



Nurse Leaders

- Legally recognized to practice nursing in their country
- Has a minimum of a baccalaureate degree or the equivalent in any field
- Demonstrates achievement in nursing in at least one of these categories:
 - Administration
 - Education
 - Global Health
 - Practice
 - Publication
 - Research
 - Other



Clarifications

- Class rank, nursing curriculum, and cumulative GPA are determined by the university
- Candidate names (student and nurse leader) should not be approved by the board and/or members of the chapter. The counselor is responsible for verifying eligibility, with the help of the governance committee.
- Nurse leader candidates should be treated the same as students – they do not need to be sent to headquarters to apply online, and should just be invited and inducted as they meet the criteria.
 - Nurse leader applications on the website are only recommend for self-nominations of candidates who do not have a chapter contact.
- Candidates have one year to accept the invitation.
- Your chapter is allowed to invite and induct students who attend a university that does not have an STTI chapter. The candidate will have to demonstrate that they meet the criteria.



- Does your university have a tough course load?
- Are there students approaching you, wondering how they could be inducted, even though they missed one of the criteria to be invited?
- Ever wish you could just make an exception to one of the criteria so you can invite additional candidates?

If you answered “yes” to any of these questions – we have a solution for you!



Exception Clauses

- Purpose: Extend membership to **additional** students who otherwise would not be considered. Cannot use the clauses to further restrict the criteria or make it more difficult to join. (We want to induct as many interested individuals as possible!)
- Decision to apply a specific exception is determined by the Governance Committee
- Document your decision so exceptions clauses are considered for future inductions (students talk to each other!)



Exception Clauses – Undergraduate

Choose I

1. Academic Achievement – You may invite an additional 10% of students that have a cumulative grade point average below 3.0 or an equivalent of this measure but have a nursing major grade point average of 3.0 or higher or the equivalent of this measure.
2. High Academic Achievement – Chapters that have a cohort of high achieving students may admit all students with a grade point average of 3.5 and above on a 4.0 grading scale or the equivalent of this measure, regardless of the number (percentage) in that given cohort.
 - **You must still check that the top 35% of the class is a high achieving cohort before applying this exception.**
3. Class Rank – You may invite an additional 10% of students that have a grade point average or equivalent measure that is below that of the upper 35%.
4. Curriculum – You may invite an additional 10% of students that fall slightly short of completing at least one-half of the required curriculum.



Exception Clauses – Graduate Choose I

1. Academic Achievement – You may invite an additional 10% of students who have a cumulative grade point average just below the 3.5 requirement.
2. Curriculum – You may invite an additional 10% of students who lack a few credits from completing $\frac{1}{4}$ of the nursing curriculum.



Group Activity

Split up into small groups (2-4 people). Using the information on your handout as a reference, decide if you could induct each candidate, and how (i.e., would you need to use one of the exceptions?).



Candidate I

“I am an undergraduate student with a 3.45 GPA. I’ve completed 75% of the nursing curriculum and rank in the top 35% of my class. Will I be receiving an invitation to join?”



Candidate 2

“I am an undergraduate student with a 3.75 GPA. I’ve completed 80% of the nursing curriculum, but I do not rank in the top 35% of my class, as they all have a 4.0 GPA! How could I be invited to join?”



Candidate 3

“I am a graduate student with a 3.5 GPA. I’ve completed 30% of the nursing curriculum. Will I be receiving an invitation to join?”



Candidate 4

“I am a brand new graduate student, so I haven’t completed any of the nursing courses. My bachelor’s degree is in communications, but I am recognized to practice nursing in my country and can show achievement in nursing. Can I be invited to join?”



Candidate 5

“I am a practicing nurse who just moved to the area. I received my bachelor’s degree 2 years ago, and I have achievement in nursing because I:

- Work with WHO providing disaster relief in Haiti
- Currently teach new RNs basics of Nursing Research
- Supervise clinical nursing subjects for nursing students

Can I receive an invitation to join?”



Candidate 6

“I am an undergraduate student who attends a university 20 miles away. We don't have an STTI chapter. Could I be inducted into your chapter?”



Questions?

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Upcoming Chapter Leader Sessions

- Sunday:
 - B23 – Cultivating Future Leaders
 - C23 – Creating a Unified Board
- Monday:
 - D23 – 5 Tips to Develop Dynamic Events
 - E23 – Attract and Assess: Building a Successful Recruitment Plan
 - F23 – Financial Stewardship Through Policies and Procedures

