

CONVENTION 2019



WASHINGTON, DC, USA | 16-20 November 2019

BIENNIAL REPORT





Our Mission: Developing nurse leaders anywhere to improve healthcare everywhere

Our Vision: Connected, empowered nurse leaders transforming global healthcare

Our Values: Love, Courage, and Honor



TABLE OF CONTENTS

Report of the International President.....	4
Summary of Board of Directors' Actions, 2017-2019	6
Chief Executive Officer's Summary	8
Treasurer's Report	13



Beth Baldwin Tigges

PhD, RN, PNP, BC
President

Report of the International President

Thank you for electing me four years ago. It has been a privilege to represent you, and my enthusiasm for what we are accomplishing as an organization over time only continues to grow.

During my two years as President, I have worked with a highly competent Board of Directors, our outstanding CEO, and staff; visited many chapters; engaged with countless members virtually and in-person; and represented Sigma at meetings all over the world. The leadership and membership experiences that I and the Board have had, the data provided by members during our Sigma brand study, and our collective observations about our rich past and our envisioned future enhanced our understanding that nursing leadership can happen at any career stage, from new graduates to nurses who have been in the profession for many years.

This understanding has been infused into new statements of Sigma's vision and mission. Our new vision is **Connected, empowered nurse leaders transforming global healthcare**; and our mission is **Developing nurse leaders anywhere to improve healthcare everywhere**.

Thank you for embracing the 2017-2019 Presidential Call to Action: *Connect, Collaborate, Catalyze*. At the member, chapter, regional, and international levels, I have observed many creative strategies for connecting and collaborating—initiatives that have catalyzed new advancements and opportunities. Our collective Sigma social media presence has grown dramatically; we surpassed 18 million Twitter impressions at our recent 2019 International Nursing Research Congress in Calgary. We're increasingly using videoconferencing and other technologies to conduct meetings and virtually attend conferences around the globe. We're collaborating with other nursing and healthcare organizations to transform global healthcare. We have built on the success of the Global Advisory Panel on the Future of Nursing and Midwifery (GAPFON) and other opportunities to increase our interactions with the International Council of Nurses (ICN), Nursing Now, and the World Health Organization (WHO). We are poised to join them in celebrating the Year of the Nurse and the Midwife in 2020. I hope as we move forward that *Connect, Collaborate, Catalyze* becomes much more than a short-term call to action, and instead remains foundational to how we work as Sigma.

Selected highlights of the biennium:

- Developed a new strategic plan, including new vision and mission statements.
- Formed and launched the Global Regional Councils.
- Convened a Global Strategy Summit in October 2018 in Geneva, Switzerland, to develop a foundation for collaborative engagement with key nursing and midwifery organizations, including the Consortium of Universities for Global Health, the Global Network of World Health Organization Collaborating Centres, International Confederation of Midwives, ICN, Jhpiego, Nursing Now, and WHO.
- Collaborated with Nursing Now, ICN, and the World Innovation Summit for Health in a 4-day Youth Pre-World Health Assembly event for young nurses and midwives.
- Celebrated chapters' work in global health and implementation of GAPFON strategies through the Great GAPFON Challenge.
- Represented Sigma and its mission and initiatives at multiple national and international nursing and interdisciplinary meetings.
- Continued a collaborative role with the United Nations as a non-governmental organization with special consultative status with the Economic and Social Council (ECOSOC).
- Convened a member-led Digital Transformation and Engagement Committee as advisory to the Board and an analogous Board Task Force.
- Leveraged Sigma's social media presence
- Conducted 36 chapter charterings and charter amendments, including four new chapters outside of North America in Ireland, Jamaica, Israel, and Scotland and a chapter expansion in Australia.
- Grew to 541 chapters with members from over 100 countries.

These are just some of the highlights. I encourage you to carefully read the *Summary of Board of Directors' Actions, 2017-2019* and the *Chief Executive Officer's Summary* for more details of our extensive accomplishments during the past two years.

I extend my heartfelt thanks to the Sigma Board of Directors, committees, advisory councils, task forces, subsidiary boards, chapter leaders, members, and the headquarters staff for their support, collaborative skill, and thoughtful contributions to Sigma during my tenure as president. I want to thank Dr. Elizabeth Madigan for her collegiality and exemplary leadership during her first two years as Sigma's CEO. I am excited for the future of our organization under Liz's creative guidance. Seamless transition of leadership is one of the hallmarks of successful organizations, and I conclude my presidency knowing that Sigma is in good hands with our President-elect, Dr. Richard Ricciardi. Ric's extensive experience with Sigma and other nursing and healthcare organizations will serve us well.

We are Sigma.



Front: Kenneth Dion, *PhD, MSN/MBA, RN, FAAN*; Juli Maxworthy, *DNP, MSN/MBA, RN, CNL, CPHQ, CPPS, CHSE, FSSH*; Sandra Bibb, *DNSc, RN, FAAN*; Joanne Clavelle, *DNP, RN, NEA-BC, FACHE*; Elizabeth Madigan, *PhD, RN, FAAN*; and Safiya George Dalmida, *PhD, APRN-BC*. **Back:** Karen Gorton, *PhD, MS, RN*; Elizabeth Rosser, *DPhil, RN, MN, Dip N Ed, Dip RM, RNT, PFHEA*; Beth Baldwin Tigges, *PhD, RN, PNP, BC*; Richard Ricciardi, *PhD, CRNP, FAANP, FAAN*; Thóra Hafsteinsdóttir, *PhD, MScN, BSc, RN*; and Juana Mercedes Gutierrez Valverde, *DR, MSN, BN, RN*.

Summary of Board of Directors' Actions, 2017-2019

The Board of Directors, as duly elected representatives of the membership, bears the governance role and has strategic leadership responsibility for Sigma. As stewards of the values, vision, mission, and principles of the organization, the Board fulfilled its obligations as follows.

Under the leadership of Beth Baldwin Tigges, PhD, RN, PNP, BC, the Board exercised due diligence in carrying out its mandate by oversight and support for organizational actions in these areas. Sigma owes a debt of gratitude to these leaders for guiding the organization with honor, judgment, and insight.

Selected Actions Related to Board Oversight

- Established organizational priorities for 2017-2019: *"Connect. Collaborate. Catalyze."*
- Appointed and defined anticipated outcomes for three elected committees and five advisory councils and task forces
- Conducted phone, video, email, and face-to-face communication briefings and dialogue with committees, advisory councils, task forces, chapter leaders, and members on organizational issues and strategic directions
- Ratified actions taken by the 2017 House of Delegates
- Approved revisions to chapter bylaws per 2017 House of Delegates action
- Accepted and acted on submitted recommendations from the 2017 House of Delegates
- Reviewed and revised Board Guiding Principles and Sigma Global Values Statement

- Developed new Strategic Plan for 2020, including new vision and mission statements
- Developed and adopted Principles of Strategic Partnerships
- Reviewed the Board metrics quarterly and annually
- Assessed regular environmental, market research, membership, and chapter data and made recommendations for staff action and activities
- Worked with chairs of subsidiary boards, committees, advisory councils, and task forces to align priorities and actions of the organization
- Accepted bylaw amendments submitted by the Governance Committee to be presented to the 2019 House of Delegates
- Completed annual evaluation of the CEO for 2018 and 2019
- Approved 38 chapter charter and amendment applications
- Served as chartering officers for 36 charter and amendment ceremonies
- Appointed replacement member for Leadership Succession Committee
- Addressed member and chapter issues
- Approved revisions to Chapter Key Award criteria
- Approved revisions to the Emerging Nurse Researcher/Scholar Award criteria
- Approved guidelines for Regional Committees
- Approved metrics and provided oversight for Global Regional Councils
- Implemented use of videoconferencing for all non-face-to-face Board meetings
- Increased social media use to facilitate Sigma visibility and expand collaborations
- Accepted, after review and analysis, quarterly financial statements for the corporation
- Approved external audits for fiscal years 2018 and 2019; both were clean audits
- Approved annual budgets for fiscal years 2019 and 2020
- Revised and approved Sigma's investment policy, including addition of sustainability investing as our investment approach.
- Announced 100% of Sigma Board members as donors to the Foundation
- Adopted a resolution for continued support of Sigma Marketplace (formerly known as Nursing Knowledge International) board and operation
- Appointed new Chief Administrative Officer for the Building Corporation
- Selected two Honorary Members and recipients for three Board awards
 - Archon Award
 - Distinguished Lifetime Achievement Award
 - Nell J. Watts Lifetime Achievement Award
- Reviewed proposed resolutions and approved those to be considered by the 2019 House of Delegates
- Reviewed annual Membership Report and discussed trends and highlights
- Reviewed and approved the revised chapter development process



Elizabeth A. Madigan

PhD, RN, FAAN

Chief Executive Officer

Chief Executive Officer's Summary

Thank you for the warm welcome to the CEO position at Sigma! I'm delighted to have served as the CEO for the past two years and proud to report on some of our accomplishments. I am fortunate to work with 91 terrific staff members to make all we do possible. The summary below captures only high points and is not an exhaustive list. Additional highlights are noted in the Report of the International President. I would like to express appreciation to President Beth Baldwin Tigges and the Sigma Board for their support and providing the strategic direction for Sigma's programs, services and operations.

Goal 1: Grow in value for members and all nurses worldwide who are pursuing excellence.

- Provided world-class research and networking opportunities to a total of 6,671 people who attended the following Sigma events: 44th Biennial Convention 2017; Nursing Education Research Congress 2018 (presented in partnership with the National League for Nursing); 29th International Nursing Research Congress 2018 in Melbourne, Australia; Leadership Connection 2018; Creating Healthy Work Environments 2019; and 30th International Nursing Research Congress 2019 in Calgary, Alberta.
- Updated all membership, chapter, and event materials and merchandise to reflect the award-winning Sigma brand.
- Reported chapter activities supporting the United Nations Sustainable Development Goals to the United Nations as part of Sigma's annual report.
- Celebrated GAPFON outcomes through the Great GAPFON Challenge, recognizing chapters for their work in global health.
- Provided services to more than 135,000 members residing in over 100 countries. Developed and implemented comprehensive recruitment and retention plans.
- Engaged new members in 58 webcasts to review Sigma resources, services, and products.
- Added 17 new chapters and conducted 19 chapter charter amendments, increasing the total number of chapters to 541.

- Chartered four chapters and amended one chapter charter outside North America:
 - **Omega Epsilon at-Large Chapter**
Institute of Technology Tralee, University College Cork, and Waterford Institute of Technology
Tralee, Cork, and Waterford, Ireland
 - **Omega Kappa Chapter**
University of the West Indies
Kingston, Jamaica
 - **Omega Lambda Chapter**
University of Haifa
Haifa, Israel
 - **Omega Xi Chapter**
Queen Margaret University
Edinburgh, Scotland
 - **Psi Zeta at-Large Chapter**
added Deakin University and Latrobe University
Victoria, Australia
- Revised all membership recruitment and induction materials to increase awareness of Sigma membership benefits.
- Launched online chat feature to better serve members visiting Sigma's website.
- Expanded the use of social media ads and posts to increase awareness of Sigma resources and benefits.
- Initiated Facebook Live interviews at Sigma events.
- Grew participation in Sigma's 18 communities of interest, located on The Circle, to a combined total community membership of 8,220.
- Engaged more than 240 participants in Career Advising sessions at Sigma events.
- Provided the forum to answer more than 140 questions from members seeking career advice within the Career Advice Forum on The Circle.
- Engaged more than 110 mentors and more than 150 mentees within the Career Mentoring and Career Coaching Program developed by members, exclusively for members.
- Hosted an inaugural scientific hackathon event to promote global networking and collaboration and develop solutions to the UN's Sustainable Development Goals.
- Embarked on experiential learning to engage conference attendees globally in activities to promote self-care, leadership, and team building. These activities include the Sigma Escape Room Experience, pet therapy, mindfulness, yoga in the workplace, and canvas painting.
- Expanded and updated Sigma's continuing nursing education programs. Sigma expanded the number of free-to-member courses/ programs to include 73 titles worth over 133 contact hours and valued at over US \$1300. Members receive a discount on an additional 51 courses and programs representing 324 contact hours. Sigma now has author and/or reviewer representation from 17 countries.
- Planned 2020 participation in the Nightingale Challenge to celebrate the Year of the Nurse and the Midwife. Every health employer around the world is asked to provide leadership and development training for 20 young nurses and midwives during the year.

Goal 2: Promote and celebrate nursing scholarship, leadership, and service worldwide.

- Developed a new Nurse Leadership Academy for Practice to engage and prepare nurse leaders at the frontline of clinical practice settings. Active recruitment and preparations continue for the academy pilot to commence January 2020.
- Developed a new model for Faculty Development Academies in conjunction with the Sigma/Chamberlain University Center for Excellence in Nursing Education that will begin in January 2020.
- Provided US \$472,000 in research and EBP grant funding to 73 nurses in six global regions (Africa, Asia, Europe, Middle East, North America, and Oceania), which is a 5% increase in grant funding over last biennium. This is thanks to donations from members, collaborative grant partners, and friends of nursing to Sigma Foundation for Nursing's research permanent fund and research restricted fund.
- Provided more than US \$80,000 in membership subsidies and leadership education grants to 416 members and new inductees from all global regions thanks to donations to Sigma Foundation for Nursing's leadership fund.
- Awarded 91 Chapter Key Awards from three global regions, an increase of 8%.
- Received 238 award nominations from every global region, an increase of 16%.
- Recognized and thanked Sigma volunteers during Volunteer Week.
- Encouraged chapters to celebrate their successes by submitting a Showcase of Regional Excellence application.
- Encouraged chapters and members to promote and participate in 90 Minutes of Service commemorating Founders Day.
- Expanded the use of the volunteer system on The Circle to assist in the recruitment of volunteers at the chapter, regional, and international levels and increased volunteer profiles to over 4,500.
- Featured chapter best practices and success stories in chapter leader publications including *Chapter Leader Emphasis*.
- Recognized chapters for their participation in the 2018-2019 Nurse Leader Chapter Challenge.
- Published over 290 articles within the *Journal of Nursing Scholarship* and *Worldviews on Evidence-Based Nursing*, with 43 articles published with continuing nursing education contact hours for members.
- Attained top-10 status in impact factor for both Sigma journals among all nursing journals worldwide.
- Published 23 books including six *American Journal of Nursing (AJN)* Books of the Year Award winners.
- Published 290 articles through *Reflections on Nursing Leadership*.
- Expanded the reach of the Sigma Repository through collaboration with a new vendor.
 - Implemented new visitor statistics to provide an avenue for authors to quantify the impact of their dissemination.
 - Disseminated more than 3,000 individual works.
- Continued successful leadership academies and institutes including scholars from outside North America.
- Developed and updated multiple programs for faculty through the Sigma/Chamberlain University Center for Excellence in Nursing Education (CENE).

Goal 3: Build partnerships and collaborative endeavors to advance the mission of the society.

- Implemented the Global Regional Councils, providing information from representatives from all of Sigma's regions.
- Partnered with Jhpiego to provide informational support for the 2020 State of the World's Nursing report.
- Doubled the number of Sigma United Nations volunteer representatives, leading to Sigma being represented at 88 United Nations events.
- Applied and was accepted to present at two United Nations events: Hosted a workshop at the UN Civil Society Conference and presented an oral statement at the 2019 Economic and Social Council High-Level Segment of the High-Level Political Forum on Sustainable Development. These represent first-time presenting opportunities.
- Received a Helene Fuld Health Trust grant to establish a permanent fund to award scholarships to accelerated second degree in nursing or DNP students enrolled in accredited US schools of nursing.
- Collaborated with the DAISY Foundation on webcast programming.
- Continued partnership with the International Network for Doctoral Education in Nursing (INDEN) with support of its 2019 International Nursing Research Congress pre-conference and support for a post-doctoral INDEN fellow.

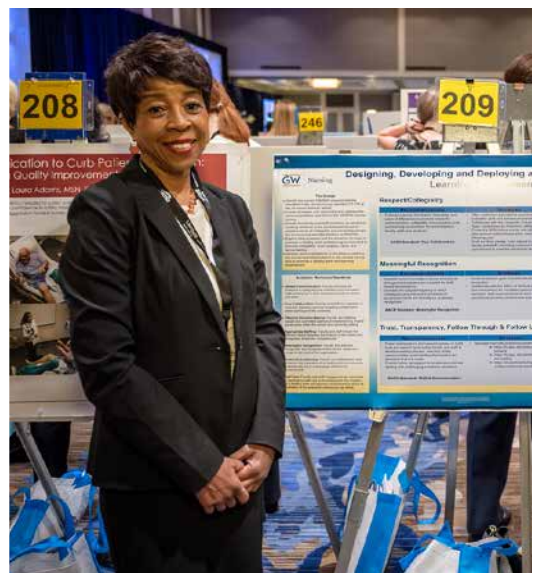
Goal 4: Sustain and advance the resources of the society.

- Prepared and monitored budgets to preserve and enhance the fiscal position of Sigma and its subsidiaries (See Treasurer's Report).
- Rebranded Nursing Knowledge International as Sigma Marketplace to make it more congruent and a recognizable part of Sigma. The Sigma Marketplace website was also updated to simplify navigation and provide more detailed product descriptions and images.
- Increased adoptions of Sigma educational resources in both schools of nursing and healthcare institutions.
- Confirmed 16 Fellows in Heritage Society, Philanthropic Caring Society, and Pillar Society.
- Implemented new technology and application development techniques to improve reliability, security, and member experience across multiple digital platforms.
- Engaged an IT consultant to assist with a comprehensive technology review.
- Conducted a member-led Board task force specifically related to technology and digital transformation. The presented suggestions are currently being considered or implemented based on the team's work and recommendations.

Whether you are just beginning your nursing career, transitioning to a new role or position, or making your contribution in other ways, Sigma has programs and services to support you. And regardless in which of the 100 countries where Sigma members reside, we are one global community of nurse leaders.

We have bright days ahead of us. As you know, our 100th anniversary is coming up in a few short years. As we approach that milestone, we honor our traditions while moving forward. We welcome your ideas and suggestions for what we can do support you, our valued members.

Thank you for all that you do to make Sigma the organization of choice for Global Nursing Excellence!



Treasurer's Report

Sigma Theta Tau International Honor Society of Nursing, Inc.

Statement of Financial Position

for 30 June 2018 and 2019

ASSETS	2019	2018
Cash and Cash Equivalents	\$ 7,015,456	\$ 5,943,675
Other Investments	10,101,456	8,739,160
Accounts and Pledges Receivable	443,427	352,120
Accounts Receivable-Related Parties	4,854,370	5,729,393
Inventory	423,938	449,181
Prepayments	536,921	772,465
Property, Equipment, and Software	211,995	268,522
Total Assets	<u>\$ 23,587,563</u>	<u>\$ 22,254,516</u>
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts Payable	\$ 92,248	\$ 188,856
Accrued Payroll and Related Benefits	275,970	286,549
Renewal Distribution Liability	1,379,156	1,461,339
Dues Received in Advance	178,392	181,634
Deferred Revenue	6,339,019	5,919,238
Total Liabilities	<u>8,264,785</u>	<u>8,037,616</u>
Net Assets	<u>15,322,778</u>	<u>14,216,900</u>
Total Liabilities and Net Assets	<u>\$ 23,587,563</u>	<u>\$ 22,254,516</u>

Sigma Theta Tau International Honor Society of Nursing, Inc.

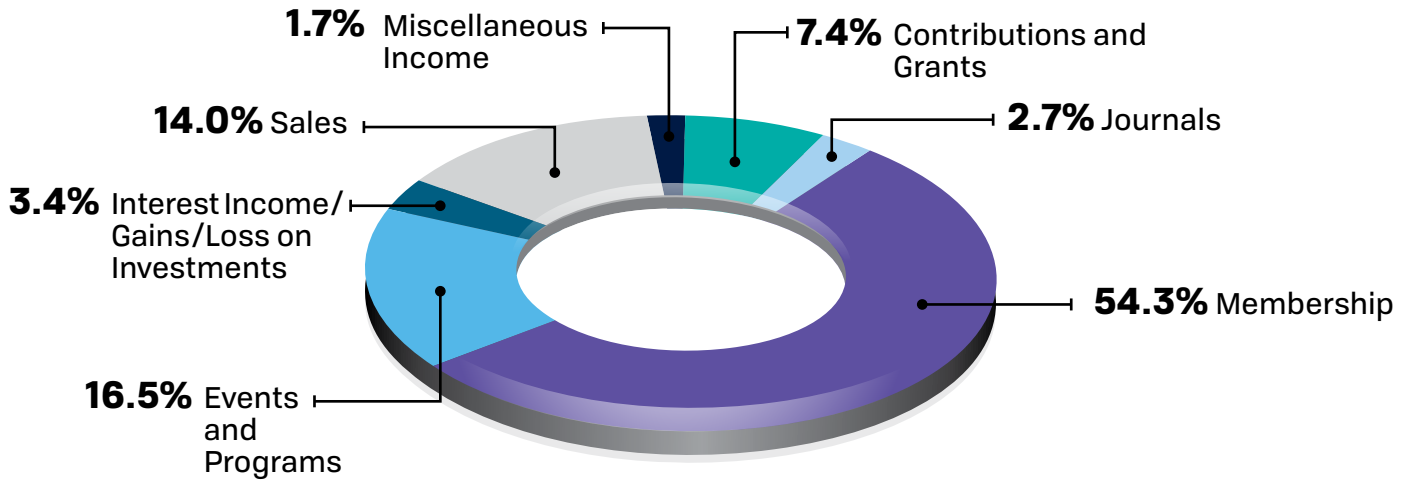
Statement of Activities

for the Years Ended 30 June 2018 and 2019

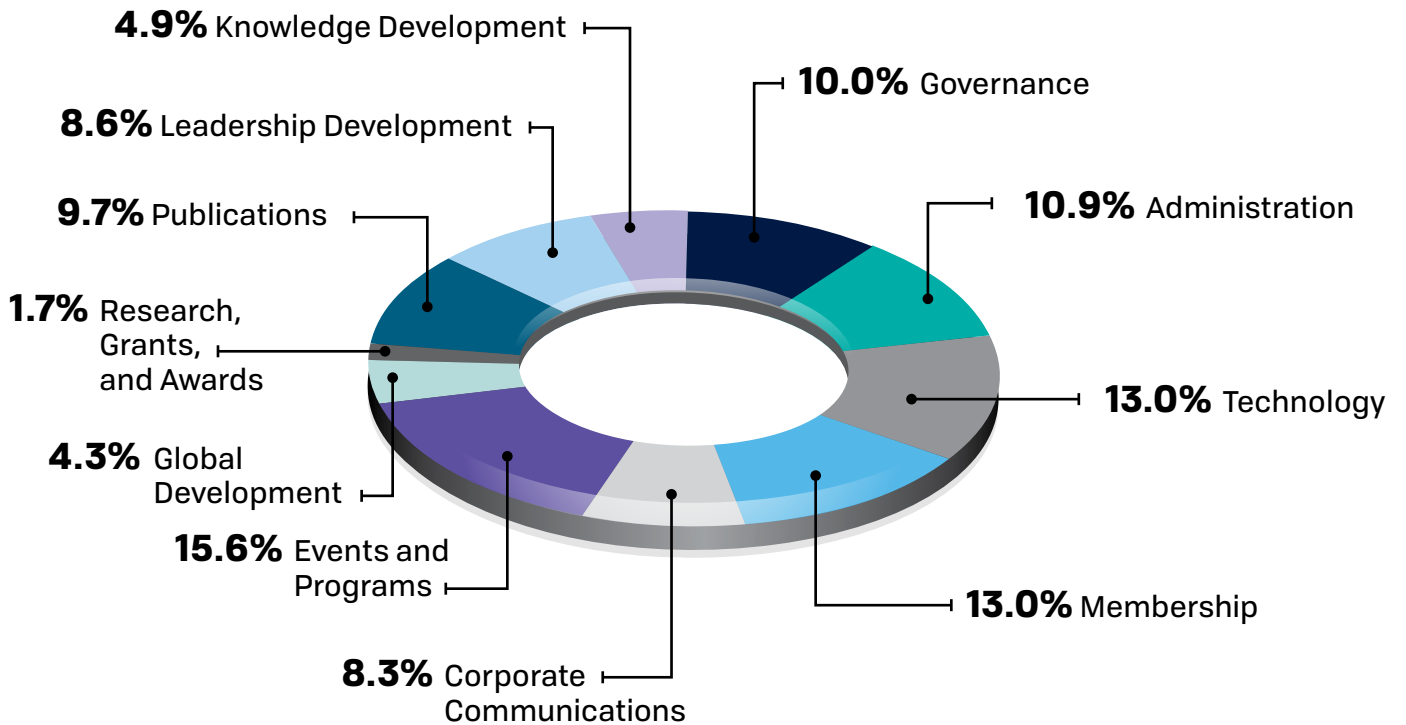
REVENUE	2019	2018 *
Contributions and Grants	\$ 1,018,221	\$ 1,284,981
Journals	440,721	392,525
Membership	8,468,690	8,408,156
Events and Programs	1,548,781	3,594,871
Interest Income/Gains/Loss on Investments	526,135	529,445
Sales	2,189,003	2,168,606
Miscellaneous Income	141,425	383,617
	<hr/>	<hr/>
Total Revenue	\$ 14,332,976	\$ 16,762,201
	<hr/> <hr/>	<hr/> <hr/>
 EXPENSES		
Governance	\$ 1,373,554	\$ 1,509,729
Administration	1,391,465	1,768,926
Technology	1,881,809	1,889,733
Membership	1,915,780	1,823,724
Corporate Communications	1,206,342	1,204,898
Events and Programs	1,407,483	3,114,217
Global Development	644,064	589,318
Research, Grants, and Awards	232,023	253,122
Publications	1,442,344	1,378,253
Leadership Development	1,001,665	1,491,696
Knowledge Development	730,779	682,130
	<hr/>	<hr/>
Total Expenses	\$ 13,227,308	\$ 15,705,746
	<hr/> <hr/>	<hr/> <hr/>
Change in Net Assets	\$ 1,105,668	\$ 1,056,455
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* Convention Year

OPERATING REVENUES BIENNIUM 2018-2019



OPERATING EXPENSES BIENNIUM 2018-2019



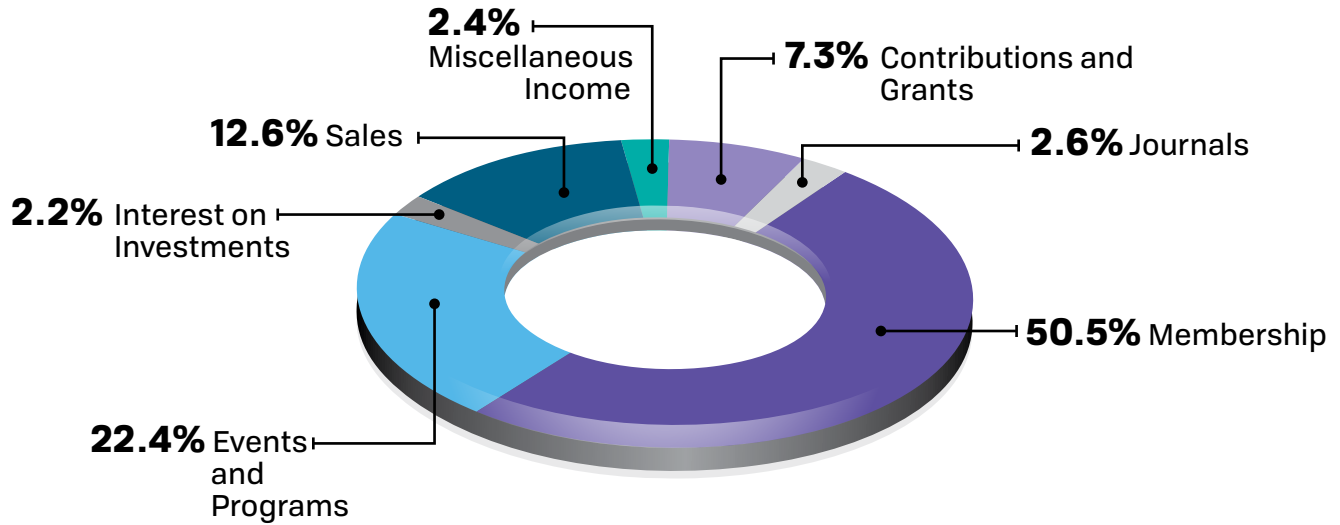
Sigma Theta Tau International Honor Society of Nursing, Inc.

Operating Account Budget

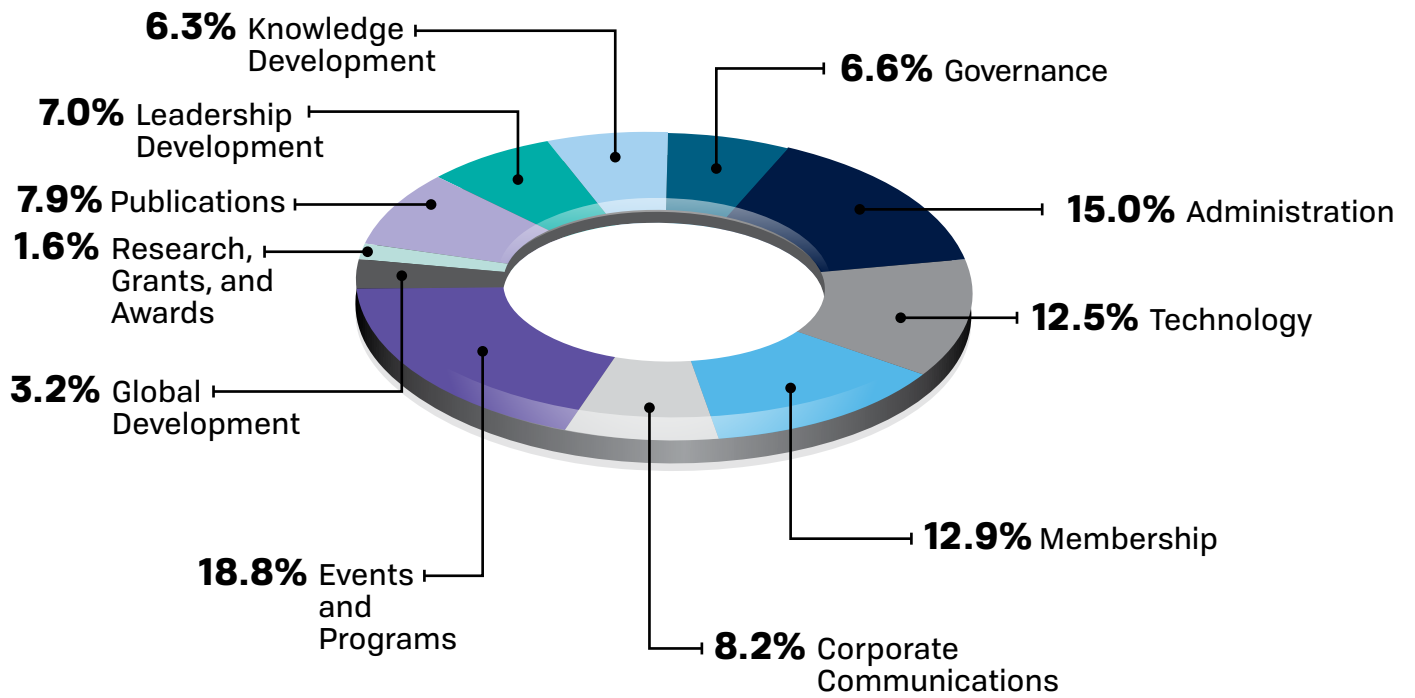
FISCAL YEAR 2020

REVENUE	Fiscal Year 2020 Budget
Contributions and Grants	\$ 1,223,993
Journals	438,000
Membership	8,415,932
Events and Programs	3,740,834
Interest on Investments	370,000
Sales	2,109,418
Miscellaneous Income	<u>399,110</u>
Total Revenue	<u>\$ 16,697,287</u>
EXPENSES	
Governance	\$ 1,126,813
Administration	2,530,361
Technology	2,116,160
Membership	2,172,193
Corporate Communications	1,388,902
Events and Programs	3,181,301
Global Development	544,143
Research, Grants, and Awards	278,053
Publications	1,328,798
Leadership Development	1,175,001
Knowledge Development	<u>1,060,935</u>
Total Expenses	<u>\$ 16,902,660</u>
Excess Revenue Over Expenses	<u><u>\$ (205,373)</u></u>

OPERATING REVENUES BUDGET FISCAL YEAR 2020



OPERATING EXPENSES BUDGET FISCAL YEAR 2020





**I am committed to
excellence.**

**I change lives and
advance healthcare.**

**I am the future
of nursing.**

I am a Sigma nurse.

Sigma Theta Tau International
Honor Society of Nursing



CENTER FOR NURSING SCHOLARSHIP

SIGMA THETA TAU
INTERNATIONAL

OUR MISSION:

**Developing nurse
leaders anywhere to
improve healthcare
everywhere**

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