

# Phi Lambda Sigma Presents: Chapter Advisor Workshop

Wednesday November 18th, 2020

Student Engagement Committee & Alumni Engagement Committee

## Introductions

- Moderator: Whitney Simerlein, PharmD - AEC Chair
- Brandon Jennings, PharmD, BCACP - NEC Executive Director
- Michael Mueller, PhD - NEC President-Elect
- Rashid Abdoh, PharmD Candidate - National Member-at-Large
- Regan Tyler, PharmD - SEC Chair
- Courtney Dawson, PharmD, MPH
- Kenric Ware, PharmD, MBA, AAHIVP
- Pamela Wong-Wiltfang, PharmD, MPH
- Aaron Sturgeon, PharmD
- Larissa Ostfeld, PharmD Candidate

## Breakout Rooms

- Ice breakers
  - Introduce yourself, grab something close to you that you can tell a story about!
  - What is your favorite Phi Lambda Sigma memory?

## Question & Answer

- How do chapters go about having a large scale initiation virtually?
  - *Presented by Brandon Jennings:*
  - Virtual Induction Ceremony Hints
    - Script Modifications
      - Pinning
        - Inductee pin themselves, friend or family member complete the pinning
      - Candle
        - Can have a fake candle, or candle on a screen
        - Or read through that part of the script, then move on
    - Speakers
      - More speakers
        - More options in these virtual times
      - Think Big!
        - Governor
        - Pharmacy leaders
        - Community members
        - Zoom is a great way to get lots of people involved that might otherwise not attend in person

- Logistics
  - Leadership highlight reel for new members to view
    - Slides rolling as people enter the Zoom so they have something to look at when they enter
  - Review script with current officers
    - Harder to freestyle and fix logistical errors when virtual
  - Request membership materials early
    - More steps in the supply chain, all materials sent to a single location and then out to the inductees
- Other
  - Common Zoom background
    - Phi Lambda Sigma background or solid background
  - Family members pinning
    - Options when not being together in a group
  - Social connections through breakout rooms in zoom
    - More intimate than a single large group meeting
  - Link to purchase materials on Phi Lambda Sigma website
    - Purchase through the link, use the form, follow the directions as close as possible
    - Major credit cards, check, no PayPal or Venmo
    - Keep timing in mind when ordering materials
- *Group comments:*
  - Group picture of the inductees within Zoom, have others turn off their cameras
  - One person with their camera on to signal a time when they might otherwise be standing up in the crowd, can use the "hide non-video participants" feature
  - Rho Chi is moving to medallions from cords, is there a potential for Phi Lambda Sigma to change from cords to medallions?
    - *Brandon:* Discussions are occurring, may also be an option to sell individuals to those that make an additional purchase
    - Regalia changes may need to be approved at certain institutions so lead time would be appreciated by chapter advisors
- Officer Transitions: What materials can PLS provide to support outgoing and incoming officers to support their professional development during this time?
  - *Brandon:*
    - NEC attempting to ramp up leadership development on the national level and spreading that to local chapters as well
    - GiANT Worldwide toolkit to aid in leader development is being used by the NEC

- The purpose of the NEC initiatives is to bring resources and ideas back to the chapters
    - Development space for leadership development
    - Collegiate leader academy in process, meeting with facilitators and discussing how to bring tools and ideas back to their chapters
  - *Group comments:*
    - Outgoing officer is not sure of their role in regards to transitions, a check-list for transitions may be helpful to facilitate the process
    - Professionalism could be an area of improvement for chapter advisors in regards to these transitions
    - Brandon: Operations manual is coming to help facilitate transitions year to year and provide a guide for chapters
    - One pager of officer responsibilities, edit each year based on chapter evolution and review the document prior to each transition
    - Dinner and quality time to help facilitate transitions and make it a meaningful time for all and a productive discussion
    - Rubric for evaluating students for the application/selection process to provide some consistency from year to year
    - Once all scores are collected, the aggregates are blinded. The group then determines a cut-off which eliminates a lot of the subjectivity.
- What leadership opportunities are available for our student members at the national and regional level?
  - National Member-at-Large (2)
  - Speaker of the House (1)
  - Three elected positions total, elected each year at the House of Delegates
  - Regional Liaisons are also an available position for students, they communicate between the NEC and the local chapters, they are selected by the NEC
  - Variety of committee positions also available to students
  - Committee structure to facilitate workflow within the organization and increase productivity
- Are there additional opportunities available for students to engage in networking at this level outside of elected or appointed positions?
  - *Not discussed due to time constraints*
- How can current chapter members connect with potential new members? How can we make potential members feel that PLS is “accessible”?
  - Application based process may be the easiest especially given the virtual setting most people are currently in at this time
  - Hybrid models are also utilized, some schools may have multiple campuses and one chapter which makes nominations difficult
    - *Example given:* call for nominations, then do an open call where individuals can self-nominate, followed by an application process and

applicant review (summer application window, applications reviewed in early fall)

- Those who are looking at the application were only accepted the year prior and there may be no consistency from one year to another (if inducting students in their second year)
  - The process feels new every year because the advisor is the only constant piece of the process
  - *Group feedback*: Document as much as possible, as an advisor attempts to facilitate the hand-off as best as possible. Utilize outgoing members to explain the transition to the new members.
  - President and President-Elect working together can help facilitate the membership selection process, allows for more consistency
  - Utilize the role of “immediate past” within the executive board to serve as a point of contact and the immediate past executive board members (or one or two) can attend to help provide some insight
  - Electronic application that can score applicants automatically (positions worth certain points) and the application, points and rubric evaluated each year to facilitate continuous quality improvement
- What are the best ways to provide continuity and engagement for 3-year PharmD programs with relatively rapid turnover?
  - Organization fairs during new student orientation to increase awareness of Phi Lambda Sigma early on in the process, facilitate discussions and introduce potential mentors
- It is often difficult to support chapter activities through fundraising efforts. What ideas do other chapters have or what has been successful in achieving fundraising goals?
  - Virtual alumni reunion for Phi Lambda Sigma to help encourage donations (certain amounts of money to provide various types of support to the chapter and chapter members)
  - Commission for sales of various items to students and faculty (stethoscopes, cuffs, etc) If students were to ask what materials they need for pharmacy school they can be encouraged to purchase items to support their school and Phi Lambda Sigma chapter
  - Professional headshots offered for a fee
  - Portfolios, which is great for students to use on interviews
  - Boon Supply, bedsheet sale
  - University labeled padfolios right before the career fair and Midyear each year. As more students are carrying tablets, now investigating tablet cases
  - *Brandon*: As advisors, I encourage you to work with your chapters to help establish a realistic operating budget. How much money is really needed to operate the chapter?

- How do we keep our student leaders engaged in PLS when they are already actively involved in many other organizations?
  - *Not discussed due to time constraints*
- What are the best ways to connect with local alumni and keep them engaged? Do other chapters have a successful model for this?
  - Reach out to local residency programs to see if current residents are Phi Lambda Sigma members that would like to be involved post-graduation
  - All our guest speakers are only alumni. Those are speakers at our monthly meetings and for our round table leadership discussion.

### **Announcements**

- MUSC PLS Leadership Conference