DEVELOPING AN INTERPROFESSIONAL HEALTHCARE SIMULATION CENTER (IHSC): AN EXAMPLE OF SYSTEMS TRANSFORMATION THROUGH COLLABORATION

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The Story of the IHSC Emergence

- Chapters in an Unfinished Book:
  - Initial conditions: a history of separate schools and colleges
  - The event with unexpected consequences: a new building
  - Ensuing emergence of a new pattern
  - Challenges at the edge of chaos – will the new pattern grow or even survive?
Initial Conditions:
A Health Sciences Center in Name Only

- The UNM Health Sciences Center developed as a set of separate schools and colleges, each with its own organization:
  - Separate budgets, equipment, facilities, personnel, scheduling, educational systems
- College of Pharmacy history and culture
- School of Medicine history and culture
- College of Nursing history and culture
The Old HSC System Operating Rules:
Caution and control

- Turf protection and competition for resources
- Suspicion of SOM power and resources
- Internalized rules about relationships
The Event with Unexpected System Consequences: a New Building

- History of the building: focus on better technology

- Seeing the opportunity to develop interprofessional simulation

- Naming the IHSC: reflection of a different vision
Important Pattern Changes

- New relationships: the steering committee meets weekly and emerges as a group

- Creating the IHSC direction: dreaming the future

- The IHSC affects the HSC: dean discussions and permissions, action plans, exploring resources
Challenges at the Edge of Chaos

- Can we sustain and further development of a new collaborative pattern?

  - Energy and resources required to make the changes
  - Supporting co-evolution of embedded systems through communication and joint planning
  - Encouraging novel behavior to emerge without knowing where it will lead
  - Providing positive feedback to emergent behavior
Other Interdependent Considerations

- Development of an Interprofessional Education Director for the HSC
- Other grassroots initiatives that will use IP simulation and how to support them
- Top down support and the strategic planning process
- Resource issues and economic distress in the state