

## **Extending IPE Reach Through Leadership Development: More Stealth IPE**

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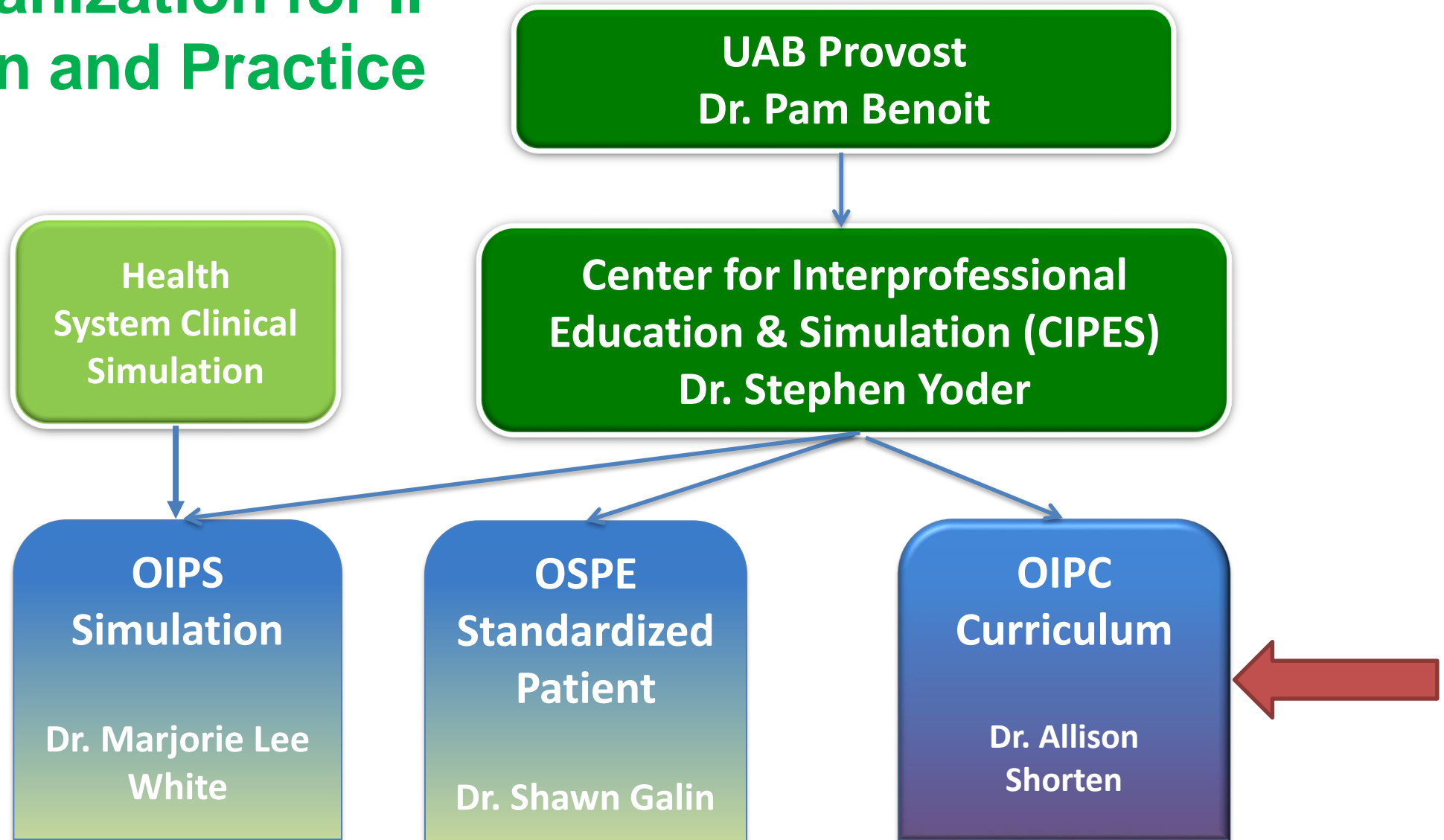
Program Director, Office of Interprofessional Curriculum

# Seminar Learning Objectives

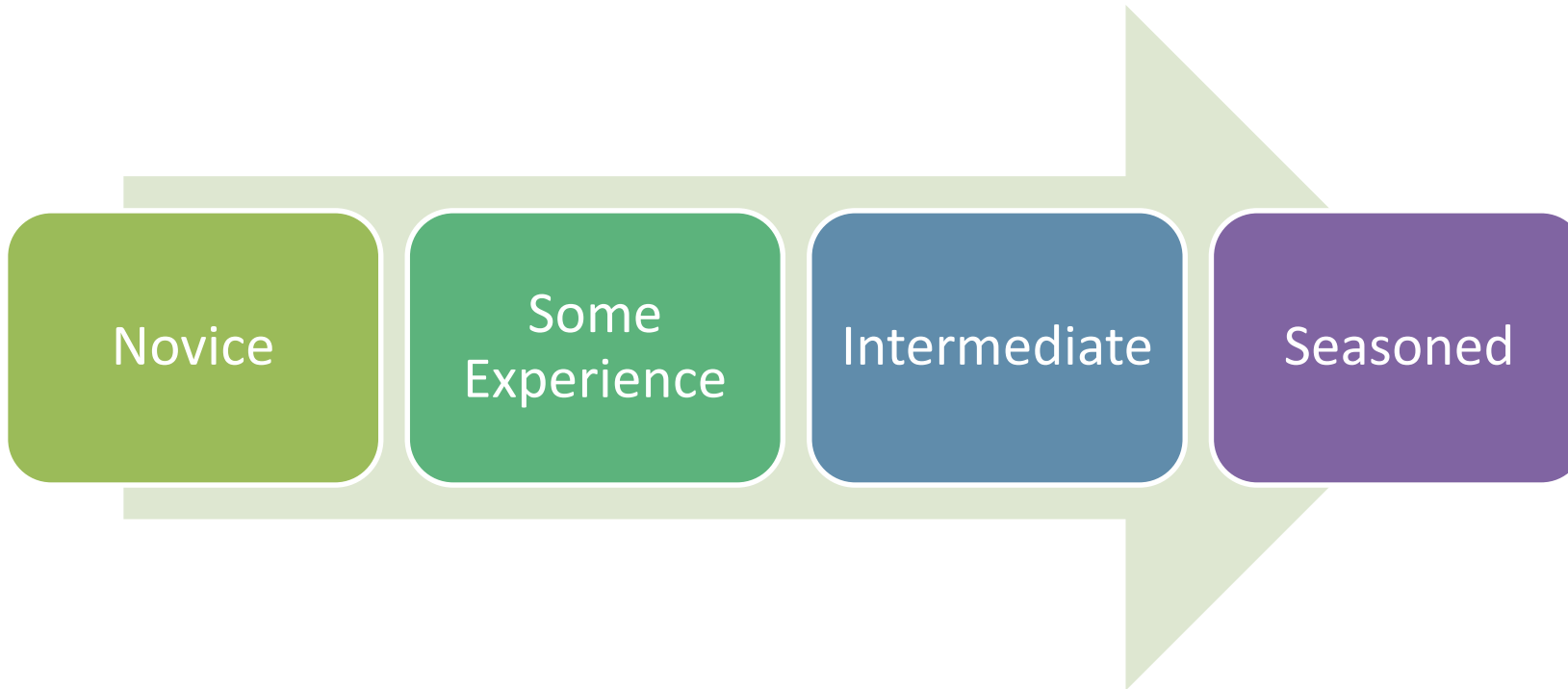
Participants in this Seminar will learn about:

- 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.**

# UAB Organization for IP Education and Practice



# Personally, Where are you on the IPE continuum?



# 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



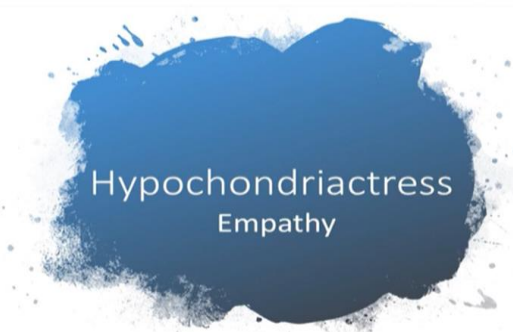
# Needs Assessment

- 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 years seminar on Faculty Development Workshops)
- Team up with other Campus Offices
- Lunch Meeting (keep feeding them)

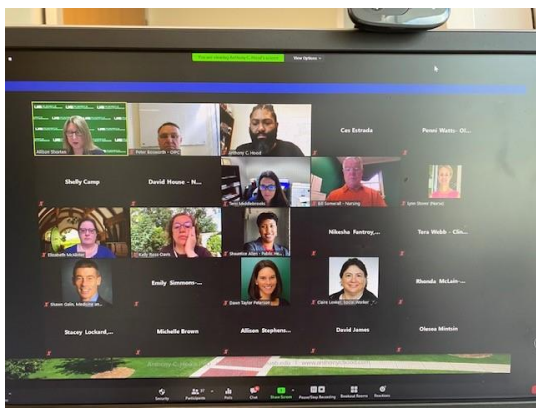


# Build your IP Community: Curriculum Connect

- 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.

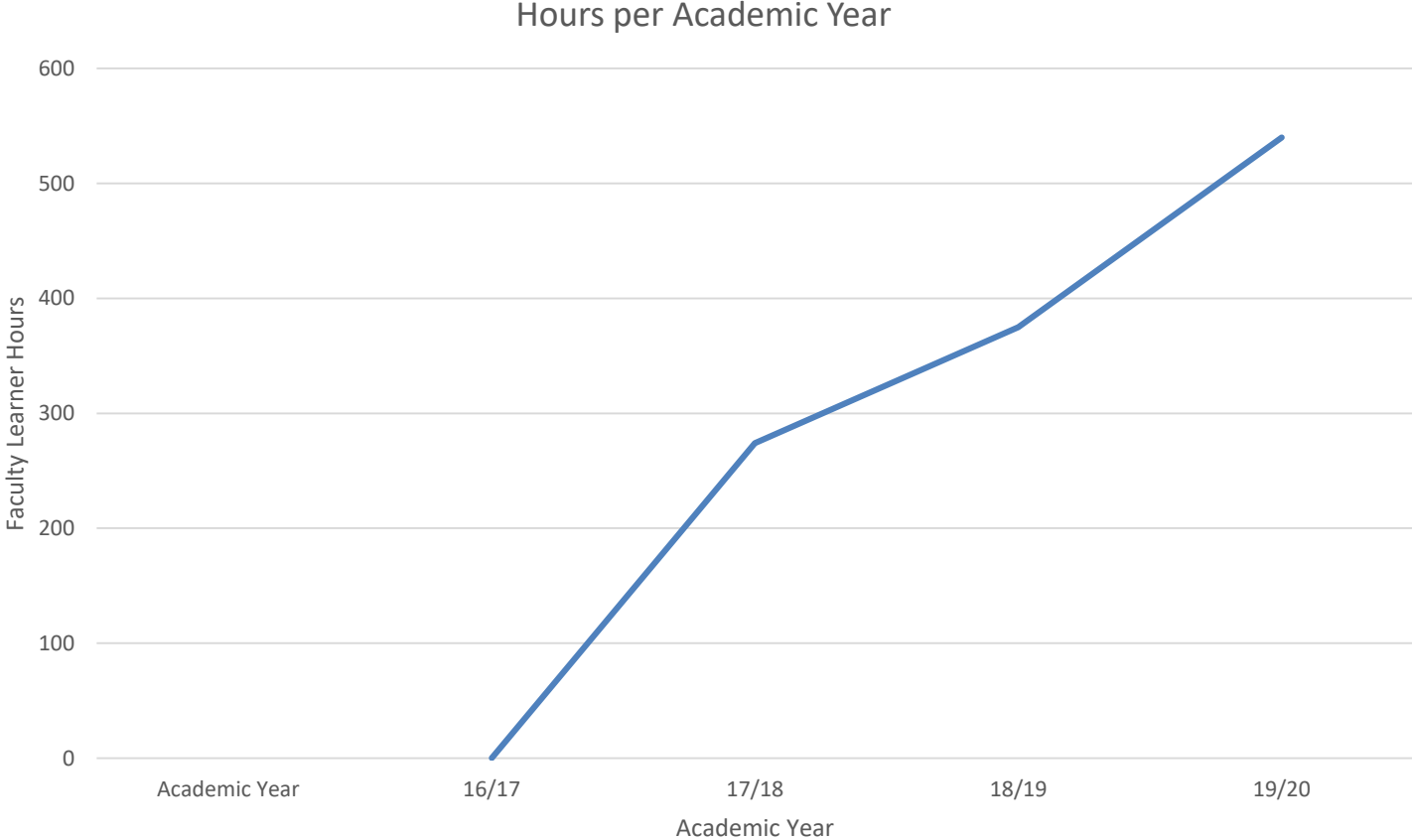




# Results of Our Faculty Development Program

- Faculty IP Leadership Fellows
  - 2018 (4), 2019 (4), 2020 (4), 2021 (8)
- Center Faculty Scholars - 56
- IP Teaching Certificates - 19
- Trained IP Small Group Preceptors
- Faculty Development total 1,677 hours since 2017

# Faculty Development Trend



# 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

- UAB Office of Interprofessional Curriculum
  - Allison Shorten, Director
  - Penni Watts, Assistant Director Program Implementation
  - Peter Bosworth, Program Director
  - Shelly Camp, Goddess of Scheduling
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