




THE UNIVERSITY OF BRITISH COLUMBIA

Faculty of Pharmaceutical Sciences

# The Graduate Diploma in Pharmacy Leadership (GDPL)



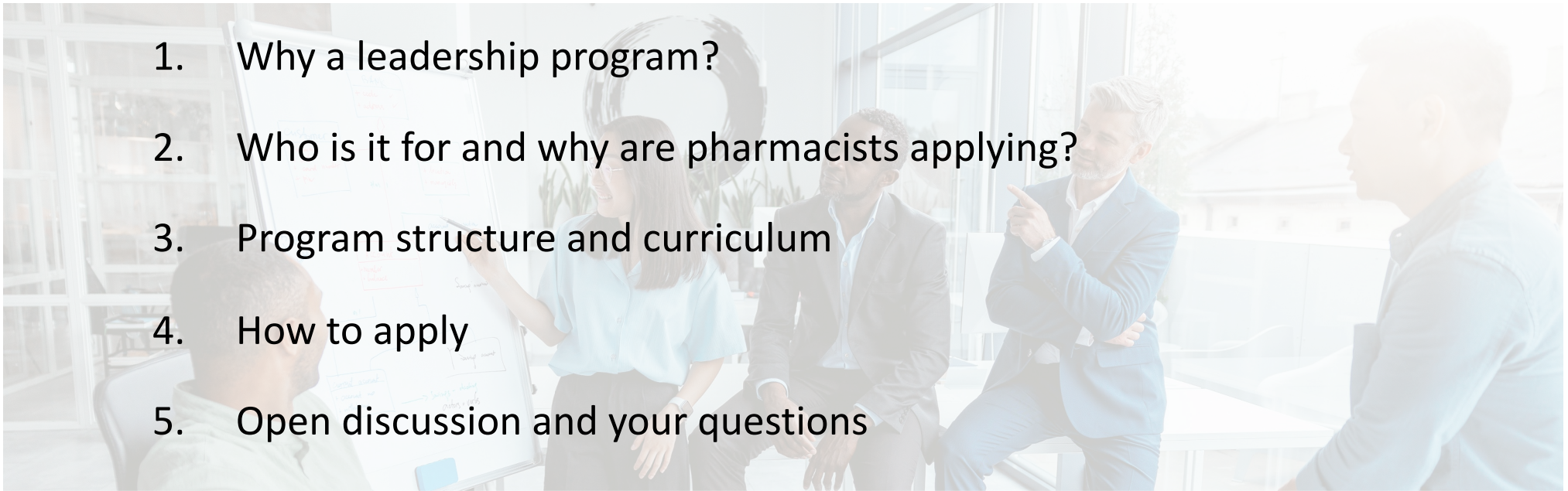
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Program Director

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Program Manager

June 2025

# Agenda

1. Why a leadership program?
2. Who is it for and why are pharmacists applying?
3. Program structure and curriculum
4. How to apply
5. Open discussion and your questions



- **Pharmacy educational landscape**

- BSc (Pharm) to PharmD as entry degree
- Clinical “bridging” programs for BSc (Pharm)-trained pharmacists
- Expansion of residency programs

- **Multi-phase consultation and market engagement process**

- **Historically, leadership roles filled by pharmacists with years of experience**

- An evolving healthcare system
- Expanding Pharmacy’s scope & challenges
- A challenging current labour market

} All of these demand  
market-ready leaders

## A Program...

1. For pharmacists who:
  - Are licensed or eligible for licensure
  - Come from any sector of the profession
  - Bring some or no prior leadership experience
2. That grants a diploma credential; is part of UBC Graduation Ceremony
3. Of 11 months in duration
4. For pharmacists to complete while working

# What motivates pharmacists to apply?

## **1. Professional and personal growth and development**

- Increase confidence in their ability to lead; improve job performance
- Be better able to deal with day-to-day challenges in the workplace

## **2. Leading in a changing pharmacy landscape**

- Set themselves up to adapt to the evolving landscape
- Be better prepared for the demands of the profession

## **3. Career advancement: competitive edge and promotion opportunities**

- Position themselves for new roles, stand out in a competitive market

## **4. Networking opportunities**

- Network with like-minded colleagues from diverse domains in the profession

## Curriculum topics:

- **Leading self**; leveraging **strengths and values** in the self and others
- Leading with confidence around **organizational behavior and culture**
- Sourcing and applying evidence to support **decision- and policy-making**
- Leading change and achieving **buy-in and sustainability**
- Demonstrating coaching skills in **managing conversations and giving feedback**
- Leading in **challenging circumstances and contexts**
- Leading and educating diverse **audiences**
- Embodying **leadership effectiveness**

## Curriculum overview

**Curriculum:** 5 courses

**Duration:** 11 months (2<sup>nd</sup> week of September to 2<sup>nd</sup> week of August)

**Delivery:** Online; mainly asynchronous, some synchronous sessions

Mandatory 1-week in-person Program Orientation and Leadership Immersive at the UBC (Vancouver) in September 2026

**Small class size:** Pharmacy peers with a range of interests, experiences, perspectives

**Faculty:** Award-winning academics, pharmacists, and thought-leaders



# PHRM 520: Leadership and Organizational Behaviour

Dr. Jonathan (Jon) Evans, B.S, MBA, Ph.D, Assistant Professor



- Leadership and organizational behaviour
- Leadership from an individual, one-to-one level
- Leadership from a team perspective
- Leadership from an organizational perspective
- Introduction to coaching principles and practices



# PHRM 521: Evidence-Informed, Decision-Making in Healthcare

Dr. Peter Loewen, BSc(Pharm), ACPR, PharmD, FCSHP, Associate Professor



- Data sources
- Decision-making models and levels of evidence
- Informed decisions in public health activities
- Evidence in public health interventions
- Non-research evidence in decision-making
- Economic evaluations as evidence

# PHRM 522: Contemporary Leadership Issues in Pharmacy

Rob Pammett, BSc, BSP, MSc, Assistant Professor, Clinical Associate Professor



- Ethical shared-decision making and collaborative practice
- Management of pharmacy services
- Balancing responsibilities with patient care
- Workforce wellness

Dr. Ricky Turgeon, BSc(Pharm), ACPR, PharmD, Assistant Professor



- Addressing workplace pressures
- Advocating within healthcare systems
- Culturally safe and competent advancement of the profession
- Relevance of legislation to health services

# PHRM 523: Leadership in Pharmacy Education

Dr. Kerry Wilbur, BSc(Pharm), ACPR, PharmD, MScPH, Ph.D, FCSHP, Associate Professor



- Teaching perspectives
- Locus of control, learner motivation
- Kolb's learning cycle; learning design
- Universal Design for Learning
- Leading and navigating educational change
- Evaluating educational change

Dr. Sandra Jarvis-Selinger, Ph.D, Professor and Associate Dean, Academic



Dr. Patricia Gerber, BSc(Pharm), ACPR, PharmD, FCSHP, RPh, Associate Professor of Teaching



# PHRM 524: Pharmacy Leadership Seminar

Dr. Roxane Carr BSc, BSc(Pharm), ACPR, PharmD, BCPS, FCSHP, Clinical Instructor



- Leadership effectiveness: styles, behaviours, practices of contemporary pharmacy leaders
- Delivery of a seminar and a facilitated discussion
- Examples of topics:
  - Leading effective meetings
  - Creating inclusive workspaces
  - Inspiring a shared vision and strategic direction
  - Leading change
  - Leadership in a multi-generational workforce

## Unique curricular features:

- **No exams.** Assessments are authentic, applied in real-time to the workplace
- Aligned with the Canadian College of Health Leaders' "**LEADS in a Caring Environment**" framework, a widely adopted, evidence-based guide for health professions leadership development <https://cchl-ccls.ca/pld-leads/the-leads-framework/>
- Cross-curriculum exploration of how you are developing an evolving "**leader identity**"
- **Professional coaching:** to help in your own career plans/professional opportunities, challenges, etc., and to help you develop coaching skills for leading others

## Program structure and schedule

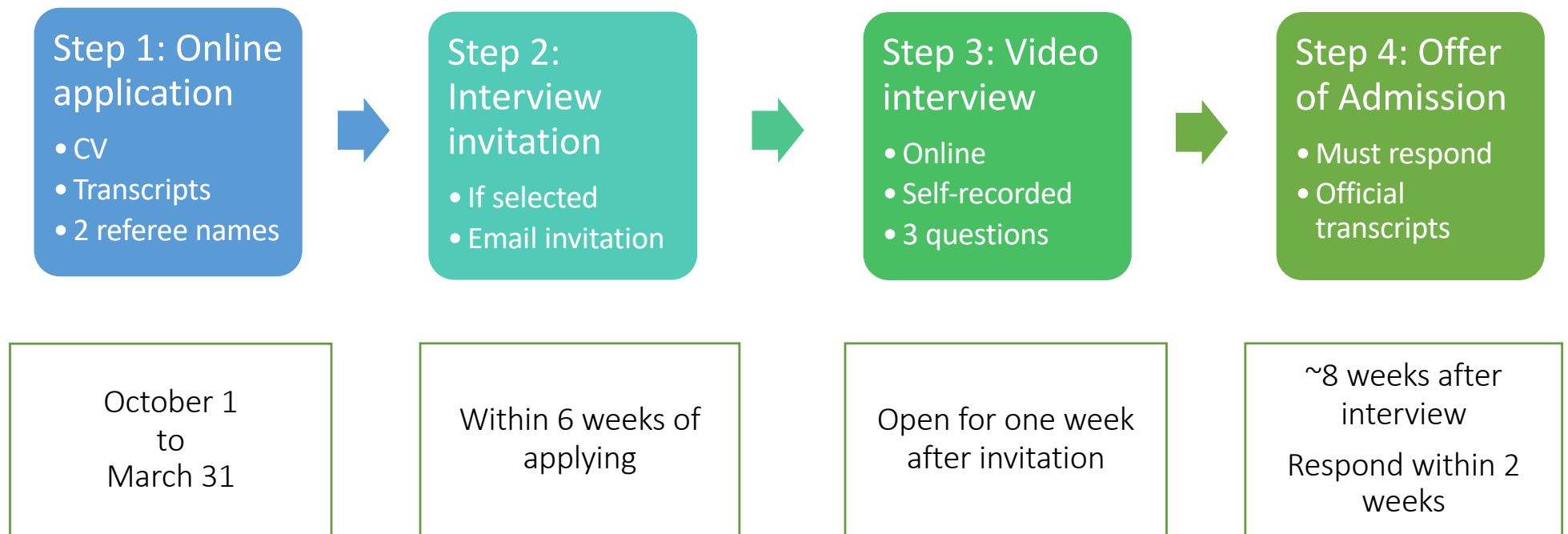
WINTER TERM 1	WINTER TERM 2	SUMMER TERM 1	SUMMER TERM 2
<b>Sep 14 – 18, 2026</b>  In-person Program Orientation  PHRM 520 - Leadership and Organizational Behaviour In- person	<b>Jan – Apr 2027</b> PHRM 522 - Contemporary Leadership Issues in Pharmacy  Online	<b>May – Jun 2027</b>  PHRM 523 – Leadership in Pharmacy Education  Online	<b>Jul – early Aug 2027</b>  PHRM 524 - Pharmacy Leadership Seminar Online
<b>Sep 21 – Dec 2026</b>  PHRM 521 – Evidence-Informed, Decision-Making in Healthcare  Online			<b>4 hours in mid-August 2027</b>  PHRM 520 & Program Wrap Up  Online

# How to Apply





## Process and timeline



# Application notes

- Applicant review process begins as soon as the application is submitted
- If accepted into the program, you will need to submit official transcripts
- **Support is available to answer your questions throughout the process**

## Step 1: Online application

- CV
- Transcripts
- 2 referee names

October 1  
to  
March 31

## Step 2: Interview invitation

- If selected
- Email invitation

Within 6 weeks of  
applying

## Step 3: Video interview

- Online
- Self-recorded
- 3 questions

Open for one week  
after invitation

## Step 4: Offer of Admission

- Must respond
- Official transcripts

~8 weeks after  
interview  
Respond within 2  
weeks

## Cost of program

Current at date of presentation. Does not include standard UBC/AMS student fees.

	<b><i>Application fee</i></b>	<b><i>Total Cost</i></b> <i>(Paid in 3 equal payments due in Sep, Jan, and May)</i>
Domestic students	\$118.50	\$10,500 CAD
International students	\$168.25	\$18,500 CAD

UBC Faculty of Pharmaceutical Sciences



- Applications open October 1, 2025
- All details at: [pharmsci.ubc.ca/GDPL](https://pharmsci.ubc.ca/GDPL)