



THE UNIVERSITY OF BRITISH COLUMBIA

Faculty of Pharmaceutical Sciences

Graduate Diploma in Pharmacy Leadership (GDPL)

Patricia Gerber, B.Sc.(Pharm), ACPR, Pharm.D., FCSHP, RPh. - Director, Degree Programs for Pharmacists

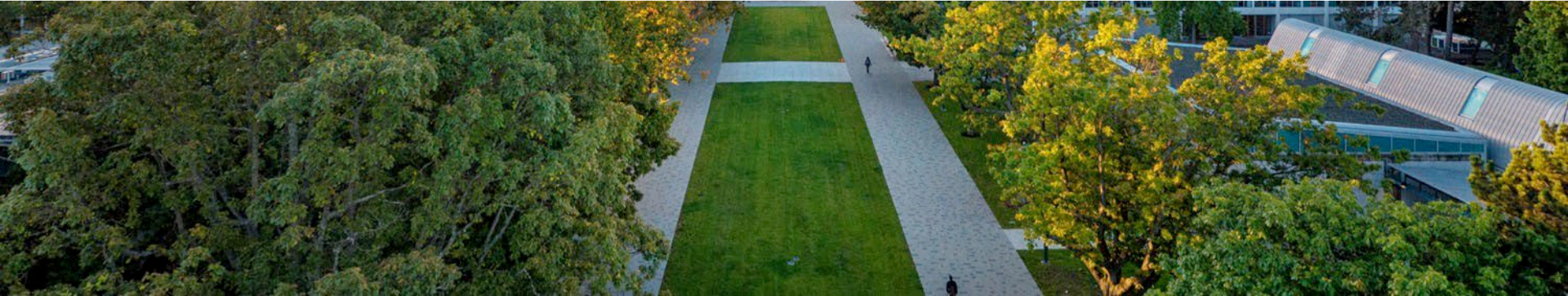
Kenji Scott – RSE, B.A. - Program Manager, Degree Programs for Pharmacists

Vicky Chan – BA, MEd - Assistant Director, Office of Student Services

December 2023



UBC's two main campuses are located on the traditional, ancestral and unceded territories of the x^wməθk^wəy̓əm (Musqueam) and Syilx (Okanagan) peoples. UBC's activities take place on Indigenous lands throughout British Columbia and beyond.



Agenda

1. Why a new Graduate Diploma in Pharmacy Leadership?
2. Who is it for?
3. What will GDPL graduates be able to do?
4. The curriculum and Program delivery
5. How to apply
6. Your questions



Why a new GDPL?



The challenges of working at UBC are not just about the building and the site, but also about the campus and the open spaces. The building design is a key element in the campus and open spaces. The building design is a key element in the campus and open spaces. The building design is a key element in the campus and open spaces.

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A primed, new Canadian pharmacy landscape

In Education:

1. Replacement of the BSc with the PharmD as entry-to-practice degree.
2. Emergence of clinical “bridging” programs for BSc-trained pharmacists.
3. Growth of Pharmacy Practice Residency Programs in number and scope.
4. Sundown of the Graduate PharmD Programs (UBC and UT).

In Practice:

1. New models of care, new services, new healthcare platforms
2. Expanding scope of pharmacy practice and new pharmacist roles
3. Pharmacists as central to the healthcare system: new opportunities and challenges

A new gap, a new need, a new opportunity

- The need for clinically competent pharmacists has been well-addressed
- Some pharmacists pursue non-pharmacy-specific master-level programs (e.g., MBA, MHA, MPH) or certificate programs
- There is no longer a ***pharmacy-specific* educational path** designed for pharmacists to become **professional leaders** ...until now.
- First and *only* pharmacy-specific leadership program in Canada, focused on developing tomorrow's leaders in the profession

Staying ahead of changing trends in the profession

- **The GDPL** was designed to:
 - Give pharmacists **leadership skills** that historically took years of experience to obtain
 - Open doors to pharmacists who want to advance their **skills as leaders**
 - Give pharmacists in rural/remote communities access to leadership development
 - Respond to a **robust engagement** with a range of **stakeholders and employers**
 - Graduate **capable, marketable pharmacy leaders** who can lead across a settings

Extensive consultative process: 2018-2022

Multi-phase consultation and market engagement process

- Leaders, employers, stakeholders, working pharmacists, pharmacy residents, students

Program Development Task Force comprised of representatives from:

- Out-patient care pharmacists and corporate leaders
- Ambulatory and primary care leaders and pharmacists
- Health Authorities leaders and pharmacists
- BC Pharmacy Association
- The College of Pharmacist of BC
- BC Ministry of Health Pharmaceutical, Laboratory & Blood Services Division
- BC Centre on Substance Use
- BC Ministry of Health Therapeutic Review & Optimal Use, Drug Intelligence & Optimization

An abstract 3D graphic on a light blue background with a fine dot pattern. It features several blue rectangular blocks of varying heights and widths, some connected by a thick orange line. A large, smooth orange sphere is positioned at the top right of the orange line. A white rectangular box is overlaid on the scene, containing the text.

**Who is the GDPL for?
What will graduates be able to do?**



Designed for pharmacists:

- Employed in, or seeking roles within Canadian pharmacy settings, **where leadership is applied, valued, needed**
- With **aptitude and motivation to lead**
 - with or without leadership experience.
 - may bring leadership experience, to elevate your skills and abilities
 - may have recently assumed leadership roles, seeking further development
 - may be ready to explore new job opportunities
 - leadership skills can elevate your professional profile!
- Who learn best in **small, collaborate cohorts**
- Who wish to **learn while applying** their new knowledge/skills to their workplace

GDPL Program Learning Outcomes

1. Apply principles of **organizational behaviour and change management** to critique existing practice models.
 2. Apply best practices and **latest thinking, to current leadership issues**, challenges, and opportunities confronting pharmacy.
 3. Apply evidence supporting **pharmacy decision- and policy-making** to the design, development, and implementation of healthcare policy.
 4. Apply specific models of **communication** and principles of **conflict management** to lead in challenging circumstances.
 5. Interpret & apply best practices & pedagogical principles to **lead and educate diverse audiences**.
 6. Enhance and support **leadership development in self and others**, leveraging individual strengths, values, and roles
- 

A Unique Program

- **Credentials**
- **Leadership as curricular focus**
- **For pharmacists**
- **Exemplary** GDPL Faculty leaders:
 - Expertise, innovation, and scholarly track record
 - Award-winning subject matter experts with exemplary teaching experience
 - Decades of experience developing, inspiring, and supporting students
- **Peers who are pharmacists** with a range of interests, experiences, perspectives to learn from and with

Credential: a UBC Graduate Diploma

Upon applying: UBC Faculty of Graduate and Post-Doctoral Studies

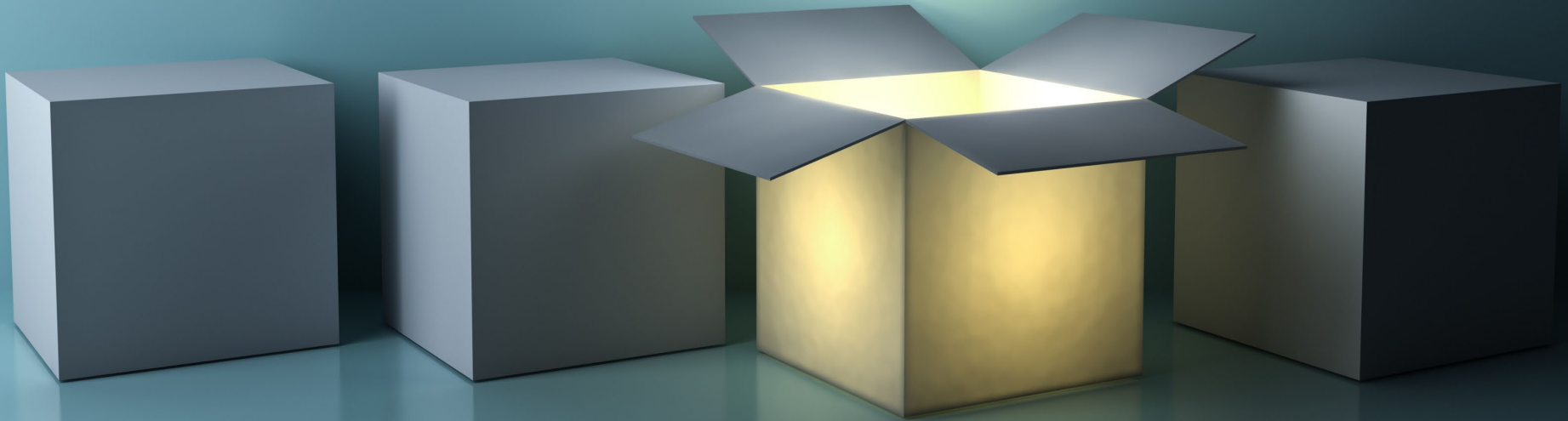
- Admission requirements equivalent to master-level programs
- Academic rigor equivalent to UBC graduate degree programs

Instruction: Faculty of Pharmaceutical Sciences and Sauder School of Business

Credential, graduation and convocation:

- Graduate Diploma in Pharmacy Leadership (UBC parchment and transcript)
- Convocation: at the UBC Graduation Ceremony

Program Curriculum and Delivery



Curriculum overview

Curriculum: 5 courses; 18 credits; 12 months

Delivery: Online; mainly asynchronous, some synchronous components

Mandatory in-person dates: September 9 – 13, 2024 at UBC Vancouver

- Program Orientation and Sauder School of Business immersive course

Courses:

- Leadership & Organizational Behaviour
- Evidence-Informed, Decision-Making in Healthcare
- Contemporary Leadership Issues in Pharmacy
- Leadership in Pharmacy Education
- Pharmacy Leadership Seminar

Program Schedule

WINTER TERM 1	WINTER TERM 2	SUMMER TERM 1	SUMMER TERM 2
<p data-bbox="28 380 285 416">Sep 9 – 13, 2024</p> <p data-bbox="28 473 183 509">In-person</p>	<p data-bbox="573 380 865 416">Jan 8 – Apr 9, 2025</p>	<p data-bbox="991 380 1335 416">May 12 – Jun 19, 2025</p>	<p data-bbox="1435 380 1727 416">Jul 2 – Aug 8, 2025</p>
<p data-bbox="28 711 351 748">Sep 16 – Dec 5, 2024</p>			<p data-bbox="1435 773 1715 809">Mid-August, 2025</p>

Program Schedule

WINTER TERM 1	WINTER TERM 2	SUMMER TERM 1	SUMMER TERM 2
<p>Sep 9 – 13, 2024</p> <p>In-person Program Orientation</p> <p>PHRM 520 - Leadership and Organizational Behaviour In- person (3 CR)</p>	<p>Jan 8 – Apr 9, 2025</p> <p>PHRM 522 - Contemporary Leadership Issues in Pharmacy</p> <p>Online (6 CR)</p>	<p>May 12 – Jun 19, 2025</p> <p>PHRM 523 – Leadership in Pharmacy Education</p> <p>Online (3 CR)</p>	<p>Jul 2 – Aug 8, 2025</p> <p>PHRM 524 - Pharmacy Leadership Seminar Online (3 CR)</p>
<p>Sep 16 – Dec 5, 2024</p> <p>PHRM 521 – Evidence-Informed, Decision-Making in Healthcare</p> <p>Online (3 CR)</p>			<p>6 hours in mid-August, 2025</p> <p>PHRM 520 and Program (wrap-up) (online)</p>

The Curriculum

- Alignment with the **LEADS in a Caring Environment Framework**
 - An evidence-based model for leadership in the Canadian healthcare system <https://www.leadsglobal.ca>
Lead Self, Engage Others, Achieve Results, Develop Coalitions, Systems Transformation
- **Unique opportunities to engage with professional coach**
- **Important integrated themes:**
 - Leader identity formation
 - Equity, diversity, inclusion, Indigenous, marginalized, under-served populations
 - Rural practice-related care, services, challenges, issues
- Course/Program completion as "**accredited learning records**" when renewing your pharmacy license

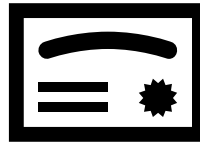
How to Apply



ADMISSION REQUIREMENTS



Meet the academic requirements



Licensure / Eligibility for
licensure as a pharmacist



Completed application

ADMISSION REQUIREMENTS



Meet the academic requirements



Licensure / Eligibility for
licensure as a pharmacist



Completed application



- Eligibility for UBC graduate program at the master's level or above
- English language requirement if applicable

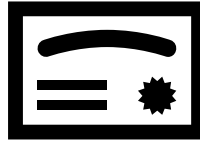
For graduates from a Canadian institution

- Min overall average: B+ range (76% at UBC) in 3rd- or 4th-year courses; or
- Academic standing min.12 credits of 3rd- or 4th-year courses: grade 80% or higher

ADMISSION REQUIREMENTS



Meet the academic requirements



Licensure / Eligibility for
licensure as a pharmacist



Completed application



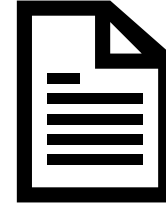
ADMISSION REQUIREMENTS



Meet the academic requirements



Licensure / Eligibility for
licensure as a pharmacist



Completed application



- Completed online application form
- Upload of all required supporting documents
- Payment of application fee
- Submission of your supplementary application responses
- Receipt of your referee reports



ADMISSION STEPS

Application Deadline
Supporting Document Deadline
January 31, 2024

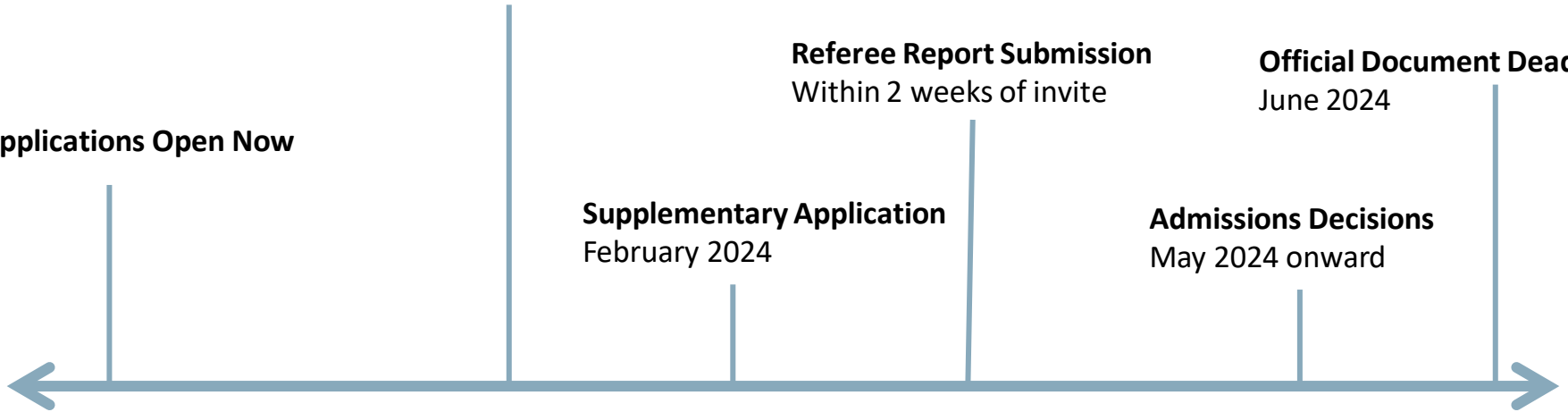
Applications Open Now

Supplementary Application
February 2024

Referee Report Submission
Within 2 weeks of invite

Admissions Decisions
May 2024 onward

Official Document Deadline
June 2024





ADMISSION STEPS

Application Deadline
Supporting Document Deadline
January 31, 2024

Referee Report Submission
Within 2 weeks of invite

Official Document Deadline
June 2024

Applications Open Now

Supplementary Application
February 2024*

Admissions Decisions
May 2024 onward

- Online application
- Application link available on our admission website





ADMISSION STEPS

Application Deadline
Supporting Document Deadline
January 31, 2024

Applications Open Now

Be prepared to provide:

- Personal particulars
- Academic background
- Professional background
- Referees' **contact information**

You will need to upload copies of:

Supporting Documents Required

- Academic transcript
- Proof of licensure / eligibility for licensure
- CV

Referee Report Submission
Within 2 weeks of invite

Official Document Deadline
June 2024

Admissions Decisions
May 2024 onward



ADMISSION STEPS

Application Deadline
Supporting Document Deadline
January 31, 2024

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Official Document Deadline
June 2024

Your aptitude and fit evaluation:

- Personal statement of goals
- CV
- References
- Interview (online)

Supplementary Application
February 2024

Admissions Decisions
May 2024 onward





ADMISSION STEPS

Application Deadline
Supporting Document Deadline
January 31, 2024

Referee Report Submission
Within 2 weeks of invite

Official Document Deadline
June 2024

Applications Open Now

Link sent to Referees for online form
to complete within 2 weeks.

Supplementary Application
February 2024

Admissions Decisions
May 2024 onward





ADMISSION STEPS

Application Deadline
Supporting Document Deadline
January 31, 2024

Referee Report Submission
Within 2 weeks of invite

Official Document Deadline
June 2024

Applications Open Now

Supplementary Application

Admissions Decisions

Admitted students will be instructed to send official documents to the University (will not be returned).





PROGRAM FINANCES

Items	Fees (CAD)
Per Credit Fee*	
for domestic students	\$555.56
for students on a study permit	\$972.22
Program Application Fee	
for domestic students	\$114.00
for students on a study permit	\$168.25

*Estimated tuition = CAD \$10,000 (domestic students); CAD \$16,700 (international students)

Your questions

1. Which faculty member will be teaching each of the courses?
2. How does this differ from the Pharmacy Manager training offered by BCPHA?
3. How are you intending to have students connect with pharmacy leaders for the pharmacy leadership seminar? Have you already identified some leaders?
4. Will the program count as a regular year of study for the purpose of prerequisites programs such as UBC medicine?



Your questions

5. Will tuition and time spent taking the GDPL be worthwhile in the increased wages?
6. Can one pursue the MHA and GDPL concurrently?
7. Will there be any difference in admission requirements for those with the previous BSc Pharm vs current PharmD?
8. Is this considered a full-time or part-time program? Will it be eligible for the Lifelong Learning Program?





Thank you for attending!

- Applications open now at pharmsci.ubc.ca/GDPL
- Closing date: January 31, 2024!
- Need help? Contact us at pharmsci.dpl@ubc.ca