



## ***Transformational Leadership: Creating a Culture of Cross-Institutional IPE Collaboration***

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# Transformational Leadership: Creating a Culture of IPE/P at UNTHSC and TCU

- Transformational Leadership is a leadership approach that:
  - Supports change in individuals and systems.
  - Characterized by being:
    - Visionary
    - Inspirational
    - Innovative
    - Proactive
    - Adaptable
    - Trustworthy



*TCU and UNT Health Science Center to Create New Medical School*

# Visionary

- Our Cross-Institutional Vision:
  - A Shared Culture of IPE/P at **UNTHSC** and **TCU**
    - Senior Administration Support
    - **Institutional Department of IPE/P** & **IPREP (Now an Assistant Dean for IPE)**
    - Support of the Deans
    - A model to sustain IPE/P initiatives



**The Challenge:** Historically the Health Professions have trained in silos with little emphasis on team dynamics



Healthcare Academic Institutions  
Have also struggled to find a rationale and process for collaborating together



# 2013

- **UNTHSC** and **TCU (Texas Christian University)** agree to collaborate on IPE/P

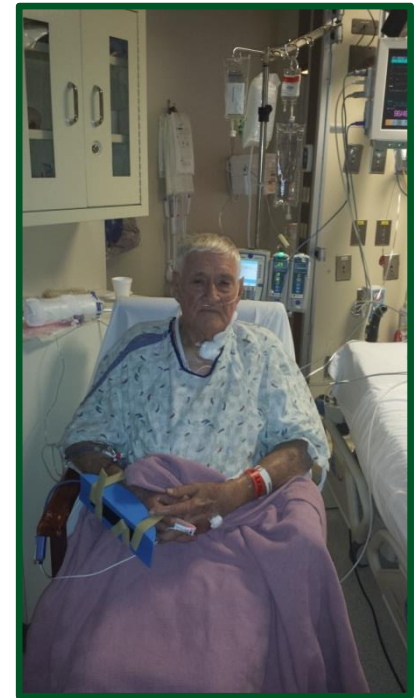
- Medicine
- Pharmacy
- PA
- PT
- Public Health
- Nursing
- Speech Language Pathology
- Dietetics
- Biomedical Sciences
- Social Work
- Kinesiology





# Inspirational

- Everyone has a personal story of when healthcare has been more harmful than helpful.
- We desire to improve healthcare delivery and we're passionate in our belief that:
  - **Effective collaborative healthcare teams** *are a factor in improving patient safety and the overall patient experience.*
  - **IPE is an avenue** *to help prepare a collaborative practice-ready health workforce.*
  - Health professions students who have had **opportunities to train together** while students, are more inclined to collaborative practice.
  - Faculty and preceptors who **model interprofessional collaboration** strongly influence students' attitudes toward collaborative practice.



# Innovative

- IPE is a priority in the **UNTHSC** & **TCU** Strategic Plans.
- IPE/P Strategic initiatives include:
  - IPE integrated *curriculum and experiences* are **a part of each student's experience**.
    - *Beginning in the initial year of a student's healthcare education*
    - *Reinforced across all years of education and training.*
  - IPEC IPE Core Competency Domains are being integrated into the curricula.
  - IPE **outcomes are assessed** for program effectiveness and program refinement
    - *Developing IPE longitudinal assessment across the IPE/P program*
  - IPE **faculty training** for health professions faculty

# Our IPE/P Initiatives:

Founded on a *unique spirit of teamwork* to prepare a  
“collaborative practice-ready” workforce.



Over 1,600 students from medicine, pharmacy, nursing, physical therapy, physician assistant studies, SLP, public health, athletic training, social work, dietetics and counseling train together in Interprofessional teams on core IPE competencies.

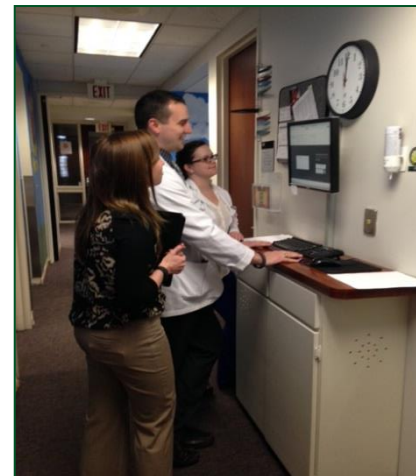


**Interprofessional Culinary Medicine**  
Dietetics Interns, Medical, Pharmacy and PA students



## Collaborative Code Team Simulation

3<sup>rd</sup> year family med  
Senior nursing  
Chaplaincy residents  
3<sup>rd</sup> year Pharmacy



## Pediatrics Clinic Dietetic Internship

Improving the patient experience and allowing dietetics, medicine, and PA students to learn about, from, and with each other.



# IPE Geriatric Skills Fair

## Interprofessional **SAGE**

(*Seniors Assisting in Geriatrics Education*)



Interprofessional student teams make home visits with geriatric volunteers and complete competency based assignments.

An IPE collaboration between the UNTHSC Geriatrics Division, Department of IPE/P, and Institutional partner TCU.



**Interprofessional Student Teams train together with an Interprofessional Faculty in:**

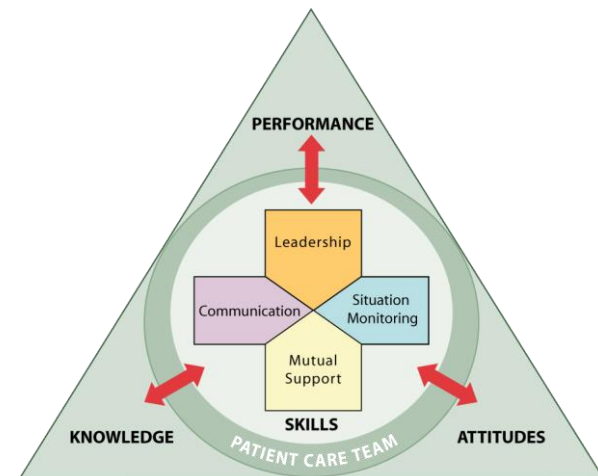
- Falls Risk
- Cognitive Assessment
- Medication Reconciliation
- Sensitivity to Sensory Changes in Aging
- Working as a collaborative healthcare team

788 Students/ 80 Teams/ 40 Faculty

# TeamSTEPPS Training For All Health Professions Students



**TeamSTEPPS Training**  
**T**eam **S**trategies and **T**ools  
To **E**nhance **P**erformance and  
**P**atient **S**afety



# The Pediatric Mobile Clinic



- Travels to schools, community centers, churches and community organizations providing health care on board a state-of-the-art mobile medical unit.
- Medicine, PA, Public Health, PT, Dietetics and Nursing students have an opportunity to work collaboratively with each other and the mobile unit team to create a compassionate and welcoming environment for patients and their families.

# Catch 1 for Health

- Medical, Nursing, Dietetics, Speech Language Pathology and Dental Hygienist students work collaboratively with each other and Pediatric Faculty to provide children with physicals, hearing, vision and oral screenings at local elementary schools.





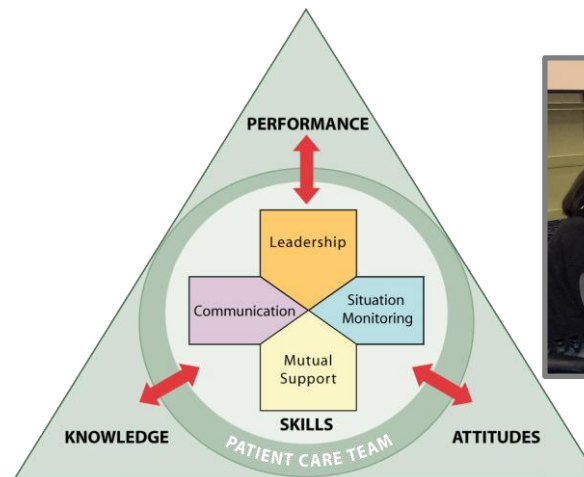
# Proactive

- Early Cross Institutional IPE partnership between **UNTHSC** & **TCU**
  - Created opportunities for medicine, pharmacy, nursing, physical therapy, physician assistant, social work, public health, dietetics, speech language pathology, and athletic training students to learn about, from and with each other.
- Faculty from both institutions participate in IPE/P faculty development together.
  - Development of IPE Faculty Development Modules
- 2 additional institutions have now joined our IPE partnership:
  - Texas Woman's University
  - Texas Wesleyan University



# We're Training our Faculty in Collaborative Practice

- The majority of faculty were trained in professional silos.
- **UNTHSC** and **TCU** have partnered in sending collaborating faculty teams to IPEC and TeamSTEPPS
- Students, Faculty, and Practicing Professionals are being taught effective team strategies.



**TeamSTEPPS** *Team Strategies and Tools to Enhance Performance and Patient Safety*

A teamwork system designed for health care professionals by the Department of Defense's Patient Safety Program and the Agency for Healthcare Research and Quality.

# We're Reaching Out to the Practice Community with IPE Continuing Education

*Students receiving IPE training enter a practice world  
with few good models of collaborative practice.*

## 2015 Interprofessional Practice Symposium: *Putting Theory into Practice*



Collaboratively planned by: UNT Health Science Center, Merritt Hawkins, Health Industry Council Foundation,  
TCU Harris College of Nursing, PwC, and Texas Woman's University

May 29, 2015  
8 am - 4 pm  
at UNT Health Science Center  
Fort Worth, Texas

## 2015 Primary Care Summit

Improving Patient  
Safety and Quality  
of Care: Effective  
Communication  
Strategies.  
Interprofessional  
Faculty and  
Interprofessional  
Participants.



Harris College of Nursing & Health Sciences Presents:  
The W.F. "Tex" and Pauline Rankin Lecture in Nursing

## Conflict in Interprofessional Practice: Sources and Solutions

Presented by Madeline Schmitt, PhD, RN, FAAN, FNAP  
Professor Emerita, Independence Foundation Chair in Nursing and  
Interprofessional Education at the University of Rochester and  
National Center of Interprofessional Practice and Education Ambassador

Monday, April 27, 2015  
Meet and Greet at 4 p.m.  
Lecture and Q&A Begins at 5 p.m.  
D.J. Kelly Alumni Center  
2820 Stadium Drive  
Lecture is free and open to the public.



Harris College  
of Nursing & Health Sciences

# Adaptable

- **Challenge:** No opportunity for faculty from various health professions to meet to discuss IPE/P opportunities.
- **Solution:** An institutional IPE/P curriculum committee
- **Challenge:** Diverse schedules across the health professions
- **Solution:** An institutional and cross institutional dedicated IPE calendar
- **Challenge:** Absence of key health professions at home institution
- **Solution:** IPE partnerships with neighboring institutions

# Trustworthy

## Creation of a Structure to Sustain Our IPE/P Efforts

- **UNTHSC Department of IPE/P**
  - Established 2012 to lead the Institution's IPE/P strategic initiatives.
- **TCU IPREP Committee**
  - Assistant Dean position created in 2015 to lead IPE
- **IPE College/Program coordinators**
  - Representatives from each college/program
  - Work collaboratively with IPE coordinators from the other Colleges/Schools
  - Collectively discuss and plan shared/common IPE curriculum and IPE student activities
  - Meet weekly through IPE curriculum committee.
- **IPE coordinators work with their individual colleges/schools**
  - IPE coordinators communicate about the IPE initiatives with their colleges/schools
  - Recruit and help train IPE faculty facilitators
  - Assist the **Director of IPE/P** and **IPREP Chair** in successful implementation of institutional IPE strategic initiatives.





# Facilitating Structures



- Engagement of senior leaders
- Mutual appointment to IPE leadership groups
- Memorandum of understanding
- Joint appointments
- Effective communication
- Collaboration as a value (Win/Win)
- Continuous improvement



# Reflections on the IPE Journey

- With Collaboration *Challenges Can be Overcome!*
- Collaboration Must be *Win/Win*
- *Institutional Oversight* of IPE is Key
- It's all About the *Relationships*
- Practice *Closed Loop Communication*
- Facilitator *Training is Vital*
- Identify an *IPE Coordinator* Within Each Program/School
- Must Take Calculated *Risks*
- *Adaptability & Flexibility* Work Best
- *Refinement* Must be Ongoing
- IPE Takes *Time and a Budget*
- Food is a Powerful Motivator
- *Have Fun!*

# Your turn!

- What are the elements that frame your opportunities for collaboration across institutional boundaries?
  - Challenges
  - Potential Benefits
  - Success Strategies



# Time to share

- Reflect on your own opportunities
- Share with those around you
- Identify “best practice” aspects of each element to share with larger group
  - *Challenges*
  - *Benefits*
  - *Strategies*



# Questions?

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