

**American Association of Colleges of pharmacy  
Pharmacy Leadership Development Task Force  
Interim Report  
December 4, 2009**

**Committee Members:**

Chair: Anne Lin, Pharm.D. (Notre Dame Maryland)  
Stephanie Phelps, Pharm.D., FCCP (Tennessee)  
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**Charges:**

1. Assess the status of leadership development in academic pharmacy practice.
2. Identify and prepare a list for dissemination to Section members, effective leadership development programs, including the AACP Academic Leadership Fellows Program, that are currently available for prospective (e.g., professional degree students, residents, fellows, graduate students), new, and current pharmacy practice faculty.
3. Investigate the feasibility of developing a formal program for developing future pharmacy practice department chairs.
4. Submit a mid-year and annual report for inclusion in the Section business meetings at the 2009 ASHP Midyear and 2010 AACP Annual Meeting.

The Task Force decided to focus its attention on the development of faculty in preparation for department chair roles or for the continued development of those who are in department chair positions. The Task Force believes that regardless of whether an individual assumes a department chair's position or not, the skills that are needed are transferable to any leadership position. Since there is high demand for department chairs, the Task Force decided to not limit its focus on just pharmacy practice. At the same time pharmacy practice chairs have unique needs that can be addressed in separate sessions. Additionally, it will be likely to find programs that are relevant to a broader target audience than just pharmacy practice. Additionally, the Task Force believes that it will be important to identify opportunities and programs that have a balance of both knowledge and skills that are needed on a day-to-day basis. The Task Force completed the following:

- a) In a review of leadership development programs from pharmacy associations, not including AACP, these programs do not address the specific needs of department chairs.
  1. The American Council on Education conducts workshops twice a year specifically for department chairs ([www.acenet.edu](http://www.acenet.edu)). The cost for Nov. 2010 program is \$925 for individuals from ACE member institutions.
  2. Harvard University Graduate School of Education offers a two-week program once a year for program directors, chairs, and deans. (Management Development Program <http://www.gse.harvard.edu/ppe/programs/audiences/hihe/department-heads.html>) . The cost for the June 2011 program is \$6,985.

Other pharmacy organizations offer leadership programs that are not specific to academia or department chairs. They are as follows:

1. American College of Clinical Pharmacy (ACCP) - Leadership and Management Certificate Program
  - “The curriculum is designed for those who are currently in leadership or management positions or who aspire to pursue leadership positions in the future.”
  - The program says it is aimed at: Pharmacy directors, deans, department heads, and program directors with elective offerings targeting department chairs.

**Leadership and Management Certificate Program  
2008–2011 Curricular Schedule**

<b>2008/09</b>	
<b>Fall</b>	<b>Spring</b>
<b>Required</b>	<b>Required</b>
Module No. 1: Personal Leadership Development (4 hrs)  Module No. 2: Interpersonal Leadership (4 hrs)	Prerequisite: Leadership Primer (6 hrs)  Module No. 3: The Attributes of a Leader (4 hrs)
<b>Electives</b>	<b>Electives</b>
Leadership and Advocacy (2 hrs)  Case Studies in Ethical Leadership (2 hrs)	Getting the Right Results: Steps for Leading an Effective Team (2 hrs)  A Nexus of Leadership and Management (2 hrs)
<b>2009/10</b>	
<b>Fall</b>	<b>Spring</b>
<b>Required</b>	<b>Required</b>
Module No. 1: Personal Leadership Development (4 hrs)  Module No. 3: The Attributes of a Leader (4 hrs)	Prerequisite: Leadership Primer (6 hrs)  Module No. 2: Interpersonal Leadership (4 hrs)
<b>Electives</b>	<b>Electives</b>
Defining Leadership and Management Roles of the	TBA (2 hrs)

Clinical Manager (2 hrs)  Principles and Practices for Getting Things Done Within Organizations (2 hrs)	TBA (2 hrs)
<b>2010/11</b>	
<b>Fall</b>	<b>Spring</b>
<b>Required</b>	<b>Required</b>
Module No. 1: Personal Leadership Development (4 hrs)  Module No. 3: The Attributes of a Leader (4 hrs)	Prerequisite: Leadership Primer (6 hrs)  Module No. 2: Interpersonal Leadership (4 hrs)
<b>Electives</b>	<b>Electives</b>
TBA (2 hrs)  TBA (2 hrs)	TBA (2 hrs)  TBA (2 hrs)

Modules within an ACCP Spring or Fall Meeting schedule are available free of charge (other than the normal meeting registration fees). Workshops offered on the day before ACCP meetings require an additional pre-meeting symposium fee. To cover the cost of electronic portfolio maintenance, there is a one-time \$150 portfolio fee, which is due on submission of the program application form.

2. ASHP Conference for Leaders in Health-System Pharmacy  
As a pharmacy leader in today's complex healthcare environment, you continue to face significant challenges. Charged with offering higher-quality pharmacy services on tighter budgets, pharmacy managers require good leadership and negotiation skills to improve current services and to implement innovative and cost-saving pharmacy programs. This conference features presentations by experts on current pharmacy practice management topics.

3. AACP Academic Leadership Fellows Program

The AACP Academic Leadership Fellows Program was developed in response to the stated needs of our members. Academic pharmacy has been fortunate in that leaders have risen from our colleges and schools throughout our history to address and solve the many challenges facing academic pharmacy. The program is designed to develop the nation's most promising pharmacy faculty for roles as future leaders in academic pharmacy and higher education. Fellows commence their leadership path with a new understanding of personal potential, talent, and

leadership strengths along with skills and management tools to more successfully engage in their responsibilities and step up to challenges.

The Academic Leadership Fellows Program (ALFP) is a year-long experience with four intensive sessions in residence spread throughout the year supported by an ongoing informal program of mentoring and introduction to leadership roles at the home institution. The four-session program includes in-depth leadership development; team building, exploration of legislative and public policy issues critical to pharmaceutical and higher education; and self and peer assessments. In addition to the four sessions in residence, Fellows participate in a collaborative group project. The program overall covers personal and interpersonal competencies for leadership, practical management responsibilities and administrative competencies of an academic pharmacy administrator, as well as leadership in the external arena of advocacy and the profession. Fellows convene during August for the first session (five days) at a conference facility located near the Washington, D.C. metro area. The second session is held in Washington, D.C. in late fall, and the third session is conducted in conjunction with the AACP Interim Meeting (February/March). Fellows are active participants in the AACP Annual Meeting (July), present on their group projects in a special session, and end their Fellows year with a special commencement celebration.

Deans who nominate a member of their faculty to participate in the AACP Academic Leadership Fellows Program take an important step in developing a promising leader who will be prepared to make significant contributions to academic pharmacy and their home institution. Nominating deans invest both financial and personnel resources in the program. The Dean makes a personal commitment to ensure the program is successful for the nominee by serving as and/or designating a mentor for the Fellow, assisting her/him in discovering and developing individual leadership/management potential and a perspective of academic leadership at the college/campus level. The financial obligation to the institution includes program tuition of \$7,000 due at the time of acceptance as well as support for the Fellow's travel, lodging and meals (estimated at \$5,000-\$7,000 over the year).

Program is not specific for department chairs and appears to be for people who wish to be more upper administration.

B) Two sessions were developed for the 2010 Annual Conference

1. "Sustaining Departments of Pharmacy Practice During Uncertain Economic Times"
2. "To Chair or Not to Chair – Discover the Answer to this Question" (Tuesday 3:30 – 5:00 PM)