

Zeta Upsilon : a historic overview 1982-1992
by Judith Anne Klaboe-Russell

A thesis submitted in partial fulfillment of the requirements for the degree of Master of Nursing
Montana State University
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Abstract:
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The purpose of this study was to provide an overview of the development, growth, and evolution of Zeta Upsilon, the Montana Statewide Chapter-at-Large of Sigma Theta Tau International Honor Society for Nursing. It documented the history of the chapter's first decade, 1982 through 1992. Historical research methods were utilized for this study.

A review and analysis of archival materials was completed. Oral history interviews were conducted with the chapter's first eight presidents.

Upon evaluation of the data collected in the oral history interviews and data found in the Executive Committee minutes and the chapter's newsletters, the researcher found many examples of the promotion of leadership and professionalism, the two major concepts of the study's conceptual framework. Examples include writing seminars, research grants, scholarly presentations, encouragement of participation in the chapter's activities, and attendance at statewide, regional, and national meetings.

The findings of this study indicate that the forerunner of Zeta Upsilon, the Montana Honor Society of Nursing, the Zeta Upsilon Chapter, and the presidents of Zeta Upsilon did foster leadership and professionalism in its members. The presidents of Zeta Upsilon did influence and promote excellence in the membership. The first 10 years of the chapter's history were remarkable in the progress it made from a beginning membership of 30 to over 500 members at the time of its 10th anniversary.

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1982 - 1992

by

Judith Anne Klaboe-Russell

A thesis submitted in partial fulfillment
of the requirements for the degree

of

Master of Nursing

MONTANA STATE UNIVERSITY
Bozeman, Montana

May 1997

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This thesis has been read by each member of the graduate committee and has been found to be satisfactory regarding content, English usage, format, citations, bibliographic style, and consistency, and is ready for submission to the College of Graduate Studies.

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Signature Judith A. Klaver Russell

Date May 12, 1997

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ABSTRACT

An honor society is an association of primarily collegiate members and chapters. Its purposes are to encourage and recognize superior scholarship and/or leadership achievements among the membership. Nursing's honor society is Sigma Theta Tau. Its purposes are to foster high professional standards, encourage creative work, promote the maximum development of the individual, and promote a spirit of fellowship among members of the nursing profession.

The purpose of this study was to provide an overview of the development, growth, and evolution of Zeta Upsilon, the Montana Statewide Chapter-at-Large of Sigma Theta Tau International Honor Society for Nursing. It documented the history of the chapter's first decade, 1982 through 1992. Historical research methods were utilized for this study. A review and analysis of archival materials was completed. Oral history interviews were conducted with the chapter's first eight presidents.

Upon evaluation of the data collected in the oral history interviews and data found in the Executive Committee minutes and the chapter's newsletters, the researcher found many examples of the promotion of leadership and professionalism, the two major concepts of the study's conceptual framework. Examples include writing seminars, research grants, scholarly presentations, encouragement of participation in the chapter's activities, and attendance at statewide, regional, and national meetings.

The findings of this study indicate that the forerunner of Zeta Upsilon, the Montana Honor Society of Nursing, the Zeta Upsilon Chapter, and the presidents of Zeta Upsilon did foster leadership and professionalism in its members. The presidents of Zeta Upsilon did influence and promote excellence in the membership. The first 10 years of the chapter's history were remarkable in the progress it made from a beginning membership of 30 to over 500 members at the time of its 10th anniversary.

CHAPTER 1

INTRODUCTION

An honor society is an association of primarily collegiate members and chapters. Its purposes are to encourage and recognize superior scholarship and/or leadership achievements at either the undergraduate or graduate levels (Association of College Honor Societies, 1961).

There is a three-fold purpose to honor societies in American colleges and universities. The first is to recognize the attainment of scholarship of superior quality. The second is to recognize the development of leadership qualities, character, good campus citizenship, and strong secondary scholarship. Third, it is to encourage the production of superior scholarship and leadership. It is clear that an honor society must define and maintain a truly high standard of eligibility for membership and achieve sufficient status so that membership becomes something to be highly valued (Association of College Honor Societies, 1961).

Phi Beta Kappa was the first organized honor society. It was founded in 1775, and at that time, since colleges were primarily for the training of men for service to

church and state, it claimed no field. As education expanded into new fields, Phi Beta Kappa elected to operate in the field of Liberal Arts and Sciences. The 1880s saw the establishment of Tau Beta Pi in Engineering and Sigma Xi in Scientific Research (Association of College Honor Societies, 1961, p. 6).

Other honor societies came into existence in the early years of the 20th century. Phi Kappa Phi was started by the presidents of three state universities with the thought that each institution should have an honor society. Later, its field was widely extended to include an institution of university scope, accepting into membership superior students of all schools or colleges of which they were a part. Alpha Chi is another scholarly honor society which covers all academic fields. With the exceptions of Phi Kappa Phi and Alpha Chi and honor societies which have their origins in black or Catholic colleges and universities, all scholastic honor societies have followed the tradition of selecting a specific field of coverage: Delta Mu Delta in the field of Business Administration, Pi Kappa Lambda in Music, Rho Chi in Pharmacy, and Tau Beta Pi in Engineering (Association of College Honor Societies, 1961, p. 6).

Nursing's honor society, Sigma Theta Tau, came into existence in 1922. Its purposes are to foster high professional standards, encourage creative work, promote

the maximum development of the individual, and promote the spirit of fellowship among members of the nursing profession (Association of College Honor Societies, 1961, p. 42).

Purpose

The purpose of this study was to provide an overview of the development, growth, and evolution of Zeta Upsilon (ZU), the Montana Statewide Chapter-at-Large of Sigma Theta Tau International Honor Society for Nursing (STTIHSN) from 1982 through 1992. This overview will document the history of the chapter's first decade.

Specific Study Aims

The specific aims of this study were:

(1) To identify factors that led to the formation of the Montana Honor Society of Nursing (MHSON), the forerunner of Zeta Upsilon, and

(2) To provide a historical perspective of the developmental growth and evolution of Zeta Upsilon as it promoted the objectives of STTIHSN from 1982-1992.

Background and Significance of Study

According to Tucker and Watts (1994), "All chapters are started as honor societies at qualified colleges and universities by nursing leaders" (p. 11). In 1978, the Research Committee of Montana State University College of

Nursing (formerly MSU School of Nursing), under the leadership of Dr. Ruth Ludemann, actively pursued the possibility of developing a chapter of STTIHSN. Dr. Ludemann was an Associate Professor of Nursing and Education Director at the Missoula Extended Campus at the time she was appointed to the Research Committee of STTIHSN. She was later the first president of the Montana Honor Society of Nursing (MHSON).

A committee of seven faculty members, including Ruth Ludemann (Chairperson), Harriet Anderson, Barbara Dziak, Milly Gutkoski, Ruth Saucier, Norma Tigerman, Marlene Tracy and one student nurse, Kim Broadhurst, met in December 1978 to develop a questionnaire to determine faculty interest in forming an Honor Society. Faculty support was positive and the inclusion of the Carroll College Department of Nursing in Helena was suggested.

The MHSON was formed in June 1979 when Dr. Ludemann gave a report to the Montana State University nursing faculty on the progress that the Research Committee had made toward the formation of a chapter of STTIHSN. The chartering ceremony for the Honor Society was held at that time. Sixty-six charter members were inducted. The next formal induction was held in May 1980 on the Carroll College Campus in Helena. Sixteen members were inducted at that time. The third induction was held at Montana State University in Bozeman in June 1980 with an additional 54

inductees for a total of 136 members. (See Appendix A for the list of ZU charter members and inductees.)

For the next two years, the Honor Society continued to move toward becoming a chapter of Sigma Theta Tau. Members of the Society recognized the importance of all levels of the nursing academic community being involved in the formation of the chapter. They included alumni, faculty, and students from both Carroll College and Montana State University in the planning and development of the Honor Society (Honor Societies Histories, 1979-1980).

The significance of the study is that the overview of the development and evolution of Zeta Upsilon, Montana Statewide Chapter of STTIHSN, documents how the chapter's goals reflect the international organization's goals for the development of nursing scholarship and excellence. It also documents outstanding contributions of individual members/officers and the chapter itself.

Research Questions

(1) What were the factors that led to the formation of the Montana Honor Society of Nursing and ultimately Zeta Upsilon, the Montana Statewide Chapter of Sigma Theta Tau International?

(2) How have the objectives of excellence and scholarship in nursing been fostered during the first ten years of the chapter's history, 1982-1992?

(3) Who were the nursing leaders, and how did they promote the formation, growth, and evolution of Zeta Upsilon from 1982-1992?

Conceptual Framework

Professionalism and leadership are the concepts that were used to provide the framework for this study. Two of the main purposes of STTIHSN are to recognize leadership in the members and to foster high professional standards (Bower, 1995; Dickerson-Hazard, 1994).

Definitions

Professionalism: a commitment to excellence in our work (Styles, 1982, p. 19).

Leadership: a process that is used to move a group toward goal setting and goal achievement (Bernhard & Walsh, 1995, p. 17).

Honor Society: a society for the recognition of scholarly achievement (Gove, 1981, p. 1087).

Chapter-at-Large: formed in an area in which at least two schools create a cooperative honor society and meet eligibility requirements (Sigma Theta Tau International [STTI], 1988-1989).

Excellence: indicates the highest degree of good qualities (Gove, 1981, p. 791).

Scholarship: reflects a quality of work. A quality of discriminatory thinking. A quality of thoughtful actions and, in general, wisdom about a subject matter under study (Leininger, 1974, p. 7).

Assumptions

The basic assumptions of this study were that all members of the Zeta Upsilon Chapter are professional nurses, minimally prepared at the baccalaureate level, who have leadership potential and interest in scholarly activities. This was based on the fact that:

(1) All prospective candidates and/or members of Sigma Theta Tau must be enrolled in or be graduates of a Baccalaureate or Graduate Nursing Program;

(2) Students shall have a grade point average of at least a 3.0 on a 4.0 scale; and

(3) A graduate nurse with a baccalaureate degree or higher, who has shown excellence in the field of nursing, shall be eligible for membership and will be nominated by a member of the chapter (Montana Honor Society of Nursing, 1980).

(4) All prospective candidates possess leadership qualities.

(5) Prospective candidates demonstrate an interest in knowledge development and scholarly activities with application to the clinical arena.

(6) Prospective candidates recognize the importance of professional organizations (e.g., Zeta Upsilon).

CHAPTER 2

REVIEW OF THE LITERATURE

Sigma Theta Tau International fosters the development of leadership and professionalism in its members. Following the ideals and guidelines of the parent organization, Zeta Upsilon also strives to develop leadership and professionalism in its membership. These concepts provided the conceptual framework for this study.

Sigma Theta Tau

Martel (1986) stated Sigma Theta Tau International (STTI) is the National Honor Society of Nursing, a professional and social organization with purposes and functions which can be compared to other honor societies such as Alpha Omega Alpha in Medicine and Pi Lambda Theta and Phi Delta Kappa in Education. Sigma Theta Tau is the only nursing society of this type nationally or internationally. By 1994, chapters had expanded to four nations outside of the United States making it a truly international organization (Tucker & Watts, 1994).

Membership in Sigma Theta Tau is conferred on students from baccalaureate and graduate programs in nursing who have achieved academic excellence as well as demonstrated

leadership qualities. Membership is also available to baccalaureate prepared nurse leaders in the community by invitation through active chapters. The society is dedicated to promoting high professional standards and emphasizes the importance of research/scholarly activities in nursing (STTI, 1988-1989).

Sigma Theta Tau was founded in 1922 by six futuristic young women at the Indiana University Training School for Nurses: Elizabeth McWilliams, Marie Hippenstell, Mary Tolle, Edith Moore, Elizabeth Russell, and Dorothy Garrigus. They believed the development of an honor society would advance nursing as a profession. "They sought to develop a society which would reward distinguished effort and would, through fellowships, increase professional spirit in the field of nursing" (Martel, 1986, p. 2).

In a 1976 taped interview with Sister Rosemary Donley, Mary Tolle stated the founders' reasons for the genesis of Sigma Theta Tau. The first was scholarship and clinical experience -- students should be taught "why" before being taught "how." She stressed the necessity of being able to get along with others and the importance of friendliness. She also stated the need to use English accurately. Nurses need, according to Tolle, to be vocal, speak out for nurses and nursing, and to be able to get out into the community and interpret nursing. She also stated what a nurse could

be if she had the advantage of being a graduate of a university school. "Sigma Theta Tau promotes scholarship in the intellectual pursuit of nursing and will continue to do more" (Tolle, 1976).

Conceptual Framework

Leadership

"Leadership appears to be a rather sophisticated concept" (Stogdill, 1974, p. 7). Although, by definition, the word leadership is only about 700 years old (it appeared in the dictionary about 1300 AD), since time began man has sought out individuals with those special qualities that enable them to take charge of change, activity, and process (Stogdill, 1974).

Stogdill (1974) provides several authors' definitions of leadership. Indeed, there seem to be as many definitions of the term as there are people who try to define or explain the concept. One of these definitions is "one who is influenced by the need and wishes of the group effort" (Bernard, 1927, p. 7). Blackmar (1911) saw leadership as the "centralization of effort in one person as an expression of the power of all" (p. 2). Chapin (1924) reviewed leadership as a "point of polarization for the group cooperation" (p. 5). Bernhard and Walsh (1995) defined leadership as a "process used to move a group toward goal setting and goal achievement" (p. 17). For

Redl (1942), the leader is a central or focal person who integrates the group. Others view leaders as a part of the group, a primary agent for determining the structure of the group, goals and activities within the group, and/or an ideology and atmosphere in which the group functions (Stogdill, 1974).

Leadership is neither cultural nor gender related. "It has been associated with aggressiveness, which traditionally has been considered a masculine characteristic, whereas passivity has been thought to be a feminine trait" (Marriner-Tomey, 1992, p. 260). Historically, leaders and leadership qualities cross all cultural and gender barriers. Joan of Arc, Clara Barton, Mother Theresa, Eleanor Roosevelt, Madam Curie, Florence Nightingale and Hillary Clinton represent women who have made a difference in their cultures. Although not all will be remembered kindly by historians, their actions have caused changes that affect society, culture, and the world.

Leadership has been explored as far back as Plato. Early in the 19th century, theorists assumed that great leaders had characteristics not found in others. This is the foundation of Sir Francis Galton's "Great Man Theory" (Hrezo & Witte, 1993). The Great Man Theory is one of the oldest in history and is based on Aristotle's philosophy that some people are born to lead, others to follow (Morrison, 1993). Two disadvantages to this theory were

that "(1) the ruler might not be capable of great leadership and (2) people who were not leaders were assumed to be untrainable" (p. 93). Leadership qualities were thought to be innate. No ordinary man could achieve them.

The "trait" theory essentially asserts that certain attributes must be present for successful leadership (Bernhard & Walsh, 1990; Hart, 1990; Marriner-Tomey, 1992). Energy, drive, enthusiasm, self-confidence, decisiveness, friendliness, honesty, fairness, and loyalty are among the attributes identified as leadership traits.

"Situational" theories became popular in the 1950s (Marriner-Tomey, 1992). These theories suggest that the situation determines behaviors (Morrison, 1993). According to these theories, there are instances where the person may be the leader and in other instances the follower, depending on the needs of the group.

The "interaction" approach to leadership is based on personalities (leader and group) and the situation (Morrison, 1993). This theory focuses on the goals and needs of the group. The behavior of each member influences and can cause a behavior change in another member. The leader's behavior also affects the group. This theory supports the idea that the group will choose a leader who can help them attain their goals (Morrison, 1993).

According to the "charismatic" theory, individuals can be leaders if they possess this intangible characteristic.

This leader inspires, obtains an emotional commitment, and arouses strong feelings of loyalty and enthusiasm in followers. Charisma is elusive; therefore, it may not be sensed by all (Marriner-Tomey, 1992).

Fiedler (1967) introduced the "contingency" theory. He believed leadership would be effective or ineffective depending on the situation. He identified three factors that influenced the leader's role: "(1) leader/member relations, (2) task structure, and (3) position power" (p. 269). Leader/member relations depend on the confidence and loyalty members have in the leader. Task structure refers to the ease by which the task is defined and measured. Power position refers to the authority in position, the power to use rewards, and organizational support of the decisions that are made (Marriner-Tomey, 1992).

Stogdill (1974) points out that leaders are higher in intelligence, dependability, participation, sociability, initiative, and persistence. Self-confidence, insight, cooperativeness, verbal skills, and task knowledge were also more evident in people with leadership skills. Goldsmith (1993) states that leaders have the following characteristics: "trusting, visionary, reflective, goal setting, authentic, compassionate, self knowing, competent, analytical, open, and risk taking" (p. 26).

"Style theory is concerned with the manner in which leadership is carried out" (Hart, 1994, p. 277). There are several styles of leadership. The three best known are autocratic, laissez-faire, and democratic (Bernhard & Walsh, 1995).

"Autocratic leadership was once the forte of nursing" (Hart, 1994, p. 277). Nurses did what they were ordered to do. This type of leadership may not be appropriate today. Autocratic leadership can cause hostility and decrease initiative (Swanburg, 1990).

Laissez-faire leadership is permissive and unguided (Hart, 1994). It is an inappropriate leadership style in which little is accomplished. This style decreases productivity and promotes frustration (Swanburg, 1990; Tappen, 1989).

The third style of leadership, as defined by Bernhard and Walsh (1995), is democratic. A democratic leader must develop a sense of trust in those they lead. This leader must be open to communication and must encourage participation of the group (Hart, 1994).

"Transformational" leadership holds particular relevance for nursing leaders (Hart, 1994). It empowers and creates an atmosphere that supports individuals to develop their potential. It is based on the belief that individuals are willing to work at their highest potential if their environment communicates they are valuable.

Transformational leaders assist people to develop their potential. They create an atmosphere of open communication and trust. In a transformational relationship there is a sharing of power (Hart, 1994; Leddy & Pepper, 1993).

Leaders are not born; they are created through a lifetime of learning. Leadership skills can be developed. The capacity and qualities for leadership exist in all of us (Barker, 1990; Bennis, 1989; Gruber-May, 1994; Swanson, 1993). According to Kouzes and Posner (1990), "Leaders challenge the process" (p. 279). In search of ways to improve an organization, leaders must experiment and take risks. By setting examples, they encourage and support others to be risk takers. Risk taking involves failures and mistakes. Leaders must be willing to fail and accept disappointments as a learning experience. Leaders must also be assertive and accountable for their actions (Kouzes & Posner, 1990; Siler, 1993).

Leaders must have a vision, a dream, and a belief that they can make a difference. They know where they want to be in the future and develop strategies to get there. They inspire others to share this vision and empower others to achieve success (Klakovich, 1994; Kouzes & Posner, 1990; Levin, 1993; Siler, 1993).

Leaders believe people are the most valuable organizational resource. They energize members to face challenges and create an atmosphere of trust and dignity.

Through collaboration and team spirit, they strengthen and empower others (Goldsmith, 1993; Hrezo & Witte, 1993; Kouzes & Posner, 1990).

Leaders must be committed, and that commitment must be obvious. They expect commitment and dedication to excellence, but recognize excellence and perfection are not synonymous (Brandt, 1994; Foley, 1993).

The character of a leader is important. Personal integrity is an essential ingredient in leadership. A leader should be honest and fair. These qualities inspire trust (Brandt, 1994; Hrezo & Witte, 1993).

Sigma Theta Tau International confers membership on nurses who have demonstrated leadership characteristics. Each president of Zeta Upsilon brings with her a different leadership style. These unique qualities have contributed to the organizational growth of the chapter.

Professionalism

"To belong to a profession is to belong to an occupation that is delegated high status" (Schrivner & Harris, 1984, p. 252). Historically, the term "profession" has been delegated to occupations such as law and medicine. In nursing, there has long been a controversy as to whether or not nursing is a bona fide profession.

In 1915, Abraham Flexner addressed professionalism in a work entitled "Is Social Work a Profession?" Flexner listed six criteria he felt necessary for a profession:

> 1. Professions involve essentially intellectual operations with large individual responsibilities;
> 2. They derive their raw materials from science and learning;
> 3. With these materials, they work up to a practical and definite end;
> 4. They possess an educational communication technique;
> 5. They tend to self organize;
> 6. They are becoming increasingly altruistic in motivation. (p. 581)

Flexner (1915) felt that although nurses met several of the criteria he described, "only the public health nurse assumed the degree of original and final responsibility that should characterize a profession" (p. 583).

In 1936, Esther Brown reported that "nursing is widely spoken of as a profession by physicians, educators, law-makers and lay people" (p. 9). Nurses also considered themselves professionals. In 1928, the American Nurses' Association met and prepared a brief stating nursing had met all of Dr. Flexner's criteria (Brown, 1936).

In 1945 and again in 1959, educators Dr. Genevieve Knight Bixler and Dr. Roy Bixler reviewed the process for nurses attaining professional status. In their 1949 publication, they stated there were seven criteria necessary for nursing to be considered a profession:

> 1. Utilizes, in its practice, a well defined and well organized body of specialized knowledge

which is on the intellectual level of higher learning;

2. Constantly enlarges the body of knowledge it uses, and improves its techniques of education and service by the use of the scientific method;

3. Entrusts the education of its practitioners to institutions of higher learning;

4. Applies its body of knowledge in practical service which are vital to human and social welfare;

5. Functions autonomously in the formulation of professional policy and in the control of professional activity thereby;

6. Attracts individuals of intellectual and personal qualities who exalt service above personal gain and who recognize their chosen occupation as a life work; and

7. A profession strives to compensate its practitioners by providing freedom of action, opportunity for continuous professional growth and economic security. (p. 581)

Bixler and Bixler (1959) re-appraised nursing using the same seven criteria. They noted significant progress in some criteria, while others were lacking. Criterion number one addressing utilization of a well organized body of specialized knowledge and criterion number three, education in institutions of higher learning, seemed to have advanced at a slower pace than the other five criteria defined in 1949.

Millerson (1964), upon analyzing the work of 23 scholars, found a common thread. The constants in all 23 were:

1. Education and training;
2. Skill based upon theoretical knowledge;
3. Demonstration of competency in passing a test;
4. Adherence to a code of ethics;
5. A professional organization; and
6. Service to the public good. (p. 5)

Etzioni (1969) reported that nurses, like teachers and social workers, were semi-professionals. He stated that these occupations did not meet the criteria of an extended period of study. He also stated nurses were dependent on the medical profession and did not have autonomy.

Styles (1982) defined professionalism as a "commitment to excellence" in our work and created a new term, "professionhood." The attributes of this concept were:

> 1. A sense of social significance regarding nursing and ourselves;
> 2. Commitment to ultimacy in our work; and
> 3. Twin attitudes of collegiality and collectively. (p. 18)

Today, the most important and powerful concept in the belief system of nursing is professionalism (Gamer, 1979; Nazarey, 1987). Nursing leaders indicate that if nursing is to attain professional status in society, nurses must have the characteristics of professionalism in nursing (Miller, 1988).

In analyzing the literature related to professionalism, it is apparent that there is a commonality in the views of many authors. If nursing is to attain professional status, certain criteria must be met. These include:

1. An essential characteristic of professionalism is formal education in a university setting. Bixler and Bixler (1949) reported professional schools are commonly associated with universities. Nursing must continue to

prepare well educated professional nurse leaders (Gamer, 1979; Miller, 1985; Styles, 1982).

2. Scientific research is essential in a professional's education (Flexner, 1915). The professional nurse must seek to improve technical and interpersonal nursing skills through research/scholarly activities. Nursing leaders continue to emphasize university education and strong scientific background for professional nurses (Finnie, 1989; Miller, 1988).

3. A code of ethics is a primary requisite of professionalism and serves a variety of purposes. It is a means by which professional standards are established, maintained, and improved. It guides the conduct of its practitioners. The code of ethics is upheld and supported by peers who are in a position to judge the performance of their colleagues (Miller, 1985, 1988; Nazarey, 1985; Nolter & Spalding, 1976; Young, 1992).

4. "Self regulation and autonomy are also necessary for professionalism in nursing" (Miller, 1988, p. 20). Nursing must be independent from medicine and under the regulation of nurses. Measures for maintaining autonomy and independence include: (a) Schools of nursing should be independent of control by any other professional school and (b) methods for licensure and review boards, as well as recruitment and accreditation for education, must be

maintained by nursing (Bixler & Bixler, 1945; Gamer, 1979; Schrivner & Harris, 1984).

5. "The attribute or characteristic of a professional organization differentiates a profession from an occupation" (Miller, 1985, p. 26). Professional organizations involve formal and informal colleague groupings as a major source of ideas and judgments and may be the key to influence and autonomy (Miller, 1988; Schrivner & Harris, 1984).

6. Public needs have been intrinsic to all professions. Professionals maintain standards of care and keep client needs at the center of their focus. The consumer can expect quality, consistent care from a professional. Nursing has always known its skills would improve the client's quality of life (Bixler & Bixler, 1959; Gamer, 1984; Miller, 1988).

Sigma Theta Tau International is a nursing organization for professional nurses. Its founders believed that professional nurses should be prepared at the baccalaureate level. The generation of nursing knowledge through research, the scientifically based theoretical body of knowledge, and the role of nurse leaders in promoting these concepts have been valued since the conception of the organization in 1922.

CHAPTER 3

METHODOLOGY

Lo Biondo-Woods (1990) defines historical research as "the systematic compilation of data and the critical presentation, evaluation, and interpretation of facts, regarding people, events and occurrences of the past" (p. 212). "Historical research is the systematic collection and critical evaluation of data relating to past occurrences" (Polit & Hungler, 1994, p. 202). Historical designs involve looking into history and are fundamentally narrative (Lo Biondo-Woods & Haber, 1994; Woods-Catanzaro, 1988).

The purpose of historical research, like other types of research, is to discover new knowledge. It is also used to interpret the past, to explain the present, or to anticipate future events (Polit & Hungler, 1994).

Oral History

Oral history is a unique documentary form in which the "evidence originates in the act of oral face-to-face communication" (McMahan, 1989, p. 5). Oral history is a conversational narrative jointly created by the interviewer and the interviewee. This narrative contains an

interrelated set of structures that define it as an object of study (Grele, 1994).

Oral history is defined by Safier (1977) as a "technique of collecting information on recent events by interviewing knowledgeable people" (p. 3). It is a form of story telling or personal narratives that produces a certain way of looking at the world (McMahan, 1989).

"Oral traditions are centuries old" (Safier, 1976, p. 383). In 1948, historian Allan Nevins of Columbia University described interviews he conducted. From his work, the term oral history, as it is known today, evolved.

Oral histories are valuable because the interviewee has special knowledge about a subject. Throughout the interview, personal views and insight are provided.

Data Collection

Historical research methods were utilized for this study. The data utilized were all primary sources. A review and analysis of Executive Committee minutes, the newsletters, and induction programs Zeta Upsilon were completed. In addition, oral history interviews with past presidents, officers, and members who contributed to the chapter's growth were conducted. The specific subjects were past

presidents of Zeta Upsilon from 1982-1992. Eight presidents were interviewed (two presidents served two-year terms).

The criterion used for selecting these subjects was to gain each president's insight into significant events that occurred during her term.

Historical sources of data are classified as being either primary or secondary. A primary source is first-hand information. Original documents, letters, diaries, films, eye witness accounts, records, and artifacts are examples of primary sources (Lo Biondo-Woods & Haber, 1994; Polit & Hungler, 1994). "Primary sources represent the most direct link with historical events or situations" (Polit & Hungler, 1994, p. 205). Whenever possible, primary sources should be used in historical research.

Secondary sources may be second- or third-hand accounts of a historical event. Lo Biondo-Woods and Haber (1994) state secondary sources "provide a view of the phenomenon from another's prospective" (p. 272). Text books or reference articles are examples of secondary sources. Secondary sources can also be events that are summarized or interpreted from primary source materials.

Instrumentation

An interview guide was developed to guide the oral history interviews of the presidents for this study. (See Appendix B for a copy of the interview questions). Each question was formulated to focus on a particular aspect of the president's educational background, motivation,

leadership style, goals, and objectives. Responses to these questions facilitated the interpretation of the findings of the study.

Organization of Data

The study was divided into one-year intervals, focusing on the president of Zeta Upsilon during time frames from 1982-1992. Biographical data, leadership styles, and goals of presidents, as well as chapter goals, were included. These data were then organized chronologically from 1982 to 1992 by year.

Analysis of Data

Historical evidence is usually subjected to two types of evaluation. External and internal criticism are utilized to determine validity and reliability. "External criticism is concerned with authenticity and genuineness of the data" (Polit & Hungler, 1994, p. 206). Such external criteria establish the validity of the data. Is the data what it seems to be? In evaluation of the handwriting of Florence Nightingale, for example, is the writing paper and ink representative of her particular era?

Internal criticism begins after external criticism of the data is complete and concerns the reliability of the information within the document. According to Polit and Hungler (1994), internal criticism is "the evaluation of

the worth of the evidence" (p. 206). The focus is on the content of the data, its accuracy and truth. Are the writer's views of the historical event unbiased? Comparison of different individual accounts of the event must be completed to determine group agreement (Polit & Hungler, 1994).

Ethnography was utilized to facilitate the analysis of collected qualitative data. Using this approach, commonalities among the eight presidents was described. Content analysis was done on the minutes of the Executive Committee meetings and the Zeta Upsilon newsletters.

Descriptive statistics were also used to analyze quantitative data. This allows description and summarization of the data (Lo Biondo-Woods & Haber, 1994; Woods & Catanzaro, 1988). Ratios of undergraduate to graduate students, graduate students to community leaders, and male to female members in each presidential tenure, are examples of data that were included (Appendix C, Descriptive Statistics).

Synthesis of the Data

After evaluating the reliability and validity of the data, it must be pulled together and synthesized in order to answer the research questions. Care must be taken to consider the data without bias, not to over emphasize data that appears to answer the research questions nor to

disregard data that fails to answer the research questions (Polit & Hungler, 1994). Data in this study were synthesized by comparing each of the eight presidents, looking for commonalities as well as differences.

Interpretation of the Data

The research questions were answered through the analysis and interpretation of the data. Insight into the evolution of Zeta Upsilon, appreciation of who and what came before, and the importance of this chapter's contribution to nursing as a profession were attained by answering the research questions.

Oral history interviews and data obtained through review of archival material were analyzed to form a comprehensive perspective. This was accomplished by distinguishing facts from possibility or probability. According to Woods and Catanzaro (1988), when two corroborating primary sources agree as to what actually happened, this is a fact. Probability is established if only one primary source exists. The investigator concludes the event probably occurred. Possibility occurs when only secondary sources are available, but these sources suggest the data is accurate.

Finally, as in other types of research, a narrative description of the findings are presented. These findings are the result of combining the data from both the oral

history interviews and the review of archival materials to present a comprehensive description of the first ten years of Zeta Upsilon.

Rights of Human Subjects

Before data collection began, a proposal was submitted to the Montana State University College of Nursing Human Subjects Review Committee for approval (see Appendix D for a copy of approval form). A copy of the oral history questions to be asked, the informed consent form, and cover letter for the participants were all included with the proposal. (See Appendix E for copies of the cover letter and informed consent form.) Permission to use the chapter's archives was requested and approval obtained from the Zeta Upsilon Executive Committee. (Copies of correspondence are included in Appendix E.)

CHAPTER 4

RESULTS

The purpose of this study was to provide an overview of the development, growth, and evolution of Zeta Upsilon (ZU), the Montana Statewide Chapter-at-Large of Sigma Theta Tau International Honor Society for Nursing from 1982 through 1992. A variety of methods were used to collect data for the study. Oral history interviews were conducted with all of the eight presidents of Zeta Upsilon during this ten-year period. A review and analysis of minutes of Executive Committee meetings and newsletters from 1982 through 1992 were completed using ethnography and content analysis.

The Montana Honor Society, 1979-1982

In 1974 Milly Gutkoski, a Bozeman faculty member of the Montana State University School of Nursing (now College of Nursing), served on a committee interviewing candidates for a new director. One of the candidates asked if the School of Nursing had a chapter of Sigma Theta Tau. A member of the committee replied that the School of Nursing had a chapter of Alpha Tau Delta, a national nursing sorority. The candidate's response implied that any

quality school of nursing had a chapter of Sigma Theta Tau (M. Gutkoski, personal communication, June 7, 1996). Professor Gutkoski stated, "At that time, I mentally made a comment, 'We will have a chapter of Sigma Theta Tau.' It became my personal goal, which took eight years, but it was accomplished in 1982" (M. Gutkoski, personal communication, June 7, 1996).

When Dr. Anna M. Shannon became the Director (the title was changed to Dean during her tenure) of the School of Nursing in 1977, she suggested a new faculty organizational structure. There were multiple committees within the structure, one of which was the Student Affairs Committee. Since the parent organization of Sigma Theta Tau (STT) was started by students, all STT information was turned over to the Student Affairs Committee to explore the possibility of organizing a chapter at MSU. For several years no progress was made toward this goal (M. Gutkoski, personal communication, June 7, 1996).

Early in 1979, the Research Committee of the Montana State University School of Nursing discussed the possibility of applying for membership in Sigma Theta Tau, the National Honor Society of Nursing. Dr. Ruth Ludemann, chairperson of the Research Committee, sent for information from the national office.

In order to determine support for their proposal, a questionnaire was sent by the Research Committee to the

School of Nursing faculty. The faculty strongly supported the organization of an honor society and suggested the inclusion of the Carroll College Department of Nursing. This was the first time an honor society had applied to become a chapter of Sigma Theta Tau as a statewide chapter. Upon approval by the MSU Nursing Council, the Research Committee continued to function as a steering committee for the honor society (Montana Honor Society of Nursing [MHSON], January 1981).

In June of 1979, officers were elected, and Maureen Niland, a consultant from STT, was invited to Bozeman. In September 1979, she met with MHSON officers, Ruth Ludemann, president; Therese Sullivan, 1st vice president; Milly Gutkoski, 2nd vice president; Harriet Anderson, secretary; and Norma Tigerman, treasurer, and made suggestions for applying for charter to STT. STT requires an honor society to have an active organization for one year before applying for national membership (MHSON, January 1981).

The officers worked diligently. The emphasis of their work was placed on writing bylaws, developing criteria for membership, and contacting alumni and students to become members. Several officers also attended a Sigma Theta Tau convention in the fall of 1979 to obtain information about STT and to attend research presentations (MHSON, January 1981).

Letters were sent to alumni of the MSU School of Nursing and the Carroll College Department of Nursing early in 1980. They were invited to join the MHSON if their grade point average was 3.0 or higher on a 4.0 scale. "The national bylaws allow membership as alumni only during this initial period" (MHSON, January 1981, p. 2). After the first year, applicants were recommended for membership as community leaders or as graduate or undergraduate students (MHSON, January 1981).

The first formal induction of the honor society was held at Carroll College in May of 1980. In June of 1980 the second induction was held at Montana State University. At this time membership was nearly 250 (MHSON, January 1981).

In June of 1980 Milly Gutkoski was elected to succeed Ruth Ludemann as president of MHSON. Barbara Gohsman was elected to succeed Norma Tigerman as treasurer. Other officers for 1980-1981 were Therese Sullivan, 1st vice president; Bernice Bjertness, 2nd vice president; and Harriett Anderson, secretary (MHSON, January 1981).

STT criteria required application for charter to be made during even years (1980) and to be submitted prior to October 1. The application consisted of a detailed report concerning the schools of nursing, faculty qualifications and accomplishments, letters of support from nursing and institution administrators, MHSON bylaws, and catalogs from

both institutions. The application was completed in a timely manner, and on December 26, 1980, a letter was received from Rebecca Markel, 2nd vice president of STT, informing the MHSON that written application had been accepted. It was also noted that Dr. Carol Lindeman would be contacting the MHSON to arrange a date for a site visit. This visit was to include both Carroll College and MSU campuses (MHSON, January 1981).

After the evaluator visited, a report was prepared for the STT National Council. The decision was made in July 1981; the Council had approved the application unanimously, and it was presented to the STT National Convention in November of 1981. The necessary three-fourths vote was obtained and the MHSON became the 162nd chapter of STT. All members of the honor society were eligible for membership. A formal induction ceremony was to be held in Bozeman in June 1982 (MHSON, January 1981).

Viewpoint, the newsletter of the Research Committee at MSU, kept members abreast of the development of the MHSON. It was published several times each year and informed members of MHSON functions, meeting dates, and activities (MHSON, January 1981).

In addition to the task of organizing the honor society, the Executive Committee encouraged nurses throughout the state to be involved in research and other scholarly activities. Abstracts from research projects

were published in each issue of Viewpoint. Several workshops and programs were presented, shown in Table 1.

Table 1. Workshops and programs presented by the Montana Honor Society of Nursing.

Date	Presenter	Subject
September, 1979 (MHSON Annual Report, 1979-1980)	Jacqueline Taylor, PhD, RN	Ethnographic Description and Design
September, 1979 (MHSON Annual Report, 1979-1980)	Anna Shannon, DNSc, RN	Experimental Design
September, 1979 (MHSON Annual Report, 1979-1980)	Ruth Ludemann, PhD, RN	Survey Design
February 4, 1980 (MHSON Annual Report, 1979-1980)	Barbara Gill, RN, MN	Animal Models in Nursing Research
April 28, 1980 (MHSON Annual Report, 1979-1980)	Carol Lindeman, PhD, RN	An Inductive Approach to Theory Development
September 17, 1980 (MHSON, August 1980)	Pat Larson, MN, RN	Nursing Care Behaviors Perceived Important by Nurses and Patients
February 19, 1981 (MHSON, January 1981)	Cathy Caniparoli, MN, RN	Comparison of the Effects of Using the Roy Adaption Nursing Theory to Teach Lamaze Classes with Traditional Teaching Methods
June 12, 1981 (MHSON, May 1981)	MSU Faculty	Equality in Nursing
November 23, 1981 (MHSON, September 1981)	Patricia McAtee, PhD, RN	Career Networking for Nurses
February 19, 1982 (MHSON Executive Committee Minutes, 12-17-81)	Barbara Gill, PhD, RN	Clinical Nursing Research

Bobbi Derwinski-robinson, Ardella Fraley, Beth Metzgar, and Therese Sullivan were members of Sigma Theta Tau prior to coming to Montana. They recognized the benefit of membership in STT for research and scholarly activities. These women along with Milly Gutkoski were instrumental in the development of the honor society, and each served a term as president during the early years of the chapter.

Analysis of the Oral History Interviews

The Zeta Upsilon Chapter, 1982-1992

The subjects for oral history interviews were the first eight presidents of ZU, shown in Table 2. Two of the presidents served two-year terms.

Table 2. Presidents of Zeta Upsilon Chapter, 1982-1992.

President	Term
Milly A. Gutkoski, MN, RN	6/82 - 9/82
Barbara A. Derwinski-robinson, MSN, RN	9/82 - 6/84
Ardella M. Fraley, MN, RN	6/84 - 6/85
Elizabeth Metzgar, MPH, RN	6/85 - 6/86
Rose Therese Sullivan, PhD, RN	6/86 - 6/87
Clarann Weinert, PhD, RN	6/87 - 6/88
Kathleen Ann Long, PhD, RN	6/88 - 6/90
Alma Gretchen McNeely, DNSc, RN	6/90 - 6/92

The years of induction or transfer into Zeta Upsilon for each president are shown in Table 3.

Table 3. Years of induction or transfer into Zeta Upsilon for chapter presidents, 1982-1992.

President	Induction/ Transfer	Chapter	Year of Induction
Milly Gutkoski	1982	Zeta Upsilon	1982
Barbara Derwinski-robinson	1982	XI U. of Pennsylvania	1972
Ardella Fraley	1982	Zeta U. of Minnesota	1974
Elizabeth Metzgar	1982	Epsilon Ohio State U.	1958
Rose Therese Sullivan	1982	Psi U. of Washington	1973
Clarann Weinert	1982	Psi U. of Washington	1974
Kathleen Ann Long	1984	Kappa Catholic U.	1968
Alma Gretchen McNeely	1983	Gamma Alpha Loma Linda U.	1982

Six of the eight presidents were members of STT prior to Zeta Upsilon becoming a chapter in 1982. Five transferred their membership in 1982: the sixth transferred in 1984. One president was inducted into ZU in 1982. The other president was inducted into Gamma Alpha in 1982 and transferred her membership to ZU in 1983.

The offices held in ZU by each president are presented in Table 4.

Table 4. Offices held in ZU by each president.

Offices Held	MG	BD-r	AF	EM	TS	CW	KL	GM	*Office Totals*
President	1	1	1	1	1	1	1	1	*8*
President Elect				1	1	1			*3*
Vice President				1	1				*2*
Secretary						1			*1*
Treasurer			1						*1*
Counselor		1	1	1				1	*4*
Nominating Committee					1			1	*2*
Archivist					1			1	*2*
Chair Research Committee					1				*1*
Individual Totals	**1**	**2**	**3**	**4**	**6**	**3**	**1**	**4**	*24*

MG - Milly Gutkoski
BD-r - Barbara Derwinski-robinson
AF - Ardella Fraley
EM - Elizabeth Metzgar
TS - Therese Sullivan
CW - Clarann Weinert
KL - Kathleen Long
GM - Gretchen McNeely

Of the eight presidents, four were counselors on MSU extended campuses, three served as president elect, two served as vice president, two served on the Nominating Committee, two served as archivists, one served as secretary, one served as treasurer, and one chaired the Research Committee.

The nursing education backgrounds of the presidents are presented in Table 5.

Table 5. Nursing education backgrounds of the presidents.

Nursing Education	MG	BD-r	AF	EM	TS	CW	KL	GM	*Totals*
Diploma	1	1	1		1			1	*5*
BSN	1	1	1	1	1	1	1	1	*8*
MN	1	1	1	1	1	1	1	1	*8*
PhD					1	1	1		*3*
DNSc								1	*1*
NP			1	1					*2*
Individual Totals	3	3	4	3	4	3	3	4	*27*

Five of the presidents were graduates of diploma programs. All were baccalaureate and masters prepared. Three have PhDs, two are nurse practitioners, and one has a Doctor of Nursing Science degree.

The nursing experience of the presidents is presented in Table 6.

Table 6. Nursing experience (special areas) of the presidents.

Nursing Experience	MG	BD-r	AF	EM	TS	CW	KL	GM	*Totals*
OR						1			*1*
ER						1			*1*
ICU						1			*1*
Long Term Care						1			*1*
Research					1	1	1	1	*4*
Pediatrics/Obstetrical		1	1					1	*3*
Psychiatric/Mental Health			1				1		*2*
Nursing Education	1	1	1	1	1	1	1	1	*8*
Nursing Education Administration					1		1	1	*3*
Rehabilitation Nursing				1					*1*
Public Health				1					*1*
Hospital Nursing		1			1				*2*
Medical/Surgical		1							*1*
Individual Totals	1	4	3	3	5	6	4	4	*30*

All eight presidents are nurse educators; four presidents have been involved in nursing research; three have been or are involved in Nursing Education Administration; two have practiced in psychiatric/mental health nursing; two have practiced pediatric nursing; two presidents have been involved in hospital nursing with a focus on the medical/surgical arena; and one has worked in OR, ER, and long-term care. One president has done rehabilitation nursing and public health nursing, and one stated her area of expertise was obstetrical nursing.

The reasons for becoming members of Zeta Upsilon are presented in Table 7.

Table 7. Reasons for becoming members of Zeta Upsilon.

Reason	MG	BD-r	AF	EM	TS	CW	KL	GM	*Totals*
Invitation		1	1	1				1	*4*
Honor				1			1	1	*3*
Promotes high standards		1			1			1	*3*
Promotes scholarship		1			1			1	*3*
Promotes leadership		1			1	1	1	1	*5*
Support STTI beliefs						1			*1*
Excellence						1			*1*
Beneficial to career			1						*1*
Requires high GPA		1						1	*2*
Baccalaureate level members	1	1						1	*3*
Research		1			1			1	*3*
Prestige				1					*1*
Organize people					1				*1*
Help in networking					1				*1*
Help in communicating					1				*1*
Individual Totals	1	7	2	3	7	3	2	8	*31*

Five of the presidents stated being invited, the honor, and prestige as the reasons for becoming members of STTI/ZU. Promoting leadership, high standards, and scholarship were viewed as important to five. Membership at the baccalaureate level, high GPAs, and research were factors to four leaders. One stated, "STT promotes excellence in nursing." One president saw "membership as beneficial to nursing career," and another felt membership helped to organize people and was helpful in both networking and communicating.

Reasons for pursuing the presidency are listed in Table 8.

Table 8. Reasons for pursuing the presidency.

Reason	MG	BD-r	AF	EM	TS	CW	KL	GM	*Totals*
Pursued office		1	1			1	1	1	*5*
Value leadership						1			*1*
Pursue other future offices						1			*1*
Was pursued for office	1	1		1	1		1	1	*6*
Wanted to promote scholarship			1						*1*
All members should take turns					1			1	*2*
Wanting to be active at state level								1	*1*
Hard time saying "no"								1	*1*
Have experience from past		1							*1*
Individual Totals	1	3	2	1	2	3	2	5	*19*

Six presidents stated they were pursued to run for president, five stated they pursued the office, and two felt everyone needed to take a turn as an officer. One stated, "I value leadership and in the future would like to pursue an International Office in STTI." Having a hard time saying "no" and the desire to be involved at the state level were some of one president's motives. Wanting to promote scholarship was a reason given by one president, and having past experiences with STT was a factor given by another.

Leadership styles of the presidents are presented in Table 9.

Table 9. Leadership styles of the presidents.

Leadership Styles	MG	BD-r	AF	EM	TS	CW	KL	GM	*Totals*
Collaborative						1			*1*
Motivational						1			*1*
Working with others			1						*1*
Organized			1						*1*
Committed			1						*1*
Ability to follow through			1						*1*
Democratic		1						1	*2*
Consensus builder							1	1	*2*
Lateral style	1								*1*
Collegial				1					*1*
Transformational					1				*1*
Provide vision							1		*1*
Communicator							1		*1*
Help others "envision" future							1		*1*
Individual Totals	1	1	4	1	1	2	4	2	*16*

Two presidents viewed themselves as consensus builders. Two felt they were democratic. One stated she had a collaborative style and had the ability to motivate others. One was organized, committed, could work with others, and had the ability to follow through. One saw her style as lateral, one transformational, and one collegial. One felt she was a good communicator and could provide a vision to enable others to envision the future.

Presidential strengths are presented in Table 10.

Table 10. Strengths of the presidents.

Strengths	MG	BD-r	AF	EM	TS	CW	KL	GM	*Totals*
Enthusiasm						1			*1*
Dedication						1			*1*
Willing to put in time and effort				1		1			*2*
Organizational			1						*1*
Ability to work well with people	1		1						*2*
Ability to do a good job			1	1					*2*
Interest in office			1						*1*
Committed			1	1					*2*
Listen to others' point of view		1						1	*2*
Try to get active participation					1			1	*2*
Like people			1					1	*2*
Look at all sides of issues								1	*1*
Can nurture people	1								*1*
Recognize people's worth	1								*1*
Share	1								*1*
Communicator				1					*1*
Perseverance		1		1			1		*3*
Encourage people/ learn from them					1				*1*
Role model							1		*1*
Assertive							1		*1*
Consensus builder		1					1		*2*
Write and think at same time		1							*1*
Individual Totals	**4**	**4**	**6**	**5**	**2**	**3**	**4**	**4**	*32*

Three presidents stated being perseverant was a strong point. Two saw the ability to work with others as an attribute, and the ability to do a good job was noted by two. Two stated "being committed" was one of their strengths, and listening to others' points of view was another important quality. Two presidents believed they were proficient in getting active participation, and two noted that they like people and saw this as a leadership quality. Two of the presidents saw themselves as consensus builders. One thought being able to look at all sides of the issue was a strength. Another stated she was nurturing, recognized people's worth, and considered being able to share one of her assets. One president saw being a good communicator as useful. One believed she could encourage people and learn from them, while another saw her strength as being a role model. One thought she was assertive. Another saw her ability to write and think at the same time as a definite talent. Enthusiasm and dedication were noted as strengths by one president. Willingness to put in time and effort was seen as a strong point by another, and one also saw her interest in the office as a asset.

Presidential weaknesses are presented in Table 11.

Table 11. Presidential weaknesses.

Weakness	MG	BD-r	AF	EM	TS	CW	KL	GM	*Totals*
Push too hard						1			*1*
Autocratic at times						1			*1*
Not aggressive			1						*1*
Not assertive			1						*1*
Get tired of long projects			1						*1*
Loss of commitment			1						*1*
Over extend myself								1	*1*
Lack time to complete some projects								1	*1*
Take on too much								1	*1*
May run over people	1								*1*
Procrastination				1					*1*
Impatience					1		1		*2*
Try to build consensus		1							*1*
Individual Totals	**1**	**1**	**4**	**1**	**1**	**2**	**1**	**3**	***14***

Impatience was noted as a weakness by two presidents. One leader felt she might push too hard and might be autocratic at times. Another thought she might not be aggressive or assertive enough, had a loss of commitment, and grew "tired" of projects if they were too long. "Overextending myself, taking on more than I should, and not having time to complete projects" were stated as shortcomings by one president. "Running over people or stepping on toes" was described as a problem by one president. Procrastination was stated as a fault by another leader. Trying to be a consensus builder was noted as a difficult task by one leader.

The personal goals of each president are presented on Table 12.

Table 12. Personal goals of the presidents.

Personal Presidential Goals	MG	BD-r	AF	EM	TS	CW	KL	GM	*Totals*
Include more people in activities						1			*1*
Keep students and others inducted active			1	1				1	*3*
Non-faculty involvement			1						*1*
No real goals	1								*1*
Continue transition from Honor Society	1								*1*
Housekeeping	1								*1*
More active organization				1			1		*2*
More local activities				1					*1*
Have members meet regularly				1					*1*
Encourage more member involvement and research					1				*1*
Offer more scholarly activities							1		*1*
Clarify internal processes							1		*1*
Become functioning chapter		1							*1*
Follow STT guidelines		1							*1*
Individual Totals	3	2	2	4	1	1	3	1	*17*

Three of the presidents indicated keeping students and others inducted into ZU active in the chapter was a goal. Continuing the transition from the Honor Society, following

the guidelines of STT, and to help ZU become a functioning chapter were the intentions of two presidents. More scholarly activities and research were the ambitions of two presidents. One president stated her personal desire was to include more people in the chapter's activities. One president stated her desire to have non-faculty involvement. Having a more active organization with members meeting regularly at the local level were goals for another president. One president's major focus was to clarify some internal processes of the chapter such as finances and bylaws.

Table 13 indicates success in goal achievement.

Table 13. Success in goal achievement of presidents.

Were you successful?	MG	BD-r	AF	EM	TS	CW	KL	GM	*Totals*
Yes									*0*
No		1							*1*
Somewhat	1		1	1		1	1	1	*6*
Uncertain					1				*1*
Individual Totals	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	*8*

When questioned about success of their goals, six felt they were somewhat successful. One was uncertain of her success, while the eighth president said she was not successful.

Presidential perceptions of membership goals are presented in Table 14.

Table 14. Presidential perceptions of membership goals.

Membership Goals	MG	BD-r	AF	EM	TS	CW	KL	GM	*Totals*
Non-verbalized	1	1			1	1			*4*
Keep student inductees active			1					1	*2*
Felt membership comfortable with board goals				1				1	*2*
Clarify internal processes							1		*1*
Individual Totals	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**	***9***

No evidence was found to support the concept of membership goals. However, four presidents stated the membership did not verbalize any particular goals. Two thought the membership would have liked to keep new inductees active, and two felt the membership was comfortable with Board goals. One stated the necessity to clarify internal processes.

Highlights or the most important events of presidential terms are presented in Table 15.

Table 15. Highlights and important events of presidential terms.

Highlights and Important Events	MG	BD-r	AF	EM	TS	CW	KL	GM	*Totals*
Spring program						1	1		*2*
Bringing in research people						1			*1*
Regional meeting in Seattle			1						*1*
Speakers at regional meeting			1					1	*2*
ZU 10th anniversary								1	*1*
State research presentations					1			1	*2*
Induction ceremonies		1						1	*2*
Sponsor new chapter								1	*1*
Can't remember	1								*1*
First local meeting in Missoula				1					*1*
Work with others					1				*1*
Planning of writers' seminar		1							*1*
Individual Totals	1	2	2	1	2	2	1	5	*16*

Two presidents stated the spring program was the high point of their tenure. Listening to speakers at regional meetings was the highlight for two presidents. Bringing research presentations to various cities in Montana and induction ceremonies were important to two presidents. Bringing researchers in to speak was also listed as a highlight by one president. Attending a regional meeting in Seattle where ZU was given an award was the high point for another president. Celebrating ZU's 10th anniversary was another's. Sponsoring a new chapter was an important event of one president. "Probably the induction" stated another. The first local meeting in Missoula was

significant to one president. The initial planning of the writers' seminar was the highlight to another.

Disappointments or frustrations during presidential terms are presented in Table 16.

Table 16. Disappointments or frustrations during presidential terms.

Disappointments	MG	BD-r	AF	EM	TS	CW	KL	GM	*Totals*
Getting chapter active						1			*1*
Keeping membership active						1	1		*2*
Only President for one year			1						*1*
Not enough time to do things				1				1	*2*
Having good ideas--not able to follow through								1	*1*
Can't remember	1								*1*
Distance of membership		1		1			1		*3*
None					1				*1*
Keeping members		1							*1*
Inability to bring enough programs to individual cities		1							*1*
Inability to interest non-faculty members		1							*1*
Individual Totals	1	4	1	2	1	2	2	2	*15*

Three presidents stated the distance of the membership was discouraging. Trying to keep the membership active was considered difficult by two. "Not enough time to do things" was stated by two presidents. One president regretted a one-year term. Trying to get the chapter active was a disappointment for another. "Having good ideas and not being able to follow through with them" was a disappointment to one president. One stated, "Can't

remember." Another stated keeping members in ZU, inability to bring enough programs to individual cities to keep membership active, and the lack of interest in non-faculty to hold offices were frustrations. One president stated she experienced neither frustration nor disappointment.

The presidents' contributions to Zeta Upsilon are presented in Table 17.

Table 17. Presidents' contributions to Zeta Upsilon.

Contributions	MG	BD-r	AF	EM	TS	CW	KL	GM	*Totals*
Willingness to serve						1			*1*
Active at regional level						1			*1*
Member of National Committee						1			*1*
Scholarly meetings in Missoula/research projects were presented			1						*1*
Being a voting delegate at the National Convention			1						*1*
Attending inductions, local and regional meetings			1						*1*
Sponsoring Canadian chapter								1	*1*
Having a Montana chapter of STT	1								*1*
Commitment to ZU				1					*1*
Desire for and effort put into ZU success					1				*1*
Transition to two-year presidential term							1		*1*
Clarifying bylaw irregularities, management of financial affairs							1		*1*
Efforts contributed to having an honor society, and having ZU as a chapter of STT		1							*1*
Individual Totals	1	1	3	1	1	3	2	1	*13*

One president saw her willingness to serve, being active at the regional level, and being a member of a National and International committee as her contributions to Zeta Upsilon. Another stated that she contributed by being a voting delegate at a National convention, attending inductions, local and regional meetings, and being instrumental in bringing a scholarly meeting to Missoula where research projects were presented. Another thought she had contributed to ZU by sponsoring a Canadian chapter and enabling them to become a member of STTI. One president saw her efforts toward having a ZU Chapter as her contribution. Commitment to ZU was the contribution made by another. One leader perceived her desire for and the effort she put into ZU success was her contribution. Clarification of bylaw irregularities and management of financial affairs and the transition to a two-year presidential term were seen as contributions by one of the presidents. Another president saw her efforts in having an honor society and the honor society becoming a chapter of STT as her contributions.

The presidents' perceptions of the benefits of membership in Zeta Upsilon are presented in Table 18.

Table 18. Benefits of membership in Zeta Upsilon.

Membership Benefits	MG	BD-r	AF	EM	TS	CW	KL	GM	*Totals*
Part of a professional organization						1			*1*
Honor to be a member						1			*1*
Research						1			*1*
Scholarship						1			*1*
Dissemination of research findings						1		1	*2*
Keeps me active in research			1						*1*
Keeps me current on nursing literature			1						*1*
View nursing with broad perspective			1						*1*
Networking with other nursing leaders			1		1		1	1	*4*
Having to participate								1	*1*
State involvement								1	*1*
Collaborative efforts					1			1	*2*
Regional recognition	1								*1*
Personal satisfaction	1								*1*
Recognition from STT of MT contribution to ZU	1								*1*
Leadership				1					*1*
International conventions				1					*1*
National conventions		1							*1*
Having mentors		1							*1*
Leadership encouragement		1							*1*
Research leadership		1							*1*
Challenge to excel		1							*1*
Individual Totals	**3**	**5**	**4**	**2**	**2**	**5**	**1**	**5**	*27*

Four presidents saw networking with other nursing leaders was beneficial to them. Two presidents felt the dissemination of research findings was helpful. Another president believed the honor of being a member and part of

a professional organization and the emphasis that STTI placed on research and scholarship were advantages for her. Another felt belonging to ZU enabled her to be active in research, kept her current in nursing literature, and enabled her to view nursing in a broad perspective. One president believed she profited by having to participate, being an active member, and her involvement at the state level. Another leader felt personal satisfaction for her efforts in making ZU a reality, and the recognition she received at regional meetings from STT and from Montana for her contributions to ZU was also seen as beneficial to her. Another saw the leadership opportunities and the ability to attend an International convention as useful to her. One president saw collaborative efforts with others as an advantage of membership in ZU. Another president profited from being challenged to be her very best, having nursing mentors, leadership, and research encouragement, and attending a National convention.

Analysis of the Minutes and Newsletters, 1982-1992

The Minutes, 1982-1983 (BD-r)

The first Executive Committee met on September 15, 1982. Two other meetings were held on November 22, 1982, and February 11, 1983. On September 15, 1982, the results from the second election for president of Zeta Upsilon were given. Bobbi Derwinski-robinson was elected president.

(See Appendix F for a list of officers, 1982-1992.) Scholarly workshops were discussed. They would be held in Missoula in November, February, and June in conjunction with the induction ceremony. Committees were appointed and the budget for this fiscal year was presented. It was decided that the newsletter would be published three times each year.

On November 22, 1982, the committee met, and induction ceremonies were discussed. Scholarly programs would be presented at both ceremonies. Under new business, a writers seminar was discussed. In 1978, a writers seminar was presented by Sigma Theta Tau. The Executive Committee suggested a similar workshop be held between January and June of 1983.

The Executive Committee met again on February 11, 1983. This meeting was held in conjunction with the induction ceremony at Carroll College. Six students and two faculty members were to be inducted. It was noted that no requests for research grants were received. Fees for the writers seminar and the possibility of a one-day versus a two-day workshop was discussed. Judith Graves would represent Zeta Upsilon at the leadership workshop in San Diego.

The Newsletters, 1982-1983

The first edition of Zeta Upsilon Newsletter was published in August of 1982. The June election resulted in a tie. Another ballot would be sent to the membership, and the ballot would be due before September 13, 1982. A brief overview of the induction ceremony was given. Two hundred nineteen members were inducted. Eighty-one members attended the ceremony with 25 of the members transferring their membership to Zeta Upsilon from another chapter. Dr. Helen Ference, a vice president of Sigma Theta Tau, conducted the ceremony (Zeta Upsilon [ZU], August 1982).

In the November 1982 newsletter, President Bobbi Derwinski-robinson's message addressed the necessity of a leadership directory. This directory would provide information about each member of Zeta Upsilon. Members' accomplishments, areas of practice, and research interests would be noted. President Derwinski-robinson also stated the directory could promote public awareness of nursing leaders, would help to establish a speakers bureau and would keep members abreast about colleagues' research interests. President Derwinski-robinson again expressed a desire to hold a writers seminar for Zeta Upsilon members. Volunteers were solicited to work with the national Sigma Theta Tau office to begin work on a one-day writers seminar. The seminar would enable members to learn writing techniques which would enable them to write for

publication. Zeta Upsilon had budgeted monies for nursing research. Criteria for research grant awards were printed in the newsletter (ZU, November 1982).

Scholarly programs for 1982-1983 are listed in Table 19.

Table 19. Scholarly programs, 1982-1983.

Date	Place	Speaker	Topic
6/11/82 (MHSON, May 1982)	MSU/Bozeman	Ruth Ludemann, PhD, RN	"Introduction to Theory Development in Nursing"
11/22/82 (Exec. Comm. Minutes, 11/22/82)	MSU/Missoula	Clarann Weinert, PhD, RN Barbara Rogers, PhD, RN Britt Finley, MEd, RN	"Research Nursing"
2/11/83 (ZU, November 1982)	Carroll College, Helena	Mary Jo Mattock, MN, RN	
6/10/83 (Exec. Comm. Minutes, 2/11/83	MSU/Bozeman	Drs. Beatrice and Philip Kaalish	"Image of Nursing"

The programs held on 6/11/82 and 6/10/83 were co-sponsored by Zeta Upsilon and the Research Committee at MSU College of Nursing. The program 11/2/82 was sponsored by ZU in keeping with the chapter's emphasis on sharing nursing scholarship throughout the state. The program 2/11/83 was in conjunction with an induction ceremony.

The Minutes, 1983-1984 (BD-r)

Three Executive Committee meetings were held in 1983 and 1984. On June 10, 1983, the meeting was held in conjunction with the induction ceremony at MSU/Bozeman.

At the meeting held on September 15, 1983, Sue Barkley, the chapter archivist, reported an area in

Sherrick Hall was designated to store Zeta Upsilon archival material. Criteria for research grant awards were given to the Board.

February 10, 1984, was the last Executive Committee meeting for this year. It was reported that ten new members would be inducted at the February 10, 1984, ceremony. The first Zeta Upsilon research grant was awarded to Dr. Barbara Rogers in the amount of $500. The writers seminar would be held on May 11, 1984. It was also noted that 12 people expressed interest in being listed in the Zeta Upsilon directory.

The Newsletters, 1983-1984

The Fall 1983 newsletter included a calendar of upcoming events for the Zeta Upsilon year, a feature of each succeeding newsletter. A writers seminar would be presented on May 11, 1984, in Bozeman. The one-day seminar would be sponsored by the National Sigma Theta Tau office. President Derwinski-robinson's message gave an overview of Sigma Theta Tau's goals. "Sigma Theta Tau is an organization which has a high regard for scholarship, membership commitment to nursing and to high nursing standards" (ZU, Fall 1983). President Derwinski-robinson challenged each member of Zeta Upsilon to use their creativity, scholarship, and knowledge and to excel. It was also noted that several members had expressed an

interest in the Zeta Upsilon directory. A directory information form was included in the newsletter to be filled out by interested members and returned to the MSU Bozeman campus.

The Spring newsletter included information on the writers seminar, May 11, 1984, on the MSU Bozeman campus. A research workshop would be sponsored the morning of June 8 by the Research Committee of the College of Nursing at MSU. A poster presentation would be displayed as well as eight podium presentations. In President Derwinski-robinson's last newsletter, she shared her perception of Zeta Upsilon accomplishments. Zeta Upsilon sponsored the Kaalish workshop on "Images of Nursing," and a writers seminar would be hosted on May 11, 1984. Zeta Upsilon had awarded the first research grant to Dr. Barbara Rogers and was compiling a directory. Zeta Upsilon also financed the mailing of the Montana State University College of Nursing research newsletter to its members in order to disseminate the findings of nursing research in Montana.

Scholarly meetings for 1982-1984 are listed in Table 20.

Table 20. Scholarly meetings, 1983-1984.

Date	Place	Speaker	Topic
11/21/83 (ZU, Fall 1983)	MSU/Great Falls	Pam Stevens, B.S., R.N. Marie Emond, B.S., R.N. Dr. Jackie Taylor	"Descriptive Research on Hutterites" "A Summary of Research of Masters Students at MSU School of Nursing"
2/10/84 (Exec. Comm. Minutes, 2/10/84)	Carroll College, Helena	Jan Leishman-Donahue, M.S.N., R.N., C.M.N.	"Problems and Promise of Independent Nursing Practice"
5/11/84 (Exec. Comm. Minutes, 2/10/84)	MSU/Bozeman	Dr. Margaret Bruya Dr. Pamela Brink	"Writing for Journal Publication"

The programs on 11/21/83 and 2/10/84 were sponsored by ZU. The program offered 5/11/84 was jointly sponsored by Zeta Upsilon and MSU CON Research Committee.

The Minutes, 1984-1985 (AF)

On June 8, 1984, Bobbi Derwinski-robinson chaired her final Executive Committee meeting. Incoming President Ardie Fraley was introduced.

On September 11, 1984, President Ardie Fraley presided over the Executive Committee meeting. Under new business, it was noted that on November 19 a research program would be planned in Bozeman.

On November 19, 1984, the Executive Committee met once again. Under new business, the regional assembly to be held in Seattle April 26, 27, 1985, was discussed. The theme of the meeting was "Patterns of Success in Nursing." Several members of Zeta Upsilon expressed interest in

attending this conference. It was also noted that a chapter of Sigma Theta Tau from Colorado had extended an invitation to Zeta Upsilon to cosponsor a workshop. President Fraley spoke with Julie Fremond of Colorado, who indicated the cost would be $100 to Zeta Upsilon. In addition to the money, one representative from ZU would present an abstract. Profits from the workshop would be divided, and Zeta Upsilon was assured of having its $100 returned.

On March 20, 1985, an Executive Committee meeting was held at Sherrick Hall on the MSU Bozeman campus. It was noted that prior to the June induction ceremony the MSU Research Committee would present a scholarly program.

The following members were expected to attend the regional workshop, "Patterns of Success in Nursing," in Seattle on April 26 and 27: Ardie Fraley, Beth Metzgar, Gretchen McNeely, Millie Gutkoski, Clarann Weinert, Barbara Raudonis, Karen Stinger, Barbara Pinkava, and Marjorie Hickey; all were MSU faculty members. Poster presentations included highlights of the statewide chapter, "Zeta Upsilon," and "Hospice in a Rural Area." The Zeta Upsilon newsletter was also entered into competition, and Millie Gutkoski submitted a "History of Zeta Upsilon" highlighting the uniqueness of the statewide chapter.

The Newsletters, 1984-1985

In the Fall 1984 newsletter President Ardie Fraley thanked the membership for their confidence in electing her as President of Zeta Upsilon for the 1984-1985 year. She also presented her goals for the following year:

1. To increase Zeta Upsilon's membership by inducting students and community leaders who demonstrate superior achievement and leadership. . . .
2. Encourage students and community leader members to become active in the organization. . . .
3. Encourage implementation of nursing research within the state by awarding monetary research grants.
4. Encourage members to attend or present their research.
5. Recognize research activities by Montana nurses. (ZU, Fall 1984)

Eligibility criteria for STT, ZU membership were published in the newsletter as well as criteria for research grants.

In her newsletter message, President Fraley noted that Sigma Theta Tau was committed to the advancement of nursing science and to the fostering of creative work. She stated each Zeta Upsilon member should ask, "How can I facilitate the advancement of health in Montana?" (ZU, Winter 1985).

In the Spring 1985 newsletter an invitation was extended to all Zeta Upsilon members from the MSU College of Nursing Research Committee to attend a research program on June 14, 1985. In her final newsletter, President Fraley noted it had been a productive, prestigious year for ZU. ZU, she noted, was well represented at the Region I

assembly in Seattle on April 26 and 27. Marji Hickey presented a poster session entitled "Hospice in a Rural Area," and "The Uniqueness of Zeta Upsilon" was presented by Millie Gutkoski. A regional award was presented to Zeta Upsilon for Excellence in Chapter Leadership.

Scholarly programs for 1984-1985 are listed in Table 21.

Table 21. Scholarly programs, 1984-1985.

Date	Place	Speaker	Topic
11/19/84 (Exec. Comm. Minutes, 11/19/84)	MSU/Bozeman	Kathleen Harris, BSN Norma Hausserman, BSN Barbara Buckelew, MSN, RN Britt Finley, Med, RN	"Factors Relating to SIDS" "Powerlessness in the Elderly" "Drinking Patterns of 7 to 12 Year Old Adolescents"
6/14/85 (ZU, Spring 1985)	MSU/Bozeman	MSU Faculty and Students	Research Conference Poster and Podium Presentations

The program on 11/19/84 was sponsored by ZU. On 6/14/85 prior to the induction ceremony the Research Committee at MSU CON presented a conference. ZU members were invited to attend.

The Minutes, 1985-1986 (EM)

On June 14, 1985, President Ardie Fraley conducted a business meeting of the Executive Committee and presided over the induction ceremony. Incoming President Elizabeth Metzgar was presented.

President Metzgar conducted the Executive Committee meeting on September 12, 1985. Under old business, the possibility of pursuing a research workshop with the University of Colorado or Intercollegiate School of Nursing in Spokane was discussed. The committee agreed to actively explore cosponsoring a research workshop with the Intercollegiate School of Nursing. Millie Gutkoski, Gretchen McNeely, Beth Metzgar, and Ardie Fraley gave brief reports of the events of the regional assembly held in April of 1985.

It was also noted under new business that Mary Sue Infante would be presenting a workshop for the MSU faculty on November 25, 1985. It was decided that ZU would make a maximum contribution of $100 to cosponsor the evening program with the MSU CON.

"Entry into Practice" was another item on the new business agenda. ZU had voted in June to support baccalaureate preparation for entry into nursing. Beth Metzgar would represent ZU at a meeting to be held October 31, 1985, in Helena. The meeting was to be sponsored by the Montana Nurses' Association (MNA) steering committee for Entry into Practice, and all professional organizations within Montana would be represented at this meeting.

On February 7, 1986, an Executive Committee meeting was held at Carroll College in Helena, Montana. Beth

Metzgar presided. An item that was discussed by the Executive Committee was the possibility of extending the terms of president, president-elect, and committee members to two years. The board was also asked to consider the possibility of a two-day retreat or a one-day orientation/ planning meeting for new officers after the spring election.

Ardie Fraley and Barbara Raudonis would be delegates to the national convention. Millie Gutkoski and Bobbi Derwinski-robinson would also attend. An Executive Committee meeting was set tentatively for March 19, 1985, in Bozeman. Minutes from this meeting and minutes from the June 13, 1986, Executive Committee meeting were not available.

The Newsletters, 1985-1986

In the Fall 1985 newsletter, Beth Metzgar listed two opportunities she felt fostered the goals of Sigma Theta Tau. The first was the Nursing 21 Campaign, which would require baccalaureate preparation as entry into nursing practice. She noted that at the June 1985 annual meeting ZU members voted unanimously to support Entry into Practice. In September, the Executive Committee had supported the entry issue and made it a goal for the year. ZU had written to Montana Nurses' Association's steering committee stating its official position regarding

entry. Two members would represent ZU at the steering committee in November. President Metzgar encouraged individual members to become involved in the Nursing 21 Campaign.

The second opportunity President Metzgar mentioned was to foster the goals of STT by becoming an active member in ZU. She noted two ways that members could both contribute and benefit from membership. The first was presentation of scholarly programs at local levels. She stated that her goal for this year was to have scholarly programs in as many Montana communities as possible. The second was that members could benefit by becoming a member of a ZU committee. A description of ZU committee functions was listed in the newsletter, and President Metzgar asked each member to think about his/her talents and interests and to volunteer for a committee.

In the Winter 1986 newsletter, President Beth Metzgar again addressed Entry into Practice. She encouraged all members of ZU to become involved in this important issue. Bobbi Derwinski-robinson, Ardie Fraley, and Barbara Raudonis gave brief reports on the biennial convention that they attended in Indianapolis, November 12-15, 1985.

The Spring 1986 newsletter listed the agenda for June 13, 1986. At 8:30 a.m., prior to the induction ceremony, the Research Committee of the MSU CON extended an invitation to all ZU members to attend a scholarly program.

In her final presidential message, Beth Metzgar noted that nursing research was alive and well in Montana as well as ZU. The Research Committee had received four proposals and partially funded two of these proposals. Researchers who had received the ZU funds were Dr. Kathleen Long and Carolyn Hamlin for their research on the "Early Identification of Rural White and Native American Children at Risk For Alcohol Abuse" and Dr. Clarann Weinert and Carolyn Gibson for their research on "Social Support Measurement." President Metzgar also noted that Entry into Practice was still alive and well. She encouraged ZU members to continue to be involved in this important issue.

There was a brief note from President Metzgar concerning a business meeting preceding the induction ceremony on June 13. The membership would discuss a change in the bylaws which would extend a presidential term from one to two years. President Metzgar noted that one year was a very short time to influence any positive change considering the geographic diversity of the membership and the executive board. She felt that two years would give the chapter the advantage of more stability in leadership and allow time for new ideas to take shape and to become a reality.

Scholarly programs for 1985-1986 are listed in Table 22.

Table 22. Scholarly programs, 1985-1986.

Date	Place	Speaker	Topic
11/25/85 (Exec. Comm. Minutes 9/12/85)	MSU/Bozeman	Dr. Mary Sue Infante	"The Laboratory Concept in a Developing Society"
2/7/86 (ZU, Winter 1986)	Carroll College, Helena	Dorothy Nelson	"Development of a Nurse Managed Rehabilitation Unit for the Chronically Ill"
6/13/86 (ZU, Spring 1986)	MSU/Bozeman	Dr. Ada Sue Hinshaw	"The Nature of Clinical Research"

The programs held 11/25/85 and 6/13/86 were co-sponsored by ZU and the MSU CON. The program 2/7/86 was held in conjunction with the induction ceremony.

The Minutes, 1986-1987 (TS)

On September 17, 1986, President Therese Sullivan presided at the Executive Committee meeting held at Carroll College. Under old business, the bylaws change of presidential term to two years was addressed. The Fall newsletter would contain an explanation for the rationale of this change. An officers' retreat was scheduled for November 21, 1986, at Carroll College.

Plans for the year were listed. President Sullivan's goals included (1) increased involvement of the membership, (2) improved communications within the organization, (3) more focus on the research mission of Sigma Theta Tau, and (4) the development of a program for research utilization and clinical studies (ZU, September 1986).

On November 21, 1986, the Executive Committee held a retreat at Carroll College. President Therese Sullivan presided. The Eligibility Committee, chaired by Ruth Vanderhorst, gave an overview of candidate requirements for membership in ZU. It was noted that candidates would have a grade average of 3.0 on a 4.0 scale. The number of students accepted into Zeta Upsilon would be limited to one-third of the total number expected to graduate, and each candidate must have completed at least half of the required coursework in nursing.

On February 6, 1987, an Executive Committee meeting was held again at Carroll College. President Therese Sullivan presided. In order to increase the visibility of Sigma Theta Tau in the community, several proposals were made. Tentative plans to have a program in Billings in the fall of 1987 were discussed. It would be a research sharing session from faculty, students, and members from the community. Another event in the planning was a Sigma Theta Tau research day cosponsored by Zeta Upsilon and the Missoula students. This research presentation would occur late fall 1987 or winter of 1988. Under old business, it was noted that support for Entry to Practice continues. The tentative date of April 10, 1987, was set for a research program at St. Patrick's Hospital in Missoula. The possibility of having Dr. Barbara Rogers speak on the

"Dissemination of Research and Application of Clinical Practice" was also noted.

The Newsletters, 1986-1987

In the Fall 1986 newsletter, President Sullivan noted the beginning of the fifth year of the ZU Chapter. She encouraged the membership to develop human resources to continue to nurture a sense of collegiality and also to increase the participation of the membership. She gave highlights of the Executive Committee meeting held on September 26, 1986, and also of the all-day retreat that was held November 21, 1986. Major objectives agreed upon at this meeting were (1) to examine the mission of Sigma Theta Tau and develop appropriate strategies for Zeta Upsilon in this task, (2) to develop strategies for increasing Zeta Upsilon's visibility, (3) to develop strategies for improving communication, (4) to develop strategies for promoting Entry into Practice, and (5) to develop policies and procedures for the effective functioning of the statewide chapter.

Under chapter news, it was noted that at the fall Zeta Upsilon board meeting the issue of the length of the term served by the president was discussed again. The amendment to change the presidential term from one to two years, leaving the president-elect term at one year, was defeated at the annual meeting in June of 1986. The bylaw committee

was considering a new amendment. This amendment would change the bylaws so that terms of president-elect and president would be two years. This change would coincide with the international organization's plan for a four-year commitment for the office of president.

The Winter 1987 newsletter gave a brief overview of the events on the 1987 calendar. Under chapter news, it was noted that strong and committed leadership was vital to Zeta Upsilon. The editors encouraged members to consider running for office and working on various committees. Positions were listed for the 1987 elections and the ballot would be included in the spring newsletter. It was also noted that at the June meeting the membership would be asked to vote on (1) the designation of standing committee for the Zeta Upsilon Research Committee and (2) to increase the length of the term for president to two years in order to provide continuity of leadership and achievement of chapter goals.

The Spring 1987 newsletter gave the final events for the year 1987. In the president's message, Dr. Therese Sullivan highlighted events that had occurred during the past year. She stated that the Executive Committee had examined the mission of Sigma Theta Tau at a retreat on November 21, 1986, and developed specific strategies for Zeta Upsilon in the task of increasing the scientific base of nursing and thereby improving the health of the public.

Work continued on this goal setting at the February 6, 1987, Executive Committee meeting. The major goal of increasing visibility and accessibility of the Zeta Upsilon chapter through participation in sponsoring/cosponsoring programs was established.

Under chapter news, the following bylaws changes were noted to be voted upon at the June meeting in Bozeman. The Zeta Upsilon Executive Committee recommended the elimination of the position of president-elect and having the president serve for two years. The past three presidents of Zeta Upsilon stated that a one-year term for president was not of sufficient length to establish and accomplish goals and to provide continuity of leadership for the statewide chapter. The bylaws would be changed to read: The President is elected in even years. This change would take effect at the 1988 election. The president-elect for 1987 would be eligible for and encouraged to run for the office of president in 1988. The Executive Committee announced that Kathleen Long and Carolyn Hamlin had been awarded the 1987 Zeta Upsilon research award.

Table 23 lists scholarly programs for 1986-1987.

Table 23. Scholarly programs, 1986-1987.

Date	Place	Speaker	Topic
1/26/87 (Exec. Comm. Minutes 11/21/86)	MSU/Bozeman		"Nursing Ethics"
2/16/87 (Exec. Comm. Minutes 11/21/86)	Carroll College, Helena	Dr. Clarann Weinert	"Families and Long Term Illness"
3/19/87 (ZU, Spring 1987)	MSU/Bozeman	Dr. Nancy Fugate Woods	"Methodological Issues in Conducting Family Research"
5/8/87 (Exec. Comm. Minutes 2/6/87)	St. Patrick's Hospital, Missoula	Panel	"Care of the Caregiver" "Discharge Planning"
6/12/87 (Exec. Comm. Minutes 2/6/87)	MSU/Bozeman	Dr. Jean Miller	

The program 1/26/87 was sponsored by ZU and MNA District #3 in Bozeman. The programs presented 3/19/87 and 5/18/87 were sponsored by MSU CON and ZU. The programs 2/16/87 and 6/12/87 were held in conjunction with induction ceremonies.

The Minutes, 1987-1988 (CW)

On October 9, 1987, the Executive Committee met at Sherrick Hall on the MSU campus. President Clarann Weinert presided. Dr. Weinert noted that all applicants accepted for membership would be required to attend the induction ceremony unless a special request was made and approved prior to the date of the ceremony.

President Weinert presided over the Executive Committee meeting held December 4, 1987. Goals for 1987

and 1988 were presented. Two of these goals were for the Nominating Committee to generate interest within the organization for members to serve in chapter leadership roles. Another goal was to work with the Eligibility Committee to instill in new inductees a sense of commitment to and active involvement within the organization.

On February 5, 1988, the Executive Committee met at Carroll College. Clarann Weinert presided over the meeting. The June induction ceremony was discussed. There would be a brief annual meeting in conjunction with the induction ceremony. President Weinert would give a report on highlights of the year. She would summarize chapter events for the year, research recipients would be recognized, and recognition awards would be presented.

On May 16, 1988, Dr. Clarann Weinert conducted an Executive Committee meeting. Recognition awards would be presented to three individuals at the June induction ceremony: Kathleen Long for her scholarly endeavors; Charlie Winters and Marji Hickey for their combined effort as editors of the Zeta Upsilon newsletter.

The Newsletters, 1987-1988

In the Fall 1987 newsletter, President Weinert challenged each member of Zeta Upsilon to promote improved health in Montana through research and research-based practice. She noted that it was an honor and a privilege

to be members of Zeta Upsilon and Sigma Theta Tau and it was also a responsibility to uphold the mission of Sigma Theta Tau. Congratulations were given to Dr. Kathleen Long and Carolyn Hamlin, recipients of Zeta Upsilon's research awards for 1987 and 1988. Under chapter news, thanks was given to Bobbi Derwinski-robinson, Joann Dodd, and Ruth Vanderhorst who organized the Zeta Upsilon program held at Billings Deaconess Medical Center on September 25, 1987. It was also noted that Dr. Kathleen Long was to be inducted as a Fellow in the American Academy of Nursing during the Academy's annual meeting in October in Washington, D.C. Candidates nominated and elected by academy members have made significant contributions to the profession in nursing practice, education, administration, and research.

The Winter 1988 newsletter gave an overview of important events occurring during the last half of this presidential year. Doctors Weinert and Long also included a report from the International Biennial Convention of Sigma Theta Tau that they attended in San Francisco on November 10-13, 1987. Chapters from Canada, Korea, and Taiwan were accepted, making Sigma Theta Tau a truly international organization.

In the Spring 1988 newsletter, President Weinert highlighted significant events during the past year. The first recognition awards were announced at the February

induction ceremony. Dr. Kathleen Long was inducted into the American Academy of Nurses. President Weinert mentioned that several members of Zeta Upsilon had presented scholarly papers and research posters at various national and international conferences. She noted that the Executive Committee had begun working on several goals, three of which were (1) generating interest in serving in vital leadership roles of this chapter, (2) working with new inductees to instill a sense of commitment and active involvement, and (3) locating and contacting inactive members. It was also noted that the first recognition awards from Zeta Upsilon were given to two Carroll College students, Chrys Anderson and Karen Schneider. These students had maintained a 4.0 GPA throughout their educational experience and were inducted into Zeta Upsilon in February 1988.

Table 24 lists scholarly programs for 1987-1988.

Table 24. Scholarly programs, 1987-1988.

Date	Place	Speaker	Topic
9/25/87 (ZU, Fall 1987)	MSU/Billings	Jo Ann Dodd, MSN, RN Carolyn Hamlin, MSN, RN	"Professional Networking" "Rural Children at Risk for Alcohol Abuse"
2/1/88 (ZU, Spring 1988)	MSU/Bozeman		"Battering Across the Life Span"
2/5/88 (Exec. Comm. Minutes 12/4/87)	Carroll College, Helena	Dr. Teresita Torres-Finley	"International Nursing"

Table 24. Continued.

Date	Place	Speaker	Topic
4/8/88 (ZU, Spring 1988)	MSU/Great Falls	Dr. Sue Ann Miller	"Discharge Planning, the Rehabilitation Process"
6/10/88 (Exec. Comm. Minutes 5/16/88)	MSU/Bozeman	Dr. Jean Goeppinger	"Rural Communities, A Special Opportunity for Nursing"

The program on 9/25/87 was co-sponsored by ZU and Deaconess Hospital in Billings. The program 2/1/88 was co-sponsored with MNA District #3 in Bozeman. The programs 2/5/88 and 6/10/88 were held in conjunction with induction ceremonies. The program 4/8/88 was cosponsored with Deaconess Hospital in Great Falls.

The Minutes, 1988-1989 (KL)

On September 17, 1988, the Executive Committee met in Bozeman. President Kathleen Long presided. The Program Committee announced that one program would be held in Missoula this year either in April or in May. The availability of speakers for this meeting was discussed. Cheryl Olson-McMillan and perhaps a community leader or community person would be approached to speak on the "Needs of Low Income Mothers." The Program Committee also suggested a Sigma Theta Tau writers program for future thought. National headquarters would have to be contacted concerning the writers program and Zeta Upsilon would have to reserve a speaker for either spring or summer of 1989.

On December 5, 1988, an Executive meeting was held. Kathleen Long presided. On May 11, 1990, a writers workshop would be held at the MSU SUB. The Program Committee would receive assistance from Sigma Theta Tau

International in planning the program. Delta Chi of the Intercollegiate Center College of Nursing in Spokane would be invited to cosponsor the workshop. It was noted that the Executive Committee would meet on February 3, 1989, at Carroll College in conjunction with the induction ceremony.

The Executive Committee met on April 7, 1989, at Carroll College. Dr. Kathleen Long presided at the meeting. The committee discussed the necessity of inductees being present at the induction ceremony. Extraordinary circumstances would be taken into consideration; however, the committee still felt presence of inductees at the induction ceremony was important. In special circumstances, the president and counselor from the inductee's campus would make the decision to excuse the inductee from the induction ceremony. Members who were inducted in absentia would be signed in the induction book at that induction ceremony.

The possibility of a presentation on "Collaboration in Clinical Research" was also to be pursued. Two speakers were selected by the Executive Committee: Bea Mickley of Arizona State University or Dr. Joanne Stevenson of Ohio State. Therese Sullivan, chair of the Research Committee, noted that there were no grant proposals submitted; therefore, no grant money would be expended this year for the annual award. President Long reminded the counselors that they were responsible for orienting all candidates for

induction to the obligations, responsibilities, and privileges of being a Sigma Theta Tau member. They were reminded that this was not an optional activity.

On June 9, 1989, the annual business meeting was held at Montana State University in Bozeman. This meeting was held in conjunction with the spring induction ceremony and conducted by President Kathleen Long.

Dr. Weinert represented the chapter at the regional assembly in Scottsdale, Arizona. It was noted that due to extremely harsh conditions, the winter induction at Carroll College had been cancelled and those candidates would be inducted at the ceremony held at MSU on June 9, 1989. New officers were installed after the induction ceremony. Therese Sullivan and Millie Gutkoski were presented Chapter Recognition Awards for their contributions to the establishment of the Zeta Upsilon Chapter.

The Newsletters, 1988-1989

In the Fall 1988 newsletter, President Kathleen Long stated,

> We are faced with some of the greatest challenges and thus are offered some of the greatest opportunities ever in the history of professional nursing. As members of Zeta Upsilon, we are part of an International Society of Scholars and Leaders in Nursing. Never has there been a greater need for scholarship which can find solutions and leadership which can implement those solutions. (ZU, Fall 1988)

She also stated that as members of the Zeta Upsilon Chapter, the focus of the goals for this year would be related to both maintenance and enhancement, new membership retention, financial stability, eligibility criteria, and local and regional conferences.

In the Spring 1989 newsletter, Clarann Weinert reported on the Region I Assembly in which she participated in Scottsdale, Arizona on January 27 and 28, 1989. Dr. Weinert said that she came away from the conference with "a renewed sense of the vital role of the Honor Society in the world of modern health care and a new energy to commit to help to make Zeta Upsilon a critical factor in Professional Nursing in Montana" (ZU, Spring 1989).

Scholarly programs for 1988-1989 are listed in Table 25.

Table 25. Scholarly programs, 1988-1989.

Date	Place	Speaker	Topic
4/24/89 (Exec. Comm. Minutes 4/7/89)	MSU/Missoula	Cheryl Olson-McMillan, MSN, RN	"No Room in the Inn, Low Income Women's Experience of Pregnancy"
6/9/89	MSU/Bozeman	Vernice Ferguson, MA, RN, FAAN	

Both meetings held in 1988-1989 were sponsored by ZU. The second was held in conjunction with the induction ceremony. The first, on 4/24/89, was held in keeping with the emphasis of offering scholarly meetings throughout the state.

The Minutes, 1989-1990 (KL)

On September 9, 1989, Dr. Kathleen Long presided over the Executive Committee meeting held at MSU. One of the items on the agenda was the treasurer's report, and the committee held a lengthy discussion regarding expenditures and the projected budget. A motion was made and passed to invite Steve Parks to conduct an audit of the books.

An absentia policy was also discussed. It was decided that all candidates who were to be inducted into Zeta Upsilon were expected to be at the induction ceremony. In the event that inductees had good reasons for being absent, it was necessary for them to contact their counselor. The counselor and the president would make the decision regarding excused absences. The Eligibility Committee was asked to target community leaders and to encourage them to apply for membership in Zeta Upsilon. It was also noted that Dr. Daryl Ries and Dr. Kathleen Long were working on a scholarly program to be presented May 18, 1990. Dr. Joanne Stevenson from Ohio State University would give the keynote address.

On February 9, 1990, an Executive Committee meeting was held at Carroll College in Helena, Montana. Dr. Kathleen Long presided. It was noted in the president's report that candidates who did not come for the induction ceremony and who did not notify their counselor would receive a letter from Zeta Upsilon indicating that they had not been

inducted into the Honor Society. It was also noted that brochures had been sent to Sigma Theta Tau International chapters in Spokane, Wyoming, Idaho, and to the Montana Nurses' Association for the research day which would be presented on May 18. The title of the program was "Scholarly Collaboration: Nursing Service and Education."

The treasurer's report indicated that the audit of Zeta Upsilon's books was completed. The audit was done by Steve Parks, a CPA, on November 20, 1989.

The Executive Committee met again on April 30, 1990. Dr. Kathleen Long presided. It was noted that for the spring induction ceremony to be held on May 8, 1990, Dr. Anna Shannon and Dr. Therese Sullivan would be invited to welcome the new inductees. Dr. Daryl Ries and Dr. Kathleen Long gave an update on the planning for the Grant Writing workshop. It was noted that the plans for the workshop were in order; the registration, however, was low.

On June 8, 1990, the annual business meeting in conjunction with the spring induction ceremony was held at the MSU Bozeman campus. The annual report was circulated by Dr. Kathleen Long.

In the presidential message, Dr. Long noted that it had been a stimulating, productive year for Zeta Upsilon. As chapter president and as a delegate, she traveled to Indianapolis in November to represent Zeta Upsilon at the

annual meeting and the dedication of the International Center for Nursing Scholarship. It was noted a plaque commemorating the chapter's contribution to the new center would be on display during the induction ceremony.

The treasurer's report was also included. It was noted that the books were audited, and this audit was completed in 1989. A savings account was started for Zeta Upsilon, and Frances Guthridge, treasurer, noted that the chapter was solvent.

The Newsletters, 1989-1990

The Fall 1989 newsletter provided a calendar of the following events. On October 30, 1989, Great Falls Sigma Theta Tau members would present a networking meeting. It was noted that these meetings would be held twice yearly as a supplement to chapter meetings held elsewhere. It was the hope of this group of Sigma Theta Tau members to provide a short program and a time for sharing of ideas.

Congratulations were given to Millie Gutkoski and Therese Sullivan who received the Zeta Upsilon award for recognition of activities which foster the purposes of Sigma Theta Tau International. It was noted that Zeta Upsilon is a Montana chapter of this International Nursing Honor Society and these two women were honored for their efforts in developing the first statewide chapter of Sigma Theta Tau International.

The Spring 1990 newsletter announced that on April 23, 1990, there was to be a meeting of the Great Falls area Sigma Theta Tau members. A speaker would be arranged and local members were anxious to network and identify avenues of scholarly collaboration and support.

Scholarly programs for 1989-1990 are listed in Table 26.

Table 26. Scholarly programs, 1989-1990.

Date	Place	Speaker	Topic
10/30/89 (ZU, Fall 1989)	MSU/Great Falls	ZU Members	"Networking"
2/9/90 (Exec. Comm. Minutes 9/9/89	Carroll College, Helena	Jean Ballantyne, MN, RN	"The Turnover of Nurses in Rural Hospitals"
5/19/90 (Exec. Comm. Minutes 6/8/90)	MSU/Bozeman	Dr. Joanne Stevenson, Keynote Speaker	"Scholarly Collaboration: Nursing Service and Nursing Education"
		Sharon Hovey, MN, RN Karen Schoonover Mary Gray, MN, RN Elizabeth Veign, MN, RN	"Description of Clinical Collaboration Projects"
		Clarann Weinert, PhD, RN Barbara Rogers, PhD, RN	"Processes of Developing Proposals and Fund Seeking"
		Mary Burman, PhD, RN Daryl Ries, PhD, RN	"The Process of Publishing"
6/8/90 (Exec. Comm. Minutes 9/9/89)	MSU/Bozeman	Jo Eleanor Elliott, MA, RN, FAAN	

The programs on 2/9/90 and 6/8/90 were held in conjunction with induction ceremonies. The members presented the program on 10/30/89. On 5/19/90 the presentation was a collaborative effort for ZU with MSU CON and Carroll College Department of Nursing.

The Minutes, 1990-1991 (GM)

On September 28, 1990, the Executive Committee met in Bozeman. President Gretchen McNeely presided. President McNeely presented her goals for 1990-1991. It was noted that this information would be included in the Fall issue of the newsletter.

On February 22, 1991, the Executive Committee met at Carroll College. Gretchen McNeely presided. The Executive Committee discussed the issue of possibly having one induction ceremony a year. This decision was based on MSU's forthcoming change from quarters to semesters. The concept of one induction would be discussed again at the May meeting.

President McNeely gave a short report on the regional assembly that was held in San Diego, February 1 and 2, 1991. The topic of the assembly was "The Dynamics of Developing Resources; Support for Nursing in the Twenty-First Century."

Research grant applications would be due March 1, 1991. One proposal had already been received from a doctoral student in Texas.

The need to start planning the 10th anniversary celebration of Zeta Upsilon in June of 1992 was discussed. Potential speakers for the event were suggested: Jean Watson, Janet Quinn, Linda Carpenito, Connie Curran, Marjorie Gordon, and Claire Fagin. The Executive Committee

would also suggest the following to Dean Kathleen Long: Beth Vaughn-Wrobel, Sigma Theta Tau president-elect, and Ruth Ludemann, one of the originators of Zeta Upsilon.

On April 26, 1991, the Executive Committee met. Gretchen McNeely presided. A decision was made to continue the current practice of having two induction ceremonies each year. Input from each of the campuses listed many advantages of two inductions. Due to the upcoming MSU change to semesters, it was noted that spring inductions would need to be held in May.

The Research Committee reported that one request for a research grant had been received from a Zeta Upsilon member enrolled at the University of Texas. A $1,000 budget had been set aside for research grants, and the motion was made and passed to divide the budgeted amount in two grants of $500 each. An award grant of $500 would be given to Lee W. Richards to complete his doctoral dissertation.

The annual business meeting and induction ceremony of Zeta Upsilon was held on June 14, 1991, in Bozeman. President Gretchen McNeely presided at the meeting. Annual reports of the chapter's activity were distributed to the membership. Gretchen McNeely and Beth Metzgar would be the delegates to the Sigma Theta Tau Biennial Convention in Tampa, Florida.

The Newsletter, 1990-1991

In the Fall 1990 newsletter, President Gretchen McNeely stated her goals for the following year. She noted that she watched promising new graduates from both Carroll College and MSU inducted into the ranks of Zeta Upsilon only to see them disappear into their careers and never become personally involved in the activities of the organization.

Her first goal was to encourage active participation by the 1989-1990 winter and spring inductees from both Carroll College and Montana State University. She also encouraged members to solicit the help of the most recent inductees to join in committee work of fund raising, program planning, and inductions.

The second goal was to continue the progress that the Honor Society had made in planning and presenting scholarly programs, workshops, and seminars. She felt that these programs had benefited the members who had attended them, and she would encourage more of the membership to take advantage of these opportunities for both professional growth and supporting the efforts of the chapter.

Her final goal was to encourage more members to take advantage of the research grants that are available through Zeta Upsilon. She noted that sometimes the grant monies went unawarded because there were no applicants. She

stated that research was a very important aspect of the philosophy and the goals of Sigma Theta Tau and one which Zeta Upsilon would continually endeavor to promote.

Scholarly programs presented in 1990-1991 are listed in Table 27.

Table 27. Scholarly programs, 1990-1991.

Date	Place	Speaker	Topic
2/22/91 (Exec. Comm. Minutes 12/7/90)	Carroll College, Helena	Dr. Maureen Quinn, PhD, RN	"Attachment Between Parents and Handicapped Infants"
4/18/91 (Exec. Comm. Minutes 2/22/91)	Billings	Kathleen Trueblood, MSN, RN	"Train the Trainer"
5/19/91 (Exec. Comm. Minutes 2/22/91	Missoula	Jean Shreffler, MSN, RN	"Professional Isolation and Loneliness"
6/14/91 (ZU, Spring 1991)	MSU/Bozeman	Angela Barron-McBride, PhD, RN	

These four programs were sponsored by ZU. The ones held on 2/22/91 and 6/14/91 were in conjunction with induction ceremonies. The meetings held on 4/18/91 and 5/19/91 were held in keeping with the practice of sharing nursing scholarship throughout the state.

The Minutes, 1991-1992 (GM)

On September 13, 1991, the Executive Committee met in Bozeman. Gretchen McNeely presided. Items noted in the minutes were that two issues of the newsletter would be published in 1991-1992: a Fall issue and a Spring issue. The winter induction ceremony would be either February 21 or February 28 at Carroll College. The spring induction at

MSU would be May 15, 1992. It was noted that a $500 research grant was awarded to Lee W. Richards, a doctoral student and a member of Zeta Upsilon. President McNeely also discussed the need to emphasize the leadership component of Sigma Theta Tau in chapter programs. Three nurse legislators were honored in 1991 with Recognition Awards: Arlene Becker, Charlotte Messmore, and Eve Franklin. These women along with Donna Small would be asked to present a program on their leadership experiences.

The need to make Zeta Upsilon more visible was also discussed and it was suggested that ZU encourage Northern Montana College and Miles Community College faculty members to apply for membership in Zeta Upsilon. The 10th anniversary celebration was also discussed. The Executive Committee's ideas for celebration of the 10th anniversary included (1) showing a short version of a video made 10 years ago, (2) special invitation to charter members, (3) making the May induction brunch a 10-year party and having the original officers seated at the head table.

On December 19, 1991, the Executive Committee met again. President McNeely reported that Zeta Upsilon had been asked by Sigma Theta Tau International to mentor a chapter to be chartered at the University of Alberta, Edmonton, in March. As a mentor, Zeta Upsilon would be available to answer questions from the new chapter and be

supportive in their efforts. She noted that Zeta Upsilon had mentored an Alaskan chapter in the past.

The Program Committee reported that they had been working with Susan O'Leary to plan a scholarly program in Great Falls. Jane Scharff, from St. Vincent's Hospital in Billings, expressed interest in providing a scholarly program in Billings. It was also noted that the 10th Anniversary Committee was planning a celebration in conjunction with the spring meeting in Bozeman, May 15, 1992.

The Executive Committee met February 28, 1992, at Carroll College in Helena, Montana. President McNeely reported that Mu Sigma Chapter of the University of Alberta, Edmonton, would be chartered on March 24, 1992. This was the chapter Zeta Upsilon had mentored.

President McNeely also reported that Lee W. Richards, a research grant recipient, was willing to do a presentation sometime in the future. She noted that he was currently completing his PhD studies in Texas.

On May 15, 1992, the annual business meeting of Zeta Upsilon was held in Bozeman. Gretchen McNeely presided. Ardella Fraley was selected to receive the Spring 1992 Recognition Award for her work as the chair of the 10th Anniversary Celebration. This business meeting was followed by the induction of 16 new members and the celebration of Zeta Upsilon's 10th anniversary.

The Newsletters, 1991-1992

In the Fall 1991 newsletter, President McNeely reflected on the past 18 months of her term. She stated that she had reviewed the goals that she had set for the chapter during the years 1991-1992. She was pleased to report that the chapter had been successful in achieving some of the goals. She had noted success in providing a research grant of $500 so that Lee W. Richards, a doctoral student and member of Zeta Upsilon, could complete his research and dissertation. Another area in which she felt that Zeta Upsilon had made good progress was the local programs that were offered in various parts of the state. Presentations had been made in Billings and Missoula as well as at induction ceremonies in Bozeman and Helena. The programs were stimulating, scholarly, and well attended. It was her hope to provide programs in several areas of the state again, and she encouraged participation in and support of these events. She also asked that the membership not only participate in the planning and the attending of these programs but that they also encourage students and recent inductees to become involved as well. In conclusion, she noted that as a "budding nurse historian" she was pleased to serve as the chapter's president during this year of Zeta Upsilon's 10th anniversary.

President McNeely wrote her final message in the Spring 1992 newsletter. She noted that it was with pride and a sense of accomplishment that she wrote this message. She also noted that ZU had grown from 37 members of the Montana Honor Society of Nursing who petitioned Sigma Theta Tau International in September 1981 to be chartered on June 11, 1982, as the first statewide chapter of its kind, to well over 500 members in 1992. She noted the accomplishments of Zeta Upsilon over the past 10 years.

> It is obvious we have accomplished much in terms of our scholarship mission, when one considers the quality of the induction speakers Zeta Upsilon has had over the past 10 years as well as other programs that Zeta Upsilon has sponsored around the state, such as research presentations, workshops, and seminars. Zeta Upsilon has provided research awards to young scholars and other awards for leadership and service to the profession and to the state. (ZU, Spring 1992)

She noted that every year the chapter inducts into the ranks of Zeta Upsilon the very best students from both Carroll College and Montana State University. It also brings in new members from the community which represent the best in nursing leadership in the state. "We often forget," she wrote, "to review our past and remember what we have accomplished." At this 10th anniversary milestone she asked that the membership join with her in recalling the chapter's short history with both a sense of pride and accomplishment. She also extended the invitation to the membership to join her and other Zeta Upsilon members for

the 10th anniversary celebration on May 15, 1992. At this meeting, special memories of the chapter would be shared.

Scholarly programs presented in 1991-1992 are listed in Table 28.

Table 28. Scholarly programs, 1991-1992.

Date	Place	Speaker	Topic
2/28/92 (Exec. Comm. Minutes 2/28/92)	Carroll College, Helena	Charlotte Messmore, BSN, RN Eve Franklin, MSN, RN Arlene Becker, MSN, RN Mary Mungar, MSN, RN (Panel Moderator)	
5/15/92 (Exec. Comm. Minutes 12/19/91)	MSU/Bozeman	Lynda Carpenito	

The programs held in 1991-1992 were sponsored by ZU.

CHAPTER 5

DISCUSSION

This study was conducted to provide an overview of the development, growth, and evolution of Zeta Upsilon (ZU), the Montana statewide chapter of Sigma Theta Tau International Honor Society for Nursing (STTIHSN). This chapter contains an analysis and discussion of the data as they relate to the research questions and the concepts of the conceptual framework, leadership, and professionalism.

In the mid 1970s, a number of events occurred which influenced the establishment of the statewide chapter of STT. The most significant factors were:

1. The interview of a candidate who had applied for the position of Director of the Montana State University School of Nursing was the initiating factor. Her inquiry, "Does MSU SON have a chapter of STT?" presented a challenge to Millie Gutkoski, a member of the search committee. It became Ms. Gutkoski's personal goal to have a chapter of STT in Montana.
2. Three of the past presidents, Bobbi Derwinski-robinson, Ardella Fraley, and Therese Sullivan, had been involved with other chapters of STT before coming to Montana.

3. Other nurse educators also recognized the need to promote professionalism and leadership in nursing and nursing education at MSU and Carroll College.
4. There was an increase in the number of doctorally prepared educators coming to Montana who were committed to the promotion of professionalism and leadership. Some of these leaders were Anna Shannon, Jacqueline Taylor, Ruth Ludemann, and Therese Sullivan.
5. The Research Committee under the leadership of Dr. Ruth Ludemann actively pursued the possibilities of developing a chapter of STTIHSN.

The simultaneous occurrence of these events provided a climate for the promotion of leadership and professionalism in Montana. The establishment of a chapter of STT was believed to be the ideal way to provide the structure needed for the development of excellence and scholarship in the state. It also afforded opportunities for the growing scholarly community in Montana to get together, to network, and to encourage and support each other.

The objectives of scholarship and excellence in nursing were fostered in the first ten years of the chapter's history by following the guidelines of STT. The presidents and their executive boards realized that in order for professional growth to occur goals must be set and activities must be directed to attain these goals.

1. Chapter meetings were held at least three times each year. As dictated by the ZU bylaws, two of these meetings were educational in nature. The distance of the membership led to scholarly presentations at least annually in various Montana cities in addition to scholarly meetings held in conjunction with induction ceremonies. The first scholarly meeting, aside from inductions, was held in Great Falls in November 1983.
2. Zeta Upsilon sponsored a writers seminar in 1984 to prepare members to publish their research findings. "When a writers seminar is held, people involved in Sigma Theta Tau International are willing to come to another chapter and speak about writing for publication" (B. Derwinski-robinson, personal communication, July 29, 1996).
3. Promotion of scholarly activities was also achieved by establishing research grants. Calls for research grant proposals were noted in the Zeta Upsilon newsletters, and deadlines were established for the first week in March each year. Members were encouraged to conduct research and to apply for the funds that were available from the chapter (see Appendix G for Zeta Upsilon Research Grant Awards, 1982-1992).
4. Zeta Upsilon leaders strove to achieve professionalism of nurses in Montana by encouraging members to endorse

Nursing 21, the Entry into Practice campaign held in 1985. Zeta Upsilon's executive board and membership strongly supported a minimum of baccalaureate preparation for entry into professional nursing practice. President Beth Metzgar represented ZU on a Steering Committee initiated by the Montana Nurses' Association (MNA).

5. The Zeta Upsilon chapter also recognized that scholarship could be enhanced by sending delegates to regional, national, and international conferences. Each delegate had an opportunity to attend scholarly sessions presented by nursing leaders. Delegates met to share ideas regarding the mission of Sigma Theta Tau and how the organization promoted and recognized nurses, contributions to scholarship, and leadership. Upon returning to Montana, delegates shared this information with the membership at annual meetings and through the Zeta Upsilon newsletters.
6. Zeta Upsilon also recognized and acknowledged excellence in the membership by giving Recognition Awards. Members were recognized for scholarship and/or for their contributions to Zeta Upsilon or nursing in Montana (see Appendix H for Zeta Upsilon Recognition Awards, 1982-1992).

At the end of Zeta Upsilon's first decade, the chapter was fortunate to have Gretchen McNeely, a nurse historian, as president. In her final newsletter message, President McNeely expertly analyzed the accomplishments of Zeta Upsilon and described its evolution.

> We have grown from the 37 members of the Montana Honor Society of Nursing who petitioned Sigma Theta Tau International in September 1981 to be chartered on June 11, 1982 as the first statewide chapter of its kind to well over 500 members who fill our ranks in 1992. As one considers the quality of the induction speakers we have had over the past 10 years as well as the programs we have sponsored around the state, such as research presentations, workshops, and seminars, it is obvious we have accomplished much in terms of our scholarship mission. In addition, we have provided research awards to young scholars and other awards for leadership and service to the profession and the state. Each year we induct into our ranks the "cream of the crop" in terms of our best students from both Carroll College and Montana State University. We also bring in new members from the community which represent the best in nursing leadership in the state. (ZU, Spring 1992)

Zeta Upsilon Presidents (1982-1992)

During the first decade of Zeta Upsilon, eight nursing leaders were instrumental in the growth, formation, and evolution of Zeta Upsilon. Each president identified specific goals for her term.

Milly Gutkoski (6/82-9/82)

The June 1982 election for president resulted in a tie. Milly Gutkoski was appointed to the presidency of

Zeta Upsilon. She had chosen not to run for president, feeling that if ZU were to survive, new leadership was necessary. Her short term lasted only three months until another ballot was sent to the membership. She had been actively involved in ZU in the pre-chapter days. Her personal commitment to excellence and scholarship led to the formation of the Montana Honor Society and ultimately to Zeta Upsilon.

Bobbi Derwinski-robinson (9/82-6/84)

Ms. Derwinski-robinson was the first elected president of Zeta Upsilon. She too had been actively involved in the formation of the Montana Honor Society, the forerunner of Zeta Upsilon.

Her goal was to help the newly organized chapter become a functioning one. During her tenure scholarly programs were held throughout the state, the first in November 1982 in Missoula. A writers seminar was sponsored by Zeta Upsilon, criteria for research grants were established, and the first research grant was awarded under her leadership. In her term, Zeta Upsilon became firmly established and functional within the guidelines of STT.

Ardella Fraley (6/84-6/85)

Ardella Fraley was the third president of Zeta Upsilon. Having had experience with STT prior to coming to

Montana, she also was active in the formation of the chapter.

In order to attain her goal to keep members involved in Zeta Upsilon, President Fraley initiated a mentoring program where students were given the opportunity to work with Zeta Upsilon officers. Community leaders were encouraged to become members of Zeta Upsilon standing committees. During her tenure, Zeta Upsilon was well represented at a regional assembly in Seattle. An award for Excellence in Chapter Leadership was presented to Zeta Upsilon at that meeting.

Beth Metzgar (6/85-6/86)

Beth Metzgar served as the fourth president of Zeta Upsilon. Her major goal was to have Zeta Upsilon more active on a weekly or monthly basis. Her mission was to plan activities that kept the membership active by offering research presentations on a regular basis. Accomplishment of her goal resulted in active membership involvement and commitment to the organization.

During her tenure the Entry 21 Campaign started in Montana. This issue involved basic preparation for entry into nursing practice. President Metzgar represented ZU on a statewide steering committee. She also encouraged the membership to become involved in this important professional issue.

Therese Sullivan (6/86-6/87)

Dr. Sullivan was the fifth president of Zeta Upsilon. She had previous experience with STT prior to coming to Montana and was also instrumental in the development of the Montana Honor Society.

Her goal was to encourage all members, students, faculty, and community leaders to become more involved in scholarly activities. Scholarly programs were held in Bozeman, Helena, and Missoula during 1986-1987. Member involvement in these presentations not only helped each person develop his/her scholarly potential but also made the Zeta Upsilon Chapter more visible to nurses and nursing leaders in Montana.

Clarann Weinert (6/87-6/88)

Dr. Weinert was the sixth president of Zeta Upsilon. The goal for her tenure was for Zeta Upsilon to become truly a statewide chapter and to include more of the members in the activities of the chapter. Under her leadership, the first annual meeting was held in conjunction with the spring induction ceremony on the MSU Bozeman campus. The membership was kept abreast of committee activities through annual reports which were submitted to the Executive Board.

Professional growth and development were fostered by the presentation of scholarly meetings in Billings,

Bozeman, Helena, and Great Falls. These programs enabled the members to become more actively involved with ZU.

Under her direction, in order to instill a sense of commitment to ZU and to enable new members to become actively involved in the organization, campus counselors met with new inductees. At this time, new members were informed of their responsibilities to Zeta Upsilon.

Kathleen Long (6/88-6/90)

Dr. Long was the first president of Zeta Upsilon to be elected to a two-year term as newly defined by the bylaws. One of her goals was to clarify some of Zeta Upsilon's internal processes. Policies for the financial management of the chapter were established and some irregularities in the by-laws were put in order. An audit was conducted, a savings account was started, and the process for disbursement of funds was clearly addressed.

Gretchen McNeely (6/90-6/92)

Dr. McNeely was the eighth president of Zeta Upsilon. In her term, ZU mentored the Mu Chapter from Calgary, Alberta in Canada.

Active involvement and participation of the members was a goal of the president. This president and her executive committee strongly encouraged members to take advantage of research grants available through the chapter.

Efforts were made to provide scholarly programs in the eastern part of the state.

ZU celebrated its 10th anniversary in May of 1992. This celebration highlighted the growth of the organization during the first ten years. It is noteworthy that a nurse historian was president of ZU at this time.

Presidential Commonalities and Differences

In looking at the early presidents of Zeta Upsilon several common threads are noted.

1. Each president was very concerned about membership involvement and membership attainment.
2. Each president voiced interest in promoting growth, excellence, leadership, and professionalism in the membership.
3. Each president was interested in increasing nursing scholarship in Montana.
4. Several presidents noted that they involved people in the decision-making process.

The differences noted were:

1. Each president had her own leadership style and goals for the growth, evolution, and development of Zeta Upsilon.
2. Four of the presidents' goals were scholarly, and the events that occurred during their tenure

reflected these. A writers seminar and scholarly meetings were held in various Montana locations.

3. Three presidents' goals were membership oriented. They wanted members to participate and to take an active role in ZU. All members were encouraged to be involved in committee work.
4. One president's goal was the attainment of professionalism. This was accomplished by active participation in Nursing 21.
5. Another president advocated a mentoring program in which students could work with Zeta Upsilon officers. No evidence was found that this program occurred.

Professionalism and leadership were the two concepts used to provide the conceptual framework for this study. Styles (1992) defined professionalism as "a commitment to excellence in our work" (p. 50). Nursing has achieved excellence through the commitment to research and exploration of new knowledge. An integral part of attainment of excellence is consistent and continual professional development. This development involves both formal and informal education. Professionalism is also demonstrated by sharing, supporting, encouraging, and assisting other nurses.

"Leadership is a process used to move a group toward goal setting and goal achievement" (Bernhard & Walsh, 1995,

p. 17). The leadership process can be used in any situation to further nursing as a professional. It can be used by any person; therefore, any person could be a leader at any time. Leadership skills can be learned. Effective leadership focuses on creating new opportunities for personal and group development. Effective leaders empower others to become leaders.

During the time frame 1982-1992 under the leadership of these eight presidents Zeta Upsilon offered its members various opportunities for attainment of professional growth, development, and leadership skills. The membership was encouraged to attend scholarly meetings, to conduct research, and to disseminate the findings through presentations and journal publications. Zeta Upsilon facilitated the accomplishment of these endeavors by providing research grants, sponsoring a writers seminar and other scholarly presentations, sending delegates to regional, national, and international meetings, supporting Entry into Practice efforts, and by inducting promising students and community leaders who were educated in a university setting into the organization.

Conclusion

During its first decade (1982-1992) Zeta Upsilon enhanced professional nursing in Montana. The chapter strongly influenced and made significant contributions to

leadership and scholarship. Scholarly endeavors, creative work, and high professional standards were encouraged, supported, and recognized. Zeta Upsilon promoted maximum development of the individual and a spirit of fellowship among members of the nursing profession.

Study Limitations

Due to the uniqueness of Montana and the sparsely populated nature of the predominately rural state, the distance between Carroll College and the multiple campuses of Montana State University, and the distance of the pockets of the membership from one another, the findings of this study may not be generalizable to other chapters of Sigma Theta Tau International. In addition, this study was limited to the first ten years (1982-1992) of Zeta Upsilon's history. The findings may not be comparable to the first ten years of older chapters which began in earlier decades (e.g., the 1920s or 1930s). Zeta Upsilon was established as a chapter of a well-organized parent organization of 60 years existence. This provided a very different context from that of earlier chapters.

Study Implications

This study should enrich the understanding of the professional growth and development of nurses in Montana. Historical documents are helpful when researchers believe

something from the past will explain something in the present or in the future. Insight derived from past experiences can be used to generate new ideas.

Recommendations for Future Research

This study was confined to the first 10 years of Zeta Upsilon, and it only examined the presidents during this time frame with the main focus on leadership and professional development. Future studies might be directed at:

1. The internal workings of the organization such as by-laws and financial matters.
2. The next five years (1992-1997): the leaders and organizational growth and development in this time period.
3. The next decade (1992-2002).
4. The roles of other officers, especially the counselors on each campus.
5. The development of scholarly activities with focus on recipients of research grants and what products resulted--presentations or publications.

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APPENDICES

APPENDIX A

ZETA UPSILON CHARTER MEMBERS AND INDUCTEES, 1982-1992

Zeta Upsilon Charter Members: June 11, 1982

001. Akre, Mrs. Katherine (Jacobson)
002. Alkire, Mrs. Doris E. (Samples) - MSU '76 (BSN)
003. Anderson, Mrs. Alice Marie - MSU '62 (BSN)
004. Anderson, Ms. Harriet - MSU Faculty, Great Falls Campus (MSN)
005. Anderson, Ms. Roxie - MSU (MN)
006. Androvich, Mrs. Katherine Marie (Linfield) - MSU '80 (BSN)
007. Armitage, Ms. Mary Lou
008. Back, Ms. Karen Louise - MSU '83 (BSN)
009. Bahn, Mrs. M. April (Burke) - MSU Faculty, Bozeman Campus (MSN)
010. Barkley, Mrs. Margaret Sue (Mundt) - MSU '51 (BSN)
011. Battaglia, Ms. Patricia
012 Bauman, Ms. Diane
013. Beadle-Thompson, Mrs. Kathleen
014. Beaudete, Ms. Mary
015. Bibler, Mrs. Julie (Milard) - MSU '82 (BSN)
016. Bjertness, Mrs. Bernice O. (Boylan) - MSU '60 (MN)
017. Boschee, Mrs. Ava Kay (Burnett) - MSU '82 (MN)
018. Bozdog, Mr. Dale
019. Bradley, Ms. Sara Marie - MSU '64 (MN)
020. Bradshaw, Ms. Bridget S. - MSU '82 (MN)
021. Branson, Mrs. Sharon Lee (Feuerherm) - MSU '65 (BSN)
022. Briggs, Ms. Cherrayl Marie
023. Brillhart, Col. Rita - MSU '62 (BSN)
024. Brown-Hatten, Mrs. N. Jane - MSU '77 (MN)
025. Brown, Ms. Patricia A.
026. Bryan, Mrs. Patsy Jean (Polson) - MSU '58 (MN)
027. Bryant, Ms. Jean
028. Buckelew-McQuirk, Mrs. Barbara - MSU Faculty, Missoula Campus
029. Bullard, Ms. Carol Ann - MSU '81 (BSN)
030. Bunde, Ms. Marie Louise - MSU '82 (MN)
031. Burke, Mrs. Carol Ann (Peterson) - MSU '63 (BSN)
032. Bushy, Capt. Angeline - MSU '82 (MN)
033. Butler, Mrs. Cleo Samantha (Bishop) - MSU '71 (MN)
034. Bywater, Mrs. Rita Beth (Chandler) - MSU '58 (BSN)
035. Canaparolli, Mrs. Catherine (Daly) - Carroll College Faculty, Helena
036. Carlson, Ms. Henrieta Mae - MSU '53 (BSN)
037. Cederblom, Ms. Kimberly - MSU '82 (BSN)
038. Ceynar, Mrs. Cynthia Ann (Tibbetts) - MSU '79 (MN)
039. Chafey, Ms. Helen Kathleen - MSU Faculty, Bozeman Campus
040. Chamberlain, Ms. Cinday
041. Chandler, Ms. Nancy (Kirsch) - MSU '71 (MN); MSU Faculty, Bozeman Campus

042. Chapman, Mrs. Lenora (Miller) - MSU '82 (BSN)
043. Coghill, Ms. Rena Leora - MSU '82 (BSN)
044. Colding, Ms. Narvel Lee
045. Cooper, Mrs. Mary (Tiemyer) - MSU '50 (BSN)
046. Cornwall, Ms. LaMae
047. Cowan, Ms. Ann Marie - MSU Faculty, Billings Campus
048. Cromwell, Ms. Janie B. (Lockwood) - MSU '65 (BSN)
049. Cudney, Mrs. Shirley Ann (Douglas) - MSU '53 (BSN); MSU Faculty, Bozeman Campus
050. Dalton, Ms. Mary E.
051. Damberger, Mrs. Kathleen (Gordon) DeVore - MSU '82 (BSN)
052. Delger, Mrs. Coral Jean (Ostrum) - MSU '59 (MN)
053. Derwinski-robinson, Mrs. Barbara Ann - MSU Faculty, Billings Campus
054. Dickinson, Ms. Mary Ann
055. Dieziger, Mrs. Sharon Faye (McGowan) - MSU '59 (BSN)
056. Dodd, Mrs. Margaret Joanne (Weber) - MSU '67 (BSN)
057. Doss, Mrs. Jane S. (Lindstrand) - MSU '75 (BSN)
058. Drinkwater, Mrs. Sonia Lombardy - MSU '83 (BSN)
059. Dyrud, Mrs. Mary Louise (Fowler) - MSU '59 (BSN)
060. Eakman, Mrs. Frances (Hallett) - MSU '63 (BSN); MSU Faculty, Billings Campus
061. Fears, Ms. Meg
062. Ferguson, Mrs. Maxine (Black) - MSU '59 (MN)
063. Fidinger, Ms. Dorothy
064. Finley, Mrs. Britt - MSU Faculty, Missoula Campus
065. Florin, Mrs. Diana Lee - MSU '81 (BSN)
066. Forseth, Mrs. Jean Charlotte (Thomte) - MSU '81 (MN)
067. Foster, Ms. Kathryn Louise
068. Fraley, Mrs. Ardella M. (Hespenheide) - MSU '80 (MN); MSU Faculty, Missoula
069. Fregulia, Ms. Christine Ann - MSU Faculty, Missoula
070. Fry de Alva, Mrs. Margarete - MSU '79 (BSN)
071. Gamble, Mrs. Margaret (McGraw)
072. Gibson, Ms. Carolyn Marine - MSU '67 (MN); MSU Faculty, Billings
073. Gill, Ms. Barbara (Pou) - MSU '71 (MN); MSU Faculty, Missoula
074. Gitlin, Ms. Dianna Tassie - MSU Faculty, Missoula
075. Gohsman, Mrs. Barbara - MSU Faculty, Billings
076. Gomez, Ms. Rachel Carmen - MSU '82 (BSN)
077. Gougler, Ms. Susan
078. Gregory, Mrs. Christine Ann (Newby) - MSU '71 (BSN)
079. Gubser, Mrs. Jean A. (Lewis) - MSU '68 (MN)
080. Guthridge, Mrs. Frances - Carroll College Faculty, Helena
081. Gutkoski, Mrs. Milly A. (Simunich) - MSU '66 (MN); MSU Faculty, Bozeman

082. Haddon, Mrs. Betty Loyd - MSU '78 (BSN)
083. Hamlin, Ms. Carolyn M. - MSU Faculty, Bozeman
084. Hanses, Mr. Joseph Gottlieb - MSU '82 (BSN)
085. Harding, Ms. Rita Marie - MSU '81 (MN)
086. Harris, Mrs. Sharon Ann (Egge) - MSU '66 (BSN)
087. Hawley, Ms. Darlene Danni - MSU '81 (BSN)
088. Hickey, Mrs. Marjorie C. (Jacobson) - MSU '72 (MN)
089. Higley, Ms. Robyn Louis - MSU '82 (BSN)
090. Hisle, Mrs. Judith Ann (Best) - MSU '55 (BSN)
091. Hovey, Mrs. Sharon R. (Severance) - MSU '70 (MN); MSU Faculty, Great Falls
092. Jaeger, Ms. Kathleen Rae - MSU '79 (MN)
093. Jensen, Mrs. Kathleen Frances (Obstar) - MSU '73 (BSN)
094. Jessup, Ms. Debbie Jeanne
095. Johnson, Mrs. Beverly Jane (Penn) - MSU '71 (BSN)
096. Johnson-Forsythe, Ms. Grace
097. Jurovich, Mrs. Audrey Marie (Bowen) - MSU '56 (BSN)
098. Keck, Mrs. Eleanor (Jewell) - MSU '58 (BSN)
099. Kelly, Mrs. Jo (Thorson) - MSU '86 (MN)
100. Kiesling, Ms. Carol Sue - MSU '83 (BSN)
101. Kinion, Mrs. Elizabeth (Betty) Carol (Stacy) - MSU '64 (BSN)
102. Kintsel, Ms. .Carol Betty - MSU '70 (MN)
103. Kinzell, Mrs. LaMoyne (Berger) - MSU '54 (BSN)
104. Koehler, Mrs. Vonna L. (Webb) - MSU '71 (MN); MSU Faculty, Billings
105. Kristovich, Ms. Kathy
106. Kuhr, Ms. Mary Ellen
107. Kuka, Mrs. Cheryl Marie Knudson - MSU '74 (BSN)
108. Kummerfeldt, Mrs. Meredith (Geer) - MSU '53 (BSN)
109. LaCroix, Mrs. Lillian - Carroll College Faculty, Helena
110. Laden, Ms. Kimberly Ann - MSU '76 (BSN)
111. Larson, Mrs. Patricia Jean (Barrett) - MSU '66 (MN)
112. Laxague, Ms. Mary Susan - MSU '76 (BSN)
113. Leahy, Ms. Ellen Marie - MSU '81 (MN)
114. Lee, Mrs. Helen (Jacobson) - MSU '57 (MN); MSU Faculty, Great Falls
115. Line, Mrs. Ann Michelle (Stock) - MSU '78 (MN)
116. Loran, Mrs. Edine Marie (Dussault) - MSU '80 (BSN)
117. Losing-Lorenz, Mrs. Rada Mae - MSU '80 (BSN)
118. Ludemann, Dr. Ruth - MSU Faculty, Missoula
119. Lyons, Ms. Deborah Susan
120. Mahana, Mr. Richard Michael - MSU '80 (BSN)
121. Manley, Mrs. Rebecca (Pennington) - MSU '78 (BSN)
122. Martin, Ms. Charlene Elaine - MSU '80 (BSN)
123. Mattocks, Mars. Mary Jo (Moorse) - MSU '75 (MN)

124. McDonald, Ms. Phyllis M. - Executive Secretary, Montana State Board of Nursing
125. McGlothlin, Mrs. Mary Louise (Guthrie) - MSU '79 (BSN)
126. McPherson, Ms. Jan Elizabeth
127. Medenwald, Ms. Nancy
128. Mesaros, Mrs. Janis Mae (Majerus) - MSU '76 (BSN)
129. Messmore, Mc. Charlotte Kay - MSU '83 (BSN)
130. Metzgar, Mrs. Elizabeth (Dawley) - MSU Faculty, Missoula
131. Meyer, Ms. Joyce
132. Meyers, Ms. Mary Melani
133. Moore, Mrs. Mary Ann (Schletter)
134. Moore, Ms. Shirley
135. Mortimer, Ms. Lesley J.
136. Muggli-Weimer, Mrs. Mary
137. Munger, Mrs. Mary Florence (Delaney) - MSU '64 (BSN); Carroll College Faculty, Helena
138. Munsell, Mrs. Judith Ann (Justesen) - MSU '81 (BSN)
139. Neary, Ms. Joyce Ahola - MSU (MN)
140. Nelson, Mrs. Kaye Lynn (Staiger) - MSU '58 (BSN)
141. Nelson, Ms. Marcia J.
142. Nollmeyer-Hogenson, Mrs. Murlene - MSU '82 (BSN)
143. Northcutt, Ms. Wendy Lou - MSU '81 (BSN)
144. Obie, Mrs. Loretta T. (Michels) - MSU '75 (BSN)
145. Oliphant, MS. Denise Edgar - MSU '81 (BSN)
146. Olson-McMillan, Mrs. Cheryl Ann - MSU '68 (BSN); MSU Faculty, Missoula
147. Oriet, Mrs. Patricia J. (Karlen) - MSU '70 (BSN)
148. Ottiner-Hendricks, Mrs. Helen Joyce - MSU '67 (BSN); MSU Faculty, Billings
149. Peterson, Mrs. Avis (Persson) - MSU '71 (MN)
150. Peterson, Mrs. Betty (Bernasek) - MSU '63 (BSN)
151. Peterson-Erler, Ms. Karen
152. Picard, Ms. Lynne Alison
153. Pinkava, Mrs. Barbara (Pennington) - MSU '80 (MN); MSU Faculty, Bozeman
154. Poduska, Mrs. Donna Day (Guintoni) - MSU '69 (BSN)
155. Prawdzienski, Mrs. Mary Ann (Johnston) - MSU Faculty, Bozeman
156. Prinzing, Mrs. Cassandra Migdalia (Cuevas) - MSU '77 (BSN)
157. Rader, Mrs. Generosa Solar
158. Reynolds, Mrs. Alison (Raley) - MSU '82 (BSN)
159. Reynolds, Ms. Lois E. (Galt) - MSU '50 (BSN)
160. Rhea Ms. Martha - MSU Faculty, Billings
161. Richard Mr. Lee Wayne - MSU '74 (BSN)
162. Robinson, Mrs. Mary Ellen (Deceased)
163. Rockenhaus, Ms. Jean - MSU Faculty, Billings
164. Romig, Mrs. Judith (Kliege) - MSU '82 (BSN) (Deceased)

165. Rowe, Ms. Meredith Anne - MSU Faculty, Great Falls
166. Sanders, Ms. Beverly Jean
167. Saucier, Mrs. Ruth Kathryn - MSU Faculty, Great Falls
168. Schmidt, Mrs. Judith Diane (Overgaaard) - MSU '74 (MN)
169. Schneider, Ms. Jeri
170. Schultz, Lt. Col. Connie Margaret (Knudson) - MSU '82 (MN)
171. Scott, Mrs. Jo-Anne Patricia - Carroll College Faculty, Helena
172. Scott, Ms. Pamela
173. Sell, Ms. Greta Rae
174. Sept, Mrs. Daralis Marie (Nelson) - MSU '79 (BSN)
175. Shannon, Dr. Anna M. - Dean, MSU CON, Bozeman
176. Sherrick, Dr. Anna Pearl - Dean Emeritus, MSU CON, Bozeman
177. Shipstead, Ms. Penny Jo
178. Shisler-Harrod, Mrs. Kathryn - MSU Faculty, Missoula
179. Smith, Ms. Bonnie Kay
180. Smith, Mrs. Patricia (Ruzyla) - MSU '77 (BSN)
181. Snyder, Mrs. Teresa (Kelly) - MSU '80 (MN); MSU Faculty, Missoula
182. Sorenson, Mrs. Dianna Lee (Spies) - MSU '83 (MN)
183. Sowa, Mrs. Dorothy Marguerite (Rhorer) - MSU '60 (MN)
184. Speidel, Ms. Nicki Lee
185. Stevens, Ms. Pamela Rae - MSU '80 (BSN)
186. Stinger, Ms. Karen (Deceased) - MSU Faculty, Missoula
187. Stratman, Mrs. Evelyn Lena (Schnickle) - MSU '67 (BSN)
188. Sullivan, Ms. Kimberlee Jo - MSU '82 (BSN)
189. Sullivan, Dr. Rose Therese - MSU '66 (MN); Director, Department of Nursing, Carroll College, Helena
190. Suprenant, Ms. Susan Wood
191. Swager, Ms. Julia - MSU Faculty, Missoula
192. Switzer, Maj. Kathleen Elaine (Henderson) - MSU '70 (BSN)
193. Sykes, Ms. Leslie
194. Taylor, Dr. Jacqueline - MSU Faculty, Missoula
195. Thompson, Mrs. Julie (Orcutt) - MSU '82 (BSN)
196. Tkach, Mrs. Karen T. Deluca - MSU Faculty (Bozeman)
197. Tombre, Mrs. Ruth Mildred (Soiland) - MSU '62 (MN); MSU Faculty, Bozeman
198. Tracy, Ms. Marlene Ellen - MSU '72 (BSN)
199. Treml, MS. May Janice - MSU '61 (BSN)
200. Tucker, Ms. Mary Virginia - MSU '80 (BSN)
201. Turley, Mr. James
202. Vanderaarde, Mrs. Marjorie (Jacobs) - MSU '75 (BSN)
203. Vanderhorst, Ms. Elizabeth Ruth - MSU Faculty (Billings)
204. Van Nice, Ms. Jill
205. Walker, Mrs. Judith (Brensdahl)
206. Wallace, Ms. Susan
207. Warren, Mrs. Sue Anne (Chamberlain) - MSU '75 (MN)

208. Waylander, Ms. Laura Ann
209. Weyers, Ms. Susan Joyce - MSU '80 (BSN)
210. Wicks, Ms. Christine - MSU (BN)
211. Wilken, Ms. Marlene
212. Williams, Mrs. Valerie F. (Handley) - MSU '58 (MN); MSU Faculty, Great Falls
213. Willson, Ms. Deborah Arlene - MSU '78 (BSN)
214. Wilmes, Mrs. Anna Jo (Shassetz) - MSU '75 (BSN)
215. Woodward, Mrs. Veberly Kay (Miller) - MSU '73 (BSN)
216. Worcester, Ms. Martha
217. York, Mrs. Helen Fay (Johnson) - MSU '68 (BSN)
218. Yurkovich, Mrs. Eleanor (Birkmeier) - MSU Faculty (Butte)
219. Zahn, Mrs. Gail Marie (Johnson) - MSU '80 (BSN)

Inductees, Zeta Upsilon Chapter
Sigma Theta Tau International 1982-1992

Inductees: June 11, 1982 - MSU/Bozeman Campus

Karen Bach*
Julie Bibler*
Patricia Brown*
Jean Bryant*
Kimberly Cederblom*
Leona Chapman***
Narvel Colding***
LaMae Cornwell*
Kathy Damberger*
Mary Ann Dickinson*
Sonja Drinkwalter-Lombardy*
Meg Fry de Alva***
Rachel Gomez*
Frances Guthridge*
Carolyn Hamlin***
Joseph Hanses*
Robyn Higley*
Debbie Jessup***
Audrey Jurovich***
Jo Kelly***
Carol Kiesling*
Kathy Kriskovich*
Mary Ellen Kuhr*
Ellen Leahy***
Mary Jo Mattocks**
Jan McPherson*
Mary Melani Meyers*
Shirley Moore***
Murlene Nollmeyer-Hogenson*
Cheryl Olson***
Lynne Picard***
Casandra Prinzing***
Alison Reynolds*
Judith Romig*
Pamela Scott*
Kathryn Shisler-Harrod***
Dianna Sorenson**
Kimberlee Sullivan*
Leslie Sykes*
Julie Thompson*
Janice Treml***
Jill Van Nice*
Susan Wallace*

*Undergraduate Student
**Graduate Student
***Community Leader

Inductees: February 11, 1983 - Carroll College

Patricia Bonnes*
Brenda Covert*
Donna Greenwood***
Karen S. Kelley*
Jan Leishman-Donahue***
Kathleen Marx*
Mary McPherson*
Kimberly Yates*

Inductees: June 10, 1983 - MSU/Bozeman

Thelma Albrecht***
Jeanine Allen*
Mary J. Atherton*
Lisa Bertoglio*
Patti Jo Broadhurst*
Jessie Buchanan*
Jane Clark*
Nora Cromwell*
Mary Louise Currie***
Thomas Davis***
Nancy De Klyn*
Mary Deppel*
Judi du Toit*
Pamela Filpula*
Diane Fuhrman*
Ramona Honstain*
Lynn Johnson*
Joy Kidd-Butler*
Dawn King*
Patricia Laven*
Susan Lein*
Sarah Lobeck*
Elizabeth Maus*
Juanita McGregor*
John McKenney*
Mary Melnarik*
Jane Mitchell*
Susan Noem*
Sandra Paggen*
Lavonne Rice*
Carla Rozier*
Carolyn Schmidt***
Aileen Schottlaender*
Anna Seiders*
Kathleen Shelton*
Barbara Sheron*
Jeannie Smith*
Parry Tallmadge*
Elizabeth Veign***
Jill Volkman*
Pamela Webb*
Alice Wentland**
Margaret Winninghoff***
Beth Winter*
Janet Witmoyer*

*Undergraduate Student
**Graduate Student
***Community Leader

Inductees: February 10, 1984 - Carroll College

Constance Balison*
Norlynn Bruce*
Susan Ditchey*
Paula Durell*
Darlene Gaughn*
Helen Ike*
Patty O'Neill King*
Tracy Mauck*
Marilyn Tintinger*
Marsha Vanderhoff*

Inductees: June 8, 1984 - MSU/Bozeman

Christine Anderson*
Kristin Anderson**
Wendy Borden*
Mary Brewer*
Martha Carroll*
Lynn Carveth*
Margaret Conver*
Mark Copenhaver*
Catherine Corrigan*
Jeanne Danosky*
Sandy Davies***
Kathryn Ensign*
Brooke Fargo*
Clarice Flanagan***
Lynda Fraylick*
Amy Gillespie*
Julie Hand*
Elizabeth Hoff*
Colleen Hook**
Sarah Howe-Cobb*
Jodi Jeakins*
Karen Johnston*
Patty Kirchoff*
Ellen Larkoski*
Margaret Leisz*
Dennis Lott**
Christine Maghrak***
Julia Morris***
Angela Mueller-Veeh*
Merrie Murdoch*
Killeen Nielsen*
Margaret Rowe*
Patty Roy*
Tracy Russell*
Nancy Sanderson*
Jane Scharff**
Ellen Sherwood*
Anine Simonsen*
Marlene Tocher***
Christel Vogel*
Nancy Wolgamot***

*Undergraduate Student
**Graduate Student
***Community Leader

Inductees: February 8, 1985 - Carroll College

Jana Batchelor*
Patricia Duffy*
Tammy Fennssey*
Christina Palafox-Cikan*

Inductees: June 14, 1985 - MSU/Bozeman

Melanie Anderson*
Heather Bayless*
Katherine Bratches*
Linda Bruner*
Sharon Butler*
Vadnae Chapman*
Sharon Christensen***
Andrea Elizabeth Conn*
Kathy Rae Harris**
Karen Louise Jansen*
Michelle Kemp*
Begona Kendall**
Susan Kienitz*
Nancy Ellen Koth*
Pamela Marie Larson*
Janice Liane*
Dawn MacLennan*
Karen Marie Mathers*
Melody Ann Mazzella*
Joni L. Meldrun*
Susan Werner O'Leary*
Rebecca Lin Schroedel*
Laurie Ann Shanks
Mark Softich*
Vicki Spicher-Carlberg*
Carol Lynn Steiner*
Deborah Rae Stretch*
Linda Lee Strong***
Kimberly Irene Todd*
Charlene A. Winters***

*Undergraduate Student
**Graduate Student
***Community Leader
Statusunknown

Inductees: February 7, 1986 - Carroll College

Elaine Fordyce***
Flora Gilmer*
Janet Hiesterman***
Cathy Jackson*
Joan Larson*
Mary Runkel*
Christie Trotta*
Jennifer Wagner*
Joani Walton*

Inductees: June 13, 1986 - MSU/Bozeman

Jane Boisen*
Carrie Bosshardt*
Elizabeth Brennand**
Kimberly Bristow*
Patricia Carrick*
Candace Carter*
Rita Cheek***
Karen Eads**
Linda Erkens*
Lauren Francis-Heist**
Laurie Gangi*
Kris Greeno*
Rhonda Guttenberg*
Deborah Guy*
Kristine Hawley*
Doris Henson***
Linda Jacobson**
Mary Krushensky-Zeier**
Laura Lacey***
Heather Lachefsky*
Stephen Lane*
Patricia Lewis**
Debra Lubke*
Kathleen Manion***
Kathryn Miller**
Susan Miller***
Janine Peterson*
Lisa Rieden*
Christina Scherer*
Catherine Triplett*
Marguerite Vanderhoof*
Linda Vick*

*Undergraduate Student
**Graduate Student
***Community Leader

Inductees: February 6, 1987 - Carroll College

Maureen Bayer*
Margo Caldwell***
Elizabeth Chambers*
Linda Henderson*
Lynnette Nilan***
Patricia Wood*

Inductees: June 12, 1987 - MSU/Bozeman

Bonnie Anderson*
Darlyn Baker*
Vickie Bermes*
Rebecca Church*
Diane Dammann*
Eileen Degregory*
Kristin Gamrath*
Margaret Garcia*
Judy Gilchrist*
Loralyn Goodman*
Pamela Goldberg*
Ronalee Hall*
Connie Hamilton*
Mary Jones*
John Krushensky-Zeier*
Kimberly Loiselle*
Lorraine Muth*
Glenna Nelson*
Georjette Neu*
Amy O'Brien*
Julie Pietschman*
Emily Proctor*
Janet Russell*
Joy Shaw*
Suzanne Schuster*
Joanna Solberg*
Martha Sorenson*
Cheryl Steinmetz*
Merri Violett*
Suzanne Waritz*

*Undergraduate Student
**Graduate Student
***Community Leader

Inductees: February 5, 1988 - Carroll College

Chrys Anderson*
Jan Buehler***
Eric Eggen*
Karen Schneider*
Teresita Torres-Finlay***

Inductees: June 10, 1988 - MSU/Bozeman

Terry Altemus*
Corliss Becker*
Celon Bonzer*
Joni Dahy*
Kathleen Dennehy*
Donna Dobson*
Gretchen Fitzgerald***
Denise Grams*
Mary Gray**
Lisa Gruszie*
Maureen Harrington*
Sara Kane*
Jennifer Laszloffy*
Annette Lewis*
Rina McKay*
Debbie Meyer*
Rebecca Miller*
Joan Tuss*
Elaine Watkins***
Katrina Watts*

*Undergraduate Student
**Graduate Student
***Community Leader

Inductees: June 9, 1989 - MSU/Bozeman

Jean Ballantyne***
Barbara Beswick**
Jon Carlson*
LaRee Adkins Carlson*
Christine Davis**
Mary Fry Davis**
Darcy Dierenfield*
Janet Early*
Debbie Engebretson**
Nancy Gibson*
Lisa Grasdock*
Mary Beth Harshman*
Nora Hayes*
Carol Hirsch*
Sheila Howell*
Sharon Kelly*
Cherryol Kessler*
Sara Korthuis*
Susan Little*
Bonnie Jean McLeod*
Flint Michels*
Julie Mrachek*
Peggy Mussehl**
Coral Jean Nelson*
Pamela Nelson*
Sue Ann Neuman***
Paula Roman*
Janet Sample**
Mary Schaller*
Dannette Sevores*
Alese L. Smith*
Monica Sonnen*
Denise Stimac*
Audry Stromberg*
Julie Wardinsky*
Shawna Wilson*

*Undergraduate Student
**Graduate Student
***Community Leader

Inductees: February 9, 1990 - Carroll College

Janelle Allen*
Rebecca Cline*
Carole Crowell***
Joann Dotson***
Theresa Feldman*
Nataliejean Funk*
Kathleen Harrington*
Kathleen Kaurin*
Allison McIntosh**
Carmen Moos*
Juliann Olszewski*
Lynis O'Malley**
Elizabeth Rausch*
Jennifer Schmidt*
Carla Smith*
Angela St. John Thompson*
Travis Vaira*

Inductees: June 8, 1990 - MSU/Bozeman

Lianne Batch*
Andrew Beck*
Karolyn Bergh*
Stephanie Brehm*
Virginia Carroll*
Charlene Christiaens**
Christine Compson*
Teri Crough*
Mary Dodson*
Lorna Dyk***
Lora Gould*
Deborah Marie Haven***
Patricia Havens*
M. Jane Hawk*
Sheryle Hilleboe*
Philip Hove*
Carol Hudgins***
Kimberly Krenz-Janes*
Shirlee Lambert*
Deborah Mortenson*
Denise Osborne*
Virginia Perzinski*
Pamela Pratt*
Ellen Schneider*
Donna Schramm***
Beverly Sickert-McHugh*
Tracy Spoonheim*

*Undergraduate Student
**Graduate Student
***Community Leader

Inductees: February 22, 1991 - Carroll College

Rick Agrella*
Gelene Berkram***
Cynthia D. Broderick*
Linda Dewar*
Alicia Felstead*
Candice Hilmo*
Barbara L. Holloway*
Leslie Irigoin*
Charlotte Adams Mason*
Shelly Meyer*
Timothy A. Neel*
Donna G. Porte*
Kathy Stillson**
Linda Zink*

Inductees: June 14, 1991 - MSU/Bozeman

Amy S. Brown*
Laura J. Burns*
Marla R. Anderson Cronk*
Patricia K. Duffey*
Rolland E. Ellis**
Tammy S. Ellison*
Lana M. Fontana*
Paul S. Fontana*
Janice D. Hausauer***
Elizabeth A. Johnson*
Lynda A. Kendall***
Julianne R. Larson*
Patricia J. O'Brien***
Sherry A. Parks*
Penny C. Robertson*
Julianne Rost*
Teresa M. Shoen*
Rita M. Turley***
Kelly O. Westphal*
Jody B. Wilson*
Darby L. Zwiefelhofer*

*Undergraduate Student
**Graduate Student
***Community Leader

Inductees: February 28, 1992 - Carroll College

Julia L. Canavan*
Gail A. Connolly*
Cynthia L. Donovan*
Lina Fiene*
Nancy Gessling*
Sarah Hunton*
Jacquelyn J. Koetter*
Angela Kohler*
Robin Koslosky*
Patricia Merkes*
Tammy Porter*
Nancy Sander*
Christine Thomson*
Patty Walker*
Debra Williams*
Denielle Williams*

Inductees: May 15, 1992 - MSU/Bozeman

Kari Adams*
Shawna Anderson*
Shara Baldani*
Kaye Blair*
Kathleen Holy Cross*
Julie Cunningham*
Douglas Elder*
Kim Gamble*
Perry Gee*
Emalee Hamill*
Sharon Roach*
Kimberly Stetzner*
Tracy Summers*
Shawn Sweeney*
Jocelynn R. Waldron*
Debra Wittmer*

*Undergraduate Student
**Graduate Student
***Community Leader

APPENDIX B

INTERVIEW QUESTIONS

Zeta Upsilon Questionnaire

(Please print or type top section)

NAME:_____
(Last) (First) (MI) (Maiden)

ADDRESS:_____
(Street) (City) (State) (Zip)

Year of induction to Zeta Upsilon:_____

Offices held in Zeta Upsilon:_____

_____

_____

_____

The questions below will be asked during the interview:

1) What is your nursing educational background and experience?_____

_____

2) Why did you become a member of Zeta Upsilon?_____

_____

_____

3) Why did you pursue the office of President in Zeta Upsilon?_____

_____

4) What do you see as your leadership style?_____

_____

Your strengths?_____

_____

Your weaknesses?_____

_____

5) (a) Were there any specific personal goals you would have liked to have accomplished during your presidential term?

(b) Did the membership have any specific goals they wanted to accomplish during your tenure?

6) Would you please tell me the highlights or most important events of your term as President?

7) What were the major conflicts, disappointments or frustrations during your presidential term?

8) What do you see as your major contribution to Zeta Upsilon?

9) Why do you view membership in Zeta Upsilon as beneficial to you?

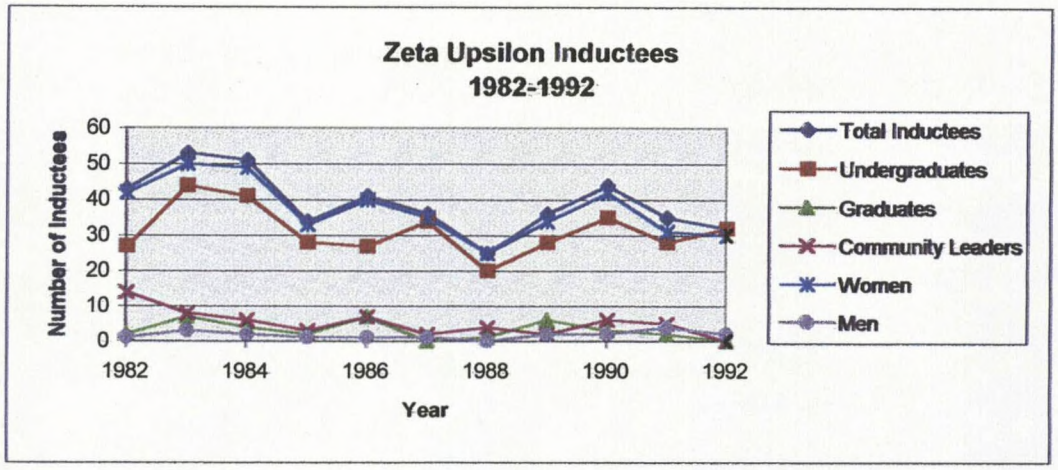
APPENDIX C

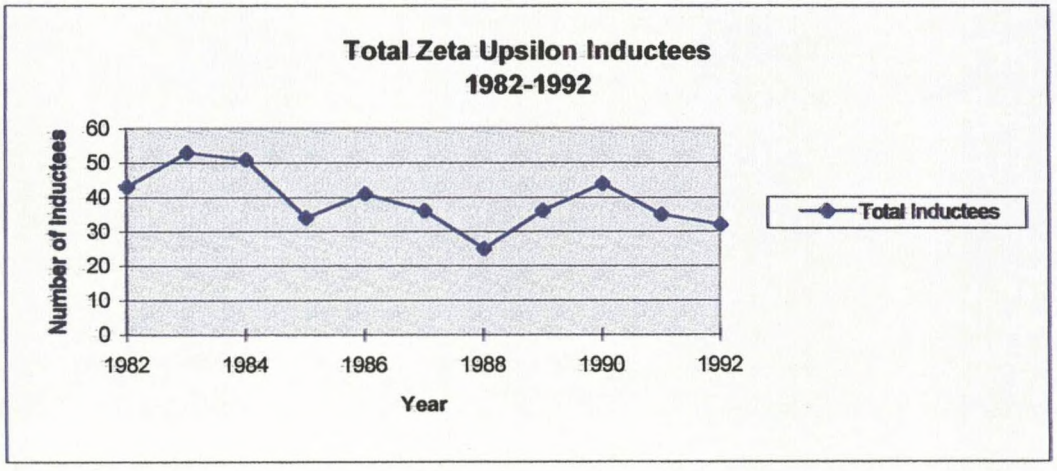
DESCRIPTIVE STATISTICS

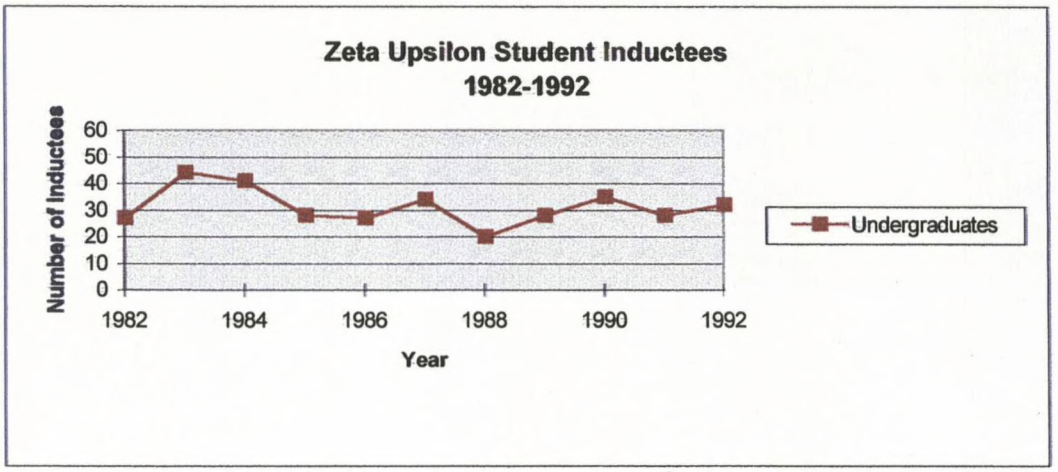
Zeta Upsilon Inductees

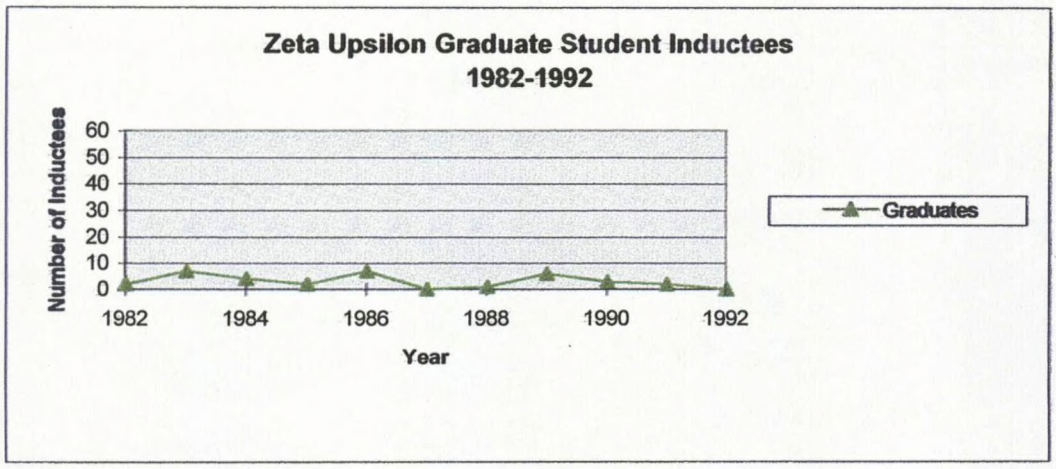
1982-1992

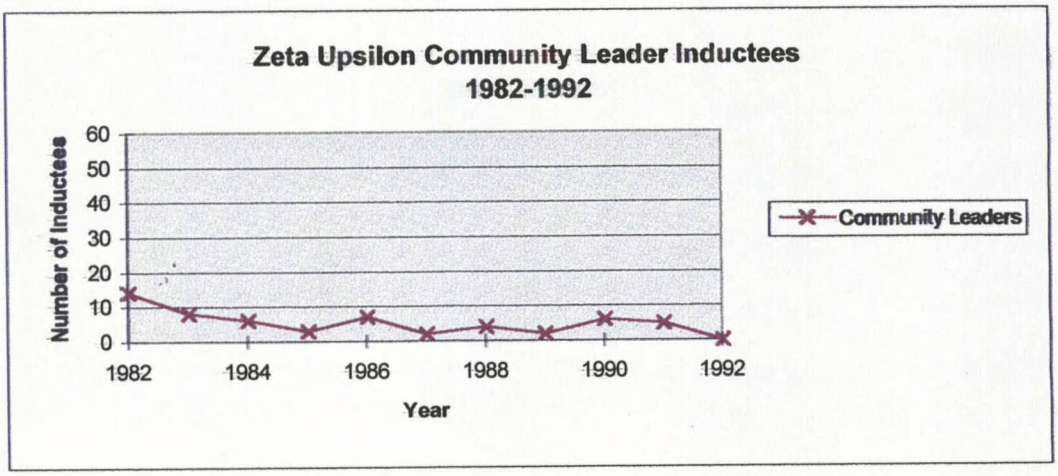
Year	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992
Total Inductees	43	53	51	34	41	36	25	36	44	35	32
Undergraduates	27	44	41	28	27	34	20	28	35	28	32
Graduates	2	7	4	2	7	0	1	6	3	2	0
Community Leaders	14	8	6	3	7	2	4	2	6	5	0
Unknown	0	0	0	1	0	0	0	0	0	0	0
Women	42	50	49	33	40	35	25	34	42	31	30
Men	1	3	2	1	1	1	0	2	2	4	2

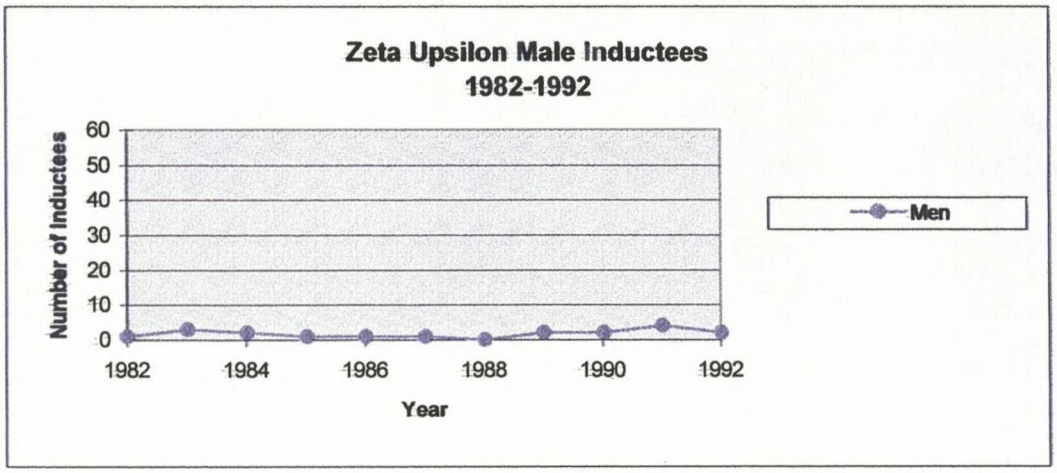

Zeta Upsilon Inductees
1982-1992
Number of Inductees
60
50
40
30
20
10
0
1982
1984
1986
1988
1990
1992
Year
Total Inductees
Undergraduates
Graduates
Community Leaders
Women
Men

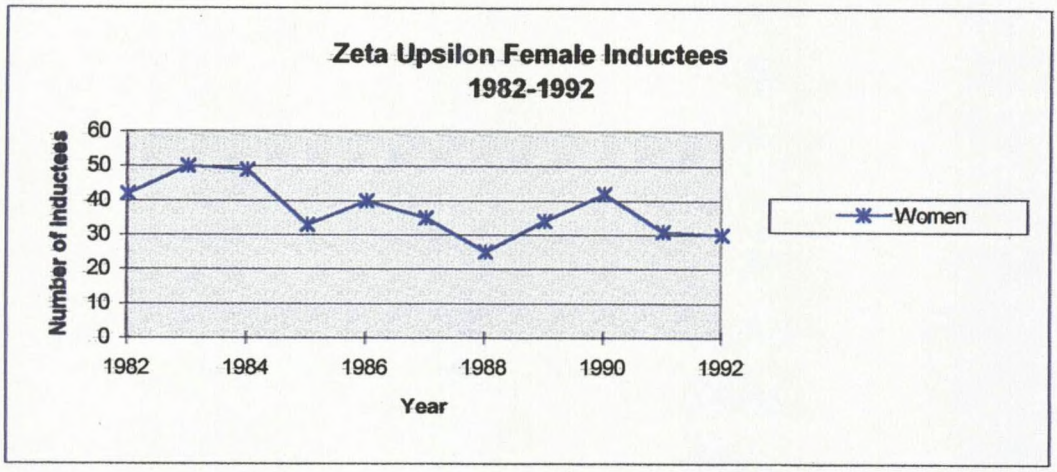

Total Zeta Upsilon Inductees
1982-1992
Number of Inductees
60
50
40
30
20
10
0
1982
1984
1986
1988
1990
1992
Year
Total Inductees

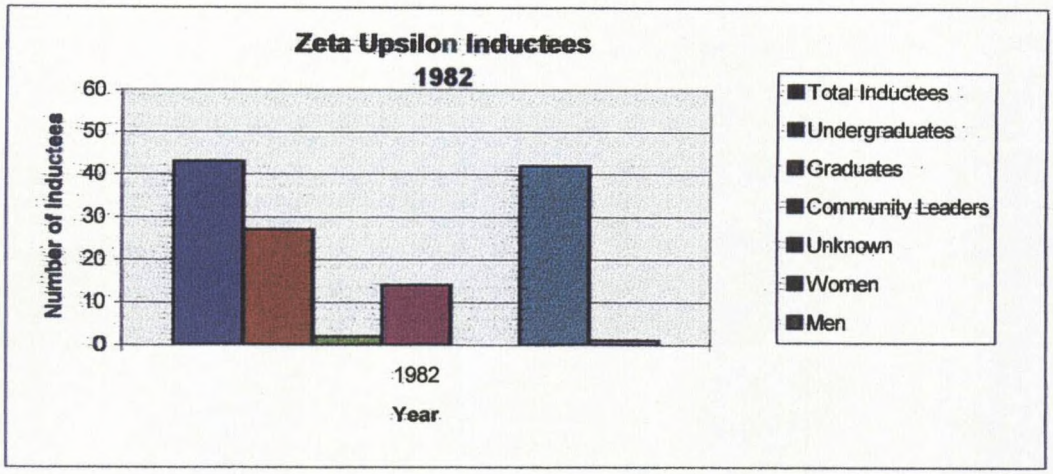

Zeta Upsilon Student Inductees
1982-1992
Number of Inductees
60
50
40
30
20
10
0
1982
1984
1986
1988
1990
1992
Year
Undergraduates

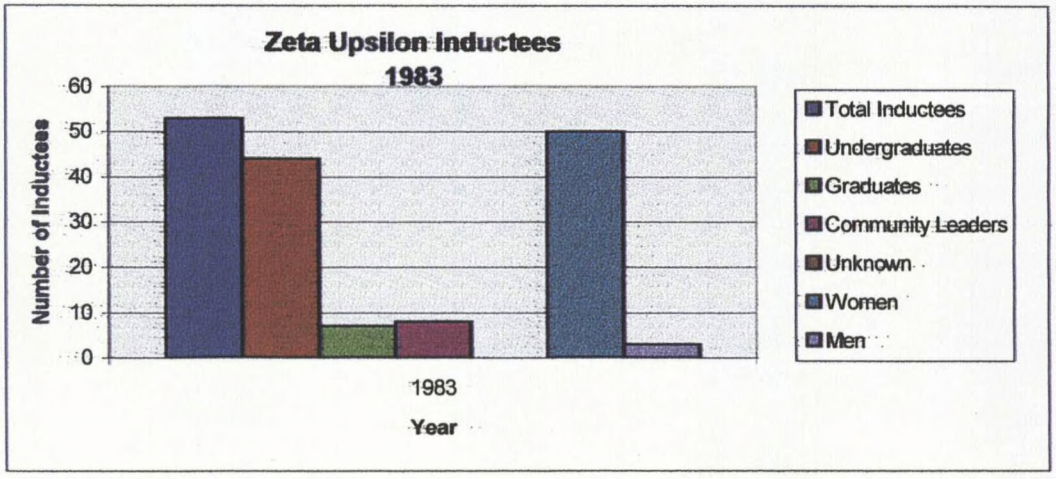

Zeta Upsilon Graduate Student Inductees
1982-1992
Number of Inductees
60
50
40
30
20
10
0
1982
1984
1986
1988
1990
1992
Year
Graduates

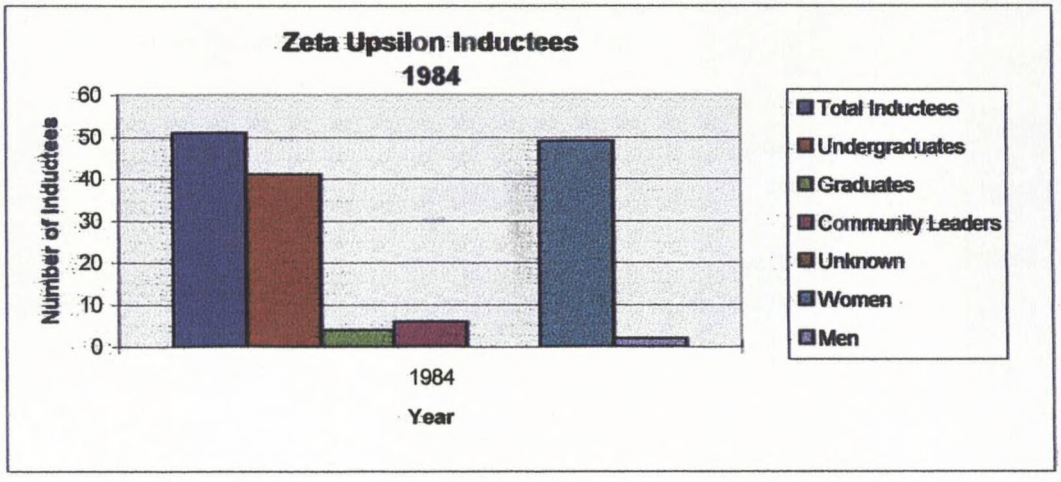

Zeta Upsilon Community Leader Inductees
1982-1992
Number of Inductees
60
50
40
30
20
10
0
1982
1984
1986
1988
1990
1992
Year
Community Leaders

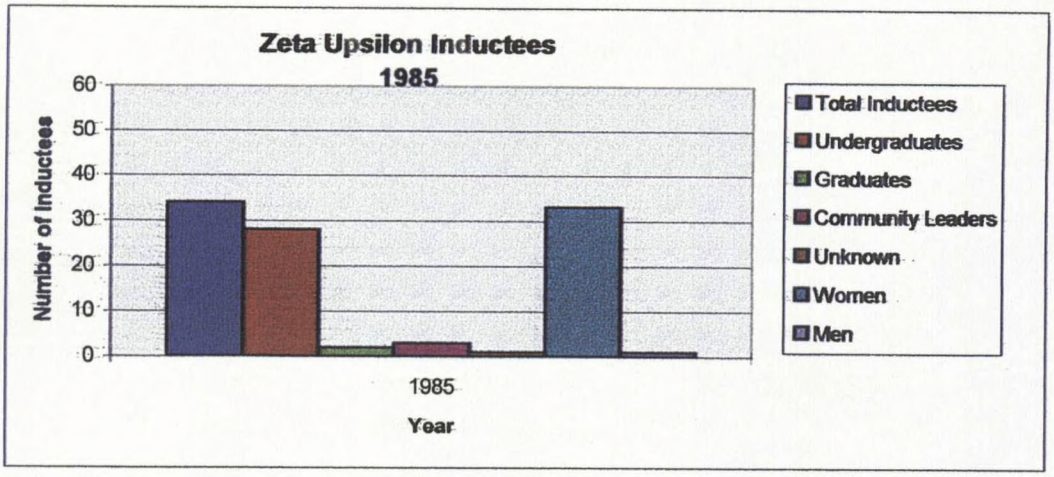

Zeta Upsilon Male Inductees
1982-1992
Number of Inductees
60
50
40
30
20
10
0
1982
1984
1986
1988
1990
1992
Year
Men

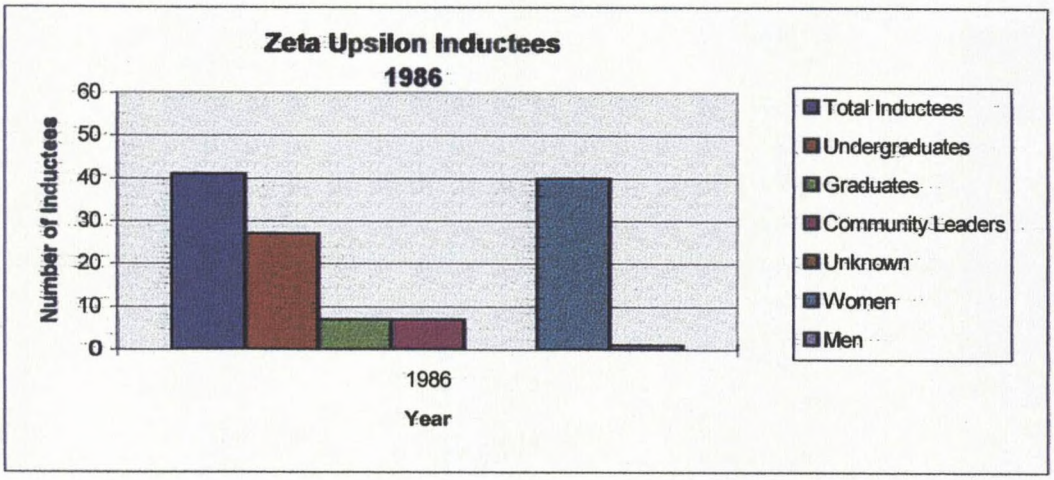

Zeta Upsilon Female Inductees
1982-1992
Number of Inductees
60
50
40
30
20
10
0
1982
1984
1986
1988
1990
1992
Year
Women

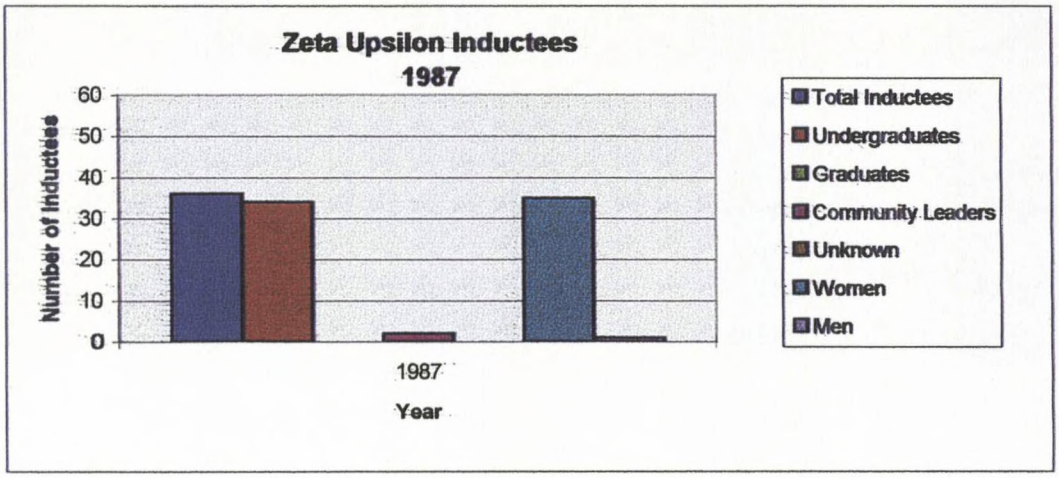

Zeta Upsilon Inductees
1982
Number of Inductees
60
50
40
30
20
10
0
1982
Year
Total Inductees
Undergraduates
Graduates
Community Leaders
Unknown
Women
Men

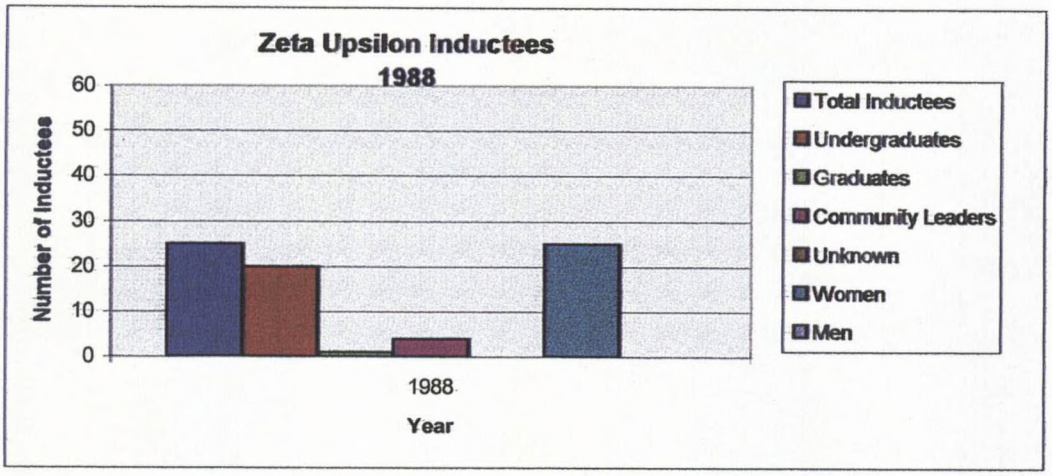

Zeta Upsilon Inductees
1983
Number of Inductees
60
50
40
30
20
10
0
1983
Year
Total Inductees
Undergraduates
Graduates
Community Leaders
Unknown
Women
Men

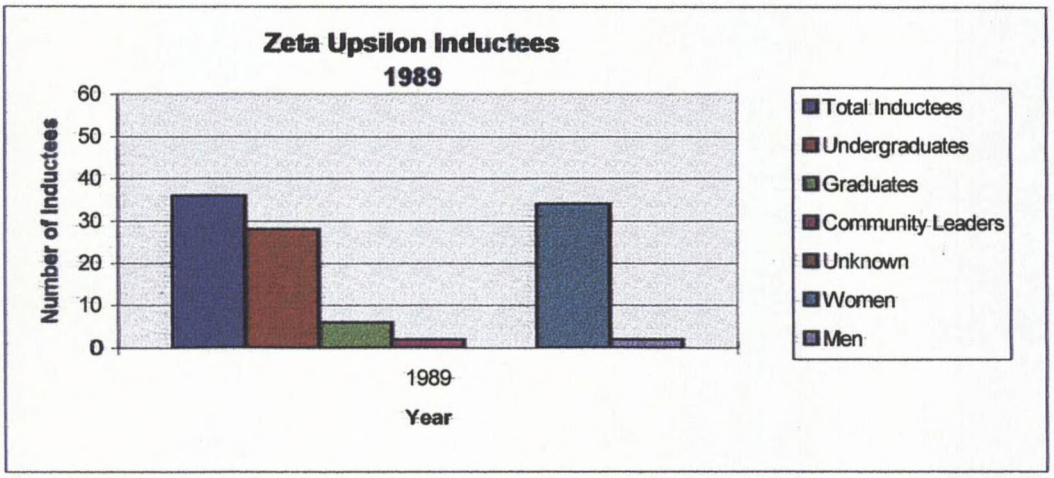

Zeta Upsilon Inductees
1984
Number of Inductees
60
50
40
30
20
10
0
1984
Year
Total Inductees
Undergraduates
Graduates
Community Leaders
Unknown
Women
Men

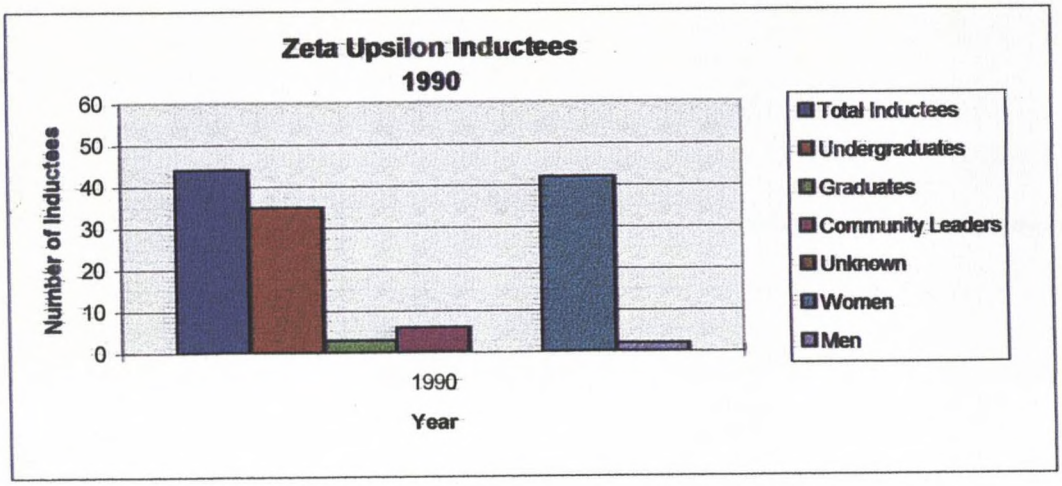

Zeta Upsilon Inductees
1985
Number of Inductees
60
50
40
30
20
10
0
1985
Year
Total Inductees
Undergraduates
Graduates
Community Leaders
Unknown
Women
Men

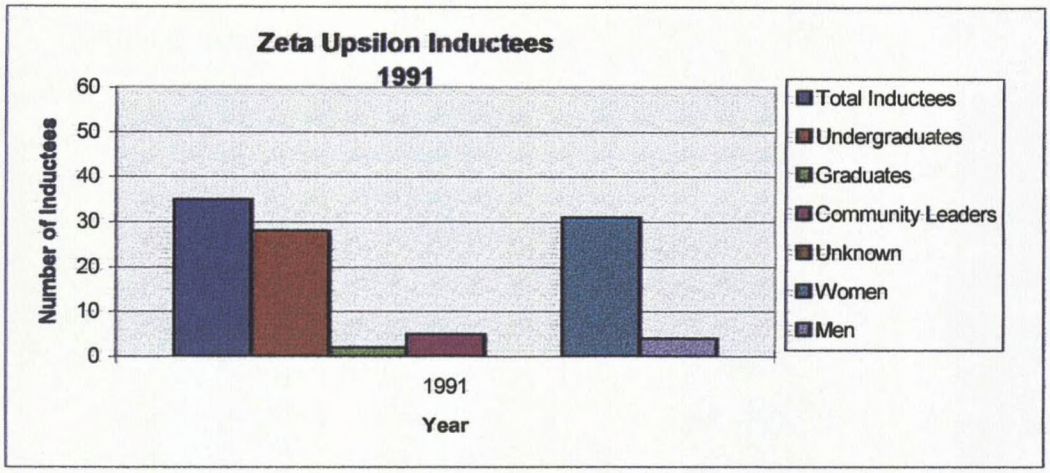

Zeta Upsilon Inductees
1986
Number of Inductees
60
50
40
30
20
10
0
1986
Year
Total Inductees
Undergraduates
Graduates
Community Leaders
Unknown
Women
Men

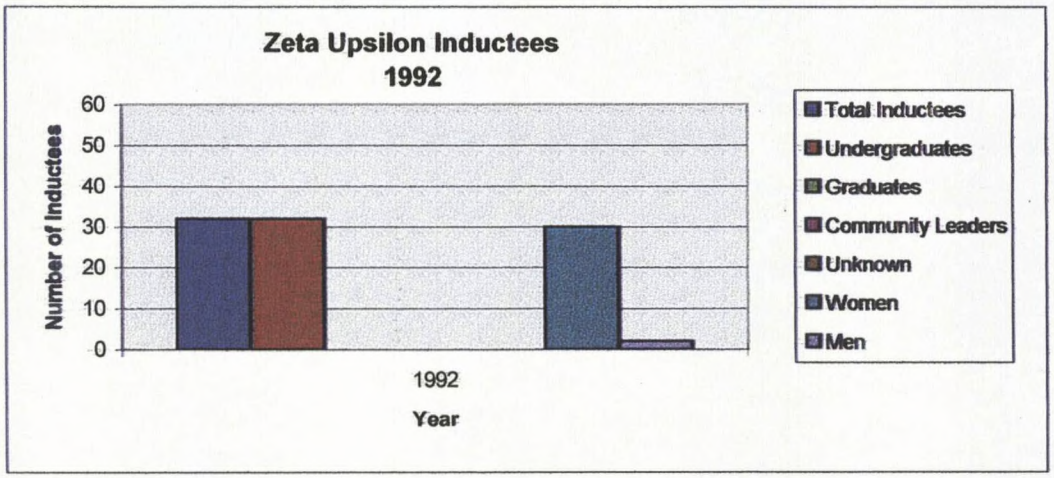

Zeta Upsilon Inductees
1987
Number of Inductees
60
50
40
30
20
10
0
1987
Year
Total Inductees
Undergraduates
Graduates
Community Leaders
Unknown
Women
Men


Zeta Upsilon Inductees
1988
Number of Inductees
60
50
40
30
20
10
0
1988
Year
Total Inductees
Undergraduates
Graduates
Community Leaders
Unknown
Women
Men


Zeta Upsilon Inductees
1989
Number of Inductees
60
50
40
30
20
10
0
1989
Year
Total Inductees
Undergraduates
Graduates
Community Leaders
Unknown
Women
Men


Zeta Upsilon Inductees
1990
Number of Inductees
60
50
40
30
20
10
0
1990
Year
Total Inductees
Undergraduates
Graduates
Community Leaders
Unknown
Women
Men


Zeta Upsilon Inductees
1991
Number of Inductees
60
50
40
30
20
10
0
1991
Year
Total Inductees
Undergraduates
Graduates
Community Leaders
Unknown
Women
Men


Zeta Upsilon Inductees
1992
Number of Inductees
60
50
40
30
20
10
0
1992
Year
Total Inductees
Undergraduates
Graduates
Community Leaders
Unknown
Women
Men

APPENDIX D

HUMAN SUBJECTS

MONTANA STATE UNIVERSITY
BOZEMAN

College of Nursing

Main Campus
Sherrick Hall
MSU • Bozeman
Bozeman, MT 59717
Phone (406) 994-3783
Fax (406) 994-6020

Billings Campus
Campus Box 574
MSU • Billings
Billings, MT 59101
Phone (406) 657-2912
Fax (406) 657-1715

Great Falls Campus
2800 11th Ave. South
Suite 4
Great Falls, MT 59405
Phone (406) 455-5610
Fax (406) 454-2526

Missoula Campus
UM North Corbin Hall
Missoula, MT 59812
Phone (406) 243-6515
Fax (406) 243-5745

April 9, 1996

TO: Judy Russell, BSN, RN

FR: Kay Chaney, PhD, RN
Associate Dean

RE: Human Subjects Proposal

The Human Subjects Committee has met and approved your proposal with the recommended revisions that were received from you on April 4, 1996. You are cleared to go ahead with your data collection.

The Human Subjects Review Committee wishes you success with your study.

KHC/lt

APPENDIX E

LETTERS AND CONSENT FORM

JUDY KLABOE RUSSELL

2122 ABERDEEN
BUTTE, MONTANA 59701
(406) 723-8902

(Date), 1996

Dear Dr. _____:

In order to fulfill the requirements for a Masters Degree in Nursing from Montana State University, I have chosen to do a historical study. The growth, development and evolution of Zeta Upsilon from 1982-1992 is the subject of my graduate thesis. I will also be researching the Montana Honor Society of Nursing and its importance in the development of Zeta Upsilon.

I am requesting your help in completing my thesis. I would like to schedule a time, at your convenience, to conduct an oral history interview. I have enclosed a questionnaire which will give you some idea of the type of information I will be needing. I request your permission to tape the interview. Upon completion of my thesis work, I will give the tapes, along with the transcript to you, or donate the tapes to the Montana Historical Society in Helena, as archival information.

Your participation is voluntary. The oral history interview will take approximately one hour. At your request, any conversation you wish to remain confidential will not be taped. This confidential material will not be included in the study.

There will be no direct benefit to you, but hopefully you will have the satisfaction of knowing your contributions to Zeta Upsilon have been documented. Potential risks may occur during the interview if sensitive issues are discussed. These discussions may become uncomfortable for you and you may refuse to answer any questions at anytime.

If you have any questions regarding my research, please contact me at (406) 723-8902. I have enclosed a consent form for you to sign indicating your willingness to participate in my study. Upon receipt of your consent form, I will contact you to confirm a convenient appointment date and time.

Thank you for considering my request and for helping me realize my professional goals.

Sincerely,

Judy Klaboe Russell, B.S.N., R.N.

GC

Zeta Upsilon
Evolution, Growth, Development
1982-1992

Consent Form

I understand that you are engaged in a thesis project to document the growth, development and evolution of Zeta Upsilon, the Montana Statewide Chapter-at-Large of Sigma Theta Tau International Honor Society for Nursing, from 1982-1992. The aims of the study are:

(1) To identify factors that led to the formation of the Montana Honor Society of Nursing, the Forerunner of Zeta Upsilon; and

(2) To provide a historical perspective on the developmental growth and evolution of Zeta Upsilon as it promoted the objectives of Sigma Theta Tau International Honor Society for Nursing from 1982-1992.

The information I provide will add to the body of knowledge about Zeta Upsilon and will serve as a means of preserving the history of the Chapter from 1982-1992. The data will be analyzed for your thesis.

Upon completion of the thesis, the taped interviews, along with the transcription, will be given to me and, with my permission, the original will be given to the Montana Historical Society in Helena. They will be stored with Zeta Upsilon archival materials, which are scheduled to be transferred to Helena in the near future.

My participation is completely voluntary. The interviews will take approximately one hour. At my request, information I wish to remain confidential will not be taped nor will it be included in the study.

There will be no direct benefit to me, but I will have the satisfaction of knowing my contributions to Zeta Upsilon have been documented. I realize potential risks may occur, if during the interviewing process, sensitive issues are discussed. I may refuse to answer or discuss these issues if I choose to do so.

By signing this form, I agree to participate in the study. Upon receipt of this consent form, you will contact me by phone to set a convenient appointment time.

_____

Signature of Participant Date

_____

Participant Telephone Number

_____

Judy Klaboe Russell, B.S.N., R.N. Date

JKR:GC

JUDY KLABOE RUSSELL

2122 ABERDEEN
BUTTE, MONTANA 59701
(406) 723-8902

June 12, 1995

Zeta Upsilon Executive Board of Directors
c/o Clarann Weinert, Ph.D., R.N., F.A.A.N.
President, Zeta Upsilon Chapter
Sigma Theta Tau International
MONTANA STATE UNIVERSITY
Sherrick Hall
Bozeman, MT 59715

Dear Executive Board Members:

The purpose of this letter is to request your permission to access the Zeta Upsilon files, housed on the second floor of Sherrick Hall, before the final transfer of the collection to the Montana Historical Society in Helena.

I have chosen to do a historical thesis to fulfill the requirements for a Masters Degree in Nursing from Montana State University. My goal is to document the development of this Chapter of Sigma Theta Tau from the formation of the Montana Honor Society of Nursing in late 1978 through 1992.

Thank you for your consideration of my request and for helping me realize my professional goals. I would appreciate a response by September 15, 1995, if possible.

Sincerely,

Judy Klaboe Russell

cc: A.G. McNeely, D.N.Sc., Thesis Chair
Karen Tkach, M.S., Committee Member
Deborah Kern, M.S.N., Committee Member

Sigma Theta Tau International, Inc.
HONOR SOCIETY OF NURSING

Zeta Upsilon Chapter

Montana State University
College of Nursing
Sherrick Hall
Bozeman, MT 59717

Carroll College
Department of Nursing
Helena, MT 59601

August 11, 1995

Judy Russell
2122 Aberdeen
Butte, MT 59701

Dear Judy:

In response to your letter of 6/12/95 regarding access to the Zeta Upsilon Chapter archives I have made the Board of Directors aware of your request. Personally I am very pleased that you are interested in working with our materials for your graduate project.

There should be no problem with you having access to the materials. As you may know the Honor Society archives have already been placed in the files of the Historical Society in Helena and can be accessed there. However, all the materials from Zeta Upsilon chapter are still housed at Bozeman. I strongly suggest that you contact Dr. Theresa Sullivan, chairperson of our Chapter Archives Committee, and set up a very clear timeline for use of the materials. During this academic year (1995-1996) the materials from 1982 to 1992 will be cleaned, prepared, and transferred to the Historical Society. The committee is actively working on this project. So as to not interfere with their work and to get what information you need it will take some coordination. I'd strongly encourage you to complete your data collection in the Fall semester. That way you will not be caught in the actual transfer of materials to Helena and the potential for a delay while the Historical Society catalog the files.

The files that you will need are currently stored in the Faculty Reading Room on second floor Sherrick. There is ample room to work in there. No Zeta Upsilon materials are to be removed from this room. If there is a need to make copies of materials there is a copy machine in that room and you can make arrangements for payment with the College of Nursing Accounting Technician.

The best to you in your endeavors. Please know that the Chapter would appreciate a copy of your final report. It will be very useful to have a systematic account of our Chapter's history to refer to. I'd like to know when you plan on beginning your data collection. If I can be of any assistance please do not hesitate to contact me.

Sincerely,

Clarann Weinert

Clarann Weinert, SC,PhD,RN,FAAN
President - Zeta Upsilon Chapter

APPENDIX F

ZETA UPSILON OFFICERS, 1982-1992

Officers, Zeta Upsilon Chapter
Sigma Theta Tau International 1982-1992

Officers elected for 1982-83 - Original officers

President	- Milly A. (Simunich) Gutkoski, MSU, Bozeman (Temporary)
	Barbara A. Derwinski-robinson, MSU, Billings
Vice Pres.	- Bernice O. (Boylan) Bjertness, MSU, Billings
Secretary	- Maxine (Black) Ferguson, Helena
Treasurer	- Ardella M. (Kramer) Hespenheide Fraley, MSU, Missoula
Counselors	- Jo-Anne Patricia Scott, Carroll, Helena
	Mary Ann (Johnston) Prawdzienski, MSU, Bozeman
	Frances (Hallett) Eakman, MSU, Billings
	Eleanor (Birkmeier) Yurkovich, MSU, Butte
	Ruth Kathryn Saucier, MSU, Great Falls
	Karen A. Stinger, MSU, Missoula
Archivist	- Margaret Sue (Mundt) Barkley, MSU, Bozeman
Newsletter	- Pamela Rae Stevens, Missoula
Editors	Thomas Frederick Davis, Great Falls
	Mary Ellen Robinson, Highwood

Officers elected for 1983-84

President	- Barbara A. Derwinski-robinson, MSU, Billings
Pres. Elect	- Ardella M. (Kramer) Hespenheide Fraley, MSU, Missoula
Vice Pres.	- Bernice O. (Boylan) Bjertness, MSU, Billings
Secretary	- Maxine (Black) Ferguson, Helena
Treasurer	- Marie Louise Bunde, ? (Resigned)
	Mary Ellen Robinson, Highwood
Counselors	- Catherine (Daly) Caniparoli, Carroll, Helena
	Frances (Hallett) Eakman, MSU, Billings
	Margaret Claire (Riley) Winninghoff, MSU, Butte
	Ruth Kathryn (Scudder) Saucier, MSU, Great Falls
	Elizabeth (Dawley) Metzgar, MSU, Missoula
Archivist	- Margaret Sue (Mundt) Barkley, MSU, Bozeman
Newsletter	- Pamela Rae Stevens, Missoula
Editors	Thomas Frederick Davis, Great Falls
	Mary Ellen Robinson, Highwood

Officers elected for 1984-85

President	- Ardella M. (Hespenheide) Fraley, MSU, Missoula
Pres. Elect	- Elizabeth (Dawley) Metzgar, MSU, Missoula
Vice Pres.	- Thelma Jean (Cade) Albrecht, Billings
Secretary	- Maxine (Black) Ferguson, Helena
Treasurer	- Mary Ellen Robinson, Highwood
Counselors	- Catherine (Daly) Caniparoli, Carroll, Helena
	Barbara (Pennington) Pinkava, MSU, Bozeman
	Frances (Hallett) Eakman, MSU, Billings
	Margaret Claire (Riley) Winninghoff, MSU, Butte
	Ruth Kathryn (Scudder) Saucier, MSU, Great Falls
	Alma Gretchen (Orman) McNeely, MSU, Missoula
Archivist	- Margaret Sue (Mundt) Barkley, MSU, Bozeman
Newsletter	- Pamela Rae Stevens, Missoula
Editors	Mary Ellen Robinson, Highwood

Officers elected for 1985-86

President	- Elizabeth (Dawley) Metzgar, MSU, Missoula
Vice Pres.	- Rose Therese Sullivan, Carroll, Helena
Secretary	- Maxine (Black) Ferguson, Helena
Treasurer	- Vera Lynn (Poort) Ostahowski, Hardin
Counselors	- Jo-Anne Patricia Scott, Carroll, Helena
	Milly A. (Simunich) Gutkoski, MSU, Bozeman
	Frances (Hallett) Eakman, MSU, Billings
	Margaret Claire (Riley) Winninghoff, MSU, Butte/
	Jean Shreffler, MSU, Butte
	Ruth Kathryn (Scudder) Saucier, MSU, Great Falls
	Alma Gretchen (Orman) McNeely, MSU, Missoula
Archivist	- Margaret Sue (Mundt) Barkley, MSU, Bozeman
Newsletter	- Barbara M. Raudonis (Editor), Billings

Officers elected for 1986-87

President	- Rose Therese Sullivan, Carroll, Helena
Pres. Elect	- Clarann Weinert, MSU, Bozeman
Vice Pres.	- Elizabeth Ruth Vanderhorst, MSU, Billings
Secretary	- Jo-Anne Patricia Scott, Carroll, Helena
Treasurer	- Vera Lynn (Poort) Ostahowski, Hardin
Counselors	- Phyllis B. Gillespie, Carroll, Helena
	Milly A. (Simunich) Gutkoski, MSU, Bozeman
	Barbara Derwinski-robinson, MSU, Billings
	Eleanor (Birkmeier) Yurkovich, MSU, Great Falls
	Charlene Adrienne (Worrick) Winters, MSU, Missoula
Archivist	- Margaret Sue (Mundt) Barkley, MSU, Bozeman
Newsletter	- Charlene Adrienne (Worrick) Winters, MSU, Missoula
Editors	Marjorie C. (Jacobson) Hickey, Missoula

Officers elected for 1987-88

President	- Clarann Weinert, MSU, Bozeman
Pres. Elect	- Kathleen Ann Long, MSU, Bozeman
Vice Pres.	- Elizabeth Ruth Vanderhorst, MSU, Billings
Secretary	- Jo-Anne Patricia Scott, Carroll, Helena
Treasurer	- Darlene Ray (Swartz) Gaughan, Helena
Counselors	- Janet Kay Hiesterman, Carroll, Helena
	Karen T. (Deluca) Tkach, MSU, Bozeman
	Barbara Derwinski-robinson, MSU, Billings
	Eleanor (Birkmeier) Yurkovich, MSU, Great Falls
	Charlene Adrienne (Worrick) Winters, MSU, Missoula
Archivist	- Margaret Sue (Mundt) Barkley, MSU, Bozeman
Newsletter	- Charlene Adrienne (Worrick) Winters, MSU, Missoula
Editors	Marjorie C. (Jacobson) Hickey, Missoula

Officers elected for 1988-89

President	- Kathleen Ann Long, MSU, Bozeman
Vice Pres.	- Elizabeth Ruth Vanderhorst, MSU, Billings
Secretary	- Clarann Weinert, MSU, Bozeman
Treasurer	- Darlene Ray (Swartz) Gaughan, Helena
Counselors	- Janet Kay Hiesterman, Carroll, Helena
	Karen T. (Deluca) Tkach, MSU, Bozeman
	Barbara Derwinski-robinson, MSU, Billings
	Daryl K. Ries, MSU, Great Falls
	Ardella M. (Hespenheide) Fraley, MSU, Missoula
Archivist	- Margaret Sue (Mundt) Barkley, MSU, Bozeman
Newsletter	- Emily Sue Proctor (Editor), Missoula

Officers elected for 1989-90

President	- Kathleen Ann Long, MSU, Bozeman
Vice Pres.	- Elizabeth (Dawley) Metzgar, MSU, Missoula
Secretary	- Clarann Weinert, MSU, Bozeman
Treasurer	- Darlene Ray (Swartz) Gaughan, Helena
Counselors	- Janet Kay Hiesterman, Carroll, Helena
	Karen T. (Deluca) Tkach, MSU, Bozeman
	Barbara Derwinski-robinson, MSU, Billings
	Daryl K. Ries, MSU, Great Falls
	Ardella M. (Hespenheide) Fraley, MSU, Missoula
Archivist	- Margaret Sue (Mundt) Barkley, MSU, Bozeman
Newsletter	- Emily Sue Proctor (Editor), Missoula

Officers elected for 1990-91

President	- Alma Gretchen (Orman) McNeely, MSU, Missoula
Vice Pres.	- Elizabeth (Dawley) Metzgar, MSU, Missoula
Secretary	- Phyllis M. McDonald, Helena
Treasurer	- Frances Guthridge, Carroll, Helena
Counselors	- Margo Marie Caldwell, Carroll, Helena
	Karen T. (Deluca) Tkach, MSU, Bozeman
	Jean E. (Brownfield) Ballantyne, MSU, Billings
	Mary Ellen (Green) Gray, MSU, Great Falls
	Ardella M. (Hespenheide) Fraley, MSU, Missoula
Archivist	- Margaret Sue (Mundt) Barkley, MSU, Bozeman
Newsletter	- Emily Sue (Proctor) Jacobsen (Editor), Missoula

Officers elected for 1991-92

President	- Alma Gretchen (Orman) McNeely, MSU, Missoula
Vice Pres.	- Barbara J. Landrum, MSU, Missoula
Secretary	- Phyllis M. McDonald, Helena
Treasurer	- Janet Kay Hiesterman, Carroll, Helena
Counselors	- Margo Marie Caldwell, Carroll, Helena
	Milly A. (Simunich) Gutkoski, MSU, Bozeman
	Jean E. (Brownfield) Ballantyne, MSU, Billings
	Mary Ellen (Green) Gray, MSU, Great Falls
	Ardella M. (Hespenheide) Fraley, MSU, Missoula
Archivist	- Margaret Sue (Mundt) Barkley, MSU, Bozeman
Newsletter	- Emily Sue (Proctor) Jacobsen (Editor), Missoula

APPENDIX G

ZETA UPSILON RESEARCH GRANT AWARDS

Zeta Upsilon Research Grant Awards, 1982-1992

Year	Amt.	Recipient/Topic
1983-84	$500	Barbara (Pou) Gill Rogers, Faculty, MSU, Bozeman "Effect of Epidermal Growth Factor on Reepithelialization of Wounds"
1985-86	$500	Missoula Undergraduate Students: Douglas Gagner, Kathleen Harris, Norma Hausserman, Debra Lee Taylor "SIDS: Maternal Prenatal Factors that Place Infants at Risk" - To travel to Cincinnati, Ohio to present research at Sixth Annual Research Conference
1986-87	$315	Kathleen Ann Long, Asst. Dean, MSU, Bozeman Carolyn M. Hamlin, Faculty, MSU Billings "The Early Identification of Rural White and Native American Children at Rick for Alcohol Abuse"
1986-87	$185	Clarann Weinert, Faculty, MSU, Bozeman Carolyn Marie Gibson, Faculty, MSU, Billings "Social Support Measurement"
1987-88	$500	Kathleen Ann Long, Asst. Dean, MSU, Bozeman Carolyn M. Hamlin, Faculty, MSU, Billings "The Identification of Rural White and Native American Children at Risk for Alcohol Abuse"
1988-89	$500	Cheryl Ann Olson-McMillan, Faculty, MSU, Missoula "Low-Income Women's Perceptions of Pregnancy"
1990-91	$500	Lee Wayne Richard, Doctoral Student, University of Colorado "The Relationship Between Organizational Culture and the Frequency Array and Quality of Mentoring Activities Among Nurse Executives"

APPENDIX H

ZETA UPSILON RECOGNITION AWARDS

Zeta Upsilon Recognition Awards, 1982-1992

Year	Recipients/Contributions
Sp'88	Chrys Anderson, 4.0 Carroll College Student Karen Schneider, 4.0 Carroll College Student Scholastic Achievement of Chapter Members
F'89	Milly A. (Simunich) Gutkoski, Faculty, MSU, Bozeman Rose Therese Sullivan, Chair, Dept. of Nursing, Carroll College Leadership in the Development of 1st STT Statewide Chapter
Sp'90	Phyllis M. McDonald, Helena (Executive Secretary, SBON) Anna M. Shannon, Bozeman (Dean, MSU College of Nursing) Retiring Statewide Leadership
F'90	Arlene Becker, Democrat, Billings Representative Charlotte Kay Messmore, Republican, Great Falls, Republican Eve Franklin, Democrat, Great Falls Senator Nursing Leadership in the Montana State Legislature
Sp'91	Mary Florence (Delaney) Munger, Faculty, Carroll College 46 years of Statewide Nursing Leadership (1945-1991)
Sp'92	Ardella M. (Hespenheide) Fraley, Faculty, MSU, Missoula Chair, 10th Anniversary Celebration 10 years of Zeta Upsilon Chapter Leadership (1982-1992)

APPENDIX I

ZETA UPSILON EXECUTIVE COMMITTEE MEETINGS

Zeta Upsilon Executive Committee Meetings

Date	President
September 15, 1982	Milly Gutkoski
November 15, 1982	Bobbi Derwinski-robinson
February 11, 1983	Bobbi Derwinski-robinson
June 10, 1983	Bobbi Derwinski-robinson
September 15, 1984	Bobbi Derwinski-robinson
February 10, 1984	Bobbi Derwinski-robinson
June 8, 1984	Bobbi Derwinski-robinson
September 11, 1984	Ardella Fraley
November 19, 1984	Ardella Fraley
March 20, 1985	Ardella Fraley
June 14, 1985	Ardella Fraley
September 15, 1985	Beth Metzgar
February 7, 1986	Beth Metzgar
September 17, 1986	Therese Sullivan
November 21, 1986	Therese Sullivan
February 6, 1987	Therese Sullivan
October 9, 1987	Clarann Weinert
December 4, 1987	Clarann Weinert
February 5, 1988	Clarann Weinert
May 16, 1988	Clarann Weinert
September 17, 1988	Kathleen Long
December 5, 1988	Kathleen Long
April 7, 1989	Kathleen Long
June 9, 1989	Kathleen Long
September 9, 1989	Kathleen Long
February 9, 1990	Kathleen Long
April 20, 1990	Kathleen Long
June 8, 1990	Kathleen Long
September 28, 1990	Gretchen McNeely
December 7, 1990	Gretchen McNeely
February 22, 1991	Gretchen McNeely
April 26, 1991	Gretchen McNeely
September 13, 1991	Gretchen McNeely
December 19, 1991	Gretchen McNeely
February 28, 1992	Gretchen McNeely
May 12, 1992	Gretchen McNeely

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