



THE UNIVERSITY OF BRITISH COLUMBIA
Faculty of Pharmaceutical Sciences

The Graduate Diploma in Pharmacy Leadership (GDPL)



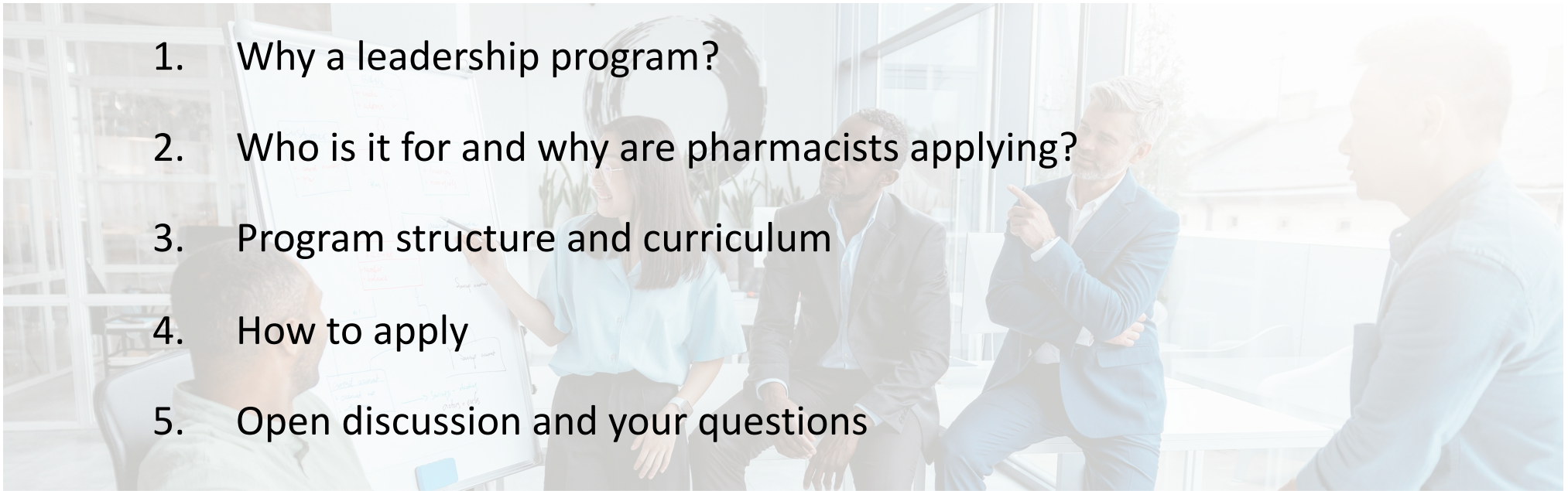
Patricia Gerber, B.Sc.(Pharm), ACPR, Pharm.D., FCSHP, RPh.
Program Director

Kenji Scott, B.A., RSE
Program Manager

September 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

} These all 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 UBC diploma credential
3. Online; 11 months
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

- 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 overview

- Curriculum:** 5 courses
- Duration:** 11 months (2nd week of September to 2nd week of August)
- Delivery:** Online; mainly asynchronous, some synchronous sessions
Mandatory 1-week in-person Program Orientation and Leadership Immersive at UBC in September 2026
- Small class:** 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



- Defining leadership and great leaders
- Character and charisma
- Leadership from an individual, one-to-one level
- Leadership from a team perspective
- Leadership from a system/organizational perspective
- Coaching principles and practices

PHRM 521: Leadership in decision- and policy- making

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



- Data sources that inform sound policy/decisions
- 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: Leaders as educators of a range of audiences

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



- Teaching perspectives, locus of control
- User/audience motivation
- Kolb's learning cycle; learning design
- Leading an educational change
- User/audience resistance to change
- Evaluating educational change

Dr. Sandra Jarvis-Selinger, Ph.D, Professor :



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



PHRM 524: Leadership effectiveness

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



- Leadership effectiveness: styles, behaviours, practices of contemporary leaders
- Facilitating effective discussions
- Leading effective meetings
- 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 your "**leader identity**" evolves.
- **Professional coaching** to help pharmacists in their own career plans, professional opportunities, challenges, etc.
 - Students develop and practice coaching skills for leading others.

Program structure and schedule

WINTER TERM 1	WINTER TERM 2	SUMMER TERM 1	SUMMER TERM 2
Sep 14 – 18, 2026 ** In-person ** Leadership and organizational behaviour	Jan – Apr 2027 Contemporary leadership issues in pharmacy Online	May – Jun 2027 Leaders as educators of a range of audiences Online	Jul – early Aug 2027 Leadership effectiveness Online
Sep 21 – Dec 2026 Leadership in decision- and policy-making Online			4 hours in mid-August 2027 Leadership development and Program wrap-up Online

How to Apply



Application process and timeline

Step 1: Online application

- CV/resume
- 2 referee names



Step 2: Interview invitation via email



Step 3: Interview

- Online video
- Self-recorded
- 3 questions

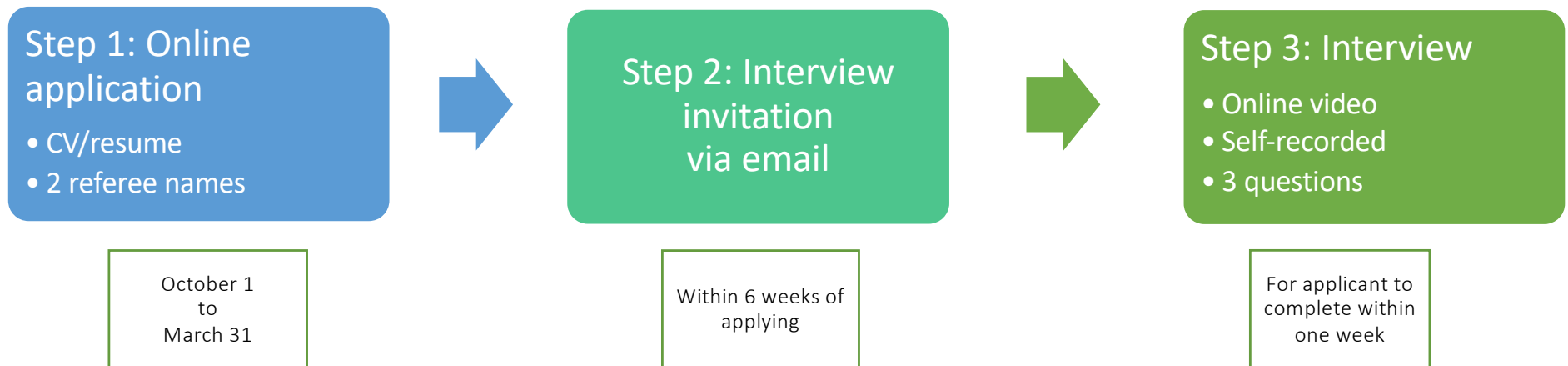
October 1
to
March 31

Within 6 weeks of
applying

For applicant to
complete within
one week

Application notes

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



Cost of program

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

	<i>Application fee</i>	<i>Total Cost</i> <i>(3 equal installments due in Sept, Jan, May)</i>
Domestic students	\$118.50	\$10,500 CAD
International students		\$18,500 CAD

UBC Faculty of Pharmaceutical Sciences



- Applications open October 1, 2025
- All details at: pharmsci.ubc.ca/GDPL