

The Rho Chi Society Strategic Plan
Planning for 2014-2018
(Approved 7 25 14)

Vision: The Rho Chi Society seeks to advance pharmacy through intellectual leadership.

Mission: As the academic honor society in pharmacy, the Rho Chi Society:

- encourages and recognizes intellectual achievement
- stimulates critical inquiry to advance pharmacy
- contributes to the development of intellectual leaders
- promotes highest ethical standards
- fosters collaboration

Goal One: To encourage and recognize intellectual achievement

Plan/Strategy: The Rho Chi Society will:

- A. determine criteria for member selection that may be incorporated into an application process;
- B. provide recommendations for the design and timing of induction ceremonies through society communications;
- C. make chapters more aware of and encourage use of the Society's Alumni Honor Roll; and
- D. initiate study of the member designation, Fellow of Rho Chi (or some other related designation), to recognize unique characteristics and distinguished contributions of Society members.

Outcome metrics (benchmarks to be periodically measured):

1. The Rho Chi national president will appoint an *ad hoc* committee to assess the feasibility of having schools/colleges determine eligibility for membership that in addition to grade point average may consider evidence of other achievements including but not limited to engagement, intellectual leadership, and critical inquiry.
2. Rho Chi chapters and their respective members will indicate those occasions when they enhance Rho Chi visibility by wearing pins, badges, honors cords, etc.
3. The executive vice president will present a concept proposal for the Fellow of Rho Chi (or some other related) designation.

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Goal Two: To stimulate critical inquiry to advance pharmacy

Plan/Strategy: The Rho Chi Society will:

- A. encourage chapter activities that are in alignment with the critical inquiry component of the society's mission, including service work; and
- B. develop within the chapter report a checklist/rubric component that encourages chapters to address at least one activity that denotes efforts to stimulate critical inquiry.

Outcome metrics (benchmarks to be periodically measured):

- 1. When evaluating chapter reports, the Chapter Awards Committee, composed of president-elect and regional councilors, uses the checklist/rubric to assess whether each chapter's service aligns with the mission of Rho Chi.
- 2. Regional councilors will collect information from the annual reports that constitute "best practices," and the resulting information will be compiled and presented at annual meetings. Delegate feedback will be requested to determine if this reporting practice should and can be sustained.

Goal Three: Contributes to the development of intellectual leaders

Plan/Strategy: The Rho Chi Society will:

- A. create resources for chapters that will help them encourage their members to consider post-graduate education (e.g., residencies, fellowships, graduate studies); and
- B. develop and distribute resources that may be used by chapters to stimulate and promote leadership activities at the local and national levels.

Outcome metrics (benchmarks to be periodically measured):

- 1. Schools/colleges will demonstrate in their annual reports that students are being made aware of opportunities to learn about and potentially be matched with laboratories and other research settings (e.g., bench, clinical, social and administrative sciences) to stimulate interest in post-graduate study.
- 2. Number of post-graduate fellowship applicants and awards each year.
- 3. Number of project proposal applications each year.

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Goal Four: To promote highest ethical standards

Plan/Strategy: The Rho Chi Society will:

- A. promote the applicable measures as described in the society's by-laws; and
- B. emphasize high ethical standards in criteria as new categories of membership are developed.

Outcome metrics (benchmarks to be periodically measured):

1. Chapters will demonstrate in their new member certifications that consideration was given to the conduct and character of prospective members as a component of their formal selection for membership.
2. The society will determine how chapters are promoting high standards of ethical conduct, and how such information can be more broadly disseminated.

Goal Five: To foster collaboration

Plan/Strategy: The Rho Chi Society will:

- A. develop a social media plan to facilitate communication among members;
- B. create an *ad hoc* advisory panel to determine what can be done to reach out and engage alumni at local levels;
- C. collaborate with the American Pharmacists Association (via regional chapters of the Academy of Student Pharmacists), school/college alumni associations and continuing professional education providers to increase interactions among members; and
- D. enhance the Rho Chi website to include a section to recognize and report on Rho Chi student and alumni member accomplishments (e.g., profiles, spotlights, alumni induction speeches, scholarly collaborations, best practices, continuing professional education offerings, awards, recognitions, paper of the year awards, service).

Outcome metrics (benchmarks to be periodically measured):

1. Through Society communications, provide chapters with information about best practices on all aspects of the Society's mission.
2. By March 2015, the executive council will develop a strategy to update and disseminate advisor guidelines.
3. During annual meetings, regional councilors will highlight selected member accomplishments and report on outstanding chapter(s).
4. The Society will implement an electronic/social media plan by August 2015 and consider its usefulness and effectiveness over time.
5. The Society will report the number of alumni awards nominations submitted each year.

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Goal Six: To provide effective executive leadership for the Society

Plan/Strategy: The Rho Chi Society will:

- A. retain an executive officer appointed by and reporting to the Executive Council. Ideally, the appointed individual will have been a chapter advisor, a regional councilor, or a national officer of the Society. She/He also will be a current or emeritus faculty member who has significant administrative experience (Dean, Associate Dean, Department Chair, or similar role).
- B. continue to administer its member, officer, advisor, and local chapter support and business operations through a national office based in a member institution; and
- C. provide funding to support one full-time executive assistant and, if needed, one or more part-time administrative assistants to support the Society.

Outcome metrics (benchmarks to be periodically measured):

- 1. The executive officer will be appointed during 2014.
- 2. An interim evaluation of the executive officer will be conducted in 2016.