

NAP 2024

Title: **Strategic Steps to Success: Implementing an Interprofessional Development Program to Elevate and Sustain IPEP**

After the presentation 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 development program designed to grow and sustain a culture of 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.

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 IPE leaders across a large institution and strategies for growing and sustaining a culture of leadership in IPEP.

During the presentation our team will showcase our four-step approach to growing and sustaining a culture of Interprofessional education and practice. We will discuss strategies used to create a community of IP leaders, build and sustain support at the institutional level, including discussion about institutional structure and interprofessional center governance. We will also describe the 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.

We will demonstrate how we operationalized our vision and the strategies to 'prime the pump' in the IP leadership pipeline including efforts to recruit, train, develop, incentivize, evaluate and promote champions at all levels, 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 Teaching Workshops/CTL
- Facilitator Training
- Debriefing Training
- Annual Interprofessional Symposium (open to other institutions and the community)
- Faculty Appointments in the Center
- Interprofessional Leadership Fellows (IPL) Program
- Train the Trainer (IPLUS)
- Mini Conferences

Many of these activities provide take away materials, for both online and in person use, that an instructor can slot into classes they are teaching.

Results – As of July 2023, we have delivered a total of 3,976 learner hours of faculty development. A total of 28 Faculty IP Leadership Fellows, seven Graduate Student Scholars, five Symposia, and 38 IP Teams in Healthcare Teaching Certificates have been achieved.

Conclusion - Incentivizing interprofessional faculty development increases the willingness of faculty to set aside time to attend training leads to a large increase in educators who will add IPE activities to their teaching activities. Providing IPE materials that “make it easy” to add them into a class further encourages them to include IPE in their courses. Integrating Interprofessional activities into annual evaluations and the promotion and tenure processes demonstrates the importance of interprofessional education and practice to the institution.