



New Practitioner Pharmacist Leadership Development Grant Program

Supported by the Marianne F. Ivey Leadership Fund

The ASHP Research and Education Foundation (ASHP Foundation) is offering a competitive grant program for projects to be conducted by new practitioner pharmacists (within 5 years of their pharmacy degree, including those who are currently in ASHP-accredited residency programs).

The grant program has three goals: (1) support completion of quality research and the development of educational resources, (2) enhance grantee leadership and research skills, and (3) expand the network of leaders in practice and research.

NEW

- The grant can be used to conduct research on leadership competency development or to create education, resources and tools to support leadership development.
- All grantees will participate in an Impact Collaborative, a distance-engagement component to support project progress and enhance individual leadership and research skills.
- Priority will be given to projects that focus on any of the below areas, identified as essential leadership competencies by health-system pharmacy leaders.
 - Communicating effectively
 - Gaining and enhancing trust
 - Building high-performing teams
 - Collaborating and partnering
 - Making effective decisions

Timeline and Award Information

Timeline	Open	Close	Grantees Announced
	August 3, 2020	October 15	By early January 2021
Award Information	Project	Budget	Grant Period
	Education	Up to \$2,500	Up to 9 months
	Research	Up to \$5,000	Up to 18 months

Projects that Focus on Research

The grant program supports diverse practice-based projects including, but not limited to: model demonstration projects, systems change projects, special studies and evaluations that are focused on developing leadership competencies (i.e., attributes, skills, behaviors), such as those listed above.

Research to understand a leadership competency, including prevalence or relationship to other variables is supported by the program. Priority will be given to research that combines implementing innovative leadership development practices with at least one measurable outcome, including measurements of:

- Clinician (e.g., engagement, team development, professional development).
- Care processes (e.g., adverse drug event reporting, time for first dose).
- Patient (e.g., satisfaction, A1C, adherence).
- Organizational (e.g., productivity, turnover, innovation).

Projects that Focus on Education, including Resources and Tools

The grant program supports identifying, creating, aggregating and piloting a leadership competency development curriculum that includes resources, such as self-assessments, readings, webinars, journal clubs, etc. Key considerations:

- At least some of the resources, tools and activities developed/used in your curriculum must be freely accessible.
- Learning outcomes should include: enhanced self-awareness, expanded knowledge and skills.
- Learning activities should include: reflection, application to cases/simulation and application/practice in real-life.

Impact Collaborative

Grantees will participate in an Impact Collaborative between February – September. The collaborative is a distance-engagement component that serves to build a community of practice to support participant’s progress with their projects and enhance participants’ knowledge and skills to lead and complete projects/research. While grantees are required to participate, mentors/senior investigators are invited.

All activities of the collaborative will be virtual. Key components include: Six virtual meetings led by faculty, ongoing virtual engagement through an online portal with activities such as readings, discussion threads and participant updates. Sample collaborative virtual meeting schedule is included below.

February	Meeting #1 – Introductions and Portal Training
March	Meeting #2 – Your Best Self at Work
April	Meeting #3 – Giving and Receiving Feedback
May	Meeting #4 – Leading Through Change and Uncertainty
June	Meeting #5 – Build for Performance and to Last
September	Meeting #6 - Participant Project Presentations

More Information

For application instructions and more details visit the [Foundation website](#) or contact Antoniette Parris at aparris@ashp.org