Graduate Diploma in Pharmacy Leadership (GDPL)

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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 xʷməθkʷəy̓əm (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?
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
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
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

Extensive consultative process: 2018-2022
Who is the GDPL for?
What will graduates be able to do?
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
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
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<td>In-person Program Orientation</td>
<td>PHRM 522 - Contemporary Leadership Issues in Pharmacy</td>
<td>PHRM 523 – Leadership in Pharmacy Education Online (3 CR)</td>
<td>PHRM 524 - Pharmacy Leadership Seminar Online (3 CR)</td>
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- Jan 8 – Apr 9, 2025: PHRM 522 - Contemporary Leadership Issues in Pharmacy Online (6 CR)
- May 12 – Jun 19, 2025: PHRM 523 – Leadership in Pharmacy Education Online (3 CR)
- Jul 2 – Aug 8, 2025: PHRM 524 - Pharmacy Leadership Seminar Online (3 CR)
- 6 hours in mid-August, 2025: PHRM 520 and Program (wrap-up) (online)
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

- 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

- 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

Meet the academic requirements
Licensure / Eligibility for licensure as a pharmacist
Completed application
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

Supporting Document Deadline
January 31, 2024
Applications Open Now

- Online application
- Application link available on our admission website
ADMISSION STEPS

Application Deadline
Supporting Document Deadline
January 31, 2024

You will need to upload copies of:

**Supporting Documents Required**
- Academic transcript
- Proof of licensure / eligibility for licensure
- CV

Be prepared to provide:
- Personal particulars
- Academic background
- Professional background
- Referees’ contact information
ADMISSION STEPS

- Application Opens: November 1, 2023
- Application Deadline: January 31, 2024
- Supporting Document Deadline: January 31, 2024
- Supplementary Application: February 2024
- Referee Report Submission: Within 2 weeks of invite
- Admissions Decisions: May 2024 onward
- Official Document Deadline: June 2024

Your aptitude and fit evaluation:
- Personal statement of goals
- CV
- References
- Interview (online)
UBC Faculty of Pharmaceutical Sciences

ADMISSION STEPS

Applications Open Now

Application Deadline
Supporting Document Deadline
January 31, 2024

Supplementary Application
February 2024

Referee Report Submission
Within 2 weeks of invite

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

Admissions Decisions
May 2024 onward

Official Document Deadline
June 2024
Admitted students will be instructed to send official documents to the University (will not be returned).
## PROGRAM FINANCES

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<td>for students on a study permit</td>
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*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?
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