Strategies for Developing and Sustaining Leaders in Interprofessional Education and Practice

Background

Delivering interprofessional Education and Practice (IPEP) programs to numerous and diverse learners requires active participation of leaders in both educational and clinical settings. We will describe our model for professional development with a focus on developing new leaders across a large institution and strategies for growing and sustaining leaders in IPEP.

Methods

During the seminar our team will showcase our four-step approach to growing and sustaining interprofessional education and practice. We will discuss strategies used to create a community of leaders to sustain support at the institutional level, including discussion about institutional structure and interprofessional (IP) center governance. We will describe the internal structure that sustains IPEP leadership at the operational level including intersections with the clinical enterprise through the Department of Interprofessional Practice and Department of Clinical Practice Transformation in the larger Health system.

During the seminar we will demonstrate strategies used to 'prime the pump' in our IP leadership pipeline including efforts to recruit, train, develop, incentivize, evaluate and promote champions at all levels, and to expand IP programs across the clinical and academic enterprise. Discussion will include recruitment of graduate students to foster early interest and train graduates to become IP leaders and teachers when they transition to practice. We will showcase our structured faculty development system with embedded incentives for participation and

achievement. Training opportunities that meet the interest and availability levels of the faculty include:

- Faculty Development and IP Teaching Certificate Program
- Preceptor Training
- Debriefing Training
- Annual Interprofessional Symposium
- Faculty Center Appointments
- Interprofessional Leadership Fellows (IPL) Program
- Interprofessional Leadership Train the Trainer program (IPLUS©)

Results

As a result of our multi-faceted program, we have delivered a total of 3,654 learner hours of faculty development, supported 24 Faculty IP Leadership Fellows, seven Graduate Student Scholars, awarded 29 IP Teams in Healthcare Teaching Certificates and hosted four annual IP Symposia.

Conclusion

The seminar will provide participants with practical strategies that can be adapted to create a community of scholars and leaders capable of elevating and sustaining a culture of IPEP within complex and diverse institutions.

Seminar Description

During the seminar we will provide an overview of our programs as outlined above and preview a selection of key activities used in our faculty development program.

1. We will begin with a participant poll to find out the level of experience of the attendees
2. Conduct an abbreviated activity from one of our faculty leadership development/IPLUS workshops involving games.
3. Participants will be assigned to breakout rooms for the interactive segment using strategies found conducive to virtual games and teamwork with assigned roles and debriefing strategies.

After the seminar attendees will be able to:

1. Describe an organizational model that will elevate and sustain interprofessional education and practice.
2. Discuss implementation of a faculty interprofessional leadership development program designed to sustain and support interprofessional education and practice.
3. Describe an effective faculty development model with integrated incentives to engage and motivate faculty to expand opportunities for interprofessional learning.

Summary Sentence for Marketing (50 words max)

Delivery of high-quality IPE requires effective, well-prepared faculty and staff. In this seminar we will describe our Faculty Development Program activities, including

processes for recruiting, selecting, and training faculty across a large academic institution. Attendees will participate in a demonstration of one of our signature IP leadership development activities.