

## The Rho Chi Society Strategic Plan 2024 - 2028

Achievement	Critical Inquiry	Intellectual Leaders	Ethical standards	Community
Goal 1 <i>Recognize intellectual achievement.</i>	Goal 2 <i>Instill habits of critical inquiry and analysis.</i>	Goal 3 <i>Contribute to the development of lifelong intellectual leaders.</i>	Goal 4 <i>Demonstrate and promote highest ethical and professional standards.</i>	Goal 5 <i>Foster communications and collaboration of the Society.</i>
Strategies				
<p>#1 Evaluate use of the 2021 member selection criteria to maintain chapter viability.</p> <p>#2 Implement a Task Force to determine new awards and/or acknowledgment recognizing exceptional achievements.</p> <p>#3 Encourage chapters to nominate faculty who are intellectual leaders for Rho Chi membership.</p> <p>#4 Benchmark chapter and Society activities utilizing data from chapter reports and projects.</p>	<p>#1 Increase chapter activities focused on critical inquiry.</p> <p>#2 Increase National Office's utilization of social media (SM) to promote critical inquiry.</p> <p>#3 Expand efforts to instill habits of critical inquiry and analysis to advance pharmacy.</p>	<p>#1 Share information about pursuit of post-graduate education, e.g., fellowship and graduate school.</p> <p>#2 Recognize Rho Chi members who are intellectual leaders in pharmacy.</p> <p>#3 Deliver resources from National Office to promote intellectual leadership.</p> <p>#4 Foster the development and recognition of chapter advisors.</p>	<p>#1 Engage faculty utilizing Artificial Intelligence (AI) in pharmacy.</p> <p>#2 Incorporate ethical dilemmas into webinars and programs that will be delivered to membership e.g., examples and case studies.</p>	<p>#1 Develop communications plan to provide transparency, foster collaborations, and engage all members.</p> <p>#2 Promote lifelong participation of Rho Chi members within chapters and Society.</p> <p>#3 Collaborate with external organizations (e.g., in-person meetings) to engage members.</p>

**Goal 1 Recognize intellectual achievement.**

**Strategies**

<p><b>#1 Evaluate use of the 2021 member selection criteria to maintain chapter viability.</b></p>	<p><b>#2 Implement a Task Force to determine new awards and/or acknowledgments recognizing exceptional achievement.</b></p>	<p><b>#3 Encourage chapters to nominate faculty who are intellectual leaders for Rho Chi membership.</b></p>	<p><b>#4 Benchmark chapter and Society activities utilizing data from chapter reports and projects.</b></p>
<p><b>Key Action Steps</b></p> <p>#1.1 Monitor and evaluate alternative criteria to GPA by reviewing election reports and/or chapter bylaws related to member criteria across all chapters.</p> <p>#1.2. Provide written guidance to chapters using non-GPA approaches for membership and engage schools/colleges without active chapters.</p>	<p><b>Key Action Steps</b></p> <p>#1.3 Review Task Force report and work with EC to determine if new awards or acknowledgments are needed.</p>	<p><b>Key Action Steps</b></p> <p>#1.4 Send communications to chapters annually to nominate worthy faculty.</p>	<p><b>Key Action Steps</b></p> <p>#1.5 National office staff will establish system to abstract information from annual reports to quantify elements of strategic plan.</p>
<p><b>Metrics</b></p> <p>#1A. Track number and percent of chapters (graphic) using alternative criteria each year, stratified by GPA and non-GPA schools by Summer 2025.</p> <p>#1B. Track list of Schools without Rho Chi chapters by Fall 2024.</p> <p>#1C. Guidance document for non-GPA schools be published on website by December 2024.</p> <p>#1D. Consult every school without Rho Chi chapter every 3 years to consider using non-GPA eligibility criteria.</p>	<p><b>Metrics</b></p> <p>#1E. President to receive Task Force recommendations by June 2025.</p> <p>#1F. Implement EC-approved recommendations by January 2026.</p>	<p><b>Metrics</b></p> <p>#1G. Track communications to Rho Chi membership regarding faculty membership, beginning July 2024.</p> <p>#1H. Track number of chapters who nominate faculty for Rho Chi membership annually beginning July 2024.</p>	<p><b>Metrics</b></p> <p>#1I. Produce annual reports to describe chapter activities related to the strategic plan, beginning July 2025.</p> <p>#1J. Recommend and monitor expected metrics for chapter activities beginning Summer 2028 (after 3 year of monitoring),</p>

## Goal 2 *Instill habits of critical inquiry and analysis.*

### Strategies

#1 Increase chapter activities focused on critical inquiry.	#2 Increase National Office's utilization of social media to promote critical inquiry.	#3 Expand efforts to instill habits of critical inquiry and analysis to advance pharmacy.
<p><b>Key Action Steps</b></p> <p>#2.1 Create and disseminate information, tools, and strategies (e.g., webinar, welcome letter, checklists, exemplar evaluation text, evaluation designs, quality improvement) to chapters about expectations and examples related to critical inquiry to strengthen chapter annual reports and project proposals.</p> <p>#2.2 Evaluate chapter awards and proposals on "instilling habits of critical inquiry and analysis" or use critical inquiry and analysis.</p>	<p><b>Key Action Steps</b></p> <p>#2.3 Develop a program or set of procedures to build/support critical inquiry and analysis by engaging members in responding to challenging questions (e.g., P4 prep for NAPLEX; post questions and release video answer one week later; build on current podcasts delivered by expert clinicians).</p>	<p><b>Key Action Steps</b></p> <p>#2.4 Determine whether and how to deliver or support a critical thinking debate or competition, by exploring partnership with IPhO on case monograph or ACCP on clinical research grant competitions.</p> <p>#2.5 Provide critical inquiry of literature hosted by alumni.</p> <p>#2.6 Explore partnerships with ACCP re research project proposal and IPhO re case presentations to increase collaboration and visibility.</p>
<p><b>Metrics</b></p> <p>#2A Create information, tools, and strategies (e.g., webinar, welcome letter, checklists, exemplar evaluation text, evaluation designs, quality improvement) to support critical inquiry.</p> <p>#2B Track communications to chapters related to critical inquiry and determine their reach and effectiveness in terms of which resource/tool is most used. (RE-AIM framework)</p> <p>#2C (and #1I). Produce annual reports to describe chapter activities related to critical inquiry.</p> <p>#2D (and #1I). Produce reports to describe the number of and how awards and proposals incorporate critical inquiry. (Adoption)</p>	<p><b>Metrics</b></p> <p>#2E Program is developed and number of individuals responding to posted questions grows over time, beginning Summer 2025. (how could we track members?)</p> <p>#2F Track number of chapters posting on SM about their critical inquiry activities and/or projects, beginning 2024.</p>	<p><b>Metrics</b></p> <p>#2G Executive Committee evaluates whether to adopt debate or other competitions by 2025. If yes, develop metrics of engagement and success.</p>

## Goal 3 *Contribute to the development of lifelong intellectual leaders.*

Members exhibiting **intellectual leadership** are those who are systematic and analytical in their own practice and its impact, and committed to mentoring others relative to the knowledge, skills, and values of pharmacy.

### Strategies

#1 Share information about pursuit of post-graduate education.	#2 Recognize Rho Chi members who are intellectual leaders in pharmacy.	#3 Deliver resources from National Office to promote intellectual leadership.	#4 Foster the development and recognition of chapter advisors.
<p><b>Key Action Steps</b></p> <p>#3.1 Provide information to members about post-graduate education career paths at Town Hall or other venue.</p>	<p><b>Key Action Steps</b></p> <p>#3.2 Recognize award winners at ASHP, APhA, ACCP, and AACP who are Rho Chi student and alumni members and promote using SM, newsletter and website.</p> <p>#3.3 Interview and profile Rho Chi members who are leaders in pharmacy, i.e., association officers and staff, academic leaders, government leaders, using SM, website, and newsletter.</p>	<p><b>Key Action Steps</b></p> <p>#3.4 Promote definition of intellectual leadership and characteristics of these leaders.</p> <p>#3.5 Provide communications about the intellectual leadership activities of award-winning chapters.</p>	<p><b>Key Action Steps</b></p> <p>#3.6 Recognize all finalists for Advisor of the Year and highlight accomplishments of the Rho Chi Advisor of the Year at annual convention and national office communications.</p> <p>#3.7 Provide annual onboarding for advisors via recorded webinar, with offered set time for Q/A with president and national office.</p> <p>#3.8 Host Advisors of the Year panel in May for current advisors to assist with handoff among student e-boards.</p>
<p><b>Metrics</b></p> <p>#3A Provide information to members about post-graduate education career paths annually, starting in 2025.</p>	<p><b>Metrics</b></p> <p>#3B Post Rho Chi member award winners to website and send in SM within 2 months after meetings.</p> <p>#3C Profile one pharmacy leader who is a Rho Chi leader on SM and website twice yearly, starting 2024.</p>	<p><b>Metrics</b></p> <p>#3D Post definition of intellectual leadership and characteristics of leaders on website in 2024.</p> <p>#3E Host webinar with pharmacy leaders focused on definition of intellectual leadership and characteristics of leaders.</p> <p>#3F. Provide information of intellectual leadership activities of award-winning chapters annually, starting in 2024.</p>	<p><b>Metrics</b></p> <p>#3G Highlight Advisor of the Year at annual convention with 3-5 minutes talk and list nominees, beginning 2024.</p> <p>#3H 30% of chapter advisors will attend panel or view webinar, beginning in 2025, and grow participation each year.</p>

**Goal 4 *Demonstrate and promote highest ethical and professional standards.***

**Strategies**

**#1 Engage faculty utilizing Artificial Intelligence (AI) in pharmacy.**

**#2 Incorporate ethical dilemmas into webinars and programs that will be delivered to membership e.g., examples and case studies.**

**Key Action Steps**

#4.1 Identify AI use by faculty in drug discovery and development as well as healthcare delivery and pharmacy practice.

#4.2 Generate one webinar per year that focuses on AI in Pharmacy.

**Key Action Steps**

#4.3 Develop case studies that focus on education, practice, and research for incorporation into Goals 2.1, 2.3, and 2.5.

**Metrics**

#4A Deliver AI webinar for members for 4 years, beginning Fall 2024.

#4B Attendance at AI webinar will be 100 in 2025 and grow the following three years to 300 members.

**Metrics**

#4C Use Task Force to develop cases by 2025.

## Goal 5 Foster communications and collaboration of the Society.

### Strategies

#1 Develop communications plan to provide transparency, foster collaborations and engage all members.	#2 Promote lifelong participation of Rho Chi members with chapters and Society.	#3 Collaborate with external organizations to engage members in-person meetings.
<p><b>Key Action Steps</b></p> <p>#5.1 Develop a master calendar of society communications.</p> <p>#5.2 Communications committee will develop a multi-level (chapters, national office, committees) and multi-modal (newsletters, emails, SM, other) communications plan in collaboration with national office, committees, and officers.</p> <p>#5.3 The Communications Committee and the National Office will develop metrics for the plan's subsequent use and/or align it with the Metrics in this Strategic Plan.</p>	<p><b>Key Action Steps</b></p> <p>#5.4 Communicate with students to provide a personal email and cell for the member database before they graduate.</p> <p>#5.5 Focus project proposals on engaging alumni for one cycle, and then promote their results.</p> <p>#5.6 Develop a toolkit for chapters to use to engage alumni members (e.g., identify rationale for continued engagement; ask alumni within 30 miles to serve as mentor or provide shadow; communicate via SM to alumni to encourage their participation in local chapters; faculty who are Rho Chi members to contribute to the vitality of their local chapter).</p> <p>#5.7 Generate an alumni-funded Rho Chi scholarship or award (or emergency for fees).</p>	<p><b>Key Action Steps</b></p> <p>#5.8 Host in-person annual gatherings of our student members and advisors at APhA in collaboration with PLS.</p> <p>#5.9 Host in-person gathering for chapter advisors every 2 years at AACCP.</p> <p>#5.10 (same as #2.6) Explore partnership with ACCCP re research project proposal and IPHO re case presentations to increase collaboration and visibility.</p>
<p><b>Metrics</b></p> <p>#5A Communications committee will develop a comprehensive, multi-level and multi-modal communications plan by June 2025, implement metrics for its use and evaluation.</p>	<p><b>Metrics</b></p> <p>#5B Obtain 70% member emails that are personal and not university-based by May 2024.</p> <p>#5C Review and implement recommendations adopted by Executive Committee from Alumni Task Force by June 2025.</p> <p>#5D Track metrics from annual reports about number of alumni and faculty participating in events, beginning Summer 2025.</p> <p>#5E Establish new scholarship or award by Summer 2026.</p>	<p><b>Metrics</b></p> <p>#5F Evaluate success of PLS/Rho Chi in-person event in Orlando via number of members and chapters attending, and estimate cost per chapter, (e.g., success of 2024 in-person event at APhA via student members, representing at least 30 chapters).</p> <p>#5G Attendance at advisor in-person event will have 40% of chapters represented, beginning 2025.</p>