Graduate Diploma in Pharmacy Leadership (GDPL)

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The Faculty of Pharmaceutical Sciences building is located on the traditional, ancestral, unceded territory of the Halkomelem-speaking Musqueam people.

We also acknowledge the many lands and territories in which pharmacists study and practice across Canada, 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?
Pharmacy educational landscape
- BSc (Pharm) to PharmD as entry degree
- Clinical “bridging” programs for BSc (Pharm)-trained pharmacists
- Expansion of residency programs

Historically, leadership roles filled by pharmacists with years of experience
- The evolving healthcare system
- Expanding Pharmacy’s scope & challenges
- The current labour market

Multi-phase consultation and market engagement process
A Graduate Diploma in Pharmacy Leadership (GDPL) to:

• Accelerate the development of pharmacists as leaders.
• Help address the opportunities and complexities of the imminent workforce “leadership gap”

Canada’s only formal educational path designed by pharmacists specifically for pharmacists to become leaders
Designed for pharmacists:

• Employed in or seeking roles within 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
What motivates pharmacists to apply?

1. Career Advancement: competitive edge and promotion opportunities
   • Position yourself for new roles, stand out in a competitive market

2. Professional and personal growth and development
   • Develop leadership skills: Increase confidence in your ability to lead effectively
   • Improve job performance and take on new challenges and responsibilities
   • Be better able to deal with day-to-day challenges in your workplace

3. Networking opportunities
   • Network with like-minded colleagues/peers

4. Leading Pharmacy/healthcare in a changing landscape
   • Set yourself up to adapt to the evolving pharmacy landscape: lead the profession forward
   • Be better prepared for the demands of the profession
UBC Faculty of Pharmaceutical Sciences

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
Curriculum overview

Curriculum: 5 courses; 18 credits
Duration: 12 months (September to August)
Delivery: Online; mainly asynchronous, some synchronous components
Mandatory: 1-week in-person Program Orientation and leadership immersive course in September, at the UBC Vancouver campus
Class size: 15-25 students: pharmacy peers with a range of interests, experiences, and perspectives to learn with and from
Faculty: Award-winning leaders with exemplary teaching experience
Curriculum: 5 courses

1. Leadership & Organizational Behaviour (Sauder School of Business)
   • to cultivate leadership development in the self and in others
   • to enhance organizational dynamics

2. Evidence-Informed, Decision-Making in Healthcare
   • to develop and apply decision-and policy-making skills

3. Contemporary Leadership Issues in Pharmacy
   • to lead during challenges and capitalize on opportunities

4. Leadership in Pharmacy Education
   • to engage, educate, and lead diverse audiences

5. Pharmacy Leadership Seminar
   • to examine and develop leadership effectiveness
Curricular foci across the 5 courses:

- Leading self and engaging others
- Leading with skill in organizational behavior and culture
- Leveraging strengths, values, and roles in the self and others
- Achieving change management buy-in
- Applying decision-and policy-making skills
- Demonstrating skills in conflict management and giving feedback
- Leading in challenging circumstances
- Educating and leading diverse audiences
- Embodying leadership effectiveness
Other curricular features

- Aligned with the “LEADS in a Caring Environment” framework, a widely adopted, evidence-based guide for health professions leadership development
  - Lead Self, Engage Others, Achieve Results, Develop Coalitions, Systems Transformation
- Contributions from the UBC Sauder School of Business
- Professional coaching: activities centered around personal/professional growth
- Exploration of the “leader identity”
- Curriculum designed for real-world relevance and immediate application
  - Applied, authentic assessments; no exams
- Course/Program completion "accredited learning records" for pharmacy license renewal
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<tr>
<th>WINTER TERM 1</th>
<th>WINTER TERM 2</th>
<th>SUMMER TERM 1</th>
<th>SUMMER TERM 2</th>
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<tbody>
<tr>
<td>Sep 8 – 12, 2025</td>
<td>Jan – Apr 2026</td>
<td>May – mid-Jun 2026</td>
<td>Jul – early Aug 2026</td>
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<tr>
<td>In-person Program Orientation</td>
<td>PHRM 522 - Contemporary Leadership Issues in Pharmacy Online</td>
<td>PHRM 523 – Leadership in Pharmacy Education Online</td>
<td>PHRM 524 - Pharmacy Leadership Seminar Online</td>
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<td>PHRM 520 - Leadership and Organizational Behaviour In-person</td>
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<td>Sep 15 – Dec 2025</td>
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<td>5 hrs in mid-August 2026</td>
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<td>PHRM 521 – Evidence-Informed, Decision-Making in Healthcare Online</td>
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<td>PHRM 520 &amp; Program Wrap Up Online</td>
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ADMISSION REQUIREMENTS

Eligibility for licensure as a pharmacist

Academic /professional requirements

Completed application form / documents
APPLICATION - 3 EASY STEPS

1. Simple online application form

2. Your video-recorded responses to 3 questions to help us learn more about you

3. Contact information of 2 referees

If accepted into the Program: Official transcripts

Support is available to answer your questions throughout the process
## COST OF PROGRAM

Current at date of presentation

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<th>Application fee</th>
<th>Cost per credit</th>
<th>TOTAL Tuition</th>
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<tbody>
<tr>
<td>Domestic students</td>
<td>$114.00</td>
<td>$555.56</td>
<td>$10,000 CAD</td>
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<tr>
<td>International students</td>
<td>$168.25</td>
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Thank you for attending!

- Applications open October 1st at pharmsci.ubc.ca/GDPL

- Questions? Contact us at pharmsci.dpl@ubc.ca
  - Next Info Night is September 18