

IPE VISION	Upstate students, faculty and staff will be highly regarded for their effectiveness in Interprofessional collaborative practice.			
IPE MISSION	To support teamwork, collaboration and communication skills in Upstate's educational programs.			
IPE VALUES	<ul style="list-style-type: none"> • Values / Ethics for Interprofessional Practice 	<ul style="list-style-type: none"> • Roles / Responsibilities 	<ul style="list-style-type: none"> • Interprofessional Communication 	<ul style="list-style-type: none"> • Teams / Teamwork
UPSTATE STRATEGIES AND RESULTS	INTEGRATION Upstate will be one university, connected by mission and aligned leadership, integrated through a culture of inclusion, transparency and trust.	INNOVATIVE LEARNING AND DISCOVERY Upstate will be the destination of choice for patients and innovative employees, educators, learners and researchers.	COMMUNITY IMPACT Upstate will be a collaborative and trusted partner in service to our communities.	EXECUTION AND GROWTH Upstate will be an excellent university growing through aligned decision making, efficient, effective operations, quality services, and a dedicated and diverse workforce.

PERSPECTIVE	UPSTATE STRATEGIC OBJECTIVES AND STRATEGY MAP	IPE PERFORMANCE MEASURES	IPE INITIATIVES
LEARNERS, PATIENTS, COMMUNITY & OTHER STAKEHOLDERS	<p>★ Indicates the UMU institutional Objectives this Strategic Plan will focus on impacting</p> <p>★ Increase Reputation for Excellence → Build Scholarship → Engage Stakeholders → ★ Increase Access</p>	<p>Learners, Patients, Community & Other Stakeholders</p> <ul style="list-style-type: none"> • Annual calendar of IPE sessions created by October 1, 2019 • 7:1 student/facilitator ratio at core IPE Events • # of IPE events • # of participants at IPE events • Submit at least one article to Journal of IP Practice by 3/1/2020 	<p>Learners, Patients, Community & Other Stakeholders</p> <ul style="list-style-type: none"> • Annual curricular calendars for each program • Gain demonstrable commitment Facilitators from each college serve at each of the core IPE sessions • Develop CiD Manuscript
FINANCIAL STEWARDSHIP	<p>★ Improve Fiscal Responsibility & Transparency → Increase Grant Sponsorship of IPE Events → Improve Financial Performance</p>	<p>Financial Stewardship</p> <ul style="list-style-type: none"> • Number of grant submissions 	<p>Financial Stewardship</p> <ul style="list-style-type: none"> • Maintain vigilance for grant opportunities
INTERNAL PROCESSES	<p>Improve Efficiency & Accountability → ★ Grow Programs & Community Partnerships → ★ Improve Quality → ★ Enhance Innovation → ★ Increase Integration</p> <p>Exceed IPE Program Accreditation Requirements (Needs) → Foster Interprofessional Relationships</p>	<p>Internal Processes</p> <ul style="list-style-type: none"> • Simulation sessions integration into at least two clerkships • Convene Simulation Advisory Board by January 1, 2020 • Recommendations submitted for SUNY level IPE policies by Mar 1, 2020 • Three facilitator development sessions coordinated by January 1, 2020 • # of IPE partners • # of IPE facilitators • # of IPE courses • Implement effective assessment tools 	<p>Internal Processes</p> <ul style="list-style-type: none"> • Integration simulation learning experiences into curriculum • Identify best practices assessment tools for IPE session to recommend to course faculty • Develop a trans-institutional Simulation Advisory Board that includes IPE representation • Engage other programs into current and future events/sessions • Facilitators Development track arranged for 100-300 series sessions
ORGANIZATIONAL CAPABILITIES (PEOPLE, FACILITIES, TECHNOLOGY)	<p>Increase Diversity, Equity, Access, & Inclusion → Improve Culture of Trust → Advance Use of Simulation → ★ Optimize Technology, Facilities & Support Services</p>	<p>Organizational Capabilities</p> <ul style="list-style-type: none"> • Training arranged and delivered by Jun 1, 2020 • Training attendance • % Utilization of Sim Lab 	<p>Organizational Capabilities</p> <ul style="list-style-type: none"> • Provide facilitator training to a group of faculty and clinicians • Advocate for facilities and support services • Develop communication plan

PERSPECTIVE	IPE STRATEGIC OBJECTIVE	DESCRIPTION	INTENDED RESULTS
LEARNERS, PATIENTS, COMMUNITY & OTHER STAKEHOLDERS	Engage Stakeholders	<ul style="list-style-type: none"> Develop and promote student learning events that transcend disciplines and units across Upstate 	<ul style="list-style-type: none"> Stakeholders from across colleges, clinical sites, and community will participate in formal and informal IPE learning events
	Build Scholarship	<ul style="list-style-type: none"> Facilitate and support interprofessional education research endeavors including publications and workshop presentations 	<ul style="list-style-type: none"> Enhance national profile of Upstate as an IPE school of choice (recruitment) for top student talent (increase revenue)
FINANCIAL STEWARDSHIP	Increase Grant Sponsorship of IPE Events	<ul style="list-style-type: none"> Seek out opportunities to partner or embed IPE into existing or established programs or courses 	<ul style="list-style-type: none"> Reduce sole sponsorship of IPE events or sessions
INTERNAL PROCESSES	Exceed IPE Program Accreditation Requirements (Needs)	<ul style="list-style-type: none"> Promote curriculum integration through IPE Evaluate IPE outcomes Expand the development and sustainability of the Core IPE Team 	<ul style="list-style-type: none"> Inventory and expand courses providing developmentally and career appropriate programming to teach core IPE competencies Assess effectiveness of IPE curriculum integration Create a larger pool of IPE trained facilitators and champions
	Foster Interprofessional Relationships	<ul style="list-style-type: none"> Promote faculty and clinician development Partner with others to foster efficiency and integration of IPE at Upstate 	<ul style="list-style-type: none"> Core teaching faculty have a functional understanding of IPE needs and incorporate IPE/assessment into their programs Provide continuing professional development for faculty and IPE leadership to create a network of IPE educators, practitioners and administrators and to incentivize IPE Leverage partnerships with various course directors, administrators, community sites, and others (locally and nationally) for mutual benefit
ORGANIZATIONAL CAPABILITIES (PEOPLE, FACILITIES, TECHNOLOGY)	Advance Use of IPE Simulation	<ul style="list-style-type: none"> Develop content / programming for interprofessional simulation case Promote use of interprofessional sim to Upstate Promote use of technology to increase access for engagement 	<ul style="list-style-type: none"> Support facilitator/debrief training to create and deliver simulation content effectively Ensure resources are in place to support remote learners as well as to increase access to Upstate facilities