

**Texas A&M Health Science Center
Office of Interprofessional Education & Research (IPER)**

Strategic Plan (2019-2024)

CONTEXT

Texas A&M University's broad mission is focused on "providing the highest quality undergraduate and graduate programs" and "developing new understandings through research and creativity" (Texas A&M University, 2019). During his State of the University address, Texas A&M President Michael K. Young, outlined three strategic imperatives that require greater collaboration across colleges: **transformational learning, discovery and innovation, and impact** (Young, 2016). As part of the university community, the Health Science Center (HSC) focuses its mission on education, innovation, and service (Health Science Center, 2019a).

MISSION

All HSC units must strive to align with the broader university and HSC goals, including the Office of Interprofessional Education & Research (IPER). Established in 2016, IPER's mission is to:

- "provide faculty and students with transformative interprofessional learning experiences that support the development of skills needed for patient- and population-centered, collaborative practice; [aligned with **transformational learning**]
- advance research and scholarly activity of Interprofessional Education and Collaborative Practice; [aligned with **discovery and innovation**] and
- advance the practice of evidence-based interprofessional teamwork to improve individual patient and population health outcomes" [aligned with **impact**] (Health Science Center, 2019b).

5-YEAR PLAN

IPER's Strategic Plan is detailed below. The plan outlines strategies and activities for the following 5 key goals:

1. improve organizational support for IPE implementation;
2. ensure faculty have necessary incentives and training to provide an interprofessional education of excellence;
3. prepare future health professionals to successfully engage in collaborative patient- and population-centered care;
4. promote IPE/IPP scholarship; and
5. establish TAMHSC as the premier location for interprofessional health professions disaster preparedness and response training.

GOAL 1
IMPROVE ORGANIZATIONAL SUPPORT FOR IPE IMPLEMENTATION

Strategic Alignment*						Strategy	Activity**	In Progress	Year					Responsible Party(s)***	Agenda Item for Dean's IPE Summit
TL	DI	I	RPH	MH	IE				1	2	3	4	5		
X	X	X				Establish programmatic framework across HSC	Encourage each HSC college to: 1) install a designated IPE administrator (e.g., academic dean); 2) identify an IPE faculty leader; 3) establish an IPE committee; and 4) develop IPE champions while rotating faculty involved in IPE and providing intentional recognition for their efforts (e.g., course buy-out or credit toward service; see Goal 2)**	X	X	X	X	X	X	IPER, IPE LT, Deans	X
							Establish ad hoc interprofessional subcommittees with faculty, staff, and students as appropriate for IPE program content development (e.g., IPE 101, IPER Symposium, Interprofessional Spanish, OLS, etc.)	X	X	X	X	X	X	IPER, IPE LT	
							Develop and manage IPER website, social media presence, and newsletter to serve as resource for internal and external stakeholders and disseminate program information	X	X	X	X	X	X	IPER, IPE LT	
							Identify and document IPE activities occurring across the HSC (IPE Activity Registry)	X	X	X	X	X	X	IPER, IPE LT, Faculty, Deans	X
							Establish IPER assessment and evaluation (A&E) plan**	X	X					IPER, IPE LT	
							Support colleges in developing IPE A&E plans that dovetail with IPER A&E plan	X	X	X				IPER, IPE LT, College Evaluators	X
							Identify, disseminate, incorporate, and track interprofessional Entrustable Professional Activities (EPAs)	X	X	X	X	X	X	IPER, IPE LT	
							Re-map curricula in each college to IPEC Core Competencies and interprofessional EPAs	X	X					IPER, IPE LT, Curriculum Committees	
							Disseminate program activities/findings at state/national levels	X	X	X	X	X	X	IPER, IPE LT, IPE Champions, Deans	
							Establish External Advisory Board (EAB)		X					IPER, IPE LT	
X	X	X				Further ensure all stakeholders are addressed, provide necessary input, and are aware of programmatic progress	Host annual Dean's IPE Summit to ensure IPE agendas are being met	X	X	X	X	X	X	IPER, IPE LT	
							Build/deepen disciplinary partnerships for IPE beyond HSC (e.g., Vet Med, Architecture, Mays, Engineering, Agrilife, Nutrition, Physical Therapy, etc.)	X	X	X	X	X	X	IPER, IPE LT	
							Include all HSC sites in IPE programming	X	X	X	X	X	X	IPER, IPE LT	

*Transformational Learning (TL); Discovery & Innovation (DI); Impact (I); Rural Population Health (RPH); Military Health (MH); Innovation through Engineering (IE)

Directly supported by IPE/organizational literature; *HSC IPE Leadership Team (IPE LT); IPER Director of Disaster Preparedness & Response (DDPR)

GOAL 2
ENSURE FACULTY HAVE NECESSARY INCENTIVES AND TRAINING TO PROVIDE INTERPROFESSIONAL EDUCATION OF EXCELLENCE

Strategic Alignment*						Strategy	Activity**	In Progress	Year					Responsible Party(s)***	Agenda Item for Dean's IPE Summit
TL	DI	I	RPH	MH	IE				1	2	3	4	5		
X	X	X				Incentivize faculty to participate in IPE activities	Develop system to document faculty participation in IPE activities in order to generate letters for evaluation portfolios and P&T dossiers**		X	X				IPER, IPE LT	X
							Encourage HSC colleges to incorporate IPE into promotion and tenure process (e.g., include IPE on annual faculty evaluation forms)**	X	X	X				IPER, IPE LT, Deans	X
							Implement IPE faculty award program**	X	X					IPER, IPE LT	X
							Encourage colleges to assign/recognize appropriate workload for faculty engaging in IPE**	X	X	X	X	X	X	IPER, IPE LT, Deans	X
X	X	X				Establish IPE faculty development program (in partnership w/HSC FD, CTE etc.)	Implement "IPE 101" for all faculty across colleges	X	X					IPER, IPE LT, Deans	X
							Provide interprofessional TeamSTEPPS training for all HSC faculty and staff**	X	X	X	X	X	X	IPER, Master Trainers, Deans	X
							Develop and implement faculty workshops related to IPE (e.g., facilitating interprofessional learning groups, understanding interprofessional roles and responsibilities, etc.)**	X	X	X	X	X	X	IPER, IPE LT, Deans	X
							Disseminate professional development opportunities (e.g., IPE webinars)	X	X	X	X	X	X	IPER	X
							Provide financial support for IPE-related conference attendance**	X	X	X	X	X	X	IPER, Deans	X
							Apply for interprofessional faculty development opportunities (e.g., iPEX palliative care program)	X	X	X	X	X	X	IPER, IPE LT, Deans	
							Develop/establish IPE Speaker Series (dovetails with establishing EAB)		X	X				IPER, IPE LT	
							Develop and initiate IPE certification for faculty**		X	X				IPER, IPE LT	X
							Develop and implement Interprofessional Leadership Fellows Program		X	X				IPER, IPE LT, Deans	X
							Provide interprofessional faculty development through Project ECHO	X	X	X	X	X	X	IPER, IPE LT	

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GOAL 3
PREPARE FUTURE HEALTH PROFESSIONALS TO SUCCESSFULLY ENGAGE IN COLLABORATIVE PATIENT- AND POPULATION-CENTERED CARE

Strategic Alignment*						Strategy	Activity**	In Progress	Year					Responsible Party(s)***	Agenda Item for Dean's IPE Summit
TL	DI	I	RPH	MH	IE				1	2	3	4	5		
X		X	X			Provide systemic curricular, extracurricular, and co-curricular interprofessional learning opportunities for students	Implement online course introducing foundations of interprofessional collaboration to all first year HSC students – “IPE 101”	X	X				IPER, IPE LT, Deans	X	
							Provide interprofessional TeamSTEPPS training for all HSC students**	X	X	X	X	X	X	IPER, Master Trainers, Deans	X
							Provide students opportunity to engage in interprofessional root cause analysis (CLARION Competition) and raise HSC IPE profile nationally	X	X	X	X	X	X	IPER, IPE LT	
							Offer students opportunity to work in interprofessional teams in low-stakes/engaging environment (IPER Symposium - afternoon session)	X	X	X	X	X	X	IPER, IPE LT, Interprofessional Subcommittee	
							Ensure all campuses have access to interprofessional case-based learning through the use of technology (e.g., the online asynchronous SIMULATION IQIPE)		X	X	X			IPER, IPE LT, Deans	X
							Ensure all campuses have access to interprofessional case-based learning with interprofessional teams of practitioners through Project ECHO			X	X	X	X	IPER, IPE LT	
							Develop IPE case topics/simulations relevant to all HSC components (e.g., ethics, opioid epidemic, SDH, quality/safety, etc.)	X	X	X	X	X	X	IPER, IPE LT	
							Launch interprofessional Home Visit Program (Hotspotting)		X					Steve Brown, Jaime Hardy, IPER	
							Launch interprofessional Spanish for Health Professionals course (also contributes to Goal 5)	X	X					IPER, IPE LT, Interprofessional Subcommittee	
							Establish annual interprofessional service learning trip to Spanish speaking country (also contributes to Goal 5)	X	X	X				IPER, IPE LT, Interprofessional Subcommittee	
							Coordinate participation in interprofessional clinics (TAMHSC & CHI St. Joseph)**			X	X	X	X	Steve Brown, IPER, IPE LT	
						Conduct interprofessional health fairs in partnership with Healthy Texas	X	X	X	X	X	X	IPER, IPE LT, Marcia Ory, Interprofessional Subcommittee		
						Recognize training in collaborative practice									
						Develop and initiate student IPE Certificate		X	X				IPER, IPE LT		

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GOAL 4

PROMOTE HSC IPE/IPP SCHOLARSHIP

Strategic Alignment*						Strategy	Activity**	In Progress	Year					Responsible Party(s)***	Agenda Item for Dean's IPE Summit	
TL	DI	I	RPH	MH	IE				1	2	3	4	5			
X						Provide support for IPE/IPP research (in partnership with HSC VPR)	Implement Seed Grant Program	X	X						IPER, IPE LT	
							Support faculty grant-writing and IRB submissions for IPE/IPP research	X	X	X	X	X	X	IPER		
							Work with CLRC to reduce costs related faculty-led IPE research	X	X					IPER		
							Identify and submit interprofessional proposals	X	X	X	X	X	X	IPER, IPE LT, IPE Champions		
							Provide venue for HSC IPE Scholarship dissemination (IPER Symposium – morning session)	X	X	X	X	X	X	IPER, IPE LT, Interprofessional Subcommittee		
							Continue leadership role and participation in Texas IPE Consortium	X	X	X	X	X	X	IPER, IPE LT, Faculty, Students		
							Elevate profile of HSC IPE researchers by highlighting efforts in various formats (e.g., on website, newsletter, etc.)	X	X	X	X	X	X	IPER		

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GOAL 5

ESTABLISH TAMHSC AS THE PREMIER LOCATION FOR INTERPROFESSIONAL HEALTH PROFESSIONS DISASTER PREPAREDNESS & RESPONSE TRAINING

Strategic Alignment*						Strategy	Activity**	In Progress	Year					Responsible Party(s)***	Agenda Item for Dean's IPE Summit	
TL	DI	I	RPH	MH	IE				1	2	3	4	5			
						Provide focused leadership for disaster-related programming	Hire IPER Director for Disaster Preparedness & Response (P&R)	X	X						IPER, IPE LT, Deans	
X		X	X			Ensure disaster-related curricular content is embedded across HSC	Establish/promote cohesive interprofessional disaster-related curricula with competencies focused on prevention/mitigation, preparedness, response, and recovery/rehabilitation (e.g., CERT, Basic Life Support, Pharmacy Bioterrorism, FEMA modules, Incident Command System, Stop the Bleed, etc.)	X	X	X	X				IPER, IPE LT, DDPDR	
X		X	X	X		Provide students with exposure-, immersion-, and competence-level disaster P&R training	Refine operations for large-scale, interprofessional disaster response simulation (Disaster Day)	X	X	X	X	X	X		IPER, IPE LT, DDPDR	
					Refine operations for interprofessional mass inoculation events to serve as State Point-of-Dispensing locations (TAMU employee Flu Clinics)		X	X	X	X	X	X			IPER, IPE LT, DDPDR	
					Streamline process for interprofessional participation in State Disaster Exercise (Operation Lone Star or OLS)		X	X	X	X	X	X			IPER, IPE LT, DDPDR	
X	X	X	X	X		Elevate HSC footprint on State disaster response	Establish interprofessional HSC Emergency Response Team (ERT) based on participation in Disaster Day, Flu Clinics, OLS and pertinent curricular opportunities	X	X	X					IPER, IPE LT, DDPDR	
						Recognize emergency response training	Establish emergency response certification for students, faculty, and staff		X	X					IPER, IPE LT, DDPDR	
						Establish cohesive campaign to elevate programming for internal/external stakeholders	Work with MarCom to develop campaign across multiple platforms and raise program file		X	X					IPER, IPE LT, DDPDR	
	X					Offer expertise in establishing disaster-related programming	Support development of interprofessional disaster-related education and events at any HSC location and for other institutions/entities (e.g., Dallas, RR, Girl Scouts)	X	X	X	X	X	X		IPER, IPE LT, DDPDR	

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