

# The Rho Chi Society

## Strategic Plan 2019-2023

### **Vision**

The Rho Chi Society seeks to advance pharmacy through sustained 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 the highest ethical standards
- Fosters collaboration

## Goal 1: Encourage and recognize intellectual achievement

### Strategies

- A. Update criteria for member selection that reflect the mission of the Society and contemporary pharmacy education programs.
- B. Implement expectations for chapter activities that focus on intellectual leadership and scientific achievement.
- C. Promote sustained engagement of Rho Chi members across their career lifespan
  - a. Actively engage members who serve as faculty and preceptors at colleges and schools of pharmacy in local chapter activities and national Rho Chi initiatives.
  - b. Increase use of the Society's Alumni Honor Roll distinction.
  - c. Increase visibility of Rho Chi members' professional achievements.

### Outcome Metrics

1. The national president will appoint a Mission Critical Task Force charged to: a) define "intellectual achievement" and "critical inquiry" and indicators of such achievement in the context of contemporary pharmacy education (position paper due March 2019), b) recommend a new set of initial membership criteria in the context of current and emerging measures of academic success including, but not limited to, intellectual leadership, critical thinking, and moral/ethical behavior, c) evaluate and recommend, if deemed appropriate, an application process to accompany member eligibility determinations [b) and c) due September 2019], and d) evaluate and recommend, if appropriate, criteria for sustained membership in the Society beyond initial induction. A vote to be taken on required bylaws changes at the 2020 Annual Meeting.
2. Regional Councilors, under the direction of the president-elect, will recommend clarifying language for chapter annual report requirements related to: a) expectations for activities focused on encouraging intellectual achievement as distinct from service activities and b) active engagement of local faculty and affiliated preceptors who are members of Rho Chi. Changes to be approved and implemented to impact annual reports due May 2020.
3. The national president will appoint a Communications Task Force charged to recommend strategies for: a) fostering communication and collaboration among chapters, b) more effectively using the Alumni Honor Roll distinction, and c) increasing the visibility of Rho Chi members' professional achievements, with a particular focus on sustained achievements of alumni members. Recommendations due for consideration by the Executive Council in March 2019.
4. Increase Alumni Honor Roll nominations by 100 percent in 2020 (as compared to 2018) and 150 percent in 2021 (as compared to 2018).

## Goal 2: Stimulate critical inquiry to advance pharmacy

### Strategies

- A. Encourage chapter activities that are in alignment with the critical inquiry component of the Society's mission
- B. Expand national efforts to stimulate and recognize member engagement in critical inquiry to advance pharmacy.

### Outcome Metrics

1. Regional Councilors, under the direction of the president-elect, will recommend clarifying language for chapter annual reports related to: a) measures indicative of advancing critical inquiry (e.g., member engagement in scholarly activity) and b) local recognition of critical inquiry efforts that advance pharmacy. Recommended changes to be approved by the Executive Council and implemented to impact annual reports due May 2020.
2. Regional Councilors, under the direction of the president-elect, will recommend specific criteria for the evaluation of chapter project proposals to more directly reflect expectations that projects revolve around critical inquiry to advance pharmacy and engage Rho Chi alumni members. Recommended changes to be approved by the Executive Council and implemented to impact annual reports due May 2020.
3. The national president will charge the Awards Committee to: a) promote available scholarships (i.e., Clinical Research Scholarship; Graduate Fellowship) and increase applications for each to at least five per year and b) consider and propose, if deemed appropriate, a scholarship in support of the critical inquiry/scholarship aspects of residency training. Committee recommendations will be considered by the Executive Committee in March 2019.
4. The national president will appoint a Centennial Planning Committee to develop a portfolio of events to commemorate the Society's first 100 years, including special recognitions for significant efforts of chapters and/or individual members to advance the profession of pharmacy through critical inquiry. An initial plan will be considered by the Executive Council at its meeting in March 2019. Planning and execution of events will occur throughout Rho Chi's Centennial Year in 2022.

## **Goal 3: Contribute to the development of intellectual leaders**

### **Strategies**

- A. Create resources for chapters to use to encourage member consideration and pursuit of post-graduate education (e.g., residencies, fellowships, graduate studies).
- B. Develop and distribute resources for local chapter and national use to stimulate and promote intellectual leadership.

### **Outcome Metrics**

1. The national president will appoint a Mission Critical Task Force charged to: a) define “intellectual achievement” and “critical inquiry” and indicators of such achievement in the context of contemporary pharmacy education (position paper due March 2019), b) recommend a new set of membership criteria in the context of current and emerging measures of academic success including, but not limited to, intellectual leadership, critical thinking, and moral/ethical behavior (due September 2019), and c) suggest a menu of strategies to facilitate the development of intellectual leaders. A vote to be taken on required bylaws changes at the 2020 Annual Meeting.
2. The national president will charge the Awards Committee to: a) promote available scholarships (i.e., Clinical Research Scholarship; Graduate Fellowship) and increase applications for each to at least five per year.
3. Increase number of chapter project proposals received by 100 percent in 2020 (as compared to 2018) and 150 percent in 2021 (as compared to 2018).

## Goal 4: Promote highest ethical standards

### Strategies

- A. Emphasize high ethical standards in criteria as new categories of membership are developed.
- B. Facilitate explicit focus on strategies employed to promote the highest ethical standards in the personal and professional behavior of Rho Chi members.

### Outcome Metrics

- 1. The national president will appoint a Mission Critical Task Force charged to: a) define “intellectual achievement” and “critical inquiry” and indicators of such achievement in the context of contemporary pharmacy education (position paper due March 2019), b) recommend a new set of membership criteria in the context of current and emerging measures of academic success including, but not limited to, intellectual leadership, critical thinking, and moral/ethical behavior (due September 2019), and c) suggest a menu of strategies to facilitate the development of intellectual leaders. A vote to be taken on required bylaws changes at the 2020 Annual Meeting.

## Goal 5: Foster collaboration Strategies

- A. Develop a social media plan to facilitate communication between and among the Rho Chi national office, member chapters, and alumni members.
- B. Collaborate with other organizations in pharmacy (e.g., American Pharmacists Association, American Association of Colleges of Pharmacy, American Society of Health-System Pharmacists, Phi Lambda Sigma, school/college alumni associations, etc.) to increase interactions among members toward the goal of advancing pharmacy through critical inquiry and intellectual leadership.

## Outcome Metrics

1. The national president will appoint a Communications Task Force charged to recommend strategies for: a) fostering communication and collaboration among chapters, b) more effectively using the Alumni Honor Roll distinction, and c) increasing the visibility of Rho Chi members' professional achievements with a particular focus on sustained achievements of alumni members. Recommendations due for consideration by the Executive Council in March 2019.
2. The Executive Council will discuss strategies and desired outcomes related to collaboration with US-based pharmacy organizations, as well as potential expansion beyond the US.