

# Dipping Your Toes into the Water: A Recruitment Strategy to Engage New Faculty in IPE

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## Faculty Outreach

1. Designed a “dipping your toes in the water” strategy to recruit faculty for the LIFE program focused on experiential, observational roles
2. Provided a low stakes and low time commitment introduction to facilitation; All engagement done online in 6 total hours.
3. Promoted potential benefits of observing IPE faculty engagement and teaching, IPE training and mentorship, and exposure to IPE students
4. Utilized personal outreach from existing LIFE faculty from 8 health science schools who invited potentially interested new faculty to participate in exposure to the LIFE program before making any future commitment to be involved



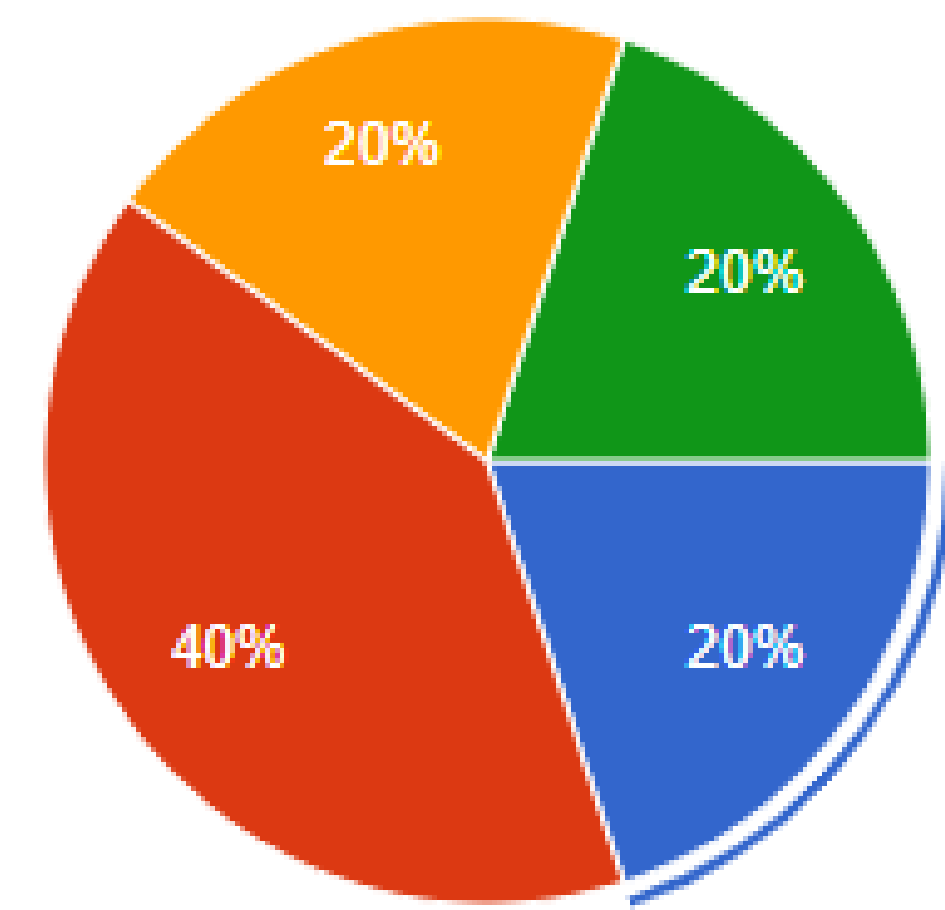
## Faculty Preparation & Engagement Roles

- Review information regarding the LIFE Program and faculty observer roles and responsibilities
- Attend 2-hour LIFE Kick-Off: Overview of the program, “getting to know you” interactions with faculty, and faculty partner-matches
- Provide feedback on student experiential patient advisor interviews
- Attend 2-hour LIFE Closing Event: Observe student-reported learning, share faculty observer experiences with the lead faculty
- Complete new faculty pre and post surveys

## 15 New Faculty Observers Recruited

### IPE Involvement

**Past, not now**  
**Limited basis**  
**Never involved**  
**Ongoing**



## Faculty Pre-Survey Data

### Motivators to Engage in IPE

Colleague invitation	80%
General IPE 80% interest	80%
Professional goals	60%
Low stakes commitment	53%
Interesting program	53%

### Barriers to IPE Involvement

No workload room	64%
Inadequate training	29%
Unclear about IPE	14%

### Next Steps

Analysis of new faculty observer post-surveys regarding:

Effectiveness of “dipping your toes in the water” faculty recruitment approach

Impact of the recruitment strategy on interest and commitment of faculty in future LIFE program and broader IPE engagement

## Background

As IPE programs expand and evolve across schools and include more student learners, an effective strategy is needed to expand faculty engagement in IPE learning experiences.

## Barriers to IPE Faculty Expansion

- Individual workload constraints
- Lack of knowledge about the value and benefits of IPE
- No previous IPE teaching experience or training
- Limited direct outreach to and mentoring of individual faculty

## Faculty Recruitment Plan

LIFE (Longitudinal Interprofessional Family-Based Experience) is an innovative experiential program connecting interprofessional student teams with patients who have a chronic illness with a focus on Interprofessional Education (IPE) Core Competency skill development.

To support potential expansion of the LIFE program, a strategic faculty-engagement plan to recruit new faculty focused on providing a “dip your toes in the water” faculty IPE experience.