Extending IPE Reach Through Leadership Development: More Stealth IPE

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Seminar Learning Objectives
Participants in this Seminar will learn about:

1. Steps for building an Interprofessional (IP) Leadership Fellows program to enhance IPE activities
2. Creating opportunities for faculty development that bridge the clinical enterprise to promote IP practice.
3. Strategies to upskill faculty and graduate students to support IP activities across a diverse academic healthcare organization.
4. Building faculty and student partnerships for IP program development
5. Creating opportunities for expanding scholarship to contribute to growth of IP learning resources.
Personally,
Where are you on the IPE continuum?

Novice  Some Experience  Intermediate  Seasoned
Do you need a Faculty IP Development Program?

- In your breakout room introduce yourself and answer these questions:
  - Is there interprofessional training available in your organization?
  - How do you find faculty who are interested in IPE?
  - Share one effective strategy used to promote IP education within your organization
Steps to Creating a Faculty IP Leadership Fellows Program

• Needs Assessment
• Building a Community of IP Educators
• Starting small
• Training Preceptors/Facilitators
• Recruiting Faculty Fellows
• In-house Training Curriculum
• Rewards and Recognition
Needs Assessment

• Ask all your contacts to ‘bring a friend’ – gather everyone they know who is interested in IPE (it’s a lot more than you think)
• Ask them what they need (for themselves and their students)
• Provide materials that make it easy for them to add IPE to their classes (see last year’s seminar on Faculty Development Workshops)
• Team up with other Campus Offices
• Lunch Meeting (keep feeding them)
Build your IP Community: Curriculum Connect

• Keep them informed
  – Newsletters
  – Development Opportunities
  – Workshops
  – Annual IP Symposium (feed them some more)
  – Conferences/NEXUS

• Make it interesting – think outside the box
  – Presenters from non-clinical Interprofessional sphere
    • Airline Crews, Art/Music Therapists from the hospital
Annual IP Symposium
Better Together: Building IP Teams

• Co Sponsored by
  Health System Departments (IP Practice and Training, Clinical Practice Transformation)
  Academic Schools (Nursing, Health Professions, Optometry, Public Health)

• Develops profile of IP Education and Practice
• Highlights IP Programs
• Expands networks
Expanding Faculty Development Opportunities
(Teaming with Other Campus Offices)

Center for Teaching and Learning

• 1 Hour Faculty Development Workshops
• Gamification/Incentivization
• IPE Certification
Train Faculty to Facilitate your IPE Activities

• Small time commitment
• Target faculty from the Professions that are participating
• Provide training and feed them  
  (yep they’re hungry)
• Have them bring interested  
  grad students as co-facilitators
• Provide thank you letters  
  (cc their supervisor and Dean)
Recruit Your Faculty Fellows

- Notice in Institution Newsletters
- Advertise in your own Newsletter
- Send personal invitations to anyone ever participated in IP - ask them to share it
- Send reminders
  8 weeks, 4 weeks and 1 week before the deadline (it takes 3 “touches” for information to be acted upon)
Training Curriculum

• Initial Training/Workshop to get all “on the same page”
  – NEXUS T3
  – IPEC Faculty Development Conference
  – Home Grown

• What activities will be required?

• What are your deliverables from the Fellows?
Faculty Development Programs

• Interprofessional Leadership Program
  – Training
  – Projects to expand IPE Offerings
  – Workshop Development
  – Mentoring
  – Define Deliverables

• Training Faculty for IP Small Group Activities
  – Interprofessional Team Training
Deliverable - CTL Workshops

• Achieve CTL IP Teams in Healthcare Teaching Certificate
• Complete an IPE Project
  – IPL Fellows 2018 – New Teams & Teamwork Module
  – IPL Fellows 2019 – New Roles & Responsibilities, Communications, Ethics & Values Modules
  – IPL Fellows 2020 – Change Management Module
Reward & Recognition

• How do you attract attendees to your faculty IP training?
• How are faculty rewarded?
• Please complete the poll.
Results of Our Faculty Development Program

• Faculty IP Leadership Fellows
• Center Faculty Scholars - 56
• IP Teaching Certificates - 19
• Trained IP Small Group Preceptors
• Faculty Development total 1,677 hours since 2017
Faculty Development Trend

Hours per Academic Year

Facility Learner Hours

Academic Year

0 100 200 300 400 500 600

Academic Year 2016/17 2017/18 2018/19 2019/20
Adding Graduate Students

• Where do you find them?
  – Faculty mentors who are involved in your IPE program
  – Curriculum requirements (Medical Student Faculty Scholarship requirements)
  – Specialty programs (Nurse Leader course)

• Tailored Curriculum
Student/Faculty Case Development Teams

• Faculty nominate students who have shown interest in becoming educators
• Have some specific ideas ready for a case/activity
• Give them examples to work from
• Provide a timeline of meetings and deliverables
• Meet at convenient time (provide lunch, these guys are really hungry)
Thank you for participating in this Seminar

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